



**GENDER PAY
GAP REPORT**
2022



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

INTRODUCTION

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. This year we launched our NextGen 2022 programme with a renewed focus on creating a more sustainable and diverse built environment fit for the future.

This gender pay gap report shows that we are improving gender diversity over time. We know there is more work to do to attract women to the firm and to the construction industry as whole and we continue to work towards that goal.

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

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 1.72% to 13.46%. The median hourly pay rate gap in favour of men reduced by 1.43% to 20.98%.

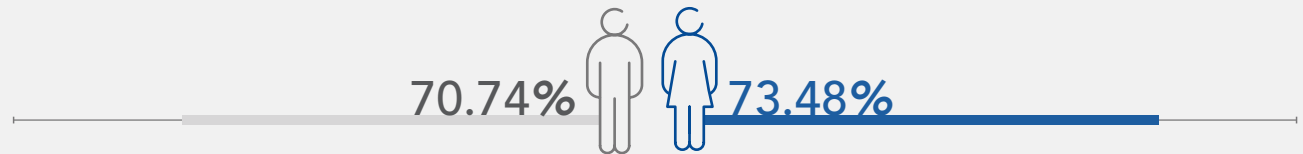
| | |
|-----------------------|--------|
| Mean Gender Pay Gap | 13.46% |
| Median Gender Pay Gap | 20.98% |

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 6.59% more in bonuses than women. The median bonus gap has increased to 25%.

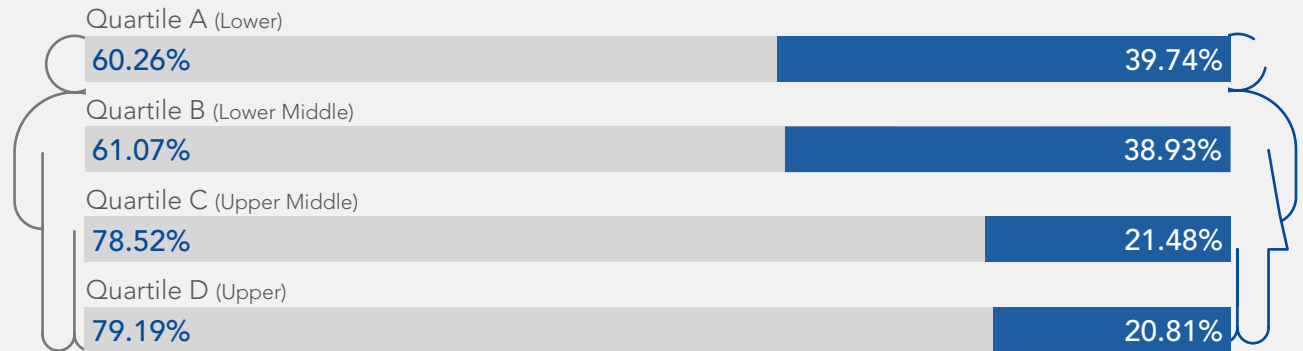
| | |
|------------------|--------|
| Mean Bonus Gap | 6.59% |
| Median Bonus Gap | 25.00% |

Proportion Receiving a Bonus



Quartiles

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



HOW WE'RE TACKLING DIVERSITY AND INCLUSION

Attracting more diverse candidates is the number one challenge to creating an inclusive workforce in our sector. We recognise that we need to make our industry appealing and accessible for all sections of society if we are to tackle this issue. And that starts by working with children of school age to open their eyes to the potential of a career in the built environment.

While the problem is not unique to our firm and is experienced by everyone operating in our sector, it is up to each of the firms who make up the built environment to contribute to the solution. We take that responsibility seriously while also unapologetically pursuing the best talent in the marketplace to deliver our World Class service to clients.

Here are just some of the actions we have taken.

Click to find out more



We continued to invest in the **Next Generation**



We launched a new **Social Value Policy**



We supported **LREF's Schools Programme**



We continued to offer **Apprenticeships**



We worked with our charity partner **15 Billion EBP**



We supported **Women's Mentoring Programmes**



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