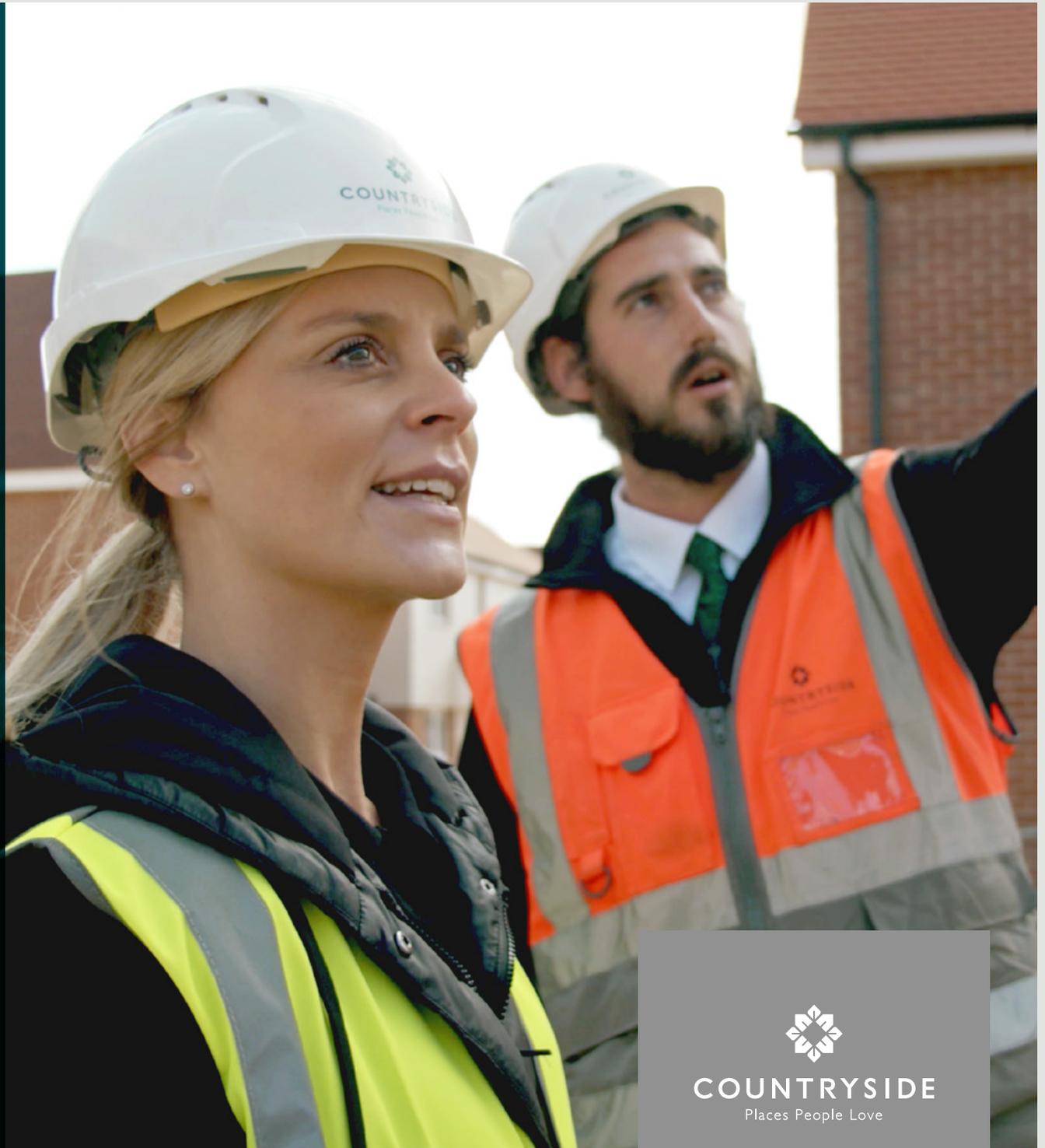


# GENDER PAY GAP REPORT 2021



**COUNTRYSIDE**  
Places People Love

# OVERVIEW

“

I'm really pleased that the percentage of women employed in our graded roles has increased to 60% and this is a good indication that we are promoting and recruiting women into higher paid roles.”

Our Gender Pay Gap (GPG) has dropped for the 3rd consecutive year and this is reflective of the average pay difference between men and women at Countryside. Like most large businesses in construction, our gender pay gap exists because we have a higher proportion of males in our senior roles than females. As an industry, we know that we need to continually challenge ourselves on how we can improve diversity and become a more attractive place to work for everyone. Whilst things won't change overnight, seeing our gender pay gap drop is a strong indication that Countryside are making the right strides.

