



SmartSec Solutions Limited

Our Gender Pay Gap Report

Published April 2019

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About Us:

SmartSec Solutions Ltd are a leading providing in the security and reception industry. Offering a full suite of protection and management services in bespoke packages, we are the preferred security provider for prestige properties in Central London and the City of London. We were established with a clear and defined vision; to offer our clients an outstanding and unrivalled personalised service. We operate in all parts of England, with a strong focus within London and the Home Counties and are particularly active in the City of London where we are proud to have a very distinguished client list.

Coupled with our sister company Just Reception, we are able to offer high standards of Security, Reception and Front of House services to our clients.



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

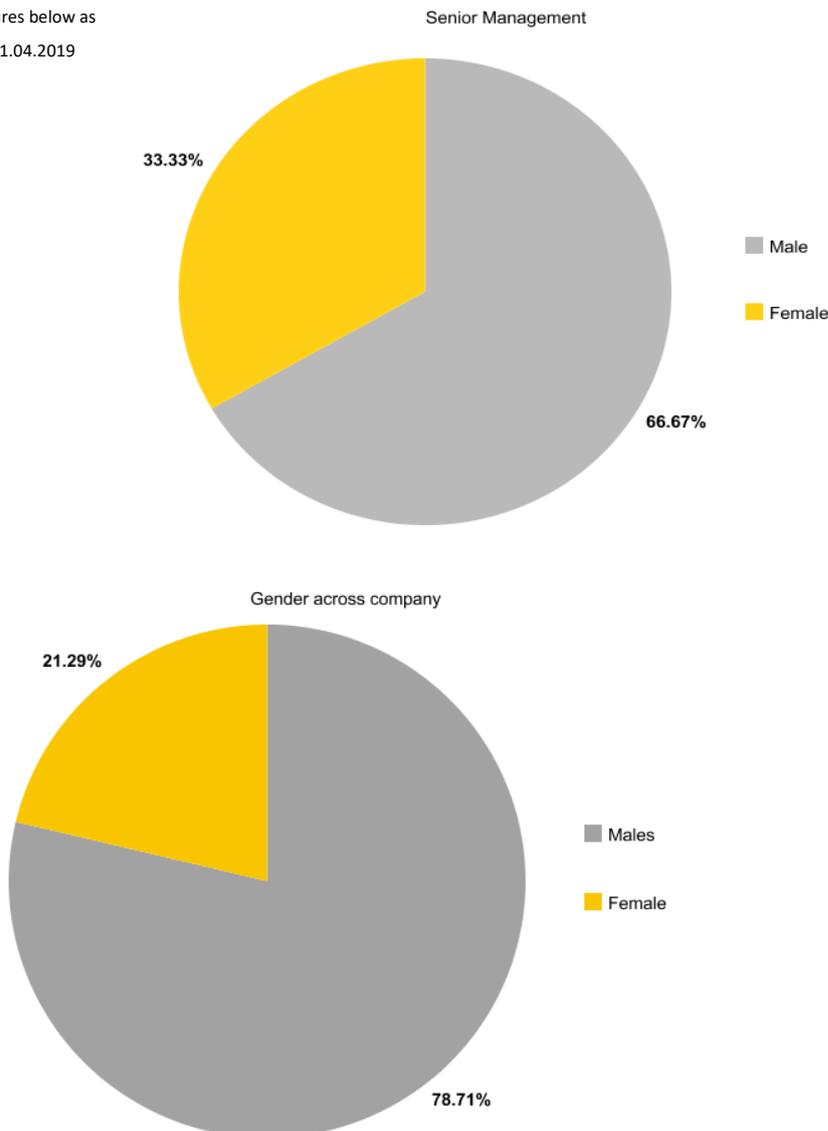
Fawad Ahmad - Director



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Maneesha Sehdev – Human Resources Manager

Figures below as of 01.04.2019



Introduction:

SmartSec Solutions Ltd is committed to ensuring all staff employed are treated fairly and equally. We understand fairness and opportunity are at the heart of equal treatment, therefore all staff are presented with the same options throughout their employment. With heavy investment into training and staff development, SmartSec Solutions Ltd are committed to ensuring the gap between gender pay within the security industry is minimalised. The security and reception industry are an extremely diverse, both in gender and background. This report will set out details of our gender pay gap for the business and the actions we are/will be taking to address any issues with our Gender Pay Gap.

