

2024 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 2024 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.

In accordance with gender pay gap guidance, seven women have not been included as they were on an

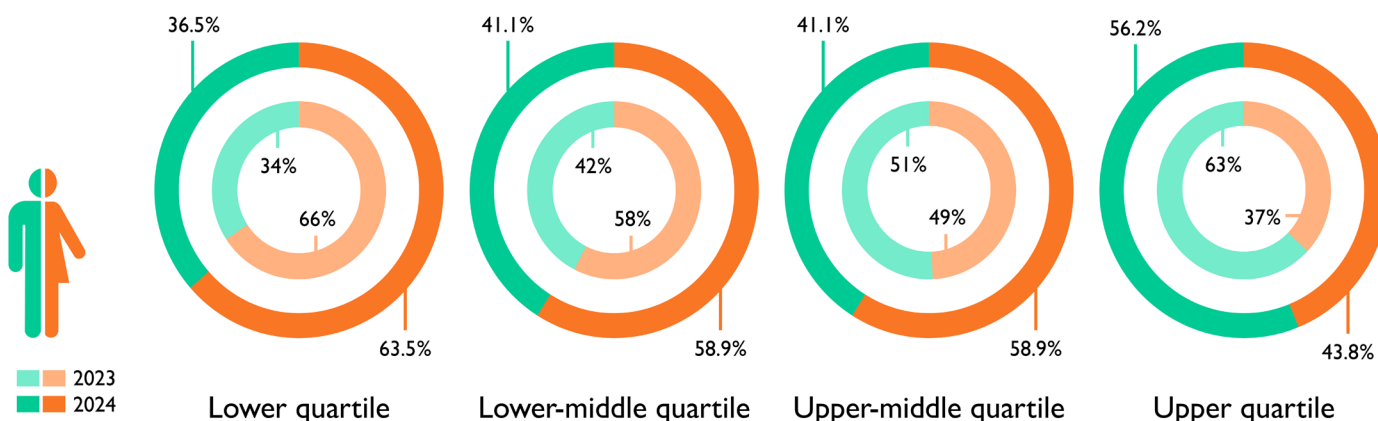
unpaid period of their maternity leave at the snapshot date. Two women were on an unpaid sabbatical so were also not included.

We are delighted that both the median and mean have significantly decreased.

	Mean	Median
Hourly pay gap 2023	12.04%	13.46%
Hourly pay gap 2024	8.46%	6.8%

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 60% of our new starters in the 12 months prior to 5 April 2024, were women. The positive shift in the upper-middle and upper quartile percentages is due to internal promotions (78% of our annual promotions in December 2023 were women).



Bonus gap

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2024.

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. The majority of those working part time or joining during the year and thus receiving prorated bonuses, were women.

	Mean	Median
Bonus Gap 2023	10.68%	14.29%
Bonus Gap 2024	14.20%	12.50%

What are we doing about it?

We have recently undertaken an all-staff Equity, Diversity and Inclusion survey to better understand our make-up and inform our 2025 strategy. Our Inclusive Leadership training and practical steps such as ensuring diverse interviewing panels, have had a positive effect. The commitment at the grassroots of design has seen our work with external organisations flourish and our first level 6 architectural apprentices. Employee-led resource groups actively influence both internally and externally within the construction industry.

Our successful practice wide mentoring programmes remain popular with staff and the Mutual Mentoring programme, pairing Board members with staff, has encouraged diversity of thought at all levels. Having a better understanding of each other has allowed us to ensure that we can respond to the needs of our staff. A deep dive into our annual engagement survey has given us an insight into the views and needs of various groups of staff and having listened, the platform to make positive change.

The transparency of our promotion pathway and framework for personal development, focussing on strengths, continue to ensure opportunity for all. Our hybrid working pattern and an increase in formal flexible working arrangements have allowed particularly those with caring responsibilities, to continue to thrive and continue their careers. Our relatively low staff turnover of 11.8% for 2023-4, demonstrates our commitment to staff development and longevity of careers within the practice.

I confirm the data that is reported is accurate.

Shane Kelly
Principal Director, tp bennett

