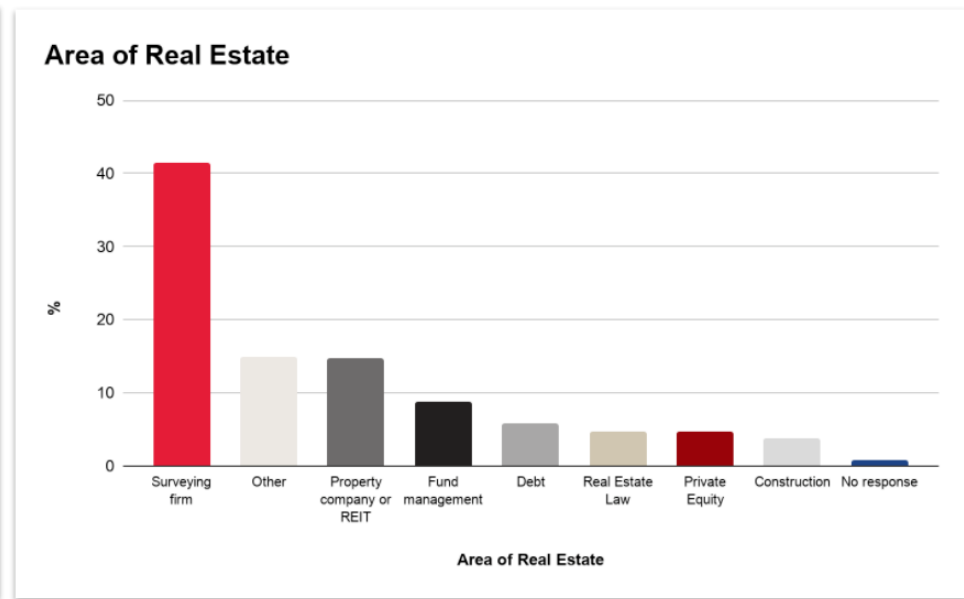
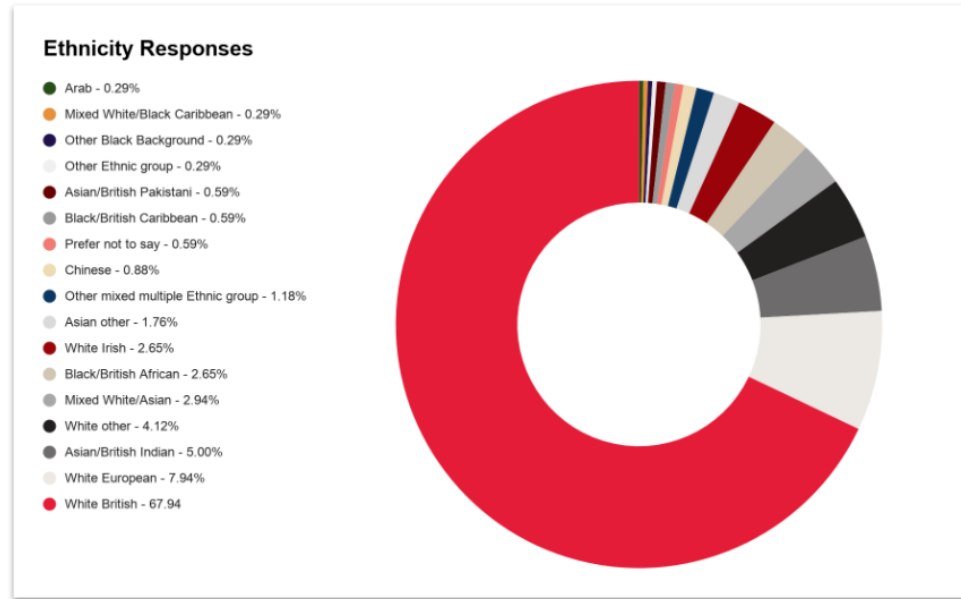
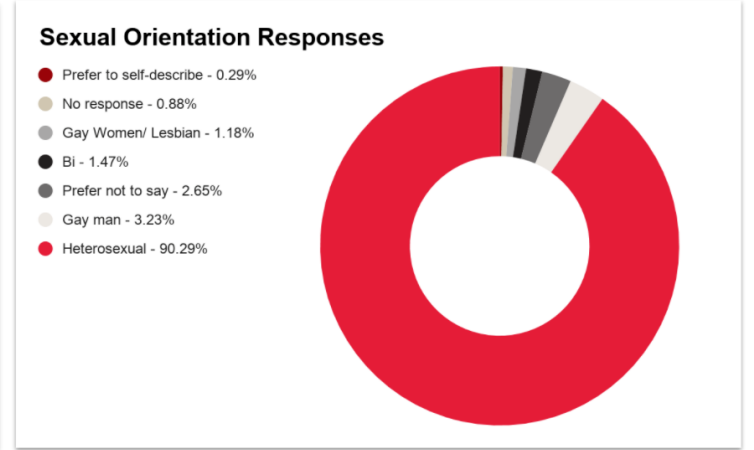
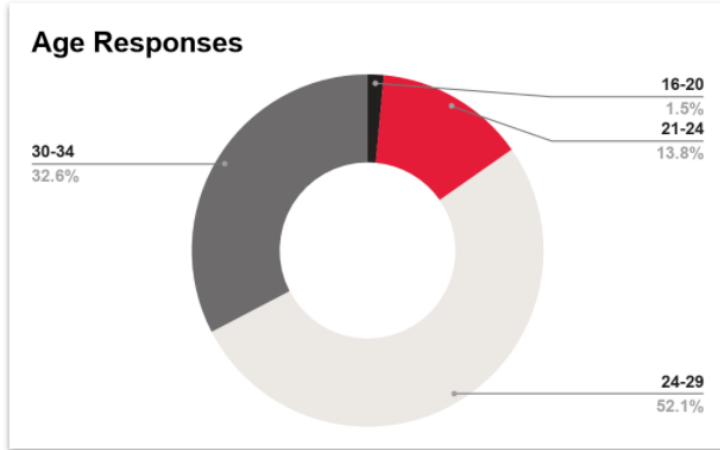
