

2022-2023

Bruntwood Group Gender Pay Gap report

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Section 1

Executive summary

As part of our continuing commitment to diversity and inclusion, we would like to share our Gender Pay Gap report for April 2023.

We use two different methods to analyse our data: median and mean. Median shows the midpoint of pay at Bruntwood Group, while mean looks at the difference in average hourly pay across the whole organisation.

While we have a legal requirement to publish our gender pay data for Bruntwood Group Management Services Limited, we believe that it is also important to include gender pay data for Bruntwood SciTech, a 50/50 joint venture between Bruntwood Group and Legal & General. We have therefore also included Bruntwood SciTech data which reflects a more complete picture of our gender pay gap across the Bruntwood Group.



Mean gender pay for Bruntwood Group

15.95%

Our mean gender pay gap for Bruntwood Group Group has increased slightly from **14.49% to 15.95%**.

Median gender pay

-13.72%

And our median gender pay gap has grown even more favourable to women and stands at **-13.72 from -12.40%**.

Mean gender bonus

33.01%

Our mean gender bonus pay gap has stayed similar at **33.01% from 33.86%**.

Median gender bonus pay gap

7.54%

Whilst our median gender bonus stands at **7.54%**.

Our quartile analysis highlights that our gender pay gap is more favourable to women in all quarters with the exception of our upper quartile.

Section 2

An introduction from our CEO



“We continue to focus our efforts on building an inclusive culture.”

An introduction from our CEO

In 2023, the UN theme for International Women’s Day was DigitalALL: Innovation and technology for gender equality. We believe in the importance of this theme, as Bruntwood Group has long appreciated the changes and impacts created by the fourth industrial revolution, and that all businesses are to a greater or lesser extent becoming digital.

We have always appreciated the importance of innovation, and that harnessing creativity is crucial in helping businesses to grow and to thrive. That’s one of the reasons why Bruntwood Group and the Oglesby Charitable Trust have supported Arts and Culture in our regions over many years. It is also why we have built our colleague’s proposition around being able to “Shape Your World”. We want all

our colleagues to have the tools, and opportunities to be able to take their careers forward in the best way for them. It is a source of pride for me to see colleagues do this; both within Bruntwood Group and for those who leave us to go on to other organisations.

Innovation comes from bringing different ideas and experiences together. If we are to capitalise on the opportunities that digital technology brings then we need to make sure that these opportunities are for everyone. Just as in the property industry, digital and tech businesses face challenges in being open and accessible to everyone. At Bruntwood Group, we have broken down many of these barriers, particularly for women, and our gender pay gap reflects this. The progress we have

made in terms of representation of women across all of our business, and within different specialisms, is reflected in our gender pay gap. We know that change is possible, but that it doesn’t happen by accident, which is why we continue to focus our efforts on building an inclusive culture, so that we become more representative of the cities and places that we live and work in.

A handwritten signature in blue ink that reads "Chris Oglesby". The signature is fluid and cursive.

Chris Oglesby
Chief Executive,
Bruntwood Group

Section 3

The calculations

The calculations

Since 2017, all UK companies with 250 people or more must publish their gender pay data, covering both salaries and bonus payments. Alongside that, we also must report on the percentage of men and women in each pay quartile. We published our first report in April 2018 which covered a snapshot of data taken on 4th April 2017. This report covers data taken on 28th April 2023 for the hourly rate of pay. We then used the parameters of May 2022 - April 2023 for the bonus analysis. Analysis was completed in line with government guidelines.

Whilst both equal pay and the gender pay gap highlight any differences and disparities in the pay women receive in the workplace, they focus on two completely different issues. Under the Equality Act 2010, men and women in the same employment, performing equal work, must receive equal pay. The gender pay gap, however, is a measure of the difference between men's and women's average

earnings across a business and is shown as a percentage of men's earnings. Bruntwood Group is strongly committed to the principles of equal pay and we have robust processes to ensure that pay is reviewed and awarded based on competency, experience and performance, not on gender or any other factor. To create this report we have used the data we have for colleagues based on their legal gender to comply with HMRC guidance, as such it includes men and women, and does not take into account other identities including non-binary.

