



YOUR MOVE

2020 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	24.6%	0.0%
Bonus Paid	45.1%	36.4%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2020). It also captures the mean and median difference between bonuses paid to men and women at Your Move in the year up to 5 April 2020.

Proportion of colleagues awarded a bonus

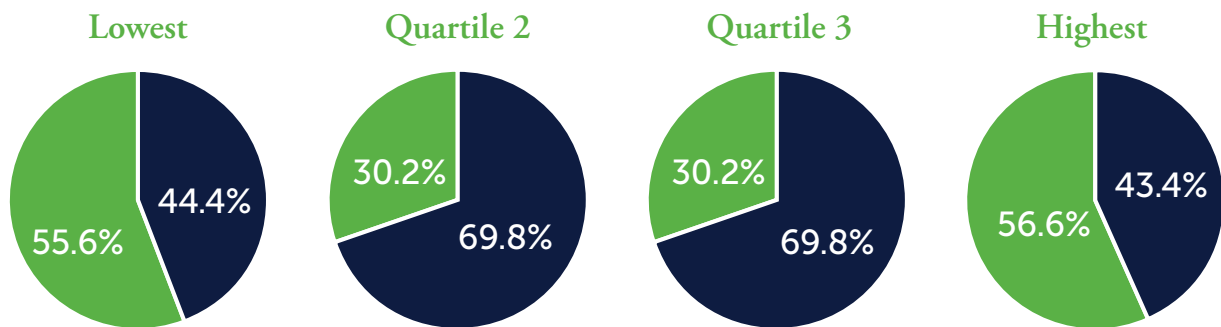


77.3%
BONUS



80.8%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 54 and 53 colleagues.

Your Move continues to support the reporting of gender pay gap figures, as a way of promoting gender equality within the workplace. Your Move has a large number of male and female employees working in a wide variety of roles across its network of high street branches as well as within its head offices and support centres. As at the 5th April 2020, 63% of our workforce were women and 37% were men.

As required by the Gender Pay Gap reporting regulations, 790 employees (499 Female, 291 Male) who were on furlough leave as of 5th April 2020 and not in receipt of their full normal pay have been excluded from the hourly pay and quartile analysis. This analysis is therefore based on 213 full pay relevant employees compared with 2019's calculations, which were based on 948 employees.

Due to the reasons outlined, the figures detailed above are not a true reflection of our actual gender pay gap and therefore we have carried out further analysis on more comparable data from March 2020. We recognise that a gender pay gap does exist within the organisation and this further analysis will allow our business to better understand the true gender pay gap.

The two key reasons for the pay gap continue to be; a lower number of women in senior roles and a lower number of men in more junior roles, rather than a significant difference in rates of pay between males and females that hold the same position.

The majority of our branch-based employees have the opportunity to earn a bonus or commission in addition to their basic salary; this is reflected in the high proportion of employees receiving a bonus payment in the last 12 months (80.8% of females and 77.3% of males). Although we are pleased to report a reduction in the mean bonus gender pay gap from 47.9% in 2019 to 45.1% in 2020, and report a similar decline in the median gender pay gap from 37.1% in 2019 to 36.4% in 2020 we do still recognise the disparity of our bonus pay gap. In addition to the reasons outlined above the bonus gap may also be attributable to bonus payments being based on performance and pro-rated for those working part time hours. Currently 21.6% of women work part time hours compared with 8.5% men therefore contributing to the higher bonus pay gap.

We continue to offer all our employees self-development opportunities with the support of a dedicated Talent Development Team, who offer a range of resources including Strategic Management Development and Leadership Pathway courses. In addition, we have continued to build gender diversity into our succession planning processes ensuring equal opportunity for all employees to progress into different roles in the Company. As a result, in the last year alone, more than 67 employees have been promoted, of which 55% were women.

The pandemic has required us as a business to adapt our ways of working, from the transition to working from home to the requirements of our employees to work hours that are more flexible. We are committed to taking forward our learnings from the past 12 months as we continue to focus on recruitment, training & development, mentoring, flexible working and family friendly policies, to ensure all our employees are encouraged to develop their careers to their full potential within our organisation.

I confirm the data reported is accurate.

Helen Buck

Executive Director, Estate Agency

5th April 2021