



# The Neighbourhood

NEWSLETTER / ISSUE 6 / 2023









# Year-on-Year Comparition



**98%**  
of our people say that HTA takes equality, diversity, and inclusion issues seriously!

Over the past year, we have continued to share and celebrate our personal 'lived' and professional ED&I experiences with each other and colleagues from across the built environment industries. We have also continued to strengthen our external relationships through our social value and outreach activity with local schools and charitable organisations, such as Beyond the Box 'People's Pavilion', Blueprint for All, and the LSA amongst others. We have

also collaborated with other practices, such as Morris & Co, and Studio Egret West. It wouldn't have been possible to progress so much without appointing our very first Outreach Lead – Shawn Adams. We have also recent published our first Social Value Outreach & Volunteering Policy to help guide our activities. Read on for an update on all of our off-project ED&I related social value and outreach activity, including an insight into Shawn and his work.

LGBTQ+

inclusive



# History Month



**HTA's LGBTQ+ Network Group, Incl has met on a number of occasions over the past year and has now completed their mission statement which is available [HERE](#).**

freehold

Lucy Smith attended the march with Freehold LGBT and hopes that HTA will be able to get involved next year!

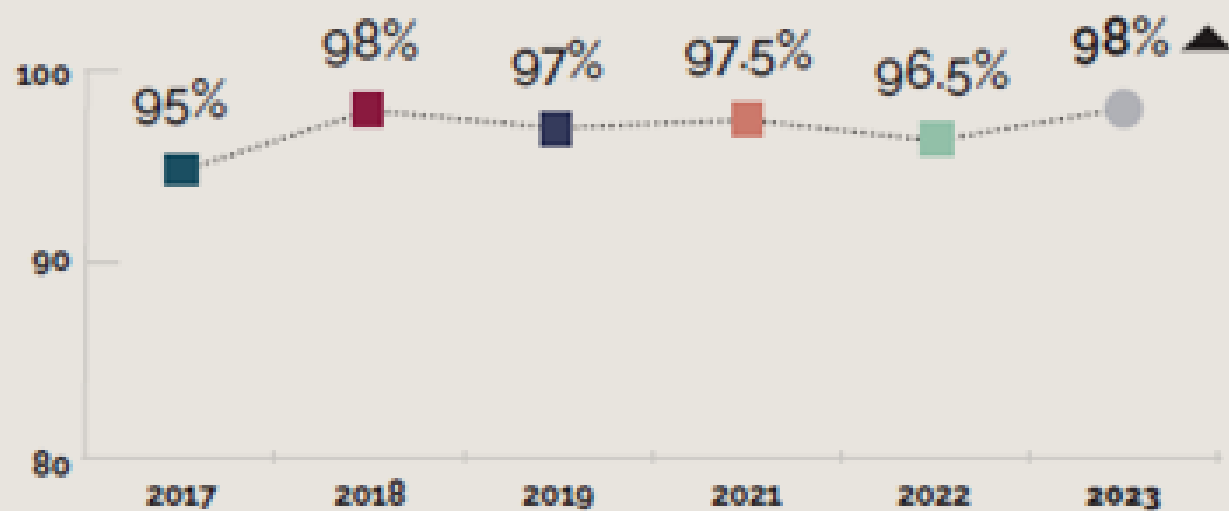
This statement aims to answer the question of 'what is Incl' and 'what does Incl do'. Incl. have moved to having quarterly meetings rather than monthly meetings to help people manage their time.

The LGBTQ+ history month was in February and Incl. coordinated a series of internal email newsletters to all staff with information about the month, and events going on. As with previous years, this was positively received from people right across the practice. Next year, Incl. are aiming to run one or two events 'in-person' to make best use of having a great new space in London where most Incl. members are also based. Watch this space!



## Year-on-Year Comparison

% said they Agreed/ Strongly Agreed







# Transgender Awareness Week

On 25th January 2022 we hosted an Introduction to Trans Awareness session delivered by Jo Gower (They/Them) from Gendered Intelligence. We discussed the wider context for trans identities - how sex, gender and sexual orientation interact, we explored gender pronouns and encourage the use of pronouns on email signatures. We also explored key terms and uses of language and areas such as equality legislation, rights, and responsibilities around trans identities. The session was extremely insightful and provided yet another opportunity for us to learn and consider ways in which we can continue to build our knowledge, understanding and work towards being a trans inclusive workplace.

