



**GENDER PAY REPORT 2024**

— Snapshot date 05 April 2023 —

# Introduction

We are a multi-award winning consulting company within the Engineering sector; an industry that has typically had more male than female employees. At BWB we are committed to providing a fair, positive, and collaborative working environment to help our colleagues thrive. This report outlines BWB Consulting's Gender Pay Gap results for 2023.

BWB is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability.

BWB are required to undertake a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have collected our data with a snapshot date of 05 April 2023 when our workforce consisted of 116 eligible women and 258 eligible men.

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.



“Our gender pay report creates a crucially important and highly respected opportunity to ensure transparent alignment and progression of BWB's culture and values. This report creates an important reference tool in the measurement and benchmarking of our continued journey of a fully inclusive and diverse working environment.

I am heartened by the progression we have made in the last 12 months. BWB by nature excels in disruption and challenge. Historically our industry practices in an environment with a high proportion of men, however, this isn't a legacy which supports our equity and diversity policy.

Whilst our male to female gender balance still exceeds 2 to 1, our mean average and the percentage of women in the upper quartile has increased, there is a need for further positive planned action and promotion to ensure we are maximising the opportunity for female progression in the upper quartile leadership roles”.

**Graham Sant**  
BEng (Hons),  
CEng, FICE,  
MIStructE  
**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.

## The GPG Differs from Equal Pay

The Gender Pay Gap is the difference between the average hourly pay of male colleagues and female colleagues, regardless of roles and responsibilities.

This differs from equal pay, which is a measure of the difference of individual earnings of people performing 'equal work' for the same employer.

Often the Gender Pay Gap is impacted by an underrepresentation of women at senior levels of the business, and within certain industries, such as Engineering.

# How is the Gap Measured?

The gender pay gap is the measure of **the difference between average hourly earnings** of men and women as a proportion of men's average hourly earnings by using the below calculations:

The mean GPG **1**

The median GPG **2**

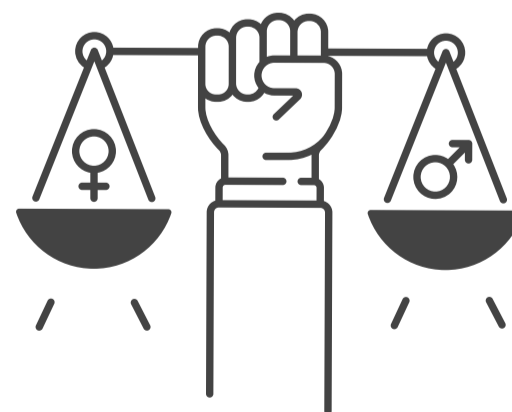
The mean bonus gap **3**

The median bonus gap **4**

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

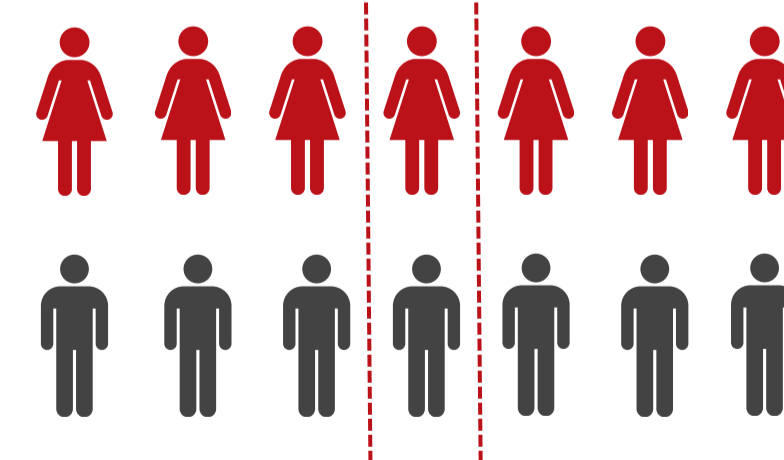
The proportion of male and female employees within each pay quartile **6**

## Mean GPG



The average hourly pay for women compared to men.

