

# 2022 Gender pay gap report

## Introduction

tp bennett is committed to having a diverse workforce. We value diversity and will continue to provide equal opportunities for all our employees.

As we employ more than 250 people, we are required to report on our gender pay gap figures. tp bennett welcomes this initiative and is hopeful that it will be a positive step in bridging the gender pay gap in the built environment sector.

This is not an equal pay for equal work issue; men and women in the same position performing the same work must receive equal pay and tp bennett compensates employees based solely on merit and does not discriminate against gender or any other trait.

The Gender Pay Gap is a measure of the difference between men and women's average earnings across the practice.

## Gender pay gap figures

The **mean** is the average pay or bonus for women against the average pay or bonus for men.

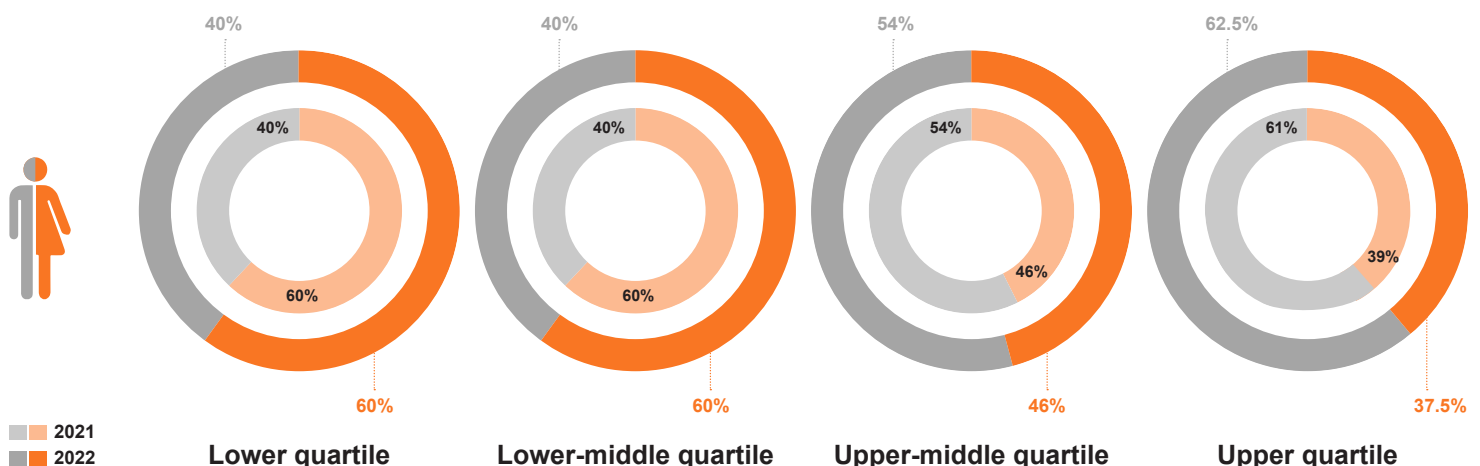
The **median** compares the 'middle' pay or bonus for women against the 'middle' pay or bonus for men when the values are put in a dataset from low to high. This is important as it is less affected by outliers compared to the mean figure. The pay gap is based on a snapshot of data from 5 April 2022 and looks at

the difference between the hourly wage for all women versus the hourly wage for all men. We acknowledge our gender pay gap has increased from 2021, and this is partly due to several female Directors being promoted to members of the LLP on the 1st April 2022. Were these women included, the mean would be 8.47%, and the median would be 12.64%.

	Mean	Median
Hourly pay gap 2021	7.73%	8.54%
Hourly pay gap 2022	10.68%	13.63%

## Quartiles

The pay quartiles are used to determine what proportion of men and women we have at each quartile based on their hourly rate. It is calculated by ranking all employees' hourly rate in numerical order and then dividing it into four equal groups. We acknowledge the change in the upper quartile, which is due in part to more female Directors being promoted to the LLP. If these female Directors were included in the upper quartile, then the male percentage would be 58% rather than 62.5%, and the female percentage would be 42% rather than 37.5%.



## Bonus gap

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2022.

Based on those eligible to participate in the annual bonus scheme, 100% of employees received a bonus.

We are delighted to note that the margins have decreased.

The figures below include a £2,000 cost-of-living bonus, paid to all staff. This was in addition to the annual performance-based bonus. If this cost-of-living bonus was not included, the figures would be a mean of 8% and a median of 13%.

	Mean	Median
<b>Bonus Gap 2021</b>	<b>20%</b>	<b>30%</b>
<b>Bonus Gap 2022</b>	<b>5%</b>	<b>8%</b>

## What are we doing about it?

We recognise the importance of understanding the drivers behind our pay differentials and we will continue to review the gap analysis and monitor our short, medium-term and long-term goals to address this.

To ensure consistency of approach across the practice and to align with the market, an annual benchmarking process underpins our reward structure.

As part of our Equity, Diversity and Inclusion strategy, we support and continue to develop our six Employee Resource Groups. They promote and foster inclusion across the business, and build awareness of different lived experiences and the potential barriers people face. Our Women in Design & Architecture, and Guardians groups in particular support our female colleagues in all stages of their career, from training through to networking events. For instance, all staff have the opportunity to participate in Menopause Awareness training and we have launched our new Menopause Champions as a result.

We operate a cross-organisational mentorship programme designed to suit all levels and structured to ensure a cross-pollination between teams.

We continue to work a hybrid pattern, which increases flexibility and better supports our parents and carers.

I confirm the data that is reported is accurate.  
**Shane Kelly, Principal Director, tp bennett**

