

2023 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 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 pay gap is based on a snapshot of data from 5 April 2023 and looks at the difference between the hourly wage for all women versus the hourly wage for all men.

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.

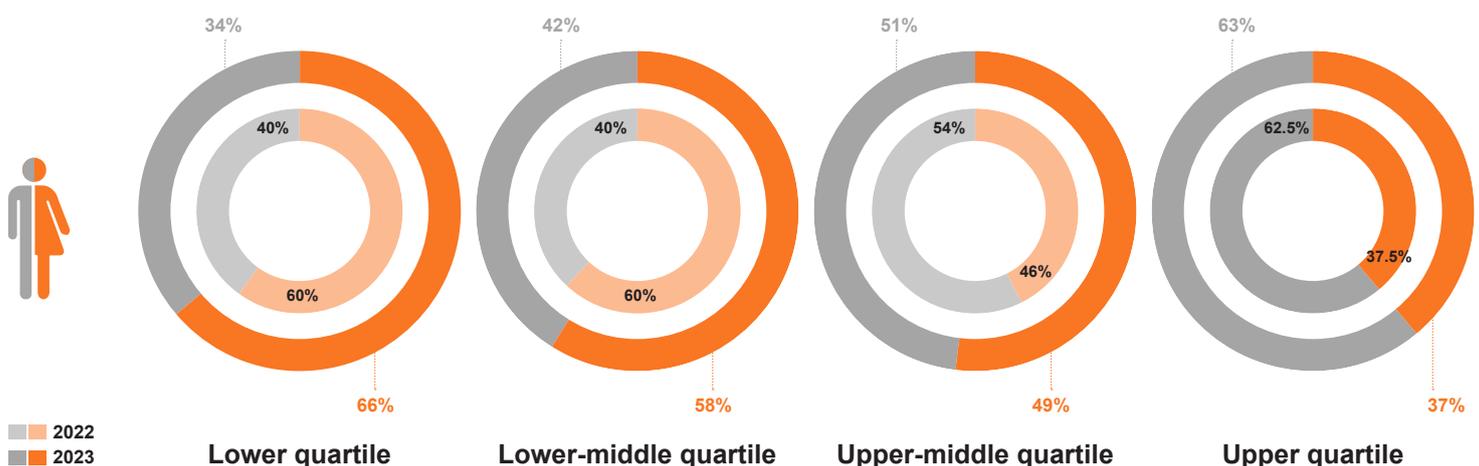
We acknowledge the stability of our gender pay gap median and that our mean has slightly increased.

It should be noted that six women who would have normally been included at the snapshot date were on the unpaid period of their maternity leave, so according to the gender pay gap guidance, have not been included. There were two women promoted into the LLP which has also affected the upper quartile.

	Mean	Median
Hourly pay gap 2022	10.68%	13.63%
Hourly pay gap 2023	12.04%	13.46%

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 are encouraged that two-thirds of our new starters in the 12 months prior to 5 April 2023, were women, many joining the design profession at entry level as illustrated in the increase in the lower quartile. The shift in quartile percentages, in particular the upper-middle quartile, is due to internal promotions.



Bonus gap

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2023.

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

The practice bonuses were pro-rated to account for working patterns, with those employed partially through the year having their bonuses pro-rated to align with their time worked, as outlined previously.

	Mean	Median
Bonus Gap 2022	8%	13%
Bonus Gap 2023	10.68%	14.29%

What are we doing about it?

We continue to actively develop our Equity, Diversity and Inclusion strategy and review our processes, to ensure consistency, benchmarking against the market and understanding the gap analysis.

Our employee-led resource groups ensure that all voices are heard, increasing our awareness and understanding of others. Our Women in Design and Architecture group is particularly active within the practice and industry-wide, participating in networking events and acting as role models.

We have made significant progress in how we are supporting women throughout their careers, including our enhanced graduate programme and menopause policy. We have seen an increased number of women join at entry-level positions and a further two women promoted to our Board.

In addition we created six “Strategic Imperative” groups, ensuring a representative mix of employees are empowered to actively contribute to the development of the practice’s vision; helping to ensure a diverse perspective feeds into the business strategy.

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

