

MONTAGU EVANS REPORTS... GENDER PAY GAP 2023

AT MONTAGU EVANS WE ARE WORKING HARD TO CLOSE THE GENDER PAY GAP AND ARE PLEASED TO SEE THESE CONTINUED EFFORTS REFLECTED IN THE 2023 EDITION OF OUR GENDER PAY GAP REPORT.

THE FIGURES SET OUT IN THIS REPORT PROVIDE A SNAPSHOT OF REMUNERATION OF EMPLOYEES IN OUR BUSINESS AS AT 5 APRIL 2023. THIS INCLUDES 431 PEOPLE OF WHICH JUST UNDER HALF (210) ARE WOMEN AND INCLUDES OUR SITE STAFF IN PROPERTY MANAGEMENT.

WE ARE CONFIDENT THAT MEN AND WOMEN ARE PAID EQUALLY IN EQUIVALENT ROLES ACROSS THE BUSINESS BUT CONTINUE TO WORK HARD TO ADDRESS THE GAP, WHICH IS DRIVEN BY THE GENERATIONAL LEGACY OF SENIOR, HIGHER-PAID MALE ROLES WITHIN OUR PARTNERSHIP.

WE REMAIN COMMITTED TO FACILITATING GREATER AWARENESS, INCLUSION AND BELONGING AROUND THE ISSUES CONTRIBUTING TO THIS GAP INCLUDING:

In 2020 we launched a Women's Leadership Programme aimed at supporting our women into more senior leadership roles. This was hugely successful, and we have now supported 52 women through this talent development programme. In 2024 we will be redesigning it to focus on systemic change to level the playing field for men and women.

2023 saw us conduct a listening exercise with all our women through a series on Women's Empowerment Sessions which have produced various outputs and recommendations including, for example, a gender balanced interview panel for our internal promotions.

We continue to improve our recruitment processes, further investing in systems, resources and relationships with third parties to ensure we are recruiting from the most diverse talent pool available. 2024 will bring a particular focus to our Talent Acquisition team and how we reach a wider pool of talent in conjunction with our own 'Reach Acade:ME' community outreach programme, which has a focus on social mobility at its heart.

We have further evolved our family-friendly policies (including maternity, paternity, adoption, and shared parental leave) to ensure we remain attractive and competitive in the market – and indeed an 'employer of choice' which offers support to all our people as they navigate the challenges of balancing work with parenthood including working with The Tall Wall and offering men and women parental leave coaching.

WHAT ARE WE DOING TO BRIDGE THE GAP?

MONTAGU EVANS AIMS TO REDUCE THE GENDER PAY GAP WITH EACH SUCCESSIVE YEAR. WE WERE PLEASED TO SEE THIS HAPPEN IN 2022, BUT WITH VARIOUS DATA POINTS ACROSS THE BUSINESS CHANGING IN 2023 AS A RESULT OF COMMERCIAL OPPORTUNITIES AND PRESSURES, WE CAN SEE THAT THIS WILL NOT BE A LINEAR JOURNEY.

HEADLINE FIGURES

Calculating our mean hourly rate is a requirement of HMRC and cornerstone of our gender pay gap data. If males and females were paid equally there would be a 0% gender pay gap reported.

