

# Gender Pay Gap Report 2020



Your Security...  
**Our Priority**



The **Gender Pay Gap** is the difference between the gross hourly earnings of Men and Women.

Our Gender Pay Report responds to Government Legislation which requires all UK companies with more than 250 employees to submit an analysis of its employee's average pay gap and bonus pay gap across men and women.

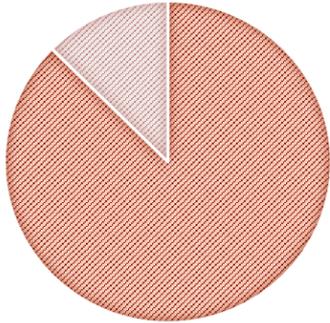
The Security Industry is one which is well known for being male dominated. Constant recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly, with no importance put on the gender of its employees.

This report enables us to understand our position in terms of our current Gender Pay Gap and ensures we can drive further inclusivity for women in this growing industry.



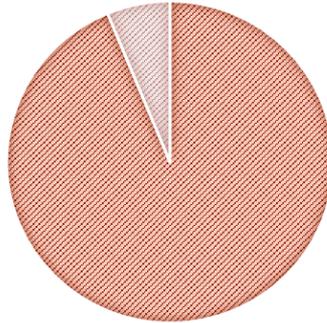
# Gender Distribution Across Four Quartiles\*

LOWER QUARTILE



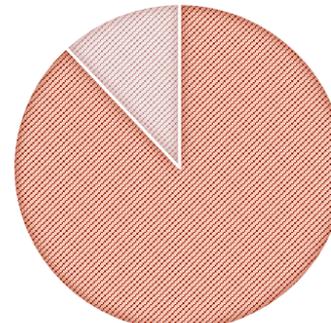
**87.43% Male**  
12.57% Female

LOWER-MIDDLE QUARTILE



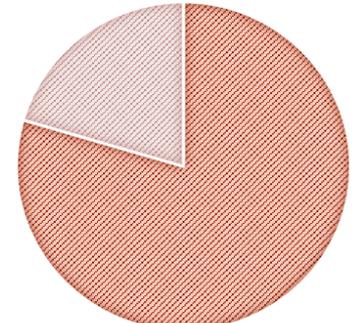
**93.75% Male**  
6.25% Female

UPPER-MIDDLE QUARTILE



**88.07% Male**  
11.93% Female

UPPER QUARTILE



**79.55% Male**  
20.45% Female

\*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.



At Constant we have a 0.01% mean pay gap and a 0.02% median pay gap in favour of women.

Our mean and median pay gaps, whilst still in favour of women, have closed by almost 3% for both calculations.

This has almost entirely closed the gap, bringing us closer to having no gender pay gap at all.

The National  
Gender Pay Gap

**17.3%**

\*in the year up to April 2019

Our Median  
Gender Pay  
Gap  
**-0.02%**

Our Mean  
Gender Pay  
Gap  
**-0.01%**



## Bonus Pay Calculations

**10.00%**  
of Females received  
a company bonus

**1.96%**  
of Males received a  
company bonus

**0.23%**  
Mean Gender  
Bonus Gap

**0.25%**  
Median Gender  
Bonus Gap



## General Summary

- Compared to last years report, the gender pay gap between men and women in our organisation has reduced.
- We believe that our upper quartile shows the highest representation of women because a lot of the women in our business work either in our head office, in management and admin roles, or in our more prestigious University contracts where paying the National Living Wage is the norm.
- Whilst last years findings showed the average gender pay gap to be 3% more than this years, we are comfortable knowing that the gap is reducing significantly to show almost no gap at all; demonstrating greater equality of pay for men and women.
- A higher percentage of women in our company receive bonuses because there is a higher proportion of women in roles that are eligible for bonuses. This is head office based work in sales and management positions.





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