

# Trigion

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## 2019 Gender Pay Gap Report

Prepared for: Lesley Coates

Prepared by: Clare Parkinson



**Croner**

HR • Tax • H&S • Reward



## Introduction

Trigion Security Services Ltd is the UK based security business, part of the international Facilicom Group, a €1.5Bn Dutch based, family owned business.

The company provides a wide range of manned and electronic fire and security systems, including: Static Security Officers, mobile patrols, keyholding, alarm response and electronic fire and security security systems.

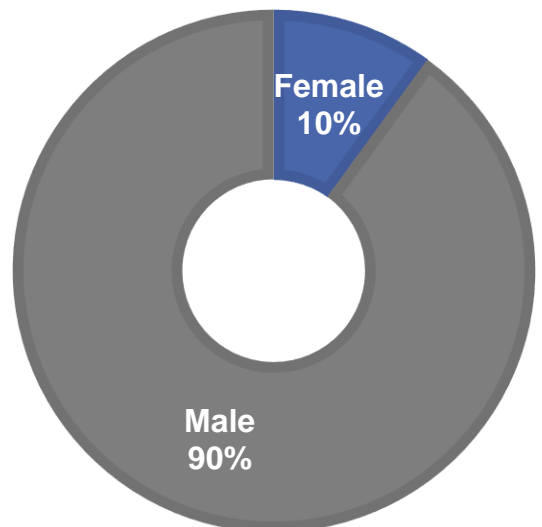
Our largest customer-base is located in London and the southeast. However, we do operate nationally, and provide our full range of services to a number of national customers throughout the UK.

Trigion operates to the very highest standards in the industry and has gained SIA Approved Contractor Status, NSI Gold Accreditation, and ISO 9001. All Trigion Security Officers are vetted and trained to NSI Standard BS7858.

Trigion Security is one of the UK's fastest growing security companies, primarily due to its strong client relationships, high quality service and excellent value for money.

Full pay employees at snapshot date: 156

**Gender Balance:**



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

**Lesley Coates**  
HR Director

# 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 pay quartile.

## In our conclusions you will find:

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

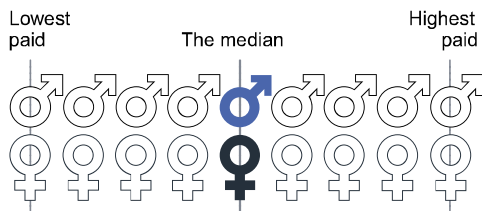


# Report Methodology

## How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for full pay employees across 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 5<sup>th</sup> 2019**, 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 allowances, full pay for leave (including sick, maternity, paternity, adoption) 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

## In Summary

- The hourly pay calculations are based on **156 relevant employees**.
- Bonus calculations are based on **157 relevant employees**.
- The **mean** hourly full pay gap is **-4.3%**; and the **median** hourly full pay gap is **-2%**, both in favour of the **female** workforce.
- The **mean** bonus pay gap is **26%** in favour of **males**; and the median bonus pay gap is **-25%** in favour of **females**.
- **6%** of all relevant **males** and **19%** of all relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

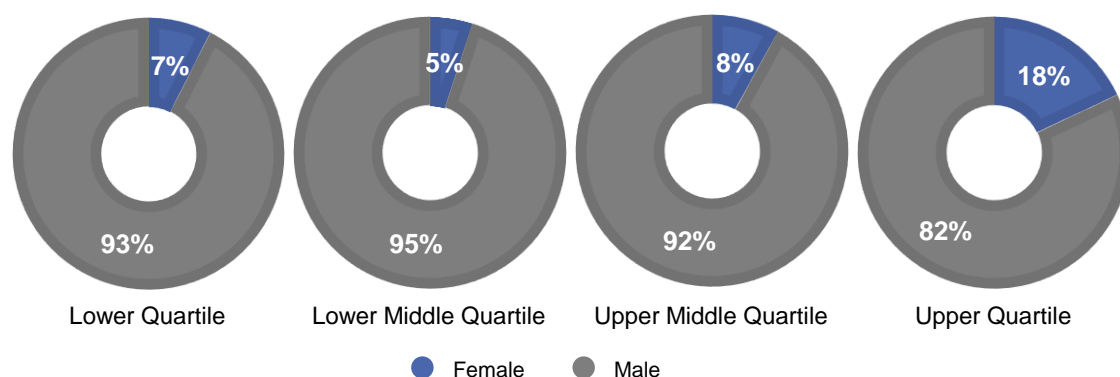
## Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£10.91	£10.10
Female	£11.33	£10.20
Male	£10.87	£10.00
<b>Pay Gap</b>	<b>-4.3%</b>	<b>-2.0%</b>

