

March 2021

# BIDWELLS GENDER PAY GAP 2021



# FOREWORD

Our mission at Bidwells remains **steadfast; to build an organisation which enables all of our people to reach their potential and experience a true sense of belonging at our firm. We intend to foster a more diverse workforce both by focusing on inclusivity within our firm and by working with others in the industry to attract a more balanced future of property professionals. We know that achieving our mission requires commitment, investment and ongoing action.**

As we set out in our 2020 gender pay gap report, progressing gender equality remains a huge part of achieving that mission. We have called out gender equality as one of our five core objectives for our diversity, inclusion and belonging programme 'Belong at Bidwells'. We need to ensure that our culture is one which attracts and retains great people of all genders. We also need to continue our work with others in the industry, to create a more equal number of men and women entering the surveying profession in particular.

Our 2021 report shows that our hourly pay gap has increased. There are a number of reasons behind this, but the overriding factor relates to the prevailing trend of senior roles mainly being undertaken by men and support roles mainly being undertaken by women.

Tackling our gender imbalance remains our key focus and we remain committed to an action led approach for addressing this which looks at talent and industry, raising awareness and crucially on development and retention. We are proud of some of the great steps that we have already taken in these areas including introducing a range of family friendly policies and providing new platforms for sharing employees' stories and raising awareness of gender bias.

We were anticipating an increase in our gender pay gap as a result of the measures needed to be taken during Covid-19, but we are now looking positively to the future. We will reinforce our commitment to progress gender equality for the benefit of current and future generations and ultimately seek to close our gender pay gap through our strengthened action plan.



**Nick Pettit**  
Senior Partner

## WHAT IS THE UK GENDER PAY AND BONUS GAP?

The UK gender **pay gap** is the difference between the hourly earnings of men and the hourly earnings of women in the Firm. Earnings includes base pay, allowances, and any bonus or other incentivised pay.

The gender **bonus pay gap** is the difference in the bonus pay received by men and women.

All UK companies with over 250 employees are now required to publish annual figures on:

- their median and mean gender pay gap,
- their median and mean gender bonus gap,
- the proportion of men and women receiving bonuses,
- and the proportion of men and women in each quartile of the organisation's pay structure.

## What is the 'mean' and 'median'?

**The mean** is calculated by adding up the total pay of employees and dividing by the number of employees in the list. This calculation is completed separately for men and women. While useful, this 'true average' is easily skewed by a small number of high or low earners. Reporting both mean and median figures provides a more rounded picture of the UK gender pay gap.

**The median** is the number which is in the middle of a ranking of pay from lowest to highest. This is broadly understood to be the best representation of 'typical' pay as extremes of low and high pay do not affect the median.

# UNDERSTANDING THE DATA

## The difference between gender pay gap and equal pay

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work.

Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of our firm. We regularly monitor this to make sure we meet this fundamental legal and moral obligation.

