

UK Gender Pay Gap Report 2019





Forward

ICTS is proud of the diversity within our organisation and we believe that building an inclusive workplace, where all colleagues can flourish in their careers is the only way to set ourselves up for success and serve our clients in the best way possible.

We continue to work hard to create a gender balanced workforce to reflect the communities and clients we work with and enable our employees to thrive within these environments.

We remain compliant with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and have now produced our third annual report from a snapshot of our March 2019 payroll run and bonus data for a 12-month period ending March 2019.

These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Gender Pay and Bonus Gaps

Difference in pay gap between Men and Women	Mean Average Pay Gap	0.96%
	Median Average Pay Gap	-1.16%

Our mean gender pay gap is 0.96% (average) with a median (middle) gender pay gap of -1.16%. Our figures show a small reduction year on year, however we recognize that there is more we can do to address this.

As an equal opportunities employer we are continually exploring ways to close the gaps found within our organisation to create more gender balance, given that the Security Industry attracts more men than women.



As a business, ICTS recognizes that a larger proportion of the workforce are held by men, the majority of senior roles are also currently being held by men and bonuses are typically paid in more senior roles. We have recently appointed a female onto the Executive team and have increased our female representation on our Senior Leadership Team.

Mean Bonus Pay Gap		Median Bonus Pay Gap	
61.59%		11.12%	
Female	Male	Female	Male
83	161	83	161

We want all of our colleagues across our business to be able to fully develop in their careers and have the flexibility to achieve what’s important to them. We recognize and embrace the positive impact this can have on gender balance, particularly at senior levels of our business. We strongly believe in job opportunities for all, regardless of gender and continually challenge ourselves to create a truly inclusive culture.

The proportion of males and females receiving bonus payment		
	Bonus Count	Proportion %
Male	161	6.31
Female	83	9.47



As our workforce is predominantly made up of Security Officers, which can be perceived to be a male dominated sector, we continue to work with a leading research organisation to attract more women into the security sector. ICTS sponsored and worked in partnership with this organisation to carry out a recent survey on women working in the security industry and we will use these results to build our reputation as a business who support woman in security. We also participate in the annual Woman in Security awards event.

Pay Quartiles

Proportion of males and females in each pay quartile

Quartile Pay Rate to Count Analysis				
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Total Count	856	857	855	858
Male	664	623	602	661
Female	192	234	253	197
Male %	77.57	72.70	70.41	77.04
Female %	22.43	27.30	29.59	22.96



How we will make a difference:

- By taking part in the *woman in security* research project and completing the survey, we will use the results to work on ways we can attract more females into security roles, provide more opportunities for women to progress into senior positions, and enhance the support we provide to parents returning to work after parental and adoption leave. The survey has provided us with an insight into equality issues within the security industry and will help us to establish enablers, career pathways and recruitment processes to attract more women to the security profession. One of the changes we have already implemented is to offer female security officers flexible shift patterns and to cover the fees for their SIA licenses when they join ICTS.
- In 2019 we conducted a full review of our internal policies and we are continually looking for opportunities to further support our colleagues to balance their work and home commitments. This is an important part of our strategy for supporting female colleagues to progress their careers.
- We will be re-launching our Equality and Diversity Policy to drive awareness.
- We currently have 28% of our female employees on our apprenticeship programmes and we will continue to build our apprenticeship career pathways. These programmes will help encourage and promote internal progression into our Senior Management Group and Executive Team, thereby possibly helping to increase the number of females represented in the future.
- We will continue to upskill our leadership teams to drive and own inclusion within their functions.
- We will continue to invest in our IT solutions to enhance reporting capabilities to help us monitor recruitment, pay, bonus, career progression, diversity and gender equality.



ICTS UK Ltd is continually committed to increasing our female workforce and are pleased to see the impact of the changes over the last 3 years, as part of our 2020 organisational strategy. We will continue to put in place practices and behaviours that aim to close the gap and create a more diverse and inclusive workforce.

A handwritten signature in black ink, appearing to read 'Andy Kynoch', written in a cursive style.

**Andy Kynoch
Managing Director**