

Trigion

2018 Gender Pay Gap Report

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Introduction

Trigion Security is the security arm of the Facilicom Group, providing static guarding, mobile patrol, keyholding, alarm response services and technical security.

Its customer base is primarily in the South of England but they have recently extended their spread as far north as Morecambe and are growing rapidly in the Midlands and the Home Counties.

Trigion operates to the very highest standards in the industry and has gained SIA Approved Contractor Status and ISO 9001. All Trigion Security Officers are vetted and trained to NSI Standards BS7858. Trigion Security is one of the fastest growing security companies in the South and is looking to expand its reach throughout the rest of the UK over the next three years.

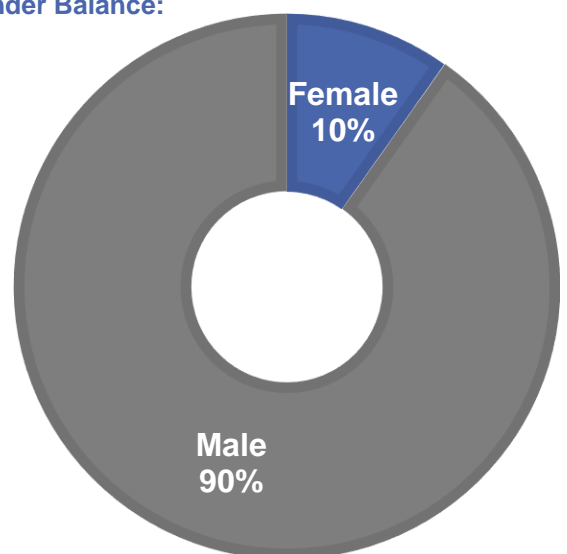
I confirm that our data has been calculated according to the requirements of the Equality Act 2017

A handwritten signature in black ink, appearing to read "Lesley Coates", with a horizontal line underneath.

Lesley Coates
HR Director

Relevant employees at snapshot date: 204

Gender Balance:



Report Methodology

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.



Croner Reward's proprietary tool is designed to rigorously test the fairness of an organisation's pay system through a variety of different tasks by analysing the required cross-sections of your organisation.

These include probing the pay differences between males and females for hourly pay and bonuses.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly rate quartile.

In our conclusions you will find:

- An illustration of the gaps or risks that exist
- Access to telephone advice and support

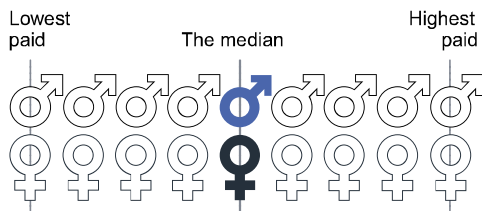


Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for relevant roles from the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.



How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers. Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the

percentage of males and females in each.

What's Included in our Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from April 2018 only, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.



Analysis of Results

Summary

- The mean hourly full pay gap is **-24.8%**; and the median hourly full pay gap is **-7.5**, both in favour of the **female** population.
- The mean bonus pay gap is **87.5%**; and the median bonus pay gap is **68.2%**, both in favour of **males**.
- **6.5%** of relevant **males** and **20%** of relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

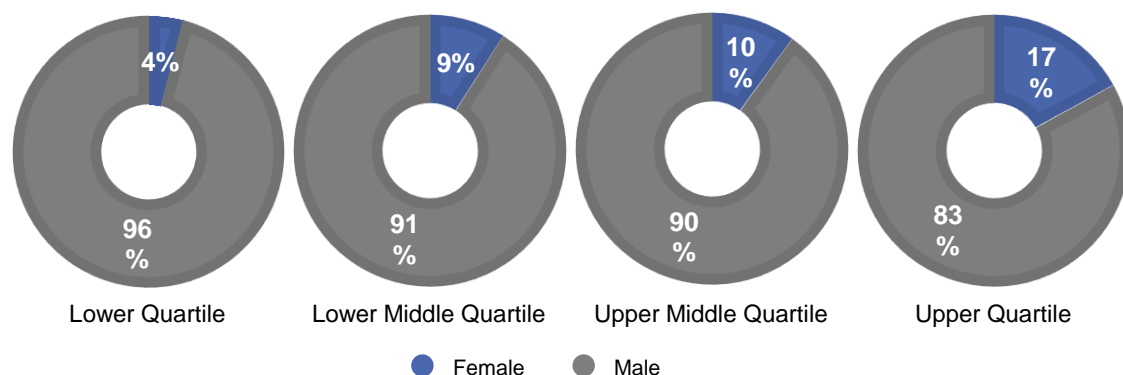
Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£10.29	£9.00
Female	£12.54	£9.67
Male	£10.05	£8.99
Pay Gap	-24.8%	-7.5%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile



Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£546.08	£117.00	4	20%
Male	£4,381.94	£367.56	12	6.5%
Pay Gap	87.5%	68.2%		