## Relevant factors for 2021

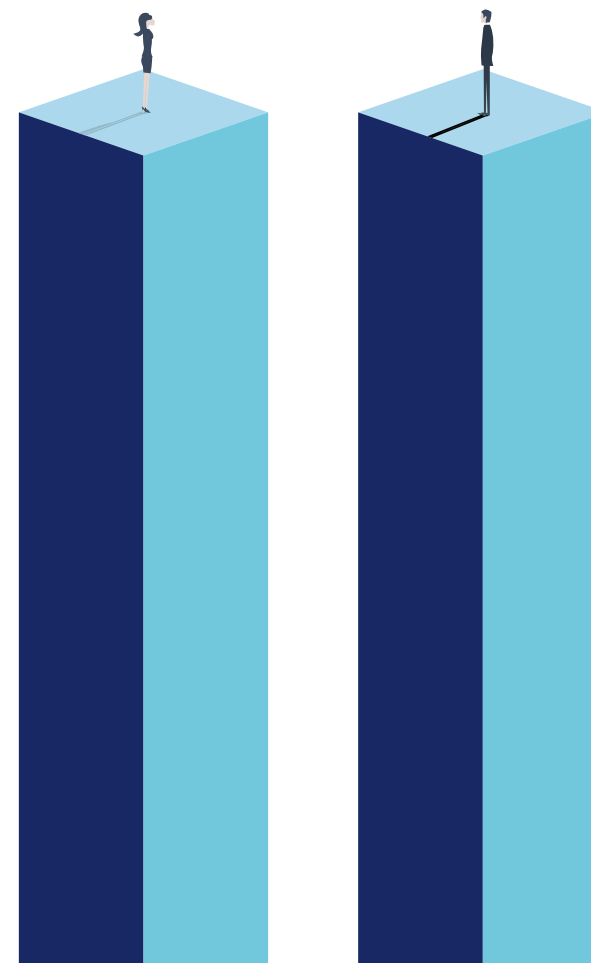
When analysing our gender pay gap data for 2021 and comparing to previous years, it is important to be aware of several factors:

- 2020 was a year like no other, when calculating our results for 2020 guidance stated that those who were on furlough (and therefore not receiving full pay) were to be removed from the analysis relating to hourly pay. 66% of those on furlough were female
- The calculation does not allow you to provide the full-time equivalent amount for bonuses for part-time workers or those who have been on parental leave. In April 2021, 88.5% of part time workers were female. We continue to approve the majority of flexible working requests despite the impact on our gender pay gap

In spite of these factors, we fully acknowledge that our gender imbalance in senior roles is the driving cause of our gender pay gap and we are fully committed to continuing our work to close it as we set out in this report.

# 100%

of our employees continue to be eligible for a bonus sharing in our success



## Bidwells' gender pay gap 2021

Hourly pay gap	Apr-21	Apr-20	Apr-19	Apr-18
Mean	33%	26.8%	33.5%	25%
Median	36%	27%	32.7%	35%

Bonus pay gap	Apr-21	Apr-20	Apr-19	Apr-18
Mean	58%	69.2%	56.9%	65%
Median	56%	65.9%	60%	42%

% Employees receiving a bonus	Apr-21	Apr-20	Apr-19	Apr-18
Men	94%	93.8%	92.3%	94%
Women	93%	94.2%	87.2%	94%