2023	MEAN	MEDIAN
HOURLY	26.78%	27.41%
BONUS	48.51%	46.15%

2022	MEAN	MEDIAN
HOURLY	18.47%	24.36%
BONUS	47.53%	67.25%

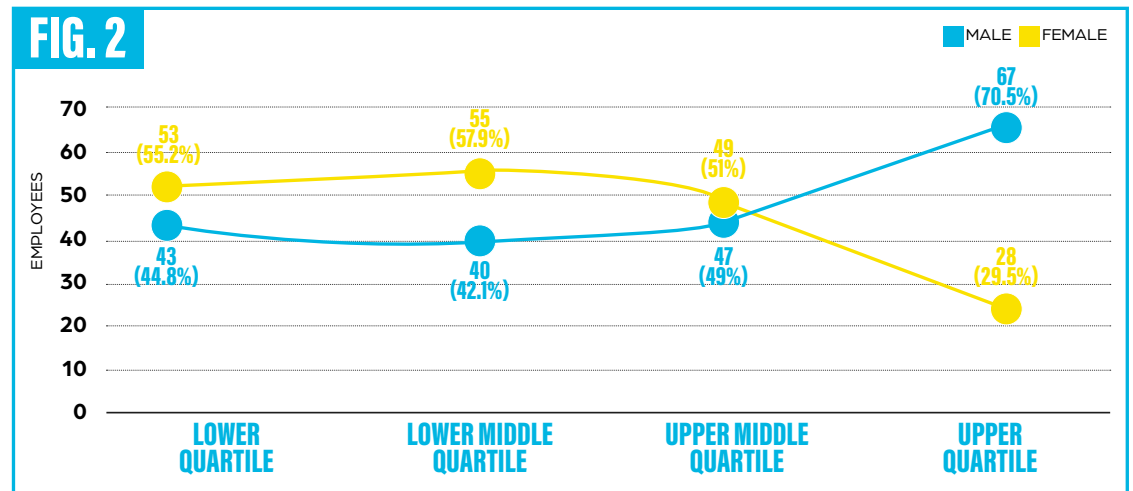
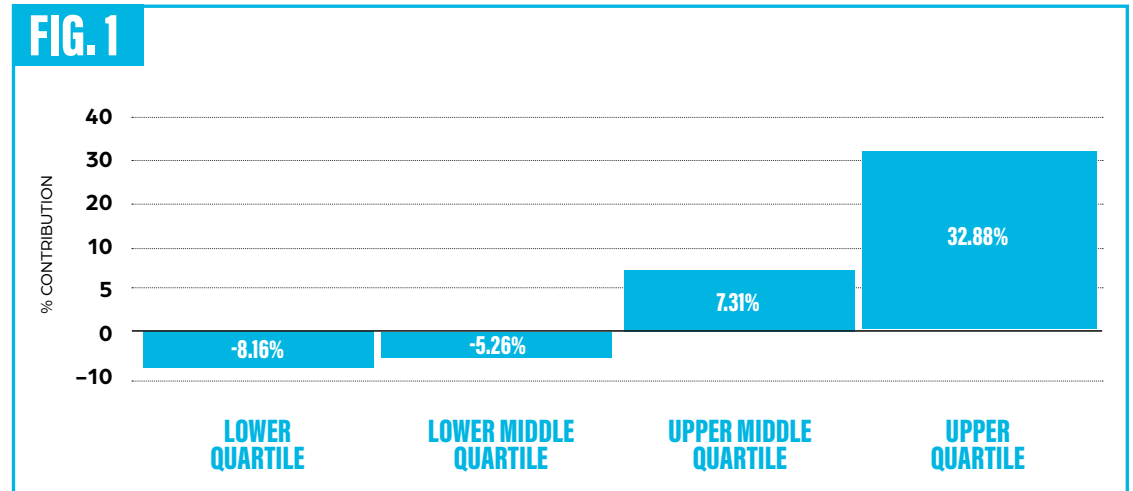
2021	MEAN	MEDIAN
HOURLY	34.3%	34.9%
BONUS	50.5%	50.0%

WHY HAS THE GENDER PAY GAP INCREASED?

Whilst our gender pay gap over the longer term continues to decrease, 2023 is different, with the gap unfortunately widening. This change is due to some senior women leaving the business (partly due to wider organisational restructures) combined with a number of senior hires in different areas of focus for the partnership being men. In April 2023 we had 58 Salaried Partners of which 24% are women (compared to 28.5% in 2022).

The chart to the right (Fig.1) shows our people by quartile so we can see which quartiles (and therefore which job roles) are contributing to our mean pay gap, which helps us pinpoint which areas need greatest attention. Fig 2 illustrates why our gender balance shifts halfway through the upper middle quartile which is higher than last year (where it was almost exactly at the midpoint if we sorted our employees based on salary, from lowest to highest). This means our pipeline of women is growing, which makes us confident about figures in future years.

In job role terms, the mid-point reflects senior surveyors/planners and those in junior management roles. We will therefore continue to direct our attention to retaining our women and supporting them into more senior positions. We have already done this proactively through our Women's Leadership Programme and will continue to evolve our approach in the year ahead.

