



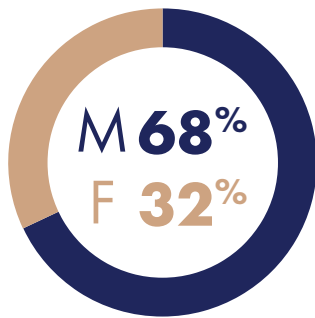
Gender pay

We are pleased to note a reduction in our gender pay gap figures for the year to April 2018 when compared to the first year of reporting. Though this is a positive start, we are under no illusion that, for an established business such as ours in an industry with a strongly defined existing demographic, closing the gender pay gap is a long term process requiring conscious and determined effort. We remain committed to working towards increasing diversity and representation in our business and to reducing gender inequality in the wider construction industry.

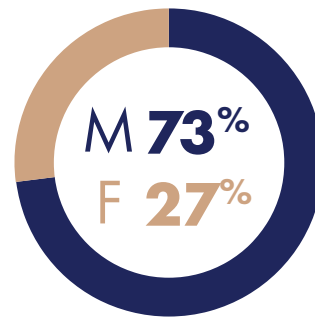
Stride Treglown's gender 2018 demographic



Stride Treglown's Architects 2018 demographic.



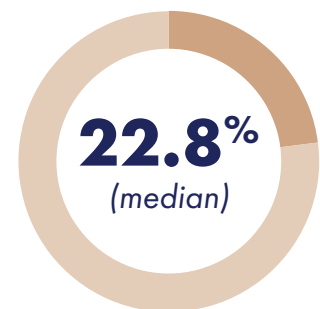
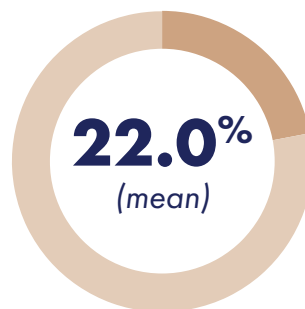
ARB UK Registered Architects 2017 demographic.



ARB December 2017 Report
<https://2017.arb.org.uk/facts-figures/registration>

Our analysis shows that the overall difference between men and women's hourly pay based on a snapshot on 5th April 2018 is 21.9% (mean) and 22.8% (median).

Hourly Pay Gap (April 2018)



When we compare pay for equal or similar work across our organisation the gap is significantly lower. However, factors such as our geographic spread, our broad range of consultancy expertise and relatively small size when compared to other organisations reporting make direct like for like comparison of pay equality within strata of our business difficult.

Our aim is to achieve year on year reduction of our gender pay gap.

Understanding the gap

Like many companies associated with the construction industry, our average gender pay gap is primarily caused by having fewer women at senior grades in our business.

While we continue to see a welcome growth in the number of women joining our practice – and the construction professions as a whole – their progress to senior positions is inevitably a gradual one as their careers develop.

We therefore need to make a concerted effort over the long term to create an inclusive environment in which everyone has an equal opportunity to progress their careers with us.

We support the UK government's leadership in gender equality, and the requirement for companies to publish their data. We will continue to work to narrow the gender pay gap in the UK.

What we're doing about it

We continue to take steps to help all employees fulfil their potential by minimising some of the obstacles to career progression.

We have:

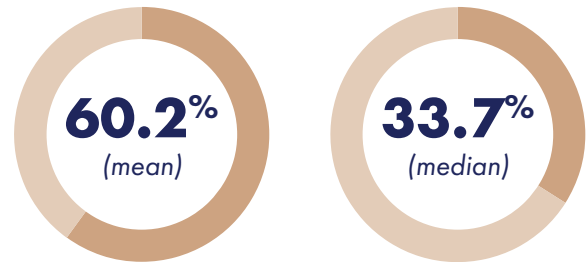
- Established an Inclusion and Diversity group to reinforce and promote a culture of inclusion and equality across our business
- Prepared an Inclusion and Diversity Strategy and signed up to a company-wide Equality Charter (Bristol Equality Charter)
- Formed a gender balanced Salary and Promotion Review Panel to ensure that all employees are considered equally and without bias
- Extended our agile and flexible working arrangements. Through engagement with our Employee Ownership Forum, we are exploring further ways of;
 - Encouraging a good work-life balance
 - Improving return to work programmes after career breaks
 - Actively supporting shared parental leave for new parents
 - Supporting personal development through bespoke coaching and mentoring

Our company's strategic plan recognises the central role that culture plays in shaping our business. We are committed to building a diverse and inclusive workplace at all levels, but particularly through the composition of our leadership team. This long term strategy makes for a stronger business and a truly engaged workforce.

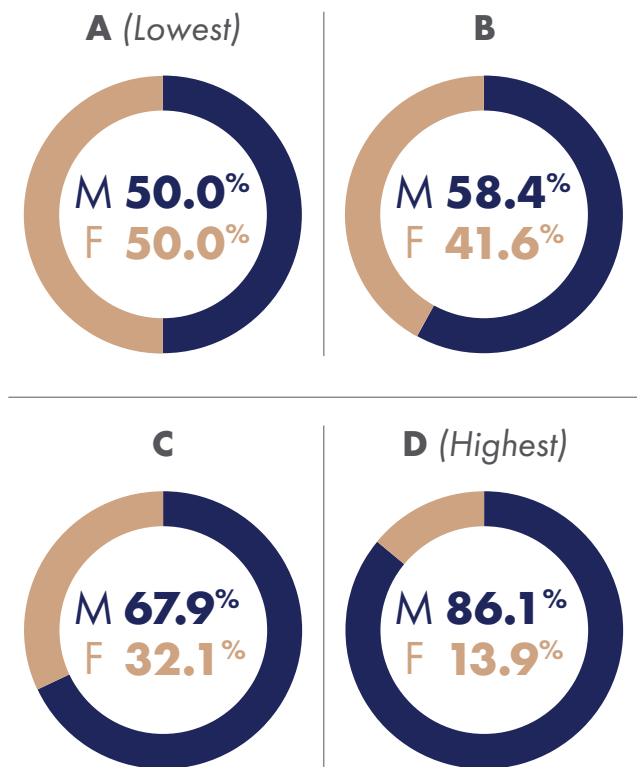
Gender Pay Gap Figures

The difference in bonus pay between men and women during the year April 2017 to April 2018 reflects the way in which a proportion of profit is distributed as bonuses, among equity directors, the majority of whom are male.

Bonus Pay Gap (April 2017 - 2018)



Pay Quartiles based on hourly pay - Percentage of Male and Female Employees in the different pay bands (A to D).
(April 2018)



Eligibility for Bonus (April 2017 – April 2018)

Bonus eligibility represents a snapshot from 2017 to 2018. All staff are eligible for a bonus if they have been here during the previous financial year. In this period 14.1% of male employees and 22.2% of female employees were new arrivals to the business. This explains the differential in eligibility percentages for the year. If the same number of male and female employees had joined the business during this period, there would have been no differential.



The directors of the practice, both male and female, are paid at the same level. Their individual salary is 5.4 times that of the lowest paid employee at full time equivalent (FTE).

I confirm the gender pay gap data contained in this report for Stride Treglown Limited is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS) and The Equality Act (2010) (Gender Pay Gap Information) Regulations 2017.

David Hunter

David Hunter, Chairman for Stride Treglown Ltd.

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