

Phoenix Eye Ltd t/a Phoenix Security
Gender Pay Gap Report
2022-2023

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At Phoenix, we pride ourselves on providing the best service possible, this includes the service we provide to our employees. We are committed to diversity and equal opportunities and we do our best to ensure our employees are treated fairly regardless of their Gender. Gender Equality is a significant part of our commitment to diversity which is why we welcome and continue to support the implementation of the Gender Pay Gap and actively take steps to regularly readdress and promote equality in order to build a culture within our organisation that underpins our beliefs and values.

What is Gender Pay Gap?

The Gender Pay Gap is calculated across an organisation with a head count of 250 staff members or more. It determines the difference in the total average earnings of males and females, regardless of the nature of their work.

How is this different to Equal Pay?

Equal Pay refers to the legal requirement that male and female employees, engaged in similar work, or work of equal value, must receive equal pay. Having reviewed our reward principles we are highly confident that our Gender Pay Gap and Bonus Pay Gap are not caused by Equal Pay concerns.

Who is included in the calculations?

Our statistics are calculated based on the employees of both Phoenix Security and Phoenix Eye Ltd covering the payroll period 5 April 2022. Collectively, these are the only entities within the Danieli Group with the required 250+ employees (as per statutory guidelines).

How is the Gender Pay Gap Calculated?

Mean Gender Pay Gap: Compares the average male salary from across both companies and the average female salary from across both companies.

Median Gender Pay Gap: The Median pay gap is calculated by looking at all the male salaries and all the female salaries identifying the middle salary for both and then calculating the difference between these two figures.

What is the Bonus Pay Gap?

The Gender Bonus Gap is the difference between average actual bonus payments of males and females across the organisation

Our pay gap results

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Mean Pay Gap	5.6%	3.76%	Not Reported	1.75%	5.99%	4%
Median Pay Gap	0%	4.10%	Not Reported	-2.35%	-0.10%	2%
Mean Bonus Gap	N/A	53.29%	Not Reported	N/A	N/A	56%
Median Bonus Gap	N/A	-150%	Not Reported	N/A	N/A	43%

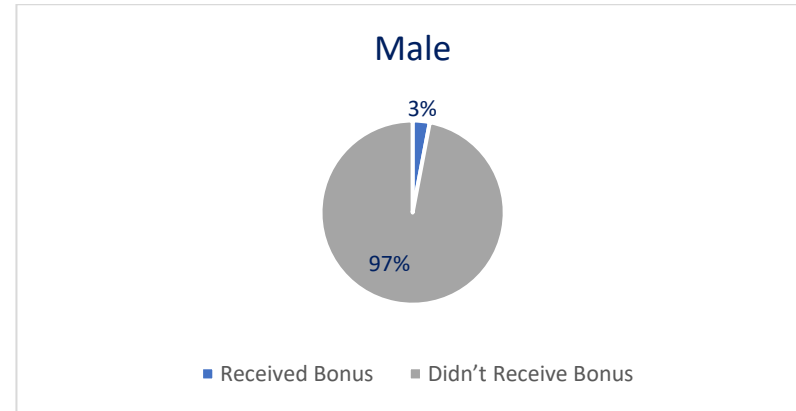
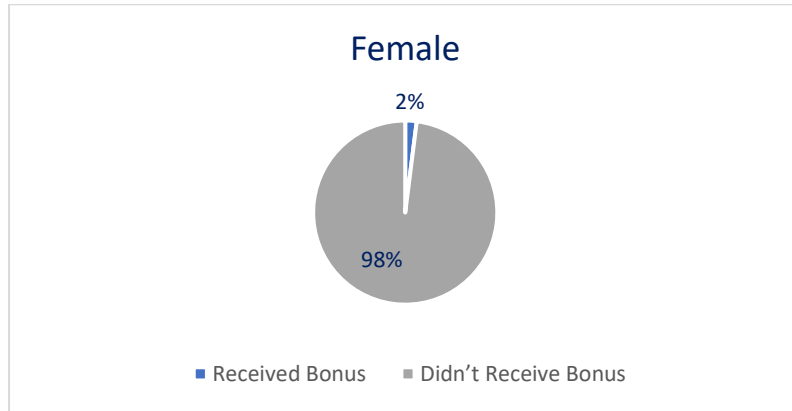
Our mean percentage has decreased slightly since last year and continues to be significantly under the national average of 7.1%. The gap throughout the company persists due to the imbalance of male workers versus female workers in what is predominantly a male dominated industry, particularly within the organisational hierarchy. We continue to make a conscious effort to ensure training and promotion is offered fairly between both sexes.

The median pay gap has increased. The higher paid roles within the security sector (such as Head Door Person) remain vastly under represented by females.

Phoenix Eye t/a Phoenix Security recognises the importance of attracting a gender balanced workforce. In an attempt to further reduce the gap we only offer recruitment externally unless it is unreasonable to do so and we continue to be inclusive in our interpretation of job roles in the hope to attract more female workers.

Our bonus gap is calculated by taking the bonus' of employees and dividing it by the number of relevant employees within that particular gender. Phoenix Eye ltd t/a Phoenix Security implement discretionary bonus' only

Proportion of employees receiving a bonus payment



The pay bands are set into quarters from highest paid employees to lowest paid employees, the below table shows the percentage of males and females in each quartile.

Pay Quartiles

	F 17-18	M 17-18	F 18-19	M 18-19	F 19-20	M 19-20	F 20-21	M 20-21	F 21-22	M 21-22	F 22-23	M 22-23
Upper Quartile	6%	94%	7%	93%	-	-	14%	86%	0%	100%	8%	92%
Upper Middle Quartile	11%	89%	9%	91%	-	-	9%	91%	30%	70%	14%	86%
Lower Middle Quartile	8%	92%	20%	80%	-	-	26%	74%	13%	87%	12%	88%
Lower Quartile	13%	87%	4%	96%	-	-	8%	92%	12%	88%	18%	82%

We have laid strong foundations and continue to make a conscience effort to encourage a more equal gender balance throughout the organisation. Due to the sector in which our employees work being male dominated, we find this a difficult task, however, we are confident our employees are paid equally for the type of job they do. The venue the employee works at determines the pay they receive, although the amount does not vary between gender, it does vary geographically which has an impact on the results of our Gender Pay Report.

Phoenix Eye t/a Phoenix Security recognises the importance of attracting a gender balanced workforce. In an attempt to further reduce the gap, we only offer recruitment externally unless it is unreasonable and impractical to do so and we continue to be inclusive in our interpretation of job roles in the hope to attract more female workers. We aim to recruit more female applicants for the senior leadership or management positions to bridge the gap and eradicate the differences in gender pay. However, we are aware the burden of childcare ordinarily still lies with women in the family home, with the majority of the roles across all levels involving night-time assignments, these roles are difficult to fill with females.