

Countrywide's gender pay gap report for 2020

Impact of COVID-19

The Gender Pay Gap report for 2020 is based on the snapshot date of 5 April 2020. This date fell within the first UK lockdown as a result of the COVID-19 pandemic and Countrywide faced uncertainty around when normal trading would resume.

During this time, like many businesses in the UK, Countrywide placed a significant number of employees on furlough in order to protect our customers, our employees and the future viability of the business. Those who remained at work accepted pay reductions from 1 April.

What is the impact on the Gender Pay Gap report?

In accordance with the EHRC guidance, the Gender Pay Gap is calculated based on 'full-pay relevant employees', which for 2020 excludes those who were placed on furlough and not in receipt of full pay at the snapshot date. Those who remained at work and accepted pay reductions are included within the data. This has a significant impact on the calculations and figures reported for Countrywide in 2020.

With an excess of 75% of the workforce on furlough at the snapshot date under the Government's Coronavirus Job Retention Scheme, the remaining population is not representative of the wider Group and importantly, this means the data within the 2020 report is not comparable with any prior Gender Pay Gap reports for Countrywide.

Pay and bonus gap – Countrywide

The table below summarises the overall 2020 position. Also included is the position based on the pay of employees prior to furlough in March 2020 (i.e. removing the impact of furlough from the calculations), which we believe is more representative of our true gender pay gap for 2020:

	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide – all entities (calculated in accordance with regulatory requirements)	53.49%	46.72%	49.26%	45.65%
Countrywide – all entities (indicative position excluding adjustment for furlough)	24.08%	23.25%	N/A (Bonus not affected by furlough)	N/A (Bonus not affected by furlough)

Pay

As already referenced, the use of furlough and the associated adjustment to the calculation basis for the gender pay gap reporting has had a significant impact on the data reported, which is not representative of the overall business.

Our last report in 2019 demonstrated an improvement in the median total pay gap of -2.38% compared with the data 12 months prior (2018 report). As outlined in the table above, when including those who were furloughed on the snapshot date along with their normal rates of pay to get a more representative calculation, there would in fact be a further reduction of c.3% in the median gender pay gap, when comparing 2019 with 2020.

Our gender pay gap is primarily driven by a tendency for females to be under represented in more senior and therefore higher paid roles. Whilst we are making progress in reducing our gender pay gap, this is an area that will take time to address.

Bonus

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

Who receives a bonus?



In 2020 there was a slight difference in favour of males. However, we are confident that men and women have equal opportunity to earn a bonus.

Quartiles

As covered earlier in this report, due to the change in reporting basis for 2020 as a result of furlough, the below quartiles are not considered representative or comparable to prior reports:

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	28.87%	31.52%	52.91%	63.64%
Female	71.13%	68.48%	47.09%	36.36%

Pay and bonus gap by entity

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide - all entities	53.49%	46.72%	49.26%	45.65%
Countrywide Group (Central)	8.07%	34.93%	81.22%	2.67%
Countrywide Estate Agents Ltd	51.01%	39.42%	48.71%	45.62%
Countrywide Principal Services	16.99%	21.95%	31.05%	22.38%
Countrywide Property Lawyers	-13.02%	-12.84%	16.67%	31.09%
Countrywide Surveying Services	42.13%	40.90%	82.14%	67.52%
Lambert Smith Hampton	73.12%	47.86%	66.67%	83.50%

Number of men and women receiving a bonus by entity

Entity	Male	Female
Countrywide – all entities	75.59%	72.24%
Countrywide Group (Central)	2.88%	7.73%
Countrywide Estate Agents Ltd	85.54%	79.93%
Countrywide Principal Services	88.50%	74.64%
Countrywide Property Lawyers	68.18%	65.15%
Countrywide Surveying Services	85.84%	82.28%
Lambert Smith Hampton	51.03%	37.84%

Pay quartiles by entity

Entity	Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Countrywide - All Entities	Male	28.87%	31.52%	52.91%	63.64%
	Female	71.13%	68.48%	47.09%	36.36%
Countrywide Group (Central)	Male	35.06%	33.77%	57.33%	55.26%
	Female	64.94%	66.23%	42.67%	44.74%
Countrywide Estate Agents Ltd	Male	28.30%	26.20%	39.10%	52.67%
	Female	71.70%	73.81%	60.90%	47.33%
Countrywide Principal Services	Male	40.38%	60.90%	71.15%	61.54%
	Female	59.62%	39.10%	28.85%	38.46%
Countrywide Property Lawyers	Male	41.89%	28.38%	36.99%	37.84%
	Female	58.11%	71.62%	63.01%	62.16%
Countrywide Surveying Services	Male	26.29%	71.69%	79.41%	85.88%
	Female	73.71%	28.31%	20.59%	14.12%
Lambert Smith Hampton	Male	36.81%	55.30%	58.24%	85.42%
	Female	63.19%	44.70%	41.76%	14.58%

I confirm the information within this report is accurate.



Paul Creffield
Countrywide Group Managing Director