





## INTRODUCTION

Here at Gerald Eve we are committed to improving gender balance within the firm and developing our female talent with all the benefits that brings. But this is not just generic, it is based on genuine feedback from our women. This means that our programmes and strategies can respond to the specific needs here at Gerald Eve as well as the wider issues seen across our industry and within professional services as a whole. A real milestone this year, and not just for women, has been the appointment of our Equity, Diversity & Inclusion Manager. A more inclusive approach as a business is necessary on so many fronts and her influence, in addition to ongoing inclusion training, is really starting to be felt.

I've been very proud this year to be involved in setting up Gerald Eve's Women's Network and to now be its Chair. I'm very grateful to some amazing women across the industry who kindly gave their time and experience of networks in the early days and also to the committee at Gerald Eve who have worked so hard to set this up. It was important to me that we listened before we acted and the women, and men, of Gerald Eve were not shy in sharing their thoughts, concerns and aspirations at our soft launch last year. At our first, rather large, committee meeting, we agreed our priorities for this year as mentoring and training, networking and events and last, but definitely not least, female career development.

Not only limited to developing our women, a full overhaul of our internal learning and training programmes is currently being undertaken by our new Learning & Development Manager. The value of professional and targeted training is apparent from the number of women who took part in Gerald Eve's Shaping Your Career programme (run by the wonderful LBD) who have achieved promotion since. The fourth cohort of this course is running this year. An integral part of that programme was a mentoring relationship and the Women's Network will be seeking to input into expanding internal and external mentoring more widely over the next year alongside HR.

Events to celebrate our women and connect with our female colleagues within the industry have been part of Gerald Eve's approach longterm, and will continue to be. It should be enjoyable to start and build relationships. Our networking events connect with external networks from hosting breakfasts with Ladies in Real Estate and Real Estate Balance, to our annual Women in Housing lunch, new Women in Education event and, of course, celebrating women on International Women's Day. In addition, our HR team has developed practical, inclusive networking guidance so that no-one should feel excluded by the networking events we run or are involved with at Gerald Eve.

This year, women in our Planning team have been trialling a networking initiative called hophop, for females in the property industry. It has been a great success and we have had amazing feedback from those who have joined for the 1:1 informal conversations and stayed for the connections with, "a brilliant and unexpected range of diverse women," and we're planning on expanding the network following our first in-person event which we hosted in March.

As part of the last strand, our Strategy Board has agreed to The Women's Network formalising a Female Development Steering Group, with a clear focus to drive better gender balance at Gerald Eve, especially at senior level. This is a constructive group, which can identify issues, provide solutions and continue work to dismantle barriers. I'm excited to see progress as suggested 'quick wins' are implemented.

Along with many others in our industry, we recognise we have some way to go to achieve a better gender balance, in terms of both staff split and pay gap. There are structural as well as specific issues which can not be quickly fixed. But whilst the above strands may be small in themselves, we are thinking big.



**Natalie Rowland**  
Chair of Eve, the Women's Network

## OUR JOURNEY

We have made significant progress in our journey to achieve gender and ethnicity pay equality in the past 12 months. Whilst this is yet to make an impact in our figures for this year we continue to work across the firm and the wider industry to engender long term change.

Instead of focussing only on our own gender and ethnicity pay gaps, we have also been reviewing the intersections of the nine protected characteristics, plus social mobility and educational mobility.



In April we updated our maternity, paternity and shared parental leave policies to provide an enhanced offering of 6 months full pay for maternity, 6 weeks of paternity leave at full pay and shared parental leave of up to 13 weeks of full pay.

In May we recruited our first dedicated Equity, Diversity and Inclusion (EDI) Manager to provide focussed attention on ensuring that we have the correct policies, processes and training in place to attract and retain a more diverse workforce.

In September we hired our first Chief Operating Officer, Kate Morgan, who now sits on our Executive Board – making it a 55% male and 45% female split.



In conjunction with our EDI Committee, Learning & Development Manager and stakeholders across the business we have developed a revised EDI strategy and detailed implementation roadmap to focus the next steps in our journey. So far we have achieved the following:

### RELAUNCH OF EDI COMMITTEE

together

Our 'together' committee comprising of employees at all levels across the business and representing all nine of our offices, meet monthly to highlight and address EDI issues.

