



Gender  
Pay Gap  
Report  
2022



# Steps towards opportunity and recognition

As a business, it is not compulsory for us to submit a formal report on our gender pay gap, but we do so voluntarily to enable us to consider its impact on us as a business and our employees.

Set out below is the AHR gender pay gap data prepared using April 2022 data.

At AHR we are committed to being a diverse and inclusive employer and want to ensure transparency on gender pay throughout the organisation. We want all of our employees, regardless of their gender, race and ethnicity, sexual orientation, religion, age or disability to have the same opportunity to progress and reach their full potential.

On the following pages we have provided details of how these figures are calculated as well as responses to some key questions given the ongoing confusion in the media about what the 'Gap' refers to.

## What is the difference between Equal Pay and the Gender Pay Gap?

**Equal Pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. This does not necessarily mean the exact same job or job title.

**Gender Pay Gap** is a measure of the difference between men's and women's average hourly rate across an organisation. It is expressed as a percentage of men's earnings.

## How is the gender pay gap calculated?

The gender pay gap considers all employees together. The calculation is the difference between the average hourly rate that men earn compared to the average hourly rate that women earn, regardless of their job role or seniority or geographical location.

## Who does this apply to?

All full pay relevant employees are included, not just technical roles. The report excludes equity directors, the non-exec chairman and those on zero hours contracts.

## Mean difference calculation

The difference between the average of men's and women's pay.



## Median pay gap calculation

The difference between the midpoints in the ranges of men's and women's pay.



# How do we compare to the national figures?

At AHR our **overall median Gender Pay Gap is 29.3%**. The fact the gender pay gap exists at AHR is, we believe, due to the structure of the business and having a higher proportion of male employees compared to female employees, rather than any inequality in how we pay men and women for doing the same role.

Within this report we also share the gender percentages of each pay quartile. These are calculated by listing all our employee salaries from the lowest to the highest, then splitting this into four groups and calculating the percentage of each gender within those groups.

## Average gender pay gap

The median is the difference between the mid-point male salary and mid-point female salary.

The mean is the difference between the average male salary and average female salary.

18% ↓

less than men's women's mean hourly rate

29% ↓

less than men's women's median hourly rate

## Average bonus gender pay gap

These percentages are for bonus payments made in the year ending April 2022.

37% ↓

less than men's women's mean bonus pay

16.5% ↓

less than men's women's median bonus pay

## Proportion of males and females receiving a bonus

In the reporting year, all employees who were eligible received a bonus.

90%

proportion of men receiving a bonus

89%

proportion of women receiving a bonus

# Why does AHR have a pay gap?

At AHR we recognise that there are wider issues that our industry reflects, including the lack of women progressing to senior roles in our profession.

The proportion of women in the highest quartile has increased from 18% in 2021 to 23% in 2022; but is still low and the level of progression of women beyond lower middle quartile is inadequate.

Women account for 34 of our 50 of business support roles, with representation weighted towards junior/lower paid grades.



33%

women make up the total workforce

23%

of upper quartile employees are female

48%

of lower quartile employees are male

## Employee Headcount: 2022

As at 5 April, we employ 248 people. Females account for 33% of this while males make up 67% of the total workforce. The split in our top three levels of seniority is set out below:

As at 5 April 2022:

	Architects		Building Consultancy		Management Services	
	Female	Male	Female	Male	Female	Male
Directors and Regional Directors	1	9	2	8	1	4
Associate Director and Senior Managers	2	9	0	5	2	1
Associates and Managers	6	18	1	10	2	2
<b>Total</b>	<b>9</b>	<b>36</b>	<b>3</b>	<b>23</b>	<b>5</b>	<b>7</b>

We recognise that closing the pay gap is going to take some time to address. It did not appear overnight and will not disappear overnight. That said, we are committed to reducing our gender pay gap.

## The key findings from our gender pay gap report

### What have we found out

- At AHR, the mean gender pay gap for 2022 is 18.3%. This has decreased by 0.1% from 2021
- The median gender pay gap of 29.3% has increased by 6.8% from 2021

Our gender pay gap is still a function of a high percentage of employees in our two highest pay quartiles and most senior roles being male.

We do recognise that there are wider issues that our industry reflects, including the lack of women progressing to senior roles in our profession. This is one of the issues our ED&I Group is considering along with a number of other initiatives to drive change in these areas.

### Closing our Gender Pay Gap

- Our process of grouping employees into salary bands based solely on their level of experience ensures that men and women at AHR are paid equally for doing equivalent roles
- We are committed to providing an inclusive and diverse culture, monitoring and taking actions to address issues where identified, at a company and location specific level
- We are continuing to make progress on the actions outlined in our equality, diversity and inclusion road map. However, we do recognise that in some areas there is still quite a lot of progress to be made. We will provide updates on a regular basis throughout the year

**We are committed to providing an inclusive and diverse culture, monitoring and taking actions to address issues where identified.**



**Anthony Langan**  
Managing Director,  
Architecture



**Allan Hunt**  
Managing Director,  
Building Consultancy

Our people come from a diverse mix of backgrounds. We continually strive to become a more inclusive organisation and celebrate diversity in all its forms.

