

# GENDER PAY GAP REPORT

2019

# INTRODUCTION

*Gardiner & Theobald is an independent construction and property consultancy delivering Cost Management, Project Management and Specialist Consultancy for the built environment.*

We are passionate about three things: delivering a truly world class service for our clients, investing in the best people to deliver that service and remaining financially strong and independent.

We are committed to championing the next generation of built environment professionals, drawing from as wide a pool of talent as possible. We are also committed to promoting an open culture at G&T where ideas and positive contributions from employees are encouraged. We believe this approach is key to our success and to creating a diverse and inclusive workforce.

This gender pay gap report shows that we have improved in a number of key areas when compared with the results from 2018. We know there is more work to do to attract more women to the firm and to the construction industry as whole. We will continue to work towards that goal.

I confirm that the gender pay gap data contained in this report for Gardiner & Theobald LLP is accurate.

**Adam Glover**  
Managing Partner



# RESULTS

*We do have a gender pay gap in the firm, but that does not stem from a culture of remunerating men and women differently for the same or equivalent work. When equivalent job grades were compared we see that there is no pay gap between men and women. The results are the effect of fewer women overall within the firm.*

## Pay Gap Results

The mean hourly pay rate for men and women showed that the gap in favour of men reduced by 1.12% to 15.35%. The median hourly pay rate gap in favour of men reduced by 1.92% to 24%.

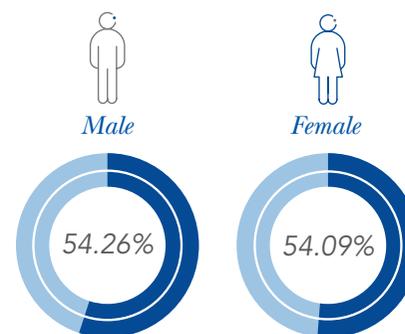
MEAN GENDER PAY GAP	15.35%
MEDIAN GENDER PAY GAP	24.08%

## Bonus Pay Gap Results

An equal percentage of men and women received a bonus over the year. When men and women's mean bonuses were compared we saw that men received 4% more in bonuses than women. The median bonus gap reduced to zero meaning the median bonus pay was the same for men and women.

MEAN BONUS GAP	4.34%
MEDIAN BONUS GAP	0.00%

## PROPORTION RECEIVING A BONUS



## QUARTILES

The number of women in the upper pay quartile increased by over 3%.

	Male	Female
QUARTILE A (LOWER)	53.57%	46.43%
QUARTILE B (LOWER MIDDLE)	69.77%	30.23%
QUARTILE C (UPPER MIDDLE)	82.14%	17.86%
QUARTILE D (UPPER)	78.10%	21.90%

# WHAT WE ARE DOING?

*The only way we can continue to improve our gender pay gap is to attract more women to the firm. This remains a challenge for the construction industry as a whole - the number of women applying for job opportunities is far fewer than men at present.*

We are continually considering what we can do within the firm to support women's development and what we can do as an industry to make the profession more appealing to a more diverse workforce.

Here are some of the actions we have taken and continue to take:

## Women's Task Force

We have launched a new women's task force to discuss and debate issues that affect women within the firm.

## Unconscious Bias Training

We introduced Unconscious Bias training for all employees to make people aware of potentially harmful unconscious biases in the workplace and to reduce the impact of those biases.

## Enhanced Maternity Pay

We introduced enhanced maternity pay to our 'family friendly' policies to help support new mothers as well as pave the way for their return to the workplace.

## Networking Programmes

We continued to invest in our Building for Women and NextGen networking programmes which provide a platform to bring people together to share ideas, build relationships and challenge the status quo.

## Apprenticeships

We continued to offer apprenticeships through our Chartership Programme with the aim of attracting a wider pool of candidates to the industry and our profession, including more female candidates and individuals from diverse backgrounds and with a wide range of abilities.

## Promoting the Industry

We continue to work with a cross section of organisations to raise the profile of construction as a career path for girls and boys. We supported New London Architecture's learning programme, sponsored a school through the Adopt a School scheme to teach 'Design, Engineer, Construct!' and we launched a High Achiever Programme to create work experience opportunities for school children who might otherwise not have considered a career in construction.

