

## Guarding UK Gender Pay Gap Report 2017

The information set out below is in accordance with the Equality Act 2010 (Gender Pay Gap information) regulations 2017, which requires all employers with 250 or more employees to prepare and publish data regarding their gender pay gap on a yearly basis.

Gender pay gap is concerned with variances in the average earnings of men and women, regardless of role or seniority. It is a broader measure of capturing not only if any equal pay issues exist, but also any pay inequalities resulting from variances in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

We have published as follows:

Pay Rates	Gender Pay Gap
Mean hourly rate	-20.8%
Median hourly rate	-16.7%
Bonus Pay	Gender Bonus Gap
Mean bonus	-34.6%
Median bonus	60.0%
Percentage of employee who received bonus pay	
Females paid bonus pay	29.8%
Males paid bonus pay	19.7%

Pay Quartile Information	Female	Male
Upper quartile	34.3%	65.7%
Upper middle quartile	18%	82%
Lower middle quartile	11%	89%
Lower quartile	8.7%	91.3%



## **An insight into our gender pay and bonus gaps**

The reason that we have a gender pay gap in favour of females is that there are a significantly higher proportion of women performing roles in higher paid business services roles. Over two thirds of women are in roles which are typically higher paid compared with front line security roles predominantly occupied by men.

The security industry has traditionally always been recognised as a male dominated service industry and we will continue our efforts over the foreseeable future to improve the gender balance at GUK.

I confirm that the data reported is accurate.



**Michelle Smith**

Chief Executive Officer

