

OUR GENDER PAY GAP RESULTS



ALL FIGURES RELATE TO A SNAPSHOT DATE OF 5TH APRIL 2022

All companies with 250 or more employees in the UK must now publish their own gender pay gap results annually, by comparing the average pay for all men to the average pay for all women, without accounting for job type, tenure, location, or performance ratings.

It's important to note that the gender pay gap is not the same as equal pay.

We understand why we have a gender pay gap and believe there are several factors that contribute to this. The first is due to a lower female representation in leadership roles, and a lower proportion of men in entry level positions. We offer great flexibility in terms of offering part-time work and job shares, and 93% of our part time workers are female which could also justify the pay gap results. Our Mean Bonus pay gap we believe is due to our commissioned staff not receiving an annual bonus; 70% of commissioned staff are females.

WHAT WE ARE DOING ABOUT IT – OUR ACTION PLANS:

We have a fair and robust recruitment process, recruiting UK wide. We advertise all our jobs internally and promote from within where possible. Since April 2022 we have made 27 internal promotions of which 22 of these were female.

We offer equal access to males and females of a wide range of Learning and Development opportunities across the business. This includes equal access to our Management Development and Future Leader Programmes.

We will continue to offer flexibility to all employees via Hybrid Working and Flexible Working requests.

We will continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. We operate an annual pay review ensuring consistency across the organisation and use salary bands for most roles ensuring consistency between employees performing the same or similar roles regardless of their gender.

OUR CONTINUED COMMITMENT TO CLOSING THE GAP:

We will continue to seek to address the underlying causes – namely developing and recruiting more women into senior roles and by encouraging more women to pursue opportunities across all areas of the business.

I confirm the data in this report to be accurate.

Eoghan Johnston

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MEAN HOURLY PAY GAP

30.28%

The mean hourly pay gap is the difference between the average hourly pay paid to male employees and female employees.

MEDIAN HOURLY PAY GAP

11.81%

The median is the mid-point between the highest and the lowest amount paid to a male and female employees.

MEAN BONUS PAY GAP

82.6%

The mean bonus pay gap is the difference between the average of bonus paid to male employees and female employees.

MEDIAN BONUS PAY GAP

17.58%

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS:

30.17% **21.13%**
MEN WOMEN

PROPORTIONAL PAY QUARTILE BREAKDOWN

UPPER QUARTILE

51.25% 48.75%

UPPER MIDDLE QUARTILE

32.5% 67.5%

LOWER MIDDLE QUARTILE

31.25% 68.75%

LOWER QUARTILE

30.00% 70.00%

● Male ● Female

OUR ETHNICITY PAY GAP RESULTS



ALL FIGURES RELATE TO A SNAPSHOT DATE OF 5TH APRIL 2022

Whilst it is not currently a statutory requirement to report on our ethnicity pay data, we believe this is an important step on our journey towards greater equality, diversity and inclusion.

At the point of reporting 100% of our employees disclosed their ethnicity.

Currently 4.56% of our staff are from ethnic backgrounds. Our ethnicity pay gap is 19.36% this is largely because of regional demographics where historically and prior to the pandemic and Hybrid Working we recruited cost staff from the locality which is predominantly a white demographic. We currently also have less ethnic representation across our leadership positions.

Due to low BAME members of staff representation, the mean ethnic bonus pay gap is larger as the roles which are eligible for a bonus are mostly filled by white staff.

WHAT WE ARE DOING ABOUT IT – OUR ACTION PLANS:

Our recruitment process now ensures we open the opportunity to a diverse pool of candidates by advertising on a number of different platforms UK wide.

All Hiring Managers are trained and have to pass an assessment before they can hire. This activity educates around the topics of discrimination, unconscious bias and our strategic intent to have as much diversity and inclusion across the Company as possible.

When interviewing all candidates are given the same questions for assessing their key skills and competencies. To ensure good decisions we always have two interviewers enabling us to reach a fair decision without prejudice and all interviews are recorded.

We also provide equality and diversity training to all employees and managers within the Company to foster and nurture a discrimination-free culture and working environment.

I confirm the data in this report to be accurate.

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MEAN ETHNICITY PAY GAP

19.36%

The Mean Ethnicity pay gap shows the difference in the average hourly earnings between all Black, Asian and minority ethnic staff (BAME) in a workforce and all White staff.

MEDIAN ETHNICITY PAY GAP

7.94%

The Median Ethnicity pay gap shows ethnic staff are paid 7.94% less than white staff.

MEAN BONUS PAY GAP

74.35%

MEDIAN ETHNIC BONUS PAY GAP

-12.5%

The Median Ethnicity Bonus pay gap shows ethnic staff are paid more bonus pay than white staff.

PROPORTION OF ETHNIC AND WHITE STAFF RECEIVING A BONUS:

20.0% **24.84%**
ETHNIC WHITE

PROPORTION OF ETHNIC STAFF IN EACH PAY QUARTILE:

UPPER QUARTILE

2.5%

UPPER MIDDLE QUARTILE

5%

LOWER MIDDLE QUARTILE

7.5%

LOWER QUARTILE

3.75%