



SmartSec Solutions Limited

Our Gender Pay Gap Report

Published October 2021

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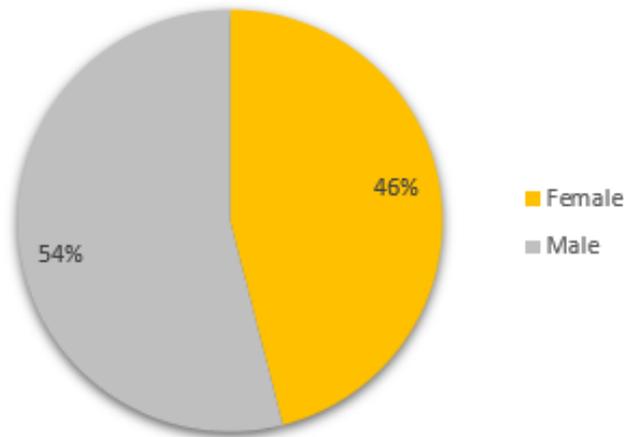
About Us:

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.

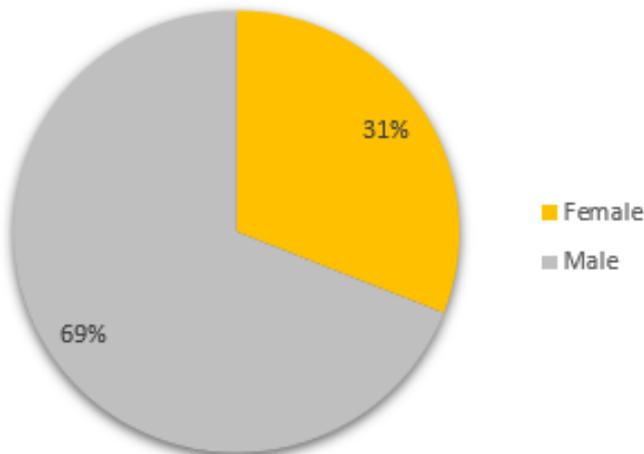
Coupled with our sister company Just Reception, we are able to offer high standards of Security, Reception and Front of House services to our clients.

Figures below as of 01.09.2021

Senior Management



Gender Accross Company



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



requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Leyre Martinez Moreno – Human Resources Manager

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 number of staff members SmartSec holds at the point of reporting is 329.