In transition each aspect of life comes with its own challenges, perhaps reactions to not adhering to expectations. After years of quietly agreeing you start to openly assert your own understanding and it can be unsettling to see demonstrated that gender is not the immutable constant you believed it to be. It's not as difficult to transition at work as it used to be, but that's not to say it's easy".

HTA has a policy to ease some aspects of the stress of transition, we have our LGBTQ+ group Incl., and there's an accepting culture too, and as part of that Anna thinks she can help by being visible from time to time: She went through it, yes, she did!

We are grateful for Anna and all that she does to help us understand how we can support anyone journeying through gender transition.

Anna has worked with HTA since April 2007 and is a Senior Associate, Senior Architect. She shared with us the journey she went through years ago - which had a beginning, a middle and an end (sort of). Anna chooses to share this aspect of her past when there's a good chance it will help someone, otherwise she's all about living in the moment.

Transgender Awareness Week is one time in the year when we all feel Anna's story might help and she is open to speaking with anyone who may wish to know and learn more about her experience.

These days Anna feels there's a greater awareness in society that has brought greater acceptance. She says:

“Acceptance has spread over the last few years, but not that long ago it was ok to snigger and deride. Although they've become inappropriate, those behaviours take time to completely disappear.



## Pride Month

**HTA, with the help of our Incl. group, celebrated #Pride as a collaboration across our studios in London, Manchester, Bristol and Edinburgh with a series of social and educational events.**

In our usual style, sharing food was at the centre of our celebrations. A huge thank you to our catering and practice teams for providing us with colourful Pride lunches, cakes and treats.

We had Architecture LGBT+ host a life drawing workshop with HTA attendees as well as external guests. This was an extremely successful networking event and we hope to collaborate again in the future.

To share and test our knowledge we got the studios together for some healthy cross-team competition in the Pride Pub Quiz led from Edinburgh by Hussain Al-Khirsan - Bristol took the crown!

Our monthly Sketch Clubs teamed up with incl. to visit sites of significance to local LGBTQIA+ communities and buildings designed by queer architects and designers

And to round up the month, Bristol and Manchester went on outings to local venues to support queer run events and spaces - check out Omtbris and Visit Feel Good Club if they're local to you.





# Women@HTA

HTA has been active in promoting events for women for several years. In the last edition we took to the road for the first time in ages, attending and engaging in a number of external events, as well as hosting a 'Senior Women@HTA Speed-Dating' session in Manchester. This was an opportunity to bring senior female figures together from across each of our four studios to network and share a bit about their careers and role at HTA. We are looking to hold the same event in Edinburgh in autumn 2023 – watch this space!

## INTERNATIONAL WOMEN'S DAY

We launched International Women's Day as a week-long campaign starting on 7th March 2023. The theme was #EmbraceEquity, celebrating women's achievements, raising awareness about discrimination, and taking action to drive gender parity. We explored this by talking to different teams across the

practice that are female led and finding out how their team works and how our project's are positively impacted by having such a diverse team.

We organised a photo shoot and held a touching internal panel discussion entitled: A Letter to My Former Self hosted by Eve Murzyn where HTA panellists (Maribel Mantecon, Tanatswa Borerwe, Sarah Ross, Janita Cresswell, Sarah Eley and Audrey Knox) told us about their personal experiences of work. The talk was held in the London studio and on Teams. Feedback following the event was very well received. We'd like to give a heartfelt thanks for all who participated and organised this event.

For International Women's Day on 8th March, we also organised a Regen Round Table event, inviting a group of leading women from a range of local authorities, housing associations, and housing specialist consultants to discuss how design can help unlock viability for regeneration projects.



CLUB  
*Peloton*



## Emma Haward completed #PedElle

**We were extremely proud of Emma Haward, Associate Senior Architect, for taking on the challenging 3-day PedElle cycle through Slovenia.**

PedElle is a powerful movement celebrating women within real estate and the amazing things they do. One of its biggest initiatives is the PedElle charity cycle which challenges 60 women from across the industry to a 395km ride – an opportunity to meet like-minded women and do something amazing.

