



# Gender Pay Gap High Level Results

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Data as at April 2022 (Reporting April 2023)

*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.

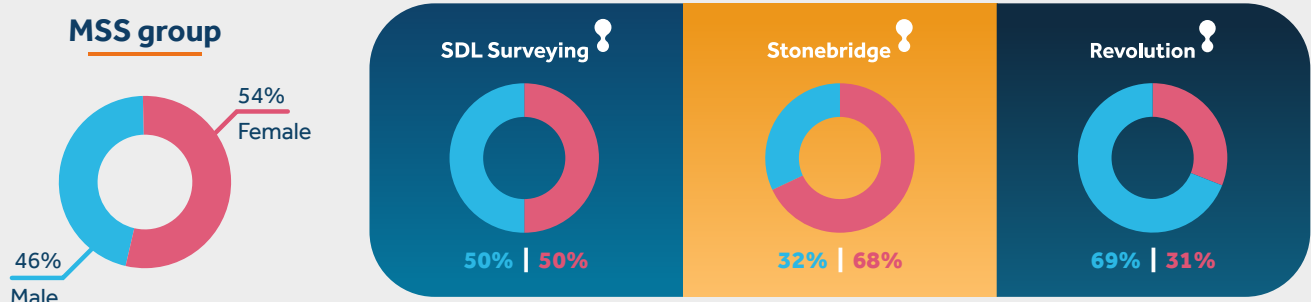
There is lots of work still to do, but this report demonstrates the progress we've made so far and the actions we continue to take.

## Sarah Tuck

### Chief People & Marketing Officer

### Gender split across the MSS group

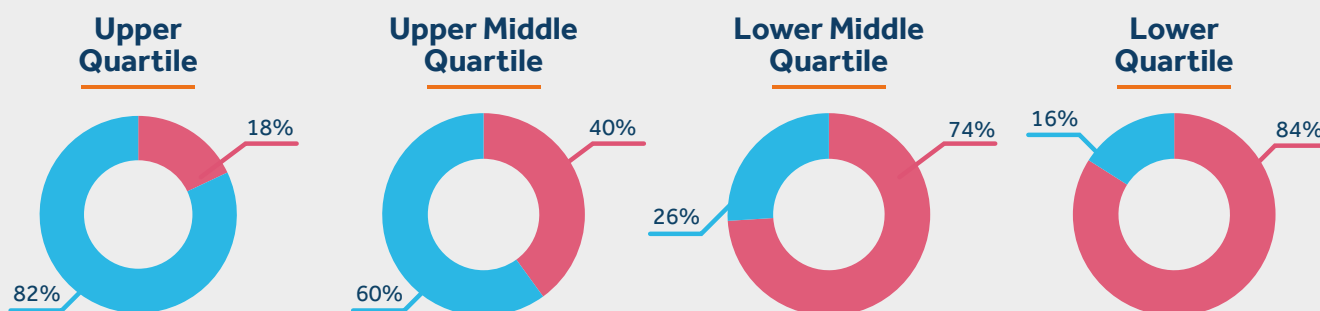
Below shows the gender split of the 408 employees we have on payroll who identify as men or women, across SDL Surveying (286 employees), Stonebridge (109 employees), and Revolution (13 employees).



# MSS group

These numbers come from the combined payrolls across MSS as at 5th April 2022. 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 40% higher for men compared to women.

### Mean Hourly Pay

40%

### Mean Bonus Pay

77%

## 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

50%

### Median Bonus Pay

73%

## Bonus Proportion

This is the proportion of each gender who receive a bonus. 8% more men receive bonuses than women at MSS.

