



# GENDER PAY GAP REPORT 2017



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Inclusion and diversity are central to our values and we are dedicated to our core purpose of strengthening the society in which we live and work.

We understand that promoting diversity and establishing a sense of community in the workplace is key to the success of our people-orientated business.

We are pleased to share here the findings of our Gender Pay Gap analysis which is in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data collected is from the UK Government's snapshot date of 5th April 2017.



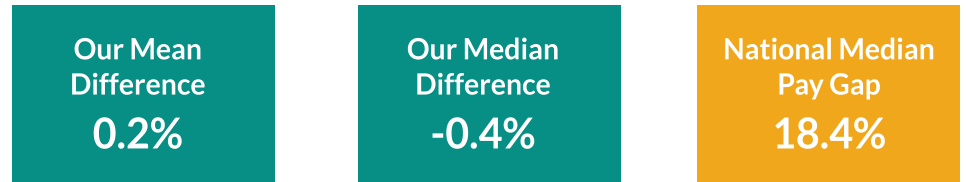
In order to calculate our gender pay gap, we have taken the pay data of all employees to ascertain any difference in pay between male and female employees irrespective of the position held.

In this report we have calculated both the mean and the median pay gap. The mean percentage is calculated by adding the total hourly pay for all women, and dividing it by the number of women employed. This figure is subtracted from the same calculation for men, this gives us the Mean Difference.

The median is the middle value when all of the hourly rates of pay for women and men are ranked separately. The median value for women is subtracted from that of the men and provides the Median Difference.

# GENDER PAY GAP

The Gender Pay Gap is the difference between the gross hourly earnings of men and women, so the closer to 0% an organisation is, the lower the gap.



The **mean pay** for men is **0.2% higher** than that of women

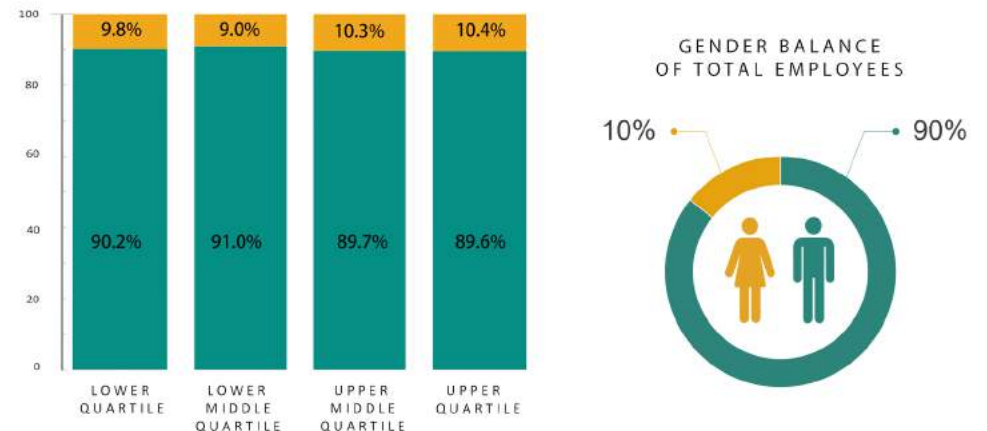
The **median pay** for women is **0.4% higher** than that of men

The Office for National Statistics states that the **UK median gender pay gap is 18.4%**

## QUARTILE DATA

The following chart illustrates our workforce composition, which has been divided into four equally sized pay groups.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



This has been reached by dividing all hourly rates paid across the company, from the lowest to highest, into four pay quartiles.

We are pleased to report that these results are consistent with the gender distribution for each of the four pay quartiles. Our staff are at the heart of everything we do, and we are proud to show that our report reflects the equality of men and women throughout the company.



## OUR COMMITMENTS

We strive in all our work policies to provide equal opportunities and believe recruiting, developing and retaining the best diverse talent is the key to providing the best security services in the industry. We champion an inclusive culture throughout the company, and are committed to investment in the personal and professional development of our staff.

We welcome the attention that this legislation brings and the opportunity to share our progress. It has also given us the chance to identify and understand areas of focus for continued improvement.

We are committed to increasing our representation of women at all pay levels and are actively working to increase the percentage of women throughout the company. Our gender balance reflects the industry-wide trend, but we are determined to play our part in increasing the proportion of women employed in the security industry.

- We will continue to recruit our staff through specific targeting, ensuring that they are as diverse as the communities they serve.
- We will prioritise accessibility, taking continued action to ensure we are always working towards gender equality.

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We are committed to strengthening the workplace, to be an environment of inclusion, equality and respect. It is wonderful to see this action reflected in the negligible gender pay gap reported and something that I, as the chair of the company, am extremely proud of.

It is our ongoing ambition to encourage more women to pursue careers in the security industry by highlighting and recognising that women are playing an increasingly important and valued role.

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Ruth Henig CBE  
SecuriGroup Chair