# UNDERSTANDING THE DATA

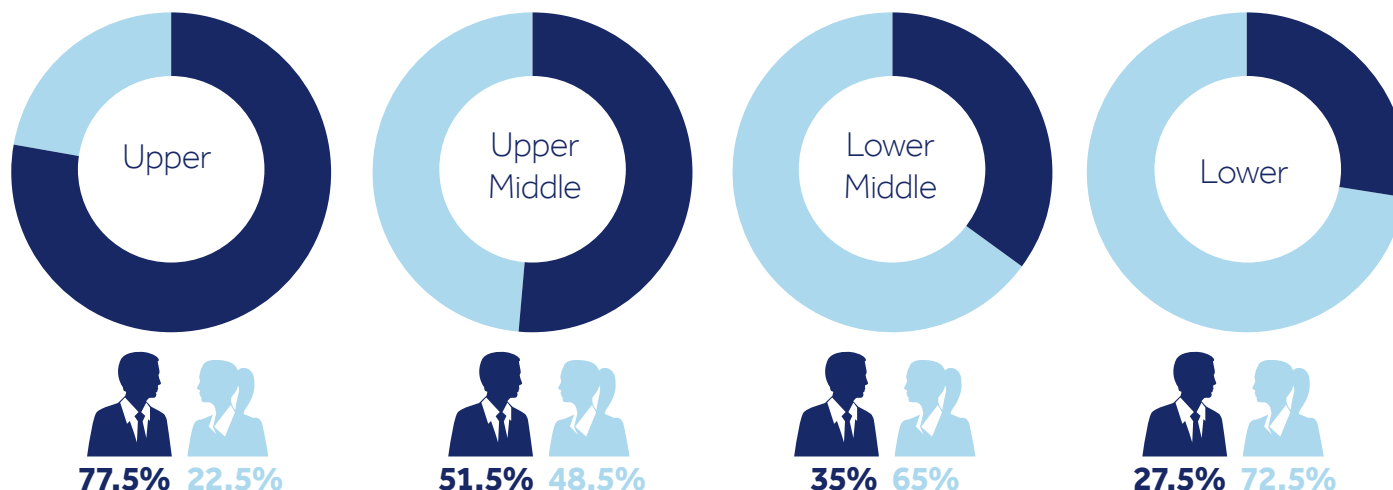
## What's driving our numbers

The 2021 figures show an increase for our mean hourly pay gap of 6% from 2020. We were anticipating an increase from 2020 as we returned to being able to use more representative payroll data, but recognise this also exceeds some previous years. We believe this was influenced by the requirement for bonus payments paid in the pay period to be included in the hourly pay rate, we paid most of our partner bonuses in this period but had already paid most employee bonuses earlier in the year. The lack of women in senior roles remains the main driver behind our gender pay gap. When comparing our pay quartiles, with the number of men and women in different role types, there is a clear correlation; 77.5% of our top pay quartile is men and 72.5% percent of our lower quartile are women. Corresponding with this; 84.6% of partner roles were undertaken by men and 73% of graduate, apprentice and support roles were undertaken by women in April 2021.

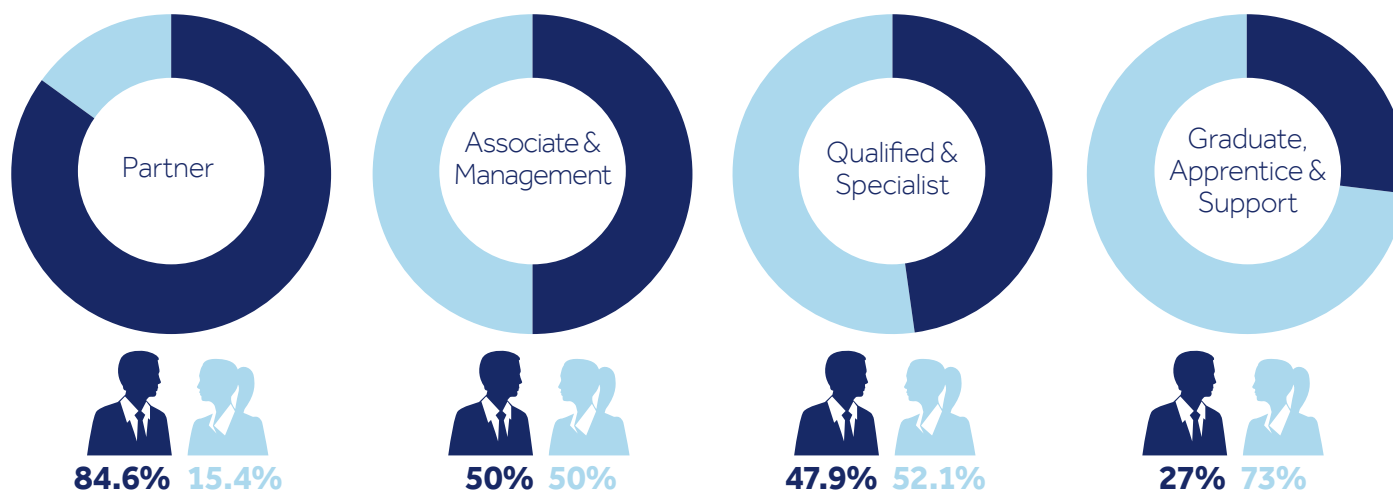
We still believe that this is largely because of the lack of women historically entering surveying professions, currently only 16% of UK chartered surveyors are female (RICS, 2021). However, we continue to recognise that not every woman has felt able to reach their full potential. Furthermore we know that women have been disproportionately affected by the pandemic, with more women than men being furloughed and often taking on more of the burden of unpaid domestic work. Tackling these factors, alongside progressing the number of women entering the industry, remains our key focus. We have set out some of the actions we are taking to approach this over the next two pages.

