

2023 Gender Pay Gap Report

Fairness, equality and
inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	31.4%	53.2%
Bonus Paid	62.2%	79.9%

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 2023) and for bonuses paid to men and women in the year up to 5th April 2023. 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 2023 are displayed in the table above.

Proportion of colleagues awarded a bonus

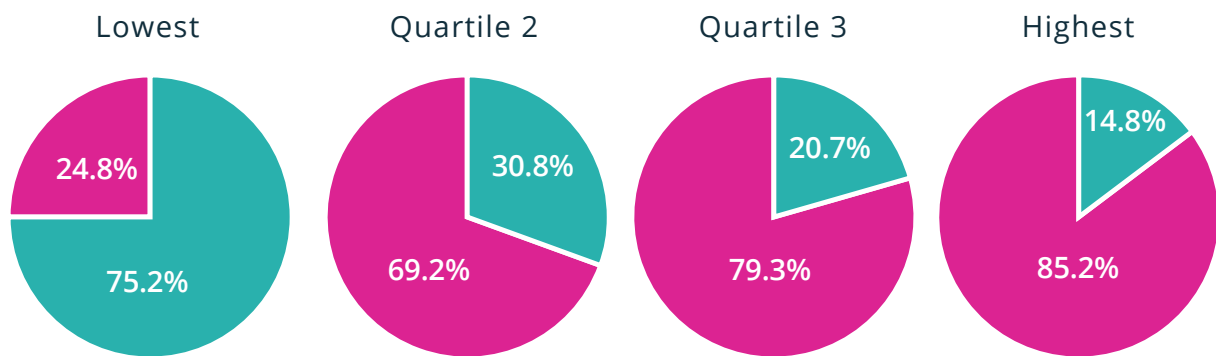


75.2%
Bonus



56.8%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 237 and 238 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 2023, 65% of the workforce were men and 35% were women.

Although we are pleased to report a reduction in both hourly pay and bonus pay gaps in 2023, we do so within the context of a mortgage and housing market which have been adversely impacted by economic and political uncertainty.

As required by the Gender Pay Gap reporting regulations, 24 colleagues were on a temporary career break as of 5th April 2023 and not in receipt of their full normal pay, so have therefore been excluded from the hourly pay and quartile analysis.

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 (75.2%) of men receiving an incentive payment in the last 12 months. Despite still receiving incentives during this period, the average value of these has decreased due to the significant and negative impact on the surveying sector, following the mini budget in September 2022.

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.

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 substantially increasing from 8% in 2016 to 18% in 2023.

e.surv has continued to embed its Living Responsibly Priorities throughout the last twelve months. Our priorities include increasing the diversity of our Board and workforce and building an inclusive culture where colleagues are supported to thrive. To support these priorities, we have delivered unconscious bias and inclusion training and introduced a 'Passport to Recruit' training module to all line managers. In addition to this, we have continued to improve our current policies and practices by reviewing our Family Friendly Policies including enhancing our Parental Leave Pay Policy, introducing a Baby Loss Policy, a Fertility Policy, Menopause Policy and a Pregnancy Toolkit.

Further information on these priorities and our progress thus far can be found in our Living Responsibly Report*.

I confirm the data reported is accurate.

Stephen Goodall

Managing Director, e.surv

18 March 2024

*www.lslps.co.uk/living-responsibly. 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)