

## Hollis UK gender pay gap report

April 2017



At Hollis we are committed to promoting diversity and gender equality. We are proud to offer all of our employees, regardless of diverse backgrounds, ethnicity or gender, the same opportunities to grow their career and contribute in a positive and inclusive environment. The property industry to date has been notoriously male-dominated but the excellent work all around us by organisations such as UrbanPlan UK, Women in Property and many other supportive bodies is turning the tide of entrants into the industry. We are seeing more females entering the industry at graduate and apprenticeship level than ever before and we at Hollis welcome that change.

We welcome the requirement for employers to publish gender pay figures which we believe will give employers the impetus to change where change is needed. At Hollis where only 28% of our workforce is female and a very low 11% of fee earners are female, our overall gender pay gap is artificially wider than we'd like it to be. We are proud that when broken down into roles and levels, the gender pay gap is either in single figures or even in some cases negative meaning that females are paid more than males.

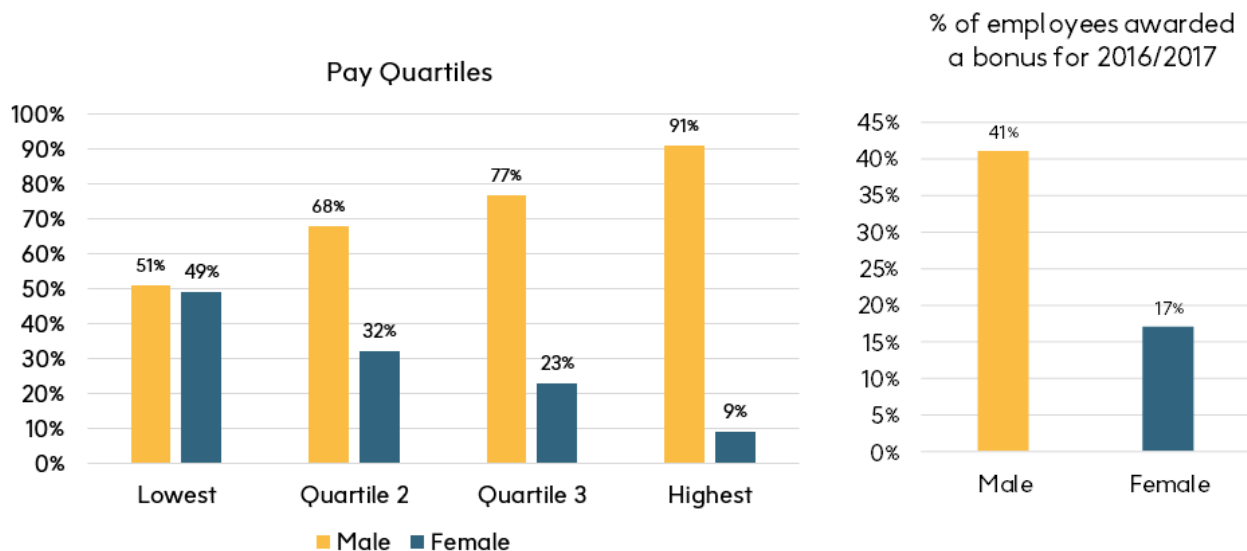
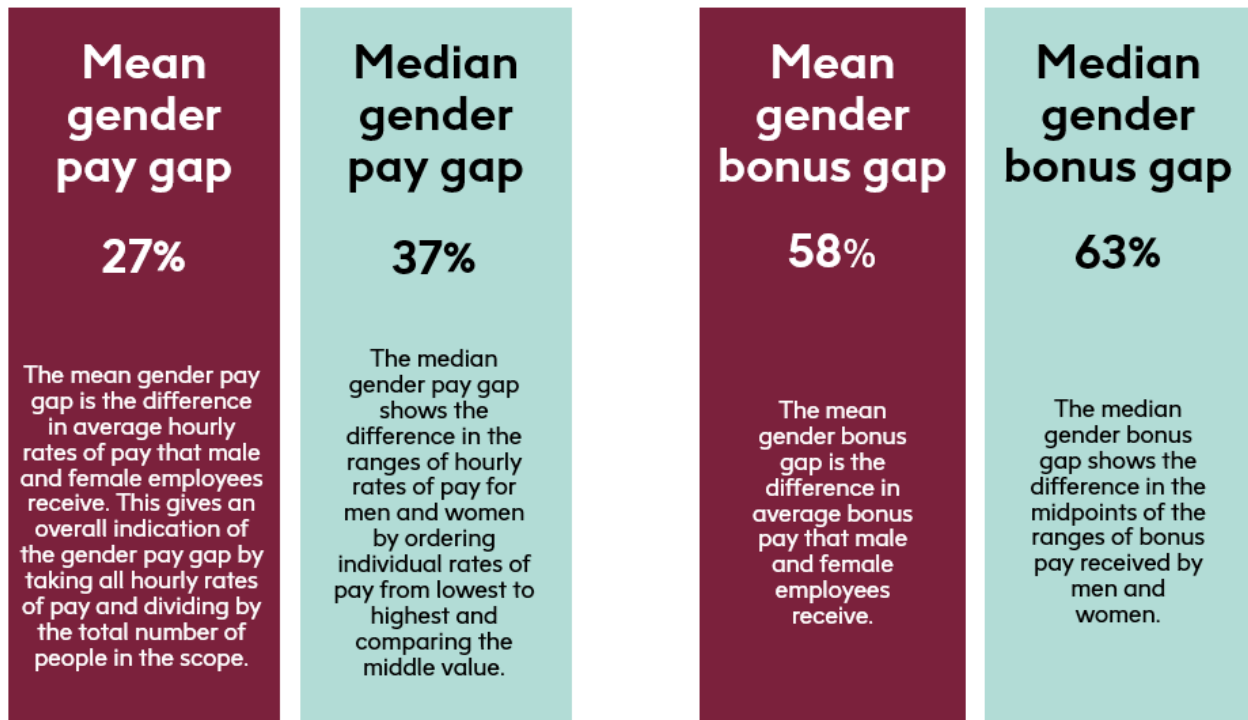
Our goal therefore is to play our part in encouraging more females into the property industry and to support the development of women in senior roles. We will reduce barriers to women returning to work or progressing because of personal circumstances. Some of these initiatives can be reviewed in the accompanying report in which our gender pay gap figures are published and I confirm that the information and data reported is accurate as of the snapshot date 5 April 2017.

