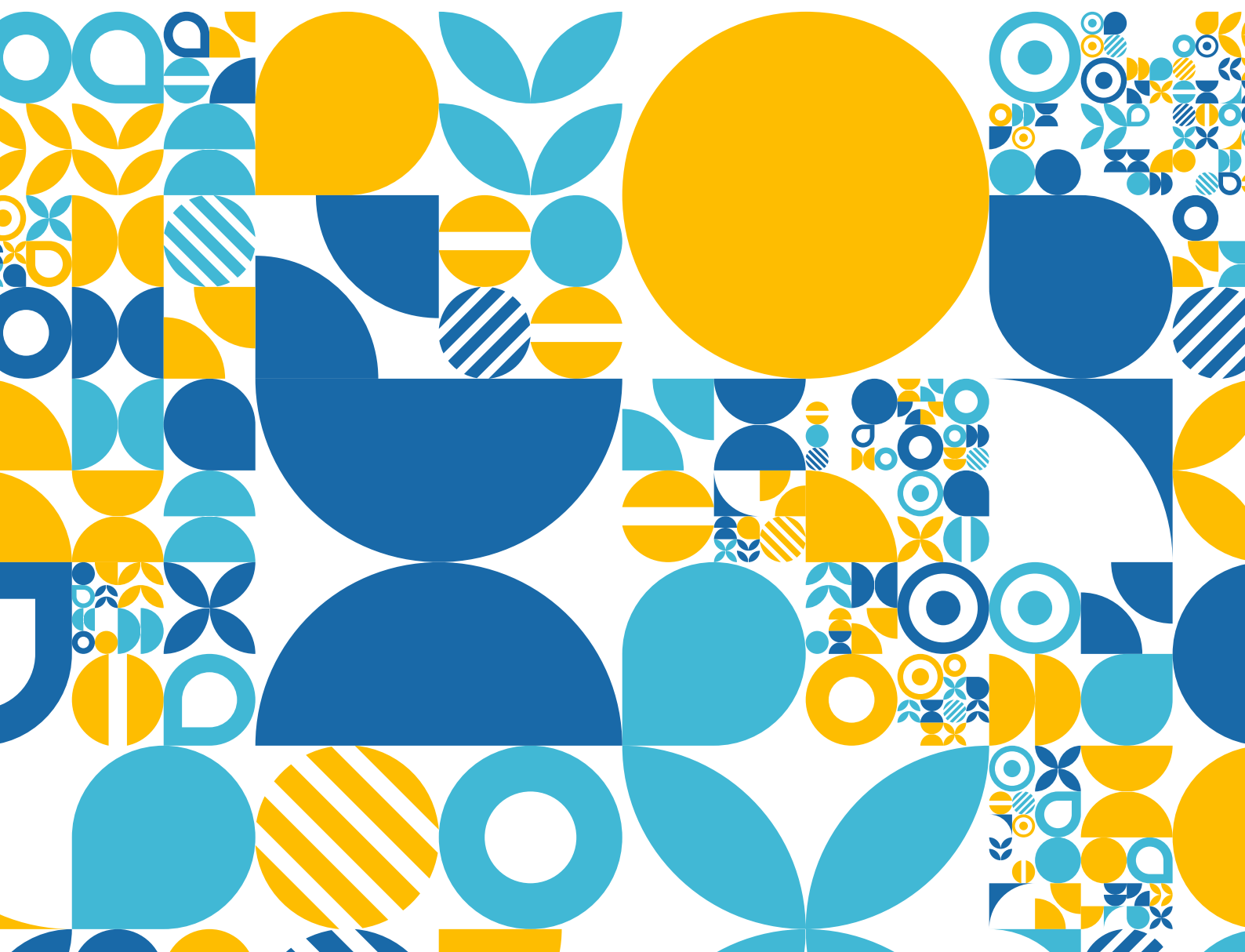


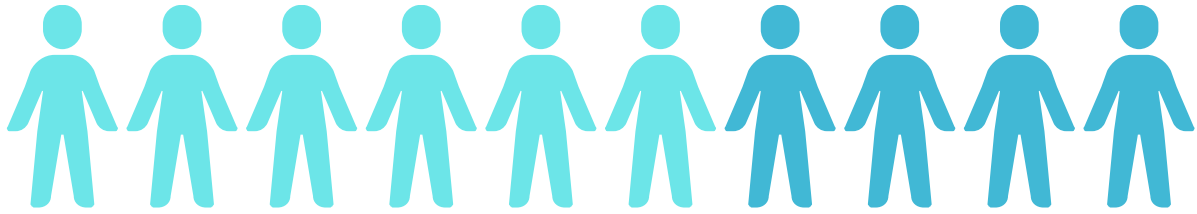
2023

PHOENIX  
FMS LTD

# ANNUAL REPORT

Gender Pay Gap





**AT PHOENIX FMS SERVICES LTD, WE PRIDE OURSELVES ON PROVIDING THE BEST SERVICE POSSIBLE, THIS INCLUDES THE SERVICE WE PROVIDE TO OUR EMPLOYEES. WE ARE COMMITTED TO DIVERSITY AND EQUAL OPPORTUNITIES AND WE DO OUR BEST TO ENSURE OUR EMPLOYEES ARE TREATED FAIRLY REGARDLESS OF THEIR GENDER. GENDER EQUALITY IS A SIGNIFICANT PART OF OUR COMMITMENT TO DIVERSITY WHICH IS WHY WE WELCOME AND CONTINUE TO SUPPORT THE IMPLEMENTATION OF THE GENDER PAY GAP AND ACTIVELY TAKE STEPS TO REGULARLY READDRESS AND PROMOTE EQUALITY IN ORDER TO BUILD A CULTURE WITHIN OUR ORGANISATION THAT UNDERPINS OUR BELIEFS AND VALUES.**

### **WHAT IS GENDER PAY GAP?**

**THE GENDER PAY GAP IS CALCULATED ACROSS AN ORGANISATION WITH A HEAD COUNT OF 250 STAFF MEMBERS OR MORE. IT DETERMINES THE DIFFERENCE IN THE TOTAL AVERAGE EARNINGS OF MALES AND FEMALES, REGARDLESS OF THE NATURE OF THEIR WORK.**

### **HOW IS THIS DIFFERENT TO EQUAL PAY?**

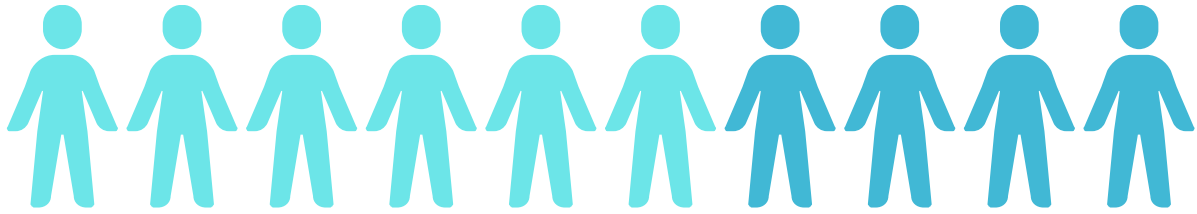
