

Gender Pay Gap Statement April 2021

Gender Pay Gap Reporting 2021

Taken from snapshot data from 5th April 2020

Mean gender pay gap in hourly pay	29.4%
Median gender pay gap in hourly pay	32.8%
Mean bonus gender pay gap	80.2%
Median bonus gender pay gap	66.0%
Proportion of males receiving bonus payments	52.9%
Proportion of females receiving bonus payments	34.6%

Percentage of males/females in each pay quartile

Upper quartile males	92.0%
Upper quartile females	8.0%
Upper middle quartile males	94.6%
Upper middle quartile females	5.4%
Lower middle quartile males	67.8%
Lower middle quartile females	32.2%
Lower quartile males	50.0%
Lower quartile females	50.0%

The fourth year of gender pay gap reporting has confirmed just how difficult it has been to increase the percentage of women apprentices and engineers, however some progress was made in some other areas.

Overall the median pay gap took a step backwards from 30.9% to 32.8%. However, the mean gender pay gap did improve from 30.6% to 29.4%. The inability to find any new female apprentice engineers is concerning as this is the starting point to reducing the gender pay gap over time, however an improvement in the percentage of female managers/supervisors to 12.5% helped push more females into the top quartile.

With no new female apprentices joining this year, the percentage of female apprentice engineers fell to 8.3% (2019: 13.0%). We are targeting at least 2 female apprentice engineers from our next intake of 8, which hopefully can reverse this decline. Overall our target of 20% of apprentice engineers being female remains the goal. 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 slightly to 0.5% last year (2019: 0.8%). There are a very limited number of female engineers in the industry and so growing our own via the apprenticeship program is our best way of improving this situation.

The percentage of female sales staff fell back from last year's improved number to 7.3% (2019: 13.0%) which was disappointing but it is still the second best since we started reporting gender pay gap numbers. The total number of managers/supervisors reduced from 118 to 112, but we retained the 14 females in this category, hence the percentage increased to our highest since gender pay gap reporting started of 12.5% (2019: 11.9%). This in turn led to our highest percentage of females in the top quartile at 8% (2019: 5%). At the same time the percentage of females in the lower paid segment of administration, alarm receiving centre and call centre fell slightly from 58.8% to 58.4%. We hope to continue to drive this down towards parity in the next few years having had it start at 73% in our first year of reporting.

The reduction in female engineers and sales staff was the driver to reduce the percentage of females in quartile 2 from 12% to 5% and this outweighed the increase in the top quartile and led to the slight deterioration in the median gender pay gap in the year. The reduction in female sales staff also saw the reversal of last year's improvement in the median gender pay gap in bonus pay from 45% to 66% because sales is where bonus/commission pay is most 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 this remains very difficult in such a male orientated industry.



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