

2020 Gender Pay Gap Report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	40.9%	55.7%
Bonus Paid	42.1%	40.6%

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 2020) and for bonuses paid to men and woman in the year up to 5th April 2020. 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 2020 are displayed in the table above.

Proportion of colleagues awarded a bonus

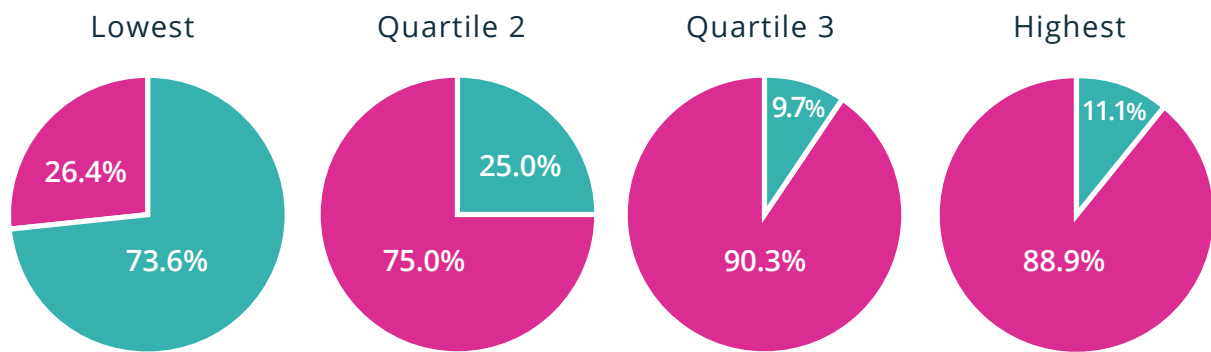


73.8%
Bonus



43.7%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing 171 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. e.surv employs male and female employees in a wide variety of roles across the company, including a large number of residential surveyors and a variety of specialist and administrator roles within our support functions. As at 5 April 2020, 67% of our workforce were men and 33% were women.

As required by the Gender Pay Gap reporting regulations, 650 employees (214 female, 436 male) who were on furlough leave as of 5th April 2020 and not in receipt of their full normal pay, have been excluded from the hourly pay and quartile analysis. This analysis is therefore based on 288 full paid relevant employees, who remained working in the business, compared with 2019's analysis, which was based on 979 employees.

Due to the reasons outlined, the figures detailed above are not a true reflection of our gender pay gap. We have therefore carried out further analysis, including a more representative data sample taken from March 2020. This analysis has allowed the business to understand better the true gender pay gap. We are pleased to confirm that our additional analysis shows a modest reduction in the mean and median for 2020. In addition to this, we have seen a decrease in the proportion of women in the lowest pay quartile and an increase in the percentage of women in the two highest quartiles.

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) and the lower number of men in more junior roles, rather than differences in rates of pay or pay structures between males and females performing the same role.

All 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 male, this has resulted in a relatively high proportion (73.8%) of men receiving an incentive payment in the last 12 months. In our 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 (43.7%) of women receiving a bonus in the last 12 months. We are pleased to confirm this is an increase from the 33.8% reported in 2019. However where a bonus is paid, this is done so on a consistent basis, with equivalent bonus 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 our business progressing to roles that are more senior. However, through our graduate and Sava recruitment programmes, e.surv has been actively addressing this gender imbalance by ensuring we attract and recruit a better balance of both males and females.

I confirm the data reported is accurate.

Stephen Goodall

Managing Director, e.surv
5th April 2021