

UK gender pay gap report 2024



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We are committed to improving diversity, equity and inclusion in the UK, and are proud of the progress made in the last 12 months.



Introduction

We are continuing to take responsibility for improving the gender pay gap in the UK business. All the evidence shows that gender-balanced meetings, boards and companies are more productive and better reflect our clients.

We are committed to improving diversity, equity and inclusion in the UK, through recruiting and retaining a diverse range of skills, experience and expertise in our business to deliver for our clients.



Nick Walkley
UK President



Jo Davis
UK Executive Chair

Headlines

To comply with UK legislation, we are required to publish data for Avison Young (UK) Limited. However, we have chosen in this report to publish data for all Avison Young entities in the UK, in order to fully reflect our position and the progress made across the whole of our business.

Our latest gender pay gap (GPG) figures (for April 2024) show a **6.2%** reduction in our mean GPG across all Avison Young UK entities over the preceding 12 months. Our median GPG has also reduced by **1.7%**.

Our mean and median bonus gaps have also reduced by **13.2%** and **15.1%** respectively.

These improvements, building our 2023 report, are the combined result of hiring, retaining and promoting female talent within the business, including at more senior levels.

Over the past 12 months we have been working with UK leadership to take action, in order to improve our GPG, explained further on the following pages.





UK GPG Advisory Working Group

Since November 2023, the GPG Advisory Working Group has been in place, chaired by Steve Cresswell (EMEA COO & CFO), with support from Jo Davis (UK Executive Chair), Ramsey Mirza (UK HR Director) and Vikki Montgomery (Legal Counsel – Employment Law). Two individuals from the wider business are also part of the working group, Jodie Atkins (Principal) and Holly Busson (Associate Director).

The purpose of the working group is to take responsibility for making recommendations to UK Leadership to drive progress in reducing our GPG and improving gender equality within the business.



UK GPG Action Plan

Our UK GPG Action Plan sets out numerous actions to achieve our desired outcomes. Details of the specific progress we made during 2024 is outlined on the following pages.

In October 2024 we gathered diversity and inclusion data on a confidential and voluntary basis from over 60% of our UK colleagues. We will be encouraging further completion and will then use this data to expand our next report.

Furthermore, our Employee Resource Groups are growing as we progress neurodiversity and veterans groups, alongside our existing networks. This includes our women's network, which regularly hosts lunch and learn events. We have also connected our networks into cross-industry external employee networks.

Talent Acquisition



Gender bias language review of all job adverts.

- Updated Equal Opportunities wording uploaded for all new job adverts.

Promoted role models from the business in liaison with schools, colleges and universities.

- Black Girls in Property event held to showcase company culture and commitment to professional development.

Introduced transparency to recruitment, promotion, pay and reward processes.

- Transparency to recruitment through reporting the gender split.
- Interview skills for promotions candidates learning session provided.

Audited current interview processes for recruitment.

- Comparison of current recruitment processes/forms used to draft standard framework.

Use of structured interviews for recruitment and promotions.

- 'How To be A Great Hiring Manager' training rolling out.
- Structured interviews with standard questions in place for Promotion process.

Using apprenticeships and other education schemes to improve the talent pipeline.

- Our recruitment approach is progressing to achieve a 50:50 Graduate/Apprenticeship intake by 2027.

Learning & Development



Source and rollout mandatory DEI (to include unconscious bias training). Being an inclusive manager.

- Training online launched with delivery throughout 2025.

Designing and implementing a comprehensive career framework.

- Framework, updated pathways and L&D plan implemented.

Review and update the family friendly policies.

- Enhancements to the policies (maternity, paternity, ante-natal, menopause, carers leave) implemented.

Source and rollout mandatory DEI training (to include unconscious bias training). Thriving in an inclusive business

- Training online launched with delivery throughout 2025.

Review and comparison (with competitors) of family friendly policies.

- Full detailed policy benchmarking conducted.

