

# Countrywide Estate Agents Ltd 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 Estate Agents Ltd, 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 Estate Agents Ltd	27.53%	31.03%	53.32%	49.13%

### Pay

As already referenced, the use of furlough and the associated adjustment to the calculation basis for the gender pay gap reporting has had an impact on the data reported for 2021.

### Bonus

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

### Who receives a bonus?



There is a difference in favour of males. This is due to the roles in the lower quartile tending to be administrative roles without a bonus opportunity, where there is a higher representation of females.

### Quartiles

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

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.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	27.05%	26.58%	37.85%	57.36%
Female	72.95%	73.42%	62.15%	42.64%

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.

**David Plumtree**  
Group Chief Executive (Estate Agency)