This year's ambitious cyclists set off from Slovenia's capital city, Ljubljana, on 14th June and headed north-west through lush green hills and valleys before arriving at the shore of Lake Bled for their first overnight stop. Day two tested their climbing legs, with the reward of stunning descents and vistas, in the lead up to Lipica. Their final riding day took them west towards the Adriatic coast and their final stop in the medieval town of Piran. Emma says:

“It was an incredible experience with a fantastic group of women and an amazing support team. I'd really recommend it! A special shout out to the Marketing team and Erica White for helping with logistics and fundraising.

Emma reached 100% of her fundraising target for Coram Adoption, Cyclists Fighting Cancer, Tom Ap Rhys Pryce Memorial Trust, Multiple System Atrophy.

Congratulations Emma!



# Gender Pay Gap Reporting

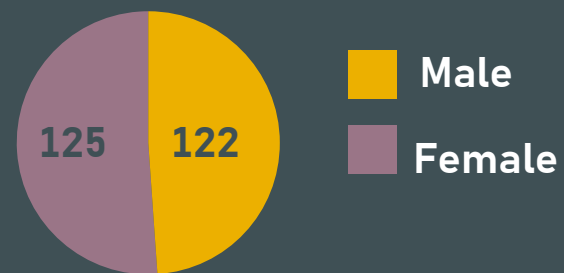
When the Gender Pay Gap Reporting became a UK statutory legal requirement in April 2018 for organisations with 250+ staff; although HTA were below the headcount we chose to calculate the figures to measure and establish our baseline and we have continued to monitor our progress ever since.

In 2018, we discovered that we had a **19% Mean GPG** which wasn't surprising given the higher number of men holding senior positions. In 2019/20 our GPG reduced by 1% to a **Mean GPG of 18%**. In 2020/21 and 2021/22 our gap reduced further to **14% Mean GPG**, which remained stable during 2021/22. In 2022/23, we were delighted to report an **8% Mean GPG**.

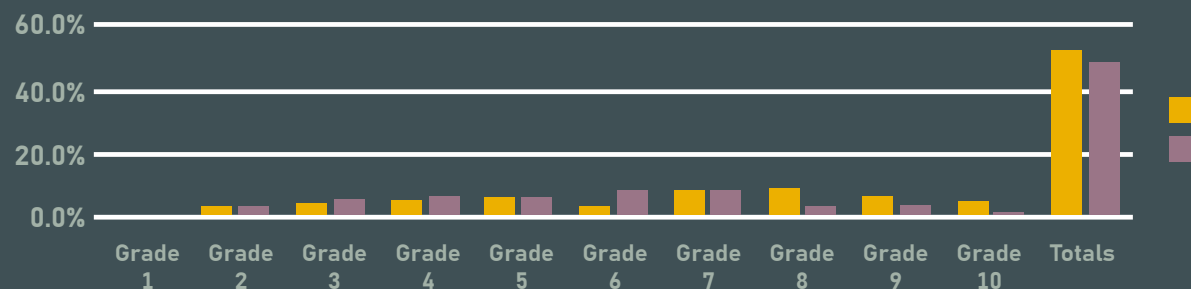
Over the last few years efforts have been made to further improve our family friendly policies, increasing the availability of flexible and agile working practices for men and women with caring responsibilities. We have improved career development opportunities for our graduate level staff, providing mentoring support for our female apprentices and Part 1's, delivered by senior female architects. We also relaxed our attitude to offering 'Associate' level opportunities to women joining our practice, improving senior female leadership, which has helped to reduce the pay gap.

With our Associate Partners now removed from the 2022/23 dataset along with previously removed Partners, the overall female to male ratio has slightly tipped in the opposite direction for the first time ever at HTA, with a higher number of women also earning a salary of £40k+ than in previous years – it will be interesting to see our GPG figure for 2023/24.