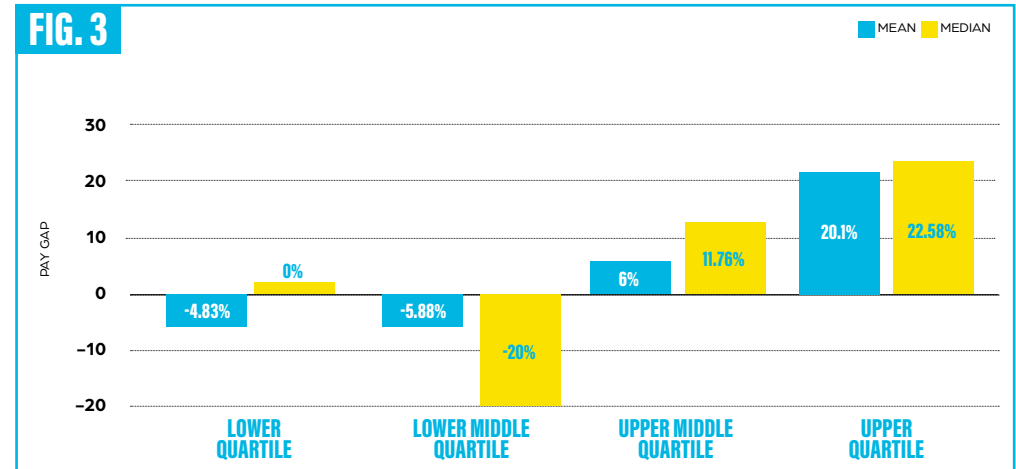


PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

We offer everyone within all roles in the business the opportunity to be eligible for a discretionary bonus, provided they have passed their probation and are not on leave notice.

	2023	2022	2021
PROPORTION OF MALES	89.14%	64.19%	80.2%
PROPORTION OF FEMALES	88.10%	67.4%	73.4%

Our 2023 figures include a cost of living bonus (in addition to our discretionary bonus awards) that was awarded to all staff earning below a certain amount; contributing to a higher percentage than 2022. The graph to the right (Fig 3) breaks the amount of bonus pay received into four equal size groups and shows us that there is a negative gender pay gap in the lower and lower middle quartiles (i.e. 50%) of employees receiving the lowest bonus pay, and a positive pay gap in the upper quartiles where the mean bonus pay gap is 20.1% (upper quartile). This demonstrates that men are receiving higher value bonuses than women, as there are more men in the senior roles that attract higher bonus awards, even though almost as many women than men received a bonus across the firm.



DISTRIBUTION ACROSS THE PARTNERSHIP

THIS TABLE SHOWS OUR WORKFORCE DIVIDED INTO FOUR EQUAL-SIZED GROUPS BASED ON HOURLY PAY RATE. BAND A SHOWS THE LOWEST-PAID 25% OF EMPLOYEES (THE LOWER QUARTILE) AND BAND D COVERS THE HIGHEST-PAID 25% (THE UPPER QUARTILE). IF WE HAD NO GENDER PAY GAP, THERE WOULD BE AN EQUAL RATIO OF MEN TO WOMEN IN EACH BAND.

	DESCRIPTION	MALES (2023)	FEMALES (2023)	MALES (2022)	FEMALES (2022)	MALES (2021)	FEMALES (2021)
D	Includes all employees whose standard hourly rate places them in the upper quartile	70.48%	29.52%	69.5%	30.5%	70.5%	29.54%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	60.38%	39.62%	56.2%	43.8%	55.7%	44.3%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	42.86%	57.14%	43.8%	56.2%	52.3%	47.7%
A	Includes all employees whose standard hourly rate places them in the lower quartile	32.08%	67.92%	34%	66%	31.0%	69.0%

UPPER QUARTILE

We still have a much larger population of men than women in Band D, this percentage was decreasing year-on-year due to more women being retained/appointed into senior roles but has remained fairly flat since 2021. We anticipate to see this start to trend more positively due to our attention being focused on senior recruitment and promotion of female talent.

MIDDLE QUARTILES

Our upper middle quartile now has a more equal split of males and females compared to last year, at 56.2% and 43.8% respectively. We also now have a slightly higher percentage of women than men in the lower middle quartile (Band B). This is due to a greater gender balance being reached in our graduate and apprenticeship cohorts, many of which have been promoted alongside an increase in lateral hires of mid and senior female employees.

