



Security & Services
Solutions

Gender Pay Gap Report

2019-2020

Gender Pay Gap Report

GUK is a national provider of security services with a reputation for quality and service. Established in 2003 we've grown rapidly with over a £30 million turnover whilst retaining our core value of ethical entrepreneurialism. We manage nearly 1500 sites across the UK and employ around 800 staff.

GUK is a modern organisation offering high quality security solutions across multiple sectors built on family values and traditions.

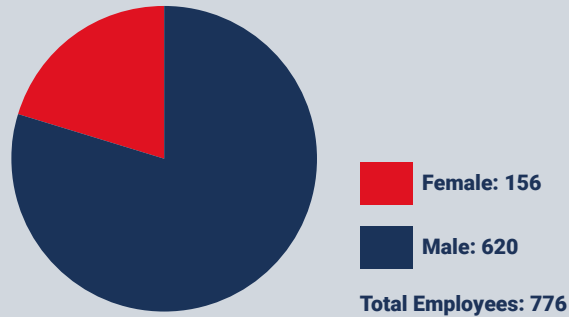
The GUK gender pay gap review has shown there is no gender pay gap in favour of men. The review has shown we do have a gender pay gap in favour of women. GUK believe this gap is explained by the majority of our frontline roles being occupied by more men than women. The majority of women work in higher paid roles within customer, support and reception services.

GUK continues to be confident men and women are paid equally for doing equivalent roles across our business.



Gender Pay Gap Overview

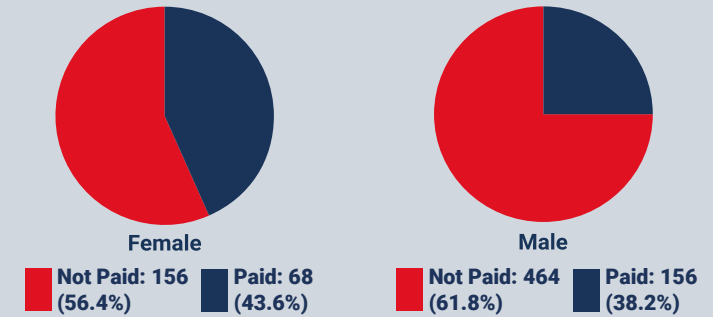
Gender Breakdown



Our Gender Pay Gap

Our Gender Pay Gap	Median	Mean
Gender Pay Gap	£9.80	-22%
Gender Bonus Gap	£11.38	-10%

Bonus Paid



Pay Quartiles by Gender

The pay quartiles set out below have been calculated using the standard methodologies used in the equality act 2010 (Gender Pay Gap Information) Regulation 2017.

Quartile/Bank	Males	Females	Quartile/Bank	Males	Females
Lower Quartile	95%	5%	Upper Middle	82%	18%
Gender	162	8	Gender	140	30
Quartile/Bank	Males	Females	Quartile/Bank	Males	Females
Lower Middle	88%	12%	Upper Quartile	64%	36%
Gender	150	20	Gender	108	62



Hourly Pay Gap

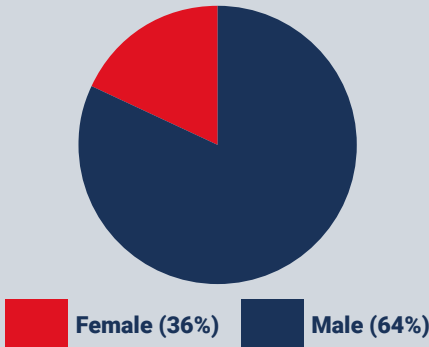
In this organisation, women earn £1.16 for every £1 that men earn, when comparing median hourly pay. Their median hourly pay is 16% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 22% higher than men's.

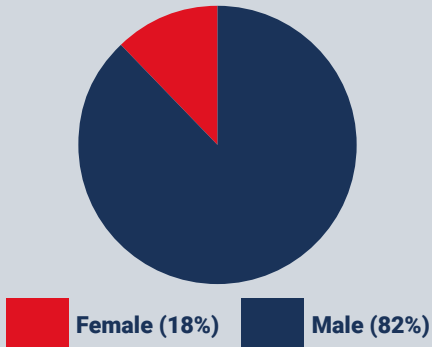
The percentage of women in each pay quarter:

In this organisation, women occupy 36% of the highest paid jobs and 5% of the lowest paid jobs.

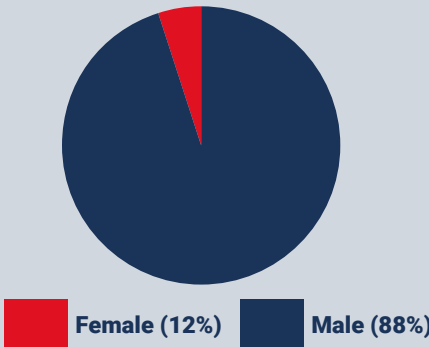
Upper hourly pay quarter (highest paid)



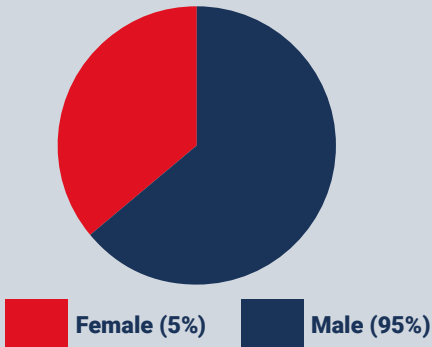
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)

