



As a business, we are naturally inclusive by the nature of the people we employ. However, it remains our responsibility as a leadership team, and as colleagues to recognise that there will always be more that we can do.

Inclusivity and equity is about recognising and acknowledging every individual's perspective and embedding that into how we operate. The onus is on us to continue challenging our actions and asking what more can be done to keep EDI at the top of the agenda.

Kate Morgan
Chief Operating Officer



Making Gerald Eve an equitable, diverse and inclusive workplace is incredibly important to us – first and foremost because it's the right thing to do, but also because we know our clients want to work with advisors who think progressively, embrace change and encourage diversity of thought and therefore the quality of our service.

Simon Prichard, Senior Partner



1.2%

reduction in number of women in the lowest quartile

2.7%

increase in women Partners since 2021

54.1%

of our Senior Associates are women

44.4%

of our Operations Board are women

45.6%

of our Associates are women

4%

increase in our diverse hires YOY

3.9%

increase in the percentage of women in the upper middle quartile

EVENTS AND INTERVENTIONS

EVE THE WOMEN'S NETWORK

Our women's network has gone from strength to strength in the last year, events have included:

- Caroline Goyder 'Finding your Voice' Workshop to develop presentation and networking skills
- Bridging the Gap speed networking event, to connect our senior and junior women
- Collecting a cupboard-full of clothing for SmartWorks charity
- Hosted 'Menopause and the Workplace' with Women in Property
- Hosted Coppafeel and Boobettes for a virtual presentation for Breast Cancer Awareness month

MISSION GENDER EQUITY AND MISSION INCLUDE

We have put 40 mentors and mentees through the 30% club cross-company mentoring pro-gramme, where mentees and mentors from Gerald Eve are paired with individuals from other firms for a 9-month programme.

MENTORING CIRCLE

We have mentors and mentees on Mentoring Circle, a female-focussed programme for those working in the property industry.

PUSHFAR

We launched our internal mentoring scheme and have over 90 employees actively using the pro-gramme.

RETURN TO WORK COACHING

We launched return to work coaching for those returning to work after a significant period, e.g. maternity, shared parental leave, sabbatical, etc.

INCLUSIVE RECRUITMENT TRAINING

We piloted our inclusive recruitment training, which is now being rolled out across the company for all hiring managers.

BLACK HISTORY MONTH EVENT

For Black History month we hosted an evening of music, spoken word and Caribbean cuisine.

HOPHOP

We have been championing womens networking by utilising the hophop virtual networking platform to create opportunities for the women across Gerald Eve to connect with external clients and partners. We are now rolling it out across the company starting with junior levels to continue building this vital skillset across the firm.



We have continued to provide internships via the 10,000 interns foundations, opening up opportunities for those from a diverse background and/or with a disability or neurodiversity to explore a career in real estate. Over 40% of those who have taken part have successfully obtained a graduate role with us.

SCHOOLS OUTREACH

Our Schools Outreach team have attended over 20 careers events in total. Events included careers fairs, presentations and talks, speed networking, CV and interview workshops and Insight Days hosted at our offices.

This translates to:

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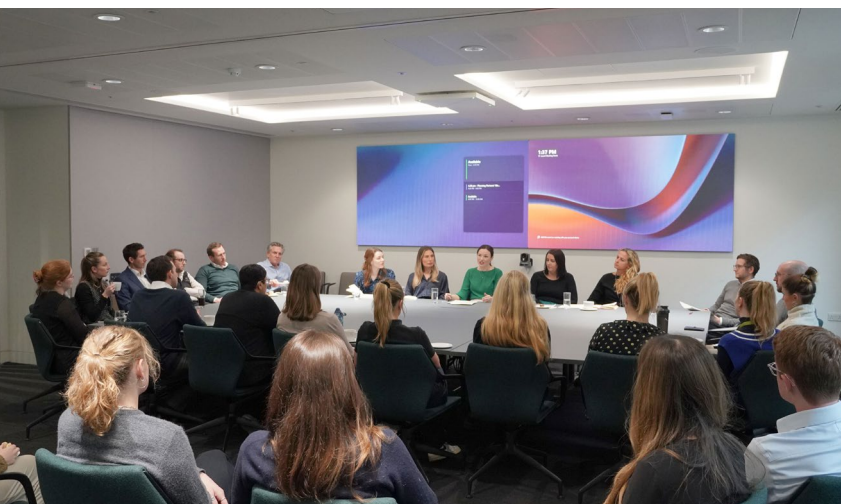
Gerald Eve volunteering
hours at careers events

12,700+

students in attendance

43

Gerald Eve volunteers



RESULTS FROM OUR 2023 EMPLOYEE ENGAGEMENT SURVEY



89%

of people would recommend
Gerald Eve as a great place to work



86%

of people are proud
to work for Gerald Eve



85%

of people feel confident that they
can bring their authentic selves to work



81%

of people believe that their manager
genuinely cares about their wellbeing

As chair of the EDI Committee at Gerald Eve, I am excited by the work that we doing to attract, develop and retain our diverse workforce, paying particular attention to the challenges that individuals experience based on the intersections of their sex, race, socio economic status and other protected characteristics.

