



**GENDER PAY GAP REPORT
2021**



Executive Summary

CSP specialise in providing services to both venues and static sites including; Car Parking, Internal and External Traffic Management, HVM (Hostile Vehicle Mitigation) Solutions, Security, Stewarding, Cash & Audit and Consultancy Services. Whilst our range of services has grown, Car Park/Traffic Management, HVM (Hostile Vehicle Mitigation) and Security/Stewarding represent our core areas of expertise.

The impact of COVID19 and the Coronavirus Job Retention Scheme (furlough), has had a significant impact on our reporting for 2022. The gender pay gap and salary quartile bands are calculated based on full pay relevant employees. This means that our furloughed staff have been excluded from the 2022 report as we did not 'top up' furlough pay to 100%.

As a result, our overall median gender pay gap for 2021 reporting is **3.02%**.

For our permanently contracted employees who predominately make up the 2022 report, we adhere to a banded pay and benefits structure, which sets out salary bands and entitlements to benefits by level and are not discriminatory to either gender.

Whilst we are aware that among our permanently contracted employees, we have a gender imbalance as men occupy more of our senior roles, we maintain a commitment to improving the gender balance.

I confirm that the information in this statement is accurate.

SIGNED ON BEHALF OF THE BOARD OF DIRECTORS

A handwritten signature in black ink that reads "Tony Nikolic". The signature is written in a cursive style with a long horizontal stroke at the beginning.

Tony Nikolic
Managing Director

Signed on 16 March 2022



UNDERSTANDING THE GENDER PAY GAP

Gender Pay Vs Equal Pay

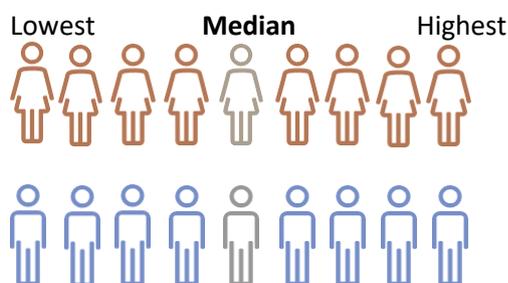
A gender pay gap shows the difference in average pay across all the men and women in a company, industry or country as a whole. It can be driven by the differing number of women and men across all roles.

Median and mean gaps explained

The figure used most regularly is the median gender pay gap.

Our median gender pay gap for 2021 is **3.02%** This is well below the national average due to COVID19.

To help you visualise the median gender pay gap, imagine all the women at CSP standing in one line, from lowest hourly paid to highest hourly paid, and all the men doing the same in another line. The **median gender pay gap** is the percentage difference in hourly pay between the woman in the middle of the line and the man in the middle of the line. Hourly pay includes annual leave and any shift premiums, but not overtime.



The **mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all the hourly pay rates for all the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference.

The mean can be affected by different numbers of men and women in different roles. Therefore we also report the number of men and women in different pay quartiles below. We also report the median and mean differences in bonus pay over a twelve-month period, and the percentage of men and women who received a bonus (in 2021, 19% of women working for us were paid a bonus compared with only 14% of men).



OUR GENDER PAY GAP RESULTS

Please see below our Gender Pay Gap Results for the snapshot date of 5 April 2021.



Women's mean hourly rate is **2% higher** to that of men's

In other words when comparing mean hourly rates, women earn £7 for every £1 men earn.



Men's median hourly rate is **equal** to women's

In other words when comparing median hourly rates, women and men earn the same hourly rate.



Women's mean bonus pay is **-5% Lower** than men's

In other words when comparing mean bonus pay, women earn -£5 in bonus for every £1 men earn.



Men's median bonus pay is **-400% lower** than women's

In other words when comparing median bonus pay, men earn £-400 in bonus for every £1 women earn.



