



# GENDER PAY GAP REPORT 2026

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Snapshot date 05 April 2025



# Introduction



BWB Consulting is a leading UK integrated consultancy delivering well-considered engineering, environmental, and infrastructure solutions. Operating within a sector that has traditionally been male-dominated, we remain committed to creating a fair, positive, and collaborative working environment where all colleagues can thrive. The following report outlines BWB Consulting's Gender Pay Gap Results for 2025.

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 reinforces to our current and prospective employees that we are committed to building a diverse, inclusive workplace where everyone has equal access to opportunity, development, and recognition.
- It enables us to monitor pay, progression, and recognition more closely across our workforce, helping ensure that all colleagues are supported to reach their full potential and that reward decisions remain fair and transparent.
- By identifying and addressing any disparities, we create a working environment where people feel valued, supported, and able to thrive — which in turn helps us retain our top talent.
- Gender pay reporting allows us to capture our progress year-on-year, recognise positive shifts in our data, and take targeted action where results deviate from our intended direction.

“ Addressing the gender pay gap is mission critical to BWB, with success showing that we live our values and essential to our resource strategy to hire and retain the best talent. We operate in an industry that has traditionally been male dominated, with a residual but reducing gender imbalance at senior levels and thankfully a much smaller imbalance on our intake degree and apprenticeship courses. Addressing the gender pay gap is a keystone to achieve balance in our business at all levels and improve the quality of outcomes for people, place and planet.

From our commitment to STEM in schools, through to our People Strategy supporting Sustainable Development Goal 5 – ‘Gender Equality’, we continue to promote diversity, equality, and inclusive opportunities, striving to make BWB a great place to work.

The annual report provides an opportunity to benchmark our progress, and I am delighted to see continued progress in the right direction. Our Mean and Median pay is still biased towards men, influenced by the gender mix at senior level, but I am pleased to see a significant reduction across both measures and each year we promote more women to Director positions, adding strength and balance to our leadership and bringing down the Gender Pay Gap. This is also reflected in the Median measure of bonus pay, with women rewarded significantly higher than men. This measure is driven by our long service awards, demonstrating our success in retaining women in the business and promoting from within to resource our senior positions.

We are not there yet, there is more to do, but this annual report demonstrates that we are making steady progress and are on the right track.

**Dave Hollingsworth**  
Managing Director  
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 gender pay gap 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 refers to paying individuals fairly for equal work — ensuring that people performing the same or equivalent roles for the same employer receive the same pay.

Gender pay gaps are often influenced by workforce composition, including the under-representation of women in senior or higher-paid roles, which is a common feature in certain sectors such as engineering.

The purpose of gender pay gap legislation is to increase transparency, encourage organisations to examine the factors influencing pay differences, and support meaningful action to promote fairness and equality.

# 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 using the below calculations:

The percentage of male and female employees within each pay quartile

1

The mean gender pay gap

2

The median gender pay gap

3

The proportion of male and female employees who received a bonus

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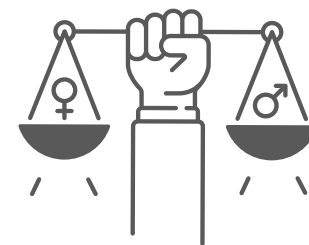
The mean bonus gap

5

The median bonus gap

6

## Mean GPG



The average hourly pay for women compared to men.

## Median GPG

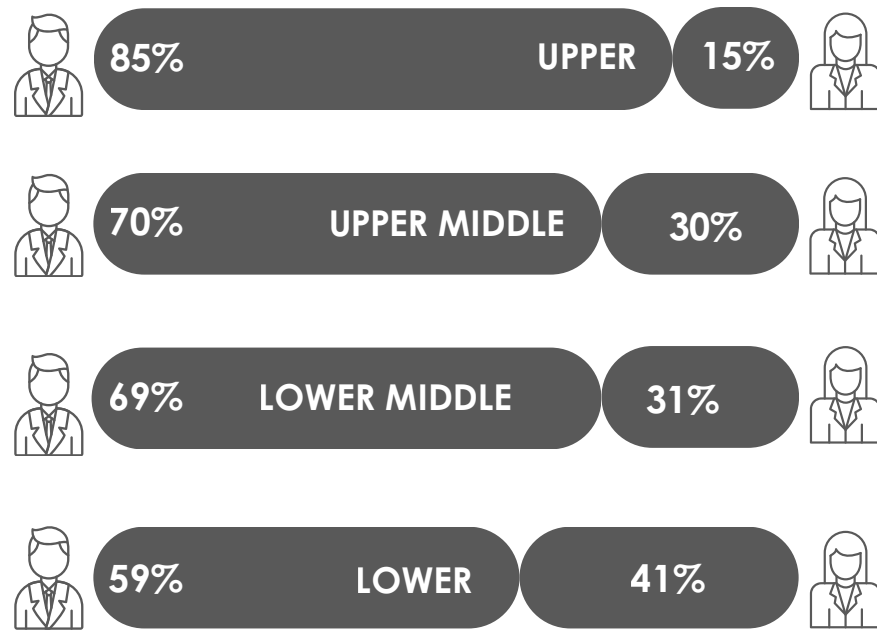


The median is the central number of data if they were lined up in order of size or value. The median pay gap is the difference between men's and women's median hourly pay.

## Our Results

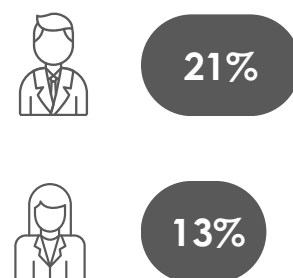
### Population pay by quartiles

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



### Percentage of men and women receiving bonus pay

This is calculated as the percentage of men and women employees who received any bonus pay within the 12 months preceding the snapshot date.



