



UK Gender Pay Gap Report 2019

Foster + Partners

How we are addressing the gap

At Foster + Partners, we continue to pay men and women equally for doing equivalent jobs across the practice. We believe in creating an inclusive working environment for all, which is based on merit and encourages our talented team to produce their best work.

We continue to try to ensure that our policies and practices are fair, including reviewing our pay decisions each year as part of our annual performance, pay and bonus review.



We are pleased to report that for the second consecutive year, our Median Pay Gap has reduced by 1% from 9.8% to 8.8%. This is in comparison with the industry average of 20%. The main reason for the gap remains with us having more men, with longer service, in senior higher-paid roles within the practice. When we adjust for roles under Partner level, the Median Pay Gap has reduced from 4.6% to 3.6%. Similarly, our Median Bonus Gap for roles under Partner level has reduced from 6.3% to 5% although the total Median Bonus Gap has increased from 15.8% to 24%. This has been driven by having more men with longer service in senior higher paid roles within the practice who are also in receipt of distribution share payments. (18% of Partners and above are female).

At Foster + Partners we continue to encourage more of our women into senior roles and to improve diversity at leader level, this is supported by our mentoring and development programme. This is evidenced in the Gender Pay Gap Quartiles which show a 5% increase in the female population in the 'Upper Middle' and 'Upper Quartile' versus last year.

As we continue to reduce the gap, we know that there is still work to be done but are pleased to be heading in the right direction. We continue to actively participate in the Women in Architecture Forum, Move the Dial, continuing with the development of our mentoring, leadership and career opportunities and continuing with our practice diversity engagement forums. This has led us to further enhance maternity, paternity and joint parental leave.

A handwritten signature in black ink, appearing to read 'Matthew Streets'.

Matthew Streets
Managing Partner

Gender pay reporting

From 2018, the government requested organisations with 250 or more employees to publish their gender pay gap annually. Since reporting our gender pay gap last year, we have been making steps to address greater gender balance.

Foster + Partners is committed to developing and supporting a comprehensive policy of diversity and equal opportunities in employment for all. This is not only important to us but is essential for us to thrive as a Practice.

Gender Pay Gap Figures

The table below shows our median and mean hourly pay and bonus gender pay gap at the snapshot date of 5th April 2019 and in the reference period to 5th April 2019.

	Median 2019	Median 2018
Hourly pay	8.8%	9.8%
Bonus	24%	15.8%

	Mean 2019	Mean 2018
Hourly pay	22.6%	23%
Bonus	88%	85.7%

For roles under Partner level:

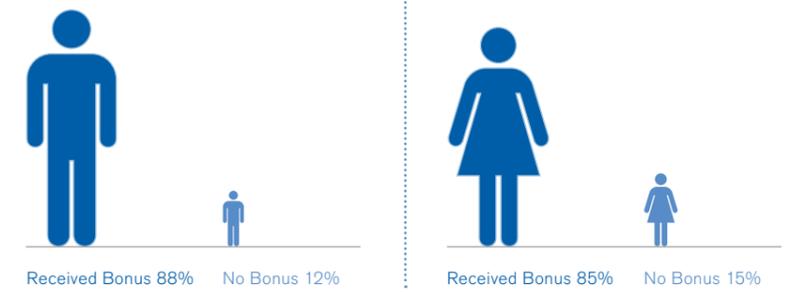
	Median 2019	Median 2018
Hourly pay	3.6%	4.6%
Bonus	5%	6.3%

	Mean 2019	Mean 2018
Hourly pay	7.5%	6.8%
Bonus	16.5%	18.3%





Proportion of employees receiving bonus



All individuals in the Practice are eligible for a bonus in any one year provided that they have completed 6 months service by our review date. When we adjust for eligibility 1% of women and 1% of men did not receive a bonus.

Pay Quartiles

The table below illustrates the gender distribution in four equally sized quartiles.

	Lower Quartile	Lower Middle	Upper Middle	Top Quartile
Men	59%	59%	62%	78%
Women	41%	41%	38%	22%

Interpreting the gap

Our pay gap is not an equal pay issue. Men and women are paid equally for doing equivalent jobs across the Practice.

Our analysis of our gender pay gap shows that there are more men than women in the Practice and we also have more men in senior higher-paid roles. This is consistent across the construction industry.

As the Office of National Statistics (2017) stated women make up 12.8% of the construction industry.

The following table further illustrates Foster + Partners gender distribution:

	All Foster + Partners	Partners and Senior Partners
Men	64%	82%
Women	36%	18%



