



Ward Security Gender Pay Act Statement 2023

Definitions:

Mean: The average calculated by summing all the numbers in a dataset and dividing the sum by the total count of numbers on the list.

Mean Average Hourly Rate: A comparison of the mean average hourly rate paid to males versus the mean average hourly rate paid to females.

Mean Average Bonus Pay: A comparison of the mean average bonus pay received by males versus the mean average bonus pay received by females over the 12-month period preceding the snapshot date.

Median: A calculation of listing all the numbers in a set field in ascending order to identify the central number of that list. In the case that there is an even number of results, the median will be the mean of the two central numbers.

Median Average Hourly Rate: A result comparing the median average hourly rate paid to males versus the median average hourly rate paid to females.

Median Average Bonus Pay: A result comparing the median average of bonus pay paid to males versus the median average bonus pay paid to females (for the period of 12 months prior to the snapshot date).

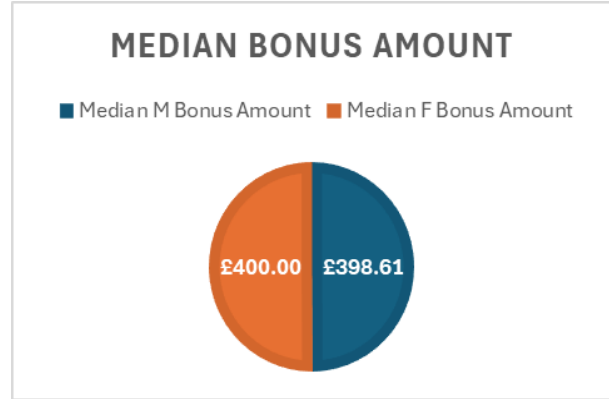
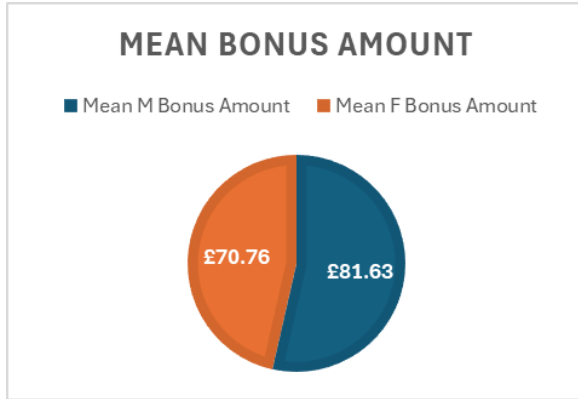
Bonus Payment Proportions: A result showing the proportions of both males and females that have received a bonus payment (within the period of 12 months prior to the snapshot date) as a percentage of the total number within their gender type.

Quartiles: A result showing the proportions of males and females in each of four quartile bands. The four quartile bands are in ascending order from the lowest hourly rate of pay to the highest hourly rate of pay.

Results - Explained

This is its report for the snapshot date of 5 April 23:

- The mean gender pay gap for Ward is -15.82%.
- The median gender pay gap for Ward is -6.29%.
- The mean gender bonus gap for Ward is 13.31%.
- The median gender bonus gap for Ward is -0.35%.



Mean & Median Bonus

Bonus Distribution:

- Based on Total Employees: The percentage of male employees receiving bonuses based on the total workforce sits at 12.80% compared to 1.68% for female employees.
- Based on Gender-specific Employees: However, when considering only male and female employee groups, both genders receive bonuses at the same rate of 14.48%, indicating equal treatment within their respective gender groups.

Average rates based on Quartiles.

Hourly Pay Quartiles			
A	M Employees Lower Quartile	287	91.69%
A	F Employees Lower Quartile	26	8.31%
B	M Employees Lower Middle Quartile	286	91.67%
B	F Employees Lower Middle Quartile	26	8.33%
C	M Employees Upper Middle Quartile	287	91.69%
C	F Employees Upper Middle Quartile	26	8.31%
D	M Employees Upper Quartile	245	78.53%
D	F Employees Upper Quartile	67	21.47%

Mean & Median Hourly Pay

Hourly Pay Rate Gap Figures	
Mean M Hourly Pay Rate	£13.03
Mean F Hourly Pay Rate	£15.10
Average Hourly Pay Rate Gap Percentage	-15.82%
Median M Hourly Pay Rate	£12.00
Median F Hourly Pay Rate	£12.76
Median Hourly Pay Rate Percentage	-6.29%



Summary Statement for 2023:

The mean gap has decreased from the findings of 2022 by 11.32%, part of this can be attributed to more female members of staff in the business at senior levels.

During the reporting period Ward's head office support functions were made up of 47% females and 53% males. When comparing to the 2022 report, female representation has decreased by 4% and male representation has increased at the same rate.

The frontline workforce representation of males increased by 25.6% and females increased by 14.63%.

Ward continues to be recognised by the Living Wage Foundation. Part of this initiative is to continue to work with new and existing clients to pay frontline employees rates at or above the Living Wage rate. The senior management team continue to review all commercial contracts during the tender process to ensure that the workforce rates are set in line with our ambition.

Ward's gender pay gap is now showing a disparity that, on average, female employees are paid more than male employees. We will strive to find balance in our pay grades and are committed to doing everything possible to reduce the gap. However, Ward, also recognises that its scope to act is limited in some areas - it has, for example, no direct control over career choices for gender or limited influence over some client contracts.

Ward Security is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

In the coming year, Ward is also committed to:

- Refining its remuneration policy including bonus payments for Head Office Support functions;
- Continuing partnerships that assist local marginalized groups in entering the workforce.
- Continuing external benchmarking report on pay and benefits;
- Improving its grading structure for Head Office Support roles;
- Continuing to review and implement retention initiatives to support existing employees;
- Using technology to help implement and maintain the above commitments.

Any further initiatives launched throughout the year will be reported on the company internal communication channels and where appropriate, through external means.

I, Jo Zelechowska , Chief People Officer, confirm that the information in this statement is accurate.

Signed: 

Date: 2nd April 2024