

# Gender Pay Gap Report



Snapshot 5th April 2023



# Gender Pay Gap Report for Snapshot 5th April 2023

KST are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017. Kings Secure Technologies has two legal entities that employ more than 250 colleagues.

This report sets out the gender pay gap statistics for Kings Security Systems Ltd and Kings Guarding Solutions in relation to the reporting year of 5 April 2023.

## Introduction

This is the report for the snapshot date of 5 April 2023.

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 on previous years.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Kings Security Systems Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

# What is the Gender Pay Gap?

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

## How is it calculated?

### Median

If we lined up all our colleagues in two rows, from the highest to lowest paid, the person in the middle is the median. The median pay gap is the difference between the middle male and middle female colleague.



### Mean

To calculate the mean pay gap we take the average pay of our male colleagues and compare it to the average pay of all our female colleagues.



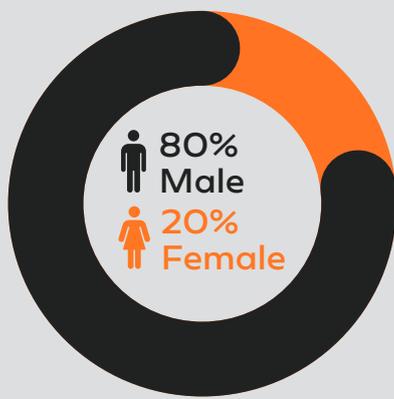
### Gender Identity

Gender Pay Gap regulations require us to identify all colleagues as either men or women. This in no way impacts our support or inclusions of all genders at KST.

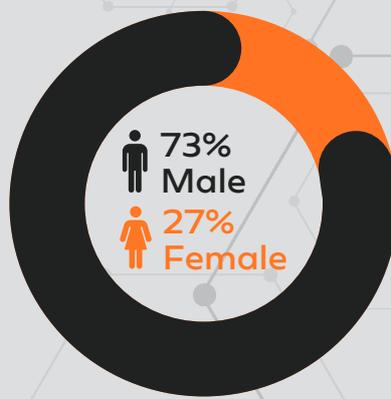
# Organisational Context

The organisational context has undergone significant changes since the last report. A portion of the workforce has been transferred from KSSL to a newly formed entity, Kings Guarding Solutions. There will be differences in the pay gap data reporting from previous years.

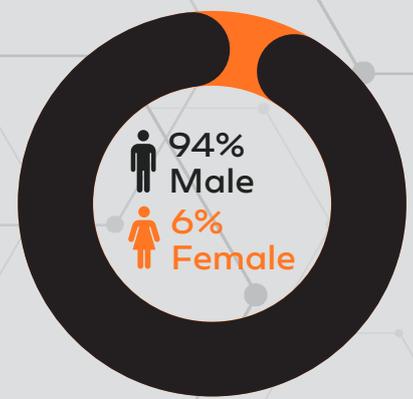
## Gender Split



Kings Group



KSSL



KSGL

The Security industry is traditionally male dominated. Overall, across the group, the gender split is 80% male to 20% female.

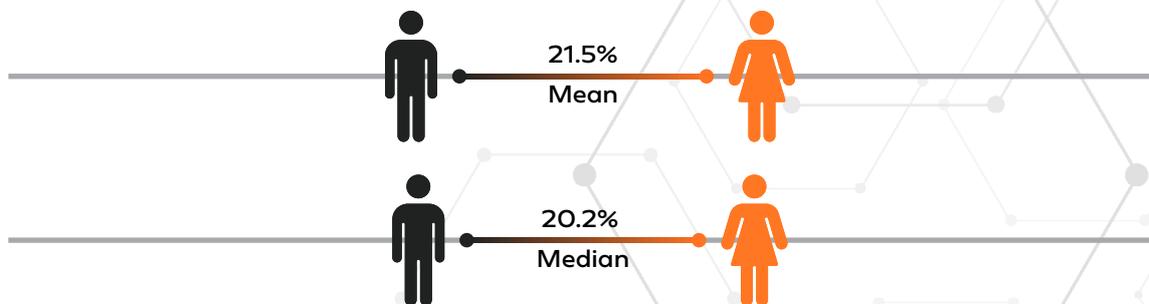
On the snapshot day, the proportion of males is 73% to females 27% in 2023 KSSL, the proportion of males is 94% to females 6% in KSGL.



# Gender Pay Gap Data

KST is an Equal Pay Employer. The main reason for our gender pay gap is predominately due to an under- representation of women employed in upper, upper middle quartiles. These make up roles predominantly dominated by men in engineering, technical and senior roles. Like other employers within our sector, we have a greater proportion of men in engineering/ technical and man guarding roles, we struggle to recruit women in these traditionally male dominated roles. These roles in our industry are more attractive to male applicants and the majority of our female employees work within the administrative and support functions of the business. The disparity in representation across job levels has a direct impact on the overall gender pay gap.

