

Gender Pay Gap Report 2022 Reporting Year

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Nick Fairham
BDP Chief Executive



Gender Pay Gap Reporting Statement

The action plan developed over the past two years to address our gender pay gap is beginning to show some success. Whilst recognising key calendar events is important, our approach aims to deliver culture change across our business.

While the number of women at the very top level of the organisation has remained static, we have been able to reduce our mean pay gap by 1.2%. Part of our pay review methodology is to compare how men and women in the same roles are paid to ensure their pay is the same, spotting and addressing any anomalies. The same applies to salary adjustments when employees are promoted and when we award bonuses. The result is that our bonus gap has reduced by 3.9%.

We are in the throes of a major culture change which demands a great deal of effort, a wide range of activities and a lot of time. Our EDI network, BDP Belonging, has further developed our equality, diversity and inclusion strategy to ensure we maintain the progress necessary to deliver our aims. The Gender Equity Group, a sub-group of the network, has again been responsible for a successful suite of events.

To mark and celebrate International Women's Day in 2022, women

across BDP worldwide shared their perspectives on what it means to be a woman in our professional arena through a series of blogs which showed that experiences are similar, regardless of geography. Women were able to support and empathise with each other, and male employees were able to expand their understanding to better support their female colleagues, and this is helping to strengthen our cross-practice networks. The opportunity to attend speed-mentoring sessions with one of our Principals, delivered on a global basis to any female employee who wanted to take part, allowed connections to be made at the highest level, advice to be requested and provided and for women at all levels to raise their profile with the leadership.

On World Hijab Day, one of our female architects gave a toolbox talk, available to the whole practice, titled 'Visibly Muslim: My Hijab and Me'. She explained what wearing the hijab meant to her and generated some interesting questions and shared some very moving personal experiences.

During Pride Month we had the privilege of welcoming Anita Asante (former England, Arsenal and Aston Villa defender) to give a

toolbox talk on her personal journey and how she promotes the need for gender, racial and LGBTQIA+ equality in sport.

We collaborate with key partners nationally and locally to provide a greater platform to celebrate our women's achievements and create and provide role models, in addition to exploring the challenge that still exists with gender parity. Partners we currently collaborate with are W Partnership, Women in Construction and Engineering and UrbanistasNW and we are looking at further opportunities to develop relationships with other groups to further support our gender equity activities.

Going Forward

We have embarked on a project to analyse our gender balance data in more granular detail. The objective of this project is to make our data more visible and ensure accountability by our leadership group. It will also allow us to explore trends and take positive actions to deal with key issues.

We set ourselves an ambitious action plan for 2022 and are proud to have recently launched significant enhancements to our maternity benefits, meaning that employees on maternity leave receive 90% of

their basic salary (including flexible pension allowance) for the first six weeks and 67% of their basic salary (including Statutory Maternity Pay) for weeks 7 to 39. We have also enhanced our paternity benefits so that employees on paternity leave receive 100% of their basic salary (including Statutory Paternity Pay). These enhancements are reflected in our adoption and Shared Parental Leave benefits.

To support employees suffering from menopause symptoms, we have introduced three paid days leave (in a rolling 12 month period) alongside guidance for employees and managers to ensure everyone understands the resources available and how to support each other. Our Parents and Carers group has developed a booklet – 'Parent to Parent Tips' – that provides useful hints, pointers and shared experiences for new/ soon to be parents and carers.

We know we have a long way to go and our strategy reflects this. Our Priority Project Groups focusing on Gender Equity and Family Friendliness will help maintain the momentum to drive our culture change programme to achieve our aims and become a more inclusive organisation.

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As a firm with more than 250 employees BDP is required to publish six calculations every year showing the size of the pay gap between their male and female employees.

Our pay gap figures provide a snapshot of the situation as at 2022 and are expressed as the percentage of the difference between the average hourly earnings of men and women.

This report provides analysis of:

- Mean and median hourly pay
- Mean and median bonuses
- Proportion of males and females receiving bonus
- Pay distribution by gender

The **Mean** shows the difference in the average pay of males and females in the overall range of salary. It can be affected by the values at either end of the range.

The **Median** compares the earnings of the male and female in the middle of the range and indicates the difference in 'typical' pay between the genders.

Pay Gap Report

BDP is one of the largest employers of female architect in the UK. However, as a multi-disciplinary practice comprising professions that have been historically male-biased, we employ more men than women. This impacts our pay gap results. At some point in the future, we aspire to report the gender pay gap in a non-binary format, recognising that individuals choose to express their gender identity differently.

