

Gender Pay Gap Report 2022



Your Security...
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Gender Pay Gap Summary Report

The **Gender Pay Gap** is the difference between the gross hourly earnings of Men and Women.

Our Gender Pay Report responds to Government Legislation which requires all UK companies with more than 250 employees to submit an analysis of its employee's average pay gap and bonus pay gap across men and women.

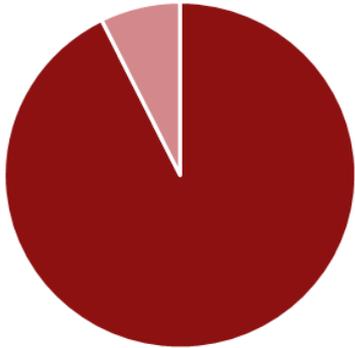
The Security Industry is one which is well known for being male dominated. Constant recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly, with no importance put on the gender of its employees.

This report enables us to understand our position in terms of our current Gender Pay Gap and ensures we can drive further inclusivity for women in this growing industry.



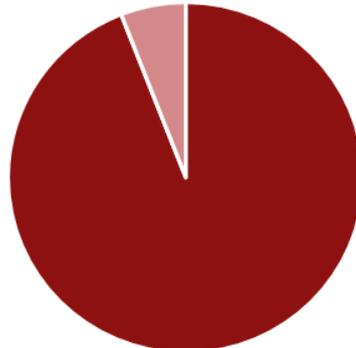
Gender Distribution Across Four Quartiles*

Lower Quartile



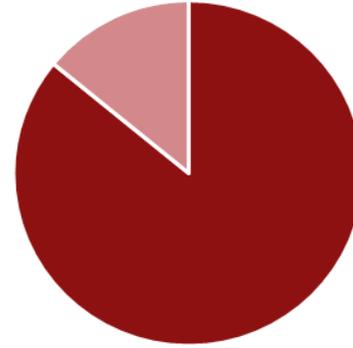
92.65% Male
7.35% Female

Lower-Middle Quartile



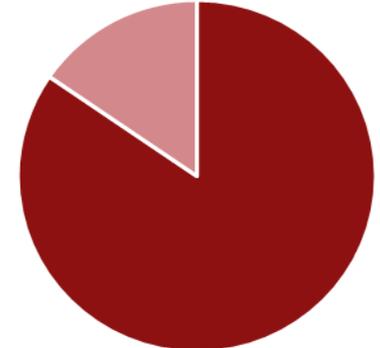
94.07% Male
5.93% Female

Upper-Middle Quartile



85.93% Male
14.07% Female

Upper Quartile



84.56% Male
15.44% Female

*Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay.

Here we look at the proportion of Men and Women in each quartile to give an indication of the representation of each gender at different levels of the organisation.





Mean and Median Calculations

At Constant we have a 0.07% Mean pay gap and a 0.02% Median pay gap in favour of women.

Overall, there has been a 0.9% increase in the National Gender Pay Gap. However, interpreting average earnings between years is difficult at the moment given the substantial effect Coronavirus has had on the data. This is in terms of wages and hours worked in the economy.

This means the comparisons with last years data need to be treated with Caution.

The National Gender Pay Gap for all employees

7.9%
for all full time employees

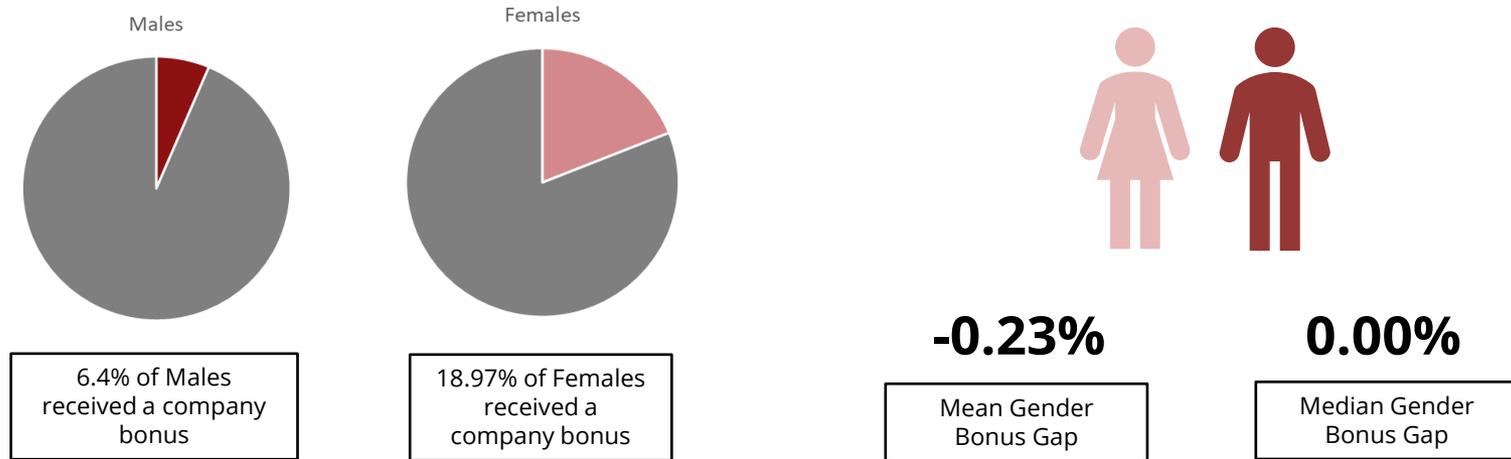
Our Median Gender Pay Gap

-0.02%

Our Mean Gender Pay Gap

-0.07%





Constant has no gender pay gap in terms of the median for bonuses.

Our Gender Pay Gap in respect to the Mean for bonuses is similarly very low and very slightly in favour of women. This is accountable to the fact that our Head Office roles, which are more eligible for bonuses, are filled by an equal proportion of men and women.





Gender Pay Report Findings

Consistently over the years our data shows no gender pay gap in favour of men.

Overall, our gender pay gap has fluctuated but only very slightly. Indicating that we are as close as ever to achieving equal pay, however statistically there is still a slight gap in favour of women.

This comes down to the fact that women are more represented in the Upper Middle and Upper Quartiles.

Constant are working hard towards bringing all employees in line with the Real Living wage. In 2021, 54% of Constant employees were paid at least the Real Living Wage, with this percentage rising steadily each year.





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