



# **MONTAGU EVANS BELIEVES IN... DIVERSITY & INCLUSION**

**AS A PARTNERSHIP WE ARE BUILT ON TRUST. OUR CULTURE AND VALUES EMBRACE DIVERSITY, IT IS WHAT MAKES US STRONGER. A DIVERSE AND INCLUSIVE WORKFORCE BRINGS WITH IT DIVERSITY OF THOUGHT, SKILLS AND EXPERIENCE WHICH ENABLES US TO BE PROGRESSIVE, INNOVATIVE AND MAKE A DIFFERENCE.**

# WHAT ARE WE DOING?

We strive to create an inclusive environment where all our people can achieve regardless of any difference. It is therefore important to us to support initiatives that work towards our ultimate goal – and that is to have a workforce that is reflective of wider society. One where all people, regardless of gender, race, religion, age, disability and sexual orientation, feel respected and able to fulfil their career goals without any real, or perceived, barrier. Fundamentally our aim is to create a workplace where diversity is no longer on the agenda, because it is only then that we will have created a community where no issues with diversity exists.

**IN 2019 WE SET OUT A 5 YEAR COMMITMENT TO PROMOTE SKILLS AND DIVERSITY THROUGH:**

- 1 INCREASING RECRUITMENT FROM NON-COGNITIVE BACKGROUNDS**

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- 2 IMPROVED EQUALITY AND DIVERSITY OF GENDER, BAME AND LGBT+ THROUGH THE BUSINESS**

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- 3 TO DELIVER A TALENT DEVELOPMENT PROGRAMME WHICH ESTABLISHES LONG TERM RELATIONSHIPS WITH STUDENTS FROM UNDER REPRESENTED BACKGROUNDS**

**WE ARE WORKING HARD TO DELIVER ON THIS COMMITMENT AND THIS REPORT SETS OUT OUR PROGRESS SO FAR.**

## WORKING WITH RESPECT

Having previously rolled out unconscious bias training, in February 2020, knowing that expectations of workplace culture are continuously evolving, Montagu Evans introduced “Working with Respect” training. While Montagu Evans is known for its culture and the fact it is a great place to work, we want to keep pushing ourselves to make sure we have the best culture in our sector. This training programme which will be widened out to all and then will become part of our on-boarding programme enables us to ensure that the way we work together is inclusive to all and attractive to the diverse talent that we need. The firm recognises that we all have a role to play and it’s important that we each understand that on a day to day basis.

**Working with Respect** training is delivered by Byrne Dean, a specialist external consultancy. This is not about being politically correct, or banning fun. These sessions are relevant and thought provoking. This is all about preserving and extending what is great about working at Montagu Evans.

## TAKING THE LEAD ON LEAVE OUR MATERNITY LEAVE POLICY IS MARKET LEADING OFFERING 26 WEEKS FULL PAY.

In addition, in 2019 we introduced parental leave coaching which is delivered by The Tall Wall, a specialist external consultancy. Becoming a parent for the first or subsequent times is a life changing event and for many people the biggest to impact their careers. Professional coaches at The Tall Wall support parents through the journey before, during and after parental leave to understand what they can do to ensure that the transition out of and back to work is as successful and as positive as possible. We have also worked with The Tall Wall to train our leaders in managing parental leave and supporting a successful transition. Establishing a longer term relationship with The Tall Wall enables us to understand themes and challenges our people have, and address them in a positive and constructive way, continuously reviewing and improving our practices.

**“EVERY SINGLE PERSON IN THE FIRM IS TREATED WITH RESPECT AND SEEN AS PART OF THE FAMILY. THERE IS A GREAT DEAL OF FLEXIBILITY AND A SENSE OF PRIDE ACROSS THE FIRM. YOU COME TO WORK WANTING TO DO A GOOD JOB. THERE IS AN APPROACHABLE ATMOSPHERE AND A SENSE OF FUN YET WE ALL WORK HARD WANTING TO SUCCEED. QUITE SIMPLY, A CULTURE SO GOOD YOU WOULDN’T MIND WORKING LONG HOURS, YET YOU ARE ENCOURAGED TO ACTUALLY HAVE A PROPER WORK LIFE BALANCE!”**

**ANONYMOUS FEEDBACK FROM PROPERTY WEEK’S 2020 BEST PLACES TO WORK**

## WOMEN'S LEADERSHIP PROGRAMME

The firm recognises that it lacks diversity but in particular at the senior, leadership level. As at May 2021 there are 97 partners in the firm of which 11% are women. Further, none of those women are profit sharing partners. The Management Committee is committed to changing this and in Autumn 2020, Montagu Evans invited Anne-Marie L'Estrange from Oak Consultants to conduct some research to understand the experience and perception of women in the firm.