Section 4

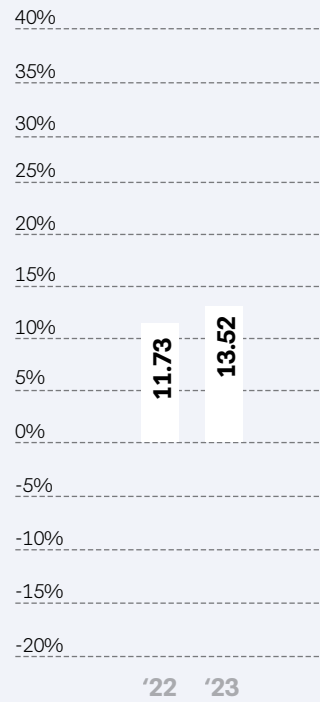
Our numbers — Bruntwood Group

BMSL

Median Gender Pay Gap



Mean Gender Pay Gap



Median Bonus Gap

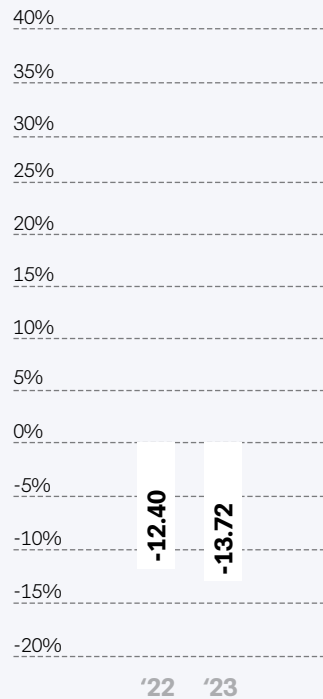


Mean Bonus Gap

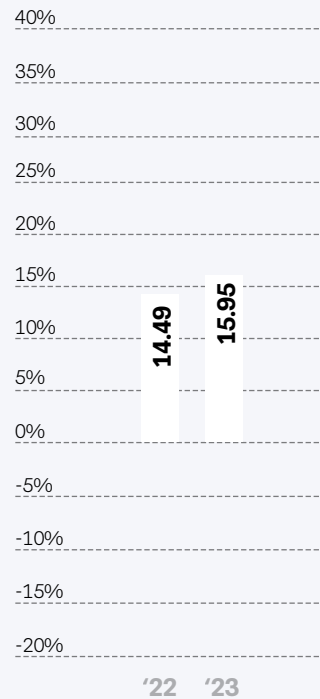


Bruntwood Group: BMSL & Bruntwood Scitech (excluding Unify)

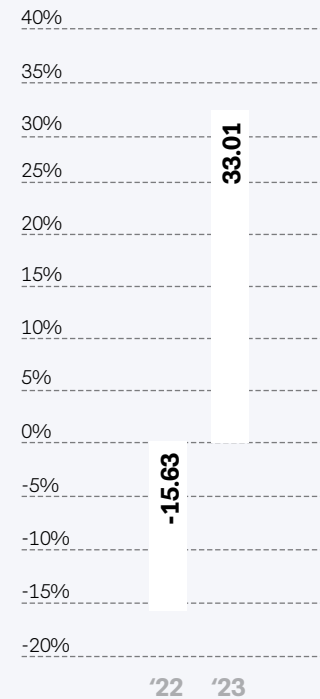
Median Gender Pay Gap



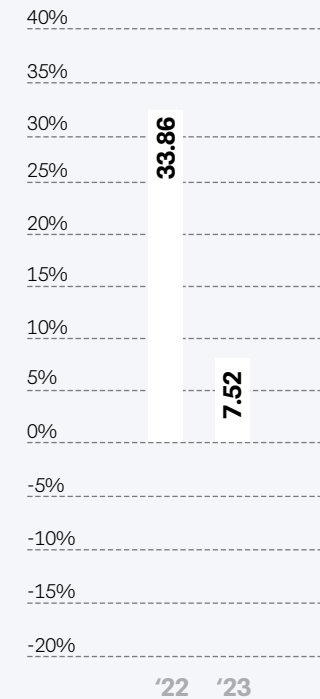
Mean Gender Pay Gap



Median Bonus Gap



Mean Bonus Gap



The mean calculation is the difference between the average hourly earnings, or the average bonus amount, of men and women at Bruntwood Group. By adding up all the earnings of colleagues and dividing that figure by the number of colleagues, you get the mean. By using this method, the result can be skewed by a small number of highly paid individuals.

