

Churches
FIRE & SECURITY



GENDER PAY GAP

2023-24 REPORT

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 2024 - 30 April 2024, with a snapshot date of 5th 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.

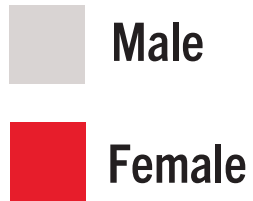
“This year, we’ve made significant progress in closing our gender pay gap. Our mean and median gender pay gaps have both improved, with the median gap narrowing by nearly 10%. It’s encouraging to see that our committed efforts have produced positive results. Additionally, we’ve observed an encouraging shift in our fourth quartile, with more women now occupying higher-paid positions within Churches Fire. Whilst we are proud of these results, we recognise that there’s still work to be done. The senior leadership team at Churches remains dedicated to further reducing the gender pay gap.”



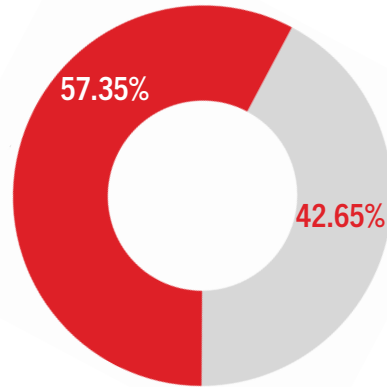
Charlie Haynes - CEO

WHERE WE ARE NOW

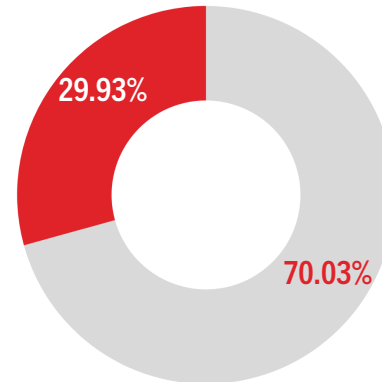
GENDER PAY GAP



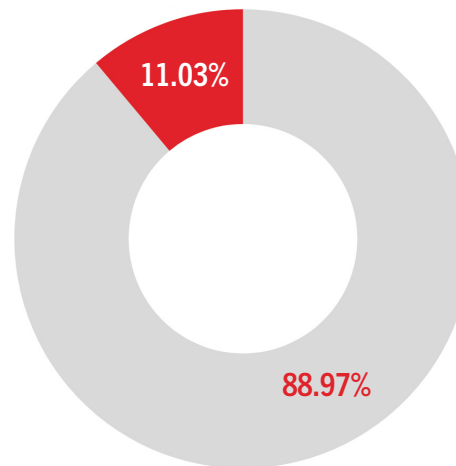
First (Lower) Quartile



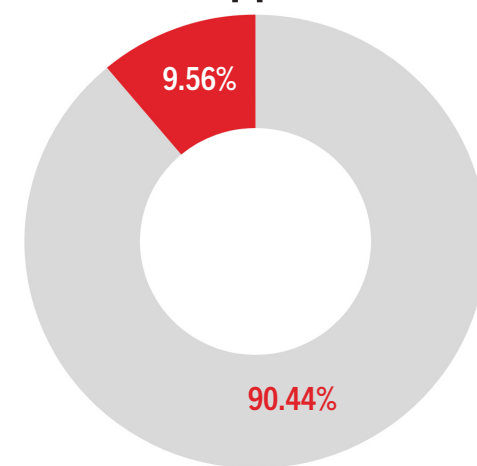
Second Quartile



Third Quartile



Fourth (Upper) Quartile



WHERE WE ARE NOW

MEAN & MEDIAN



MEAN GENDER GAP

32.68%

MEDIAN GENDER GAP

33.60%

MEAN BONUS GENDER GAP

75.46%

MEDIAN BONUS GENDER GAP

69.03%

WHERE WE ARE NOW

As a business, we have focused on ensuring that women have the right tools to excel in their roles. Last year, we committed to delivering our Excelling in Management programme, and I am pleased to share our progress:

- ▶ 19 women attended 67 Excelling in Management courses.
- ▶ 35 women attended 64 externally provided courses.

We are proud to demonstrate our commitment to supporting women's career development at Churches Fire and Security. This initiative aligns with our strategy of investing in our people and reducing the gender pay gap.

Additionally, we have opened up more secondments this year than ever before, providing high-potential employees with equal access to stretching work and sponsorship from senior leaders.

As a business we have already recognised the industry's gender bias and we are actively addressing the Gap this bias produces.

Our continued commitments include:

- ▶ Developing progression paths and training for women in the workplace.
- ▶ Focusing on our inclusion strategy
- ▶ Company benefits and remuneration packages recognise the requirements of all genders

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