**EQUAL PAY REFERS TO THE LEGAL REQUIREMENT THAT MALE AND FEMALE EMPLOYEES, ENGAGED IN SIMILAR WORK, OR WORK OF EQUAL VALUE, MUST RECEIVE EQUAL PAY. HAVING REVIEWED OUR REWARD PRINCIPLES WE ARE HIGHLY CONFIDENT THAT OUR GENDER PAY GAP AND BONUS PAY GAP ARE NOT CAUSED BY EQUAL PAY CONCERNS.**

### **WHO IS INCLUDED IN THE CALCULATIONS?**

**OUR STATISTICS ARE CALCULATED BASED ON ALL EMPLOYEES OF PHOENIX FM SERVICES LTD. THE COMPANY INCLUDES THE FOLLOWING SECTORS**

**CLEANING  
MANNED GUARDING  
CCTV MONITORING  
KEY HOLDING  
CCTV INSTALLATION  
EVENT STEWARDING**

**FIGURES CALCULATED INCLUDE THE PAYROLL PERIOD 5TH MARCH 2023.**



### HOW IS THE GENDER PAY GAP CALCULATED?

**MEAN GENDER PAY GAP: COMPARES THE AVERAGE MALE SALARY FROM ACROSS BOTH COMPANIES AND THE AVERAGE FEMALE SALARY FROM ACROSS BOTH COMPANIES.**

