

# Savills Management Resources

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## 2021 Gender Pay Gap Report

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# Introduction

Savills Management Resources (SMR ) is a wholly owned subsidiary of Savills UK Ltd sitting within the Property Management (PM) Division.

The SMR business is responsible for defining and implementing the operational strategy across the PM business to ensure that all Savills Managed sites are statutorily compliant, well presented and appropriately maintained and SMR is divided into the following 3 areas:

- Operational Support Teams
- Operational Service Delivery
- Consultancy Services

The Operational Support teams provide specialist support to surveyors and site teams via a number of directly employed professionals specialising in the areas of Procurement, Contract management, Operational Risk, Sustainability and Human Resources. In addition, within the Operational Support team is a 24/7, 365 day a year helpdesk function enhancing the support across all sites.

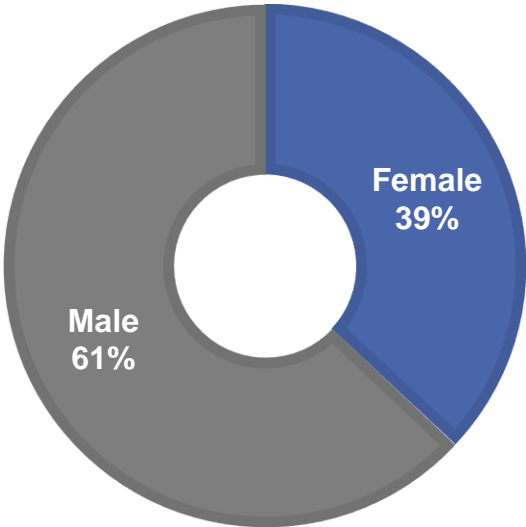
The Operational Service is delivered across the managed portfolio by over 3,000 directly employed site based employees across Site Management, Security, Cleaning, Front of House and maintenance services. They are supported by a network of over 100 Regional Facilities Managers.

The Consultancy services teams across SMR provide professional advice to clients across the service lines of Engineering and Design, Health and Safety, Security and Car Park Services.

Within SMR, and through an inclusive and socially responsible environment, we develop and empower our people to deliver operational service excellence to meet the expectations of both our internal and external customers across the managed portfolio.

**Relevant employees at snapshot date: 1,673**

**Gender Balance:**



# Report Methodology

## What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

## What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.



Croner Reward's proprietary tool is designed to rigorously test the fairness of an organisation's pay system through a variety of different tasks by analysing the required cross-sections of your organisation.

These include probing the pay differences between males and females for hourly pay and bonuses.

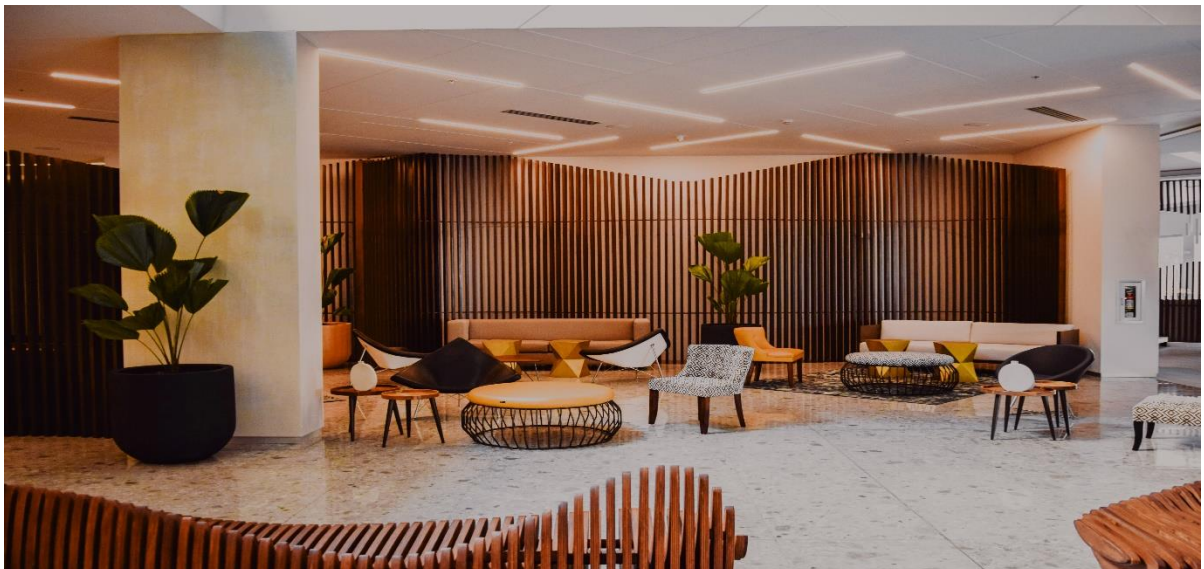
The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

