



GENDER PAY GAP
2021-22 REPORT

A GREATER BALANCE

We're pleased to announce a year of continued commitment has demonstrated a move toward greater balance in the fourth quartile, a 3.9% increase in female representation in the highest pay bracket on the previous reporting year, and a reduction in the mean gender pay gap. We recognise that we need to continue our commitment to see further balance in future reporting years.

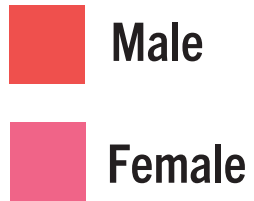
Charlie Haynes - CEO

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 2022 - 30 April 2022, with a snapshot date of 05 April.

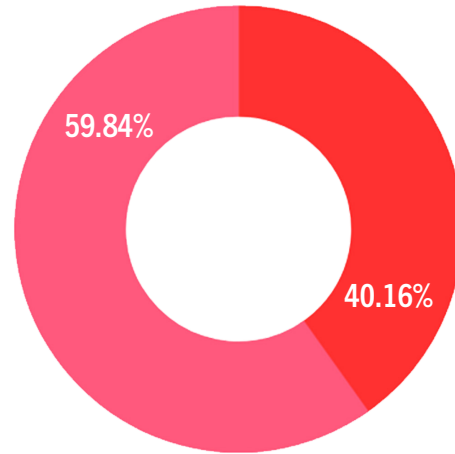
Gender pay is a broad measure of the average earnings across our diverse workforce, equal pay focuses more on pay differences between individuals or groups performing the same or similar roles.

WHERE WE ARE NOW

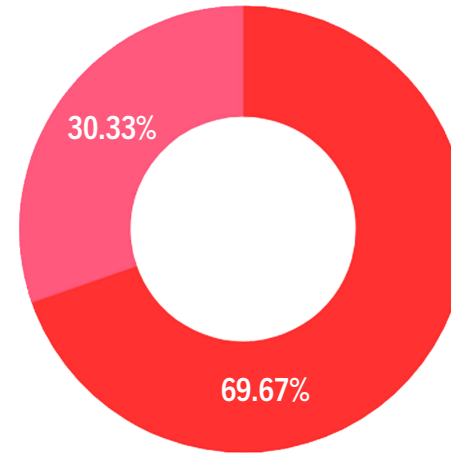
GENDER PAY GAP



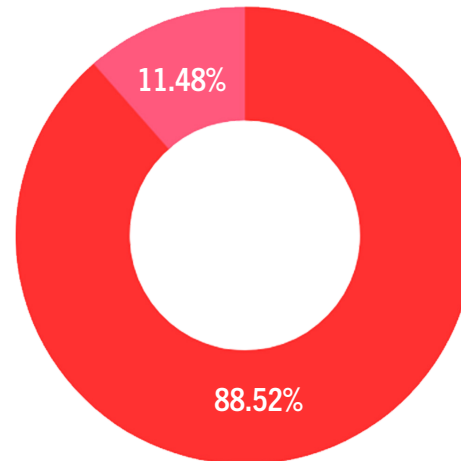
First (Lower) Quartile



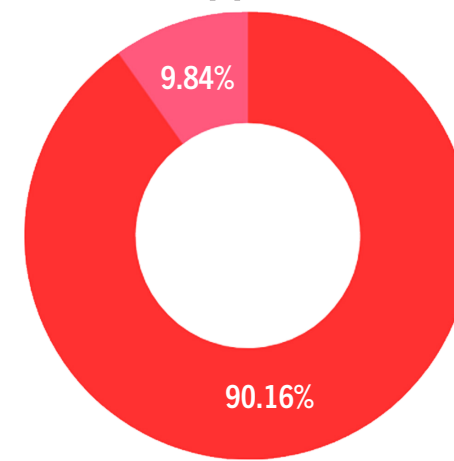
Second Quartile



Third Quartile



Fourth (Upper) Quartile



WHERE WE ARE NOW

MEAN & MEDIAN

Churches Fire
COMPLETE FIRE & SECURITY

MEAN GENDER GAP

34.98%

MEDIAN GENDER GAP

42.22%

MEAN BONUS GENDER GAP

-118.28%

MEDIAN BONUS GENDER GAP

-54.96%

WHERE WE ARE NOW

Our biggest challenge continues to be the low representation of Women in technician roles, where earning potential relates to regulatory servicing of life and property saving systems. Our Academy has actively brought individuals, without previous experience in the industry, into our business to give them the core skills and training needed to excel.

Our commitment remains to introduce people of any gender identity into our Academy, thus helping to reduce the industry skills gap and create increased balance in our workforce.

Further, the introduction of flexible working policies and remote working policies support working parents to remain in the workforce, where nationally Women remain the predominant carer of pre-school age children during working hours.

CONTINUED COMMITMENT

- ▶ We will continue to commit to the Churches Academy with the aim of balancing gender representation across the technician group of our workforce.
- ▶ Introduce further policies that support Women to remain in the workforce for longer and make the return to work following long period of absence easier.