

HANDLEY
HOUSE

Gender Pay 2018

About gender pay gap statistics

Overview

From April 2017, companies with over 250 employees are required to publish data each year showing the size of the pay gap between male and female employees.

At the time of our study (31st December 2018), there were 185 UK based employees within the Handley House Group, putting us under the reporting threshold. However, as a strong advocate of equal opportunities and equal treatment in the workplace, we are keen to share information to support our values.

The Handley House Group is reporting data for the following employment entities in the UK: Benoy Ltd and The Holmes Wood Consultancy Limited; as at 31st December 2018.

Statistics

Gender pay is different to **equal pay**. Equal pay is about paying men and women the same salary for the same or similar roles.

The **mean** gender pay gap is the difference between the average hourly rate of pay for women compared with men in a company. This is expressed as a proportion of men's hourly rate of pay.

The **median** gender pay gap is determined by ordering the individual hourly rates of pay for all men and women from the lowest to the highest and then calculating the difference between the middle number in the male and female range for each entity. This is expressed as a proportion of the male's median hourly rate of pay.

Handley House results at a glance

Overview

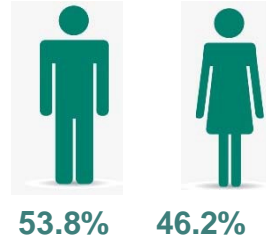
Within The Handley House Group there are 436 Global employees, which are employed by Benoy Limited and The Holmes Wood Consultancy Limited.

We have design Studios in London, Newark, Dubai, LA, Hong Kong, Shanghai and Singapore. which brings a diverse talent pool. For the purpose of the gender pay reporting we are focusing on our UK based employees.

Handley House Group UK Overview

Total head count
185

Gender split



Gender pay gap analysis

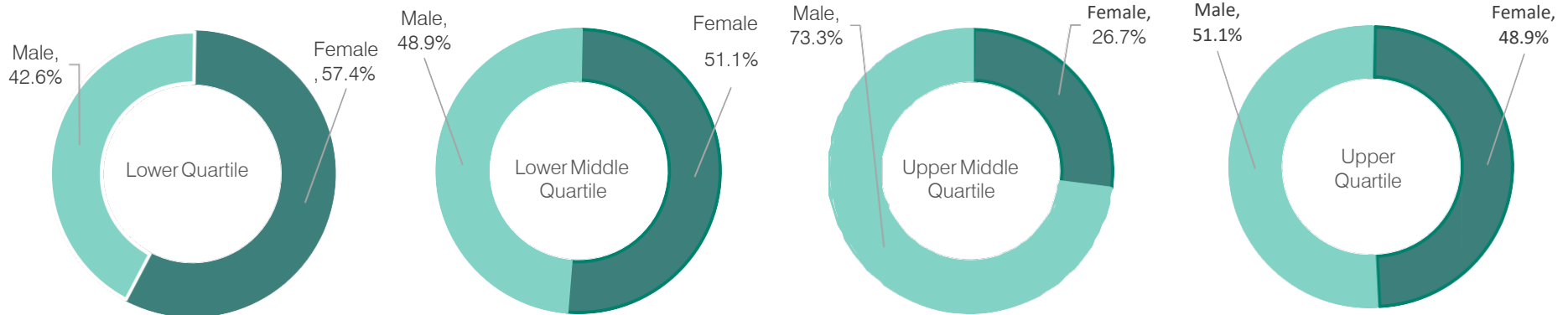
MEAN 13.6%

MEDIAN 16%

The mean pay of men is **13.6%** higher than that of women.

The median pay of men is **16%** higher than that of women.

Proportion of employees in each pay quartile – Quartiles represent the pay rates from the lowest to the highest for our UK employees, split into four equal sized groups with a percentage of men and women in each quartile.



Interpreting our pay gap

Interpretation

The Handley House Group pay gap is not an equal pay issue, across roles and studios men and women are paid equally for doing equivalent jobs.

Our analysis of the gender pay shows that there are more men than women across the studios in senior roles. As we look at our competitors, we can see that this is consistent within the industries in which we operate.

In 2017 the ARB reported that women make up only 27% of all UK registered architects. However, there are more women entering the industry, with 39% of new applications during 2017 being women.

Benoy, which makes up 88% of the UK Handley House population, has seen an increase of female applications during 2018, but these are for entry level roles, which results in a high proportion of women captured in the lower quartiles of the salary ranges.

Moving forward

Handley House is committed to ensuring all employees within the group have the same career opportunities, with clearly defined salary and bonus progression as they develop and advance.

A Learning and Development role has been introduced to the team to support Handley House companies in the delivery of mentoring and leadership programmes.

The recruitment process has been reviewed to enable balanced candidate slates at senior levels. Flexible working practices are also being reviewed wherever possible.

In addition, Benoy is a Partner on the AJ's Women in Architecture programme, which exists to support and promote women in the industry.