The outcome of this research has been used to inform our design of a Women's Leadership programme pilot, the aim of which is to **retain our women and support them into leadership roles.**

This programme is not about giving women a step up, it is about levelling the playing field and doing something to address the current gender imbalance that exists in our partnership.

We were pleased to welcome 17 of our Associates and Managers from across the firm onto our first pilot programme which will come to an end this summer.

The benefit of our programme is that the themes that arise throughout will be fed back to our Management Committee and inform the design of our next programme which will be offered to more of our women throughout the course of the next 12 months.

## ME:PRIDE - LGBTQ+ COMMUNITY

At the beginning of the year (2021) and in recognition of LGBT history month, the firm setup an internal support network, **ME:Pride**, which is open for any of our people to join from LGBTQ+ colleagues to straight allies.

The aim of ME:Pride is to allow colleagues to work together and support firm efforts to make Montagu Evans an even more welcoming place. The network provides members with support and opportunities to meet and respond to events in an open environment.

**A DIVERSE, HAPPY AND SUPPORTED TEAM IS WHAT WE STRIVE FOR, AND THIS NETWORK HELPS MONTAGU EVANS REFLECT THAT.**



## PATHWAYS TO PROPERTY

Since 2019 we have been Bronze members of **Pathways to Property**, an initiative for students in secondary education in UK state schools and colleges who would like to find out more about a career in the property sector. It is an initiative led by the Reading Real Estate Foundation ("RREF") at the University of Reading and we participate in the annual summer school event as well as hosting work experience students each year. In 2020 we had particular fun hosting our students remotely during the pandemic but it created an opportunity to work alongside one of our clients, the Government Property Agency ("GPA") who also hosted a session for the students given them an even richer experience and broader perspective of the industry.

**"IT IS A FRIENDLY, OPEN AND COLLABORATIVE ENVIRONMENT WHERE EVERYONE IS VERY WILLING TO GIVE UP THEIR TIME TO HELP EACH OTHER."**

**ANONYMOUS FEEDBACK FROM PROPERTY WEEK'S 2020 BEST PLACES TO WORK**

**READING UNIVERSITY BURSARY  
IN MEMORY OF PARTNERS, GEOFF DAVEY AND  
GARY FORSTER, THE FIRM OFFERS A BURSARY TO A  
STUDENT VIA THE RREF. THE BURSARY IS AWARDED  
TO ONE STUDENT WHO MEETS THE SAME WIDENING  
PARTICIPATION CRITERIA THAT RREF APPLIES TO  
THE PATHWAYS TO PROPERTY INITIATIVE AND FOR  
WHOM THE PROSPECT OF STUDYING REAL ESTATE  
& PLANNING AT HENLEY BUSINESS SCHOOL,  
UNIVERSITY OF READING, MAY NOT HAVE BEEN  
POSSIBLE WITHOUT THE FINANCIAL SUPPORT  
OFFERED.**

**Eliot Mortimer**, the recipient of the Montagu Evans Bursary, is currently studying Real Estate leading to Diploma/MSc in Planning at Undergraduate level in the department of Real Estate & Planning at Henley Business School, University of Reading. The course is geared towards providing the skills necessary to work in the real estate industry, with a heavy focus on gaining a graduate position.

**ELIOT COMMENTS:**

*"I am extremely grateful to be a recipient of your bursary scheme for the second year running. I would like to illustrate one of the many reasons why I am grateful. the Montagu Evans Bursary has enormously helped with the general financial aspect of university study, which as I'm sure you are aware can be challenging for many students. Another benefit this has offered to me is that before the COVID-19 pandemic I could easily afford to transact the semi-regular travel costs from university to my home when required (and vice versa), to keep in touch with my family. This has been prohibited lately in light of the COVID-19 pandemic. In respect of the pandemic situation, the bursary itself has enabled me to continue living relatively comfortably during the first lockdown as due to variant business closures it has at times been hard to find additional income from a part-time job."*

**"THIS COURSE WAS MY DREAM ACADEMIC PURSUIT, THESE DONATIONS MOTIVATE ME TO HONOUR MY CHOICES, AND HONOUR THIS BURSARIES SUPPORT BY DOING THE BEST THAT I CAN".**

**"GENUINELY KIND AND FUN PEOPLE TO WORK WITH, AND A CULTURE OF OPENNESS. PROGRESSIVE LEADERSHIP HAS BROUGHT THE FIRM FORWARD AND THERE IS A SENSE OF ONGOING ADVANCEMENT."**

