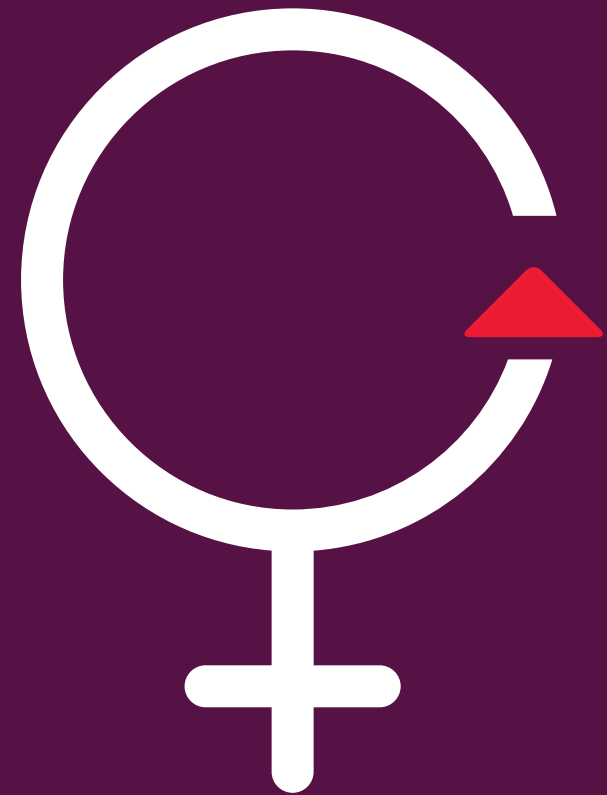


Gender Pay Gap Report 2024



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

18%



Median gender pay gap in hourly pay

13%

Bonus Summary

Proportion of relevant employees with bonus pay



78%



76%

Mean gender pay gap in bonus pay

34%

Median gender pay gap in bonus pay

46%

Quartile Summary

Lower Quartile

Women
60%



Men
40%

Lower Middle Quartile

Women
67%



Men
33%

Upper Middle Quartile

Women
55%



Men
45%

Upper Quartile

Women
34%



Men
66%