## 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	£1,141.68	£1,000.00	3	19%
Male	£1,543.81	£800.00	9	6%
<b>Pay Gap</b>	<b>26%</b>	<b>-25%</b>		

# Year on Year Comparison

## Key Highlights

- Although this year we find further movement in the number of relevant full pay staff, the gender balance remains the same, with a female workforce of 10% compared to 90% males.
- This years' report illustrates a significant improvement in the gender pay gap, with the **mean** hourly pay gap closing from -24.8% in 2018 to -4.3%; and the **median** from -7.5% in 2018 to -2%, both still in favour of **females**.
- Even more significant however is the bonus pay gap. In 2018, the **mean** bonus pay gap was 87.5% and the **median** was 68.2%, both in favour of the **male** workforce.
- In this years' calculations, the gaps have closed significantly, to 26% in favour of **males** at the **mean** and -25% in favour of **females** at the **median**.
- The allocation of bonuses has changed marginally from 6.5% to 6% of males and 20% to 19% of females.
- To summarise, this years' results have seen further improvement in the hourly pay and bonus gaps; which reinforces the Company's ongoing commitment to closing the gender pay gap.

## Hourly Rate Comparisons

The differences between men and women.

	Mean Comparisons			Median Comparisons		
	2017	2018	2019	2017	2018	2019
All	£10.15	£10.29	10.91	£9.24	£9.00	10.10
Female	<b>£11.43</b>	<b>£12.54</b>	<b>11.33</b>	<b>£10.50</b>	<b>£9.67</b>	<b>10.20</b>
Male	<b>£10.05</b>	<b>£10.05</b>	<b>10.87</b>	<b>£9.24</b>	<b>£8.99</b>	<b>10.00</b>
<b>Pay Gap</b>	<b>-13.68%</b>	<b>-24.8%</b>	<b>-4.3%</b>	<b>-13.64%</b>	<b>-7.5%</b>	<b>-2%</b>

## Bonus Pay Comparisons

Bonus pay differences between men and women.

	Mean Bonus Comparisons			Median Bonus Comparisons		
	2017	2018	2019	2017	2018	2019
Female	<b>£0</b>	<b>£546.08</b>	<b>£1,141.68</b>	<b>£0</b>	<b>£117.00</b>	<b>£1,000.00</b>
Male	<b>£9,039.15</b>	<b>£4,381.94</b>	<b>£1,543.81</b>	<b>£2,375.00</b>	<b>£367.56</b>	<b>£800.00</b>
<b>Bonus Gap</b>	<b>100%</b>	<b>87.5%</b>	<b>26%</b>	<b>100%</b>	<b>68.2%</b>	<b>-25%</b>

# Conclusions

This summary is based on data supplied for **156** relevant employees (as at April 5<sup>th</sup> 2019).

## 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 2019 gender **pay** gap is **-4.3%**.

At the **median**, the overall gender **pay** gap is **-2%** which is a significant improvement since 2018.

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 2019 results demonstrate improvement in the **bonus** pay gaps, with a reduction from 87.5% at the mean and 68.2% at the median in 2018 to **26%** and **-25%** respectively.

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.**

### Additional Services

Croner Reward has supplied organisations of all sizes with remuneration statistics and advice for over 45 years and is now widely recognised as one of the leading providers of pay and benefits data in the UK.

Through collection of the UK's widest range of salary information, 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 Consultancy
- Bespoke Surveys
- Market Rate Reports
- 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 **0844 728 0103.**





## Trigion

Sargasso Level 2  
Five Arches Business Centre  
Maidstone Road  
Sidcup  
DA14 5AE