



# Gender Pay Gap High Level Results

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5th April 2021 (Reporting April 2022)

*Moving Forward Together* 

Stonebridge 

SDL Surveying 

Revolution 

# Hi!

As you know, it is a legal requirement for companies with more than 250 employees to publish their gender pay gap figures. Here at MSS, we wanted to not only meet that requirement but also ensure we used our data to understand where we need to improve.



This report adds colour to our high level results and highlights actions we're taking to break the mould in our industry.

It's important to note that gender pay gap is not the same as equal pay. We're 100% confident, and our data shows, that we pay equal pay for equal work. The Equality Act 2010 makes it illegal for businesses to pay a woman less than a man for doing the same job.

Like the vast majority of the property and financial services industry, MSS has a stark gender pay gap. This is a reflection of how the types of roles we employ have historically appealed to one gender over others. With this in mind, our actions are all about making all our roles attractive to all genders which in turn will naturally improve our gender pay gap.

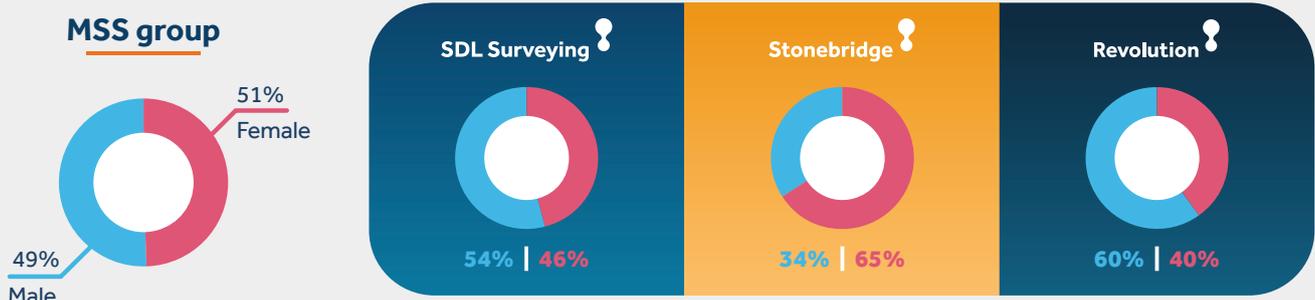
There is lots of work still to do, but this report demonstrates the progress we've made so far and the actions we continue to take.

## Sarah Tuck

### Chief People & Marketing Officer

### Gender split across the MSS group

Below shows the gender split of the 370 employees we have on payroll who identify as men or women, across SDL Surveying (278 employees), Stonebridge (82 employees), and Revolution (10 employees).

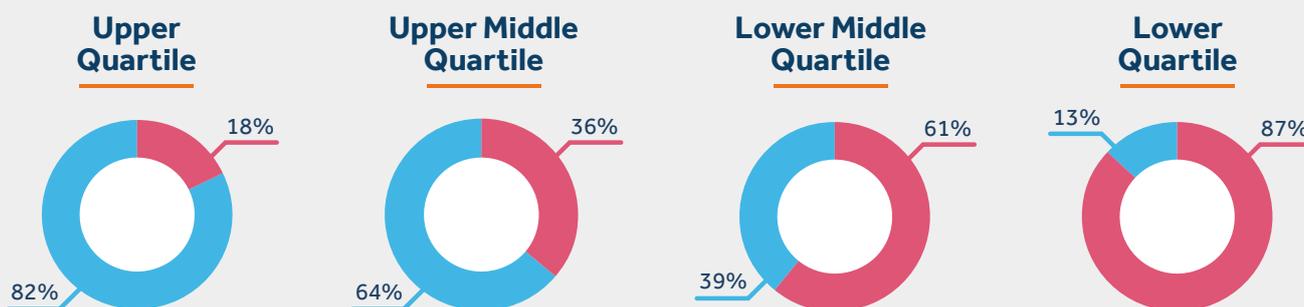


# MSS group



These numbers come from the combined payrolls across MSS as at 5th April 2021. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across MSS.



## Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company. Mean hourly pay is 41% higher for men compared to women.

## Mean Hourly Pay

41%

## Mean Bonus Pay

75%

## Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

## Median Hourly Pay

54%

## Median Bonus Pay

43%

## Bonus Proportion

This is the proportion of each gender who receive a bonus. 1% more women receive bonuses than men at MSS.

