

2025 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 2025 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, employee's gross pay after any reduction for salary

sacrifice has been used for the calculations. Two women have not been included as on an unpaid period of their maternity leave at the snapshot date. They would have been included in the Upper Middle Quartile.

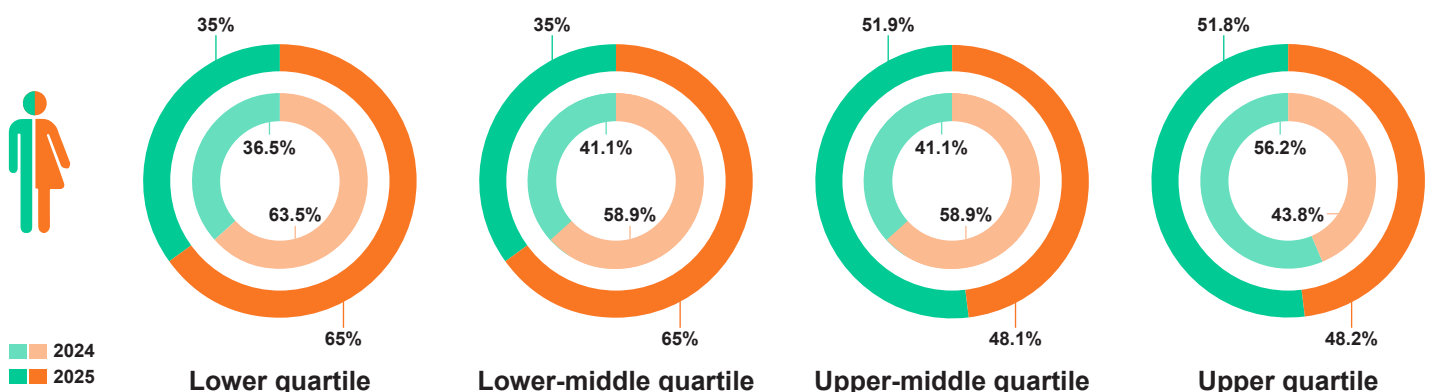
We are delighted that both the median and mean have decreased.

	Mean	Median
Hourly pay gap 2024	8.46%	6.8%
Hourly pay gap 2025	7.41%	6.48%

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 (post salary sacrifice) in numerical order and then dividing it into four equal groups. In the 2024 report, 9 women not eligible to be included due to being on an unpaid period of maternity or sabbatical leave. They are now included in 2025 statistics and 2 women have not been included due to being on unpaid period maternity leave at the snapshot date. These two women would have been included in the upper middle quartile.

We are encouraged that 61% of our 64 permanent new starters in the 12 months prior to 5 April 2025, were women. The positive shift in the upper-middle and upper quartile percentages is due to internal promotions (56% of our annual promotions in December 2024 were women); 4 women moved into the upper quartile for the first time due to promotion and 60% of the new starters in the upper quartile were women.



Bonus gap

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2025.

Based on those eligible to participate in the annual bonus scheme, 98% of women received a bonus and 97% of men received a bonus.

The practice bonuses were pro-rated to account for those employed partially through the year, having their bonuses pro-rated to align with their time worked. The majority of those joining during the year and thus receiving pro-rated bonuses, were women, and more women than men joined in the lower quartiles which explains the increase in the median.

	Mean	Median
Bonus Gap 2024	14.20%	12.50%
Bonus Gap 2025	8.12%	16.25%

What are we doing about it?

At tp bennett, we undertake an all-staff Equity, Diversity and Inclusion survey annually to better understand our make-up and inform our ongoing strategy. Together with our annual engagement survey, we have an invaluable insight into our DNA, the views and needs of various groups of staff and having listened, the platform to make positive change. Our EDI Panel meets quarterly to oversee initiatives and action plans to advance equality and diversity. They support our employee led resource groups in delivering the strategy and review training and awareness outcomes, with an eye on monitoring workforce data.

Our commitment at the grassroots of design has seen our work with external organisations expand; over 100 students enjoying work experience throughout the practice. The majority of students were female which is positive for the future of our industry.

The promotion pathway and framework for personal development programmes are now well established, providing transparency to ensure opportunity for all.

Our continued internal and external mentoring programmes encourage all to thrive. We are also fortunate to have active employee-led resource groups including Women In Design and Architecture, driving change throughout the built environment.

We are serious about building a workplace that values family life, promotes wellbeing and actively challenges gender inequality. April 2025 saw us increase paid maternity leave and also the launch of our Partner Leave policy, increasing paid leave for non birthing parents to 12 weeks. We continue to improve our return to work process post maternity leave; with a buddy scheme for 1:1 support, refresher training and proactively working with new mums to find that balance during the first few months. Our ongoing hybrid working pattern and an increase in formal flexible working arrangements have allowed particularly those with caring responsibilities, to continue to flourish in their careers.

The introduction of a Menopause Policy and associated menopause leave, alongside training and greater awareness has broken down barriers that women have previously faced in the workplace. This increased understanding has led to open discussions and support around previously taboo subjects regarding women's health.

Our empathetic policies and actions are translated into a relatively low staff turnover of 8.8% for 2024-5. We are proud to demonstrate our commitment to our people.

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

