

PICK EVERARD

2017 Gender Pay Reporting



Delivering complete consultancy
services across the built environment



Introduction by Joanna Griffin-Shaw – Senior Partner

In 2016 Pick Everard celebrated 150 years as a private equity firm offering construction and property consultancy services. We currently have 11 UK offices and employ over 400 staff in our wide range of professional disciplines and more than 60 staff in support services. Much has changed across Pick Everard and the industry since 1866, especially in respect to the number of women choosing the construction industry as their career.

I joined Pick Everard as a newly qualified architect 30 years ago, quickly progressing to an Associate. In 1996, after having my first child, I became a Partner - and in 2014 I was appointed Senior Partner. Pick Everard are passionate about equality of opportunity irrespective of gender. This ethos is part of the culture of our firm promoting individuals on achievements irrespective of gender.

Statistics clearly show the construction industry, like many other industries, suffers from female under-representation, being particularly pronounced at senior levels.

Historically the construction industry, by its very nature, has fewer women joining professions associated with the built environment. Attracting and retaining more women in this industry is certainly one of our biggest challenges. Therefore Pick Everard will focus our efforts to widen the talent pool in order to help tackle the skills crisis in our industry and demonstrate the versatility of careers within the sector. Via our STEM Ambassadors and community involvement schemes we proactively reach out to schools with the message that construction has a wealth of career options for all. We offer a range of work experience opportunities, attend and hold open days and support events celebrating Women in Construction. In 2017

one of our female Civil Engineers was voted one of the Telegraph's Top 50 Women Engineers, with 2018 seeing us as the headline sponsor of the Enterprising Women Awards. This work goes hand in hand with us introducing initiatives such as enhanced maternity benefits and flexible working, all helping to retain women in their chosen career throughout their life.

Pick Everard have five female Directors and ten female Associates working as part of our management team. Importantly within our pay scales we ensure we have equal pay for equal work. Compared with other construction firms we employ above average numbers of women to men.

We welcome the Government's requirement for firms to publish their Gender Pay Gap information, and this data will allow us to benchmark ourselves and capture our journey over the next few years making positive steps to improve further. However, we must all recognise the current Gender Pay Gap reporting is calculated to highlight and raise awareness regarding the representation of women in industry particularly in senior roles - it is a very different measurement to gender pay equality. Until there is the same quantity of men as women in the construction professions across all levels this reporting will appear skewed.

On reviewing the figures and the method of reporting, Pick Everard - like many firms - feel the Gender Pay Gap figures in this first year will be a challenge to improve on quickly. With the work we and others are doing to encourage more women to choose careers in the built environment, and through proactively introducing initiatives which focus on providing assistance to achieve a good life - work balance, over time more women will, like myself, be able to remain within the sector and fully achieve their ambitions.

Pick Everard's Gender Pay Gap Report 2017

Gender Pay is different from Equal Pay as it does not measure the equality of pay for roles of the same type or level. Instead it compares the average pay by gender of all roles collectively and within pre-set Quartiles [bands] regardless of their role or level in the firm.

Gender Pay Gap figures are calculated to highlight and raise awareness of the representation of women in the industry particularly in senior roles. We know that our ratio of male to female employees is approximately 335:130 which is better than the national average in construction.

Employers must:

- publish their data (with an optional written statement) on their website
- report their data to an on-line government portal using the Gender Pay Gap reporting service

Figures as at 5 April 2017

Mean Gender Pay Gap

The Mean Gender Pay Gap is calculated by comparing the total pay bill for male employees and the total pay bill for female employees and expressing the difference as a percentage.

The Pick Everard Mean Gender Pay Gap 21.1%

Median Gender Pay Gap

The Median Gender Pay Gap is calculated by taking the middle figures when you place male and female salaries in order and expressing the difference as a percentage.

The Pick Everard Median Gender Pay Gap 24.3%

Pay Quartiles

We are required to break down the above statistics into four equal pay quartiles. That means listing and sorting the rates of pay for all employees and splitting into four sections showing the percentage of men and women in each quartile.

	Male	Female
Quartile 1 (lowest Pay)	54.1%	45.9%
Quartile 2	75%	25%
Quartile 3	80.4%	19.6%
Quartile 4 (highest Pay)	85.7%	14.3%

Bonus Reporting

The difference between bonus payments made to males and females in the 12 months preceding 5 April 2017.

Mean Gender Bonus Gap	44.6%
Median Gender Bonus Gap	0%

Proportion of employees awarded a bonus for 2016:

Females	5.6%
Males	19.3%

Comment:

Attracting and retaining more women in the industry is certainly one of our biggest challenges. We know, like other firms in the construction sector, Pick Everard has more male employees than female. Although we have some highly qualified and senior female employees, the majority of our management roles, which have the potential to attract higher salaries and bonuses, are undertaken by males. This is a historical situation in many firms and we are continuing to encourage women to progress their careers into senior management positions if that fits with their own career aspirations.

Our ethos is to create and maintain a culture where every person can achieve and be at their best. When it comes to gender equity we are committed to creating a level playing field so everyone has an equal chance of success. We are confident all our employees are paid equally for equivalent jobs and that reward is based purely on skills and experience.

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements.



Joanna Griffin-shaw
Senior Partner



Duncan Green
Managing Partner