



Security & Services
Solutions

Gender Pay Gap Report

2021-2022

Gender Pay Gap Report

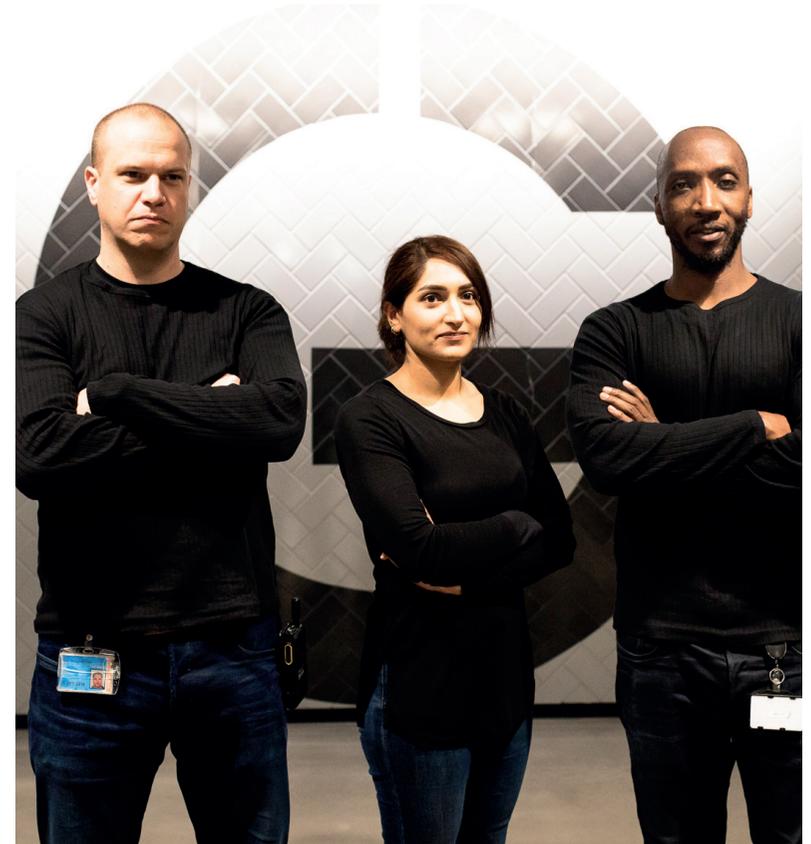
GUK has been at the forefront of high quality protection management for over 20 years. We manage over 2,500 sites across the UK and employ over 700 staff.

Our modern approach to high quality security and customer services, that covers multiple sectors, is built on family values and traditions. Our culture prioritises exceptional professionalism and customer service and ensures our people receive unwavering support. This culture directly contributes to the delivery of high-quality services that our clients enthusiastically recommend, while also instilling a sense of pride among our dedicated team members.

Our Gender Pay Gap Report reveals a fair and equitable distribution of wages, demonstrating that the Gender Pay Gap does not favour any particular gender. Although men may constitute the majority within our organisation, it is worth noting that women hold higher-paying positions in customer care, concierge and receptionist roles.

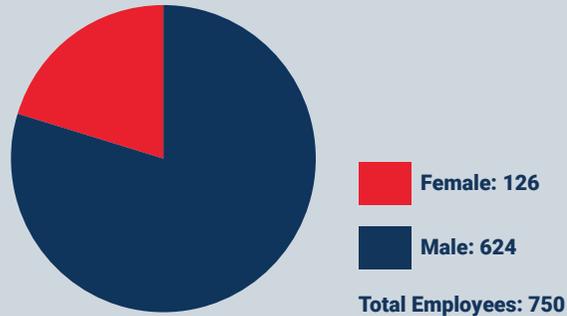
The higher pay for these roles can be attributed to various factors which include the level of skill, responsibility and qualifications required for each role, as well as market demand and industry standards.

GUK ensures that both women and men are paid equally for doing equivalent roles.



Gender Pay Gap Overview

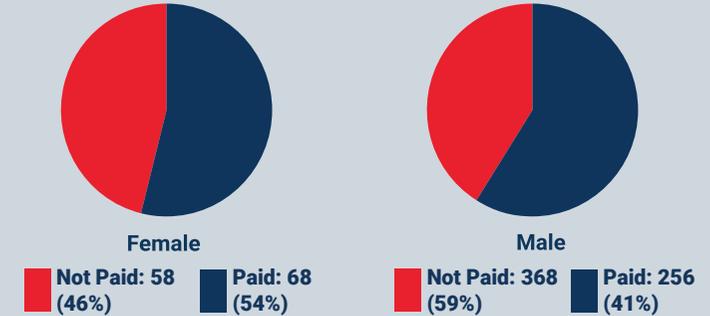
Gender Breakdown



Our Gender Pay Gap

Our Gender Pay Gap	Median	Mean
Gender Pay Gap	-13%	-20%
Gender Bonus Gap	25%	-4%

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	94%	6%	Upper Middle	83%	17%
Gender	147	10	Gender	131	27
Lower Middle	92%	8%	Upper Quartile	63%	37%
Gender	145	13	Gender	100	58