Gender Pay Gap Reporting:

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with 250 employees or above are now obligated to report their gender pay gap information. The general purpose for this reporting is to ensure transparency due to increased demand with regulators. Gender Pay is different from Equal Pay, where Equal Pay is where a person of one gender, receives a lower pay than the other gender for carrying out the same or similar job. Gender pay is the difference between the average earnings of male and female over a certain time.

The gender pay gap reporting measures:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay

This report will be available through the Direct Gov website and www.smartsecsolutions.com. The amount of staff SmartSec hold at point of reporting is 270.

Gender Pay Gap Report

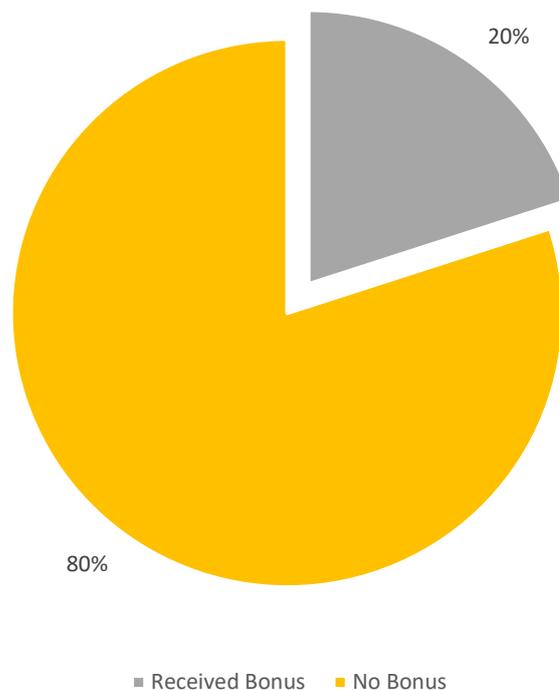
Hourly Rate of Pay – Mean

-4.6%

Hourly Rate of Pay – Median

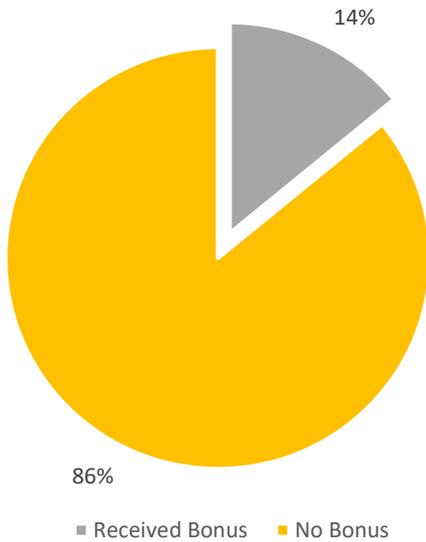
-2.5%

Gender breakdown at SmartSec 2018

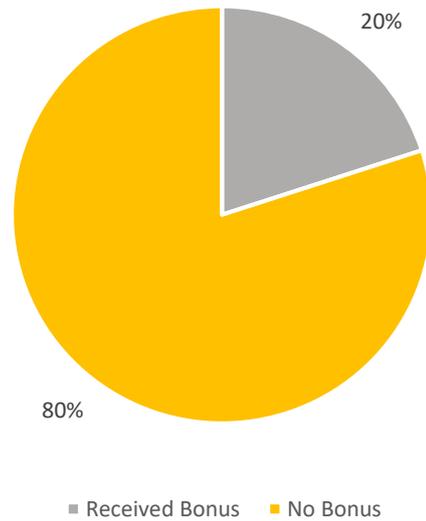


Bonus Report

Bonus Breakdown - Male



Bonus Breakdown - Female



Difference in mean bonus pay

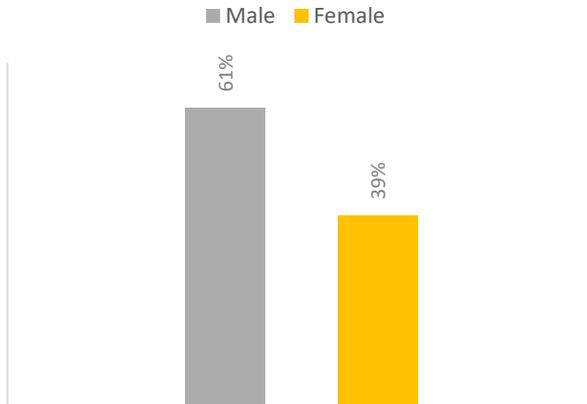
-13.9%

Difference in median bonus pay

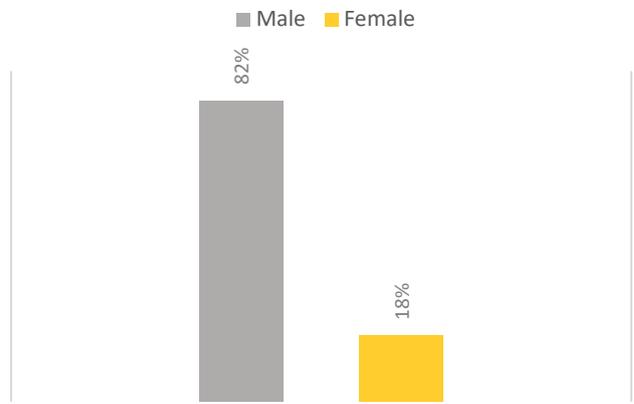
0%

Employees by Pay Quartile

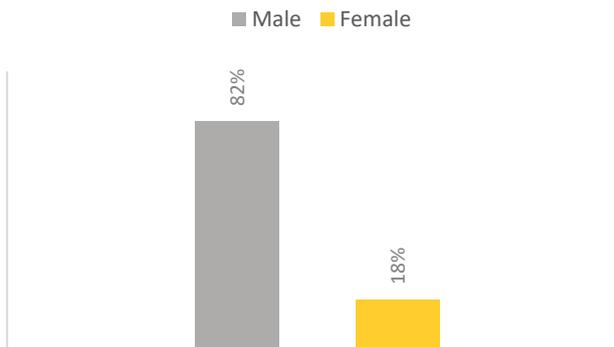
UPPER QUARTILE



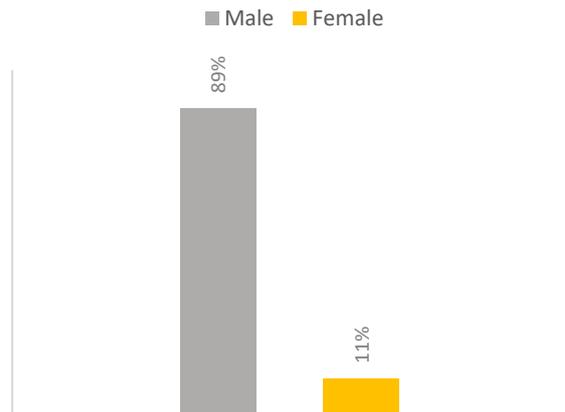
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



Report Breakdown

	MEAN	MEDIAN
Gender Pay Gap	-4.6%	-2.5%
Gender Bonus Gap	-13.9%	0%

	WOMEN	MEN
Upper Quartile	39%	61%
Upper Middle Quartile	18%	82%
Lower Middle Quartile	18%	82%
Lower Quartile	11%	89%

Bonus Breakdown

14%

Of male received a bonus

20%

Of female received a bonus

Report Findings

Where a negative figure is within the report, this statically shows our Gender Pay in regards to mean and median in pay, is in favour of females. We believe this gap can be explained due to the higher pay rate, position specific. Majority of our female employees are employees are a Front-Line Receptionist, where salaries are on average £11.50 Per Hour, against Front Line Security Officers, where salaries are on average £9.50 Per Hour. A general trend within the whole Gender Pay Report showed in favour of females, where the bonus and Upper Pay Quartile also showed favourably within the female gender. 