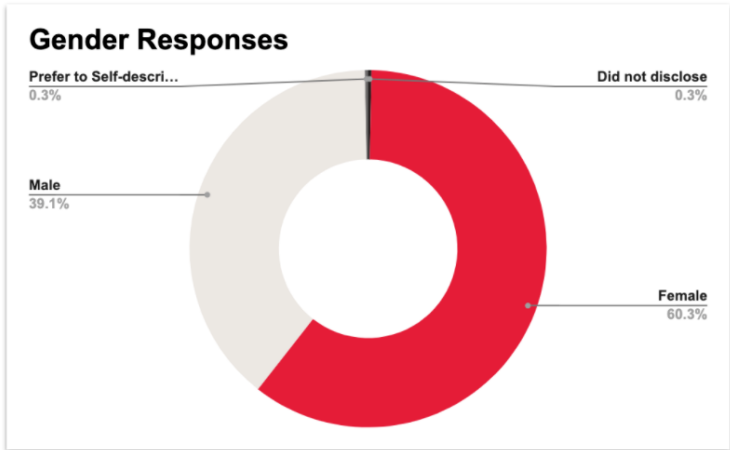
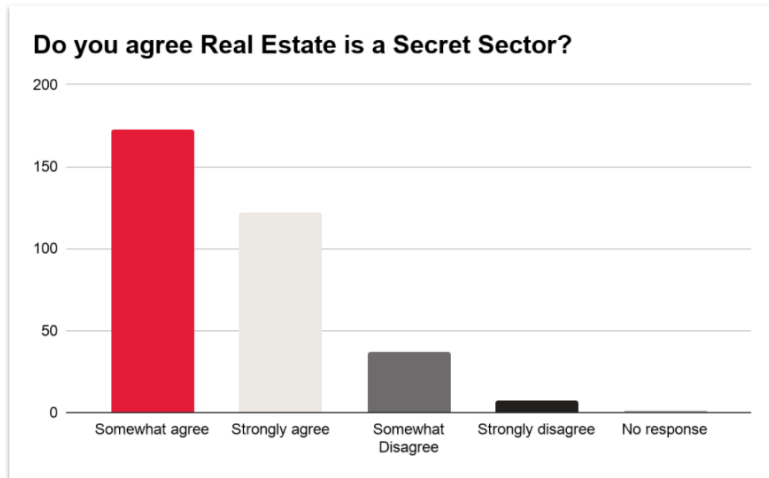
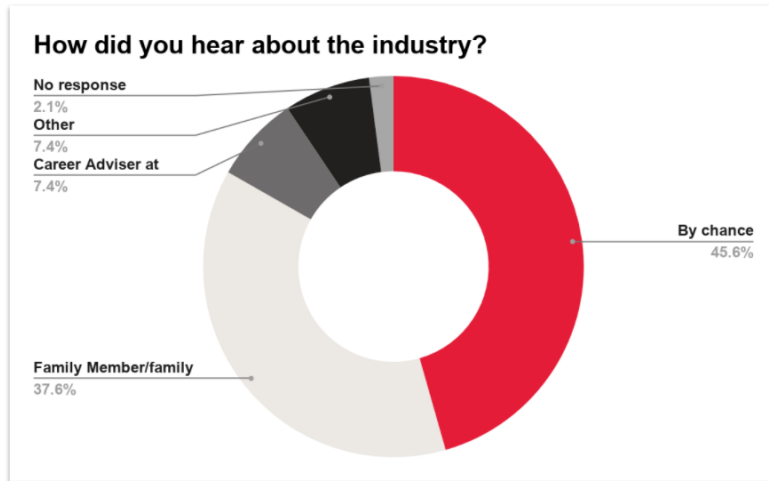


