

HAWKSMOOR

Gender Pay Gap 21-22 (Year ending 5th April 2022)

What is the gender pay gap?

The gender pay gap measures the difference between average earnings of men, compared to average earnings of women. We use the calculations set out by the government to generate the pay gap figures. The gender pay gap is not to be confused with equal pay. Equal pay is about how much employees are paid for doing the same or similar work that's considered of equal value and it has been a legal requirement since 2010. We pay our employees according to their role, regardless of their gender, they therefore receive equal pay. For the Gender Pay Gap, because of the way the government asks us to report the pay gap, it means that even when pay is equal for different genders completing the same role, there may still be a gender pay gap.

We recognise that the gender pay gap only refers to 2 genders; male and female, and that is purely because of the way we are asked to report by the government. We respect that some of our employees may have a different gender identity and we actively support them with our inclusive approach and through our LGBTQIA+ network.

Who works for Hawksmoor?

850 team members were included in the snapshot data taken on 5th April 2022 and of this number 39.6% are female and 60.4% are male.

Hawksmoor Gender pay gap

Mean: -0.82% Median 1.11%

National Average (per ONS)

Mean: 13.9% Median: 14.9%

Explanation of calculations for mean and median

1. The mean gap divides the total pay of all women by the total number of hours worked and compares this with the total pay of all men divided by the number of hours worked, this gap is -0.82%, and therefore means that using this calculation women are paid on average, 9p per hour more than men. Working 40 hours per week, this equates to 187.20 per year difference.

2. The median gap ranks all women from lowest to highest paid, and all men from lowest to highest paid and then compares the middle woman's pay with the middle man's pay. The gap using this calculation is 1.11%, which is 10p per hour, meaning that the middle woman was paid 208 less per year than the middle man if they both worked 40 hours per week.

These figures are both significantly better than the UK average figures and mean that overall our gender pay gap is very minimal.

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Hawksmoor Gender Bonus Gap

Mean Gender Bonus Gap: 36.09%

Median Gender Bonus Gap: 35%

Gender Demographic per pay quartile

We are required to report the proportion of males and females in four equal sized quartile groups. Each pay quartile includes one quarter of the total workforce, sorted in ascending order of pay. We have less women than men in every quarter but in the bottom 2 quarters, the split is almost equal.

| Quartile | Female | Male |
|--------------|--------|--------|
| Lower | 49.76% | 50.24% |
| Lower Middle | 49.28% | 50.72% |
| Upper | 33.82% | 66.18% |
| Upper Middle | 25.60% | 74.40% |

What are we doing to support women at Hawksmoor?

- Fair recruitment: training all hiring team members in fair practice and equality
- Pay Banding: to ensure fair and transparent pay for everyone
- Management training and development: a dedicated programme of personal and professional development which continues throughout your career at Hawksmoor
- Flexible working: enabling people to request this from Day 1 to support women, in particular, in the workplace
- Policies and training: to support women's safety and wellbeing
- Team Listening: to ensure we collect and understand information about how people are feeling in their roles at Hawksmoor and that we make changes in response to and negative experience or lower-than-expected standards.

Declaration

All of the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gemma Eley

UK People Director