**ANONYMOUS FEEDBACK FROM PROPERTY WEEK'S 2020 BEST PLACES TO WORK**

**THE FIRM LOOKS FORWARD TO WELCOMING ELIOT TO JOIN US ON OUR INTERNSHIP PROGRAMME IN SUMMER 2021.**

## APPRENTICESHIPS

In September 2021, we will be introducing our own apprenticeship scheme. As a firm we are very aware that the pandemic will hit young people from lower socioeconomic backgrounds the hardest and the business case for us to move this forward this year was stronger than ever before. We are partnering with MyKindaFuture to develop our recruitment strategy and ensure we get the appropriate support to offer Degree Apprenticeships. We're starting relatively small as the firm will be coming out of lockdown and back to the new "normal" and are looking to offer 4 apprentices to join us in September. Our work with MyKindaFuture will ensure we create a scalable process to recruit and support future apprenticeship talent and build our talent pipeline.

The main benefits to employing apprentices for Montagu Evans relate to employee engagement and diversity & inclusion, which will help **foster innovation** and **entrepreneurship** across the business – we are a hard working organisation that want to see home-grown talent become experts in their respective fields. As a partnership we also care about succession planning over a sustainable period of time and we believe that building talent via an apprenticeship programme creates opportunities for individuals that may not otherwise have access to this career path,

but also enables us to increase diversity throughout the partnership. As a firm we recognise that different experiences, brought about by a diverse talent pool, brings great innovation and that's what we are all about. Diverse talent brings a new dimension, new ideas and innovation which we value.

## INTERNSHIP PROGRAMME

Unfortunately, like most firms we cancelled our internship programme in summer 2020 due to the global pandemic. This gave us an opportunity, however, for summer 2021 to re-frame our internship programme to attract candidates from non-cognate backgrounds. Whilst we will accept applications from property related degrees, it is not part of the selection criteria and we are reviewing applications with an open mind, challenging the norm and looking for non-real estate experience that will be transferable to our industry. Good academics remain important but we're looking for genuine enthusiasm to join Montagu Evans, and a set of skills and experience which enable us to be progressive, innovative and make a difference.

**"THE CULTURE ENCOURAGES IDEAS, CONFIDENCE AND CONTINUED DEVELOPMENT. YOU CAN REACH OUT FOR HELP, DISCUSS ISSUES, RESOLVE THEM AND LEARN. THE TEAM SPIRIT AND AMBITION IS INFECTIOUS."**

**ANONYMOUS FEEDBACK FROM PROPERTY WEEK'S 2020 BEST PLACES TO WORK**

## CHANCERYGATE FOUNDATION

We are delighted to be working with the Chancerygate Foundation, a newly formed charity registered with the Charity Commission in November 2020. Its mission is all about helping young people from black and minority ethnic backgrounds to be given a chance to have a meaningful career in the property industry.

To advance in life and relieve the needs of young people from ethnic minorities who are socially and/or economically disadvantaged through:

- a. the provision of grants to attend a university in order to follow a path into employment in the property sector;
- b. providing and or assisting in procuring work experience and internships to students eligible for a grant by the CIO;
- c. providing support and advice to students at schools, colleges and universities about working within the property sector/industry.

Montagu Evans are working alongside the Chancerygate Foundation to provide work experience opportunities and we will be welcoming our first Intern, introduced to us via this initiative, in September 2021 for 9 months.

## #10000BLACKINTERNS PROGRAMME

We have signed up to participate in the #10000BlackInterns Programme and look forward to welcoming our first cohort in Summer 2022.

Find out more [here](#).



## RECRUITMENT PROCESS

Recognising that a fair and transparent recruitment process is critical in giving equal opportunities for all the firm invested in an online recruitment system in April 2021. This is the first time the firm will genuinely be able to access a broader talent pool by widening how and where we advertise, building a pipeline of talent and capturing data at all stages of the recruitment process to assess our progress in this area.

**“AN EXCITING ENVIRONMENT IN WHICH THE GOALS FOR THE COMPANY ARE KNOWN AND EMPLOYEES ARE MADE TO FEEL VALUED.”**

**ANONYMOUS FEEDBACK FROM PROPERTY WEEK'S 2020 BEST PLACES TO WORK**

## MEMBERSHIPS

The firm are proud members of:

**REAL  
ESTATE  
BALANCE**

Committed  
Member of  
**Inclusive  
Employers**

**MONTAGU EVANS**

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