

THANK YOU FOR AGREEING TO TAKE PART IN THIS PILOT OF THE EQUILIBRIUM NETWORK CHARTER

To take part, there are two questionnaires that need to be completed: this one and the [Registration Questionnaire](#).

So that we can measure progress we require all participants to provide us with a 'snap-shot in time' baseline data about how their organisations are measuring up to the Charter at the moment. Importantly, we require this information in a comparable format, hence this questionnaire.

You may not have all the data to hand, which is why we are suggesting a deadline for completion of 15 February 2018. If by then, you are unable to collect all of the data, you should tick the n/a boxes; however, we do ask that you try and complete as much as possible, to make the exercise worthwhile.

We confirm that any data that you send through to us will be treated in confidence; any reporting that we do at the end of the pilot will be anonymised.

Throughout this questionnaire, If you have multiple offices please provide stats for UK offices only

SECTION 1: PROJECT OPPORTUNITIES

* 1. In the past six months, approximately how many projects have you undertaken in your organisation? (please include all live projects)

We do not have this data

If you have the data, please insert number here:

* 2. In the past six months, what percentage of your projects have had a female project lead? (please include all live projects)

0% - 10%

60% to 70%

10% to 20%

70% to 80%

20% to 30%

80% to 90%

30% to 40%

90% to 100%

40% to 50%

We do not have this data

50% to 60%

* 3. In the past six months, what percentage of your projects have had at least one female in the project team? (please include all live projects)

0% - 10%

60% to 70%

10% to 20%

70% to 80%

20% to 30%

80% to 90%

30% to 40%

90% to 100%

40% to 50%

We do not have this data

50% to 60%

* 4. In the past six months, what percentage of your projects have had a project team that is at least 30% female? (please include all live projects)

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 5. In the past six months, what percentage of your projects have had a Project Leader who is working on that project part-time? (please include all live projects)

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 6. In the past six months, what percentage of your completed projects have delivered your targeted profit margin?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

SECTION 2: MARKETING AND BUSINESS OPPORTUNITIES

* 7. In the past six months, what percentage of your new business submissions did you win?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 8. In the past six months, what percentage of your new business submissions offered clients both male and female staff?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 9. In the past six months, what percentage of your new work interviews included a female participant in your team (in a speaking role)?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 10. In the past six months, what percentage of the formal networking events attended by your people were attended by a female member of your organisation?

0% - 10%

60% to 70%

10% to 20%

70% to 80%

20% to 30%

80% to 90%

30% to 40%

90% to 100%

40% to 50%

We do not have this data

50% to 60%

SECTION 3: HR AND BEHAVIOURS

* 11. In the past six months, what percentage of the recruitment interviews for external candidates were attended by a female from your organisation?

- | | |
|--|--|
| <input type="radio"/> We have not undertaken recruitment interviews in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 12. In the past six months, what percentage of the external candidates who were INTERVIEWED for senior / middle management positions (Associates or above), were female?

- | | |
|--|--|
| <input type="radio"/> We have not undertaken recruitment interviews in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 13. In the past six months, what percentage of the external candidates who were INTERVIEWED for positions BELOW senior / middle management (below Associates), were female?

- | | |
|--|--|
| <input type="radio"/> We have not undertaken recruitment interviews in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 14. In the past six months, what percentage of the external candidates who were OFFERED a position as a senior / middle manager (Associates or above), were female?

- | | |
|--|--|
| <input type="radio"/> We have not offered any positions in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 15. In the past six months, what percentage of the external candidates who were OFFERED a position BELOW senior / middle management (below Associates), were female?

- | | |
|--|--|
| <input type="radio"/> We have not offered any positions in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 16. What percentage of those recruited in the past six months, to senior / middle management positions (Associates or above), have already left your organisation?

- | | |
|---|--|
| <input type="radio"/> We have not undertaken any recruitment in the past six months | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% to 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 17. What percentage of those recruited in the past six months, to positions BELOW senior / middle management (below Associates), have already left your organisation?

- We have not undertaken any recruitment in the past six months
- 0% to 10%
- 10% to 20%
- 20% to 30%
- 30% to 40%
- 40% to 50%
- 50% to 60%
- 60% to 70%
- 70% to 80%
- 80% to 90%
- 90% to 100%
- We do not have this data

SECTION 4: SALARY AND PROMOTION

* 18. Do you monitor and track gender pay gaps across your organisation for senior / middle managers (Associates or above)?

- Yes
- No
- We do not have this data

* 19. Do you monitor and track gender pay gaps across your organisation for positions BELOW senior / middle managers (below Associates)?