20% of females received a bonus compared to 14% of males however this can be explained, due to the fact at point of reporting, SmartSec has much less



females working than males. Where 214 males were employed and only 56 females. No difference in median was identified with the pay bonus for both males and females.



With pay quartiles, the justification of a higher pay industry specific shows, where the upper quartile when compared against males, shows female are mainly categorised within this quarter. Each quarter consisted on the same number of individuals and the average for both upper middle and lower middle shows no difference with males and females, where females average at 18% and males at 82%.

We are happy to conclude our report shows no gender pay gap in favour of men. The National and Living wage should help redress the current in-balance in pay.

Addressing the challenge:

SmartSec Solutions are now engaging with our clients, to ensure we can pay our Security Officers London Living Wage when entering tenders. This will allow our Security Officers to join our organisation with a high standard rate, similar to the receptionist's. We also review our contracts with our clients annually and present an increase for our officers. With the gap between our female security officers and our male receptionists, we are advertising our roles to showcase our diversity and success stories of our female security officers and front of house, to break the taboo against the stereotype. A general conception is that the security industry is male dominated, however over the last year, we have seen a rise in licenced female workers and female management within the industry and SmartSec Solutions Ltd. Vice versa another conception is that the front of house industry is female dominated, which this report also identifies, however we will be working on advertising under different positions, promoting progression opportunities to increase engagement with males.