

Gender Pay Gap Statement April 2020

Gender Pay Gap Reporting 2020

Taken from snapshot data from 5th April 2019

Mean gender pay gap in hourly pay	30.6%
Median gender pay gap in hourly pay	30.9%
Mean bonus gender pay gap	85.4%
Median bonus gender pay gap	44.6%
Proportion of males receiving bonus payments	46.3%
Proportion of females receiving bonus payments	30.2%

Percentage of males/females in each pay quartile

Upper quartile males	95.1%
Upper quartile females	4.9%
Upper middle quartile males	87.7%
Upper middle quartile females	12.3%
Lower middle quartile males	68.1%
Lower middle quartile females	31.9%
Lower quartile males	52.2%
Lower quartile females	47.8%

This is our third gender pay gap report and whilst progress has been difficult in some areas, there were some notable successes in reducing the gender pay gap. Overall the median pay gap reduced slightly from 31.2% to 30.9%. The main barrier to improvement has been the ability to encourage women to take up engineer or apprentice engineer roles, however some excellent progress was made in the field of sales.

After our great success in the previous year where apprentice engineers increased from 0% to 15%, we made no further female appointments in the current year. Therefore a slight increase in overall numbers of apprentices meant that the percentage of female apprentices fell slightly to 13%. We have therefore kept the target of 20% of apprentice engineers being female. It is from this pool of engineers of the future that supervisors and managers will come and by encouraging women into these roles, we will increase the percentage of female managers and supervisors in the coming decades.

The number of female engineers remained low and in fact fell to 0.8% last year (2018: 1.8%). We hope to increase this as our apprentices become fully trained, but it looks like this will be a slow process. Whilst we have a much higher percentage of female apprentices, it takes three years to train them and with almost 250 engineers, adding one or two female ones each year will take years to make a substantial difference to the overall percentage of engineers.

The most successful area of improvement this year was in sales, where we trebled the number of female sales staff from 2 to 6. This increased the percentage of women in these roles to 13% (2018: 4.3%). Whereas the percentage of female managers/supervisors remained broadly stable as 11.9% (2018: 12.4%). At the same time the percentage of females in the lower paid segment of administration, alarm receiving centre and call centre fell from 67% to 59%.

The effect of these changes meant that we saw an improvement in the percentage of women in quartiles 2 and 3 with a compensating fall in women in quartile 4. There was also a substantial improvement in the median gender pay gap in bonus pay from 61% to 45% due to the increased number of women in sales roles where bonus/commission pay is significant.

Secom plc remains committed to reducing the gender pay gap but recognises the challenge in attracting female staff into the engineering side of this business. We hope that we can increase the percentage of female apprentices and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this we remain committed to reduce the gender pay gap every year moving forward but recognises that this may be a long process in such a male orientated industry.



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