

INTRODUCTION

tp bennett is committed to having a diverse workforce. We value diversity and will continue to provide equal opportunities for all employees.

As we employ more than 250 people, we will be required to report on our gender pay gap figures from next month. tp bennett welcomes this initiative and is hopeful that it will be a positive step in bridging the gender pay gap in the built environment sector.

This is not an equal pay for equal work issue; men and women in the same position performing the same work must receive equal pay and tp bennett compensates employees based solely on merit and does not discriminate against gender or any other trait.

The Gender Pay Gap is a measure of the difference between men and women's average earnings across the practice.

GENDER PAY GAP FIGURES

The **mean** is the average pay or bonus for women against the average pay or bonus for men.

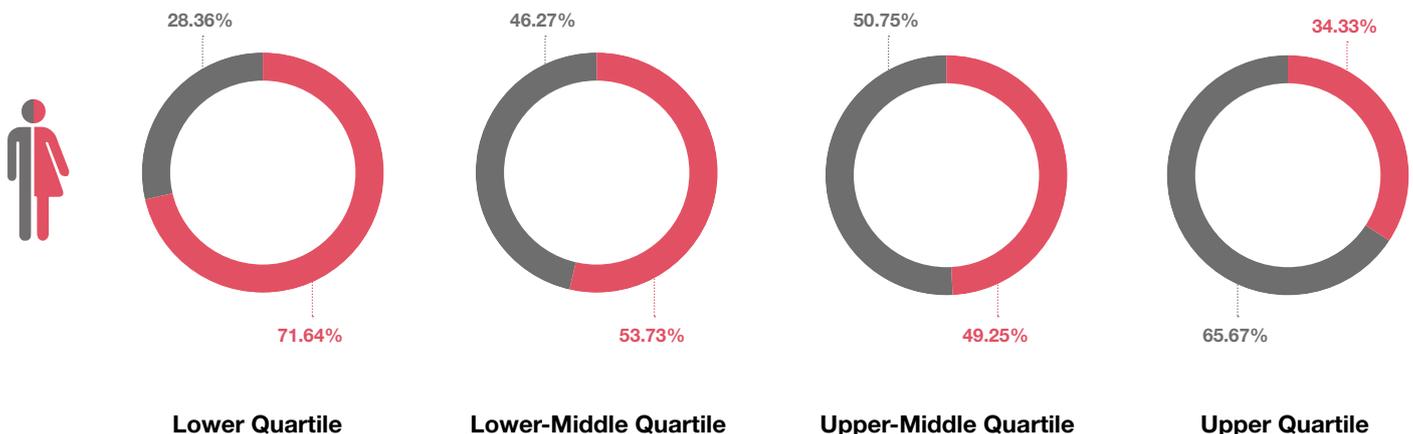
The **median** compares the 'middle' pay or bonus for women against the 'middle' pay or bonus for men when the values are put in a dataset from low to high. This is important as it is less affected by outliers compared to the mean figure.

The pay gap is based on a snapshot of data from 5 April 2017 and looks at the difference between the hourly wage for all women versus the hourly wage for all men.

	Mean	Median
Hourly Pay Gap	17.9%	12.8%

QUARTILES

The pay quartiles are used to determine what proportion of men and women we have at each quartile based on their hourly rate. It is calculated by ranking all employees' hourly rate in numerical order and then dividing it into four equal groups.



BONUS GAP

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2017. All employees who have been employed for 6 months before the end of the financial year are eligible for a bonus.

72% of women received a bonus and 79% of men did.

	Mean	Median
Bonus Gap	19.9%	31.3%

UNDERSTANDING OUR PAY AND BONUS GAP

At tp bennett, we are confident that our gender pay gap is based on the fact that we have more men in senior positions, and more females in junior positions.

Our gender pay gap is due to a lower level of female representation in managerial roles, but also due to the fact we have doubled in size in the past 5 years and the majority of the job vacancies have been at a non-managerial level. In addition to this, the majority of staff who have filled these roles have been 2/3rds female.

WHAT ARE WE DOING ABOUT IT?

We recognise that closing the gap will take some time and will require continual conversations and long term strategies.

We are launching a number of initiatives to help narrow the gap, including programmes to develop junior staff. To try to increase the number of females in senior management, we are introducing a mentorship programme and have a number of networking events planned for the women in our business. To encourage working mothers to return from maternity leave, we have recently increased our maternity, paternity, and shared parental leave policies, and continue to embrace flexible working requests for parents.

I confirm the data that is reported is accurate
G. Doug Smith, Principal Director, tp bennett

