

GENDER PAY GAP

Report 2023/24

INTRODUCTION

This is our second year providing our Gender Pay Gap Report as SSS Public Safety following our business sale.

On the 1st August 2023, our acquisition by NEC Software Solutions (NECSWS) received regulatory clearance.

In the pay reference period for our Gender Pay Gap, a number of additional one-off bonuses were put in place, in order to ensure retention of key staff during our integration to our new business owners.

These were made in order to ensure that we could continue to effectively support critical/frontline organisations such as fire, ambulance and police through delivery and support of mission critical systems and services they need to remain operational in their communities.





GENDER PAY DEFINITION

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority, across an entire organisation, business sector, industry or the economy as a whole.

It can be driven by the different number of men across all roles. The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of more than 550 employees. This data includes many different roles that bring a variety of rates of pay.

How are the pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based in data from Full Year 2021 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It does include pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money.

OUR RESULTS

HOURLY PAY GAP

In this organisation, women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 16.6% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 17.8% lower than men's.



ABOUT MEDIAN AND MEAN

THE MEDIAN GENDER PAY GAP FIGURE

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

THE MEAN (AVERAGE) GENDER PAY GAP FIGURE

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

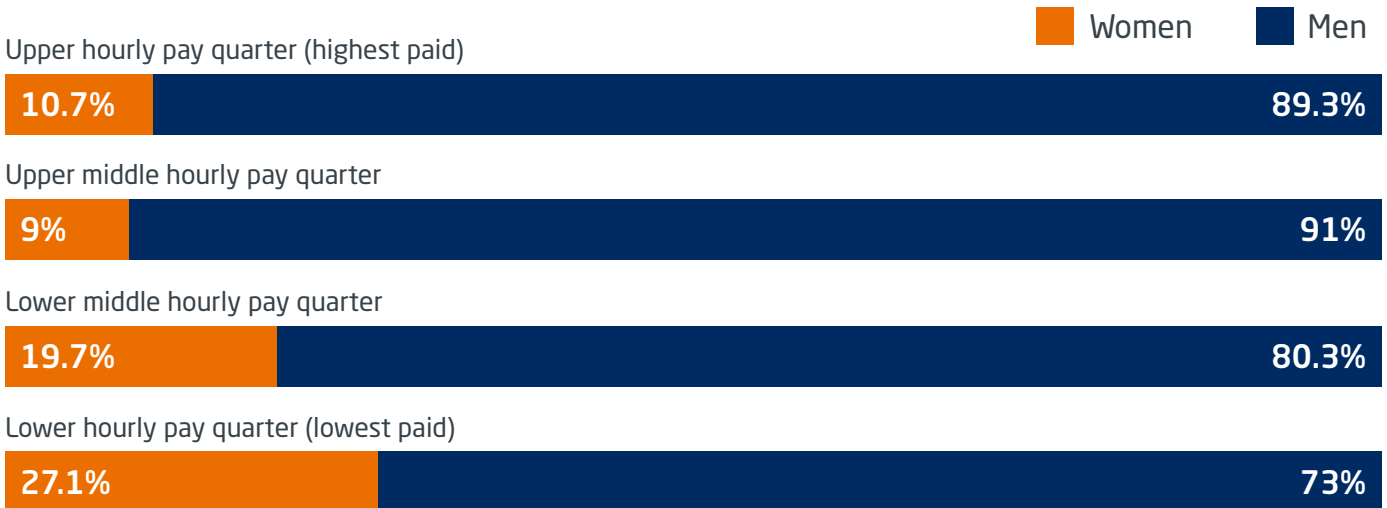
Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.



OUR RESULTS

THE PERCENTAGE OF WOMEN IN EACH PAY QUARTER

In this organisation, women occupy **10.7%** of the highest paid jobs and **27.1%** of the lowest paid jobs.



ABOUT PAY QUARTERS

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation.

BONUS PAY GAP

In this organisation, women earn **£1.30** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **29.7%** higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is **49.6%** lower than men's.

WHO RECEIVED BONUS PAY

9.9% of women | 16.5% of men

