

# Arun Estates Gender Pay Gap Report For 2017



At Arun Estates we understand that our successes come from valuing our customers and our people.

To ensure we are reaching and attracting a diverse cross section of candidates we are constantly reviewing our recruitment strategies and ensuring that our packages are industry leading.

As a sales - focused business commission is an important element of total pay and all our estate agents, lettings agents and mortgage advisors benefit from uncapped incomes, therefore their bonus payments and standard hourly rates are influenced by their productivity and sales success, not their gender.

We are passionate about providing the support and training required to assist all of our people to excel within their chosen fields and develop long and successful careers within the company. Our first commitment is to promote from within based on merit and recent changes to our operational working hours support an improved work life balance for our sales teams.

Based on the sample set used for this report 58% of our employees are female, of which 31% work part time. As a large proportion work in our administration and support departments the proportion of their income associated with a bonus payment is more limited.

## What is the gender pay gap?

The gender pay gap measures the difference in average pay of men and women within an organisation, regardless of the job they do, or the area of the organisation they work in.

It is different from equal pay which directly compares the pay for a man and a woman doing the same or equivalent role.

## Summary of Results:

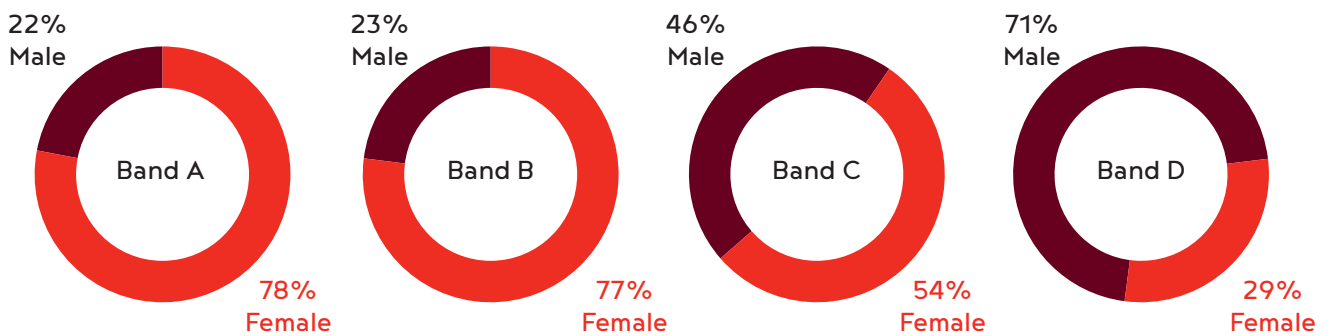
Mean gender pay gap  
in hourly pay is

**42.9%**

Median gender pay gap  
in hourly pay is

**38.7%**

## Pay Quartiles Summary:



## Bonus Summary:

Proportion of relevant employees with bonus pay:

Female

**80%**



Male

**91%**



Mean bonus pay gap is

**73.5%**

Median bonus pay gap is

**84.3%**

I confirm the information within this report is accurate.

**David Lench**

Group Managing Director