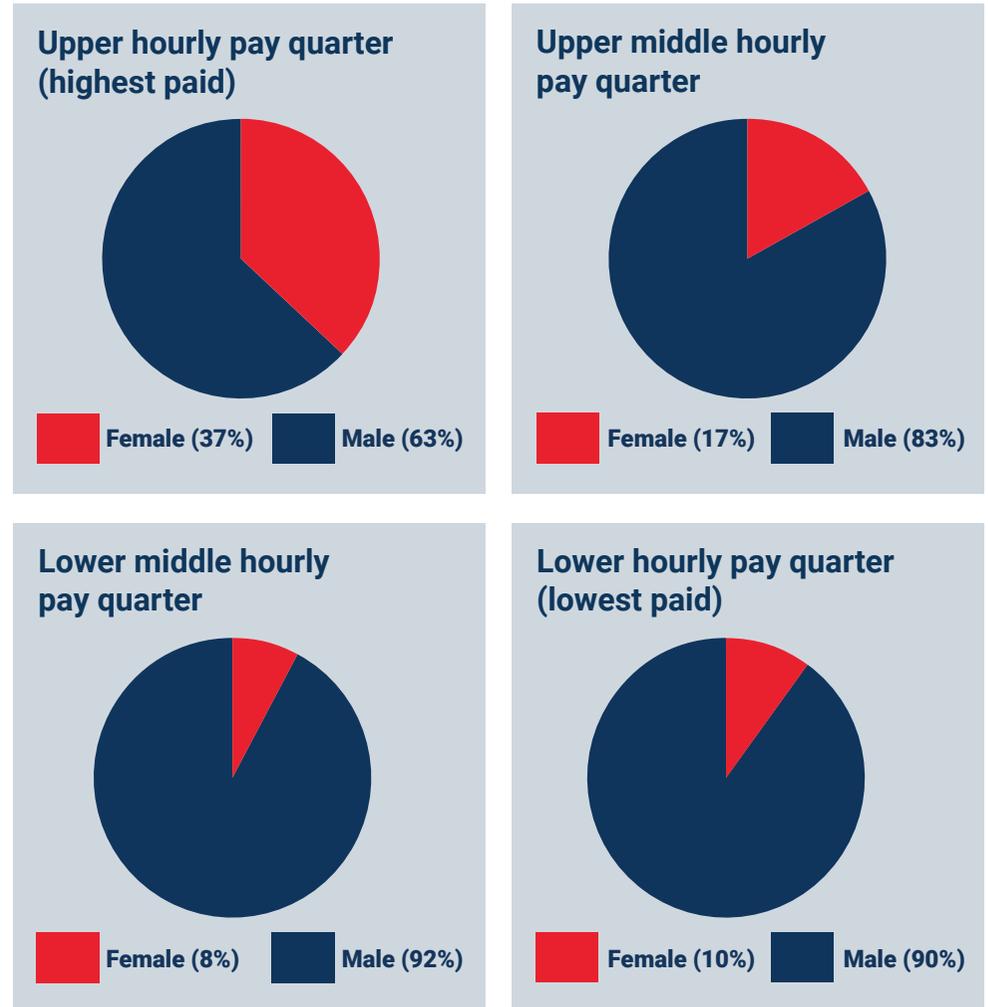


Hourly Pay Gap

In this organisation, women earn £1.44 for every £1.00 that men earn, when comparing median hourly pay. Their median pay is 14% higher than men.

When comparing average hourly pay, women's mean hourly pay is 20% higher than men.

The percentage of women in each pay quarter:
In this organisation, women occupy 37% of the highest paid jobs and 10% of the lowest paid jobs.

