

Countrywide Principal Services gender pay gap report for 2021

What is the impact of COVID-19 on the Gender Pay Gap report?

As reported last year, the 2020 Gender Pay Gap data was significantly affected by the number of employees furloughed or receiving reduced pay during the first UK lockdown. This means that 2020 data is not directly comparable with the data contained within this report for 2021 or reports made in future years.

Pay and bonus gap

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide Principal Services	14.08%	14.86%	43.42%	23.06%

Pay

Our figures show the average hourly pay for male employees is more than female employees. This is due to a higher proportion of senior roles being occupied by men, creating the gap, and a higher proportion of lower paid administrative roles tending to be occupied by women.

The gender pay gap demonstrates the overall difference in average earnings (mean and median) between men and women. This is not the same as equal pay, which is the difference between men and women carrying out the same role, similar roles or roles of equal value. Our policy is to pay men and women equally for doing equivalent jobs across our business.

Bonus

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

Who receives a bonus?



Our approach is to ensure we have the right person in each role, irrespective of gender. We are committed to a culture of meritocracy whereby career progression is based entirely on ability. We will continue to facilitate opportunities for all our people to progress and make sure that we regularly review fair practices and policies. We will continue to ensure we have a working environment where everyone has the same chance to be successful and where opportunities for development, promotion, recognition and rewards for excellence are irrespective of gender. We will continue to ensure that our approach to setting pay is fair, and that people performing similar roles, with similar experience, will be treated equally. Our people are our most valuable asset and we are committed to investing in them to achieve their full potential with no discrimination.

I confirm the information within this report is accurate.

Adrian Scott
Group Mortgage Services Director

There is no significant difference in the ability to earn a bonus when comparing males and females.

Quartiles

A higher proportion of senior roles are occupied by men, whilst a higher proportion of lower paid roles have a tendency to be occupied by women, creating the gender pay gap.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	43.28%	60.74%	62.96%	68.15%
Female	56.72%	39.26%	37.04%	31.85%