

Fisher German Limited Gender Pay Gap Supporting Statement

Andrew Bridge

Fisher German's vision is to be the best at what we do as judged by our clients and colleagues. This vision helps to support our culture and acts as a reminder of our commitment towards progress on issues like gender equality and gender pay.

There is no doubt, that like many industries, the property sector suffers from female underrepresentation, which is particularly visible at senior levels. This is something Fisher German is committed to addressing by helping support females in our business who wish to develop into senior roles. Increasing diversity within our business will help Fisher German to continue to deliver its excellent client care. By directing more focus to gender representation we are confident that we can make a positive impact. Fisher German supports the Government's requirements for companies to publish their gender pay gap and as part of our plan to address this gap we have started to introduce measures ranging from proactively supporting flexible working to developing future women leaders. We recognise that closing the gender pay gap will take time and like so many other businesses we have a great deal to do. We are, however, thoroughly committed to building a diverse workforce which takes our business forward successfully.

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Fisher German's Gender Pay Reporting

From 2017, any organisation that has 250 or more employees must published and report specific figures about their gender pay gap.

The UK Government GPGR Regulations have four key requirements:

1. Reporting the difference in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates;
2. Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;
3. Reporting the differences in mean and median bonus pay between men and women; and
4. Reporting the proportion of men and women receiving bonus pay in a year

Results

For salaries we used a snapshot date of 5th April 2017. The relevant pay period was our April payroll. For bonuses we used the period 1 April 2016 to 31 March 2017, the 12 months before the snapshot date.

1	
Mean hourly pay difference between male and female employees	23.7%
Median hourly pay difference between male and female employees	24.5%

2	Male Percentage	Female Percentage
Q4	61.5	38.4
Q3	57.6	42.4
Q2	41.4	68.6
Q1	14.1	85.9

3	
Mean difference between male and female bonus payments	50.5%
Median difference between male and female bonus payments	42%

4	
Male employees receiving a bonus	62.5%
Female employees receiving a bonus	62.1%

Understanding the societal and organisational challenges

Fisher German is a firm of Chartered Surveyors and Planners. It has a strong history of operating in the rural sector, a sector in which women surveyors and planners have been historically underrepresented. Women have traditionally been recruited into secretarial and administrative roles. Over the past few years Fisher German have made great strides in encouraging women to join as graduates and support career progression into the partnership.