

Gender Pay Gap Report 2018/2019

Snapshot date 5th April 2019

At Just Ask Estate Services we are committed to creating a diverse and gender balanced workforce, ensuring everyone, regardless of their background, race, ethnicity or gender, has an equal opportunity to succeed. We believe in creating job opportunities for both men and women at all levels within our organization and are constantly striving to improve and become more inclusive.

The information require to be published is:-

Mean gender pay gap in hourly pay

Median gender pay gap in hourly pay

Mean bonus gender pay gap

Median bonus gender ay gap

Proportion of males and females receiving a bonus payment

Proportion of males and females in each pay quartile

GENDER PAY GAP IN HOURLY PAY

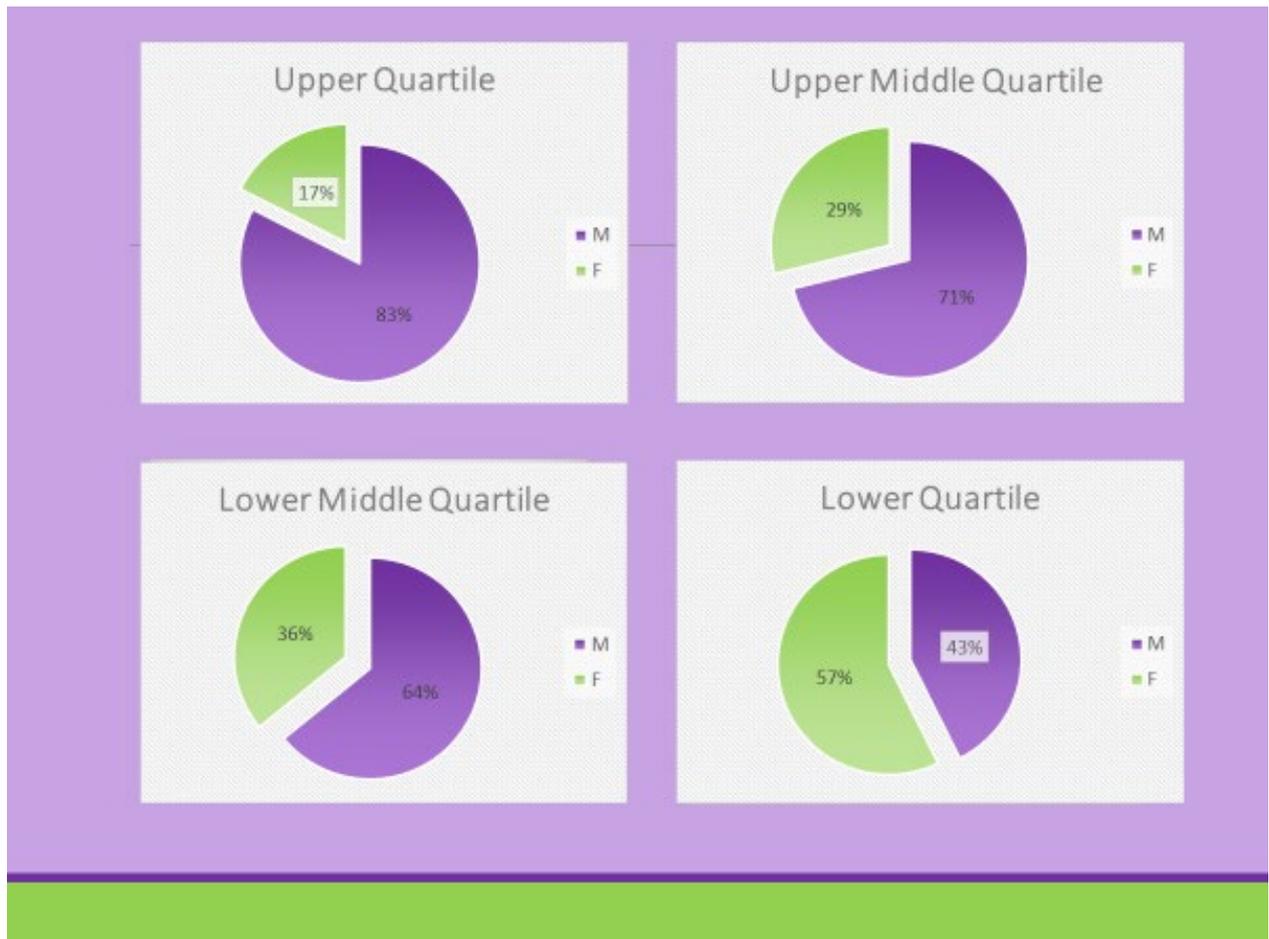
MEAN	MEDIAN
7.7%	10%

% RECEIVING BONUS PAYMENT

MALE	FEMALE
5.6%	2.2%

GENDER PAY GAP BONUS PAY

MEAN	MEDIAN
75.7%	89.7%



At Just Ask Estate Services we are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The % of male and female colleagues receiving bonus payments has grown, with the increase in females at a higher rate. The gap in payment value has also increased. There remain only a small selection of managers who are eligible for a bonus and of this group one is female.

Our mean gender pay gap has increased this year from 1.7 to 7.7% and this is illustrative of the sector we operate within. Nonetheless we will seek to reduce the gap by focusing on the following areas:

- Recruitment (broadening our selection pool and reviewing our process for any unconscious bias)
- Flexible working and renewed promotion of shared parental leave
- Succession planning (focusing on any high performing employees who could be leaders for the future, based on transparent objective development matrices)
- Ensuring pay and reward structures are underpinned by job evaluation and are clearly defined.

As demonstrated above, Just Ask Estate Services is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making. We are dedicated

to making Just Ask Estate Services a company in which all individuals are treated with respect, and diversity is celebrated.

I confirm that the information in this statement is accurate.

A handwritten signature in black ink, consisting of several overlapping loops and a long tail extending upwards and to the right.

Signed.....

Sarah Green

Date: 15th October 2020