

# Countrywide's gender pay gap report for 2018

## Pay and bonus gap – Countrywide

	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
Countrywide – all entities	29.50%	32.66%	55.05%	45.20%

**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 2018 (pay) and in the 12 month reference period to 5 April 2018 (bonus). Our overall gender pay gap of 29.50% is an improvement since reporting last year, and this is mainly down to positive steps taken within the two entities identified in the 2017 report as areas of focus; Surveying and LSH.

Within the Surveying entity, the pay gap has reduced from 63.35% to 60.59% in 12 months. From a recruitment perspective, the number of female surveyors hired has more than doubled since 2016, which has been helped by a revised recruitment proposition that focuses on the benefits of flexible working. A 'Development and Leadership' framework was introduced allowing more women to put themselves forward for senior positions, and a 'Women in Surveying' group continued to run to help and better promote women within this sector.

LSH has taken a number of positive steps through 2018 including the roll-out of diversity and inclusion initiatives across the business, supported by a new line manager training programme and supporting work with the 'Changing The Face of Property' group. A number of targeted programmes around maternity have also been introduced, including increases to maternity pay, and new schemes focussed on maternity mentors and returnships. The overall pay gap across LSH has reduced from 49.71% to 44.43% in 12 months.

As a business we will continue to take appropriate action in all areas to endeavour to reduce our gender pay gap further. We acknowledge the increase within our Group (Central) entity and are developing our action plan with this and other areas in mind. It is important to us that the workforce reflects the diverse customer base we serve and we are focused on creating a culture where people can be themselves at work. As we progress, a number of our work streams are looking at how we support delivery of this; our action plans cover gender and other diversity strands and we have commissioned an independent piece of research that commenced in January 2019 to further support this.

### Bonus

We are predominantly a sales-focused business where commission forms 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 4.11% 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	35.19%	30.97%	43.92%	71.17%
Female	64.81%	69.03%	56.08%	28.83%

## Pay and bonus gap by entity

Entity	Median Total Pay % Gap	Mean Total Pay % Gap	Median Bonus % Gap	Mean Bonus % Gap
<b>Countrywide – all entities</b>	<b>29.50%</b>	<b>32.66%</b>	<b>55.05%</b>	<b>45.20%</b>
Countrywide Estate Agents Ltd	15.12%	23.26%	53.48%	44.62%
Countrywide Group (Central)	24.59%	32.35%	85.06%	66.17%
Countrywide Principal Services	19.19%	16.92%	32.63%	28.00%
Countrywide Property Lawyers	1.34%	2.02%	31.80%	23.35%
Countrywide Surveying Services	60.59%	45.42%	88.59%	72.18%
Lambert Smith Hampton	44.43%	42.85%	76.47%	79.36%

## Number of men and women receiving a bonus by entity

Entity		
<b>Countrywide – all entities</b>	<b>76.22%</b>	<b>72.11%</b>
Countrywide Estate Agents Ltd	82.67%	78.05%
Countrywide Group (Central)	18.23%	11.54%
Countrywide Principal Services	90.74%	74.68%
Countrywide Property Lawyers	63.73%	54.65%
Countrywide Surveying Services	87.14%	86.08%
Lambert Smith Hampton	51.45%	36.95%

## Pay quartiles by entity

Entity	Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
<b>Countrywide – all entities</b>	<b>Male</b>	<b>35.19%</b>	<b>30.97%</b>	<b>43.92%</b>	<b>71.17%</b>
	<b>Female</b>	<b>64.81%</b>	<b>69.03%</b>	<b>56.08%</b>	<b>28.83%</b>
Countrywide Estate Agents Ltd	Male	36.11%	28.91%	34.77%	54.77%
	Female	63.89%	71.09%	65.23%	45.23%
Countrywide Group (Central)	Male	27.84%	41.84%	53.06%	62.89%
	Female	72.16%	58.16%	46.94%	37.11%
Countrywide Principal Services	Male	41.18%	60.23%	68.42%	72.35%
	Female	58.82%	39.77%	31.58%	27.65%
Countrywide Property Lawyers	Male	40.74%	34.55%	36.36%	40.74%
	Female	59.26%	65.45%	63.64%	59.26%
Countrywide Surveying Services	Male	19.75%	69.94%	84.05%	91.41%
	Female	80.25%	30.06%	15.95%	8.59%
Lambert Smith Hampton	Male	41.53%	50.81%	71.08%	92.34%
	Female	58.47%	49.19%	28.92%	7.66%

I confirm the information within this report is accurate.



**Paul Creffield**  
Group Managing Director