



# GENDER PAY REPORT 2023

— Snapshot date 05 April 2022 —

# Introduction

BWB is a multi-award winning engineering and environmental design consultancy, named Best Large UK Consultant at January's 2023 Association for Consultancy & Engineering Awards. These prestigious annual awards celebrate outstanding achievement within our profession by championing the best people, projects and companies from the world of engineering consultancy and the built environment.

We are now the Consultant of Choice for a growing portfolio of major Clients. We're exceptionally proud of the significant impact that our expertise has had in shaping the built and natural environment for over 30 years and one of our key strategic goals continues to be that we maintain our position as an employer of choice.

BWB are required to undertake a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We continue to see gender pay reporting as a positive opportunity for our people and our business for a number of reasons:

- It will help confirm to existing and prospective employees that we are committed to building a diverse and inclusive workplace that provides equal opportunity to all employees irrespective of gender.
- It has helped us to monitor pay and career progression more closely amongst our people to ensure that all employees, irrespective of gender, are supported to reach their full potential and are appropriately recognised.
- It will help us to continue to retain our top talent.
- It provides an opportunity to demonstrate to our existing and potential clients that we are a fair and ethical employer.
- We can capture our journey in our gender pay reporting and review positive shifts in our data or take action to address deviation from our intended path.



“BWB is committed to fairness and equality and creating opportunity for all our people to fulfil their potential. We recognise that our sector is under-represented by women and we are determined to facilitate a much-needed and long-overdue change in the status quo”

**Steve Wooler**  
BSc (Hons) CENG  
FICE, FCIHT  
CEO BWB Group



# What is the gender pay gap?

The gender pay gap (**GPG**) is an equality measure that shows **the difference in average earnings** between men and women within an organisation.

## What is equal pay?

Equal pay is a measure of the difference between the individual earning of two people (or a group of people) performing **'equal work'** (the same, similar, equivalent or of equal value) for the same employer.

## The GPG differs from equal pay

The gender pay gap reporting legislation requires organisations of over 250 staff to publish information, on an annual basis, about **the mode overall pay and median overall pay** of their male and female employees.

The aim of the gender legislation is to introduce greater levels of pay transparency.

# How is the gap measured?

The gender pay gap is the measure of **the difference between average hourly earnings** (excluding overtime) of men and

women as a proportion of men's average hourly earnings (excluding overtime) by using the below calculations:

The mean GPG **1**

The mode GPG **2**

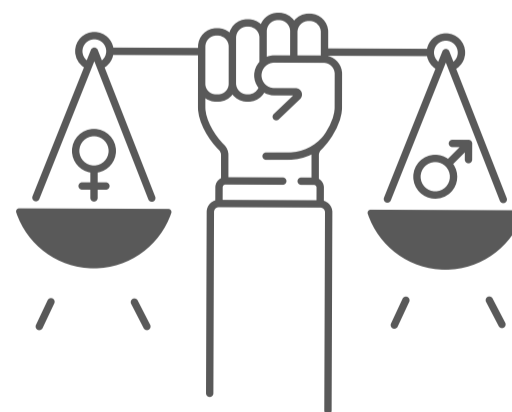
The mean bonus gap **3**

The median bonus gap **4**

The proportion of male and female employees who received a bonus **5**

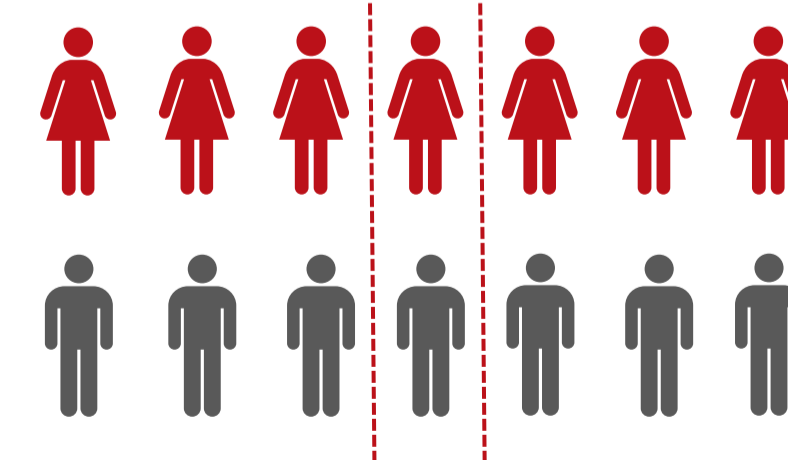
The proportion of male and female employees within each pay quartile **6**

### Mean GPG



The average hourly pay for women compared to men.

