

Gender Pay Gap Report

2022/23



HANDLEY
HOUSE

A family of designers

Handley House, is a parent company which oversees specialist teams in Benoy, Pragma Consulting, Holmes Wood and Uncommon Land. Bringing together commercial advice and strategic research, technical knowledge and design expertise, the company delivers a holistic approach from data analysis, masterplanning and architecture, to urban and landscape design, interior design and wayfinding.

Within the Handley House group there are 443 employees globally as of 1 April 2023. 230 of the employees are based in the UK and have been included within the gender pay statistics.



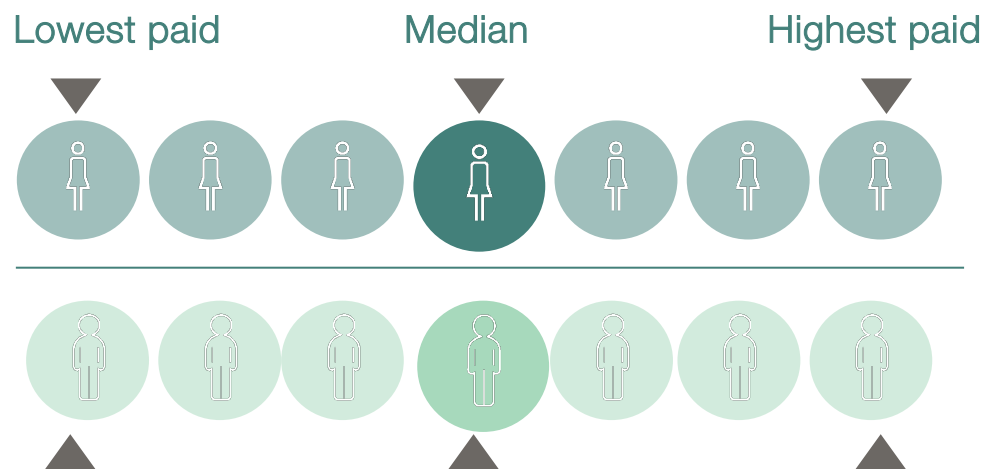
Gender pay gap reporting explained

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earner. A gender pay gap can be driven by a number of factors including, crucially, an imbalance in the number of men v. women in senior positions.

It is important to note that the gender pay gap differs from the issue of equal pay – namely the legal requirement to pay men and women the same for equal work, which is governed by the Equality Act.

Distinguishing between median and mean

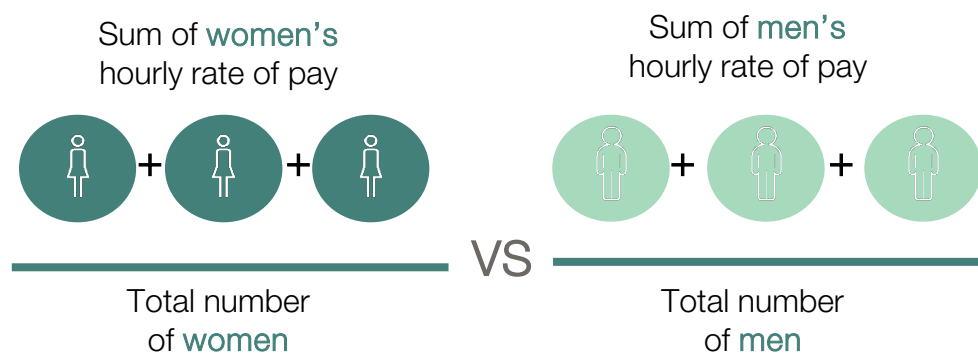
Median calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from the smallest to the largest.

The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the employee in the middle of the range of female wages.

Mean calculation



The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male and mean female pay.

