

2021 Gender Pay Gap Report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	42.0%	58.6%
Bonus Paid	53.7%	80.7%

We are legally required to report the mean and median gender pay gap for hourly rates of pay as at the snapshot date (i.e. 5th April 2021) and for bonuses paid to men and woman in the year up to 5th April 2021. The mean represents the average value within the data set whereas the median is the middle value within the data set (ordered lowest to highest). Our figures for April 2021 are displayed in the table above.

Proportion of colleagues awarded a bonus

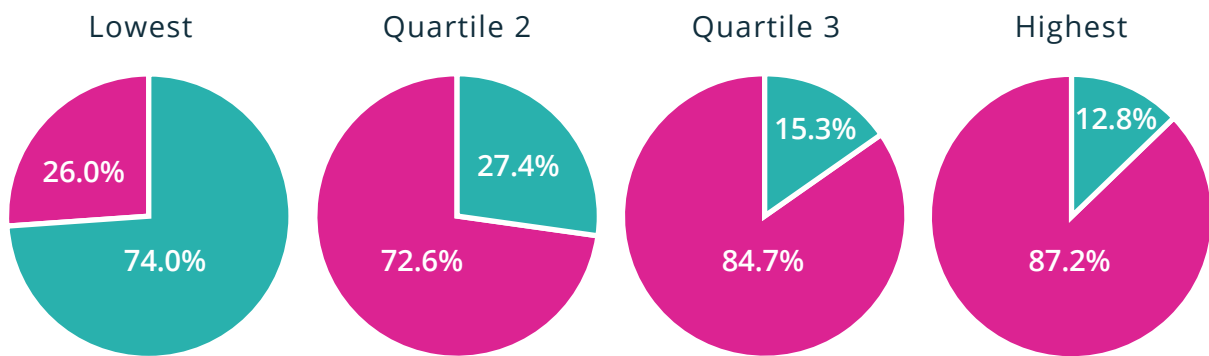


66.4%
Bonus



50.0%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 234 and 235 colleagues. All full-pay relevant employees were ordered from highest to lowest based on their hourly pay, divided into four quarters and a percentage calculation completed to demonstrate the proportion of males and females within each quartile. The quartiles range from lower hourly pay quarter to upper hourly pay quarter.

e.surv continues to support the reporting of gender pay gap figures as a way of promoting gender equality. The business employs male and female employees in a wide variety of roles, including a large number of residential surveyors and a variety of specialist and administrative roles within its our support functions. As of 5 April 2021, 67% of the workforce were men and 33% were women.

As required by the Gender Pay Gap reporting regulations, the 2020 Gender Pay Gap analysis was published, however this was based on 288 full-paid relevant employees (as 650 employees were on furlough and not in receipt of full pay) compared with 979 employees in 2019, and 937 employees in 2021. In the 2020 commentary, we reported the fact that due to these reasons, the 2020 analysis was not a true reflection of e.surv's gender pay, therefore throughout this commentary any comparison of the mean and median hourly pay gap will be measured against the 2019 analysis as opposed to 2020.

We recognise that a gender pay gap exists within the organisation, as detailed in the figures above. However, we are pleased to report a reduction in the mean gender pay gap **from 43.3% in 2019 to 42.0% in 2021**, and to report a decline in the median gender pay gap **from 62.6% in 2019 to 58.6% in 2021**. The two key reasons for a gender pay gap remaining within e.surv are the lower number of women in senior roles (including surveying and surveying management roles), which has traditionally been a male dominated profession, and the lower number of men in more junior administrative roles, rather than differences in rates of pay or pay structures between males and females performing the same role.

All fully qualified surveyors have the opportunity to earn a bonus/incentive in addition to their basic salary. As a large proportion of surveyors are male, this has resulted in a relatively high proportion (66.4%) of men receiving an incentive payment in the last 12 months. In the support functions (which has a higher proportion of women) the roles do not typically have the opportunity to earn a bonus/incentive, which has resulted in a lower proportion (50.0%) of women receiving a bonus in the last 12 months. It is recognised there is a disparity in the bonus amounts between male and females, however where a bonus is paid, this is done so on a consistent basis, with equivalent bonus and incentive structures in place for all males and females performing the same role.

e.surv recognises that the surveying profession has been male dominated. This is an industry-wide issue that accounts for a high proportion of male surveyors in e.surv progressing to roles that are more senior. However, through the graduate and Sava surveying recruitment programmes, e.surv has been actively addressing this gender imbalance by recruiting a better balance of both males and females. This is demonstrated in the proportion of female Operational Surveyors increasing from 8% in 2016 to 14% in 2021. e.surv is committed to promoting a culture with diversity and inclusion at its core as part of our wider ESG strategy. This has been demonstrated in the creation of our Group* wide Diversity & Inclusion Forum. This is an employee led forum sponsored by the LSL Board, which alongside other initiatives will focus upon our recruitment practices, training & development, mentoring, flexible working, and family friendly policies, to ensure all employees are encouraged to develop their careers to their full potential within our organisation. Further details of our ESG strategy will be published in our 2021 Annual Report.

Stephen Goodall

Managing Director, e.surv

3rd February 2022

*e.surv is part of the LSL Group

e.surv is registered in England (Company No. 02264161) Registered office address: Lahnstein House, Gold Street, Kettering, Northants, NN16 8AP (VAT No. GB 842 7959 83)