## The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly pay quartile.

## In our conclusions you will find:

- An illustration of any gaps or risks that exist
- Access to telephone advice and support

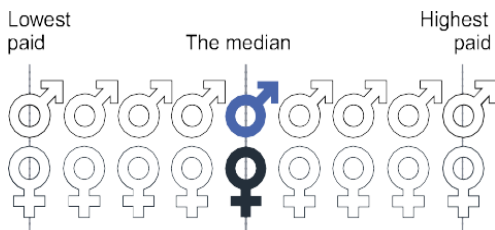


# Report Methodology

## How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for full pay employees across the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.



## How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

## Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers.

Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

## How are the Pay Quartiles Calculated?

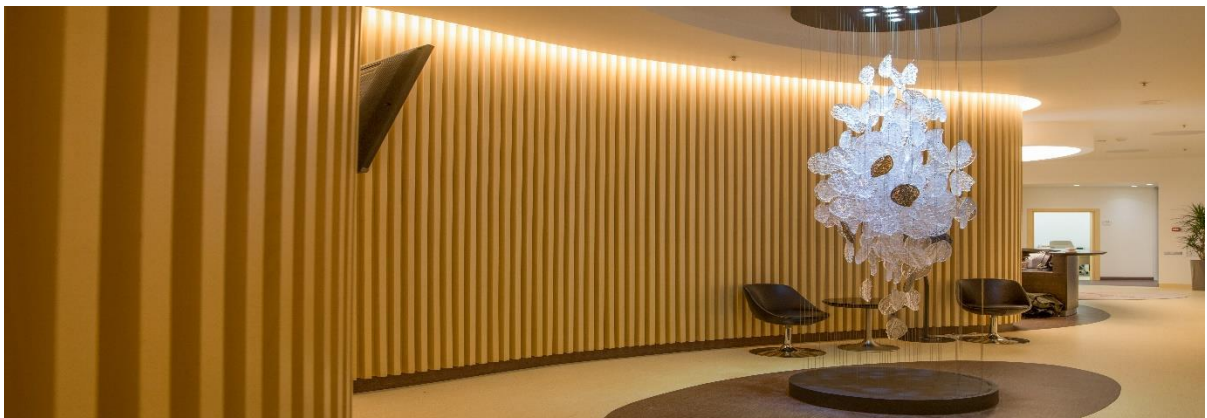
As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

## What's Included in our Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from **April 5<sup>th</sup> 2020**, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for allowances, full pay for leave (including sick, maternity, paternity, adoption) and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.



# Analysis of Results

## In Summary

- The hourly pay calculations are based on **1,673 full pay employees**.
- The bonus pay calculations are based on **1,673 employees**.
- The **mean** hourly full pay gap is **6.66%** in favour of the **male** workforce; and the **median** hourly full pay gap is **-7.01%** in favour of the **female** workforce.
- The **mean** bonus pay gap is **11.04%** in favour of **males**; and the **median** bonus pay gap is **-2.63%** in favour of **females**.
- **89.15%** of all relevant **males** and **84.22%** of all relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

## Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	16.34	13.18
Female	15.66	13.53
Male	16.78	12.65
<b>Pay Gap</b>	<b>6.66</b>	<b>-7.01</b>

## Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	29%	44%	53%	31%
Male	71%	56%	47%	69%

## Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	2,559	1,250	555	84.22
Male	2,877	1,218	904	89.15
<b>Pay Gap</b>	<b>11.04</b>	<b>-2.63</b>		



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