I'm really pleased that the percentage of women employed in our graded roles has increased to 60% and this is a good indication that we are promoting and recruiting women into higher paid roles.

It is also encouraging to see strong female representation within our trainee and graduate trainee roles (36%) as their development over the coming years will hopefully see them develop into more senior roles within our business, which will help continue to close the GPG.

We have taken actions to improve our GPG, 50% of our Board of Directors are female and Diversity, Equity & Inclusion continues to be firmly on the Executive and Board agenda. We have also improved the female representation in our Executive committee which is now at 30%.

Other actions include the review and enhancement of our Family Friendly policies, introduction of anonymised CVs and maternity coaching.

We will continue to attract, promote and develop the most capable and talented people to work here at Countryside and I'd like to say thank you to everyone who plays a part in helping us to achieve this.

**Iain**  
**GROUP CEO**

# WHAT DO WE NEED TO REPORT?



The figures we submit are taken from our April 2020 payroll file, so only employees employed on 5th April 2020 are included. This is in line with the Government requirements that companies employing over 250 people publish their gender pay gap data.

## **Gender Pay**

- The difference between the mean and median hourly rate of pay for males and females in April 2020 (pay period) provided they were employed by us on 5th April 2020
- We can exclude individuals that received less than their normal full rate of pay during this pay period

## **Bonus Pay**

- The difference between the mean and median total bonus pay received by males and females in between 6th April 2019 and 5th April 2020 (bonus period), provided they were employed by us on 5th April 2020
- The percentage of males and females employed on the 5th April that received a bonus during the bonus period

