

Countrywide's gender pay gap report for 2017

Pay and bonus gap – Countrywide

	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide – all entities	29.56	35.50	46.96	41.80

Countrywide believes in being an inclusive and diverse organisation where anyone can reach their full potential. We pride ourselves on taking care of our people, who put our customers at the heart of everything they do.

Pay

The above table shows our mean and median hourly gender pay gap and bonus gap as at 5 April 2017 (pay) and in the 12-month reference period to 5 April 2017 (bonus).

The analysis of our gender pay gap of 29.56% shows that it is largely because there are more men in senior higher-paid roles within our surveying and Lambert Smith Hampton (LSH) entities.

Within our surveying and LSH entities we have taken, and continue to take, steps across our people processes to support women surveyors at all stages of their careers with us. There have historically been more men in the surveying industry than women. However, we are confident that we are taking the appropriate actions to address this.

Over the last two years Countrywide Surveying Services has increased its intake of women for its trainee surveyor scheme. Within this trainee population there is a marginal gender pay gap of 2% in favour of men, and this is explained by a higher concentration of male surveyors in London/South East where a 'location weighting' is applied to basic pay.

LSH has active plans for recruitment, management and development to support gender balance and close the pay gap. In 2017, 66% of new hires at surveyor level in LSH, and 45% at associate level were female.

Bonus

We are predominantly a sales-focused business where commission is an important element of total pay. Therefore when looking at our bonus gap (including commission) it is primarily driven by the fact that there are more men in senior fee earning roles than women.

Who receives a bonus?



The graphic above shows a 4.26% difference in favour of men. This is because Countrywide has more men in senior fee earning roles than women. We are confident that men and women have equal opportunity to earn a bonus.

Quartiles



The table below illustrates the gender distribution across Countrywide within the quartiles.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	34.29%	31.82%	45.23%	70.25%
Female	65.71%	68.18%	54.77%	29.75%

Pay and bonus gap by entity

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide – all entities	29.56%	35.50%	46.96%	41.80%
Countrywide Estate Agents Ltd	16.04%	22.93%	50.99%	45.15%
Countrywide Group	23.65%	19.80%	57.11%	67.23%
Countrywide Principal Services	16.03%	21.48%	17.85%	22.79%
Countrywide Property Lawyers	-1.13%	6.84%	37.77%	20.35%
Countrywide Surveying Services	63.35%	48.54%	94.40%	80.83%
Lambert Smith Hampton	49.71%	54.17%	66.66%	66.24%

Number of men and women receiving a bonus by entity

Entity		
Countrywide – all entities	76.87%	72.61%
Countrywide Estate Agents Ltd	14.90%	19.25%
Countrywide Group	17.71%	13.43%
Countrywide Principal Services	92.00%	72.38%
Countrywide Property Lawyers	55.26%	46.52%
Countrywide Surveying Services	91.13%	88.16%
Lambert Smith Hampton	42.65%	22.70%

Pay quartiles by entity

Entity	Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Countrywide – all entities	Male	34.29%	31.82%	45.23%	70.25%
	Female	65.71%	68.18%	54.77%	29.75%
Countrywide Estate Agents Ltd	Male	36.32%	27.70%	37.24%	55.31%
	Female	63.68%	72.30%	62.76%	44.69%
Countrywide Group	Male	28.87%	35.71%	59.18%	55.10%
	Female	71.13%	64.29%	40.82%	44.90%
Countrywide Principal Services	Male	0.00%	37.62%	100.00%	100.00%
	Female	100.00%	62.38%	0.00%	0.00%
Countrywide Property Lawyers	Male	35.14%	40.00%	36.00%	40.00%
	Female	64.86%	60.00%	64.00%	60.00%
Countrywide Surveying Services	Male	22.49%	62.72%	87.57%	93.49%
	Female	77.51%	37.28%	12.43%	6.51%
Lambert Smith Hampton	Male	37.64%	54.07%	73.80%	89.63%
	Female	62.36%	45.93%	26.20%	10.37%

I confirm the information within this report is accurate.



Peter Long
Executive Chairman