**MEDIAN GENDER PAY GAP: THE MEDIAN PAY GAP IS CALCULATED BY LOOKING AT ALL THE MALE SALARIES AND ALL THE FEMALE SALARIES IDENTIFYING THE MIDDLE SALARY FOR BOTH AND THEN CALCULATING THE DIFFERENCE BETWEEN THESE TWO FIGURES.**

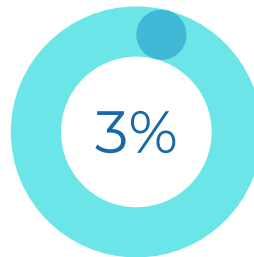
### WHAT IS THE BONUS PAY GAP?

**THE GENDER BONUS GAP IS THE DIFFERENCE BETWEEN AVERAGE ACTUAL BONUS PAYMENTS OF MALES AND FEMALES ACROSS THE ORGANISATION**

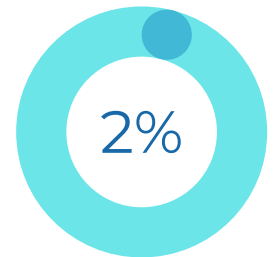
**OUR MEAN PERCENTAGE HAS DECREASED SLIGHTLY SINCE LAST YEAR AND CONTINUES TO BE SIGNIFICANTLY UNDER THE NATIONAL AVERAGE. THE GAP THROUGHOUT THE COMPANY PERSISTS DUE TO THE IMBALANCE OF MALE WORKERS VERSUS FEMALE WORKERS IN WHAT IS PREDOMINANTLY A MALE DOMINATED INDUSTRY. WE CONTINUE TO MAKE A CONSCIOUS EFFORT TO ENSURE TRAINING AND PROMOTION IS OFFERED FAIRLY BETWEEN BOTH SEXES. THE MEDIAN PAY GAP REMAINS THE SAME. ROLES WITHIN THE SECURITY SECTOR REMAIN VASTLY UNDER REPRESENTED BY FEMALES. PHOENIX FM SERVICES LTD RECOGNISES THE IMPORTANCE OF ATTRACTING A GENDER BALANCED WORKFORCE. IN AN ATTEMPT TO FURTHER REDUCE THE GAP WE ONLY OFFER RECRUITMENT EXTERNALLY UNLESS IT IS UNREASONABLE TO DO SO AND WE CONTINUE TO BE INCLUSIVE IN OUR INTERPRETATION OF JOB ROLES IN THE HOPE TO ATTRACT MORE FEMALE WORKERS.**

#### **2023 PAY GAP**

**MEAN**

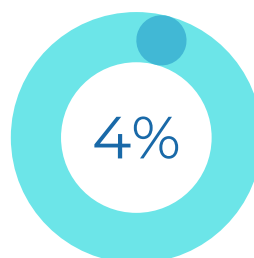


**MEDIAN**

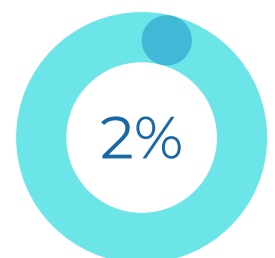


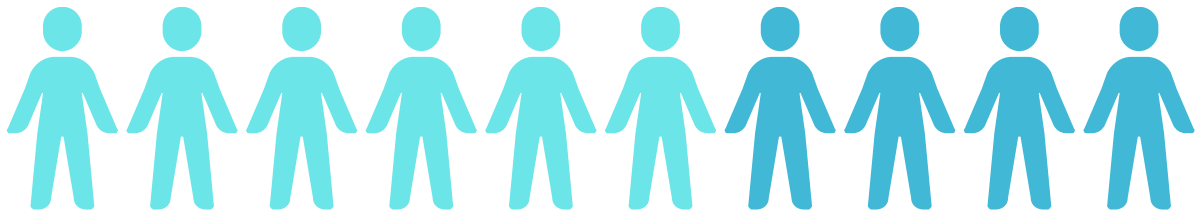
#### **2022 PAY GAP**

**MEAN**



**MEDIAN**





### PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT

**FEMALE**



**MALE**



**OUR BONUS GAP IS CALCULATED BY TAKING THE BONUS' OF EMPLOYEES AND DIVIDING IT BY THE NUMBER OF RELEVANT EMPLOYEES WITHIN THAT PARTICULAR GENDER. PHOENIX FM SERVICES LTD IMPLEMENT DISCRETIONARY BONUS' ONLY**