Gender Pay Gap Report

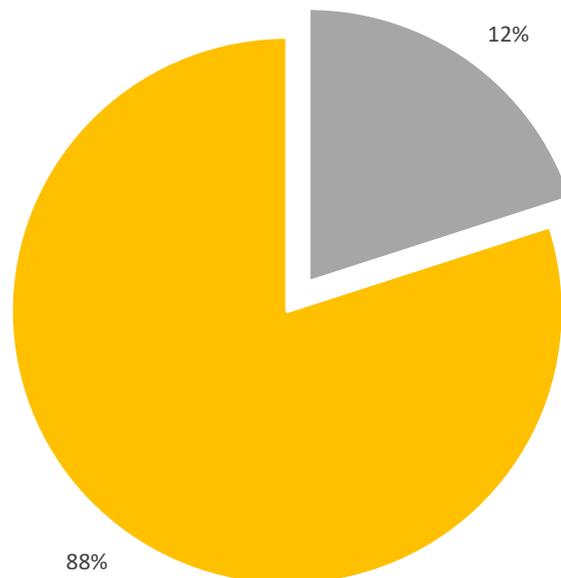
Hourly Rate of Pay – Mean

-1.53%

Hourly Rate of Pay – Median

-1.73%

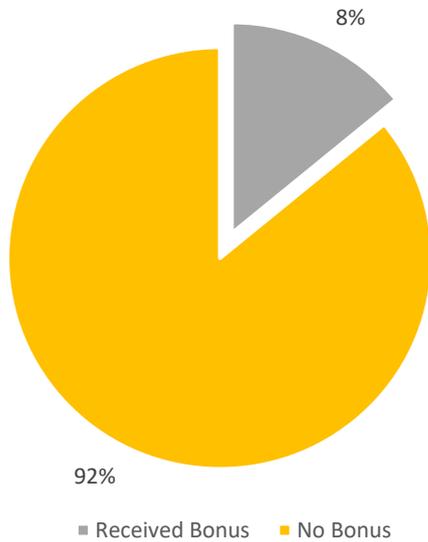
Bonus breakdown at SmartSec 2020



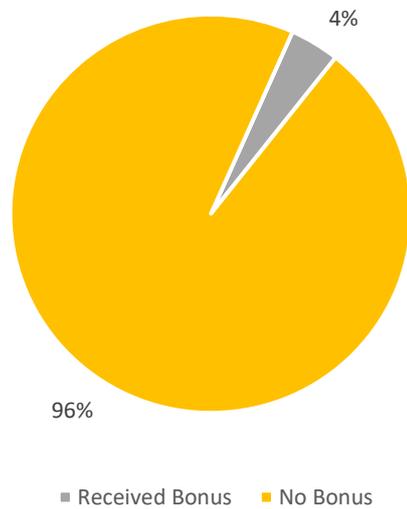
■ Received Bonus ■ No Bonus

Bonus Report

Bonus Breakdown - Male



Bonus Breakdown - Female



Difference in mean bonus pay

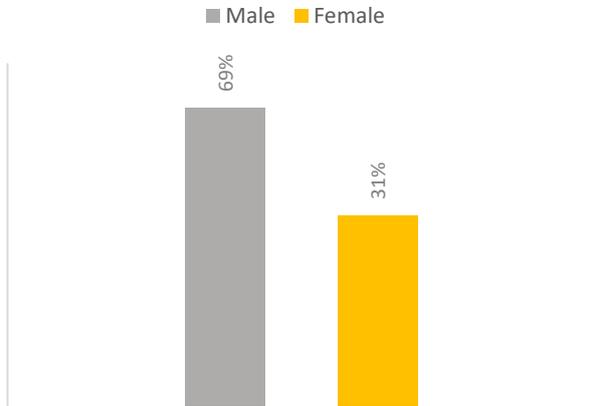
18.9%

Difference in median bonus pay

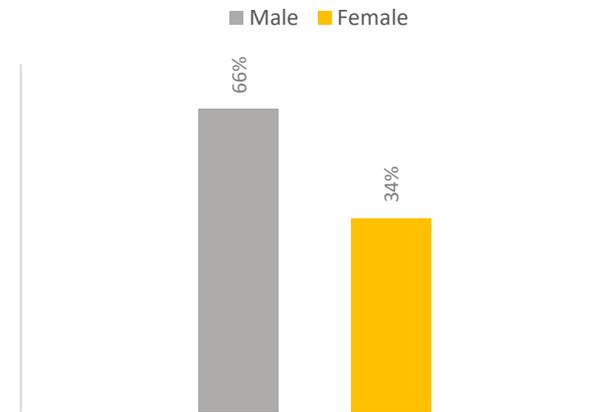
19.06%

Employees by Pay Quartile

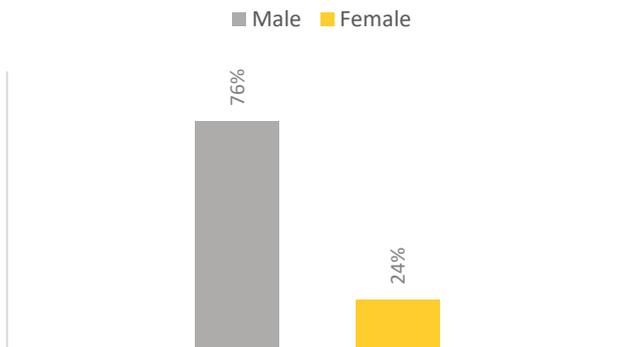
UPPER QUARTILE



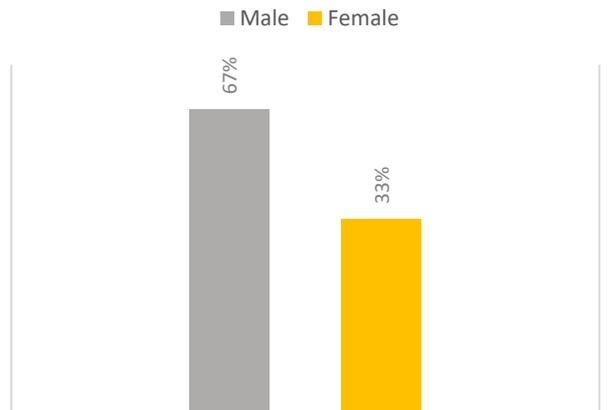
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



Report Breakdown

	MEAN	MEDIAN
Gender Pay Gap	-1.53%	-1.73%
Gender Bonus Gap	-18.9%	19.06%

	WOMEN	MEN
Upper Quartile	31%	69%
Upper Middle Quartile	34%	66%
Lower Middle Quartile	24%	76%
Lower Quartile	33%	67%

Bonus Breakdown

8%

Of male received a bonus

4%

Of female received a bonus

Report Findings

The negative figures related to the hourly rate of pay mean and median shown in this Gender Pay Gap report, indicates that a higher and consistent rate of pay is in favour of the female population within this organization. These findings could be explained as a result of the higher pay rate, position specific. Salaries for Front of House positions are on average £11.90 per hour, while Front Line Security Officer salaries average £11.75 per hour. SmartSec Solutions' Front of House team consist of 86% female members as opposed to 14% of male members, which could explain the negative figures in favour of the female population. Bonus figures however, are indicative of higher bonus pay to the male population. 8% of male employees received bonuses in comparison to 4% of female employees. It is important to note that figures might have been affected by the influence of COVID 19 on societal



and economic affairs. 30% of the employees within the company are female, of which 68% belong to the Front of House team. During the period of lockdown and subsequent months, the majority of front of house positions were furloughed, while Security positions remain unaffected. We believe bonus might have been awarded in bigger numbers to employees that remain on the front line during the pandemic, than to those employees that were furloughed. Pay quartiles, although still dominant by male numbers, indicate that majority of female employees are concentrated within the upper and middle upper quartile. Male domination within this part of the report can be explained due to the fact that 70% of the employees within the company are male.

In summary the report indicates that there is no gender pay gap in terms of employee salary. It also shows that the majority of female employees rank between the upper and upper middle pay quadrants. Bonus pays were slightly higher and more commonly awarded among the male population of the organization. Nevertheless, looking at previous year's reports, we suspect bonus figures might have been affected by the effects of COVID 19.

Addressing the challenge:

SmartSec Solutions continuously engage with clients to ensure rates of pays for Security Officers are in line with the current London Living Wage or above, when entering tenders. We hope this will allow our Security Officers to join our organisation with a high standard rate, similar to the Front of House team. Contracts are reviewed annually in order to offer the best terms of pay to our Security Officers. In order to close the gap between our female security officers and our male front of house, roles are being advertise to showcase our diversity and success stories of female security officers and front of house male employees, 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.