

Arun Estates Gender Pay Gap Report For 2018



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

As a Sales- based business commission forms a significant element of total pay and all our estate agents, lettings agents and mortgage advisors benefit from uncapped incomes, with basic salaries defined by the salary scale appropriate to their job role and seniority.

To ensure we attract a diverse cross section of candidates to our business we are constantly reviewing our recruitment strategies and procedures. Retention of our experienced staff is also key so we are committed to providing all our staff with the training they need to excel in their current role, but also to develop their skills, so they are ready for the next promotional opportunity.

We understand that work life balance is key to our staff's well- being which is why we chose to reduce our operational working hours and why we

will always make every attempt to find a workable solution to every flexible working request we receive.

49% of our female workforce work for us on a part time basis, which is why the bonus data below is disproportionate, as their commissioned income is reflective of the proportion of the working week worked. This compares to just 6% of our male workforce choosing to work part time.

In addition, we have a large number of part time administrative roles, which provide vital local support to each of our residential offices. These are not commissioned positions but we have introduced a number of ways that we can recognise their successes, which are rewarded by points towards gift cards. These are included within the Bonus data for the purpose of this exercise but they do not form part of their core income, therefore the figures associated are considerably lower than that of their sales colleagues.

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

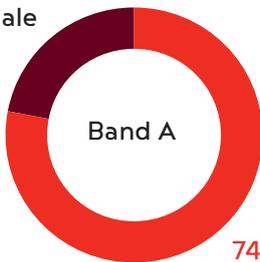
40%

Median gender pay gap
in hourly pay is

34%

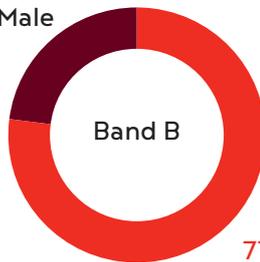
Pay Quartiles Summary:

26%
Male



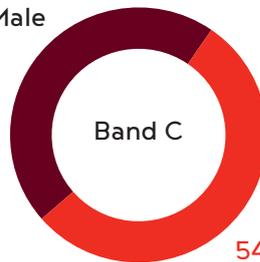
74%
Female

23%
Male



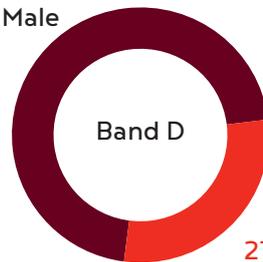
77%
Female

46%
Male



54%
Female

73%
Male



27%
Female

Bonus Summary:

Proportion of relevant employees with bonus pay:

Female

74%



Male

90%



Mean bonus pay gap is

72%

Median bonus pay gap is

74%

I confirm the information within this report is accurate.

David Lench

Group Managing Director