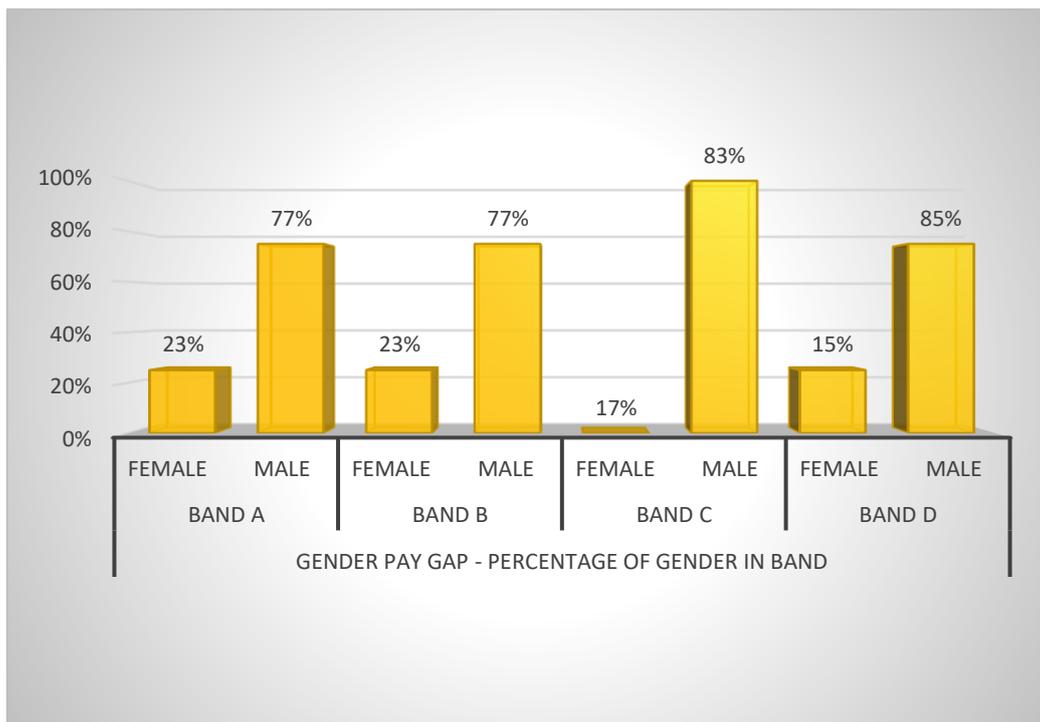
How we calculated these numbers

Our gender pay gap figures includes all employees and active casual workers, including hourly paid and salaried for the snapshot date of 5 April 2021.

Under the UK Government’s Gender Pay Gap regulation, companies need to report their gender pay gap for all legal entities in Great Britain with more than 250 employees. We have provided data that includes all employees and active casual workers, including hourly paid and salaried for the snapshot date of 5 April 2021, as required by the regulation and considering government guidance how to report 2021 figures based on COVID19.

Pay Quartiles by Gender			
Band	Men	Women	Description
A	116	34	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	116	34	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	124	26	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	127	23	Includes all employees whose standard hourly rate places them above the upper quartile

**The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Addendum: Guidance for employers on changes to the enforcement of the gender pay gap regulations for 2020/21 (which use a snapshot date of 31 March 2020 or 5 April 2020)*



In the above table depicting pay quartiles by gender, it divides our workforce into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). For there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

However, within CSP, 23% of the employees in Band A are women and 73% men. The percentage gap between male employees versus female employees remains consistent.

Analysing our Gender Pay Gap Results

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- carry out pay and benefits audits at regular intervals;



- evaluate job roles and pay grades as necessary to ensure a fair structure.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are confident that our 'median bonus pay' gap does not stem from paying men and women different bonuses when in fact they carry out the same or equivalent work. Rather the gap is the result of the roles in which men and women work within the organisation and the bonuses that these roles attract.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

At CSP the majority of front-line workers are men. We promote internally, thus resulting in our line manager and senior manager roles typically being occupied by men. This is a symptom of our industry and not a problem we face alone.

How do we Compare with Other Organisations?

Most organisations have a gender pay gap, but we are pleased to be able to say that our results compare favourably to other organisations, including those within our industry.

The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is **7.9%**. This positive percentage shows a gap in favour of men. At **3.02%**, our median gender pay gap is significantly lower than that of the whole economy, but this is due to the reporting requirements for 2022.

How does CSP commit to managing the Gender Pay Gap?

Whilst our gender pay gap compares favourably with that of organisations both across the whole UK economy and within our industry sector, this is not a subject about which we are complacent, and we are committed to doing everything we can to maintain our positive results. However, we also recognise that our scope to act is limited in some areas - we have, for example, no direct control over the subjects that individuals choose or the career choices that they make.



Our commitments are:

1. Continually educate our people on the importance of Equality and Diversity

In March 2022, we are rolling out a new eLearning platform and a mandatory Equality and Diversity training session for all contracted employees.

2. We regularly review our People policies and procedures

Our policies, including the Flexible Working Policy, are reviewed annually. Our Flexible Working Policy was reviewed in June 2021 to consider new ways of working which have come in due to COVID19 such as hybrid working. It will be reviewed again in line with this year's report. As always, we will strive to make it clear that contracted employees will be considered for flexible working regardless of their gender, role or level of seniority, and that flexible working need not be limited to part-time working.

3. We are committed to professional development

We are committed to the professional development and offer support to our zero-hour workers and employees. Due to COVID19 we have not been able to build on the success of our 'The Difference is You' programme which was developed in 2019 as part of our Operational Development Programme, of which one module focusses on performance management and includes details around unconscious bias and managing Equality and Diversity. We intend to build upon the success of this programme in 2022

4. We advertise with equality in mind

All our advertisements for new roles confirm that we are an equal opportunities employer, encouraging applications from men and women.

None of the above commitments will, on their own, help us to maintain positive gender pay gap results; however, we will be reviewing and reporting on an annual basis and any further initiatives launched throughout the year will be reported on the Company website.