We are delighted to confirm all of our employees continue to be eligible to receive a bonus sharing in our success, with the first one normally paid within 12 months of joining. Furthermore we are pleased that our bonus pay gap reduced in 2021. Our bonus gap is a result of greater variable pay at more senior levels and within agency roles, which are predominantly occupied by men, we will continue to tackle this imbalance with our action plan.

### Men and women by pay quartile April 2021



### Men and women by role type April 2021



# WHAT WE ARE ALREADY DOING TO CLOSE THE GAP

We remain committed to progressing diversity, inclusion and belonging (DIB) at Bidwells and are specifically committed to closing our gender pay gap. Here are some of the actions that we have already taken:

## Development and retention

- We are pleased to see the number of women promoted to partner roles in 2022 increase more than two fold, compared to the rolling average of the previous four years
- We continue to ensure that our promotion decisions are objective, this includes a roundtable to discuss nominations; acting as an opportunity to challenge unconscious bias and the requirement for diverse interview panels
- We have gained a better understanding of how all people in our organisation are feeling about inclusion and belonging through our Belong at Bidwells Survey. This has shaped our strategy moving forwards
- We have also surveyed our women on or who have recently returned from maternity leave to understand what improvements we can make in supporting new and expectant mothers
- We have introduced a number of advisory groups to our divisional boards, ensuring that these have a sound representation of women
- We have focused significantly on moving our culture and style of working over the past five years to one of agile working; where employees are empowered to undertake work tasks in the most effective locations and at the most effective times, rather than needing to centre their lives around office presenteeism. We believe this approach has a positive impact on the inclusion of our employees
- We continue to offer a generous holiday entitlement with the option to purchase up to a week of extra leave each year
- We continue to approve flexible working wherever possible, in

the past 12 months we have approved the majority of flexible working requests and have made this a day one right for all of our employees (ahead of the government's change in legislation)

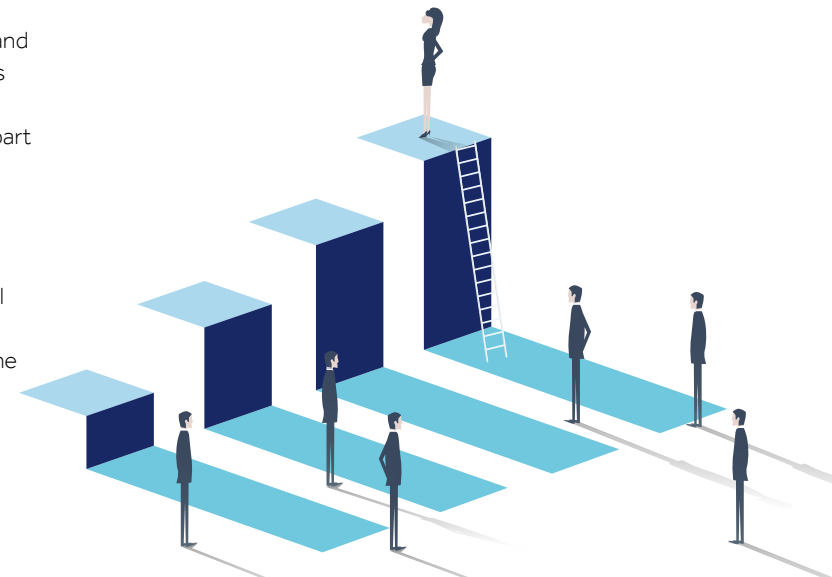
- Our BDeveloped programme benefits all of our people with access to mentoring, financial, management and business development training as well as twice monthly CPD sessions. Our CPD sessions are now virtual and recorded to allow people to watch anytime, anywhere. We now also rotate the timing of the live event to enable part time employees more opportunity to access the live training
- We continue to advocate for women's health issues through our wellbeing programme, BWell