Year on Year Comparison

Key Highlights

- An increase in the number of staff employed has changed the balance of males and females in the workforce. In 2017, the workforce comprised 198 staff; 76% were male and 24% female. In analysing the 2018 results, an increase to 204 employees has reduced the percentage of females in the workforce to 10% and increased the percentage of males to 90%.
- In 2017, the **mean** hourly full pay gap was reported at -13.68 and the **median** hourly full pay gap was -13.64% – both in favour of the **female** workforce.
- This years' report illustrates an increase in the **mean** hourly pay gap to -24.8% in favour of **females**; but improvement in the **median** hourly pay gap, with a reduction to -7.5% in favour of **females**.
- The **mean** and **median** bonus pay gap in 2017 was reported at 100% in favour of the **male** workforce with no females receiving a bonus payment.
- In this years' calculations, 20% of the **female** workforce received a bonus which sees a significant reduction in the bonus pay gap to 87.5% at the **mean** and 68.2% at the **median** (both in favour of **males**).
- In 2017, just 7.8% of relevant **males** received a bonus payment in the twelve months preceding the snapshot date. This year, bonuses have been allocated to 6.5% of **males** and 20% of **females**.
- To summarise, the 2018 results have seen a predominantly positive shift in the hourly pay and bonus gaps; and whilst we acknowledge there is still room for improvement, it signifies progress and the Company's ongoing commitment to closing the gender pay gap.

Hourly Rate Comparisons

The differences between men and women.

	2017 Mean	2018 Mean	2017 Median	2018 Median
All	£10.15	£10.29	£9.24	£9.00
Female	£11.43	£12.54	£10.50	£9.67
Male	£10.05	£10.05	£9.24	£8.99
Pay Gap	-13.68%	-24.8%	-13.64%	-7.5%

Bonus Pay Comparisons

Bonus pay differences between men and women.

	2017 Mean Bonus	2018 Mean Bonus	2017 Median Bonus	2018 Median Bonus
Female	£0	£546.08	£0	£117.00
Male	£9,039.15	£4,381.94	£2,375.00	£367.56
Bonus Gap	100%	87.5%	100%	68.2%

Conclusions

This summary is based on data supplied for **204** relevant employees (as at April 5th 2018).

What do the Results Show?

Relevant employees include mainly customer facing roles and a smaller number of office-based roles in our head office.

At the **mean**, the overall 2018 gender **pay** gap is **-24.8%**. Still in favour of females, this has increased since 2017 and is higher than the current UK national average of 18.1%.

At the **median**, the overall gender **pay** gap is **-7.5%** which is a significant improvement since 2017.

We recognise that the main cause of the overall gender pay gap is a higher percentage of women working in our management and admin roles; whereas more men are employed in lower paid roles.

The 2018 results demonstrate improvement in the **bonus** pay gaps, with a reduction from 100% at the mean and median in 2017 to **87.5%** and **68.2%** respectively in 2018.

As an employer operating a business that is naturally more attractive to the male population, there are more males employed in roles that are eligible to receive a bonus; plus a higher proportion of males employed in senior management positions.

We are committed to continuously explore how we can close any gaps found within our organisation to improve the overall gender balance, even though our industry is more attractive to men than women.

We practice equal opportunities and sponsor 'women in security' to encourage more women to join the security sector. We firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act. We are proud to consider ourselves an equal opportunity and equal pay employer

We believe our gender balance will change as we continue to address all aspects of diversity.



How Can Croner Help?

Croner is a leading provider and pioneer of support for HR & employment law, health & safety and pay & benefits. We have a team of experts who can advise you on what steps you can take next, in light of the findings of this report.

As a part of this report, Croner provide you with free access to HR & employment law advice service to discuss any exposure/ risks you may have as a result of this report.

Our advisory team can be reached on:
0844 728 0037.

Croner Reward Additional Services

Croner Reward has supplied organisations of all sizes with remuneration statistics and advice for over 40 years and is now widely recognised as one of the leading providers of pay and benefits data in the UK.

Through the publication of the UK's widest range of salary reports, Croner Reward has developed one of the largest pay databases in the country and provides pay statistics to an extensive variety of UK and international organisations as well as Government Departments, several national and specialist publications and a number of leading professional institutes.

Other services include:

- Salary Benchmarking
- Pay & Grading
- Bespoke Salary Surveys
- Market Rate Reports
- Pay & Benefits Consultancy
- Job Evaluation & SalarySearch Software

What Should You Do Next?

Ahead of making this information publicly accessible on your Company website by April 4th, you may wish to consider a formal review of your pay structure; or at the very least an organisation or departmental salary benchmarking exercise to help examine any weaknesses that exist and support the written statement. This is something which Croner can assist with.

If you have any questions or require further information regarding our additional services, please call us on **0808 145 3490.**



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