

# GENDER PAY GAP REPORT

The report follows legislation that came into force in April 2017 which stipulates that employers with more than 250 employees are required to publish their gender pay gap.

Gender pay is a broad measure of the average earnings across our diverse workforce, equal pay focuses more on pay differences between individuals or groups performing the same or similar roles.

For the purposes of this report we will be focusing on the gender pay gap for the period 01 April 2020 - 30 April 2020, with a snapshot date of 05 April.

## OUR VISION

To be the best and most trusted partner in fire safety and security, giving an unsurpassed customer experience at all touch-points.

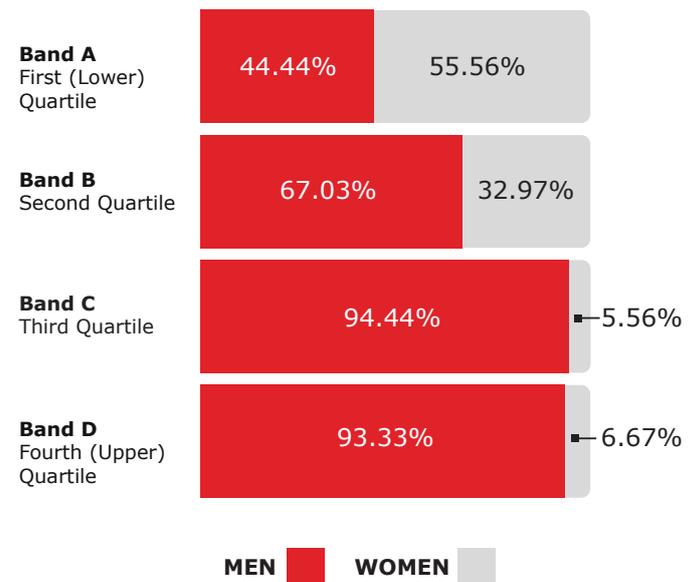
Churches' vision permeates all aspect of our business and as such allows us to focus on our employee experience in equal measure, helping Churches to grow and progress with a diverse and inclusive workforce.

Across our industry and in our Company, we recognise our workforce is predominately male (75%) with a high proportion of men in field-based technician roles.

## OUR PAY GAP RESULTS

The table demonstrates the spread of men and women across the pay band quartiles.

The highest pay bands are reflected by C and D and the lowest by A and B.



The results show improvement in female representation in pay Band D (upper quartile).

Both Band A (lower quartile) and Band B (second quartile) have seen increase parity in male and female representation on the previous reporting year.

In Band C (third quartile) there has been a 0.5% drop in female representation.



## MEDIAN AND MEAN GAP

The pictorials below show the overall mean (difference between average hourly earnings of men and women) pay gap for the snapshot date of 05 April 2020.

The mean pay gap has dropped by 1% from the previous reporting year. However, with a national pay gap among full time employees of 15.5 % in 2020 (data ONS) we recognise that we have steps to take to further reduce the gap.



## MEDIAN AND MEAN BONUS

The percentage of men that received a bonus was 12.22% and women 12.09%. The equality in % of employees that received a bonus is a positive reflection of an increased focus of performance related pay in our customer support roles and is measured based on customer service focused performance.

The bonus gap is based on bonuses paid in the year to 05 April 2020.



## OUR COMMITMENT

“ Our results show progression in moving toward greater balance in our business and the industry. The Churches Academy, launched in September 2021, takes individuals who have no experience of working in the fire and security industry and gives them new life skills and a career where they can work flexibly around other commitments. We hope to use this platform to encourage greater gender equality across our technical roles. Further, our commitment to flexible working options for our broader teams can only further assist in bridging the gap in future reporting years. ”



**Charlie Haynes**  
Chief Executive Officer