

Countrywide Group (Central) 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 or reports made in future years.

In addition, it should be noted that a number of colleagues continued to be furloughed at the snapshot date in April 2021 whilst the business continued to recover from the impact of the pandemic and encourage colleagues back to work. For Countrywide Group (Central), this has again impacted the 2021 reporting, but to a lesser extent than was the case in 2020.

Pay and bonus gap

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide Group (Central)	17.64%	29.92%	70.94%	72.95%

Pay

An improvement is reported in both the mean and median pay gaps when compared to 2019 data (the last reporting period not impacted by Covid-19). This improvement is partly due to the restructure of the senior team following acquisition of the Countrywide Group in March 2021.

There is no significant difference in the ability to earn a bonus when comparing males and females. However the roles in the top pay quartile attract a higher bonus value. As there is greater representation of males in these roles, this drives the overall bonus gap.

Bonus

An upward movement in the mean and median bonus gap in favour of males is reported when compared to 2019 GPG data. This is as a result of the deferral of annual bonus payments due to COVID-19, resulting in two payments being made in the same reporting period. The bonus scheme was restricted to senior management roles, which were predominantly held by males.

Quartiles

As outlined earlier in this report, the Gender Pay Gap calculations, including the pay quartile distribution, continue to be affected by a number of employees who were furloughed as at April 2021.

Who receives a bonus?



Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	36.49%	40.54%	48.65%	55.41%
Female	63.51%	59.46%	51.35%	44.59%

Our approach is to ensure we have the right person in each role, irrespective of gender. We remain 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.

David Livesey
Chief Executive