

Kings Security Systems Ltd Gender Pay Gap Report

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 2020.

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 complied using the standard methodologies set out in the regulations based on data collected on previous years.

Findings for 2020

Mean and Median gender pay gap

Our Median Gender Pay Gap

When comparing median hourly pay. Women's median hourly pay is 4.3% lower than men's. The mean gap has increased by 4%

4.3%

Mean Gender Pay Gap

When comparing mean hourly paid, women's mean hourly pay is 3.6% higher than men's than male employees. We have a high number of security personnel employees who are concentrated on the same pay rate.

Bonus

The total proportion of women employees who received a bonus was 64%

Median Bonus Gap
Women 's median bonus pay is 0%

0%

64% of men received a
bonus

-3.6%

Mean Bonus Gap

When comparing average bonus pay, women's mean average pay is 29% lower than men's

29%

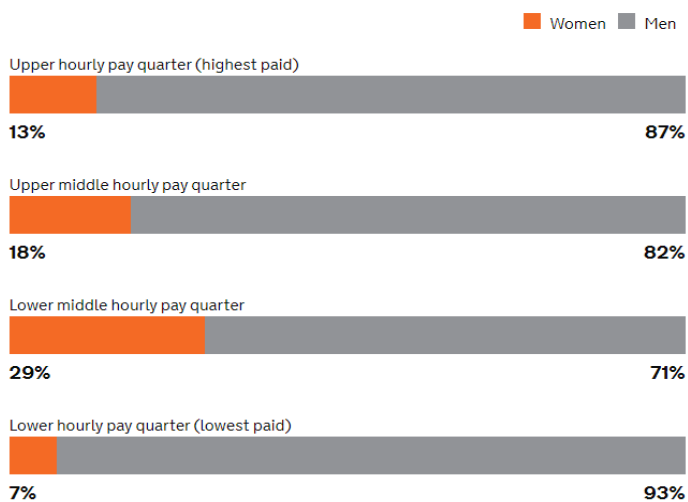
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Pay Quartiles

In the last year there has been an increase in women in the upper middle quartile .

The percentage of women in each pay quarter

In this organisation, women occupy 13% of the highest paid jobs and 7% of the lowest paid jobs.



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. The calculations show that women occupy 13% of highest paid jobs and 7% of lowest paid jobs.
- 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.
- 46% of employees are within the security personnel division . These roles are dominated by predominately male employees, and roles fall within the lower quartiles. Therefore, the proportion of females is low in the lower quartile. This is one of the key contributing factors to our negative percentage mean gender pay gap figure.
- Our results show that women's mean bonus pay is 29% lower than males, the reason for this is due to women being unrepresented in Sales positions that welcome commission and bonus payment. Of those women who received bonus the amounts are lower; this is due to the way in which bonuses are categorised across the business.
- The median gender pay gap is 0%. This is due to the company operating a discretionary bonus, payable to majority of employees.

Actions

- Continue to support attracting and increasing female recruitment into the security industry through our Women in Security Campaign.
- Helping women progress in their careers through our internal growth programme initiative to encourage female mentoring and development to provide more opportunities for women to progress into senior positions.
- Flexible working initiatives – explore different ways of working flexibly to attract people into the organisation.