

Gender Pay Gap Reporting – 2018

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Taken from snapshot data from 5th April 2017

Mean gender pay gap in hourly pay	33.5%
Median gender pay gap in hourly pay	33.0%
Mean bonus gender pay gap	91.8%
Median bonus gender pay gap	80.3%
Proportion of males receiving bonus payments	68.6%
Proportion of females receiving bonus payments	23.6%

Percentage of males/females in each pay quartile

Upper quartile males	96.0%
Upper quartile females	4.0%
Upper middle quartile males	93.2%
Upper middle quartile females	6.8%
Lower middle quartile males	67.6%
Lower middle quartile females	32.4%
Lower quartile males	43.4%
Lower quartile females	56.6%

SECOM Plc works within what has historically been a mainly male-orientated world of electronic security provision.

In the snapshot data of 5 April 2017, SECOM had 703 full-pay relevant employees of which 330 were fire and security system engineers. Only 3 of these (1%) were female, which is common in our industry. The company had 221 office administration, alarm receiving centre and call centre staff, 73% of which were female. The market rate of pay for engineers is significantly higher than the market rate of pay for these office-based staff. This is a major cause of the gender pay gap that SECOM has.

The company has a policy of promotion from within whenever possible. The natural career progression is therefore engineer to supervisor to manager to director. At the snapshot date, the company had 87 managers and supervisors of which 9 were female (10%), mainly in areas such as marketing, finance and HR. There is a similar trend in salespeople where the company had 43 sales staff of which only 1 was female. These staff tend to come with an engineering background, which is very helpful when designing fire and security systems. The market rate of pay for managers, supervisors and sales staff is significantly higher than the office staff that are predominantly female, adding to the gender pay gap.

Significant bonus/commission payments are made to the sales team which is 98% male. These are a key part of their reward structure as is customary in sales roles. These payments are far greater than the other bonus and incentive payments made to other staff and hence that causes the bonus pay gap.

SECOM Plc is committed to reducing the gender pay gap, but recognises the challenge in attracting female staff into the engineering side of this business. The company has an Ofsted audited academy for apprentices and as an initial step has set a target of 10% of apprentice engineers to be female with a commitment to increase this further in future years. Whilst this will not be easy, the company will target the female market to try to encourage more female applicants. As the female proportion of engineers grows, this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this, the company hopes 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.