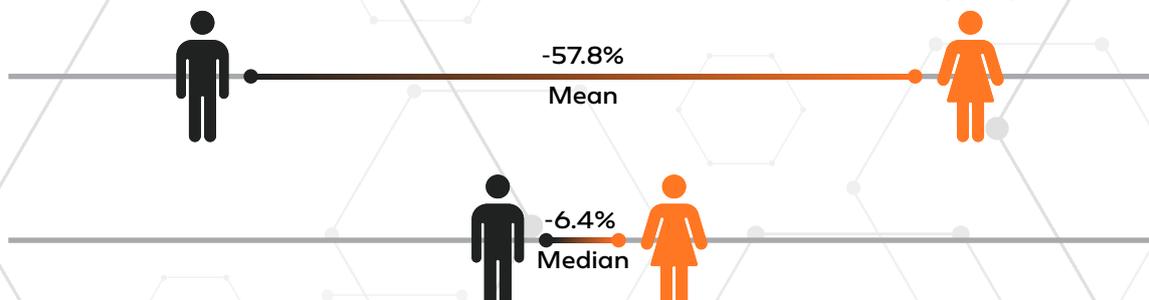
## KSSL



Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 21.5%.

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 20.2%.

## KSGL



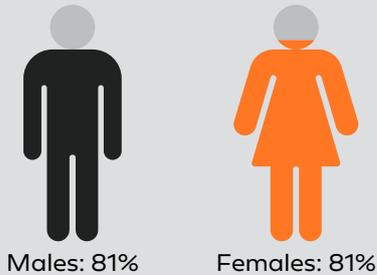
Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is -57.8%.

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -6.4%.

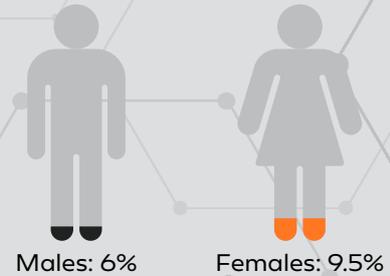
# Gender Bonus Gap

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:

## KSSL

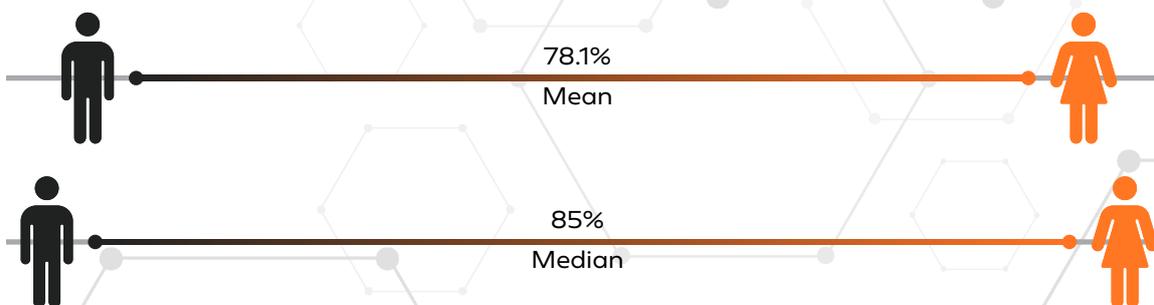


## KSGL



## KSSL

KSSL made a cost-of-living payment of £150 to 71% of staff during 2022/2023. This payment has been classified as a bonus payment for the purpose of gender pay reporting. Additional bonus payments include performance related pay, bonuses and commission schemes. The type of bonus payment are associated with the role. The reason for the bonus pay gap is due to women being unrepresented in Sales positions that welcome commission and bonus payment, women are also unrepresented in engineering positions that welcome performance related pay.



Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 78.1%.

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 85%

## KSGL

Women earn £82.91 for every £1 that men earn when comparing median bonus pay.

The reason for the KSGL median variance is the role of security officer, a male majority role, would not qualify for bonus payments.

# Salary Pay Quartiles

The following charts separate the workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into proportion, expressed as a percentage, of male and female employees in each quartile.

## KSSL

Upper hourly pay quarter (highest paid)

18.9%  81.1%

Upper middle hourly pay quarter

17.2%  82.8%

Lower middle hourly pay quarter

27.5%  72.5%

Lower hourly pay quarter (Lowest paid)

42.3%  57.7%

We have observed that a higher proportion of males occupy positions within the upper middle and upper pay quartiles. Over the last couple of years, the calculations show that the company has maintained 19% women occupy the highest paid jobs in the upper quartile. Women occupy 42% of the lowest paid jobs.

## KSGI

Upper hourly pay quarter (highest paid)

15.3%  84.7%

Upper middle hourly pay quarter

5.5%  94.5%

Lower middle hourly pay quarter

4.3%  95.7%

Lower hourly pay quarter (Lowest paid)

1.4%  98.6%

Women Occupy 15.3% of the highest paid jobs and 1.4% of the lowest paid jobs. We have observed that a higher proportion of males occupy positions within the lower pay quartiles. This is demonstrated in the quartile pay breakdown.

# Action to Address Gender Pay Gap Disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

## Actions and Future Steps

- **Resourcing**

Continue to review and revisit our recruitment and promotion practices to encourage greater diversity and inclusivity

- **Recruitment**

Continue to support attracting and increasing female recruitment into the security industry through our Women in Security Campaign.

- **Leadership and Career Development**

Enhancing internal support systems 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 within the organisation.

- **Initiatives for a Family-Friendly Workplace**

We're exploring various flexible working arrangements to make our organisation more appealing to prospective employees. Additionally, we've recently improved some of our benefits to better support families.

## Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations. Understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

**Kelly Fisher**

**Chief HR Officer**

