



Churches Fire
COMPLETE FIRE & SECURITY

GENDER PAY GAP

2022-23 REPORT

“At Churches Fire & Security we are committed to reducing the gender pay gap. Although this year’s figures have not shown the level of reduction we would like to see, I believe the strategy we have in place is an inclusive and sustainable one, focusing on the development of managers and successful talent planning. We have had more female recruits into our academy in 2023 than in any previous year, and I expect this to continue into 2024.”



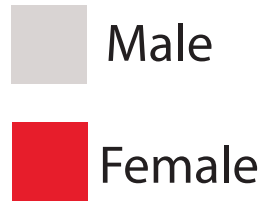
Charlie Haynes - CEO

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 2023 - 30 April 2023, with a snapshot date of 05 April.

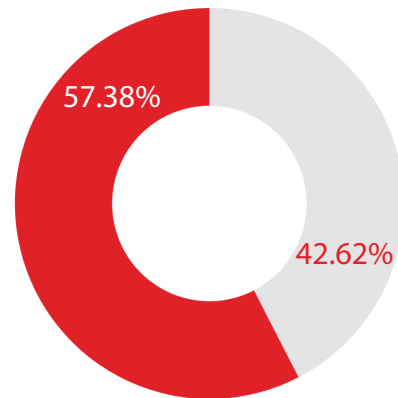
Gender pay is a broad measure of the average earnings across our diverse workforce, equal pay focuses more on pay differences between individuals or groups performing the same or similar roles.

WHERE WE ARE NOW

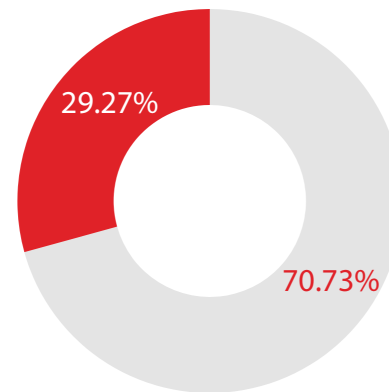
GENDER PAY GAP



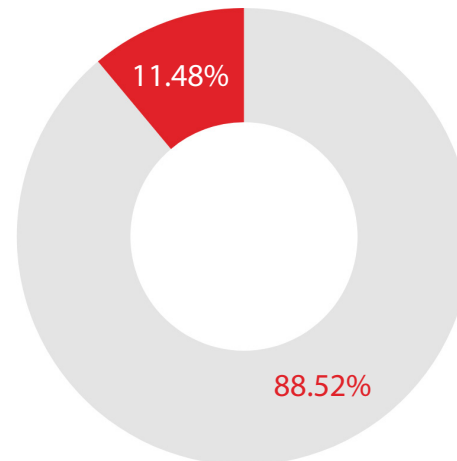
First (Lower) Quartile



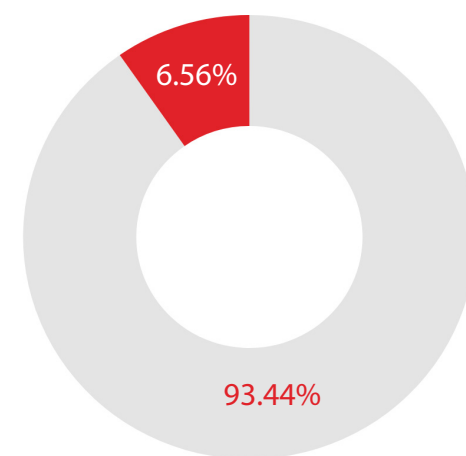
Second Quartile



Third Quartile



Fourth(Upper)Quartile



WHERE WE ARE NOW

MEAN & MEDIAN

MEAN GENDER GAP

34.82%

MEDIAN GENDER GAP

42.38%

MEAN BONUS GENDER GAP

-76.80%

MEDIAN BONUS GENDER GAP

-176.74%

WHERE WE ARE NOW

Technician roles within the fire safety and security industry have traditionally been male dominated. We strive to highlight that this is a career for anyone, and continue to focus on our academy as an entry point into the industry.

This year we introduced our Excelling in Management training programme for all team leaders. This is designed to provide knowledge, skills and support to lead effectively. We believe that the introduction of this syllabus will help to increase the number of females progressing into managerial roles, including;

- ▶ Structured recruitment and promotion process to eliminate bias and ensure a fair process for all.
- ▶ Talent planning sessions – being proactive in identifying employees with high potential and holding regular formal conversations about career development.
- ▶ Introduction of standardised performance management processes to measure both performance and potential.
- ▶ Focusing on feedback that recognises an individual's potential.

The introduction of our menopause policy in 2023 has helped to raise awareness across the business. This helped to break the stigma and taboo, whilst creating an inclusive environment where employees and managers feel able to discuss adjustments if required. This feeds into our overall strategy that supports women in the workplace by creating an inclusive culture.

We are committed to reducing the gender pay gap and becoming a more inclusive employer.