

**GENDER
PAY/GAP
FIGURES
2020** UP TO 5TH
APRIL 2019

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.

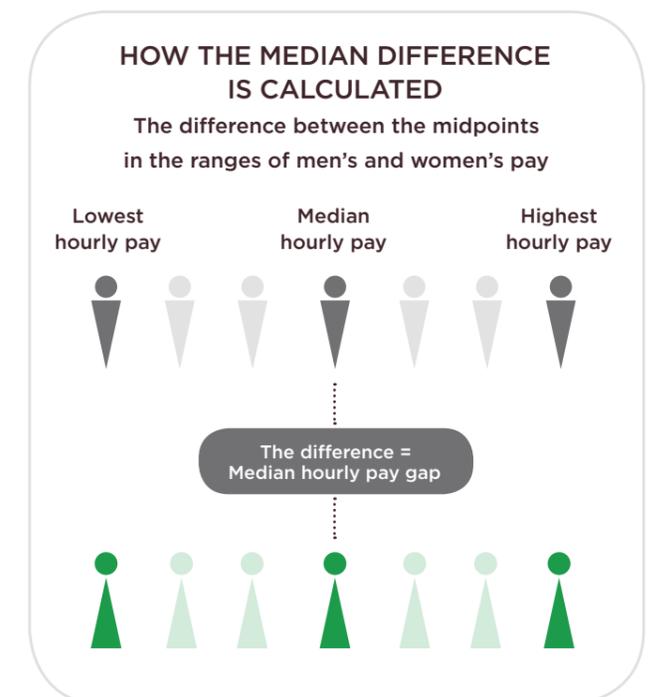
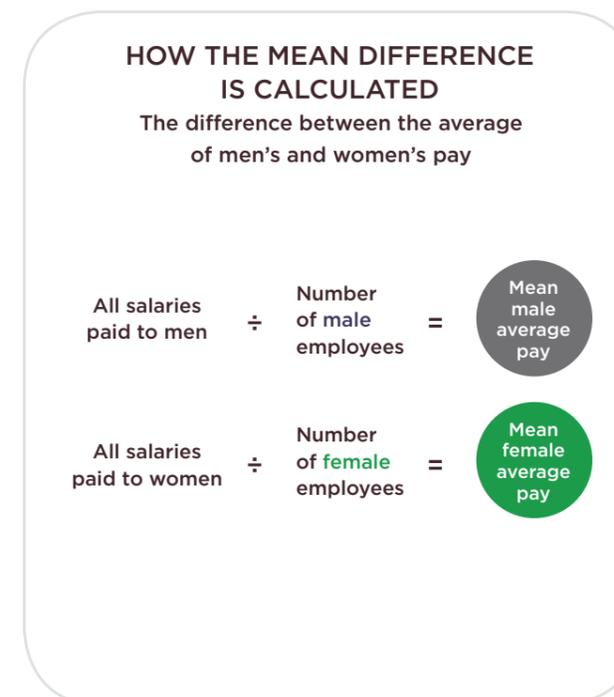
Who does this apply to?

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.

How is the gender pay gap calculated?



Our Results

Gender pay gap



Gender bonus gap



Percentage of men and women receiving bonus



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	44.44%	49.38%	62.96%	65.43%
Female	55.56%	50.62%	37.04%	34.57%

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.

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. The reporting process, albeit only a snapshot of a practice, raises awareness of the issues that we must grapple with as a practice, and as an industry.

We are committed to continually making the best conditions for every one of our team to thrive, as well as making a contribution to the wider world. In terms of internal practice management, we introduced enhanced shared parental leave, increasing childcare options for members of our team. We also recognise that tackling the deep-set issues of equality and diversity within our industry will take prolonged and continual effort. That's why we have created the role of Equality and Diversity Champion to encourage debate and action around these vital issues. As SR staff will know from the practice presentation, Alicia Smith in the London office has taken up this position and will be driving this forward.

If we don't address issues of diversity and inclusivity then our industry, cities and communities will be worse off. We have been contributing to a wide range of community initiatives that engage young minds and champion diversity within architecture, design and the arts more broadly. As a practice, we are well placed to connect a wide range of people to the power of creativity, and we believe every child should start life with as many open doors in front of them as possible. Several of these initiatives are outlined in our publication, [Opening Doors, Opening Minds](#), which are both practice-led and self-initiated by our dedicated staff, and supported by Sheppard Robson providing the time, space and patronage necessary to bring these ideas to fruition.

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