John Woodman – Senior Partner

## Gender pay reporting requirements

- From April 2017, all UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.
- Gender pay measurement is distinct from equal pay as it is not measuring the parity of pay for roles of the same level. Instead it compares the average pay by gender of all roles collectively, regardless of level or type. We are confident that all of our employees at Hollis are paid equally for equivalent jobs.
- A continued emphasis on equal pay is important to the Partnership and each year through our salary review process we analyse pay and bonus outcomes to ensure the parity we have worked hard to achieve is maintained.

## What is our gender pay gap?



The above graph shows the distribution of gender across four equal quartiles of pay from the lowest 25% of earners to the highest 25% of earners.

The above graph illustrates the proportion of men and women who received a bonus for their performance in the 2016 financial year.

## Reasons for the gender pay gap

- Our analysis of comparable roles shows that we reward men and women fairly for similar work and that the overall gap reflects the lower representation of women at senior levels and in fee earning roles within the organisation. If you break down our population by role, there is a significant difference in the gender pay gap figures. For example:

<u>Non-chartered fee earners</u>		<u>Associate</u>	
<b>Mean gender pay gap</b>	<b>Median gender pay gap</b>	<b>Mean gender pay gap</b>	<b>Median gender pay gap</b>
2%	-2%	1%	-6%

- Females are only 28% of the total workforce and make up only 11% of the fee earning side of the business, which tend to be higher paid roles and roles that are eligible for a bonus.
- Women make up a smaller percentage of the workforce in the industry as a whole, however the number of female professionals in surveying has risen over the last decade from 6% to 14% with student professionals at 21% (as at March 2017). This is shown by the number of women applying for and joining our graduate scheme.

## What are we doing?

- We have in place flexible working with the aim of increasing our ability to attract diverse talent and support wellbeing.
- We offer enhanced maternity pay, which we have recently reviewed and increased.
- Since producing the gender pay gap figures in April 2017, we have since hired more women into the business at all levels, including senior level. This includes Associate Building Surveyor, Information Security and Risk Manager and Senior Financial Controller. We also have a number of pending female new joiners which include Head of Programme Management and a number of graduates across our Building Surveying, Engineering and Measured Surveys teams.
- We support UrbanPlan UK by volunteering in schools to help educate young people and promote diversity within the property industry.
- We are in the process of putting together a women's network which will aim to mentor and provide support and guidance on a number of topics which affect women in the workplace.
- As part of our people manager training programme we will be introducing an additional module designed to address unconscious bias.
- We have a growing number of women partners in the business and with an increasing number of female staff, at senior levels, we expect this number to continue to rise.