

# GENDER PAY GAP 2020/2021

CIS Security Limited  
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High Street

London SE13 6LJ

# 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.

**Industry Association** – CIS support many Women in Security organisations and are committed to ongoing membership of such institutions. Our Sales Director 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 Programs** – CIS continue to work with local community programs to attract both women and men who may not have considered security as a career to join our workforce.

# Gender

## Pay Gap Results

**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 10.8%

A median gender pay gap of 16.7%

A mean bonus gender pay gap of -58.4%

A median bonus gender pay gap of -28.2%

30% women received a bonus and 30.3% of men received a bonus

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

<b>PROPORTION OF M &amp; F PER QUARTILE</b>	<b>2020/2021</b>
<b>Quartile 1</b>	
<b>Male</b>	<b>91%</b>
<b>Female</b>	<b>9%</b>
<b>Quartile 2</b>	
<b>Male</b>	<b>91%</b>
<b>Female</b>	<b>9%</b>
<b>Quartile 3</b>	
<b>Male</b>	<b>86%</b>
<b>Female</b>	<b>14%</b>
<b>Quartile 4</b>	
<b>Male</b>	<b>77%</b>
<b>Female</b>	<b>23%</b>

## Declaration

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

Neill Catton  
CIS Managing Director