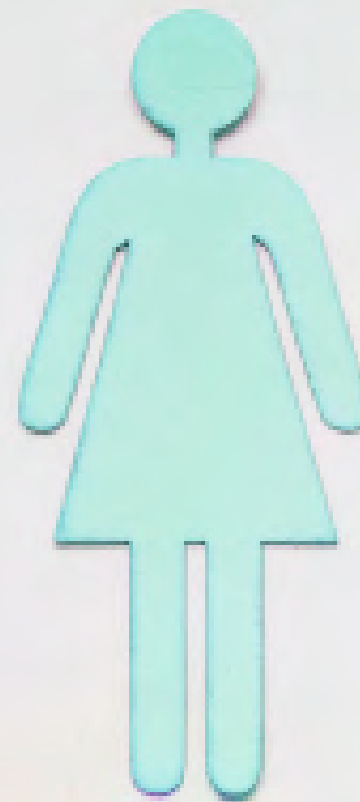
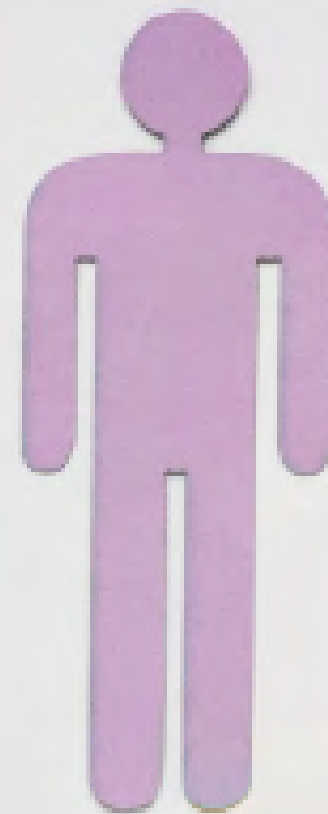
## HTA Gender Ratios 31.03.23



## Gender Stats by Job Grade – as at 31.03.23



NOTE: The charts above reflect the gender ratio of all staff whilst the GPG figures remove data relating to our Equity Partners and Associate Partners.



#EqualPayDay  
 #PaycheckFairnessAct  
 #EqualPay  
 #GenderPay





# Race & Ethnicity

The Black African Caribbean Collective (BLACC@hta) is a forum which provides a safe and supportive space for Black colleagues at HTA to discuss issues around racism and equality within the workplace and wider society. BLACC seeks the continuation of education and discussion on racism and its impact upon black people and through the support of our allies advocates the adoption

of an anti-racist stance in behaviour and practices at HTA. BLACC will promote with its allies the further diversity of the wider built environment sector. The group meets once a month via Teams and in person. If you are interested in knowing more about how you can get involved in BLACC as a member or an ally, please contact: [blacc@hta.co.uk](mailto:blacc@hta.co.uk)



# BLAM UK

Our fundraiser was for BLAM UK a not-for-profit organisation who believes that every child should feel recognised, important, and valued. They host workshops and sessions aimed at ensuring education is more diverse and that Black children can see and learn about their unique and important history. Their activities aim to: Champion Black British cultural capital and creativity; Improve the

mental health and wellbeing of people of African Descent; Provide a comprehensive and decolonised education; and Support social inclusion of the Black British community through providing advocacy support and support groups.

**The event raised a total of £672 for the charity!**

# Useful resources & activities

HTA subscribes to Health Assured - Employee Assistance Programme providing 24/7 help and support when you need it. Now available in the palm of your hand via their [Health e-Hub App](#).

The Architect's Benevolent Society have teamed up with Anxiety UK to launch a new [mental health support helpline](#) specifically for Architects, Architectural Assistants, Landscape Architects, Technologists and their families.

D&I: Do you have any Diversity & Equality events planned?

If you are planning to arrange or attend any diversity and equality related events or meetings within the next few months, please let us know about it!

We would be interested to hear what others are doing both internally and externally, please also send any photos of the event if appropriate to do so.



HTA London: 75 Wallis Road, London, E9 5LNL - T: 020 7485 8555  
 HTA Edinburgh: 99 McDonald Road, Edinburgh, EH7 4NS - T: 0131 344 4742  
 HTA Manchester: Clayton House, 59 Piccadilly, Manchester, M1 2AQ - T: 0161 236 9185  
 HTA Bristol: Spike Island Artspace, 133 Cumberland Road, Bristol, BS1 6UX  
 e: [info@hta.co.uk](mailto:info@hta.co.uk) [www.hta.co.uk](http://www.hta.co.uk)