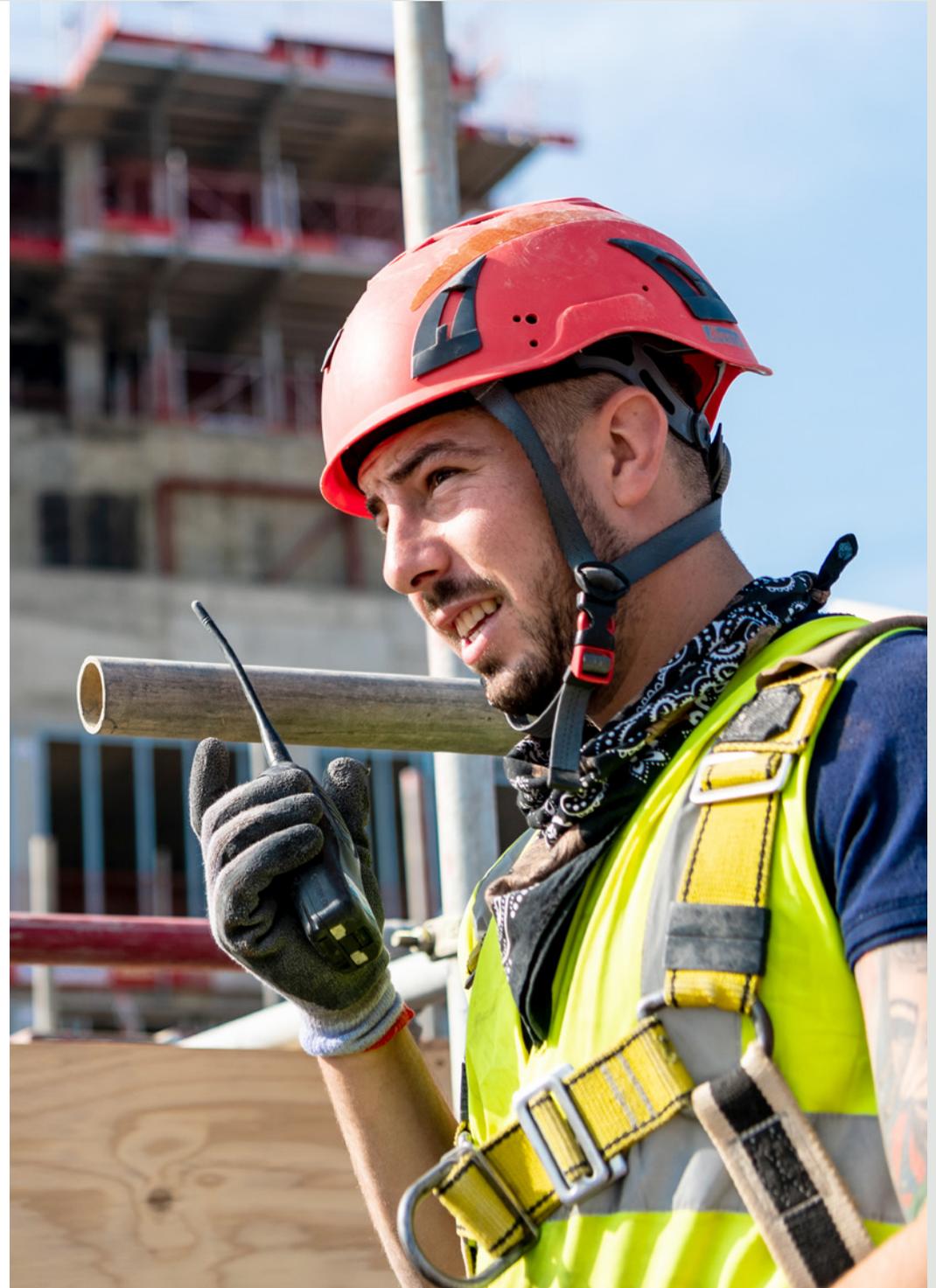
## **Pay Quartiles**

- The proportion of relevant full pay males and females in each quartile pay band based on their Gender pay calculation.

# WHAT IS THE DIFFERENCE BETWEEN GENDER PAY GAP AND EQUAL PAY?

Gender pay is not the same as equal pay. Gender pay is the difference between the average pay of all men compared to the average pay of all women. Equal pay has been a legal requirement since the Equal Pay Act was introduced in 1970 and is ensuring that women and men are paid equally for doing equal work.

We are confident that our men and women receive equal pay because we carry out regular equal pay reviews to ensure gender parity. Where differences occur this will be due to factors such as performance, qualifications and experience, not gender.



# GENDER PAY GAP REPORTING

April 2020

Our hourly rate gender pay gaps have improved. This is positive and the pay gaps continue to exist as we have a higher proportion of men in our senior roles.

These figures relate to April 2020 and therefore are a snapshot of the past and not the present. We continue to focus our efforts on attracting, retaining and developing women at Countryside.

## OUR GENDER PAY GAP

**27%** ↓ The **mean** hourly pay for women is **27% lower** than that of men

**27%** ↓ The **median** hourly pay for women is **27% lower** than that of men

## OUR BONUS PAY GAP

**50%** ↓ The **mean** bonus pay for women is **50% lower** than that of men

**49%** ↓ The **median** bonus pay for women is **49% lower** than that of men

# BONUS PAY GAP

The total paid out in bonuses between April 2019 and March 2020 was approximately 11% lower than the previous 12 months.

A larger percentage of women receive the annual bonus than men and as a result were impacted by the drop in annual bonus levels. Our site bonuses paid out a similar level to the previous year and were largely paid to males which has helped to increase our median bonus gap.

## ANNUAL BONUS

The annual bonus paid figure is paid in December. For the purposes of the April 2020 Gender Pay reporting this is therefore based on the December 2019 bonus data.

## PERIOD BONUS

All bonus or commission payments paid throughout the 12 months preceding April 5th 2020 (e.g. site bonus, productivity, gold bonus, commission and LTIP) have been used.

## OTHER BONUSES

Any one-off payments paid throughout the 12 months preceding April 5th 2020 have also been included.

# PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS



**77%** of male employees received a bonus



**86%** of female employees received a bonus

# GENDER PAY GAP YEAR ON YEAR COMPARISON

## HIGHEST PAID

MEAN PAY GAP				MEDIAN PAY GAP			
2020	2019	2018	2017	2020	2019	2018	2017
27%	28%	28%	33%	27%	33%	33%	40%

## BONUS

MEAN BONUS PAY GAP				MEDIAN BONUS PAY GAP			
2020	2019	2018	2017	2020	2019	2018	2017
50%	43%	39%	51%	49%	36%	51%	52%

### % OF FEMALES WHO RECEIVED BONUS

2020	2019	2018	2017
86%	92%	84%	81%

### % OF MALES WHO RECEIVED BONUS

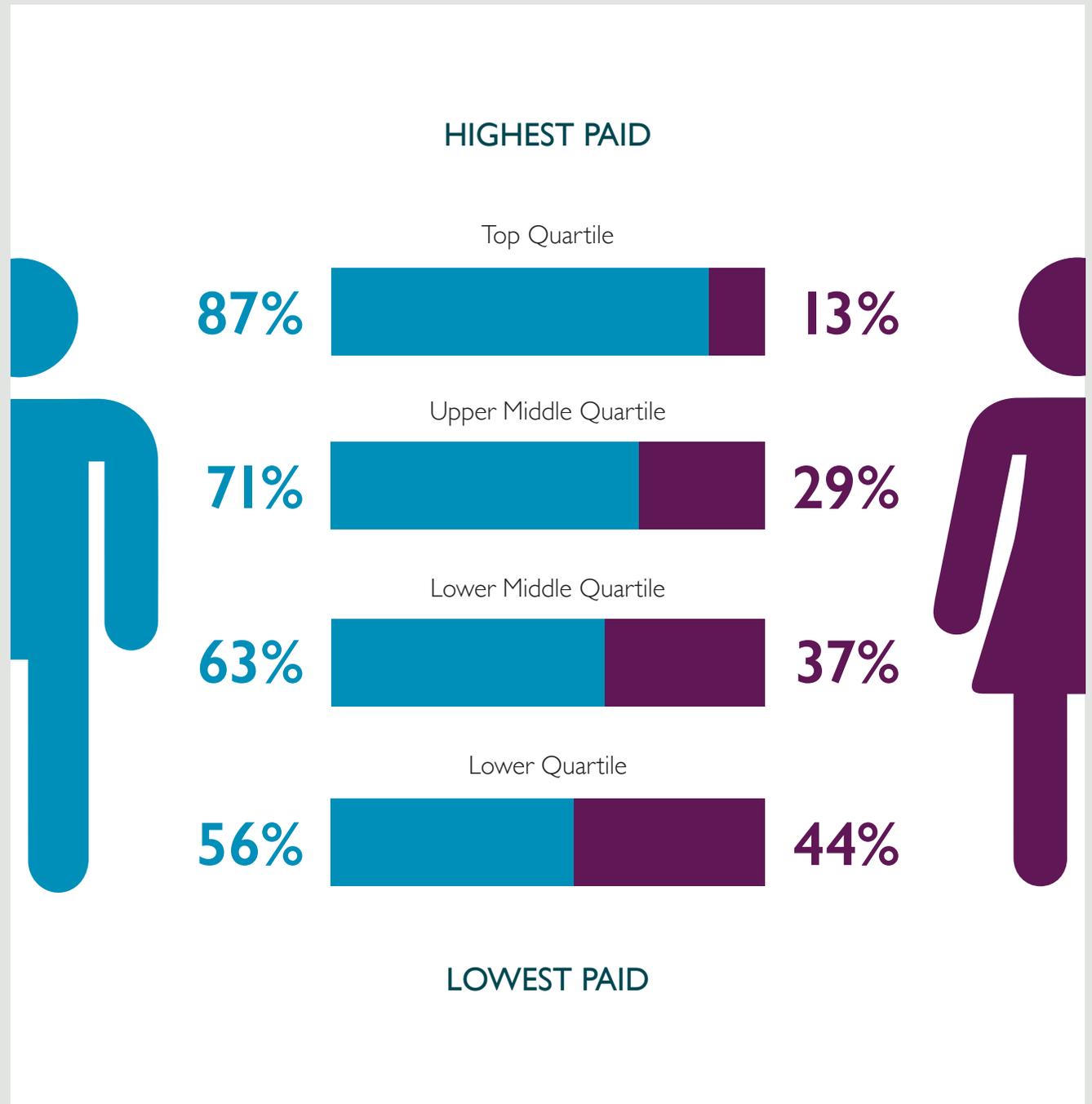
2020	2019	2018	2017
77%	87%	77%	76%

## PAY QUANTILES

	TOP (HIGHEST PAID)		UPPER MID		LOWER MID		LOWER (LOWEST PAID)	
	Male	Female	Male	Female	Male	Female	Male	Female
2020	87%	13%	71%	29%	63%	37%	56%	44%
2019	84%	16%	71%	29%	68%	32%	47%	53%
2018	81%	19%	71%	29%	67%	33%	49%	51%

# PAY QUARTILES

We now have fewer females than males in our lower quartile whilst our female representation in the lower median quartile has increase by 5%.



# SUMMARY AND CLOSE

We know there are significant benefits to improving the gender balance within Countryside. Improving female representation across the business will help to align us to our customers and society in general, whilst research proves that diverse and complimentary teams make the best business decisions. Given 51% of the UK population are female, becoming an employer of choice for women will help us to attract the most talented people across both genders into our business.

We are embedding our values and culture with the launch of our Diversity, Equity & Inclusion strategy, have targets for future diversity and hold our senior teams accountable to reach these.

We will promote International Womens Day with articles and stories on our website and social media to inspire women into Construction as well as partnering with organisations to support our attraction and recruitment of women to Countryside.

We believe that we are continuing to make progress towards closing our gender pay gap through our proactive stance on diversity and inclusion. We feel that the actions we've already taken and those we intend to take, not only demonstrate our commitment towards improving our gender pay gap but also becoming a more sustainable and successful business.





**COUNTRYSIDE**

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