Source and rollout mandatory DEI training (to include unconscious bias training). Inclusive leadership.

- Inclusive Leadership in person learning via INvolve People provider rolled out to Principals and Directors.

Encouraging wider participation in the mentoring programme through the Together platform.

- Promoted mentoring for career development with stories embedded and mentoring learning rolled out.

All Avison Young UK Companies

Gender Pay Gap

	2021	2022	2023	2024	Change 2023-2024
Mean gender pay gap	37.1%	45.6%	40.9%	34.7%	-6.2%
Median gender pay gap	39.8%	42.6%	41.0%	39.3%	-1.7%
Mean bonus pay gap	66.6%	68.3%	87.5%	74.3%	-13.2%
Median bonus pay gap	69.9%	63.6%	80.0%	64.9%	-15.1%

Bonus Proportions

	2021	2022	2023	2024
Proportion of females receiving a bonus	25.2%	92.9%	30.2%	58.7%
Proportion of males receiving a bonus	30.8%	92.1%	27.0%	65.4%

Quartile Pay Bands

Proportion of employees in each pay quartile

	2021		2022		2023		2024	
	Male	Female	Male	Female	Male	Female	Male	Female
First quartile (25th Percentile) Lower	39%	61%	36%	64%	37%	63%	36%	64%
Median Value (50th percentile) Lower Middle	50%	50%	49%	51%	47%	53%	46%	54%
Third quartile (75th percentile) Upper Middle	72%	28%	73%	27%	69%	31%	65%	35%
Upper Quartile	84%	16%	85%	15%	80%	20%	80%	20%

Avison Young (UK) Limited

Gender Pay Gap

	2021	2022	2023	2024	Change 2023-2024
Mean gender pay gap	34.8%	37.4%	37.9%	30.9%	-7%
Median gender pay gap	39.2%	37.3%	37.5%	37.7%	+0.2%
Mean bonus pay gap	61.4%	65.2%	86.8%	75.6%	-11.2%
Median bonus pay gap	63.9%	65.0%	77.7%	70.7%	-7%

Bonus Proportions

	2021	2022	2023	2024
Proportion of females receiving a bonus	21.0%	93.6%	32.9%	60.6%
Proportion of males receiving a bonus	26.0%	93.5%	29.0%	68.1%

Quartile Pay Bands

Proportion of employees in each pay quartile

	2021		2022		2023		2024	
	Male	Female	Male	Female	Male	Female	Male	Female
First quartile (25th Percentile) Lower	39%	61%	40%	60%	35%	65%	37%	63%
Median Value (50th percentile) Lower Middle	53%	47%	52%	48%	53%	47%	47%	53%
Third quartile (75th percentile) Upper Middle	72%	28%	74%	26%	49%	51%	65%	35%
Upper Quartile	82%	18%	83%	17%	85%	15%	80%	20%

Looking Forward



We know we have a lot more to do. Initiatives that were put into place in 2023 gained real traction over 2024 and will continue to be our focus in 2025 and beyond.

At Avison Young, we are continuing to strive to be a truly diverse, inclusive and equitable business and a real influencer in the real estate industry, through our policies, training and leadership. We are committed to creating an inclusive culture and being visibly accountable to our colleagues and clients.

Everyone has a role to play in ensuring the momentum and change set out in our GPG Action Plan is maintained and accelerated. UK leadership will ensure the changes set out in the GPG action plan are fully pursued.

We confirm that the data contained within this report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nick Walkley,
UK President
April 2025

Jo Davis, UK
Executive Chair
April 2025

Appendix: explanation of terms used

The **Gender Pay Gap (GPG)** shows the difference in average earnings between women and men. The GPG is not the same as equal pay. Equal pay is the right for men and women to be paid equally when doing the same or equal work.

The **mean gender pay gap** is the difference between the average hourly earnings of men and women.

The **median gender pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women.

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