## Bonus Proportion

84%

85%

# SDL Surveying

These numbers come from the SDL Surveying payroll as at 5th April 2021. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across SDL Surveying.



## Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company. Mean hourly pay is 45% higher for men compared to women.

## Mean Hourly Pay

45%

## Mean Bonus Pay

72%

## Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

## Median Hourly Pay

60%

## Median Bonus Pay

39%

## Bonus Proportion

This is the proportion of each gender who receive a bonus. 4% more women receive bonuses than men at SDL Surveying.

## Bonus Proportion

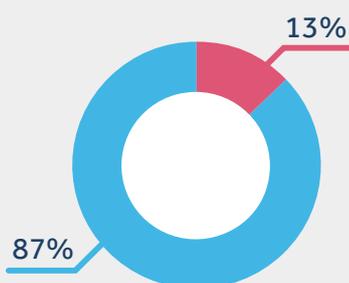
86%

90%

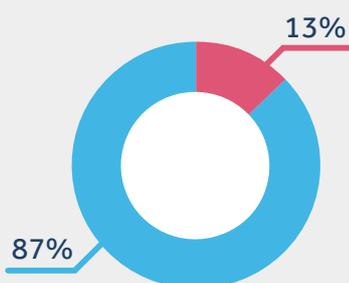
# The Surveying Industry

Historically, surveying has been an extremely male-dominated profession. According to the most recent data from the Royal Institution of Chartered Surveyors, only 13% of its members are female. As per the charts below, the gender split of surveyors working for SDL Surveying at the end of FY21 was in line with this industry average. However, we are pleased to report that in the 12 months that followed this data, we are now ahead of the industry average and 17% of our growing team of surveyors are now female.

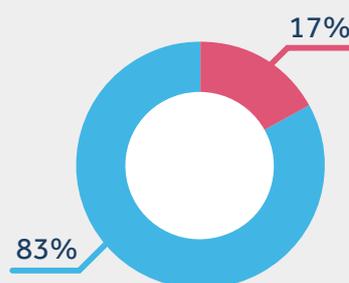
Surveying Industry Gender Split



SDL Surveying Gender Split (FY21)



SDL Surveying Gender Split (FY22)



## Our Surveyors

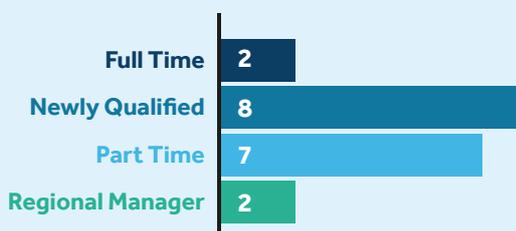
### Mean Ordinary Pay Gap

**21%**

The mean ordinary pay of male surveyors at SDL Surveying is **21% higher than female surveyors**.

However, this figure does not take into account part-time working. According to our latest data, **37% of our female surveyors have chosen to be on a part-time or term-time contract**. This skews this calculation in favour of our male surveyors, of whom a higher proportion are on full-time contracts.

#### Female surveyors as at April 1st 2022:



### Mean Hourly Pay Gap

**8%**

This calculation removes the pay discrepancies caused by part-time contracts (explained on the left).

Reasoning can also be provided as to why our male surveyors are paid **8% more per hour** compared to their female counterparts.

Due to our concerted efforts to support more female colleagues through surveyor training, a whopping **42% of our female surveyors are currently on our lower paid newly-qualified package**.

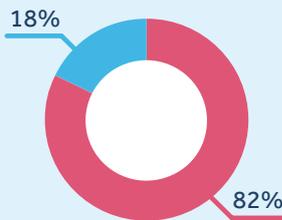
In the short term, this skews this calculation in favour of our male surveyors, as a higher proportion of our inexperienced surveyors are female.

However, by demonstrating their competencies, our newly-qualified female surveyors will soon reach their full earning potential.

# The Next Generation of Surveyors

The SDL Academy was created to enable our people to develop personally and professionally. While our training managers support employees at all levels, they play a particularly important role in helping colleagues who are studying to qualify as a surveyor by attaining their AssocRICS accreditation.

## Current training gender split



As at April 1st 2022, we currently have 17 of our people training to become surveyors with the support of our academy. 82% of these learners are female.

The opportunity to train to become a surveyor is offered to all MSS employees. However, most applicants tend to work within the SDL Surveying operations and admin team, which is currently over 80% female. This is reflected in the proportion of female learners in our academy.



