



# GENDER PAY GAP REPORT

2020



# 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. For 2020 we have invested further in our NextGen programme to support our goals.

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 areas when compared with the results published in 2019. 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 than men overall within the firm and a larger proportion of women in non fee earning roles.

## Pay Gap Results

The mean hourly pay rate for men and women showed that the gap in favour of men reduced by **1.19%** to **14.16%**. The median hourly pay rate gap in favour of men reduced by **0.9%** to **23.18%**.

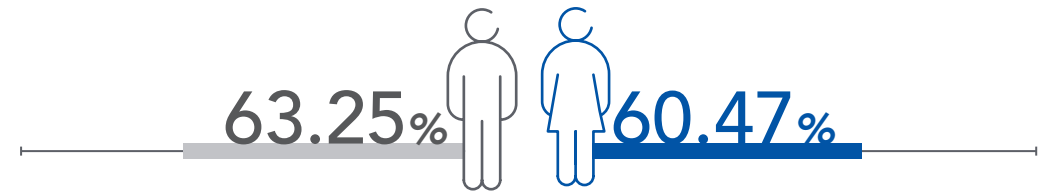
Mean Gender Pay Gap	<b>14.16%</b>
Median Gender Pay Gap	<b>23.18%</b>

## Bonus Pay Gap Results

A similar 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 **24%** more in bonuses than women. The median bonus gap has increased to **20%**. This is mainly due to higher value bonuses being rewarded to some professional employees than in previous years, these roles predominantly filled by men.

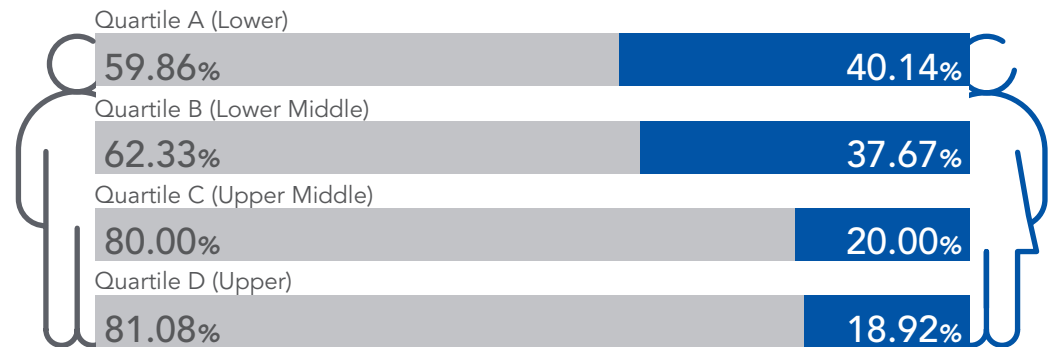
Mean Bonus Gap	<b>24.44%</b>
Median bonus Gap	<b>20.00%</b>

## Proportion Receiving a Bonus



## Quartiles

The number of women in the middle pay quartiles increased, while those in the lower quartile have reduced.



# 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. Despite attempts to attract more women into construction, women currently still only make up 13% of the construction industry sectors workforce.

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 just some of the actions we have taken and continue to take:**

## Unconscious Bias Training

We offer 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.

## Networking Programmes

We continue to run 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. New investment and industry partnerships have been announced for 2020.

## Recruitment of 'Non Cognate' Graduates

We offer graduate positions to people with non cognate (without RICS accredited) degrees. This allows us to attract a more diverse pool of candidates than just those studying for RICS accredited degrees.

## Enhanced Family Friendly Policies

We continue to look at ways to improve our 'family friendly' policies to help support new mothers as well as pave the way for their return to the workplace.

## Apprenticeships

We 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 support New London Architecture's learning programme aimed at young people aged 15-19 looking for a career in construction. We have also launched a High Aspiration Programme to create work experience opportunities for school children who might otherwise not have considered a career in construction.

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