### Bonus Proportion

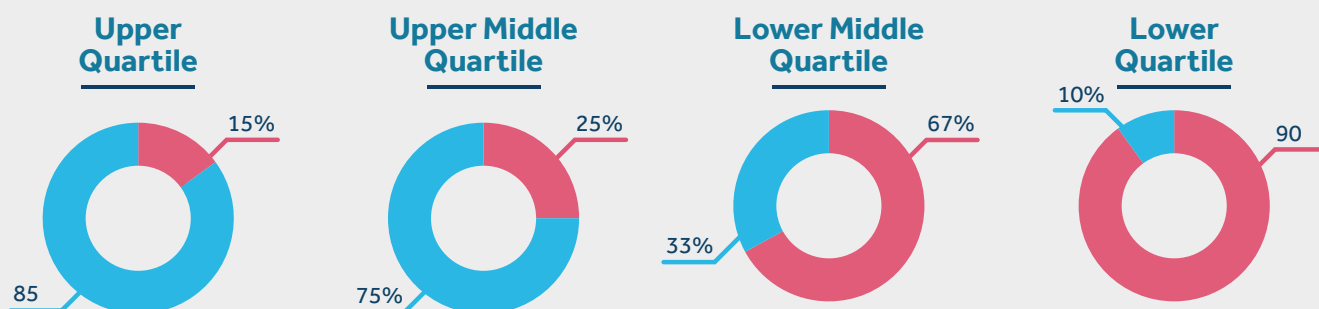
84%

76%

# SDL Surveying

These numbers come from the SDL Surveying payroll as at 5th April 2022. 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 44% higher for men compared to women.

### Mean Hourly Pay

44%

### Mean Bonus Pay

76%

## 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

58%

### Median Bonus Pay

61%

## Bonus Proportion

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

### Bonus Proportion

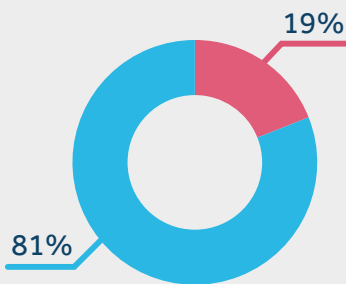
90%

86%

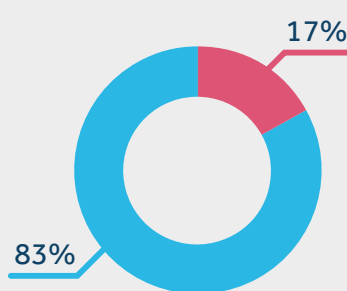
# The Surveying Industry

Historically, surveying has been extremely male-dominated profession. According to the most recent data from the Royal Institution of Chartered Surveyors, around 19% of its members identify as women. As per the charts below, the gender split of surveyors working for SDL Surveying at the end of FY22 was in line with this industry average at that time. However, we are pleased to report that in the 12 months that followed this data, we are now ahead of the industry average and 26% of our growing team of surveyors are now female.

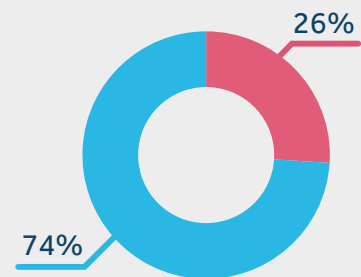
**Surveying Industry  
Gender Split Today**



**SDL Surveying Gender  
Split (FY22)**



**SDL Surveying Gender  
Split (FY23)**



## Our Surveyors

### Mean Ordinary Pay Gap

**26%**

The mean ordinary pay of male surveyors at SDL Surveying is **26% higher than female surveyors**.

However, this figure does not take into account part-time working. According to our latest data, **25% 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 2023:



### Mean Hourly Pay Gap

**17%**

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

Reasons can also be given as to why our male surveyors are paid **17% more per hour** compared to their female counterparts.

Due to our efforts to recruit and train more female surveyors, a whopping **47% of our female surveyors are currently new starters or newly qualified**.

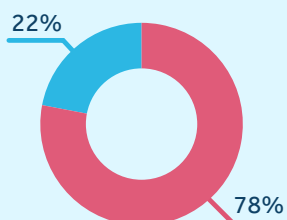
In the short term, this skews this calculation in favour of our male surveyors, as a higher proportion of our inexperienced surveyors are female.

However, by demonstrating their competencies, our new **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 2023, we currently have 9 of our people training to become surveyors with the support of our academy. 78% of these learners are female.

