

2019 gender pay gap report

Fairness, equality and
inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	43.3%	62.6%
Bonus Paid	51.3%	58.0%

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 2019). 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 2019.

Proportion of colleagues awarded a bonus

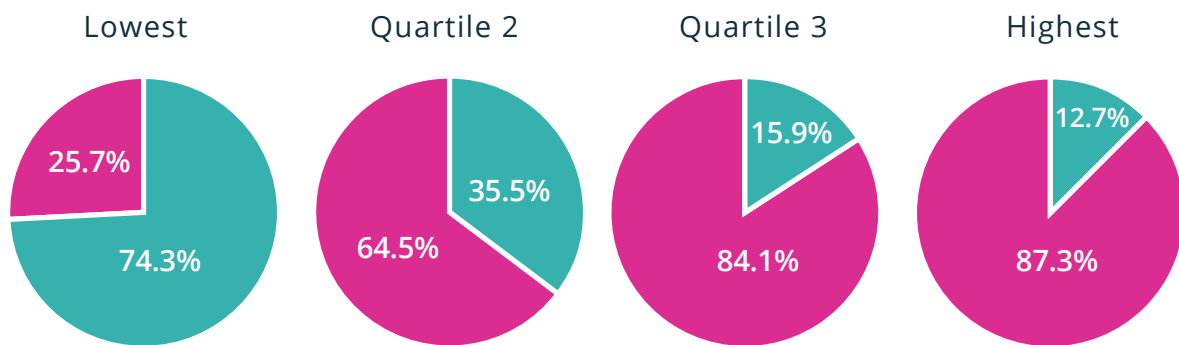


69.1%
Bonus



33.8%
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 2019, 65% of our workforce were men and 35% 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 45.4% in 2018 to 43.3% in 2019, and to report a decline in the median gender pay gap from 62.9% in 2018 to 62.6% in 2019.

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

- The lower number of women in senior roles, including our surveying roles.
- 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.

All of our fully qualified surveyors have the opportunity to earn a bonus/incentive in addition to their basic salary. As a large proportion of surveyors are men, this has resulted in a relatively high proportion (69.1%) of men receiving a bonus payment in the last 12 month. 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 (33.8%) of women receiving a bonus in the last 12 months. 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, as a business we support the RICS 'Inclusive Employer Equality Mark' which demonstrates our commitment to increasing diversity within the workforce. The IEQM is based on four key principles; leadership, recruitment, culture and development in the drive towards a more diverse workforce. With the advent of the remote valuation offering, we are looking to promote this as a dynamic and flexible approach to valuations, highlighting the fact that Surveying is a 'female friendly' environment and we will be using this in any recruitment/attraction campaigns going forward.

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 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.

Jane Cross

Managing Director, e.surv
5th April 2020

e.surv
Chartered Surveyors