It's important we reflect diverse perspectives, identities and backgrounds. It's more than just making sure we have a good representation of all walks of life, diversity allows us to bring different ideas to the table, which benefits everyone.

**Simon Prichard**

Senior Partner

## EMPLOYEE NETWORKS

Employee networks create an opportunity for our people to have safe spaces to discuss challenges, receive advice, network, socialise and be mentored by those who have a similar lived experience as themselves.

### encourage

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our LGBTQ + network hosted the Freehold Pride breakfast and have run events for those who identify as LGBTQ+ within our offices, as well as allies.

### EVE THE WOMEN'S NETWORK

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was launched to support the development of those identifying as women to develop to their full potential at Gerald Eve; initiatives include mentoring, Q&A's with role models and networking events.

### BB NETWORK

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our black and brown network was launched to support our black and brown staff and engage with black and brown communities to increase knowledge of the variety of careers in real estate.

### SHAPING YOUR CAREER PROGRAMME

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A bespoke career development programme has been created, borne out of feedback from our female fee earning employees, which is now in its fourth cohort, equipping individuals with the skills to focus on their strengths and take charge of their career. A number of attendees have been promoted and are key to our internal development of senior female leaders.

### MATERNITY RETURNERS SUPPORT

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We are piloting a programme to support our employees before, during and after maternity leave, to assist them as they transition into parenthood and back into the workplace.

### DATA GATHERING

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We carried out an anonymised EDI survey to gain an understanding of our staff needs and challenges which we've used to enhance our offering to our employees.

Themes included inclusive recruitment practices, support for parents and carers, transparency for promotions and remuneration, support for invisible disabilities, schools' outreach and increased regional office focus.

### GENDER EQUITY MENTORING PROGRAMME

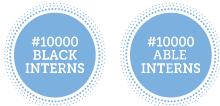
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We are part of the 30% club cross-company mentoring programme, where mentees and mentors from Gerald Eve are paired with individuals in other organisations for a 12-month programme.

## MEMBERSHIPS



We have maintained our membership of Stonewall, utilising their support to revise and create LGBTQ+ friendly policies and processes.



We have taken interns from 10,000 Black interns and 10,000 Able Interns, four of those who took part in last year's programme have successfully obtained places in our Autumn 2023 graduate programme.

## PATHWAYS TO PROPERTY

We continue to be a sponsor of Pathways to Property, being part of the assessment panel for the project presentations, offering insight into the Real Estate Industry and offering a placement for participants in our West End office.

### IN OUR OFFICES

- We now provide environmentally friendly sanitary products in our toilets.
- Host bi-monthly networking lunches for our senior females to connect
- We are rolling out an inclusive recruitment training programme for all those involved in hiring decisions.



We became members of Real Estate Balance to provide external support to our employees and highlight best practice practices and policies for us as an organisation. As part of our membership, our Senior Partner Simon Prichard signed up to 10 commitments for diversity, they are:

- Visibly demonstrate the business case for diversity and promote your commitment within your business.
- Gather your diversity data, track and report your progress, using your data to guide your priorities.
- Change mindsets by challenging bias/discrimination wherever you see it and licence others to do so.
- Insist on diversity for recruitment or promotion decisions you're involved with, including on panels and in shortlists.
- Use promotional opportunities for your company to represent a diverse image
- Speak on panels only where organisers commit to have a panel diversified by gender and ethnicity.
- Adopt a balanced and diversified approach to sponsorship.
- Consider actions to influence your supply chain.
- Personally engage with the diverse range of the workforce in your business in order to broaden your perspective.
- Promote D&I in any groups you are members of and share good practice.

## AbilityRE

We are the first strategic partner of AbilityRE, the organisation created to provide support for those working in Real Estate with a disability, neurodiversity, mental ill-health, or a long-term health condition.



We obtained our Disability Confident – Committed kite mark



87%

of our staff said  
"I can be my authentic self at work"

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82%

of our staff said  
"Gerald Eve values Diversity"

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95%

of our staff said  
"I would recommend Gerald Eve as a great place to work"

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

## GENDER PAY GAP

Our mean pay gap increased slightly to 29.96% whilst our median gap decreased to 29.08%, highlighting that we have increased our higher earning female earners by focussing on internal development and external hiring.