## Median GPG

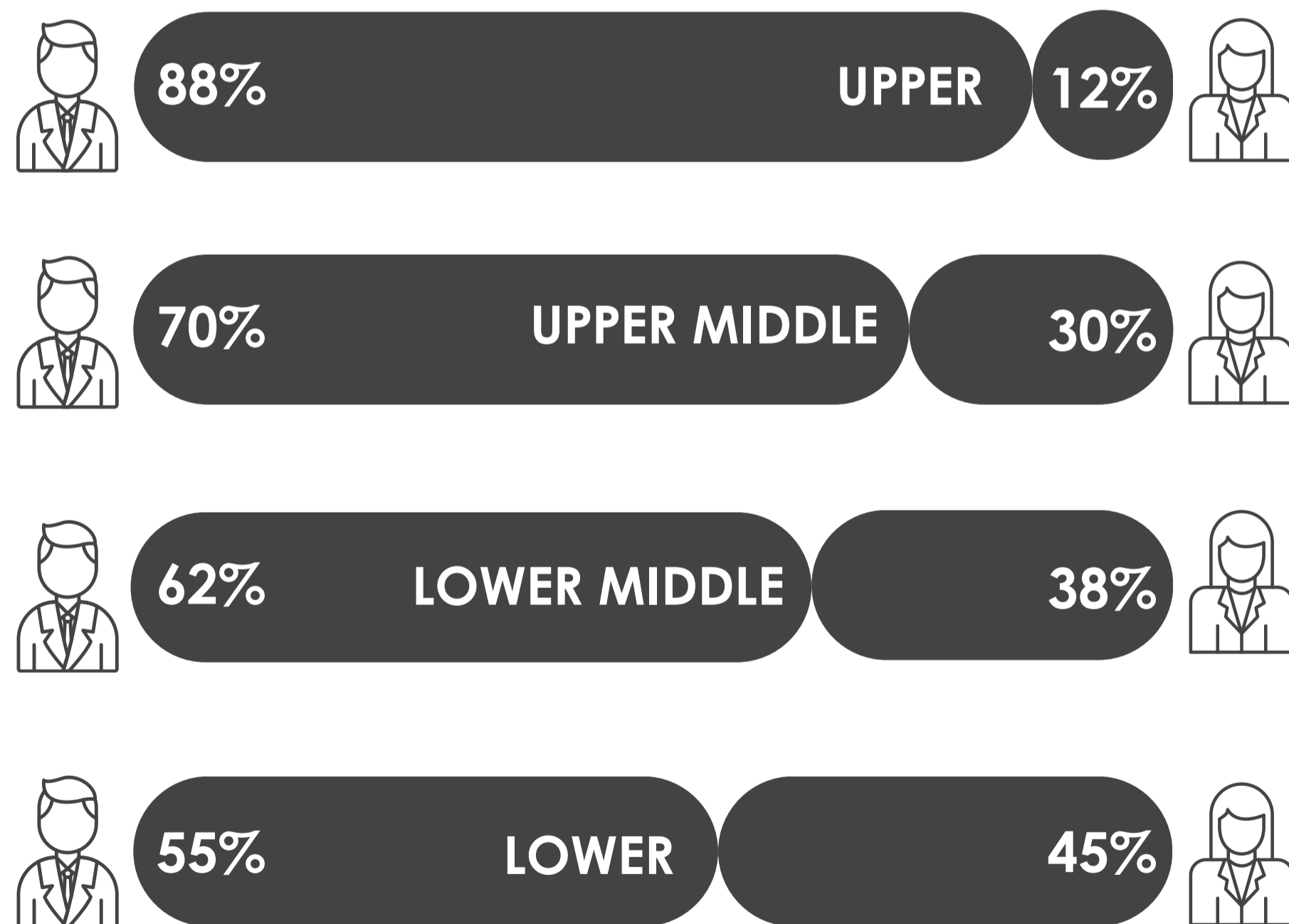


The median is the central number of data if they were lined up in order of size or value. The median pay gap is the difference between men's and women's median hourly pay.

# 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 24.1% higher than for women. This is due to an imbalance of women in senior roles, as well as a lack of women within the industry overall.



## Median Gender Pay Gap

The median pay for men is 24.6% higher than for women. We are proud that this has decreased from 26.8% in 2022.



## Bonus Pay Gap

The mean bonus pay gap is 46%.



The median bonus pay gap is 25%.



# Our Results

## Population Pay by Quartiles

At BWB, we see a decrease in the number of women as we move up the quartiles.