LOWER QUARTILE

We continue to have a much larger population of women in Band A. This includes our graduates and apprenticeships of which 49% are women. Attracting and retaining diverse teams is a key part of our Early Careers strategy as we strive to recruit future leaders from a wider talent pool, and with that bringing diversity of thought and greater innovation valued by our clients. This category is also made up of our regional site staff and support roles many of which are based outside of London and in Scotland (for example, Property Management Accounts), meaning location is also having an impact.

PROMOTION SNAPSHOT

WE ARE FOCUSED ON SUPPORTING THE WOMEN IN OUR PARTNERSHIP BUILD THEIR CAREERS AND WANT TO SEE A GREATER PROPORTION OF WOMEN REPRESENTED AT EACH LEVEL OF THE BUSINESS.

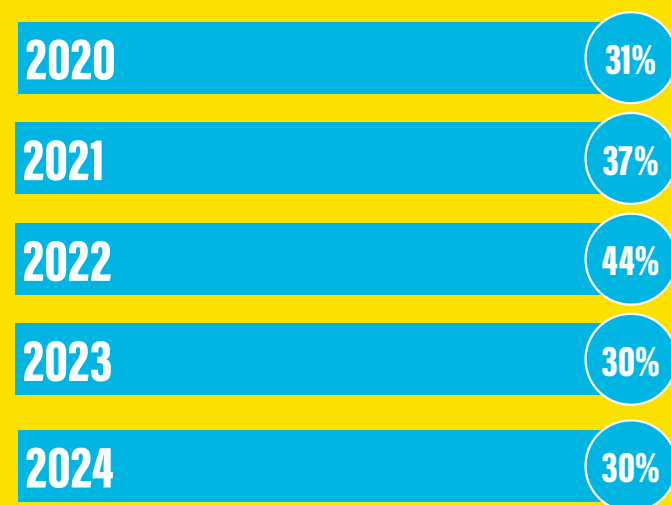
THE NUMBER OF WOMEN OVER THE LAST FIVE YEARS AT SENIOR SURVEYOR/PLANNER AND ASSOCIATE LEVEL:

SENIOR SURVEYORS/ PLANNERS	MALE	FEMALE	TOTAL	% OF TOTAL
2020	17	16	33	48%
2021	21	18	39	46%
2022	28	20	48	41%
2023	21	15	36	42%
2024	20	19	39	48%

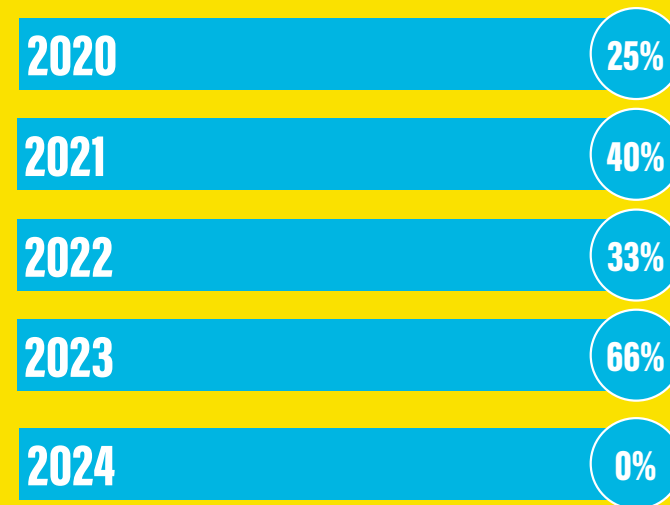
ASSOCIATE	MALE	FEMALE	TOTAL	% OF TOTAL
2020	30	13	43	30%
2021	34	15	49	31%
2022	39	20	59	34%
2023	41	20	61	33%
2024	37	18	55	32%

AS THE POPULATION OF SENIOR SURVEYORS/ PLANNERS AND ASSOCIATES INCREASE, WE EXPECT TO SEE THE NUMBER OF WOMEN COMING THROUGH TO PARTNER ALSO INCREASING, ESPECIALLY IF WE CONTINUE TO DELIVER ON THE COMMITMENTS WE HAVE MADE AS A FIRM.

PERCENTAGE OF FEMALES PROMOTED FROM SENIOR SURVEYOR/ PLANNER TO ASSOCIATE OVER THE LAST 5 YEARS:



PERCENTAGE OF FEMALES PROMOTED FROM ASSOCIATE TO SALARIED PARTNER OVER THE LAST 5 YEARS:



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