

Gender Pay Gap Reporting

Legislation places a legal obligation on employers of more than 250 staff to publish details annually of their gender pay gap. In line with this legislation, we publish our gender pay and gender bonus gaps as they are on 3 April 2024. We report on the following six key metrics that are necessary under the rules on gender pay gap reports. These are:

- The mean pay of full-time employed women is 7.11% greater than that of men, indicating a positive disparity in favour of women.
- The median pay of full-pay women is 2.9% greater than that of men, indicating a positive disparity in favour of women.
- The mean bonus pay of women is 4.84% greater than that of men, indicating a positive disparity in favour of women.
- The median bonus pay of women is 7.8% greater than that of men, indicating a positive disparity in favour of women.
- The proportion of men and women who received bonus pay; **Male: 33.4 % Female: 25.7%**
- The proportion of full-pay men and women in each of four quartile pay bands.

Quartile GPG	Male	Female
Lower	92%	8%
Lower Middle	92%	8%
Upper Middle	94%	6%
Upper	87%	13%

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Despite there being no legal obligation on employers to publish a narrative explaining their gender pay gap figure, we would like to highlight the following:

- The Security industry is male dominated, and it is a struggle to recruit women in a traditionally male-dominated industry due to the unsociable working hours and other factors. Having said that, we are an equal opportunities employer and pay rates are defined by the position as opposed to the employees gender. Staff at each site would be paid the same rate of pay regardless of their gender.
- As evidenced, all of the results are positively skewed towards females. This is due to the roles occupied by male and female staff. We tend to have a large proportion of females occupying roles within Head Office.
- Within the four-quartile pay bands, there are a higher proportion of females in the upper than in the lower middle and upper middle quartiles. The potential reasoning for this is the proportion of male and female staff within the company and duties performed.
- The report shows that almost equal amounts of Male and Females are receiving bonus pay, this is slightly lower for females due to the fact we have considerably less females within Unitrust.

As part of our ongoing commitment to equality and diversity in the workplace, we are encouraging females to join the security industry and seeking to achieve fair representation of both male and female gender in all roles across the organisation.

I confirm that the gender pay gap report statistics are accurate and have been reached using the mechanisms set out in the gender pay gap reporting legislation.

Signed:



Paul Griffin – Chairman

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