

Kings Security Systems Ltd - Gender Pay Gap Report -2017

Kings Security Systems are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

This is the report for the snapshot date of 5 April 2017.

Mean and Median gender pay gap.

*Mean Gender Pay Gap
Women's hourly rate is 1.9%
lower than male employees*

1.9%

*Our Median Gender Pay Gap
Median hourly rate of both men
and women is equal.*

0%

To note the dataset is skewed by the presence of a high proportion of low earners. The Company employ a high proportion of men in lower paid roles. The lower pay rates are for security officers and apprentices within the business. Similarly the data included standby retention and shift allowances to engineers and operators, commission to sales employees and car allowances and central London and travel allowances in the calculations, these will have skewed the results.

The pay quartile calculations show the male and female split of our workforce in each pay quartile. It was established by ranking employees by hourly pay rates then dividing them into quartile groups, following with the proportions of men and women in each were calculated. These calculations were compiled using the standard methodologies set out in the regulations based on a "snapshot date" 5 April 2017.

Overall our mean and median gender pay gap is significantly lower than the security sector average and the national average.

Men make up **82%** of our workforce

- We recognise that our industry is traditionally male dominated. Men make up the majority of our workforce and a significant proportion of senior positions. Women are underrepresented in sales, engineering and security personnel occupations, but we do have women represented at various levels in the Company on the Senior Leadership team and Board of Directors. Currently within the security industry as a whole recruiting females into the sector is a challenge.

Women Men

Top quartile (highest paid)



16%

Upper middle quartile



19%

Lower middle quartile



20%

Lower quartile (lowest paid)



8%

Mean and median gender pay

Mean Bonus Gap
Women's mean bonus pay is 46% lower than male

46%

Median Bonus Gap
Women's median bonus pay is 24% lower than male

24%

65% of men received a bonus

77% of women received a bonus

- The mean gender bonus gap is 46%. The reason for the difference in average bonus pay relates to women being unrepresented in sales positions that earn both commission and bonus payments. Of those women who received bonus payments the amounts are lower than male employees, this is due to the way in which we categorise bonuses across the business. The

sales team and senior roles are predominantly male hence bonus payments are higher in males.

Actions

- As part of our diversity initiatives the Company aim to attract and increase female recruitment in engineering. The Company will implement actions to increase female recruitment in engineering and security personnel, which are traditionally male dominated roles within the security sector. The Company is currently working towards an objective to recruit two females in this year's engineering apprenticeship recruitment to attract more female engineers and support their development through our apprenticeship scheme. Similarly the Company will continue to attract and promote females to the industry, whilst ensuring our obligations are met under the Equality Act 2010.
- The Company will engage with education provider's schools and colleges spreading awareness amongst young people about opportunities that are available regardless of people's gender.
- The Company will develop initiatives to encourage female mentoring and development to provide more opportunities for women to progress into senior positions.
- The Company will review its flexible working policies to explore different ways of working more flexibly to look at implementing flexible working initiatives to attract and retain the best people in the business.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Kelly Fisher



Chief HR Officer

Kings Security Systems Ltd