

**MONTAGU EVANS
BELIEVES IN...
DIVERSITY, EQUITY
& INCLUSION.**

2022 ANNUAL REPORT



OUR **DE&I** VISION...

AT MONTAGU EVANS, WE BELIEVE IN EMPLOYING A DIVERSE MIX OF PEOPLE TO MAKE US A STRONGER AND MORE SUSTAINABLE BUSINESS, NOT ONLY FOR OUR FUTURE BUT TO BETTER REFLECT OUR CLIENTS AND THE DIVERSE SOCIETY AROUND US.

WE BELIEVE IN REMOVING BARRIERS THAT PREVENT PEOPLE REACHING THEIR POTENTIAL AND WE ARE COMMITTED TO FOSTERING A SENSE OF TRUE BELONGING, ENABLING OUR PEOPLE TO THRIVE.

WE ARE COMMITTED TO BECOMING A LEADING EMPLOYER THAT EMBODIES AND CHAMPIONS THE VALUES OF DIVERSITY, EQUITY AND INCLUSION IN EVERYTHING WE DO.

"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

WHAT ARE WE DOING?

Since our DE&I Annual Report 2021 we have continued to make strides in creating an inclusive working environment where all our people can thrive. Our 5-year (2019-2024) commitment to promote skills and diversity at Montagu Evans recognises that to be the best property advisor in the UK for clients with planning and development challenges, we must strive to be a more responsible business supporting our people and wider societal matters.

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

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

- 1 INCREASING RECRUITMENT FROM NON-COGNATE BACKGROUNDS**
- 2 IMPROVED EQUALITY & DIVERSITY OF GENDER, ETHNICITY AND LGBTQ+ THROUGH THE BUSINESS**
- 3 TO DELIVER A TALENT DEVELOPMENT PROGRAMME WHICH ESTABLISHES LONG TERM RELATIONSHIPS WITH STUDENTS FROM UNDERREPRESENTED BACKGROUNDS**

LEADING POSITIVE CHANGE...



DISABILITY CONFIDENT COMMITTED

Montagu Evans were delighted to be recognised in 2022 as a Disability Confident Committed employer and we're focused on disability inclusion in recruiting, retaining and developing employees living with disability, to ensure they feel valued and appreciated for their contributions.

MENOPAUSE WORKPLACE PLEDGE

We're a proud signatory to the Menopause Workplace Pledge and committed to providing comprehensive support and guidance for employees experiencing the impact of menopause, with a focus on training, awareness, access to external resources and breaking down the stigma surrounding this important workplace issue.



SOCIAL MOBILITY PLEDGE

As a signatory to the Social Mobility Pledge and committed to putting social mobility at the heart of our purpose as a business, Montagu Evans were delighted to be recognised on the 2022 'Honour Roll' at the UK Social Mobility Awards, celebrating best practice, innovation, excellence and achievement in how organisations are run in this country.



OUR COMMITMENT TO SOCIAL VALUE...

IN 2022 WE INVESTED IN A DEDICATED DE&I AND RESPONSIBLE BUSINESS MANAGER AND PEOPLE DEVELOPMENT MANAGER AND HAVE BEEN BUSY IMPLEMENTING A RANGE OF INITIATIVES FOR THE BENEFIT OF OUR PEOPLE, OUR CLIENTS AND THE WIDER COMMUNITY.

DELIVERING ON DIVERSITY

12 OF OUR SENIOR LEADERS ARE PARTICIPATING IN A REVERSE MENTORING PROGRAMME

We've partnered with [We Rise In](#), a start-up we provided seed investment funding to as part of our centenary 'ME:100' campaign. We Rise In focuses on creating opportunities for and enhancing the careers of Black professionals – and we're delighted to be part of its reverse mentoring programme whereby 12 of our senior leaders are mentored by Black real estate professionals to improve the quality of our conversations around, and insights into, racial inclusion.

GENDER BALANCE IN THE PARTNERSHIP

We're continuing to work hard in addressing the gender balance at senior leadership level, with female partners now making up 16% of the partnership (an increase from 11% in 2021).

YEAR TWO OF OUR WOMEN'S LEADERSHIP PROGRAMME

Our second in-house Women's Leadership Programme held between February and July 2022, supported by insights from Oak Consultants, has been instrumental in raising the profile of high potential female talent and helping them to become active role models within the firm. The programme is also helping to inform the wider partnership about gender specific challenges women face both at the firm and within the sector as a whole.