### PAY QUARTILES

**THE PAY BANDS ARE SET INTO QUARTERS FROM HIGHEST PAID EMPLOYEES TO LOWEST PAID EMPLOYEES, THE BELOW TABLE SHOWS THE PERCENTAGE OF MALES AND FEMALES IN EACH QUARTILE.**

**UPPER QUARTILE**

**F 31%**

**M 69%**

**UPPER MIDDLE QUARTILE**

**F 0%**

**M 100%**

**LOWER MIDDLE QUARTILE**

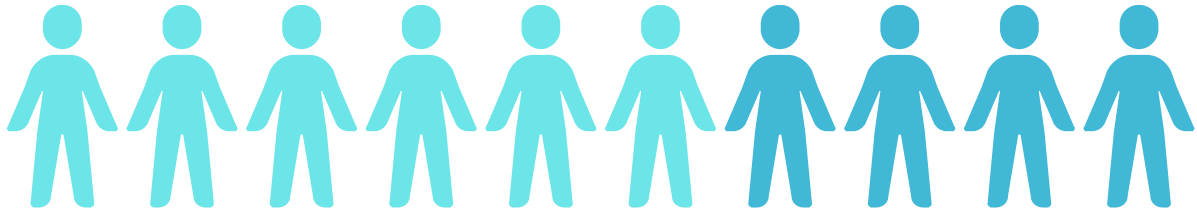
**F 38%**

**M 62%**

**LOWER QUARTILE**

**F 21%**

**M 79%**



**WE HAVE LAID STRONG FOUNDATIONS AND CONTINUE TO MAKE A CONSCIENCE EFFORT TO ENCOURAGE A MORE EQUAL GENDER BALANCE THROUGHOUT THE ORGANISATION. THE SECTOR IN WHICH OUR EMPLOYEES WORK HAS HISTORICALLY BEEN MALE DOMINATED, HOWEVER, SINCE THE INTRODUCTION OF OUR CLEANING DIVISION WE HAVE NOTICED AN INCREASE OF FEMALE STAFF MEMBERS. WE ARE CONFIDENT, NO MATTER THE JOB ROLE, OUR EMPLOYEES ARE PAID EQUALLY FOR THEIR PERFORMANCE IN THAT ROLE. NO OTHER FACTORS EFFECT AN EMPLOYEES RENUMERATION**

**PHOENIX FM SERVICES LTD RECOGNISES THE IMPORTANCE OF ATTRACTING A GENDER BALANCED WORKFORCE. IN AN ATTEMPT TO FURTHER REDUCE THE GAP, WE ONLY OFFER RECRUITMENT EXTERNALLY UNLESS IT IS UNREASONABLE AND IMPRACTICAL TO DO SO AND WE CONTINUE TO BE INCLUSIVE IN OUR INTERPRETATION OF JOB ROLES IN THE HOPE TO ATTRACT MORE FEMALE WORKERS. WE AIM TO RECRUIT MORE FEMALE APPLICANTS FOR THE SENIOR LEADERSHIP OR MANAGEMENT POSITIONS TO BRIDGE THE GAP AND ERADICATE THE DIFFERENCES IN GENDER PAY. HOWEVER, WE ARE AWARE THE BURDEN OF CHILDCARE ORDINARILY STILL LIES WITH WOMEN IN THE FAMILY HOME, WITH THE MAJORITY OF THE ROLES ACROSS ALL LEVELS INVOLVING NIGHT-TIME ASSIGNMENTS, THESE ROLES ARE DIFFICULT TO FILL WITH FEMALES.**

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Phoenix FMS Ltd Registered Office:  
Patrick House, Gosforth Park Avenue, Gosforth Business Park,  
Newcastle upon Tyne. NE12 8EG  
Telephone 0800 280 0089 | info@phoenix-fms.co.uk  
Company Registration No.10174638