## Engagement and awareness

- We have made a conscious effort to highlight the challenges faced by women in the industry through open discussions at our conferences, partners meetings and through our coffee break series
- We are pleased to have become a member of Inclusive Employers. As a member, we have access to expert inclusion and diversity advice as well as an extensive bank of tools, resources and training
- We have recently held workshops on breaking gender bias as part of our work to mark International Women's Day
- We have held firmwide training on Unconscious Bias
- We have introduced a menopause policy and a library of information on our BWell Hub
- We have enhanced our maternity, paternity and other parental leave policies and pay
- We have introduced a fertility leave process to provide paid time off for those going through treatment
- We have introduced a pregnancy loss policy

## Talent and industry

- In order to promote careers in property to women and girls as well as men and boys we maintain close relationships with local schools and colleges and universities, with regular participation in careers events
- Furthermore work experience has been limited over the pandemic we look forward to reintroducing this across our firm including hosting formal schemes in our Rural and Scotland divisions
- We are an active employer of both graduates and apprentices; we currently have 22 apprentices and 40 graduates in our business
- We are pleased to have a near 50/50 split of male and female graduates and apprentices
- We have committed to the NLA Diverse Leaders Pledge, to help make the built environment sector more representative through recruitment, progression and advocacy
- We are delighted to have joined Real Estate Balance in their campaign for a more balanced and inclusive property sector



# WE CONTINUE TO DO MORE, THESE ARE OUR PLANS

As we have always said, our gender pay gap is a result of the gender imbalance in our structure, with the majority of our senior roles being undertaken by men and the majority of our support roles being undertaken by women. We know that the only way to close our gender pay gap is to address this.

We remain committed to actions over words. Therefore, as part of our diversity, inclusion and belonging programme; Belong at Bidwells, we are committed to a programme of actions to progress gender equality through a focus on retention, progression and future talent.

We have called out Progressing Gender Equality as one of our five core objectives. These are some of our key actions to deliver on that objective:

## Development and retention

- We will continue to use the data collected from our Belong at Bidwells survey and other employee sources to drive our action plan
- Improving the availability of employee networks across the firm, including the introduction of our emerging professionals' network and DIB champions
- We will introduce an improved support programme for mothers returning to the workplace after maternity leave based on the feedback from our maternity leave feedback survey
- We will continue to advocate for and improve the support provided for women experiencing symptoms of the menopause
- We are introducing mentoring on a needs basis for women within our talent pipeline.
- We will bolster our training programme around breaking gender bias



## Talent and industry

- We are pleased to have joined Real Estate Balance, a campaigning organisation working to improve diversity and inclusion in the real estate industry. We have a pool of eight key individuals in the business to advocate for REB and our incoming Senior Partner has committed to their 10 CEO commitments
- We will continue to offer all roles where possible as suitable for flexible working, in order to encourage applications from women; 87% of part time workers in the UK are female
- We will introduce specialist software to reduce gendered language and help remove bias in our job adverts
- Introducing inclusive recruitment training to all hiring managers
- We will work with specialist partners to engage with young people from a variety of socioeconomic backgrounds, to support a more balanced group of people entering the property sector

## Engagement and awareness

- We will continue to raise awareness of the challenges faced by women in the industry through employee led story telling
- Widening our training programme on diversity, inclusion and belonging which will be mandatory for all employees
- Working with our boards to progress inclusive leadership and decision making
- We will better promote all of our family leave policies including shared parental leave and paternity leave to tackle perceptions around the roles of mothers and fathers

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