THE SURVEY PARTICIPANTS



BARRIERS TO ENTRY

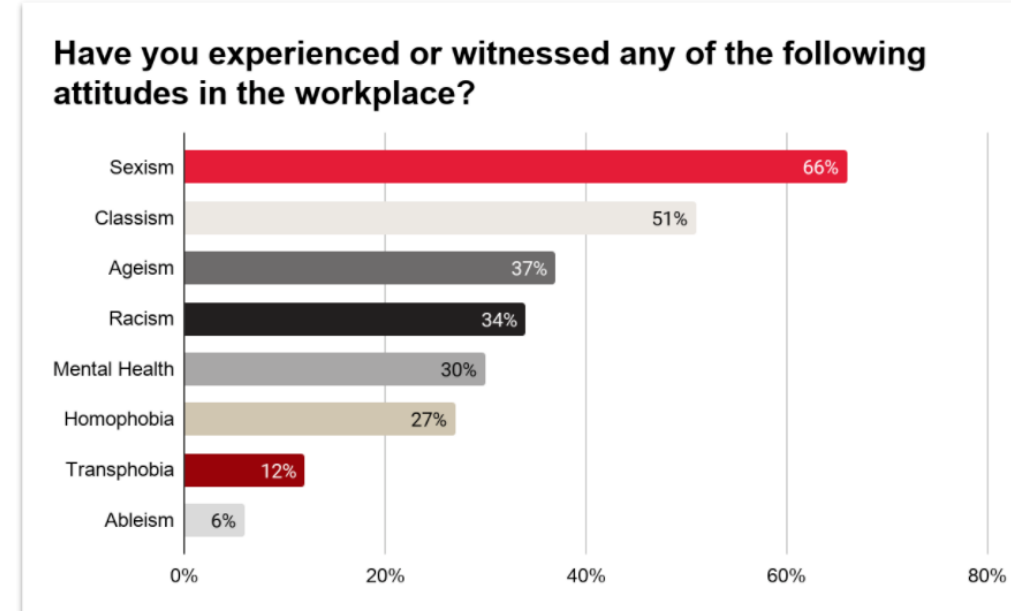
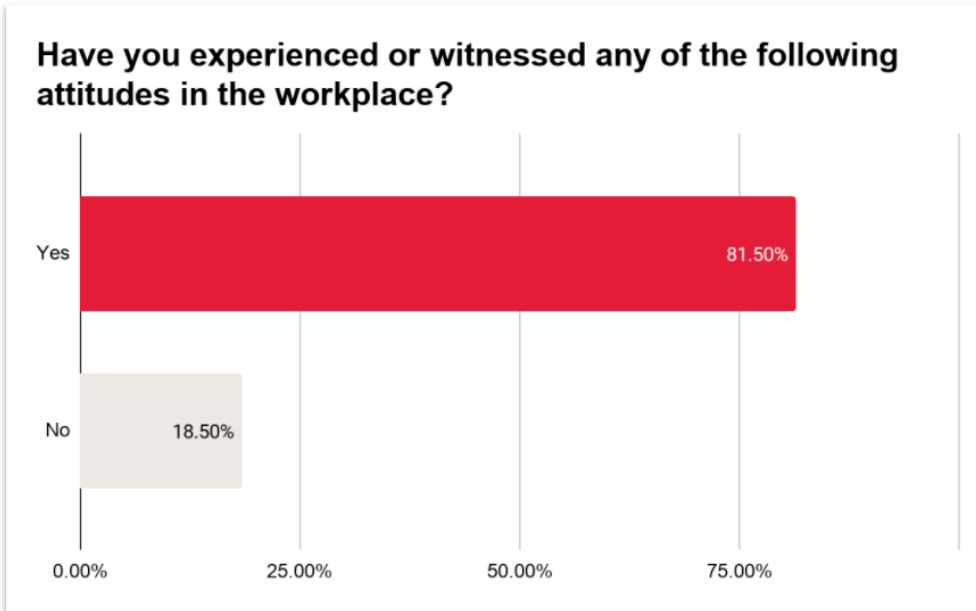
Real Estate has been referred to as a ‘Secret Sector’ meaning it can be difficult to access economically and socially when looking to pursue a career. The committee tested this by asking how members heard about the industry, whether they agreed with the notion of a “Secret Sector” and investigated ways in which this could be remedied.