- Yes
- No
- We do not have this data

* 20. In the past six months, what percentage of those who were promoted from within your organisation, to senior / middle managers (Associates or above), were female?

- We have not made any promotions in the past six months
- 0% to 10%
- 10% to 20%
- 20% to 30%
- 30% to 40%
- 40% to 50%
- 50% to 60%
- 60% to 70%
- 70% to 80%
- 80% to 90%
- 90% to 100%
- We do not have this data

* 21. In the past six months, what percentage of those who were promoted from within your organisation, to positions BELOW senior / middle managers (below Associates), were female?

- We have not made any promotions in the past six months
- 0% to 10%
- 10% to 20%
- 20% to 30%
- 30% to 40%
- 40% to 50%
- 50% to 60%
- 60% to 70%
- 70% to 80%
- 80% to 90%
- 90% to 100%
- We do not have this data

* 22. At this moment in time, what is the average length of service (years / months) for people in your organisation who are senior / middle managers (Associates or above)? If you do not have this data please insert n/a

Male:

Female:

* 23. At this moment in time, what is the average length of service (years / months) for people in your organisation who are BELOW senior / middle managers (below Associates)? If you do not have this data please insert n/a

Male:

Female:

SECTION 5: FLEXIBLE WORKING

* 24. In the past six months, what percentage of your MALE senior / middle managers (Associates or above) have worked part-time?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 25. In the past six months, what percentage of your FEMALE senior / middle managers (Associates or above) have worked part-time?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

26. In the past six months, what percentage of your MALE employees in positions BELOW senior / middle managers (below Associates) have worked part-time?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 27. In the past six months, what percentage of your FEMALE employees in positions BELOW senior / middle managers (below Associates) have worked part-time?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 28. In the past six months, what percentage of your MALE senior / middle managers (Associates and above) have worked flexibly?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 29. In the past six months, what percentage of your FEMALE senior / middle managers (Associates and above) have worked flexibly?

- | | |
|----------------------------------|--|
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |
| <input type="radio"/> 50% to 60% | |

* 30. In the past six months, what percentage of your MALE employees working BELOW senior / middle managers (below Associates) have worked flexibly?

- 0% - 10%
- 10% to 20%
- 20% to 30%
- 30% to 40%
- 40% to 50%
- 50% to 60%
- 60% to 70%
- 70% to 80%
- 80% to 90%
- 90% to 100%
- We do not have this data

* 31. In the past six months, what percentage of your FEMALE employees working BELOW senior / middle managers (below Associates) have worked flexibly?

- 0% - 10%
- 10% to 20%
- 20% to 30%
- 30% to 40%
- 40% to 50%
- 50% to 60%
- 60% to 70%
- 70% to 80%
- 80% to 90%
- 90% to 100%
- We do not have this data

* 32. In the past six months, how many men in your organisation have been on paternity leave?

- We do not have this data
- If you have the data, please insert number here:

* 33. Of these men, (if you do not have this data please insert n/a), how many:

Are still on leave:

Have returned to work full-time:

Have returned to work part-time:

Have decided not to returned to work:

* 34. In the past six months, how many women in your organisation have been on maternity leave?

We do not have this data

If you have the data, please insert number here:

* 35. Of these women, (if you do not have this data please insert n/a), how many are:

Are still on leave:

Have returned to work full-time:

Have returned to work part-time:

Have decided not to returned to work:

SECTION 6: TRAINING AND MENTORING

* 36. If you have a mentoring scheme: In the past six months, what percentage of your mentors have been female?

- | | |
|---|--|
| <input type="radio"/> We do not have a mentoring scheme | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 37. If you have a mentoring scheme: In the past six months, what percentage of your mentees have been female?

- | | |
|---|--|
| <input type="radio"/> We do not have a mentoring scheme | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

* 38. In the past six months, what percentage of the people in your organisation who attended formal training courses are female?

- | | |
|--|--|
| <input type="radio"/> We did not engage in formal training courses | <input type="radio"/> 50% to 60% |
| <input type="radio"/> 0% - 10% | <input type="radio"/> 60% to 70% |
| <input type="radio"/> 10% to 20% | <input type="radio"/> 70% to 80% |
| <input type="radio"/> 20% to 30% | <input type="radio"/> 80% to 90% |
| <input type="radio"/> 30% to 40% | <input type="radio"/> 90% to 100% |
| <input type="radio"/> 40% to 50% | <input type="radio"/> We do not have this data |

Thank you for your time and patience in completing this questionnaire.

In addition to this questionnaire, you need to complete the Registration Questionnaire which can be found by following this link.

With your support, we look forward to improving gender diversity across the built environment.