The Bonus mean and median difference reflects the highest bonus pay-outs to the upper quartile of employees in a particularly profitable year.

The bonus received percentage was reduced for both male and female employees, due to the number of new hirers who would have been ineligible to receive a bonus.

We still have more female employees at the lower quartile level, however this has decreased by 2.18% this year and is mirrored by an increase of 2.18% at upper middle quartile taking our female employees to 47.83%.

We would expect to see this increase replicated in the upper quartile in next year's report as we continue to support career development and provide work/life balance support at Gerald Eve.


It's important not only to care about the issue, but to also be part of the solution to improving the gender split and help deliver real change. One of the reasons I joined Gerald Eve c. 21 years ago is that equality is deep in our Partnership's DNA. So, I along with others across the firm, both male and female, are honoured to be mentors for those going through the female career development programme.


**Will Kirkpatrick**

Partner and Member of the Diversity & Inclusion Committee



# PAY DATA SUMMARY

Pay data summary (% difference)		
	Mean	Median
	29.96%	29.08%

Bonus data summary (% difference)		
	Mean	Median
	64.84%	70.00%

\*the national 2020 gender pay gap is 15.1%

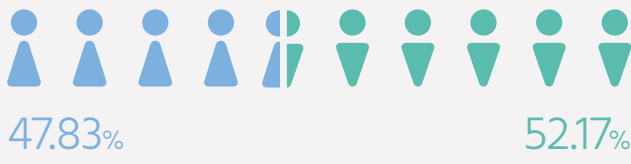
## Q1 (lower quartile)



## Q2 (lower middle quartile)



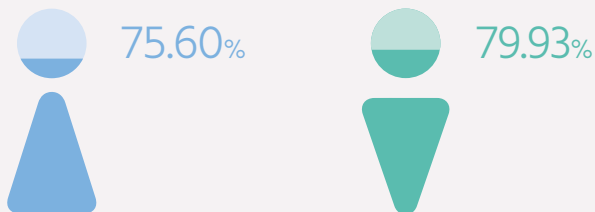
## Q3 (upper middle quartile)



## Q4 (upper quartile)




## Proportion of women and men who received bonuses




# ETHNICITY PAY GAP

Our mean and median pay gap decreased for non-white employees demonstrating an increase in non-white hires across all of the quartiles. Whilst the overall average is just 14.75%, we are actively working with organisations such as 10,000 Black Interns and BAME in Property to attract a more diverse candidate pool.

The bonus received percentage was reduced for both male and female employees, due to the number of new hirers who would have been ineligible to receive a bonus.

Pay data summary (% difference)		
	Mean	Median
	17.55%	22.95%

Bonus data summary (% difference)		
	Mean	Median
	54.88%	60.71%

## Q1 (lower quartile)



## Q2 (lower middle quartile)



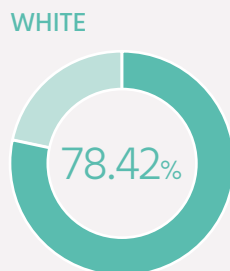
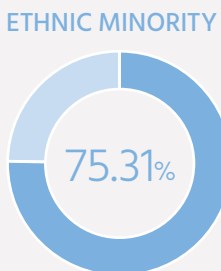
## Q3 (upper middle quartile)



## Q4 (upper quartile)



Proportion of ethnic minority and white people who received bonuses



## GOING FORWARD

We are committed to attracting and retaining a more diverse workforce and have set realistic targets of:

# 50/50

split of  
Graduate offers



Launching a Parent  
and carers network



Policy review



Gender neutral language  
on all Job adverts and  
our website



Achieving Disability  
Confident Employee  
status by December 2023



Launching a returners programme to actively  
recruit those who have taken a career break  
for parenting, caring or other reasons

/// We all recognise that big steps have been taken in the Firm over the time we've been here and we're looking to build on that and work together to help the firm achieve its goal of greater female representation (in senior positions).

**Shaping Your Career attendee**

Senior Associate

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