The opportunity to train to become a surveyor is offered to all MSS employees. However, most applicants work within the SDL Surveying operations and admin team, which is currently 92% female. This means we have a higher proportion of female learners in our academy past and present.



## Zara Ellerby, AssocRICS

SDL is an employer that rewards hard work with opportunities, which is why it appealed to at the very beginning. In the last 4 years working here, I have been provided with the resources, experience and support I needed to pass my SAVA Diploma In Residential Surveying. The SDL Academy facilitated one to one training with a diverse group of people, including mentorship out in the field. This level of support is one of the reasons why I was successful in securing my AssocRICS qualification. I'm proud to work for a company that cares about its employees.



## Hannah Jones, SAVA student

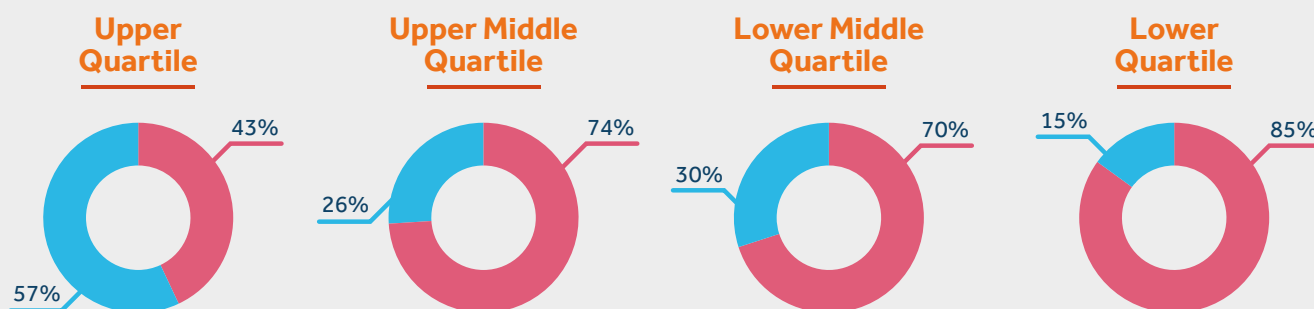
When I joined SDL at the start of 2017, my role involved managing surveyors' diaries and booking appointments. After a couple of years I moved roles into the Customer Relations team to deal with PVQ's and complaints, which has been really enjoyable. SDL was offering the opportunity to become a qualified surveyor through the SAVA and I was lucky enough to start in 2020. I have now applied for my AssocRICS status and will be relocating to Manchester to start my new career. The SDL Academy has helped me through the whole process with feedback on assessments, CPD sessions, and mentoring. I have been able to speak to surveyors and colleagues in the office at any time and they've given me the best support possible to be able to achieve this. I am truly grateful to SDL!



# Stonebridge

These numbers come from the Stonebridge payroll as at 5th April 2022. 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 19% higher for men compared to women.

### Mean Hourly Pay

19%

### Mean Bonus Pay

65%

## 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

25%

### Median Bonus Pay

20%

## Bonus Proportion

This is the proportion of each gender who receive a bonus. 3% more men receive bonuses than women at Stonebridge.

### Bonus Proportion

60%

57%

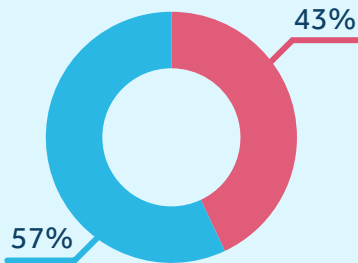


# Women in leadership

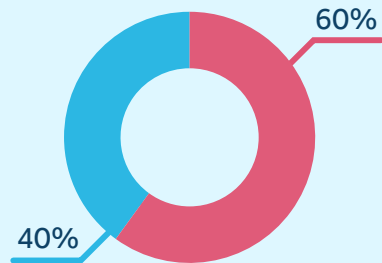
At MSS, we're proud of the number female leaders and managers within our teams.

The below charts show that 43% of senior leaders are female, while 60% 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 2022" report, only 32% 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

*Moving Forward Together*

Stonebridge

SDL Surveying

Revolution