PARTNERING WITH DISABILITY CONNECT

We're working with the Disability Connect Mentoring Service on its reverse mentoring programme to embed disability inclusion awareness into all aspects of our employee life cycle and to help improve our Disability Confidence as a business.

WE'VE INTRODUCED OUR 'OPT IN' FOR ALL STAFF WANTING TO INCLUDE PRONOUNS IN THEIR EMAIL SIGNATURES TO SHOW OUR SUPPORT FOR LGBTQ+ INCLUSION WITHIN OUR BUSINESS.

OUR COMMITMENT TO SOCIAL VALUE...

DELIVERING ON TRAINING & SUPPORT

SUPPORTING MENOPAUSE IN THE WORKPLACE

Our new Menopause working group was set up to consult with employees and external providers to ensure we're putting in place outstanding support and guidance for those impacted by menopause.

LEADING ON PARENTHOOD SUPPORT

We've updated our parenthood policies to be market-leading, with maternity leave at full pay for the first six months, followed by three months of Statutory Maternity Pay (and paternity leave at full pay for four weeks starting from the first day of employment). We're pleased to confirm that these new policies have been incorporated into our Partnership Deed to ensure parenthood is not a barrier to becoming a profit-sharing partner. We're also delighted to be launching detailed parenthood guidance to assist with smooth transitions both onto parental leave as well as back into the business.

CONTINUING OUR MENTAL HEALTH FIRST AID TRAINING

We've again rolled out 'Mental Health First Aid' Training, offered by dedicated trainers Point3 Wellbeing, to a further cohort of staff to raise mental health awareness throughout our business and to equip more of our people with practical skills to support those who may be experiencing mental ill health or distress.

EXPANDING OUR WORKPLACE TRAINING TO FOCUS ON INCLUSION

In addition to our 'Working with Respect' training provided by Byrne Dean, we introduced 'Inclusive Leadership' training offered by The Inclusive Group, targeted at people managers to ensure the way we work together is inclusive to all and attractive to the diverse talent that we need. Inclusive leadership increases diversity of thought and is essential for the creativity and innovation which characterise how we address our clients' challenges.

SUPPORTING NEURODIVERSITY IN THE WORKPLACE

We worked closely with Daniel Brooke of Neurodiversity Specialists to design and roll out a bespoke training, awareness and support package to raise understanding and inclusion of neurodivergent needs throughout the firm.

COST OF LIVING SUPPORT

To support our staff with the increased cost of living, the firm elected to award a one-off cost of living contribution to eligible staff, as a thank you to our people for standing strong together through difficult times and to complement the 'Money Masterclass' programme offered by our benefits provider.

OUR COMMITMENT TO SOCIAL VALUE...

DELIVERING ON OUTREACH & TALENT DEVELOPMENT

PATHWAYS TO PROPERTY

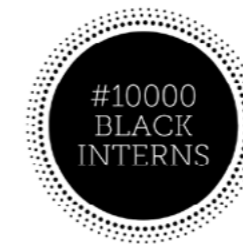
We are proud to have been Bronze members of 'Pathways to Property' since 2019, a key initiative led by the Reading Real Estate Foundation at Henley Business School enabling students in secondary education in UK state schools and colleges to find out more about a career in the property sector. Montagu Evans is always on hand to participate in the annual summer school event as well as hosting work experience students each year. We were pleased to support and attend the return of the outstanding summer school programme in 2022, with staff from Montagu Evans having taken part in a 'meet the industry' event as well as facilitating student debates and advising students on a potential career in the sector.

CHANCERYGATE FOUNDATION

We're also delighted to be continuing our work with Chancerygate Foundation, a charity registered with the Charity Commission in November 2020. Its mission is to help young, socially and/or economically disadvantaged Black and minority ethnic people to gain the chance to have a meaningful career in the property industry. The Foundation does this through providing grants to attend university to follow a path into employment in the property sector, by procuring work experience and internships to eligible students and by providing support and advice to students at schools, colleges and universities about working within the property industry. Montagu Evans are working alongside the Chancerygate Foundation to provide work experience opportunities and having welcomed our first intern in September 2021 for 9 months, we're looking forward to welcoming more young people to the firm and supporting this important initiative.