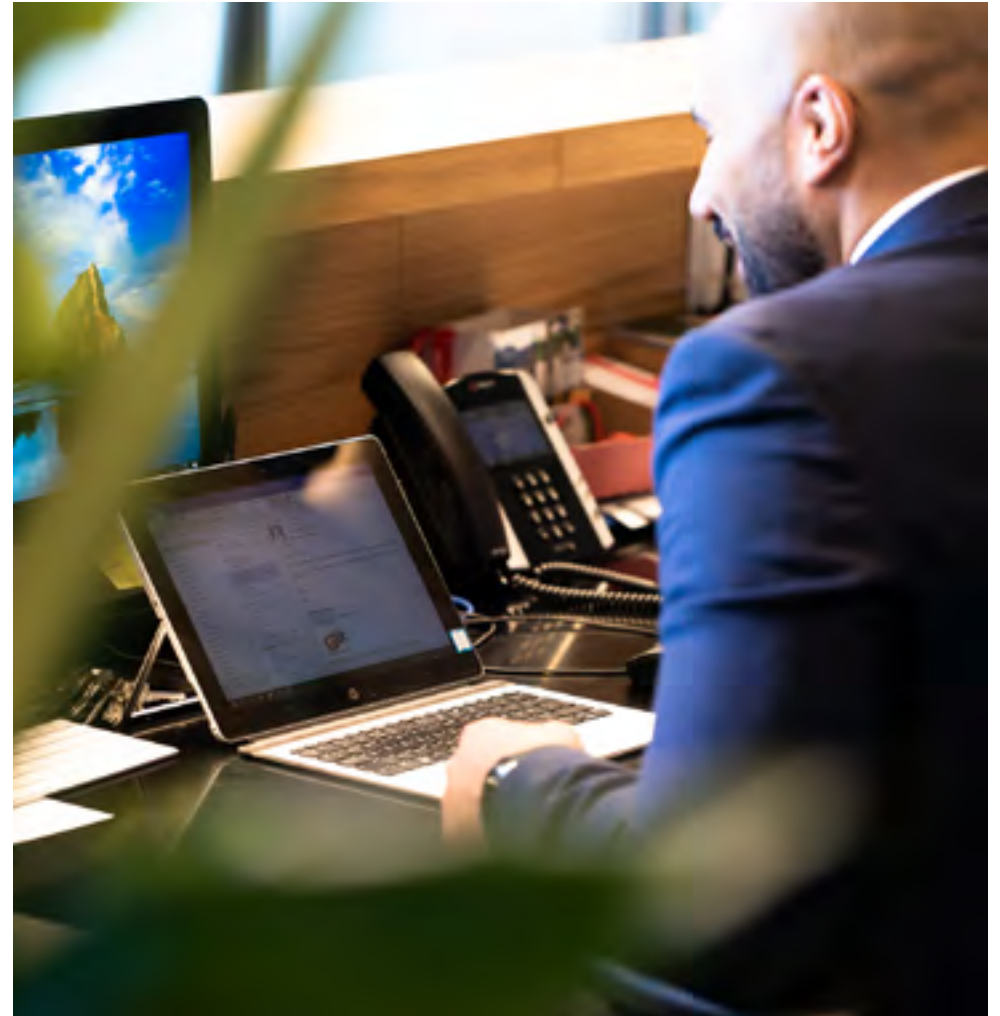
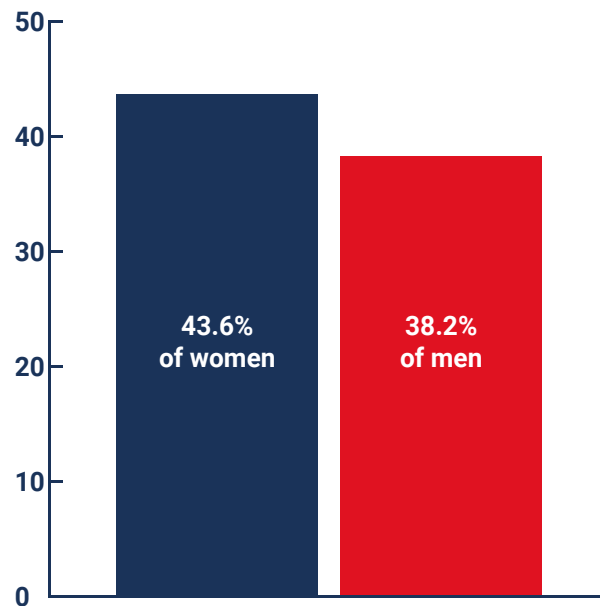


Bonus Pay Gap

In this organisation, women earn £1.10 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 10% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 16.1% higher than men's.

Who received bonus pay:



Gender Pay Gap Overview

Our report shows the workforce divided into four equal- sized groups based on hourly pay rates with the lowest-paid employees in the lower quartile and the highest-paid employees in the upper quartile. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

GUK has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). GUK is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is as a result of the roles in which men and women work within the company and the pay that these roles attract.

We confirm the gender pay gap review outlined in this report is accurate and has been produced in accordance with the regulations.



Michelle Smith

Michelle Smith
Chief Executive Officer