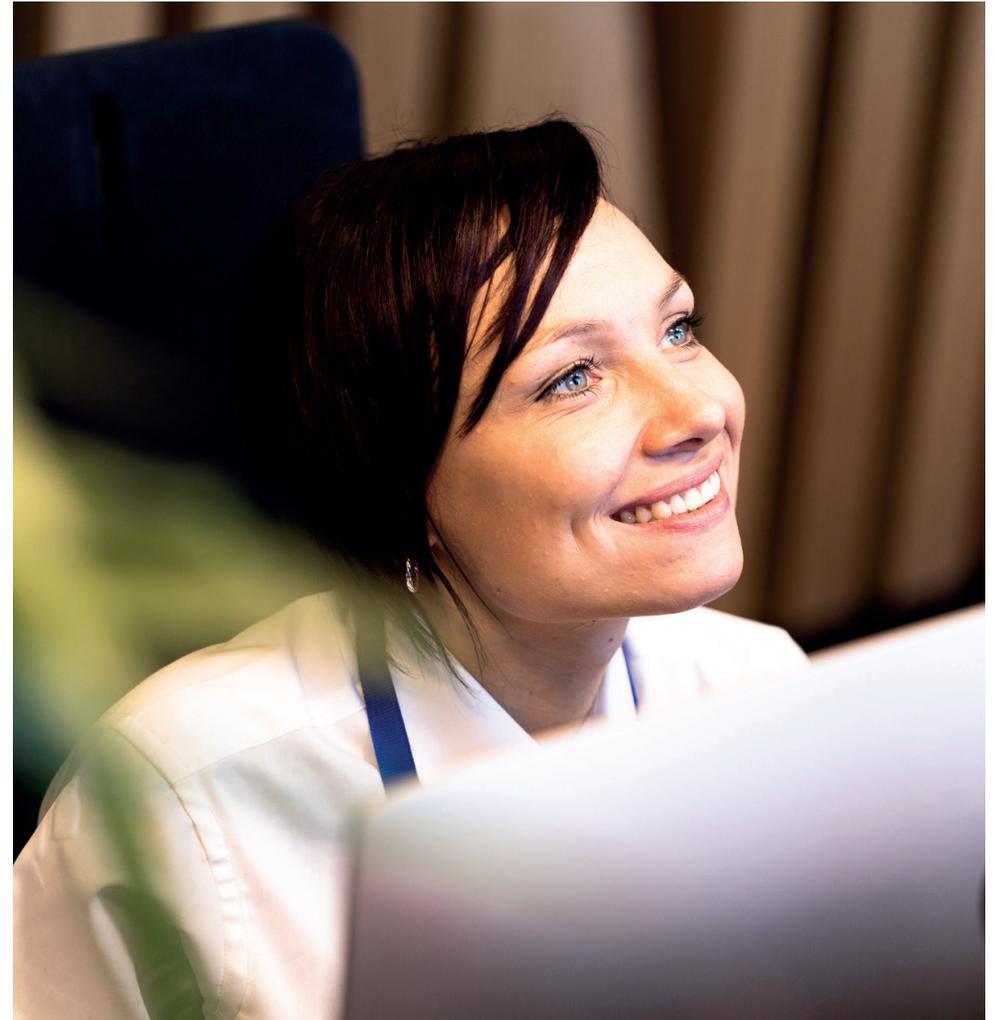
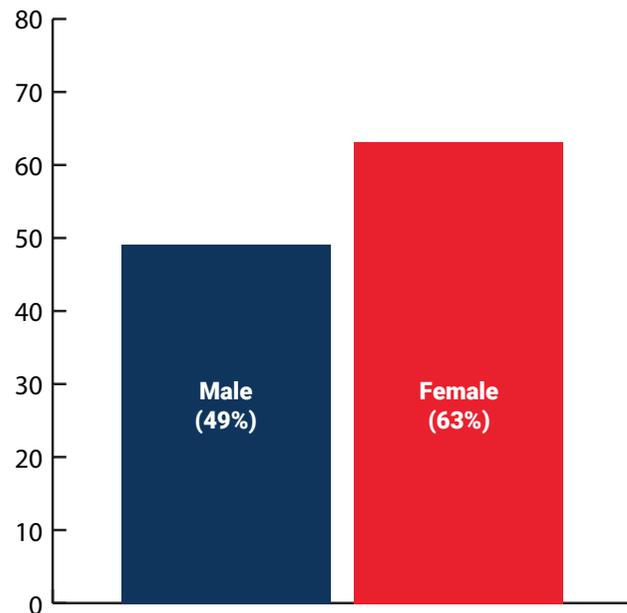


Bonus Pay Gap

In this organisation, women earn 0.75p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 25% lower than men's bonus pay.

When comparing average bonus pay women's mean bonus pay is 4% higher than men.

Who received bonus pay:



Gender Pay Gap Overview

The Gender Pay Gap is an equality measure that shows the difference in average earnings between women and men.

The frontline security service industry continues to be predominantly fulfilled by men. Customer care, concierge and receptionist roles continue to be predominantly fulfilled by woman. GUK continues to ensure that men and women are encouraged in all roles and industries and paid equally for equivalent roles.

Between the 2021 and 2022 Gender Pay Gap review there hasn't been a marked difference in the report. Despite the majority presence of men here at GUK, the Gender Pay Gap continues to favour women. This is because women maintain a majority in the highest-paying roles, specifically in customer care and reception services.



Michelle Smith

Michelle Smith
Chief Executive Officer