- The majority of respondents (46%) heard about the industry 'by chance', the second most common way (38%) was through a family member/ family friend in the industry.
- A large proportion (87%) of respondents somewhat agreed or strongly agreed that real estate was a secret sector.
- There was significant agreement that remedies are needed to tackle the Secret Sector. Remedies to this included school talks (61%), a variety of entry points for school leavers (56%), better hiring policies (47%), more apprenticeship schemes (46%) and more university scholarships for real estate courses (37%).

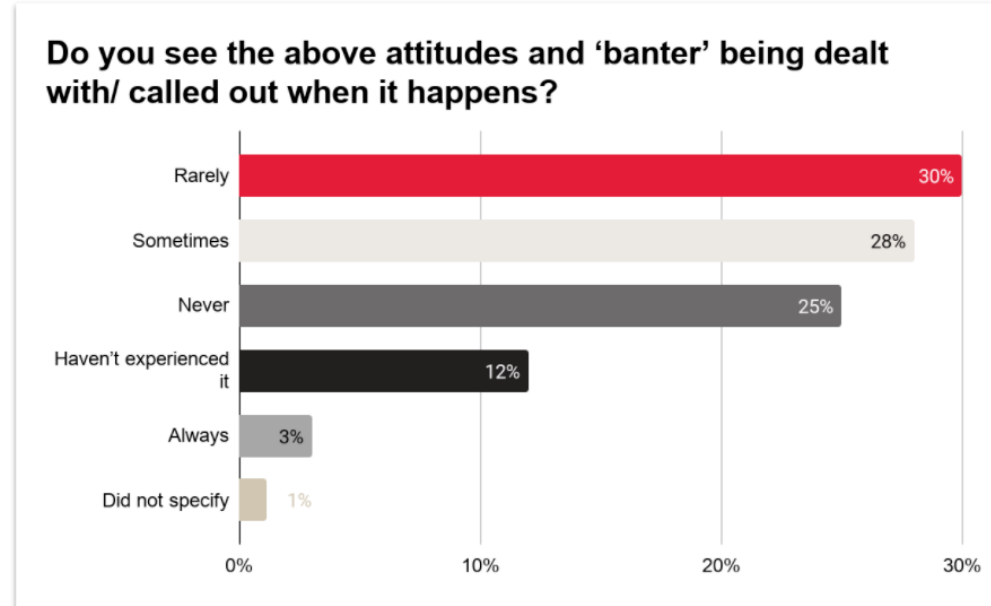
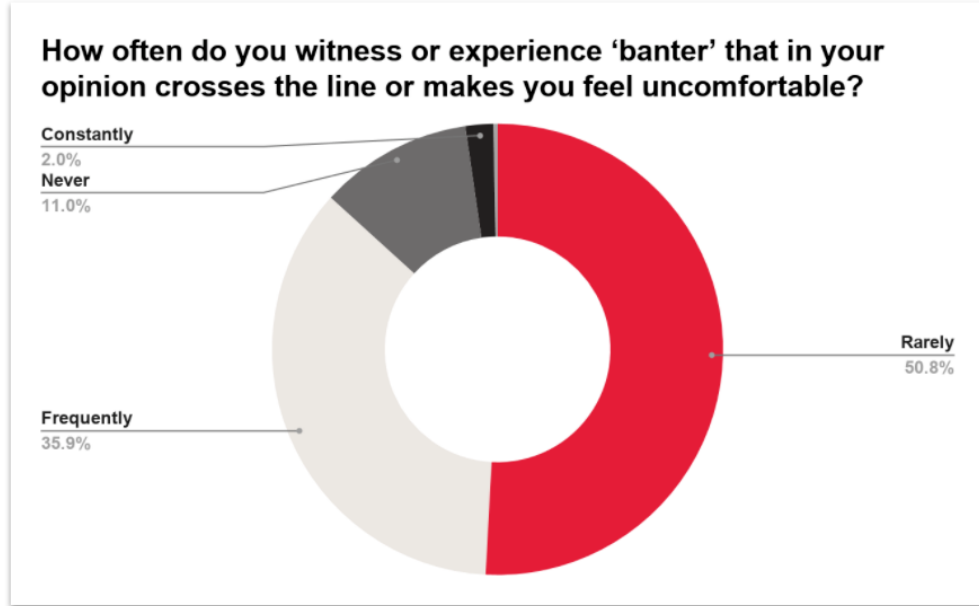
ATTITUDES AND BEHAVIOURS IN THE WORKPLACE (1)

