



City Group Security Gender Pay Act Statement 2024

Average Rates Based on Quartiles

Male V Female Based on quartile pay bands				
Quartiles	Male actual	Male percentage	Female actual	Female percentage
Lower	117	84.8	21	15.2
Lower Middle	127	92.0	11	8.0
Upper Middle	126	91.3	12	8.7
Upper	117	83.6	23	16.4
Total	487		67	

Mean Average pay:	
Mean Ave Pay Male	14.49
Mean Ave pay Female	32.23
Median Average Pay	
Median Pay Males	14.82
Median Pay Female	24.35

Definitions:

Mean: A calculation totalling the overall value of numbers in a set field divided by the number 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 snapshot date of 5th April 2024 and 12 months for bonus pay calculations:

- The mean gender pay gap for City Group Security is minus 95.37%. This is mainly led by the high percentage female board and high percentage male employees in security officer roles.
- The median gender pay gap for City Group Security is minus 60%. This is mainly led by the high percentage female board and high percentage male employees in security officer roles.
- 13.43 % of females received a bonus during this period.
- 3,1% of males received a bonus during this period.
- The mean gender bonus gap for City Group Security is minus 56%.
- The median gender bonus gap for City Group Security is minus 5%.
- The proportion of male employees in City Group Security receiving a bonus is 2.74% and the proportion of female employees receiving a bonus is 13.43%.

Summary Statement

During the reporting period City Group Security's head office support functions was made up of 38.46% females and 61.54% males.

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

The frontline workforce was made up of 4.9% females and 95.1% males.

City Group Security 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:

- Continuing to build partnerships with local marginalised groups and further education providers to promote career opportunities within the security sector.
- Continuing to promote females in security through client partnerships and recruitment initiatives with a view to increasing the percentage of female employees on the frontline in security officer roles.



- Actively supporting incentives to encourage females to complete or have access to SIA licence training courses with a view to employment in the industry.
- Reviewing and implement reward, recognition, and engagement initiatives to support existing employees.
- Continue with the implementation of policy and actively training Support teams in all aspects of the business to promote awareness of gender equality and related topics and ethnic/cultural diversity.
- 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.