

Gender Pay Gap Report 2018 Reporting Year

BDP.

Gender Pay Gap

2018 Reporting Year

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 April 2018 and are expressed as the percentage difference between the average hourly earnings of men and women.

Average Gender Pay Gap

Mean Average	24.7%
Median Average	20.2%

Average Bonus Gender Pay Gap

Mean Average	71.3%
Median Average	28.0%

Proportion of Males receiving a bonus payment	84.3%
Proportion of Females receiving a bonus payment	79.4%

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

	Males	Females	Males	Females
1st (highest paid) Quartile	159	41	79.5%	20.5%
2nd Quartile	128	72	64.0%	36.0%
3rd Quartile	98	102	49.0%	51.0%
4th (lowest paid) Quartile	95	105	47.5%	52.5%

Gender Pay Gap Statement

As one of the largest employers of female architects in the country, we particularly recognise that our gender pay gap needs to improve and we have already embarked upon a comprehensive action plan to that end. Actions taken to date include equal opportunities and unconscious bias awareness training, clear guidance on steps to promotion, mentoring and leadership programmes and enhancements to our flexible working policy.

It has also been helpful to actively support and partner wider initiatives which raise awareness about gender inequality such as the AJ/AR women in Architecture programme.

We are confident that women and men doing the same job in BDP are paid the same. Our bonus payments are not awarded on a discretionary basis but are determined by our profit distribution system for all staff which is linked to pay and grade. Our gender pay gap reflects the simple fact that at BDP there are more men at senior level than women. This is something we are committed to changing and we aim to accelerate our understanding of those issues that impede the progress of women in practice and to take action to break down those barriers.

At intake level we have a fairly equal gender balance. We aim to provide a level playing field for everyone across the practice to ensure that women who choose to make a career with BDP will succeed on merit alone. BDP was founded on a culture of collective responsibility. The practice's ethos of the 'continuous collective' instils in our teams a sense of family and, as a family of studios, we aim to be more inclusive, more supportive and more encouraging. We realise that our goals cannot be achieved overnight but we expect to see an improvement again in our 2019 figures as a result of the actions we have already put in place.

John McManus
BDP Chief Executive

Gender Pay Gap

2017 Reporting Year

Average Gender Pay Gap

Mean Average	29.5%
Median Average	25.5%

Average Bonus Gender Pay Gap

Mean Average	72.5%
Median Average	27.5%

Proportion of Males receiving a bonus payment	81.2%
Proportion of Females receiving a bonus payment	77.2%

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

	Males	Females	Males	Females
1st (highest paid) Quartile	150	31	82.9%	17.1%
2nd Quartile	120	61	66.3%	33.7%
3rd Quartile	89	90	49.7%	50.3%
4th (lowest paid) Quartile	86	94	47.8%	52.2%

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