

Gender Pay Gap Reporting – 2019

Gender Pay Gap Reporting 2019

Taken from snapshot data from 5th April 2018

Mean gender pay gap in hourly pay	29.9%
Median gender pay gap in hourly pay	31.2%
Mean bonus gender pay gap	86.8%
Median bonus gender pay gap	60.7%
Proportion of males receiving bonus payments	47.2%
Proportion of females receiving bonus payments	27.5%

Percentage of males/females in each pay quartile

Upper quartile males	94.1%
Upper quartile females	5.9%
Upper middle quartile males	93.5%
Upper middle quartile females	6.5%
Lower middle quartile males	70.6%
Lower middle quartile females	29.4%
Lower quartile males	45.9%
Lower quartile females	54.1%

Since reporting our first gender pay gap numbers last year, we are pleased to report an overall fall from 33.5% to 29.9% (mean gender pay gap) and from 33.0% to 31.2% (median gender pay gap). This has been achieved because the percentage of managers/supervisors, engineers and sales staff that are women has increased. These posts have significantly higher salaries than the office administration, alarm receiving centre and call centre staff which are predominantly female.

We set out an initial target of achieving 10% of our apprentice engineers to be female and I am pleased to report that we have exceeded that with 15% of the apprentices being women. In a male-dominated industry, this is good progress and we shall now seek to push that up to 20%. It is from this pool of future engineers 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.

We have also made progress in other areas with the percentage of females being 1.8% for engineers (2017: 0.6%), 4.3% for sales staff (2017: 2.3%), and 12.4% for managers/supervisors (2017: 10.3%). At the same time the percentage of females in the lower paid segment of office administration, alarm receiving centre and call centre fell from 73% to 67%.

Significant bonus/commission payments are made to the sales team which is 96% 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 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 increasing the percentage of female apprentices will continue and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this the company remains committed to reducing the gender pay gap every year moving forward but recognises that this may be a long process in such a male-orientated industry.