

**GENDER  
PAY / GAP  
FIGURES  
2019**

**UP TO 5TH  
APRIL 2018**

As you are aware, we are again submitting our Gender Pay Gap figures as required by legislation for businesses over 250 people.

Following questions after last year's results and ongoing confusion in the media about what the "Gap" refers to, we have included an explanation on the next page. Please spend some time reading this, so you are clear on what the figures refer to.

# Q&A on the Gender Pay Gap figures

## What is the gender pay gap?

This is the second year in which companies that employ over 250 staff are required by government to publish the following information:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

## What is the difference between Equal Pay and the Gender Pay Gap?

**EQUAL PAY** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

**GENDER PAY GAP** is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

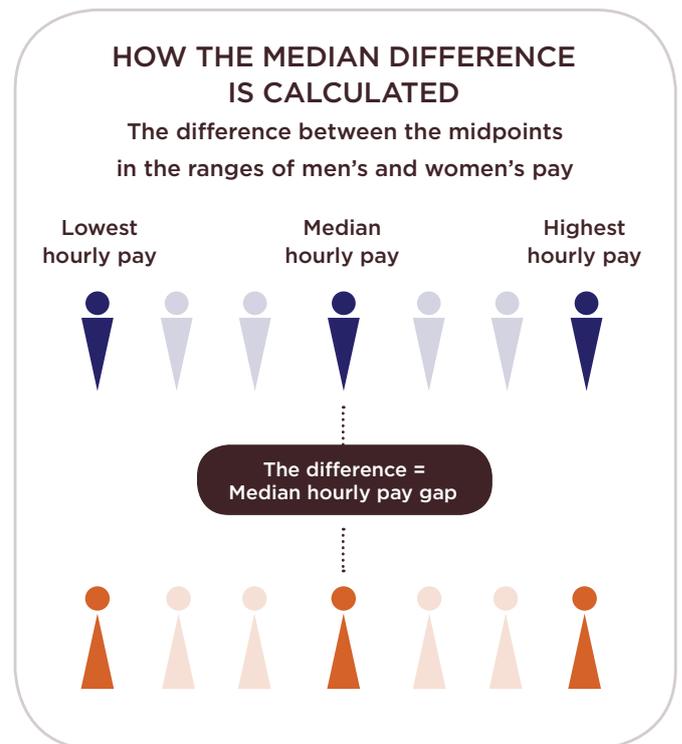
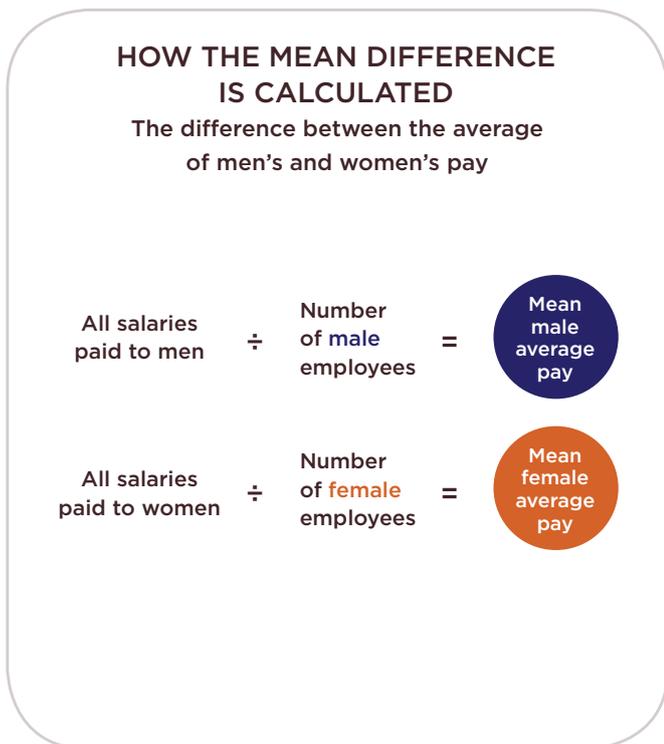
## How is the gender pay gap calculated?

## Who does this apply to?

All staff are included, not just Architectural, Interior and Technical staff.

## More on the Gender Pay Gap

There is a common misconception that confuses pay gap figures with equal pay. The gender pay gap figure is the mean value of salaries paid for woman vs. the mean salaries paid to men. The Gender Pay Gap figures add up all the salaries paid to women and divides this value by the number of women to get a mean score.



# Our Results

## Gender pay gap

MEAN  
Women's hourly rate is

**9.8%**

LOWER

MEDIAN  
Women's hourly rate is

**10%**

LOWER

## Gender bonus gap

MEAN  
Women's bonus pay is

**28.2%**

LOWER

MEDIAN  
Women's bonus pay is

**11.1%**

LOWER

## Percentage of men and women receiving bonus

MALE

**55.5%**

FEMALE

**46.4%**

## Quartile information

The quartiles are formed from listing everyone in a company in order of their salaries and then dividing this list into four.

	Lower	Lower-Mid	Upper-Mid	Upper
Male	45.8%	48.4%	59.8%	64.4%
Female	54.2%	51.6%	40.2%	35.6%

## We are an Equal Pay practice

We feel it is important to highlight that Gender Pay Gap figures are not the same as Equal Pay (as described previously). We wanted to take this opportunity to reiterate that Sheppard Robson has a gender-neutral salary policy across the business and that we feel an immense responsibility to create fair working culture for you all.

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## Industry-wide issues

The mean and median Pay Gap calculations across the industry illustrate a disparity in women progressing to senior roles within our profession. Like most of the industry, we are uncomfortable with this and are committed to continually make the best conditions for every one of you to thrive.

If you have any further questions about the issues discussed in this document, please contact Andrew German.

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