

**GENDER
PAY / GAP
FIGURES
2023**

**UP TO 5TH
APRIL 2022**

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 previous years' 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 fifth 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.

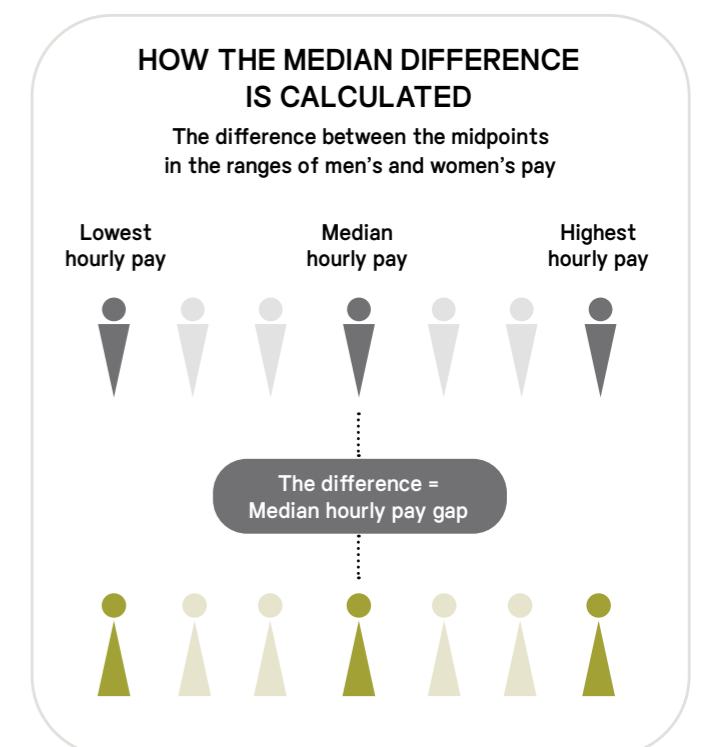
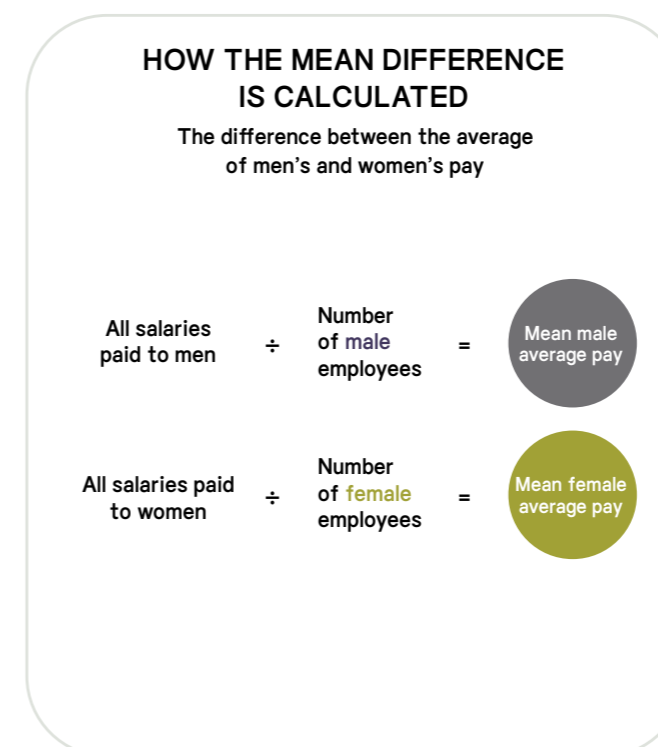
Who does this apply to?

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

More on the Gender Pay Gap

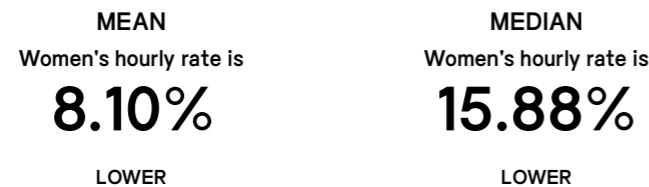
There is a common misconception that confuses Pay Gap figures with Equal Pay. The Gender Pay Gap figure is the mean value of salaries paid for woman vs. the mean salaries paid to men. The Gender Pay Gap figures add up all the salaries paid to women and divides this value by the number of women to get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

How is the Gender Pay Gap calculated?

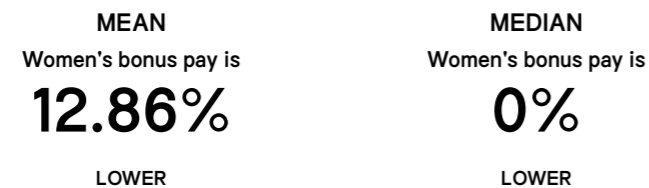


Our results

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 | 39.53% | 43.30% | 58.06% | 61.11% |
| Female | 60.47% | 56.70% | 41.94% | 38.89% |

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 a fair working culture for you all.

Understanding the figures

Please take into consideration the methodology behind the calculation of the figures presented in this document to avoid any misinterpretation. We would like to emphasise that we have invested significant efforts in cultivating a fair and inclusive workplace, and we believe that the recent figures do not provide a comprehensive overview of our progress.

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. Like last year, 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. We hope it is clear from the women taking up leadership roles at the practice, including four women promoted to partner level in the last two years, that progression at the practice is not limited in any way by gender.

Nonetheless, we acknowledge that our industry faces significant challenges, particularly with regard to the underrepresentation of women in leadership positions. Our commitment remains steadfast in creating an environment that enables each member of our team to flourish while also contributing to the betterment of society at large.

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 two and a half years. 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 acknowledge that promoting equality and diversity in our industry requires persistent and ongoing efforts. For this reason, we established the position of Equality and Diversity Champion to stimulate discussions and drive actions concerning these crucial matters.

Alicia Smith, based in our London office, remains instrumental in spearheading these initiatives. This is supported by a wider Equality, Diversity + Inclusion (ED+I) group, which is implementing a strategy of engaging the wider practice in their views on how we can continue to promote fairness at our practice.

As we stated last year, failing to tackle the challenges related to diversity and inclusivity would have adverse effects on our industry, cities, and communities. As part of our commitment to promoting diversity in architecture, design, and the arts more broadly, we actively participate in various community initiatives aimed at engaging young minds and championing diversity.

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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