The median calculation is the difference between the midpoint of the hourly rates, or bonus amount, between men and women. When you line up wages from smallest to largest and take the wage in the middle of that range, this is the median, and is often considered to be more representative when you have a lot of variation in pay.

Bruntwood Group in 2023 - BMSL

These tables show the representation of men and women at Bruntwood Group, split into the four quartiles as per Gender Pay Gap guidance. Colleagues are lined up from lowest to highest wages and then divided into 4 equal parts, giving the quartiles. You can see from this quartile split whether a business has a balanced representation of men and women across different pay levels. Businesses lacking in representation at more senior levels will often have a larger pay gap. At Bruntwood Group we are pleased to see that we have balanced representation across each of the quartiles difference between men's and

women's average earnings across a business and is shown as a percentage of men's earnings. Bruntwood Group is strongly committed to the principles of equal pay and we have robust processes to ensure that pay is reviewed and awarded based on competency, experience and performance, not on gender or any other factor. To create this report we have used the data we have for colleagues based on their legal gender to comply with HMRC guidance, as such it includes men and women, and does not take into account other identities including non-binary.

Bruntwood Group Group (excluding Unify)

	Bruntwood Group Group	Upper	Upper Middle	Lower Middle	Lower
Male	49.8%	56.4%	32.26%	49.11%	57.4%
Female	50.2%	43.6%	63.74%	50.89%	42.6%

A sense of belonging

We know that representation is important, but also the experience of working at Bruntwood Group and sense of belonging for our colleagues is just as, if not more, important. Each year we carry out a colleague survey and ask a number of questions on different areas including leadership, progression, reward & recognition, and diversity & inclusion. Our most recent engagement survey (May 2023) shows that across Bruntwood Group, women are more likely to feel engaged than men at Bruntwood Group. Below is a snapshot of some of the engagement scores we received from our female colleagues.

I would recommend Bruntwood Group as a great place to work

84%

I receive appropriate recognition for good work

62%

My manager (or someone in management) has shown a genuine interest in my career aspirations

74%



Section 5

**What have we done over
the last 12 months?**

What have we done over the last 12 months?

In our 2022 report, we set out a number of new initiatives that we hoped to introduce which would support our work to become a more diverse and inclusive place to work, representative of the cities that we live and work in.

A focus on progression

Within Bruntwood Group's Equity, Diversity and Inclusion programme, a focus has been to build a better understanding of any patterns that may exist within progression or promotion, and we now have better data and reporting to ensure that we can quickly identify if any patterns emerge and act accordingly.

Learn & Grow Framework

The Learn and Grow framework is our approach to managing performance, development and career discussions at Bruntwood Group. It is made up of three key activities: having quality conversations, setting meaningful objectives and creating purposeful development plans, all underpinned by a culture of continuous feedback. This framework is also supported by our pay review process, which ensures that colleagues have a conversation about pay at least once a year, with annual benchmarking of roles, and also ensuring that we have pay transparency when we advertise internal and external vacancies.

Growing our own

We want to help our colleagues to be able to shape their world and we have placed a lot of emphasis on building awareness and understanding of different career paths and opportunities within Bruntwood Group, including:

- **Mentoring programme**

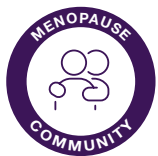
We have relaunched our mentoring programme to provide more flexibility for colleagues both as mentors and mentees, including options to build these relationships externally through different partnerships and industry bodies. Mentoring has a number of benefits for both participants; helping to build confidence, connections and understanding of different perspectives.

- **Shadowing**

We have launched our shadowing programme to provide colleagues with the opportunity to not just learn, but experience different departments. This supports colleagues to identify career options and development pathways, and increase colleagues' understanding of different departments and strengthen cross team working.

Supporting our colleagues

We have continued to support and promote our colleague networks, which now include: Menopause Community, Race Network, Neurodiversity Network, LGBTQIA+ network, Carers Community and most recently a Parents network. These networks provide a valuable source of support to colleagues, enabling them to connect with colleagues with similar interests or shared lived experiences. These networks also have opportunities to help shape and guide our overarching EDI strategy, with opportunities to contribute to our EDI forum, which is attended by members of our senior leadership team.



