

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 5 April 2017. We report on the following six key metrics that are necessary under the rules on gender pay gap reports. These are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage; **0.26%**
- the difference in the median pay of full-pay men and women, expressed as a percentage; **-3.28%**
- the difference in mean bonus pay of men and women, expressed as a percentage; **-45.15%**
- the difference in median bonus pay of men and women, expressed as a percentage; **-145%**
- the proportion of men and women who received bonus pay; **Male: 17.26% Female: 20%**
- the proportion of full-pay men and women in each of four quartile pay bands.

<u>Quartile GPG</u>	<u>Male</u>	<u>Female</u>
Lower	87.88%	12.12%
Lower Middle	89.23%	10.77%
Upper Middle	84.62%	15.38%
Upper	84.62%	15.38%

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 employee gender. Staff at each site would be paid the same rate of pay regardless of their gender.
- As evidenced, a lot 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 and upper middle quartile than in the lower and lower middle quartiles. The potential reasoning for this is the proportion of male and female staff within the company and duties performed.
- Our gender pay gap analysis reveal that they are significantly lower than the national average (using the Annual Survey of Hours and Earnings figures), which is currently around 18%.

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 a 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: 

Date: ____07/03/2018____

Position: _Chairman _____