

2017 gender pay gap report

Fairness, equality and
inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	50.4%	65.9%
Bonus Paid	53.6%	92.6%

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 2017). 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 2017.

Proportion of colleagues awarded a bonus

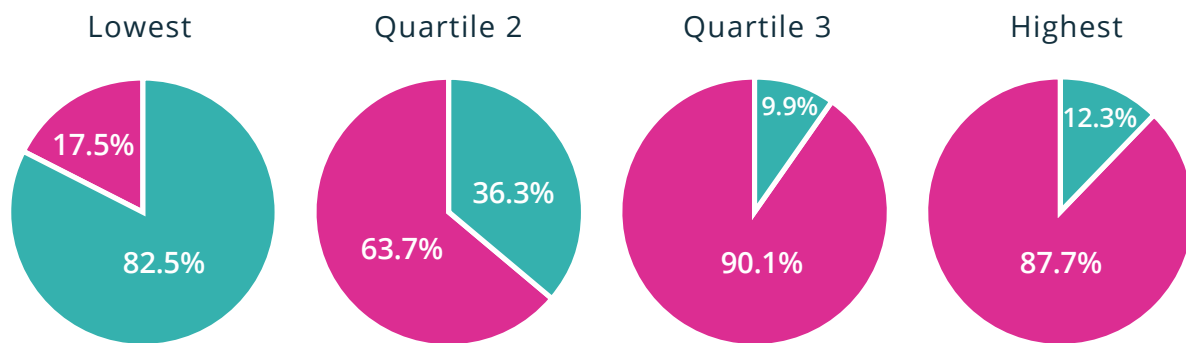


67.2%
Bonus



37.4%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing 171 colleagues.

e.surv welcomes the introduction of the gender pay reporting legislation as a way of promoting gender equality within the workplace. e.surv has a large number of males and females employees working in a wide variety of roles across its company, including a large number of residential surveyors and a variety of roles within our support functions. As at 5th April 2017, 64.9% of our workforce were men and 35.1% were women.

We recognise that a gender pay gap does exist within the organisation, as detailed in the figures above. The two key reasons for this are; the lower number of women in senior roles, including our surveying roles and 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.

The majority of our surveyors have the opportunity to earn a bonus in addition to their basic salary. As a large proportion of surveyors are men this has resulted in a relatively high proportion of men receiving a bonus payment in the last 12 months (67.2%). 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 of women receiving a bonus in the last 12 months (37.4%). 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, to attract females into the surveying business, e.surv have signed up to the RICS Inclusion and Diversity partnership. This is to raise awareness of residential surveying, and attract female surveyors into the profession.

In terms of the future, e.surv is committed to exploring further ways in which to attract a greater proportion of females into both its surveying and senior managerial positions to further address the gender imbalance and, in turn, the resulting gender pay gap.

I confirm the data reported is accurate.

Ronan Jennings

Managing Director, e.surv

4th April 2018