The survey collected data on participant's experiences within the industry, particularly inappropriate attitudes and behaviour. It addressed the type of attitudes and frequency they are witnessed. It also investigated whether it was called out, how comfortable participants were in reporting it and explored changes that would encourage reporting.



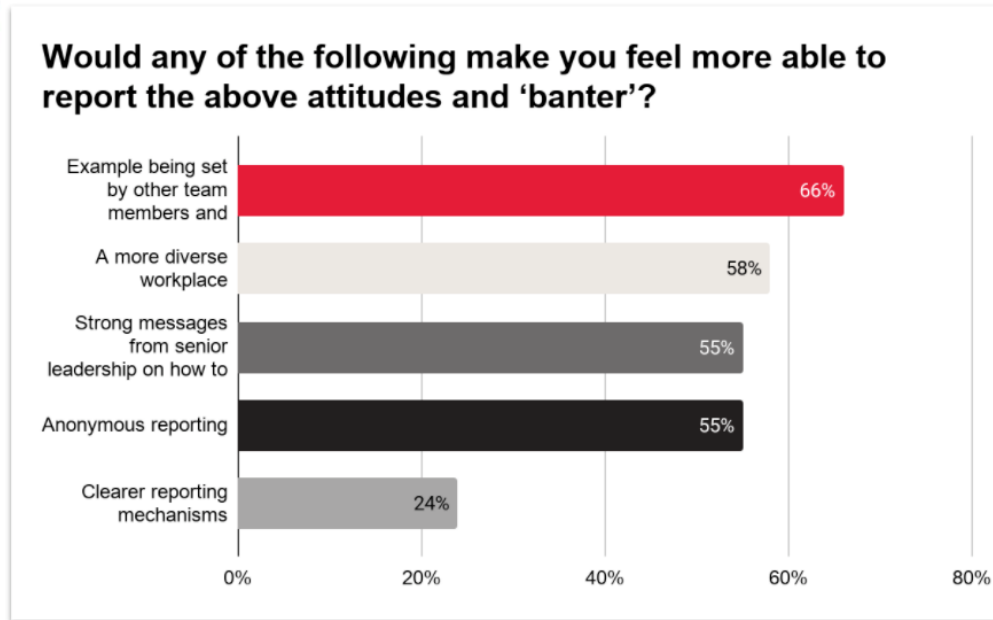
- We were **disappointed to learn that 81.5%** of respondents **have** experienced or witnessed inappropriate attitudes in the workplace.
- Sexism was the most prevalent discrimination faced/witnessed (66%) followed by Classism (51%) and Ageism (37%).

ATTITUDES AND BEHAVIOURS IN THE WORKPLACE (2)



- Respondents experience or witness banter that in their opinion crosses the line or makes them feel uncomfortable either frequently (36%) or constantly (2%).
- Respondents recorded varying reactions in terms of calling out/dealing with the offences and inappropriate “banter”. The majority of answers were that it was only addressed rarely (30%), sometimes (28%) or never (25%). Only 3% of respondents said it was always dealt with or called out.

