

Lambert Smith Hampton gender pay gap report for 2021

What is the impact of COVID-19 on the Gender Pay Gap report?

As reported last year, the 2020 Gender Pay Gap data was significantly affected by the number of employees furloughed or receiving reduced pay during the first UK lockdown. This means that 2020 data is not directly comparable with the data contained within this report or reports made in future years.

In addition, it should be noted that a number of colleagues continued to be furloughed at the snapshot date in April 2021 whilst the business continued to recover from the impact of the pandemic and encourage colleagues back to work. For Lambert Smith Hampton, this has once again impacted the 2021 reporting, but to a lesser extent than was the case in 2020.

Pay and bonus gap

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Lambert Smith Hampton	43.58%	57.81%	76.53%	80.27%

Pay

As already referenced, the use of furlough and the associated adjustment to the calculation basis for the gender pay gap reporting has had an impact on the data reported for 2021.

We continue to recognise that a higher representation of male employees in senior roles across our industry, and particularly in senior transactional roles, also influences our pay gap calculation.

Bonus

Parts of our business include commission as an important element of total pay. The difference in favour of males shown in our 2021 figures reflects the higher representation of male colleagues in fee earning, professional roles across our business, which in turn reflects our industry landscape. However, we are confident that men and women have equal opportunity to earn a bonus.

Who receives a bonus?



In 2021 there was a difference in favour of males. This is driven by the roles in the higher quartiles tending to attract a bonus opportunity, and these roles have a tendency to be occupied by males.

Quartiles

A higher proportion of senior roles are occupied by men, creating the pay gap, and a higher proportion of lower paid roles have a tendency to be occupied by women.

As outlined earlier in this report, the Gender Pay Gap calculations, including the pay quartile distribution, continue to be affected by a number of employees who were furloughed as at April 2021.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	40.65%	43.26%	68.37%	87.44%
Female	59.35%	56.74%	31.63%	12.56%

As a people business, we recognise that our people are a diverse group, with a range of valuable backgrounds, experiences, and viewpoints, and that our success is driven by the effective mobilisation and support of talented people across our organisation to reach their potential.

That's why we support a working environment where there are no barriers to success and achievement and where progression is based on meritocracy and ability. We are actively committed to addressing gender imbalance across all areas and levels of our business. As part of this, we ensure that all colleagues who are performing similar roles, with comparable performance and similar expertise are always paid fairly and consistently.

To support this commitment we will continue to regularly review all people policies, including pay scales, to ensure they are free from any bias or discrimination.

I confirm the information within this report is accurate.



Ezra Nahome
Chief Executive Officer