



YOUR MOVE

2021 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	24.9%	15.7%
Bonus Paid	30.7%	37.6%

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 2021). 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 2021.

Proportion of colleagues awarded a bonus

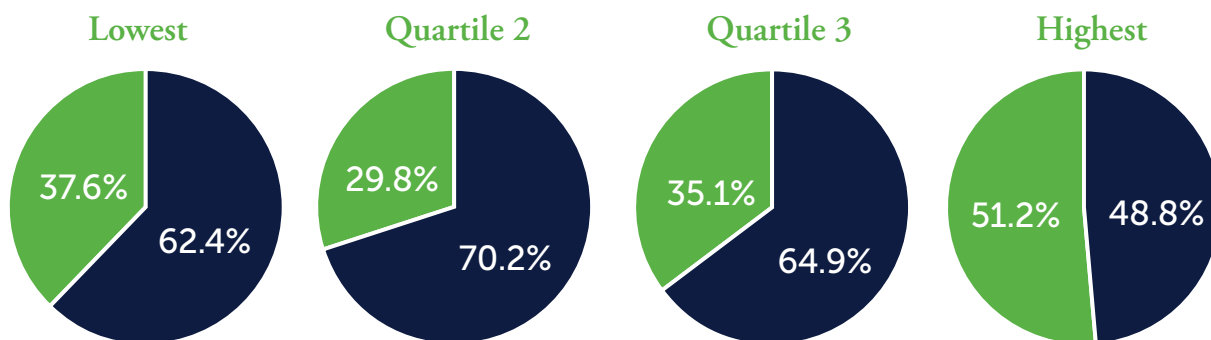


78.1%
BONUS



79.8%
BONUS

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 244 and 245 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 2021, 62% of our workforce were women and 38% were men.

As required by the Gender Pay Gap reporting regulations we published our 2020 Gender Pay Gap analysis, however this was based on 213 full paid relevant employees (790 employees were on furlough and not in receipt of full pay) compared with 948 employees in 2019 and 979 employees in 2021. We commented in 2020 that due to the reasons outlined above the 2020 analysis was not a true reflection of our gender pay gap, therefore throughout this commentary any comparison of the mean and median hourly pay gap will be measured against the 2019 analysis as opposed to 2020.

We are pleased to report a reduction in the median gender pay gap from 16.9% in 2019 to 15.7% in 2021. In addition to this, report a decrease in the proportion of women in the lowest quartile and a small increase of women in the highest pay quartile.

We are happy to detail within this commentary for the first time the mean and median gender pay gap in hourly pay for the Estate Agency Division of Your Move. As at the 5th April 2021 the EA division reports a mean gender pay gap of 15.7% and a median gender pay gap of 10.8%.

We recognise that a gender pay gap does still exist across all entities within the organisation. 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 roles have the opportunity to earn a bonus or commission in addition to basic salary; this is reflected in the high proportion of staff receiving a bonus payment in the last 12 months (79.8% of females and 78.1% of males). However, we do recognise the disparity in the bonus amounts between males and females, which is attributed to the reasons outlined above.

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.

Your Move is committed to promoting a culture with diversity and inclusion at its core as part of our wider ESG strategy. This has been demonstrated in the creation of our Group* wide Diversity & Inclusion Forum. This is an employee led forum sponsored by the LSL Board, which alongside other initiatives will focus upon our recruitment practices, 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. Further details of our ESG strategy will be published in our 2021 Annual Report.

I confirm the data reported is accurate.

Helen Buck

Executive Director, Estate Agency

1st February 2022

*Your Move is part of the LSL Group

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