Handley House at a glance

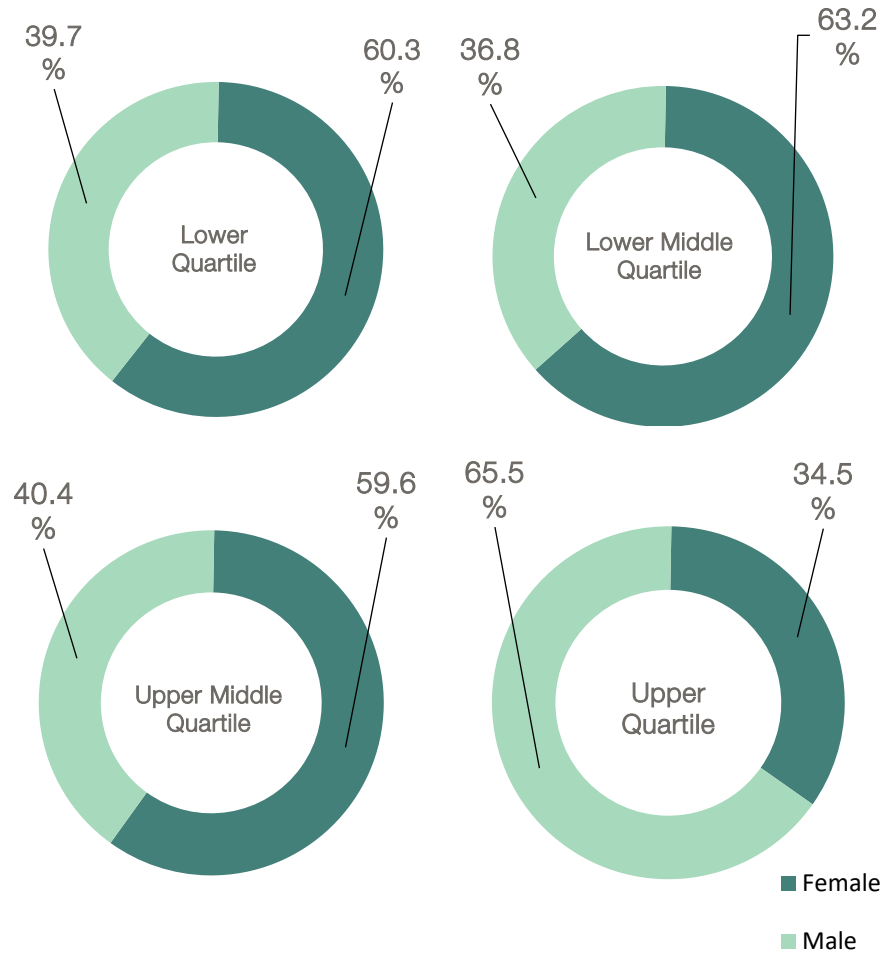
Headline gender pay figures for Handley House in the UK

The tables below show our overall median and mean gender pay based on hourly rates of pay as at the snapshot date of 1 April 2023.

		Median	Mean
Gender pay gap	2023	17%	26.2%
	2022	27.6%	31.7%

Both the 2023 Median gap and the 2023 Mean gap are lower than the 2022 figure.

Proportion of females/males in each salary quartile



Handley House at a glance

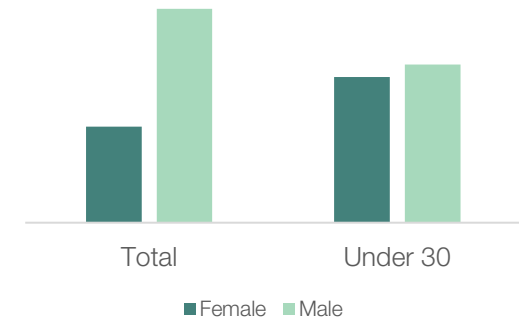
Understanding the gap

Our analysis indicates that this gap occurs because of women occupying fewer senior positions than men.

The ARB reported in 2022, that whilst **69%** of those on the Architects Register in July 2022 were male and **31%** female, the gender split for new Architects under 30 joining the Register at the end of 2021 was **51%** male and **47%** female.

Whilst we recognise this as a trend across the industry, our focus has been to develop a pipeline of female talent for the future, an approach reflected in the greater proportion of females presently in the lower quartile, lower middle and upper middle quartiles than the sector norm.

ARB Registered Architect Split by Gender



30%
INCREASE

We work to develop these women to more senior positions.

We have seen a significant rise in the number of women in the Upper Middle Quartile, rising from **30%** in 2019 to **60%** in 2023.

In addition, over the 12-month period, we have seen female talent progress in their careers, with **71%** of all promotions and **80%** of management-level promotions being female.

71%

of all promotions
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of all management-level
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Meaningful Change

At Handley House we are working to create a more transparent, diverse and inclusive workforce, as such we voluntarily report our gender pay gap. A snapshot of the meaningful change that we have focused on within our companies is highlighted below.



Performance related pay

We have defined a fair and transparent performance process which has clear links to pay and bonus.



Recruitment

We have undertaken a full review of our process and adapted our hire application journey to make the candidate experience more inclusive and streamlined. All of our job specifications are written in gender-neutral language.



Employee voice

Quarterly engagement surveys are run to hear the employees voice, allowing us to build a real-time understanding of their needs and take effective action.



Professional development

Internal Learning & Development programme to support leadership, personal effectiveness and presentation skills are delivered to prepare future talent.



Future planning

It has been a key driver for us to foster relationships at University level and offer work experience placements to encourage a strong pipeline of diverse talent into the companies in which we operate.



Agile working

We implemented an agile working environment to give the teams and employees the freedom and flexibility to work in the best possible way.



Flexitime

Flexible hours have been introduced to strike a better work-life balance and increase personal choice and convenience.



Career maps

Career maps have been introduced, and they set out the professional standards informing the essential role that each member of the team plays and reflect increasing capabilities, expertise and expectations at successive career stages.