

**GENDER
PAY / GAP
FIGURES
2024**

**UP TO 5TH
APRIL 2023**

We are an Equal Pay practice

We feel it is important to highlight at the start of this document that we are an Equal Pay practice (discussed more below) with a gender-neutral salary policy. We have a strong culture, the bedrock of which is to create a fair, respectful environment where a wide range of people build their careers.

To help understand this year's figures, 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. In the 'Tackling wider issues' section, we look to put the figures into context and consider the ways we are engaging with the wider challenges the built environment faces.

Q&A on the Gender Pay Gap figures

What is the Gender Pay Gap?

This is the sixth 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.

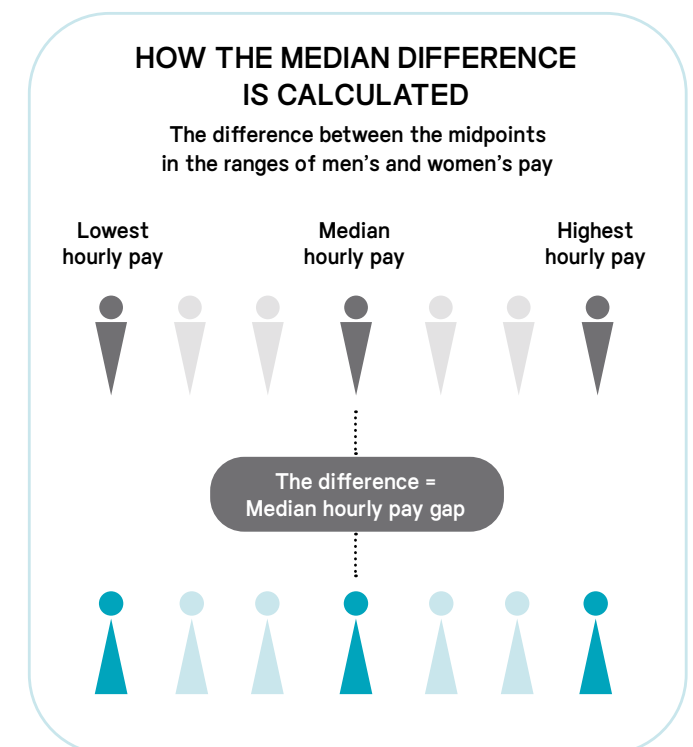
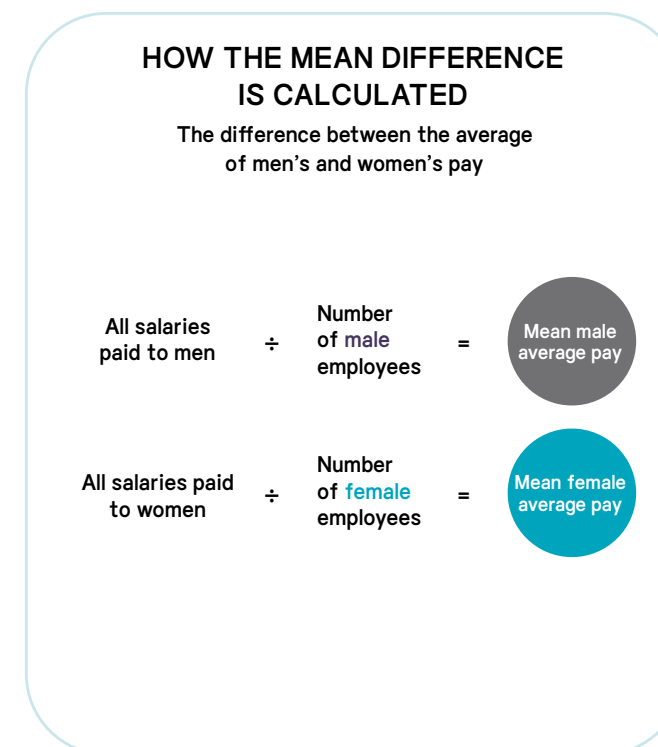
More on the Gender Pay Gap

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 women vs. the mean salaries paid to men.

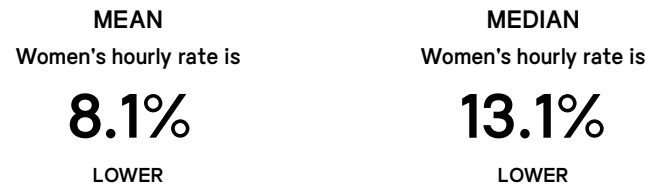
The Gender Pay Gap figures add up all the salaries paid to women and divides this value by the number of women to get a mean score.

How is the Gender Pay Gap calculated?

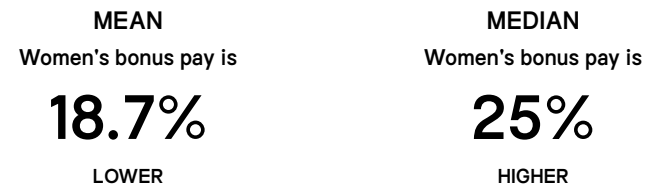


Our results

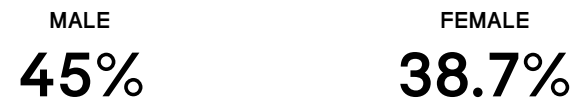
Gender pay gap



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. The values in each column represent the proportion of male and female employees in each quartile.

	Lower (%)	Lower-Mid	Upper-Mid	Upper
Male	42.7%	40.9%	56.2%	62.2%
Female	57.3%	59.1%	43.8%	37.8%

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. We would like to emphasise that we continue to invest significantly in cultivating a fair and inclusive workplace, and we believe that the recent figures do not provide a comprehensive overview of our progress.

An example of this can be seen in our quartile information. This year's figures have been impacted by our recent recruitment of a higher proportion of women in junior roles across the practice. This is coincidental but has had a significant impact on the mean and median figures and is open to misinterpretation.

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 three 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 three 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.

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.

SHEPPARD ROBSON

enquiries@sheppardrobson.com

www.sheppardrobson.com

77 Parkway

London NW1 7PU

+44 (0)20 7504 1700

+44 (0)20 7504 1701

City Tower

Piccadilly Plaza

Manchester M1 4BT

+44 (0)161 233 8900

+44 (0)161 233 8901

93 West George Street

Glasgow G2 1PB

+44 (0)141 285 3100

+44 (0)141 285 3101