Only 12% of our highest paid roles are occupied by women, which has had a significant impact on our Gender Pay Gap.

We have an uneven split of men and women in all quartiles, which is reflective of the industry in which BWB operates.

We are proud to have increased the number of women in all quartiles since 2022. Notably, the number of women in our upper quartile has increased from 10% in 2022 to 12% in 2023, and the number of women in our upper middle quartile has increased from 25% in 2022 to 30% in 2023.

## Mean and Median Gender Pay Gap

Our Mean Gender Pay Gap is 24.1% and our Median Gender Pay Gap is 24.6%. This is due to an imbalance of women in senior roles, as well as a lack of women within the industry overall.

Our results do not indicate that women in comparable roles to men are paid unfairly.

We are proud that our median pay gap has decreased from 26.8% in 2022 to 24.6% in 2023. We acknowledge that there is more work to be done here and remain committed to reducing this further over the coming years.



# Our Results

## Gender Bonus Pay Gap

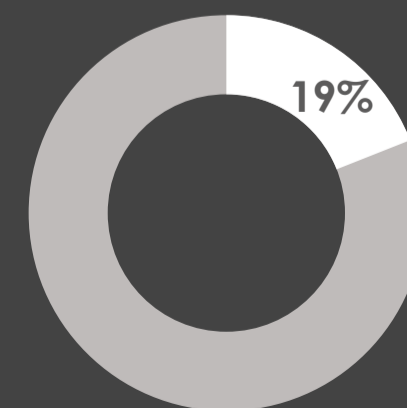
Whilst we do not pay performance related bonuses at BWB, for Gender Pay Gap Reporting purposes, we must report on other types of one-off payments such as loyalty bonuses and referral bonuses.

The majority (68%) of these payments were from loyalty bonuses. These payments are purely based on length of service and the award amount increases as length of service increases.

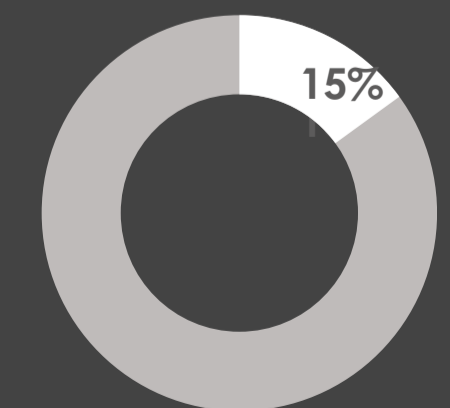
Although in recent years more women have entered the industry, historically the engineering sector has had a high proportion of male employees. Due to this, many of our colleagues with the long service awards are male, which has contributed to our bonus gap. Many women did receive a loyalty award (15% of women received a bonus), however, these tended to be smaller amounts for less service.

We remain committed to retaining our female talent, therefore, we hope to see an increase in women receiving the higher loyalty awards in coming years.

### Percentage of Men Receiving a Bonus



### Percentage of Women Receiving a Bonus



# Our Values

For over 30 years, our people have been at the heart of everything we do. Our people, at all levels in our five offices, participate and collaborate together as a team, driving change and contributing to our success. We are proud to say that BWB is a people-focused business with IIP platinum accreditation to support this.

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, in the best interests of our people and our clients, or our organisational objectives.



## Learning & Development

- We are continuing to invest in Early Careers for apprenticeships, placements and graduates.
- Our internal development programme will launch in 2024 (PROpel) to support all our people as they develop in their careers.
- Supporting our people with obtaining accreditations including Professional Membership.
- Our Learning and Development Manager sits on the L&D Academic Advisory Board for University of Nottingham to support closing the gap between education and industry.



## Talent Attraction & Retention

- We are reviewing maternity and paternity pay offerings to help attract and retain top female talent.
- We have recently implemented a Menopause policy and are actively working to support women through menopause in the workplace.
- We are accredited with Platinum Investors in People and are committed to maintaining this.
- Partnering with local education providers to inform and inspire people of all backgrounds into the industry.
- Active Corporate Social Responsibility including STEM activities and Women in Engineering events to promote the industry to people of all backgrounds.

What are we doing to improve?



Collaborative



Curious



Friendly



Innovative



Passionate



Proactive



Trustworthy

# Declaration

I 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.

**Graham Sant**  
CEO

