

GENDER PAY GAP

2019

CIS Security Limited
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SECURITY

Executive Summary

CIS SECURITY ARE A TOP 20 UK GUARDING COMPANY, A PROGRESSIVE EMPLOYER WHO BELIEVES EQUALITY IS ONE OF THE KEY PILLARS OF A SUCCESSFUL BUSINESS.

We have identified several initiatives which currently support our equality, inclusion and diversity policies.

Our 50:50 Senior Management Team – As an organisation 50% of our Senior Management Team are female and 50% male; Therefore, our leadership gender split is perfectly balanced.

Our Site and Account Management Teams – We are committed to encouraging more female Site Managers and Account Managers, supporting developmental opportunities for women with an appetite for Managerial roles by providing a tangible developmental path over a two-year period to attract new talent.

Our 20:20 Vision is committed to increasing the percentage of women security personnel employed by CIS to 20% by the Year 2020. This initiative has been in place since 2015. We have increased from 9% to 14% to date.

Industry Association – CIS support many Women in Security organisations and are committed to ongoing membership of such institutions. Our Sales Director is the Operational Director for Women in Security for ASIS UK and attends several key events to support and encourage more women into the industry.

Flexibility of Working Hours – we will continue to work with our clients to support and attract a diverse and inclusive workforce who are paid fairly, encouraged to work flexible hours where possible, inspiring a better work life balance for both male and female workers. We believe it is important to support working parents regardless of gender.

Employability Programmes – CIS continue to work with local community programmes to attract both women and men who may not have considered security as a career to join our workforce.



In the last year, CIS Security has demonstrated a marked improvement in our gender pay gap. Compared to last year we have reduced our GPG by over 50%.

We continue to support equality in all areas of our business and culture through the implementation of various initiatives designed to create and encourage parity in our industry, which has traditionally struggled to attract female staff.

**We have prepared our
Gender Pay Gap report,
following legislation as
detailed on The Equality
Act 2010 (Gender Pay Gap
Information) Regulations
2017 which shows:**

A mean gender pay gap of -4%
A median gender pay gap of 1%
A mean bonus gender pay gap of 32%
A median bonus gender pay gap of -67%
A bonus payment was received by 13% of females and 12% of males

**BELOW ARE THE QUARTILE FIGURES SHOWING THE PROPORTION OF
EACH GENDER IN EACH QUARTILE PAY BAND**

PROPORTION OF M & F PER QUARTILE	2018 / 2019
Quartile 1	
Male	87%
Female	13%
Quartile 2	
Male	89%
Female	11%
Quartile 3	
Male	88%
Female	12%
Quartile 4	
Male	86%
Female	14%

Declaration

I hereby confirm that the information provided in this report to be accurate.

Neill Catton
CIS Managing Director