

Gender Pay Report 2019

Our Gender Pay Report responds to Government Legislation which requires all UK companies with more than 250 employees to report their Gender pay Analysis and Bonus Pay Analysis as they are on April 4th each year.

The Gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

Constant Security recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly.

The Security industry is one that is male dominated, however the number of women entering our company's is steadily increasing each year. Our Gender pay report for the year 2018/2019 shows the differences between the average pays of men and women throughout our company during this period.

The following table shows our overall mean and median calculations of the gender pay gap based on the hourly rates of pay of our employees throughout the financial year from January 2018 to December 2018. It also illustrates the differences between bonuses paid to men and women at Constant Security in the same financial year.

The Differences Between Men and Women		
	Mean	Median
Hourly Pay Gap	-3.24%	-3.18%
Bonus Pay Gap	2.25%	0.00%

Gender Distribution across four equally sized pay quartiles*

Top quartile (*highest paid*)



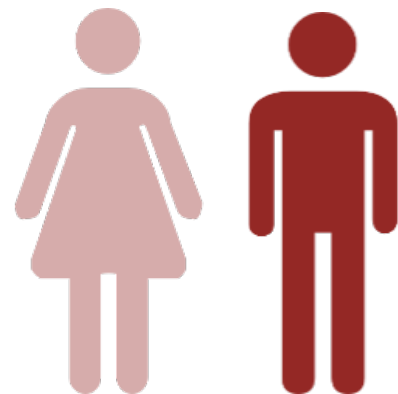
Upper middle quartile



Lower middle quartile



Lower quartile (*lowest paid*)



*Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay.

Here we look at the proportion of men and women in each quartile to give an indication of the representation of each gender at different levels of the organisation.

Proportion of Employees Receiving a Bonus



1.32% of all male employees received a bonus within the 12 months used for this report



7.07% of all female employees received a bonus within the 12 months used for this report

I confirm that the information outlined in this report is complete and accurate

Christine Lee
Managing Director