

Gender Pay Gap Report 2024

As an employer of more than 250 people, we are required by UK law to publish our gender pay gap information.

Our report covers the 2023–24 reporting cycle, using a snapshot date of 5th April 2023.

We are committed to fostering inclusion, fairness, and flexibility. One of the ways we do this is by reporting our gender pay gap data to help us track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

Our gender pay gap is calculated by taking all employees across our organisation and comparing the average pay between men and women. Even though we have clear, benchmarked salary ranges in place - to ensure that everyone is paid fairly for undertaking the same or a similar role - it's still possible to have a gender pay gap.

As of 5th April 2023, nearly 75% of Simply Conveyancing employees were female, and we are able to report some negative measures, which is where women earn, on average, more per hour than their male counterparts.

Gender	Percentage	Number
Male	25.08%	78
Female	74.92%	233
TOTAL	100.00	311

Median Gender Pay Gap (full-time workers)	0%
Median Gender Pay Gap (part-time workers)	-6.8%
Mean Gender Pay gap (full-time workers)	-12.17%
Mean Gender Pay gap (part-time workers)	26%

The proportion of male and female employees in each pay quartile:

Quartile	Male	Female
Quartile 1	25.64%	23.61%
Quartile 2	23.08%	25.32%
Quartile 3	21.79%	23.61%
Quartile 4	29.49%	27.47%
TOTAL	100.00%	100.00%

An explanation of the terms used in this report

Median pay gap:

The median pay gap is the difference in salary between the middle-ranking female employee and the middle-ranking male employee. By placing all of the women and men working at Simply

Conveyancing into two lines in order of salary, the median pay gap will be the difference in salary between the woman in the middle of the line and the man in the middle of theirs.

Mean pay gap:

The mean pay gap is the difference between Simply Conveyancing's total salary spend per female employee and total salary spend per male employee. The number is then calculated by taking the total wage bill for each and dividing it by the number of women and men employed by Simply Conveyancing.

Pay gap vs equal pay:

The gender pay gap and equal pay are often referred to and confused as the same issue. Equal pay is the legal requirement that women and men and women are paid equally for doing the same job under the Equality Act 2010.

The pay band structure within Simply Conveyancing ensures we pay our female employees equally to our male employees.

Gender terminology:

The gender pay gap reporting guidelines outline the requirement to differentiate pay between men and women. This means we are unable to include statistical data on other genders within Simply Conveyancing. Whilst we have used the gender terms 'female' and 'male' in a binary way within this report, we recognise that some individuals do not identify as a man or woman, and in our diversity monitoring information we include an option for individuals to self-describe their gender identity.