

UK Gender Pay Gap Report 2018





Forward

ICTS is proud of the diversity within our organisation and the continued work we do 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 are compliant with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and have produced our second annual report this year, from a snapshot of our March 2018 payroll run and bonus data for a 12 month period ending March 2018.

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	1.02%
	Median Average Pay Gap	-1.25%
	National Median Average	18.4%

Our mean gender pay gap is 1.02% (average) with a median (middle) gender pay gap of -1.25% which is below the current national median average of 18.4%. Whilst we have seen some positive shifts in our reporting this year we recognize there is still more to do.



ICTS recognizes that a larger proportion of the workforce are held by men, the majority of senior roles are also being held by men and bonuses are typically paid in senior roles. In the last year a significant amount of work and investment has taken place to review and improve our recruitment processes, bonus schemes and career development pathways to support the promotion of gender equality.

Mean Bonus Pay Gap		Median Bonus Pay Gap	
53.40%		20.78%	
Female	Male	Female	Male
85	182	85	182

We believe in job opportunities for everybody regardless of gender and continually challenge ourselves to create a truly inclusive culture. ICTS' workforce is predominantly made up of Security Officers which can be perceived to be a male dominated sector and on this basis, we continue to work with a leading research organization to attract more women into the security sector.

The proportion of males and females receiving bonus payment		
	Bonus Count	Proportion %
Male	182	6.47
Female	85	9.71



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	922	922	922	922
Male	778	725	596	715
Female	144	197	327	207
Male %	84.38	78.63	64.64	77.55
Female %	15.62	21.37	35.47	22.45





How we will make a difference:

- ICTS UK Ltd continues to invest in working with a leading industry research organisation on a project specifically relating to Women in Security. This work is providing an insight into equality issues within the industry and help to establish enablers, career pathways and recruitment processes specific to attracting more women to the security profession.
- Continued investment in our IT solutions to enhance reporting capabilities to help us monitor recruitment, pay, bonus, career progression, diversity and gender equality.
- Build on initiatives already started in 2017 and 2018 to attract and develop women into senior roles.
- Increase focused recruitment activity to attract more female Security Officers into the industry through flexible working practices.
- Continue to upskill our leadership teams to drive and own inclusion within their functions.

ICTS UK Ltd is committed to increasing our female workforce and expect to see the impact of these changes over the next 3 years, as part of our 2020 organisational strategy, which we look forward to reporting on in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in white ink on a dark blue background, appearing to read 'Ashley Bancroft'.

Ashley Bancroft
Managing Director