New policies

Our policies and benefits packages are designed to help support colleagues to be able to thrive at work. As we continue to focus on inclusion, health and wellbeing, we've introduced new policies to help support us.

Over the last year, with support from our D&I allies we've introduced the following:

- Carers Policy, with 5 days paid carers leave
- Trans and non-binary inclusion policy, with 20 days paid affirmation leave
- Miscarriage and baby loss policy, with up to 10 days paid leave
- Domestic abuse policy, helping raise awareness and how we can support colleagues

Alongside our policies, we have developed new manager guides to support them to better understand how to bring our policies to life, and equip managers with the knowledge and understanding of their role in supporting our colleagues and where they can receive additional support and guidance themselves.

Learning & Development

As part of our EDI programme we have developed a package of training that supports our colleagues to understand the importance of inclusion, diversity and many of the building blocks to enable us to become a more inclusive place to work. Our "Be brilliant to work with" digital learning pathway supports understanding and awareness of topics such as unconscious bias, how to be an active bystander, psychological safety and active listening.

We have also launched a management development programme, which is a blended learning programme to accommodate different learning styles and preferences. With a focus on the fundamentals of being a manager, and the skills and behaviours needed to make an effective manager, the programme has a particular focus on wellbeing, diversity and inclusion. This has been weaved into the full programme to ensure our managers are equipped to be able to manage fairly and inclusively and take a people first approach in their practice.

Section 6

Working with our communities

Female Founders Incubator

Bruntwood SciTech has supported diversity initiatives since its formation. Our innovation services team design and deliver growth ecosystems within our buildings with the sole purpose of ensuring company success and growth. We identified a gap in female representation within the entrepreneurial space, and so designed the female founders incubator for our building, Platform in Leeds.

A range of early stage female led businesses were successful in their applications and were subsequently enrolled onto the incubator cohort. The programme included six months free desk space, peer-to-peer sessions, mentoring, partnerships including legal and accounting advice, and more.

The programme has made tangible impacts on our founders and, with such success from our pilot year in Leeds, we are currently designing a Northern cohort to run in both Leeds and Manchester.

Working with our communities

At Bruntwood Group we have always taken a long term approach, considering how we can work together with our communities for the benefit of us all. We also appreciate that there are continued barriers and preconceptions about working within certain industries, including property, science and technology. We are well placed to help break down some of these barriers, working together with partners and our wider stakeholders. An example of this is our relationship with Regeneration Brainery, who encourage individuals from communities that are underrepresented within the sector to consider a career in property. Over the last 12 months we have supported three “brainery” work experiences in Leeds and Manchester; hosted networking coffee mornings; and delivered an employability day in partnership with Regeneration Brainery at Dixon Brooklands Academy.

Building on this partnership, and our long term commitment to offering opportunity, in 2022 we became Cornerstone Employers, a flagship community of more than 300 businesses across England. They work with local Careers Hubs, to support world class careers education and this role is supported by our network of Bruntwood Group colleagues who volunteer their time as Enterprise Advisors at different schools. We now have 4 enterprise advisors across our different cities and regions.



Section 7

What will we do
over the next year?



What will we do over the next year?

- We will continue to monitor representation of women across our different functions, to ensure that we continue to build on the progress that we have made. But we will also take a more intersectional approach, reflecting and exploring how we can better support our colleagues, for example, female colleagues who are disabled, Black women, or those who are part of the LGBTQIA+ community.
- Building on the success of this year, Bruntwood Group Scitech's female founder programme will reopen for new cohorts in both Leeds and Manchester.
- We will raise awareness of the gender pension gap and will provide more advice and guidance to colleagues about the impact on their pension if they take career breaks or parental leave.

Section 8

Final thoughts

Our gender pay gap is just one way that we hold ourselves accountable to ensuring that all of our colleagues are able to shape their world, and that we continue to build an inclusive culture where we welcome talent from all backgrounds. Our values and our purpose have inclusion embedded at their heart and while there is much to be proud of, we will continue to make sure that we listen to our colleagues and use opportunities like this report to celebrate successes, but recognise and respond to opportunities that we have to improve.

Declaration

I can confirm that the figures set out in this paper have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

These have been verified by our HR & Finance departments.

A handwritten signature in white ink that reads "Chris Oglesby". The signature is written in a cursive, flowing style.

Chris Oglesby
Chief Executive,
Bruntswood Group