2022 Figures

Average Gender Pay Gap

Mean Average	22.4%
Median Average	21.0%

Average Bonus Gender Pay Gap

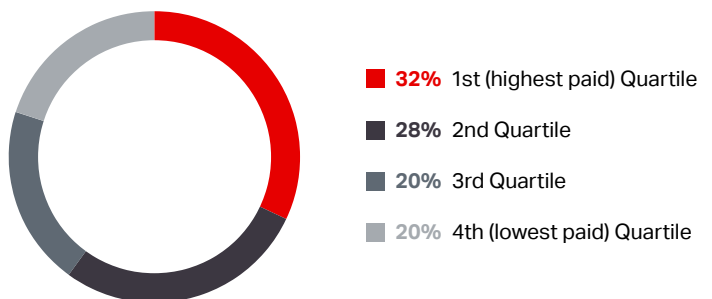
Mean Average	64.6%
Median Average	21.4%

Proportion of Males receiving a bonus payment	89.3%
Proportion of Females receiving a bonus payment	87.6%

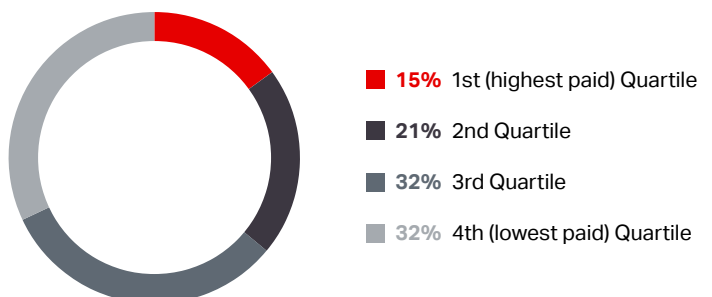
Proportion of males and females when divided into four groups ordered from highest to lowest quartile

	Males	Females	Males	Females
1st (highest paid) Quartile	162	57	74.0%	26.0%
2nd Quartile	140	79	63.9%	36.1%
3rd Quartile	101	118	46.1%	53.9%
4th (lowest paid) Quartile	102	118	46.4%	53.6%
Total	505	372		

Salary distribution for all males when divided into four groups ordered from highest to lowest quartile



Salary distribution for all females when divided into four groups ordered from highest to lowest quartile



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2021 Figures

Average Gender Pay Gap

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Median Average	21.4%

Average Bonus Gender Pay Gap

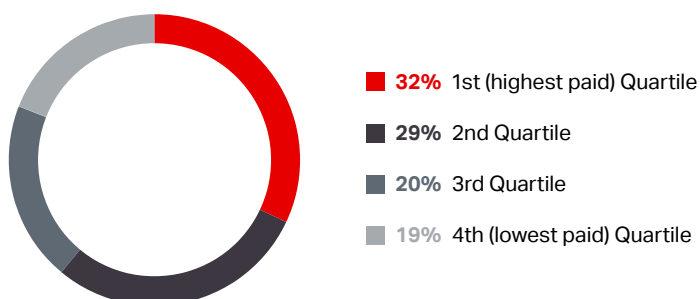
Mean Average	68.5%
Median Average	23.7%

Proportion of Males receiving a bonus payment	97.3%
Proportion of Females receiving a bonus payment	94.5%

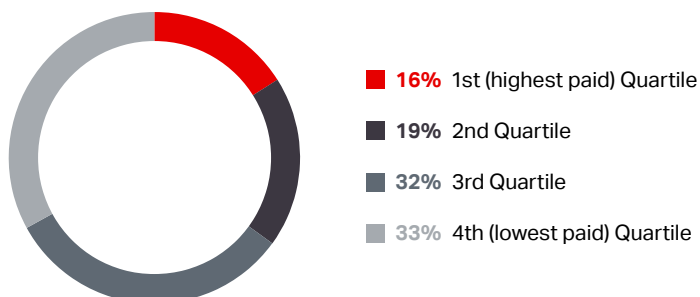
Proportion of males and females when divided into four groups ordered from highest to lowest quartile

	Males	Females	Males	Females
1st (highest paid) Quartile	147	54	73.1%	26.9%
2nd Quartile	136	66	67.3%	32.7%
3rd Quartile	94	107	46.8%	53.2%
4th (lowest paid) Quartile	89	113	44.1%	55.9%
Total	466	340		

Salary distribution for all males when divided into four groups ordered from highest to lowest quartile



Salary distribution for all females when divided into four groups ordered from highest to lowest quartile



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