



# GENDER PAY REPORT



 Part of **EXTENTIA GROUP**



**Styles&Wood Ltd is a leading property services provider with 379 UK employees, across 4 regional centres, Manchester, Nottingham, Birmingham and London.**

We are committed to ensuring Styles&Wood Ltd is a place for all by celebrating and supporting diversity and inclusion. We are keen to ensure that all of our opportunities for employment, progression, and career development are fair and this is reflected in all of our policies and procedures.

In the last 12 months we have seen an improvement in our gender pay statistics, which in part have been due to personnel movement within the wider group but also due to increased female representation in senior roles.

**The figures in this report are based on the following numbers of employees:**

<b>Male</b>	<b>Female</b>	<b>Total</b>
267	112	379
70%	30%	100%

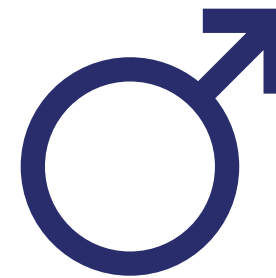


**Pay and bonus difference between women and men:**

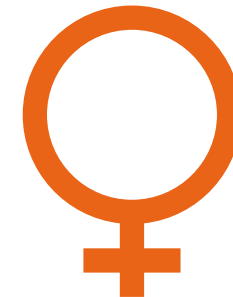
	<b>Mean</b>	<b>Median</b>
<b>Hourly Pay</b>	20%	24%
<b>Bonus</b>	32%	34%

In comparison to last year these figures have improved significantly with the mean pay gap reducing from 24% to 20%, the Median pay gap reducing from 29% to 24% and the Bonus gaps for mean and median reducing from 68% to 32% for the mean gap and 78% to 34% for the median gap.

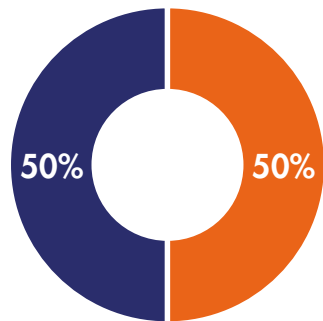
**Proportion of male and female employees receiving a bonus payment:**



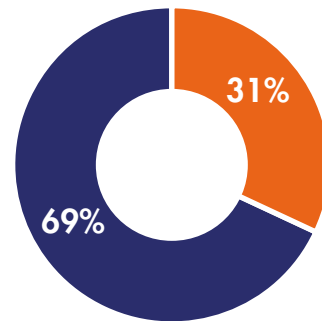
**16%**



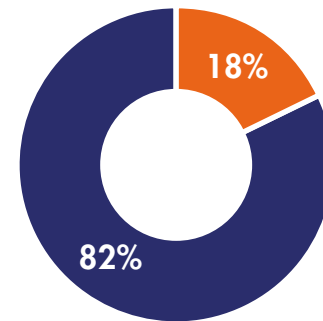
**17%**



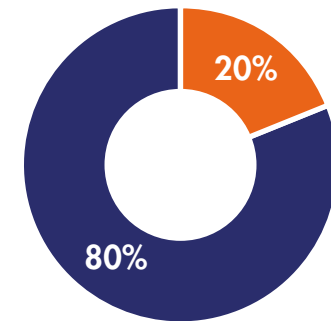
**Lower quartile**



**Lower middle quartile**



**Upper middle quartile**



**Upper quartile**



# INFLUENCING THE GENDER PAY GAP

**Styles&Wood Ltd operates in the property services sector, which has traditionally been male dominated, with only 13% of workers across our industry being female.**

Female representation in our workforce is comparatively favourable at 30%, although we recognise the need to increase this proportion, and are working to do so with female focussed apprenticeship and training schemes. In order to break down barriers to the industry, flexible working is available to all colleagues including compressed hours, home working and flexible start and finish times. We have seen some initial success with this approach, female representation has increased from 29% in 2017 to 30% in 2018, and we intend to continue investing in the various schemes.

Our mean gender pay gap has improved to 20% compared to 24% in the previous year. A significant driver to our gender pay gap is the representation of women in senior roles within our business. We are committed to providing a variety of training schemes and progression opportunities to ensure that this changes in the future. In 2018, we have seen a marginal improvement in the percentage of women in the upper quartile of our workforce from 18% to 20%. We are pleased that the proportion of females in our upper quartile has increased and we aspire for this to increase to 30% by 2020.





## PAY SYSTEMS

---

**We have a robust grading system that is applied across the organisation and ensure that this is used to set fair levels of pay for all employees regardless of gender.**

A continued emphasis on equal pay is important to the leadership team and each year through our compensation review process we analyse pay and bonus outcomes to ensure that pay decisions are fair.

**I confirm that this statement is true to the best of my knowledge and belief.**

**Signed:**

A handwritten signature in black ink, appearing to read "Karen Morley".

**Karen Morley  
HR Director, Styles & Wood Ltd**

 Part of **EXTENTIA GROUP**

**STYLES & WOOD** 