



City Group Security Gender Pay Act Statement 2023

Average Rates Based On Quartiles

Male V Female Based on quartile pay bands				
Quartiles	Male actual	Male percentage	Female actual	Female percentage
Lower	82	89.1	10	10.2
Lower Middle	82	90.1	9	9.9
Upper Middle	85	92.4	7	7.6
Upper	79	84.9	14	15.1
Total	328		40	

Mean Average pay:	
Mean Ave Pay Male	19.60
Mean Ave pay Female	21.90
Median Average Pay	
Median Pay Males	17.31
Median Pay Female	19.23

Definitions:

Mean: A calculation totalling the overall value of numbers in a set field divided by the amount of numbers listed.

Mean Average Hourly Rate: A result comparing the mean average hourly rate paid to male employees compared to the mean average hourly rate paid to female employees.

Mean Average Bonus Pay: A result comparing the mean average of bonus pay paid to males verses the mean average bonus pay paid to females (for the period of 12 months prior to the snapshot date).

Median: A calculation of listing all the numbers in a set field in ascending order to identify the central number of that list. In the case that there is an even number of results, the median will be the mean of the two central numbers.

Median Average Hourly Rate: A result comparing the median average hourly rate paid to males verses the median average hourly rate paid to females.

Median Average Bonus Pay: A result comparing the median average of bonus pay paid to males verses the median average bonus pay paid to females (for the period of 12 months prior to the snapshot date).

Bonus Payment Proportions: A result showing the proportions of both males and females that have received a bonus payment (within the period of 12 months prior to the snapshot date) as a percentage of the total number within their gender type.



Quartiles: A result showing the proportions of males and females in each of four quartile bands. The four quartile bands are in ascending order from the lowest hourly rate of pay to the highest hourly rate of pay.

The Results Explained

City Group Security is required by law to publish an annual gender pay gap report.

below are the results as per the start of company trading from the 3rd of July 2023:

- The mean gender pay gap for City Group Security is 6.75%.
- The median gender pay gap for City Group Security is 11.1%.
- The mean gender bonus gap for City Group Security is 50%.
- The median gender bonus gap for City Group Security is 0%.
- The proportion of male employees in City Group Security receiving a bonus is 0.64% and the proportion of female employees receiving a bonus is 3.45%.

Summary Statement

During the reporting period City Group Security's head office support functions was made up of 45% females and 55% males.

The Board was made up of 60% females and 40% males.

The frontline workforce was made up of 3.09% females and 96.91% males.

City Group Security is in its first year of trading and is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

In the coming year, City Group Security is also committed to:

- Building partnerships with local marginalised groups and further education providers to promote career opportunities available within the security sector.
- Initiatives that improve equity and encourage applicants from minority groups to diversify the workforce.
- Reviewing and implement retention initiatives to support existing employees.
- Reviewing flexible working practices were practicable.

Any further initiatives launched throughout the year will be reported via the company internal communication channels and where appropriate through external means.