

UK Gender Pay Gap Report 2017



ICTS is proud of the diversity within our organisation and believe in creating 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 annual report from a snapshot of our February 2017 payroll run and bonus data for a 12 month period ending February 2017.

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	0.81%
	Median Average Pay Gap	-0.25%
	National Median Average	18.1%

Our mean gender pay gap is currently 0.81% (average) with a median (middle) gender pay gap of - 0.25% which is below the current national median average of 18.1%.



(UK) LIMITED

Proportion of Employees Receiving a 2017 Bonus

ICTS recognises that a larger proportion of the workforce are men and the majority of senior roles are also being held by men. Bonus payments typically consist of contractual performance pay and employee service awards. This includes, but is not limited to, management incentive plans, sales commission payments, employee of the month/year awards and service length recognition bonuses.

Mean Bonus Pay Gap		Median Bonus Pay Gap	
40.33%		30.56%	
Female	Male	Female	Male
157	273	157	273

We believe in job opportunities for everybody regardless of gender and continually challenge ourselves to create a truly inclusive culture. ICTS's workforce is predominantly made up of Security Officers which can be perceived to be a male dominated environment.

The proportion of males and females receiving bonus payment		
	Bonus Count	Proportion %
Female	157	20.58
Male	273	10.07



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	869	869	869	866
Male	659	710	677	664
Female	210	159	192	202
Male %	75.83	81.70	77.91	76.67
Female %	24.17	18.30	22.09	23.22





How we will make a difference:

- ICTS UK Ltd is currently working with a leading industry research organisation to establish a research project specifically relating to Women in Security to provide insight into any equality issues within the industry and help to establish enablers, career pathways and recruitment processes specific to attracting more women to the security profession.
- Build on initiatives already started in 2017 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.
- Develop and support our Leaders to drive inclusion.
- Explore different ways of working through our flexible working and family friendly policies to help us retain talent.

ICTS UK Ltd is committed to increasing our female workforce and expect to see the impact of these changes over the next 2 – 4 years 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