### Median GPG

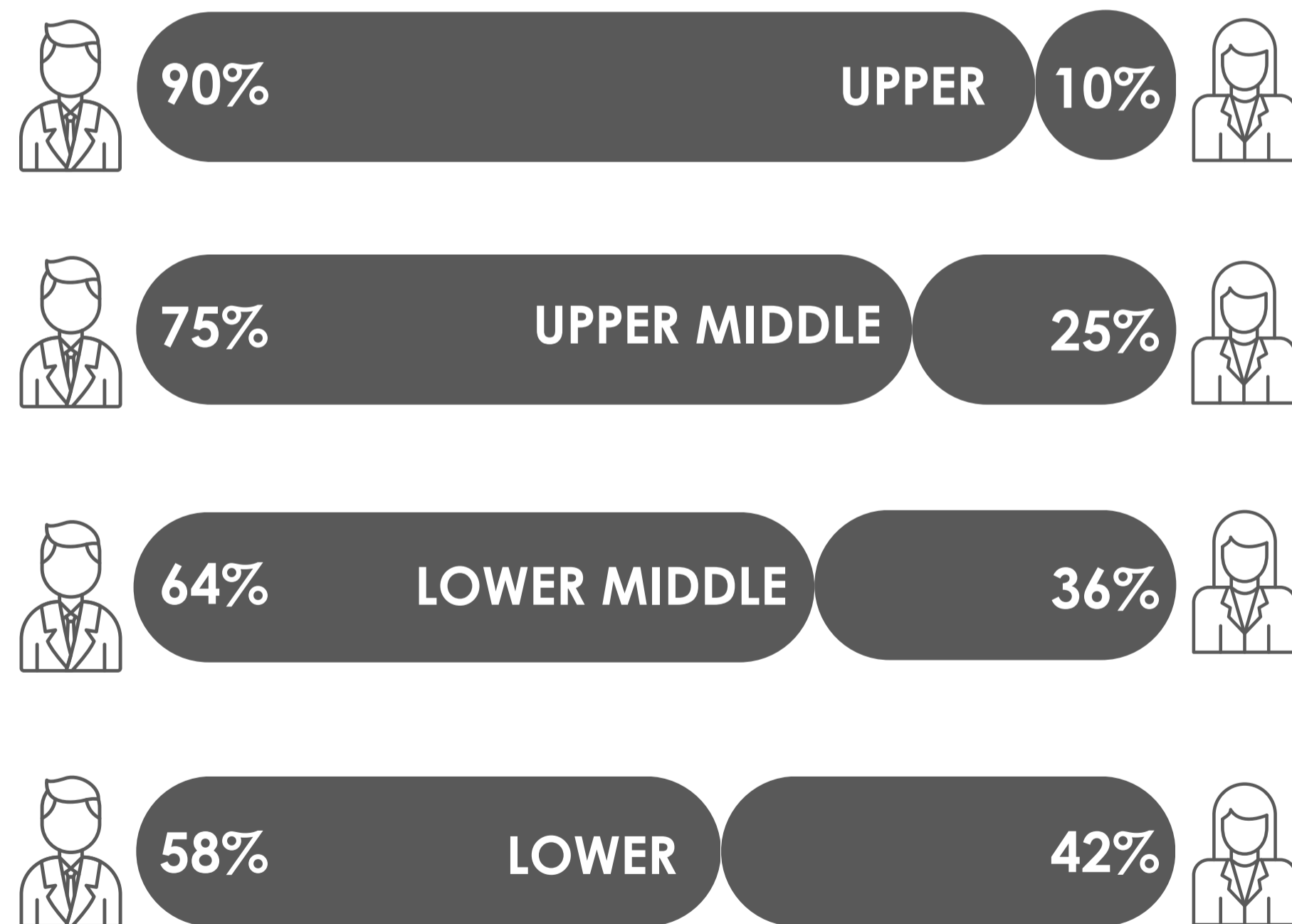


The median is the central number of data if they were lined up in order of size or value. The median pay gap is the difference between men's and women's median hourly pay.

# Our Results

## Population pay by quartiles

This is calculated by organising the pay rates from the lowest to the highest paid employees and splitting them into four equal sized groups called quartiles. The chart shows the percentages of men and women in each quartile.



## Mean gender pay gap

The mean pay for men is 21% higher than for women, down from 24% in 2022



## Median gender pay gap

The median pay for men is 26.75% higher than for women.



## Bonus pay gap

The mean bonus pay gap is 37% higher for men than that of women.



