

**GENDER  
PAY/GAP  
FIGURES  
2021**

**UP TO 5TH  
OCTOBER 2021**

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 fourth 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.

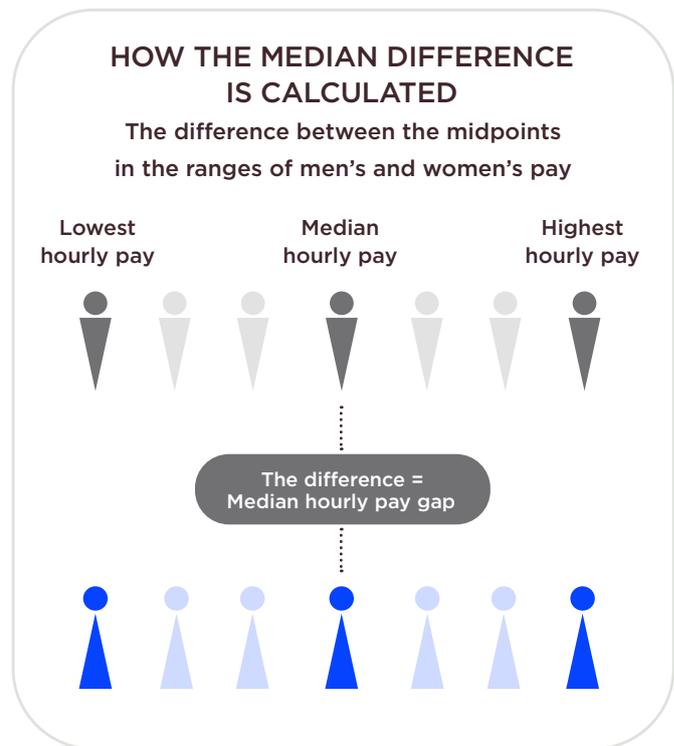
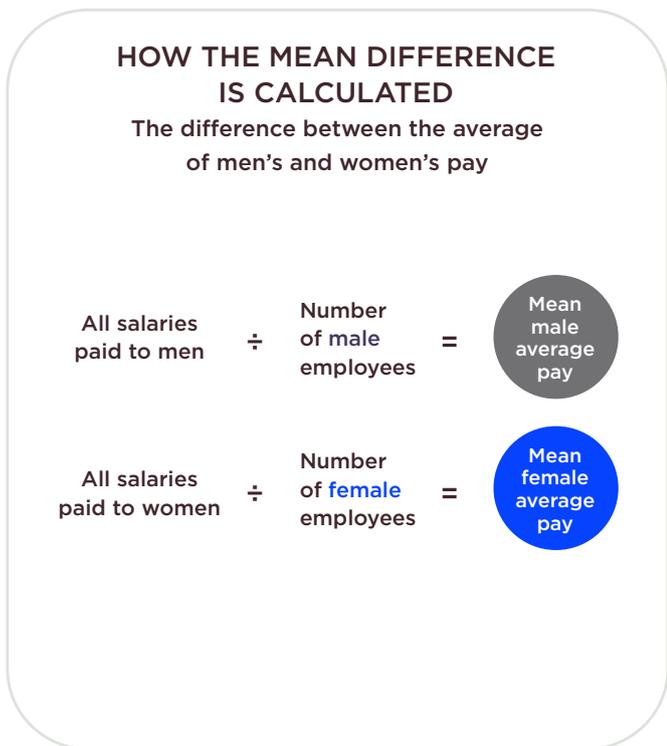
## How is the gender pay gap calculated?

## 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	MEDIAN
Women's hourly rate is	Women's hourly rate is
<b>8.41%</b>	<b>7.32%</b>
LOWER	LOWER

## Gender bonus gap

MEAN	MEDIAN
Women's bonus pay is	Women's bonus pay is
<b>21.41%</b>	<b>33.33%</b>
LOWER	LOWER

## Percentage of men and women receiving bonus

MALE	FEMALE
<b>39.51%</b>	<b>32.73%</b>

## 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	49.45%	48.94%	58.51%	64.84%
Female	50.55%	51.06%	41.49%	35.16%

## 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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### Understanding the figures

We are aware that the figures reported in this document are open to misinterpretation so please look at how they are calculated to understand the limitations of the reporting structure. We put a huge amount of effort into creating a fair and inclusive environment and think the recent figures do not give the complete picture. For instance, the figures reported are heavily impacted by our recent recruitment of a higher proportion of women in junior roles, both in technical and support teams. This is coincidental but has had a significant impact on the figures we are reporting this year as it drives down our mean and median figures.

However, we do recognise that there are bigger issues that our industry needs to engage with, mainly the number of women progressing to senior roles within our profession. 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 continue to offer enhanced shared parental leave, increasing childcare options for members of our team. As you will all be aware, how and where we work has undergone drastic changes in the last 18 months. This has led us to offer greater flexibility and more options of how our team can split the working week between the home and the office.

### Tackling wider issues

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 created the role of Equality and Diversity Champion to encourage debate and action around these vital issues. Alicia Smith in the London office continues to drive this forward.

If we don't address issues of diversity and inclusivity then our industry, cities and communities will be worse off. We continue to contribute 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.

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