

2022 Gender Pay Gap Report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	42.2%	61.6%
Bonus Paid	63.6%	83.0%

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 2022) and for bonuses paid to men and women in the year up to 5th April 2022. 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 2022 are displayed in the table above.

Proportion of colleagues awarded a bonus

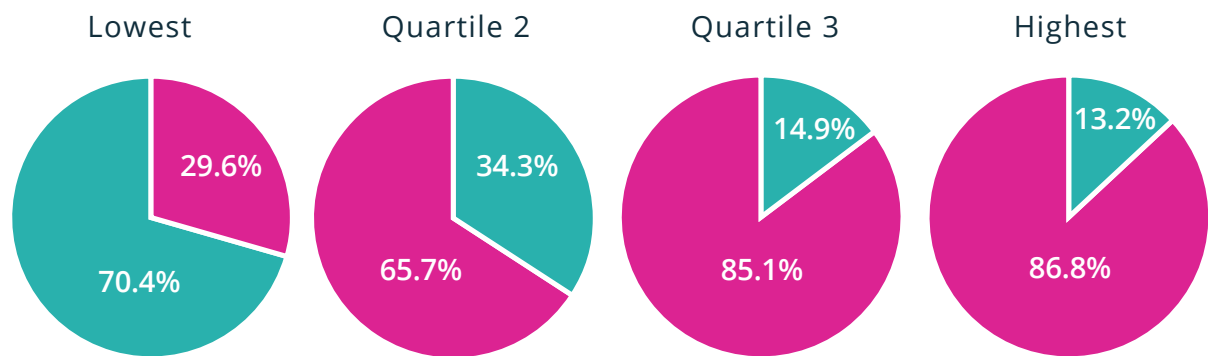


69.0%
Bonus



54.6%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 242 and 243 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 surveying 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 our support functions. As of 5 April 2022, 67% of the workforce were men and 33% were women.

We recognise that a gender pay gap exists within the organisation, as detailed in the figures above. 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 (69%) of men receiving an incentive payment in the last 12 months. Both males and females receive the same incentive, based on work completed above set targets resulting in equal pay for both genders. 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 (54.6%) 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 into roles that are more senior (for example Area Operational Managers). However, through the trainee graduate and Sava surveying recruitment programmes, e.surv has been actively addressing this gender imbalance by recruiting and training a better balance of both males and females into the business. This is demonstrated in the proportion of female Operational Surveyors doubling from 8% in 2016 to 16% in 2022.

e.surv is committed to a corporate culture that promotes diversity and inclusion. We are pleased to confirm that in 2021 we established our first Inclusion, Diversity and Equality (ID&E) strategy which is based on three key priorities; creating awareness, continually improving practices and promoting opportunity. To help us achieve the desired outcomes, our Executive Directors have the promotion of diversity included in their individual non-financial performance measures. Further information on these priorities and our progress thus far can be found in our Living Responsibly Report*.

Stephen Goodall

Managing Director, e.surv

13 March 2023

*www.lslps.co.uk/living-responsibly. e.surv is part of the LSL Group.

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