GVA has an excellent reputation for taking a tailored approach to addressing our clients’ needs. None of this would be possible without employing and nurturing a great workforce who are enthusiastic about their jobs and feel they can bring their whole self to the workplace. In the simplest sense we are a business which is about nurturing relationships and communities around our consultancy services.

**Health and wellbeing**

We’re more than aware of the importance of wellbeing in the workplace - after all, it’s part of what we do. And we’re determined to create an environment in which every person in our organisation feels both physically and psychologically supported. The health of our people matters to us, and we’re doing things to improve it. That’s why in January 2017 we created a framework for workplace wellbeing in collaboration with Axa Healthcare called Mywellbeing. It includes free check-ups with physiologists, an online health portal, and an array of tools for each employee to monitor, assess and develop their physical health. We have also run regular talks, seminars and workshops on topics like nutrition and making lifestyle changes. The overarching aim of our programme is to help our colleagues make small, sensible and sustainable changes that will make them healthier and happier.

**Emerging talent**

Our emerging talent program is market-leading, and colleagues on this career pathway gain first-hand experience in the field, and take on real responsibility within their first few months. They advance quickly, and soon make their mark in the industry, working on some of the biggest and most exciting development projects in the UK.

In 2017, our program had a strong focus on growing our apprenticeship scheme. Our programme provides “on the job” and “off the job” training, giving individuals insight to the property sector and where appropriate, helping them achieve a recognised qualification at the end. Our apprentice surveyors work towards becoming an associate of RICS to then move onto our graduate program to become a fully chartered surveyor. We strongly believe in looking for talent beyond those that have qualified from universities, creating equal opportunity for all. In 2016/17 we took on four apprentices in our London, Birmingham and Edinburgh offices. Two apprentice surveyors came from our partnership with Chartered Surveyors Training Trust helping candidates become qualified surveyors regardless of their academic, social or financial circumstance.

**Highlights include:**

- 32 graduate hires, 20 summer intern hires, 8 year-out placements
- 1,493 applications (1,265 in previous calendar year)
- Our first two degree-apprentices started. Adelle Rhule-Martin and Max Andrews enrolled with Birmingham City University on a five-year, part-time Real Estate degree, at the end of which they will be fully chartered surveyors.
- Adelle Rhule-Martin in our Birmingham office was also nominated for RICS Young Surveyor of the Year award.

**Commitment to inclusivity**

Over the last 12 months, we have been working hard to ensure that we are providing an environment where talented people regardless of background or gender can thrive throughout their whole careers. We have introduced agile working in all our offices, and are introducing contemporary working practices to support the changing needs of our people and clients, as well as tailored leadership and development programmes which directly address the specific needs of different groups.
The business case for building a diverse workforce is intuitive. People who are truly representative of our communities and our clients will be able to provide advice attuned to their requirements. At GVA we are striving to create an environment where the most talented and creative people want to do their best work, regardless of background, race, ethnicity or gender.

Gender pay gap reporting

Of the total population employed by GVA Grimley Ltd, in the year to 5 April 2017 (the reporting point), 40% are female and 60% are male. Analysis of hourly rates shows gaps in pay and bonuses between men and women. The gender pay gap at GVA derives from the make-up of our workforce not our pay structure. Our overall results reflect an industry that is woefully under-represented by women at the most senior levels and particularly in fee-earning roles.

Gender Pay Gap

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay gap</td>
<td>£43.1%</td>
<td>43.2%</td>
</tr>
<tr>
<td>Bonus gap</td>
<td>76.6%</td>
<td>75.0%</td>
</tr>
</tbody>
</table>

Bonus proportions

79% 82%

A high percentage of our employees receive a bonus – 79% of all women and 82% of all men.

Pay distributions by quartiles

Our pay distribution by quartile reflects the fact men represent a higher percentage of the upper quartiles than women, and vice versa in lower quartiles. This is typical of our sector as a whole where the gender pay gap is too wide and there is a lack of women in senior roles.

Achievements

- Launched GVAs workplace wellbeing programme
- Delivered 658 Know Your Numbers (KYN) health assessments
- 54 employees attended blood glucose testing in London and Birmingham
- 55 employees undertook blood pressure and nutrition advice in London and Birmingham
- Mental Health First Aid Lite Awareness Courses delivered in Birmingham, London, Leeds and Manchester.
- Recruited four apprentices in London, Birmingham and Edinburgh
- Recruited 32 graduates, 20 summer interns, 8 year-out placements
- Adele Rhule-Martin in our Birmingham office was also nominated for RICS Young Surveyor of the Year award
- Participation in the Changing Face of Property and Women in Property forums
- Introduction of a living wall in GVAs London City Office
- Continuing to provide local exercise and fitness initiatives
- Percentage of female graduates recruited increased from 44% to 48%
- Percentage of women being put forward for promotion increased by 21% to 37%

Progress against goals and objectives

We are pleased to say that GVA are meeting our on-going 2016-2018 Culture and Wellbeing objectives.

Goals

- Work hard to create a safe working environment where everybody has the opportunity to grow, develop and maximise their potential and goals free from prejudice or barriers.
- Retain and attract the very best

Objectives

- Re-enforce our values and culture
- Engage with our people and act on the feedback
- Prepare and coach our managers to lead, manage and develop our people
- Create an environment built on continuous thinking and mutual trust and respect
- Recruit the very best and provide them with the right tools, responsibility, autonomy and the freedom to innovate
- Work with RICS, RTPI and other bodies such as the CTFOP (Changing the Face of Property) initiative to increase diversity and inclusion within the property sector

Feedback

“Our leaders are creating an open and welcoming organisation where individuals work together towards a collective purpose. They trust individuals and teams to deliver their best work. It’s this level of autonomy that empowers people whatever their background or chosen career path, to truly engage, own their development and exceed the expectations of our clients. I’m excited by the opportunity GVA has to embrace the diverse workforce available to us across the UK and addressing the gender imbalance within the real estate industry.”

Nicola Harris, Human Resources Director, GVA

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