The sponsorship and support of our senior leaders have enabled us to implement innovative improvements which have produced tangible results as detailed in this report.

Melanie Folkes-Mayers
HR and EDI Manager

GENDER PAY GAP

Our overall gender split has reduced slightly in FY 22/23 from 45.53% to 44.8%. However, across three of the four quartiles we have improved the male to female ratio, so that female employees are not overly represented at the lower levels.

In fact, the upper middle hourly pay quartile is 51.7% female, which speaks to the progress that we have made developing and retaining our female employees.

The upper quartile has remained static, demonstrating that we still have work to do at a senior level in developing, retaining and recruiting senior female team members.

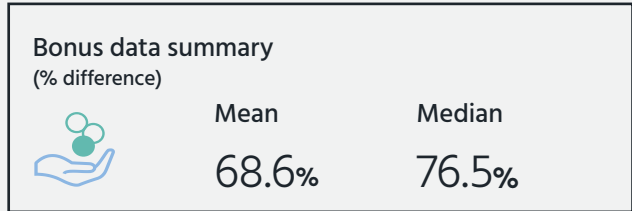
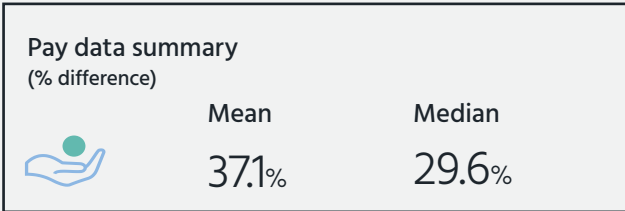
On salaries both the mean and median pay and bonus split has increased (by 7% and 0.5% respectively for pay and 4% and 6% for bonus). Both of these were expected as our staff profit share (SPS) payouts were high during the snapshot period. Less male and female members of staff received bonuses, but this was mainly due to recruiting a number of staff in 2022 that did not qualify for a bonus payment.

It's pivotal we get more female senior representation within the business; not only will this create more diversity of thought in future decision-making, but it will also generate a network of role models for the next generations to see and aspire to.

Lisa Webb

Partner and Board Member

PAY DATA SUMMARY



Q1 (lower quartile)



Q2 (lower middle quartile)



Q3 (upper middle quartile)



Q4 (upper quartile)




Proportion of women and men who received bonuses




ETHNICITY PAY GAP

Our overall Ethnicity split has improved from 14.75% in FY 2021/22 to 15.5% in FY 2022/23. The improvement was seen mainly in the lowest quartile (2.6%), aligning to our early careers focus for hiring. Across the other quartiles our ethnicity split has increased marginally.

On salaries both the mean and median pay split has increased (by 13% and 4% respectively) again due to hiring at lower levels. This is carried through to staff profit share payments with a mean increase of 5% and median of 0.4%, again due to joining as new hires, less individuals received SPS payments.

Pay data summary (% difference)		
	Mean	Median
	31.1%	27.0%

Bonus data summary (% difference)		
	Mean	Median
	60.1%	61.1%

Q1 (lower quartile)



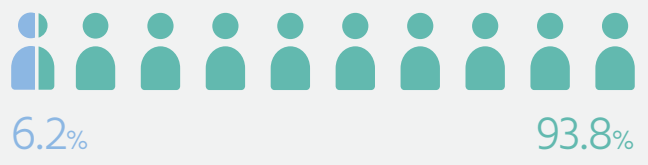
Q2 (lower middle quartile)



Q3 (upper middle quartile)

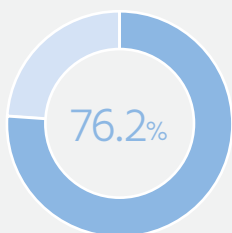


Q4 (upper quartile)

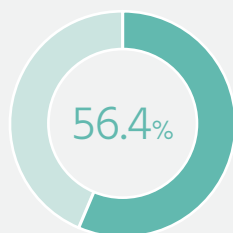


Proportion of ethnic minority and white people who received bonuses

ETHNIC MINORITY



WHITE



GOING FORWARD

As we look to the year ahead, our focus will be on attracting and developing a more diverse firm, with an awareness of the challenges of intersectionality.

We are looking forward to working with Newmark, sharing knowledge and best practice on EDI initiatives across the group.

Across the year our EDI Strategy will continue to develop. Some of the interventions on our calendar include:



Data gathering focus groups – female and ethnicity focussed



Advertising roles in diverse press and online spaces



Email signature pronouns rollout



Reviewing our family friendly policies



Updating our menopause policy & support



Neurodiversity Awareness events and training



EDI training rollout – recognising and challenging bias whilst being a good ally

We want to develop our future talent and create and enhance an inclusive culture where diversity is celebrated and valued. One of our core objectives is to improve, retain and accelerate diverse talent at all levels within the business and we are proactively investing in our people with a number of different career development opportunities. We have also invested in a women's development programme which encourages women to be more proactive with managing their careers and aims to build self-awareness and confidence.

Our key objective for all these growth opportunities is to help build increased diversity of thought, a strengthened pipeline, and greater parity.

Lorraine Stone

Learning and Development Manager

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