

HAWKSMOOR

Gender Pay Gap Report 2024–2025

Snapshot Date: 5th April 2024

What is the Gender Pay Gap?

The gender pay gap measures the difference between the average earnings of men and women across an organisation. It is important to note that this is not the same as equal pay, which refers to paying individuals equally for the same or equivalent work—a legal requirement since 2010.

At Hawksmoor, we are committed to equal pay. Our employees are paid according to their role, regardless of gender. However, due to the reporting methodology required by the government, even with equal pay practices in place, a gender pay gap may still appear.

We also acknowledge that the gender pay gap reporting framework currently recognises only binary gender categories. While we are required to report within this framework, Hawksmoor proudly supports all gender identities through our inclusive approach and active LGBTQIA+ network.

Who Works for Hawksmoor?

As of 5th April 2024, Hawksmoor employed 930 team members:

- 36.3% identify as female
- 63.7% identify as male

Hawksmoor Gender Pay Gap

Year	Mean Gender Pay Gap	Median Gender Pay Gap
2024	-0.95%	0.95%
2023	-2.38%	1.04%
2022	-0.82%	1.11%

How the Pay Gap is Calculated:

Mean: The total pay for all women is divided by the total number of hours worked, and the same is done for men. The result shows that in 2024, women earned on average 11p more per hour than men, equating to approximately £228.80 more annually, based on a 40-hour work week.

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Median: All hourly rates are ranked from lowest to highest, and the pay of the middle woman is compared with the pay of the middle man. In 2024, the median gap was 10p per hour, meaning the middle woman earned £208 less per year than the middle man on a 40-hour week.

These figures show that the gender pay gap at Hawksmoor remains minimal and within a balanced range.

Hawksmoor Gender Bonus Gap

Measure	Bonus Gap
Mean	-21.52%
Median	-248.80%

These figures show that, on average, women received higher bonuses than men at Hawksmoor during the reporting period.

Gender Representation by Pay Quartile

Quartile	Female (%)	Male (%)
Lower	39.22%	60.78%
Lower Middle	45.49%	54.51%
Upper Middle	32.19%	67.81%
Upper	28.45%	71.55%

Supporting Women at Hawksmoor

We are committed to fostering an inclusive and supportive environment for women across all levels of the organisation. Here are the steps we're taking:

Fair Recruitment Practices: All hiring team members are trained in inclusive and equitable recruitment.

Transparent Pay Banding: Ensures fairness and clarity in compensation across all roles.

Ongoing Development: Dedicated management and career progression programs.

Flexible Working Options: Available from Day 1 to support work-life balance.

Safety and Wellbeing Initiatives: Policies and training designed with women's needs in mind.

Employee Resource Group - Women@Hawksmoor: A safe, open space for women to share experiences, raise concerns, and shape policy improvements.

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Team Listening Initiatives: Continuous feedback loops help us identify and respond to concerns or inconsistencies.

Declaration

All data presented in this report has been calculated in accordance with the methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gemma Eley
UK People Director