# Our Results

We are committed to building a diverse and inclusive workplace that gives equal opportunities to all employees irrespective of gender. We will continue our positive practices in this area and develop them further so that we will see shift in the coming years in our gender pay gap.

Our GPG does not indicate that women in comparable roles to men are paid unfairly. Rather, the figures simply reflect our current workforce profile. The support roles are generally paid at lower rates than the mid-career level and high career level technical roles due to market influences.

As our gender pay gap demonstrates, we have fewer women than men employed at BWB. This is typical of a highly technical professional company such as ourselves - which typically comprises of civil and structural engineers and environmental consultants.

Our highest paid employees are those on the Executive Board and part of the wider leadership team. We have 41 people in our leadership team, of whom 6 are female. Since a large proportion of the leadership team are male, this has inevitably affected our gender pay gap results for another year

We actively encourage flexible working and we have a higher proportion of women working part-time in the business which has also affected our results.

It is clear from looking at BWB's culture and the way we operate, we are already committed to providing a truly positive environment for our workforce but we recognise that we could do more. We have invested in development for our Leadership team, in order to educate and inspire from the top down. Our Equity, Diversity & Inclusion Working Group is chaired by one of our Directors, to ensure that everyone at BWB feels valued and to shape the BWB culture. We are committed as a business to take positive steps to monitor and respond to any inequality and will work to increase female representation across the workforce at all levels.



# Our Values

For over 30 years our people have been at the heart of everything we do. Our people, at every level, across each of our 5 offices participate, collaborate and work as a team, taking the initiative to drive change, shape the way we work and drive our success, making BWB a people focussed, IIP Platinum accredited business.

Our values are the golden thread running through everything we do, intrinsic to our day to day, reinforced in our behaviours, our communications, decision making and strategies.

At BWB, we believe in offering equal opportunities for all. That's very much at the centre of our values driven culture.

We recognise that there is work to be done across the industry to increase the number of women in the STEM sector workforce. Women are still a vast minority, this remains one of our greatest concerns which we continue to tackle.

## Our Mission:

We Care  
We Integrate  
We Transform  
We Challenge

# Our Culture

Our leaders and our people fully understand the symbiotic, value adding relationship between the success of our strategy, and the dynamics of our culture. BWB foster a culture where people feel empowered to challenge decisions or initiatives that they believe are not in line with our values, or in the best interests of our people, our clients or our organisational objectives.



## Learning & Development



## Talent Attraction & Retention

What are we already doing?

- Our trailblazing approach to Learning & Development and Performance Management helps provide clear pathways of development and stretching objectives, linking directly to our skills matrix and competency grid, removing opportunity for unconscious bias.
- We have embedded our in house digitalised performance management 'Connect', to better enable managers to focus on quality conversations with employees, discussing performance, behaviours, feedback and wellbeing.
- One of the main pillars of our L&D strategy is to attract Early Careers, fully committing in apprenticeships to mould and shape the knowledge, skills, attitudes and behaviours of the 'BWB person'. Our roadshows have given consideration as to how to attract young women into the industry, to create the future of BWB from 'grass roots'.

- Our recruitment strategy continues to tackle the under-representation of women in science and engineering roles by developing campaigns that encourage women to apply and by advertising in places that will reach more women.
- We have developed our social media presence to appeal to a more diverse range of next generation talent .
- We now offer more flexible ways of working than ever before, fully embracing hybrid working and reframing our position on working hours, to support our people, particularly working parents, in making BWB work for them.
- We are underway with developing our new Engagement & Retention Strategy. Through the development of a more engaged workforce, we will improve workplace culture and improve retention.

The Future

- 2023 has already seen a great investment in implementing new approaches to support performance, goals and succession, enabling better visibility of our talent pipeline, succession plans and gaps.
- Over the next 12 months we will fully embed our PROpel learning programme to build a strong pipeline of future operational leaders, offering individual focused development and career guidance.
- Our L&D specialists are visiting each of the offices quarterly to answer any questions on professional development opportunities to support the next steps in their career.

- Further develop our apprenticeship programmes in those hard-to-recruit roles to be attractive to a diverse population.
- We will continue with our active corporate social responsibility activities which include supporting STEM events and women in engineering events.
- April 2023 will see the launch of our new Total Reward Statement. A projected statement will be provided to our candidates at the offer stage, and a full annual statement will be available to our people each year.



Collaborative



Curious



Friendly



Innovative



Passionate



Proactive



Trustworthy

**"Equality does not flow from good intentions alone"**

# Declaration

We confirm the information and data is accurate and has been calculated in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Tim Loveridge**  
Executive Director

