



GENDER PAY GAP
2020-21 REPORT

CONTINUED COMMITMENT

We recognise the opportunity to break the mould and realise greater gender equality across our industry. While Churches feels the challenges that come with pioneering change, we understand the importance of seeing balance in all of our teams. As such, our diversity and inclusion strategy sees the introduction of further initiatives to realise increased uniformity in future reporting years.

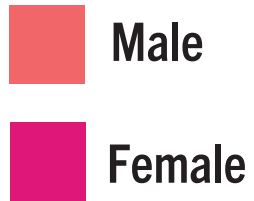
Charlie Haynes - CEO

The report follows legislation that came into force in April 2018 which stipulates that employers with more than 250 employees are required to publish their gender pay gap. For the purposes of this report we will be focusing on the gender pay gap for the period 01 April 2021 - 30 April 2021, with a snapshot date of 05 April.

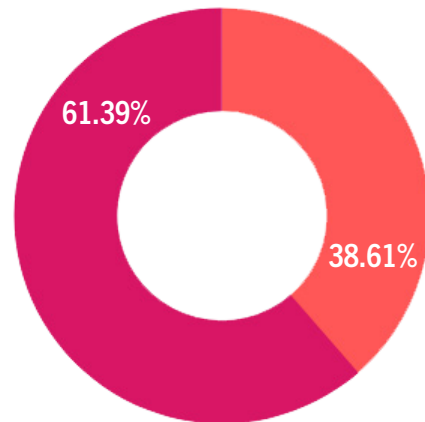
Gender pay is a broad measure of the average earnings across our diverse workforce, equal pay focuses more on pay differences between individuals or groups performing the same or similar roles.

WHERE WE ARE NOW

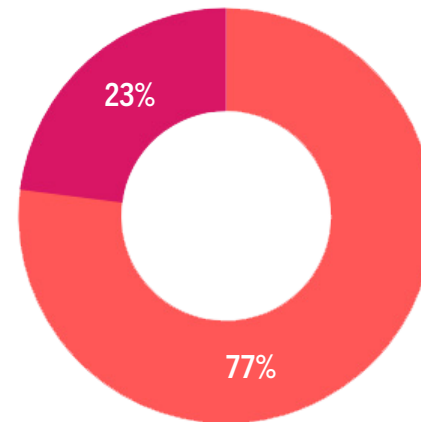
GENDER PAY GAP



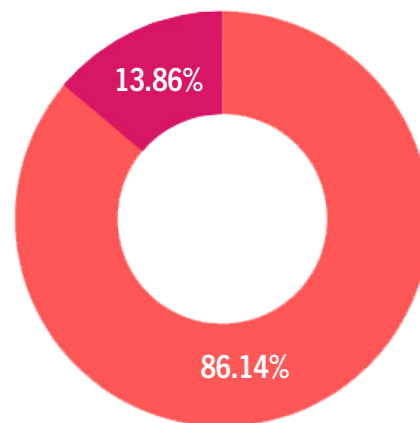
First (Lower) Quartile



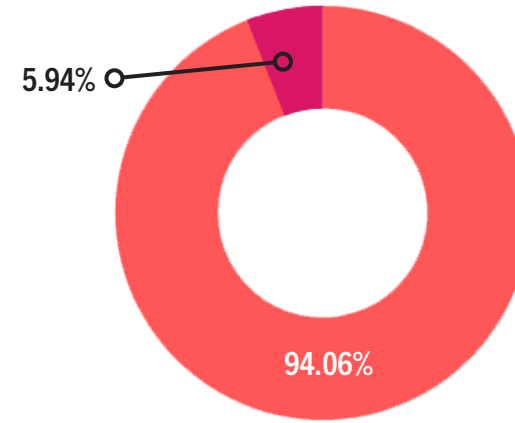
Second Quartile



Third Quartile



Fourth (Upper) Quartile



WHERE WE ARE NOW

MEAN & MEDIAN

Churches Fire
COMPLETE FIRE & SECURITY

MEAN GENDER GAP

36.05%

MEDIAN GENDER GAP

42.12%

MEAN BONUS GENDER GAP

45.49%

MEDIAN BONUS GENDER GAP

36.49%

WHERE WE ARE NOW

The main reason for the gender pay gap is that there are more men than women in technician roles, where earning potential related to regulatory servicing of life and property saving systems is higher.

We are pleased to record greater balance in the third quartile of employees for this reporting year, the second to highest pay band.

POSITIVE ACTIONS WE ARE TAKING

- ▶ We have continued to see progression in the Churches Academy, an initiative which brings new entrants into the market.
- ▶ Understanding that career decisions are made at an early age, we have worked with colleges nationally to present 'fire & security' as a potential career path.
- ▶ Our commitment to flexible working options continues for our wider teams.