

UK gender pay statement 2025

March 2025

“ We are committed to building a workplace where fairness and equity are not just principles, but everyday practices. By ensuring equal opportunities for all employees and applicants, we create an environment where talent flourishes, collaboration strengthens, and diverse perspectives drive our success. Our dedication to inclusion strengthens our teams, our culture, and the impact we make in the communities we serve.

Alan Manuel
Group Chief Executive Officer, Currie & Brown





What is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs.

Source: [Gender Pay Gap](#). UK Government

How does the gender pay gap differ to equal pay?

Equal pay refers to the fact that everyone will receive fair and equitable remuneration based upon the work they undertake, the role they carry out and the contribution they make to the success of the organisation.

Analysis of staff at Currie & Brown

Job title	Earnings %	% of female headcount / grade
Assistant level	The average pay of females is 6% more than males	34%
Professional level	The average pay of males is 5% more than females	33%
Senior professional level	The average pay of males is 1% more than females	22%
Associate level	The average pay of males is 4% more than females	22%
Associate director level	The average pay of females is 0.4% more than males	13%
Director level	The average pay of females is 1% more than males	13%
Senior director	The average pay of females is 10% more than males	6%

The last four years' figures can be found [here](#).

Gender pay gap analysis at Currie & Brown

At Currie & Brown, we are committed to equal and balanced pay for all, and to tackling gender pay gaps wherever they exist across our organisation. The underrepresentation of women is an issue across our industry; RICS data suggests that only 19% of qualified staff in our industry are female*. Our current headcount of female technical staff stands at 22%, which we are proud of. The proportionate lack of women, particularly at more senior levels, is a primary driver of our own gender pay gap. As with many organisations in our sector, our support functions are predominantly female, in roles that tend therefore to carry a lower salary, which distorts our statistics.

However, we are delighted to observe positive shifts in our UK business over the last 12 months, particularly the reduction in the gender pay gap at the Director level. This progress is a testament to our ongoing commitment to gender equality and our dedication to continually reviewing and improving our practices.

In alignment with our equality, diversity, and inclusion (EDI) strategy, we regularly assess our policies and practices to ensure that fairness and inclusivity are integral to all our business operations. A recent initiative we've implemented is the introduction of a DEI Committee, representing employees from across the UK and Europe business.

This initiative has already yielded positive results, with several female leaders being promoted to the most senior grades in the business. This not only enhances the gender balance at the top of our organisation but also reinforces our commitment to fostering an inclusive work environment.

At each level, we strive to have an equal balance of pay between male and female staff. We analyse this based upon the basic salary our people earn but do recognise that other factors, such as the degree of experience or the location across our UK offices an employee is in, may mean they are more likely to receive higher remuneration than a colleague.

Our pay and benefits are set against a transparent competency framework and reviewed at the most senior level in our organisation, to ensure we reward people fairly and competitively. Our approach is designed to remove any subjectivity or unconscious bias in our decision-making processes.

Assistant level

The gender pay gap is **6% higher for females**, while almost half of our employees at this level are female, reflecting our strategy to improve gender balance through our graduate intake..

Professional level

The gender pay gap is 5%. We are working hard to close this gap, in comparison to previous reports, this is progressing positively. The difference is due, in part, to the lack of female chartered surveyors. The gap at this level is a result of the increased number of females joining our business in recent years through our graduate scheme. While still relatively junior and newly promoted, their salary compares less favourably with those individuals who have two or three years' more experience.

Associate level and above

While men are marginally earning more than women at associate level, the gender pay gap at associate director and director level has decreased, whereby women are paid more at these levels. This is reflective of the number of women who have been promoted internally and new joiners at management level. We continue to embed positive changes and behaviours in our recruitment practices to ensure we attract and appoint to our most senior roles in a fair and balanced way.



Our approach is designed to remove any subjectivity or unconscious bias in our decision-making processes.