ATTITUDES AND BEHAVIOURS IN THE WORKPLACE (3)



- In terms of solutions to address inappropriate behaviour, examples set by other team members and colleagues was the most popular response (66%). Then we saw a more diverse workplace (58%), strong messaging from leadership on how to respond (55%) and anonymous reporting (55%) being selected by respondents. Clear reporting was found to be 24%. Some further participant suggestions are detailed below:

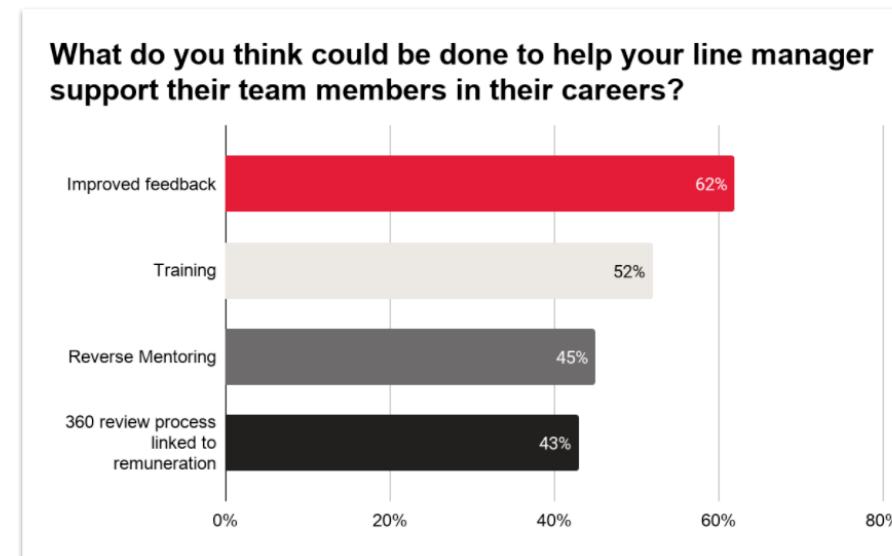
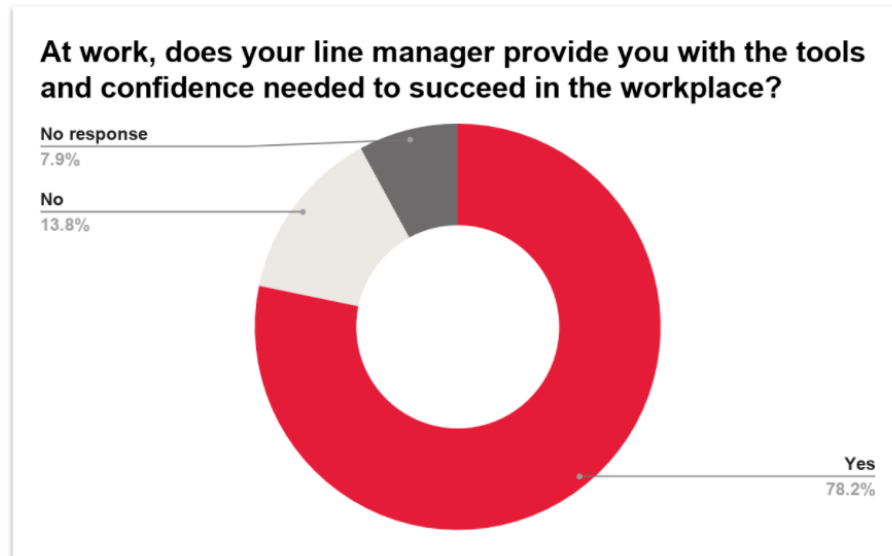
“Because networking is so important in property, you don't want to risk pulling someone up on something in case it damages your business relationship with them. People need someone they can report things to and a process for dealing with issues which doesn't implicate the whistle blower.”

“Senior leaders need to act in the moment to tell people their behaviour is inappropriate.”

“Managers need to adopt an approach of having a duty of care for their junior team members.”

LINE MANAGEMENT

Line managers are key to employee satisfaction, progression and retention. The survey aimed to address participants feedback and improvement suggestions for their Line Managers.



- It was found that 266 participants (78%) felt that their line managers provide them with the tools and confidence to succeed, 14% did not agree and 8% did not answer.
- In terms of improving line manager support, 62% agreed with Improved feedback, 52% with training, 45% for reverse mentoring and 43% for 360 review process linked to remuneration.