Chancerygate
Foundation

WE WELCOMED THREE FROM THE 10,000 BLACK INTERNS PROGRAMME THIS SUMMER



We're a proud supporter of #10000BlackInterns and were pleased to welcome three individuals onto our summer 2022 internship through the programme. Montagu Evans recognises the value of our participation in such an important inclusion initiative that genuinely changes lives – and we're looking forward to welcoming more interns in 2023!

CHARITABLE GIVING

As part of our ongoing commitment to charitable giving, Montagu Evans is partnered with Habitat For Humanity and Ronald McDonald House. As a property consultancy that cares about people, legacy and spaces in which people live, work, communicate and connect, we are keen to support charitable causes that share our values. Our staff also benefit from a paid volunteering day each year, so they too can give back to causes close to their hearts.



THE REACH ACADE

MONTAGU EVANS SOCIAL MOBILITY AND TALENT DEVELOPMENT PROGRAMME

We were delighted to launch our new talent development initiative, 'Reach Acade:ME' in July 2022, designed to provide dedicated support to students from Years 10 to 13, incorporating mentoring, work experience and providing information about a career in real estate as well as skills development. We're partnering with schools in our local communities and Reach Acade:ME enables us to take a more personal approach to our outreach.

In addition to launching Reach Acade:ME, we're also pleased to be able to offer the **Montagu Evans Bursary**, originally introduced in 2018, set up in memory of two partners, Gary Forster and Geoff Davey and which began life as a financial donation made through an organised programme at Reading University. In 2022 we decided to make the Bursary more accessible to communities and we now manage and administer it ourselves through a dedicated Committee as part of Reach Acade:ME. This has also enabled us to extend the Bursary to offer more than just financial support towards university costs, to incorporate mentoring and work experience also – and this year we're excited to be supporting two students, Alisha Miah and Jainesh Maisuria, with their aspirations towards a career in property.



**JAINESH
MAISURIA**



**ALISHA
MAIAH**

OUR EMPLOYEE SUPPORT NETWORKS

AS AN INTEGRAL PART OF OUR DIVERSITY, EQUITY AND INCLUSION STRATEGY AT MONTAGU EVANS, EACH OF OUR EMPLOYEE SUPPORT NETWORKS PROVIDE A SAFE SPACE AND ENCOURAGE OPEN DIALOGUE TO EDUCATE, COLLABORATE AND CELEBRATE IN RESPECT OF THE LIVED EXPERIENCES OF ITS MEMBERS.

Montagu Evans recognises the 'business critical' role of our employee support networks in helping to shape and improve our culture by tapping into the knowledge and passion of their members and allies. We're proud that our networks continue to go from strength to strength and each is represented on the firm's DE&I steering committee responsible for setting our diversity, equity and inclusion strategy.



OPEN CIRCLE

Our internal network that advocates for racial inclusion and equality of all minority ethnic employees. It was established in 2021 and exists to address issues relating to racial inclusion and social mobility while implementing an action plan for positive change and advocating for minority ethnic representation within senior and leadership roles at Montagu Evans.

ME:PRIDE

Our internal network that advocates for LGBTQ+ inclusion and equality within the firm and celebrates the identities of the LGBTQ+ community everywhere. It was established in 2021 and exists to encourage the cultivation of an authentically inclusive environment where LGBTQ+ staff can truly bring their whole selves to work. In 2022 the network hosted an evening with Freehold, the property sector's leading LGBTQ+ networking group, in support of the Albert Kennedy Trust. The network also takes a leading role in events such as Pride Month, where our staff joined this year's '50 Years of Pride' march to celebrate the freedoms and achievements of the LGBTQ+ community.



ENABLE:ME

Our internal network that advocates for inclusion and belonging in respect of disability, neurodiversity, mental health and long-term health conditions. It was established in 2022 in response to the firmwide need for greater awareness around often 'invisible' conditions and in recognition of Montagu Evans' aspiration to be more disability and wellbeing inclusive.

MONTAGU EVANS

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IF YOU'D LIKE TO KNOW MORE ABOUT ANY ASPECT OF THIS YEAR'S REPORT, PLEASE CLICK BELOW TO CONTACT ONE OF THE TEAM:

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DE&I AND RESPONSIBLE BUSINESS MANAGER

SAMUEL BLAKE

DE&I CHAMPION

VICTORIA THOMPSON

HR DIRECTOR

MEMBERSHIPS

The firm are proud members of:

