



Trigion Security Services

Gender Pay Gap Report 2017

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Introduction

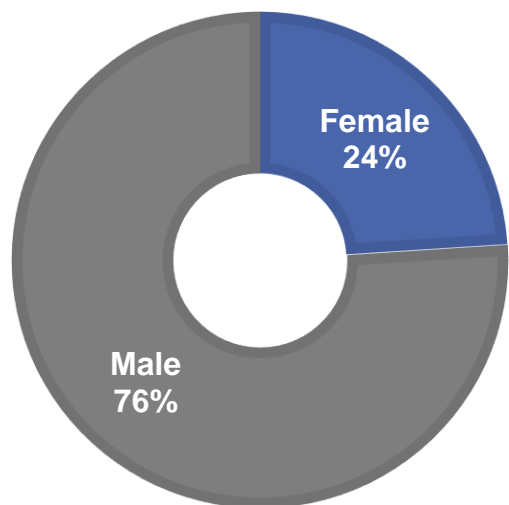
About Trigion

Trigion Security Services is the UK provider of manned security, technical solutions and monitoring for Facicom UK. With over 15 years' experience in the UK market, Trigion is a partner of choice and delivers quality security solutions to high profile clients throughout the UK. Trigion provides solutions in many varied areas of security, through Retail, Construction, Corporate, Distribution, Media, Residential, Shopping Centre sectors to name a few.

All of our security solutions are tailored to suit the individual security and safety requirements of our customers' business, for peace of mind in terms of personal safety and protection, safeguarding the business, visitors and staff. We value our principal role which is to make sure that our clients are free to concentrate on their core activities, safe in the knowledge their working environments are secure and protected. Our expertise lies in the ability to design bespoke programmes, providing security solutions for any situation may they be manned security, technical or a people plus solution.

Relevant employees at snapshot date: 198

Gender Balance:



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 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. Additionally, it supports steps 2 and 3 below and simplifies the ongoing monitoring. 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 any gaps or risks that exist
- Access to telephone advice and support

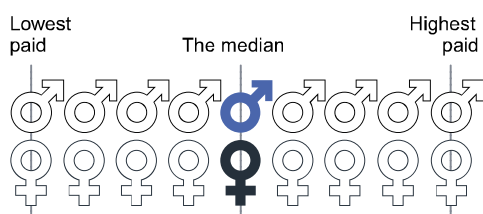


Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay gap data from our entire business and 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 2017 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 **-13.68%** and the median hourly full pay gap is **-13.64%** – both in favour of the female workforce
- The mean bonus pay gap is **100%** and the median bonus pay gap is **100%** – both in favour of the male workforce.
- **7.80%** of all relevant males and **0%** of all relevant females received a bonus payment in the twelve months preceding the snapshot date

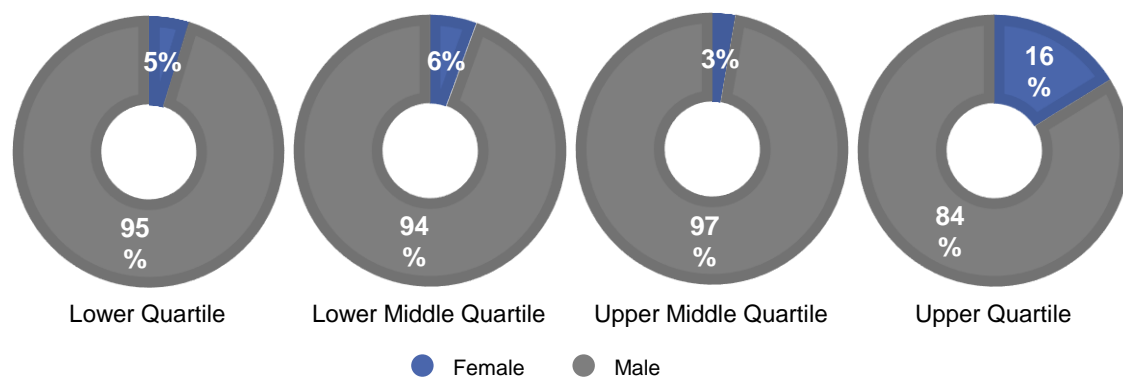
Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£10.15	£9.24
Female	£11.43	£10.50
Male	£10.05	£9.24
Pay Gap	-13.68%	-13.64%

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	£0	£0	0	0%
Male	£9,039.15	£2,375.00	11	7.80%
Pay Gap	100%	100%		

Conclusions

This summary is based on data for **198** roles.

What do the Results Show?

These are mainly customer facing roles with office-based roles for head office. On a **median** basis, the overall gender pay gap (as at April 2017) is **-13.64%** which is lower than the UK national average of 18.1%.

On a **mean** basis it is **-13.68%** this is because our security service employees are predominantly male, with the workforce being 93% male. This profile reflects the nature of our sector and our higher paying office roles being predominantly female.

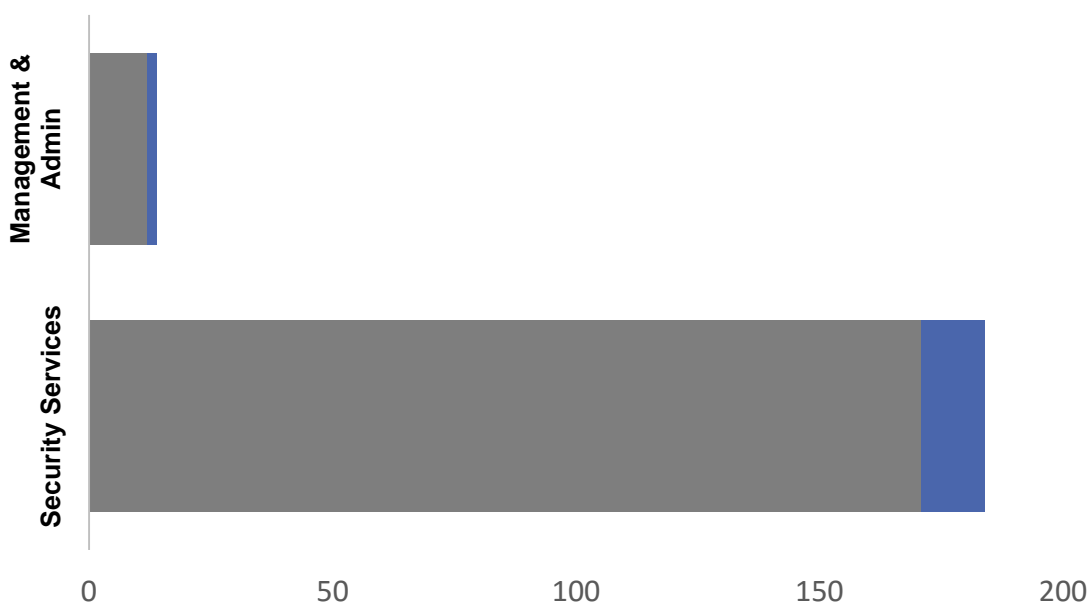
The main cause of the overall gender pay gap is that there are a higher percentage of women in our management & admin roles than men in the lower paid roles. There is **100%** bonus gap at the **median** because more males employees were in roles that can have a direct influence on the organisation, which are in a position to receive a bonus.

The **mean** bonus gap is **100%**, as a higher proportion of the male employees are in the more senior management positions.

We will continuously explore how we can close any gaps found within our organisation to improve a better gender balance, given that we have more men than women which is the nature of our industry. We practice equal opportunities and sponsor 'women in security' to enable more women to get into 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.

Job Level Breakdown



	Security Services	Management & Admin
Male	171	12
Female	13	2

● Female ● Male



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