*RICS data as of October 2024

Gender pay gap key data

Ordinary/hourly pay

The mean female GPG in hourly pay as a % of men's pay:
23%

The median female GPG in hourly pay as a % of men's pay is:
28%

Bonus pay gap

The % of females who were paid bonuses:
6%

The % of males who were paid bonuses:
8%

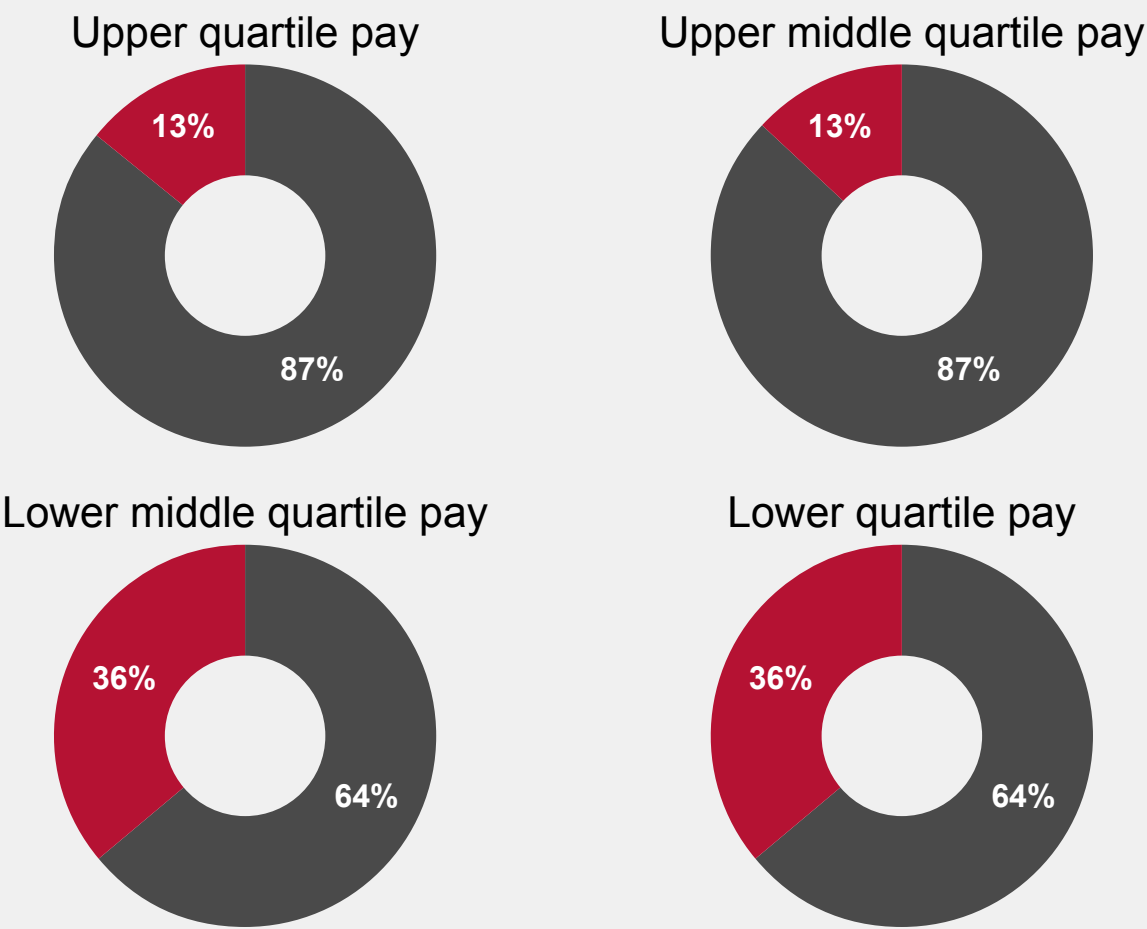
The mean female bonus:
22% lower than men's

The median female bonus:
27% lower than men's

The bonus scheme at Currie & Brown includes those who are directors and above. Since this group is predominantly male, we have incorporated a discretionary bonus to employees at all levels in the business, providing KPIs are achieved. This is designed to help balance out the lower number of females at director level currently.

Quartile pay bands

- Male staff
- Female staff



Addressing underrepresentation in our industry

At Currie & Brown, we're making strides towards diversity; women now constitute 31% of our global workforce, surpassing the industry average of 19%. Despite this progress, we acknowledge the journey ahead. Year after year, we are committed to narrowing the gap and our focus remains on continuing to reduce our gender pay gap through enhancing female representation across all levels of our business, particularly in senior roles.

We are pleased to report strong progress in the last year, with increasing volumes of females joining this business and internal promotions to leadership roles.

Additionally, as a firm, we persistently advocate for diversity in our profession and address the underrepresentation of women in the industry through various initiatives. These include:



Policies

We ensure that our policies and procedure are free from gender bias, explicitly and implicitly ensuring it remains compliant to current legislation and best practice. This includes the introduction of specific menopause policies and support.



Development

Introduction of leadership programme and internal development groups which encourage skills development for women progressing their career at Currie & Brown.



Recruitment

Continuing to engage with schools, colleges and universities to inspire the next generation of women in the industry.



Best practice

We're learning from other companies' initiatives in this space and implementing beneficial practices for our team.



Retention

We're engaging more women in our workplace to better understand how we can support their career success with us.



Working groups

We have established groups dedicated to promoting equality, diversity, and inclusion at both global and local levels.