### Mean Gender Pay Gap

The mean pay for men is 19% higher than for women, down from 22% in 2024.



### Median Gender Pay Gap

The median pay for men is 21% higher than for women, down from 26% in 2024.



### Mean Bonus Pay Gap

The mean bonus pay gap is 58% higher for men than for women. This is a significant increase from 2024 where the bonus pay gap was just 14% higher for men.



### Median Bonus Pay Gap

The median gender pay gap for bonus pay is -75%, indicating that **women's median bonus pay was 75% higher than men**. This is lower than 2024 where the median bonus pay gap was 150% higher for women.



# Our Results

## Quartiles

Our GPG does not indicate that women in comparable roles are paid less than men. Instead, the figures reflect the current structure of our workforce. As we move up the pay quartiles, the proportion of women decreases.

At present, women occupy 15% of roles in our highest-paid quartile. Whilst this is an improvement from 13% last year, it has an impact on our overall Gender Pay Gap.

We are encouraged to see an increase in the number of women across our upper, upper-middle, and lower quartiles this year, reflecting our ongoing efforts to increase female representation at BWB.

## Gender Pay Gap

We are pleased to report a positive shift in our Gender Pay Gap figures this year. Our mean gender pay gap has reduced from 22% to 19%, and our median gap has decreased from 26% to 21%. These improvements reflect the progress we are making; however, we recognise that there is still more to do. We remain committed to continuing this work in the years ahead.

## Gender Bonus Gap

Our median bonus gap remained higher for women this year, at 75%. However, our mean bonus gap has increased, with the mean bonus being 58% higher for men. Whilst we do not typically pay performance bonuses at BWB, an exceptional bonus was paid to three male colleagues in 2025. No performance bonuses were paid in 2024, which means this payment has contributed to a higher bonus gap in the current reporting year.

A higher number of men also qualified for long-service awards during the reporting period. As our workforce is predominantly male, more employees reaching the service milestone were men, which increased the average bonus figure for male colleagues and contributed to the mean bonus gap.

The long-service benefit policy is applied consistently to all colleagues, regardless of gender; the difference this year reflects the demographic profile of those reaching the relevant service milestones rather than any variation in entitlement.

# What are we doing to close the gap?

We remain committed to inclusion and equal opportunity. By building on our current initiatives, we aim to continue reducing our gender pay gap in the years ahead.

We are continuing to invest in Early Careers for apprenticeships, placements, and graduates. **In 2025, 34% of our engineering graduates were women** — significantly higher than the UK figure of 23.5%, reported in the World Economic Forum's Global Gender Gap 2024 report. This also represents meaningful progress from last year, where women accounted for 24% of our graduate cohort.

Our peer feedback is based on competencies which link directly to the relevant skills matrix; allowing a truly unbiased performance review to be held.

We are reviewing and publishing career progression frameworks and promotion criteria across the business to ensure transparency career pathways and consistency in how roles are accessed and advanced.

We will continue with our active corporate social responsibility activities which include supporting STEM events and women in engineering events. These help to showcase, celebrate, and support the contribution of women in engineering. They also raise the profile of the industry overall and encourage more women to understand how to join the industry and consider engineering and consultancy as a career choice.

# And we're not stopping there

## Our Vision

To be the UK's leading client-focused consultancy for the built environment, renowned for delivering exceptional outcomes.

## Our Mission

“Creating places for everyone, preserving the planet for all”

We are dedicated to engineering extraordinary places for everyone. We plan, design and deliver innovative, sustainable environments that enhance the quality of life while preserving our planet for future generations.

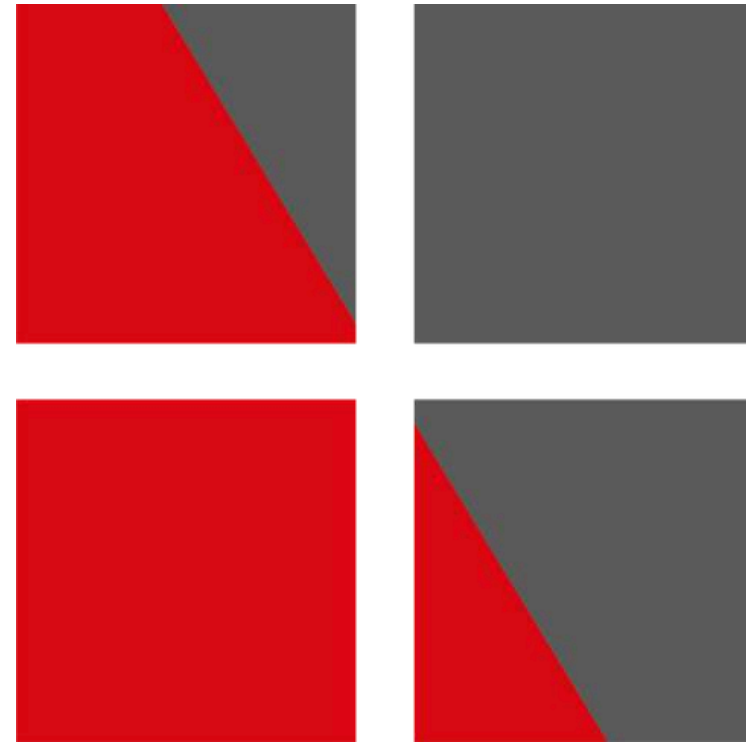


## Declaration

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.

**Dave Hollingsworth**  
Managing Director

A handwritten signature in black ink, appearing to read 'D. Hollingsworth'.



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