

2018 gender pay gap report

Fairness, equality and
inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	45.4%	62.9%
Bonus Paid	52.1%	72.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at e.surv in the year up to 5 April 2018.

Proportion of colleagues awarded a bonus

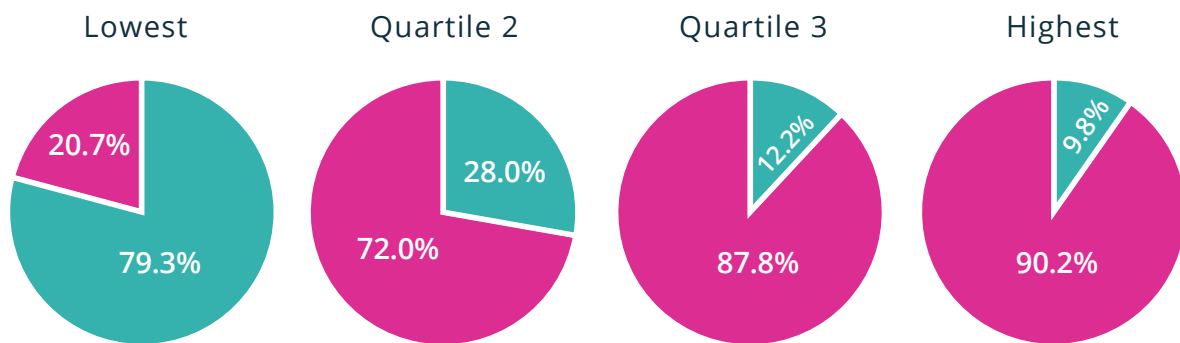


63.5%
Bonus



34.5%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles.

e.surv continues to support the reporting of gender pay gap figures as a way of promoting gender equality within the workplace.

e.surv has a large number of male and female employees working in a wide variety of roles across the company, including a large number of residential surveyors and a variety of roles within our support functions. As at 5 April 2018, 66.7% of our workforce were men and 33.3% were women.

We recognise that a gender pay gap does exist within the organisation, as detailed in the figures above. However, we are pleased to report a reduction in the mean gender pay gap from 50.4% in 2017 to 45.4% in 2018, and report a similar decline in the median gender pay gap from 65.9% in 2017 to 62.9% in 2018.

The two key reasons for the gender pay gap within e.surv are:

- the lower number of women in senior roles, including our surveying roles and,
- the lower numbers of men in more junior roles

rather than significant differences in rates of pay or pay structures between males and females that hold the same position.

The majority of our surveyors have the opportunity to earn a bonus in addition to their basic salary. As a large proportion of surveyors are men, this has resulted in a relatively high proportion (63.5%) of men receiving a bonus payment in the last 12 months.. This is a reduction from 67.2% reported in 2017. In our support functions, which have a higher proportion of women, the roles do not typically have the opportunity to earn a bonus and has resulted in a lower proportion (34.5%) of women receiving a bonus in the last 12 months. This is a reduction from 37.4% reported in 2017. However where a bonus is paid, this is done so on a consistent basis, with equivalent bonus structures being in place for all males and females performing the same role.

e.surv recognises that traditionally, surveying and building have been male dominated industries, and this has led in part to a high proportion of males working within our business and thus progressing to more senior roles. However, through our graduate recruitment programme, e.surv has been actively addressing this gender imbalance by ensuring we recruit a better balance of both males and females into our business. Furthermore, to attract females into the surveying business, e.surv has signed up to the RICS Inclusion and Diversity partnership, designed to raise awareness of residential surveying and attract female surveyors into the profession. Additionally as a business, we have reviewed carefully the additional steps we believe we can undertake to help further address the gender imbalance and have recently put in place a number of actions. These focus on recruitment, training & development, mentoring, flexible working and family friendly policies, to ensure all our employees are encouraged to develop their careers to their full potential within our organisation.

I confirm the data reported is accurate.

Ronan Jennings

Managing Director, e.surv

4th April 2019