## Lauren Wilson, AssocRICS

I joined SDL Surveying in 2017, undertaking a variety of roles within the call centre operation. I was then lucky to get the SAVA scholarship in February 2019, before qualifying as an AssocRICS surveyor in summer 2021 after completing my studies. SDL were really supportive during my course: they provided me with mentoring opportunities, helped me with my submissions, and gave feedback on those submissions. I was able to ask surveyors for help whenever I needed it and they were really great at pushing me to get through the course to become a surveyor.



## Abigail Houldgrave, AssocRICS

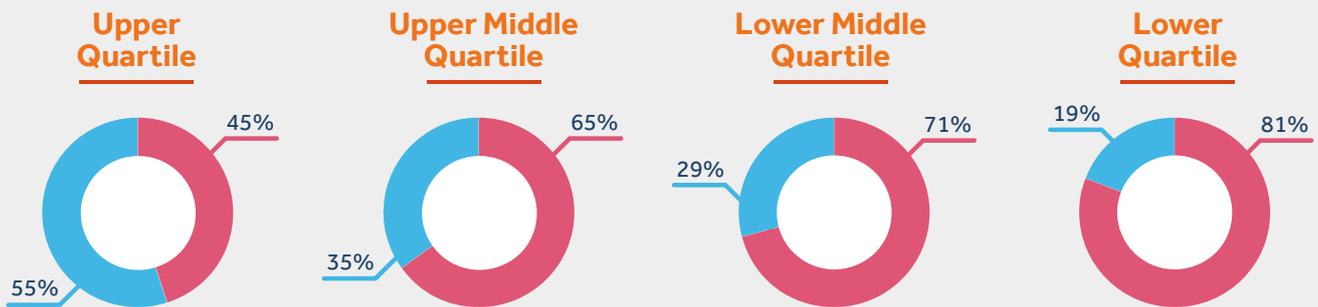
On the 7th July 2020 I received a phone call offering me an interview for an entry level role at SDL, which I applied for on the off chance. I'd heard amazing things and it seemed like a place where I could really grow and reach my potential so I went for it. I am now a qualified surveyor working for SDL and I wanted to take a moment to look back on my time with them. From the start I was welcomed and embraced by the case management team firstly as a case manager and then shortly after as a team leader. On top of this, I was offered full sponsorship and support for my AssocRICS submission and became a fully-fledged member of the SDL Academy. I've truly found my home at SDL Surveying.



# Stonebridge

These numbers come from the Stonebridge payroll as at 5th April 2021. They are the figures we are legally required to present.

We have split our colleagues into four quartiles based on their average hourly rate of pay to show the gender distribution across Stonebridge.



## Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men within a company. Mean hourly pay is 14% higher for men compared to women.

## Mean Hourly Pay

14%

## Mean Bonus Pay

22%

## Median Pay Gap

The median represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

## Median Hourly Pay

20%

## Median Bonus Pay

14%

## Bonus Proportion

This is the proportion of each gender who receive a bonus. 7% less women receive bonuses than men at Stonebridge.

## Bonus Proportion

79%

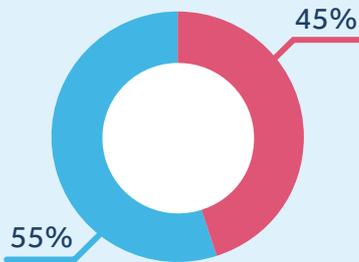
72%

# Women in leadership

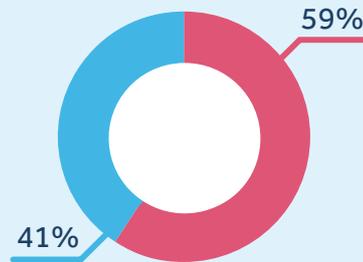
At MSS, we're proud of the number female leaders and managers within our teams.

The below charts show that 45% of senior leaders are female, while 59% of our middle managers and team leaders are also female. These are healthy results when compared to global and European averages. According to Grant Thornton's "Women In Business 2021" report, only 31% of global senior leadership roles are held by women.

## Senior Leaders Gender Split



## Managers & Team Leaders Gender Split



**We're proud of long-serving female leaders!**



**Lesley Sharkey**  
(Joined 2013)

Recruitment Director,  
Stonebridge



**Jo Carrasco**  
(Joined 2007)

Business Partnerships Director,  
Stonebridge



**Clarissa Lydon**  
(Joined 1996)

Client Relationship Director,  
SDL Surveying



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