

## Kings Security Systems Ltd - Gender Pay Gap Report -2018

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

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and on the government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The Gender Pay Reporting requires our organisation to make calculations based on employer gender. We established this by using our existing HR and payroll records.

These calculations were compiled using the standard methodologies set out in the regulations based on data collected 5 April 2018.

### Findings for 2018

#### Mean and Median gender pay gap.

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##### Mean Gender Pay Gap

*When comparing mean hourly rates, women's mean hourly rate is 1.3% lower than men. The mean pay gap has reduced marginally by 0.6%.*

1.3%

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##### Median Gender Pay Gap

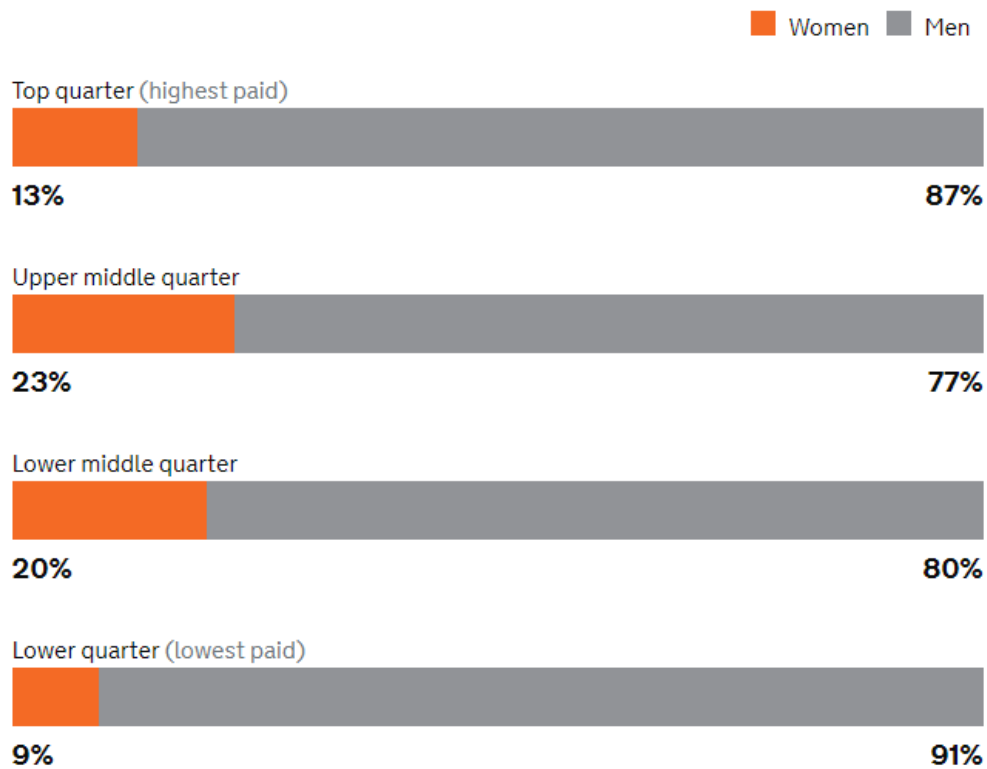
*Women earn £1.03 for every £1 that men earn when comparing median hourly wages. Women median hourly rate is 3% higher than men. Last year the company reported 0% this is due to a reduction of women in lower paid roles over the last 12 months.*

-3%

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The data included standby, retention and allowances for engineers, car allowances and commission for sales roles in the calculations, these roles are dominated by male employees.

#### Pay Quartiles



The pay quartile calculations show the male and female split of our workforce in each pay quartile.

Overall **80%** of our workforce were men. Progress has been made, there are 2% more women reported this year and we successfully enrolled additional females on to our apprenticeship scheme.

The calculations show that women occupy 13% of the highest paid jobs and 9% of the lowest paid jobs.

Representation of women has increased slightly in the upper middle quartile. In the lower quartile, there are fewer women than reported last year.

**Mean and median bonus pay**

Mean Bonus Gap  
 Women's mean bonus pay is 25% lower than male. Last year the company reported 46%

**25%**

Median Bonus Gap  
 Women's median bonus pay is 0% lower than male employees. Last year the company reported 24%

**0%**

**89%** of men received a bonus

**93%** of women received a bonus

- The mean gender bonus gap is 25%. The mean gender bonus gap has reduced by 21%.
- The median gender bonus gap reduced to 0%. This is due to the company operating a discretionary bonus, payable to majority of employees.

### Summary

- Our results show that overall our gender pay gap is minimal in size.
- Our gender pay gap is below the UK median average of 18%.
- We have an uneven distribution of men and women across the business and the type of roles they do.
- Like other employers within our sector we have a greater proportion of men in engineering and security personnel roles, we struggle to recruit women in these traditionally male-dominated roles.
- We have a greater number of men in lower paid roles, this is one of the key contributing factors to our negative percentage median gender pay gap figure.
- Our results show that women's mean bonus pay is 25% lower than male, the reason for this is due to women are unrepresented in sales positions that earn commission and higher bonus payments. Of those women who received bonus payments the amounts are lower, this is due to the way in which bonuses are categorised across the business.

### Actions

- Strengthen our recruitment strategies by reviewing our existing recruitment methods to increase diversity in our candidate pool. Utilise social media campaigns and engage with education providers to raise awareness amongst young people around opportunities and careers for women as well as men.
- We will continue to carry out annual internal and external benchmarking of our salaries and ensure consistency in pay decisions.
- Launch of internal development program which is a long-term plan to strengthen staff development through mentoring and training initiatives to enhance female talent pipeline for promotions.
- In the last twelve months we have accepted and accommodated all flexible working requests to retain women within the business. We will continue to support women returning from maternity leave, to remove barriers to progress.

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