

Gender Pay Gap Report 2021

Andrews and Partners is a property group comprising of Residential Sales and Lettings Management, Land and New Homes, Financial and Mortgage services, Leasehold Management and Corporate Property Services. We operate across the South West, Oxfordshire, London and the South East. Our Head Office is based in Keynsham, Bristol where we have HR, Marketing, IT and Finance functions.

Overview

Under the Equality Act 2010, the UK government requires that all employers with more than 250 employees publish their gender pay gap.

What is the gender pay gap?

The gender pay gap is a measure of the difference in average pay of men and women in an organisation, regardless of the job they do or the area of the organisation they work in.

It is different from equal pay which directly compares the pay for a man and a woman doing the same, similar or equivalent job.



Summary of our results

Hourly Summary

Mean gender pay gap in hourly pay

30.5%



Median gender pay gap in hourly pay

46.5%

Bonus Summary

Proportion of relevant employees with bonus pay

Male

Female



86.8%



79.7%

Mean gender pay gap in bonus pay

45.4%

Median gender pay gap in bonus pay

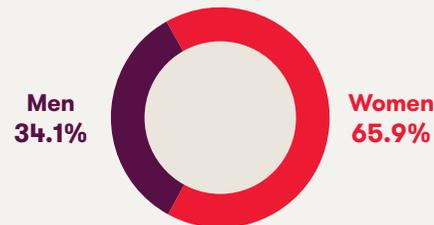
64.7%

Quartile Summary

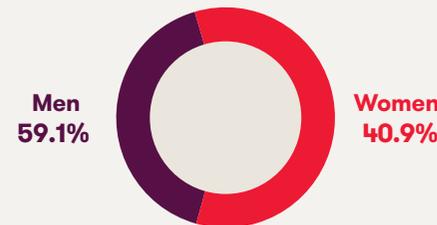
Lower Quartile



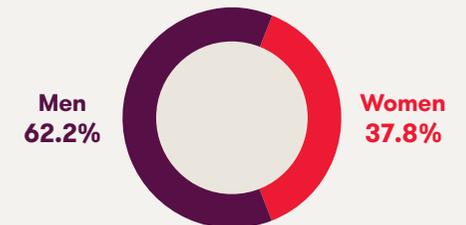
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Understanding our results

The last year has been challenging in many ways for our organisation, we recognise that we haven't always got it all right, and our latest Gender Pay Gap Report shows that. We are continually learning and evolving, and the Andrews Property Group Board have committed to a thorough process evaluating our purpose and values. This will enable us to truly understand what we need and should be doing for our teams and communities.

Our recently agreed people strategy is all about developing our people, as we know success happens from within. We are putting in place a series of processes with our employees firmly at the heart. Including succession initiatives enabling all employees, full time, part-time, male or female, the opportunity for further career development. Whether it's progressing onto a high-level role or on secondment projects. This dedicated system will enable our people a guaranteed right to flourish at Andrews.

We have publically committed to championing equality and diversity. This has, in turn, been substantiated internally with an equality, diversity and inclusive awareness course for all our senior leaders. We are now in the second phase of the programme and providing all our in-branch teams with access to the course. We truly believe in an inclusive workplace, where everyone is treated fairly.

We accept that we have a long road ahead and are on a journey to closing the pay gap and ensuring that everyone has the same opportunity within APG whilst building our business to continue as a sector leader for another 75 years and more.



David Westgate

Group Chief Executive
September 2021