

Countrywide's gender pay gap report for 2019

Pay and bonus gap – Countrywide

	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide – all entities	27.20%	30.10%	49.65%	44.22%

Countrywide believes in being an inclusive and diverse organisation where everyone 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 2019 (pay) and in the 12 month reference period to 5 April 2019 (bonus). Our overall gender pay gap of 27.20% is an improvement of -2.38% since reporting last year, and this is mainly down to a continued focus on diversity leading to positive changes in the gender pay gap for Property Lawyers, Surveying and the Estate Agency areas of the business.

Following the independent research commissioned during 2019 to focus our action planning, we have a new D&I Strategy, which we believe will help us to ensure there is a level playing field for all. Our action plan focuses on development and promotion opportunities for our female talent, such as:

- Reviewing selection practices
- Clear leadership framework/pathway for Sales and Lettings
- Introducing diverse panels for senior leadership roles
- A move towards gender balanced short lists
- Unconscious bias training for people managers
- Opportunities for mentors/coaching
- Creating more opportunities for agile working, promoting work-life balance
- Creating peer to peer support e.g. Women@CW and Parents&Carers@CW
- Greater support for parents returning to work
- Key Stakeholder/Sponsor to champion the initiatives

We have recently launched 'BeYourself', our new diversity campaign which encompasses all strands of diversity including gender.

Bonus

We are predominantly a sales-focused business where commission forms an important element of total pay.

Who receives a bonus?



In 2019 there was a slight difference in favour of females. 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	34.51%	30.18%	40.53%	63.63%
Female	65.49%	69.82%	59.47%	36.37%

Pay and bonus gap by entity

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide - all entities	27.20%	30.10%	49.65%	44.22%
Countrywide Group (Central)	23.34%	36.88%	18.92%	6.52%
Countrywide Estate Agents Ltd	13.50%	19.26%	47.26%	45.13%
Countrywide Principal Services	18.16%	17.91%	28.34%	27.60%
Countrywide Property Lawyers	-7.78%	-0.15%	-12.33%	23.46%
Countrywide Surveying Services	54.91%	43.40%	85.03%	72.18%
Lambert Smith Hampton	45.56%	46.10%	75.90%	85.17%

Number of men and women receiving a bonus by entity

Entity		
Countrywide – all entities	69.11%	70.51%
Countrywide Group (Central)	19.74%	11.05%
Countrywide Estate Agents Ltd	85.47%	80.56%
Countrywide Principal Services	87.67%	74.85%
Countrywide Property Lawyers	53.21%	50.78%
Countrywide Surveying Services	88.54%	85.82%
Lambert Smith Hampton	51.30%	35.93%

Pay quartiles by entity

Entity	Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Countrywide - All Entities	Male	34.51%	30.18%	40.53%	63.63%
	Female	65.49%	69.82%	59.47%	36.37%
Countrywide Group (Central)	Male	31.33%	37.04%	55.42%	57.83%
	Female	68.67%	62.96%	44.58%	42.17%
Countrywide Estate Agents Ltd	Male	34.04%	29.13%	34.56%	51.34%
	Female	65.96%	70.88%	65.44%	48.66%
Countrywide Principal Services	Male	42.33%	52.38%	65.61%	69.84%
	Female	57.67%	47.62%	34.39%	30.16%
Countrywide Property Lawyers	Male	38.36%	38.36%	30.56%	36.99%
	Female	61.64%	61.64%	69.44%	63.01%
Countrywide Surveying Services	Male	23.33%	63.89%	84.36%	89.44%
	Female	76.67%	36.11%	15.64%	10.56%
Lambert Smith Hampton	Male	38.64%	41.50%	68.81%	89.80%
	Female	61.36%	58.50%	31.19%	10.20%

I confirm the information within this report is accurate.



Paul Creffield
Managing Director