

Gender Pay Gap Report 2020 Reporting Year

BDP.

Gender Pay Gap

2020 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 2020 and are expressed as the percentage difference between the average hourly earnings of men and women.

Average Gender Pay Gap

| | |
|----------------|--------------|
| Mean Average | 24.0% |
| Median Average | 23.2% |

Average Bonus Gender Pay Gap

| | |
|----------------|--------------|
| Mean Average | 67.4% |
| Median Average | 25.6% |

| | |
|---|--------------|
| Proportion of Males receiving a bonus payment | 87.5% |
| Proportion of Females receiving a bonus payment | 82.1% |

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

| | Males | Females | Males | Females |
|-----------------------------|------------|------------|--------------|--------------|
| 1st (highest paid) Quartile | 172 | 61 | 73.8% | 26.2% |
| 2nd Quartile | 154 | 79 | 66.1% | 33.9% |
| 3rd Quartile | 107 | 125 | 46.1% | 53.9% |
| 4th (lowest paid) Quartile | 100 | 133 | 42.9% | 57.1% |

Definitions

Median = middle or intermediate value of salaries or bonuses in the period

Mean = overall average of the salaries in the period

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. In support of this we have refreshed our approach to equality, diversity and inclusion, developing a network of representatives across the practice at director and staff level and led by one of our principals, Sue Emms. The network, BDP Belonging, is helping to drive a programme of culture change comprising formal training, employee surveys, data analysis, webinars and toolbox talks, together with leadership programmes and enhancements to our policies. One of our six priority projects for 2021/22 is exploring and addressing gender equity in the practice. Our new flexible working policy is aimed at supporting and improving work/life balance and is just one of a suite of family friendly policies being developed over the coming months.

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 bonus scheme reflects performance for the previous fiscal year which for BDP is July to June. In 2019 we had a higher proportion of female than male recruits between July and October resulting in a higher number of females not yet being eligible for

bonus payments. Our gender pay gap reflects the simple fact that at BDP there are more men than women in senior level roles. 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. It is also worth noting that the calculations for the gender pay gap are made on net salaries, excluding employee salary contributions and the percentage of female staff choosing to make additional employee contributions is higher than male. The result is that there is a lower relative salary figure included in the calculation for females.

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 and do not expect to see any significant change in 2021. During the pandemic and lockdown employees reflected on their lifestyle choices and some, including a high proportion of women, chose to make a career change and this has affected our gender profile. We now have to work all the harder to improve on our gender balance associated pay gap.

Nick Fairham
BDP Chief Executive

Gender Pay Gap

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Average Gender Pay Gap

| | |
|----------------|--------------|
| Mean Average | 22.6% |
| Median Average | 20.6% |

Average Bonus Gender Pay Gap

| | |
|----------------|--------------|
| Mean Average | 71.8% |
| Median Average | 26.8% |

| | |
|---|--------------|
| Proportion of Males receiving a bonus payment | 82.9% |
| Proportion of Females receiving a bonus payment | 78.0% |

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

| | Males | Females | Males | Females |
|-----------------------------|------------|------------|--------------|--------------|
| 1st (highest paid) Quartile | 160 | 50 | 76.2% | 23.8% |
| 2nd Quartile | 137 | 73 | 65.2% | 34.8% |
| 3rd Quartile | 108 | 103 | 51.2% | 48.8% |
| 4th (lowest paid) Quartile | 101 | 111 | 47.6% | 52.4% |

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