CORPS
Est. 1859
SECURITY

GENDER PAY GAP REPORT 2024

March 2025

At Corps Security, we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, race, religion, age, sexual orientation or disability.

A gender pay gap exists as different jobs pay differently and the number of men and women doing those jobs varies. It is distinct from equal pay, which is the difference in pay between men and woman doing similar jobs.

The data analysed was taken from a snapshot of 5 April 2024 to compare pay rates and the whole of the financial 2023/24 year for bonus comparisons.

The gap for hourly pay is substantially better than the national average. In fact our mean hourly rate for women is 49 pence more than it is for men.

I confirm the figures and calculations are true and accurate.

Mike Bullock
Chief Executive Officer

How is gender pay calculated?

If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the **median** gender pay gap compares the pay of the female in the middle of their line with the male in theirs.

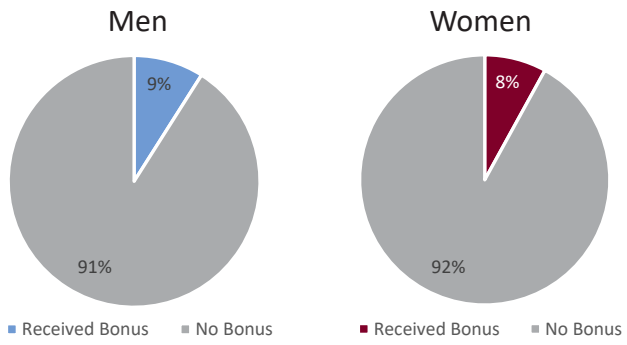
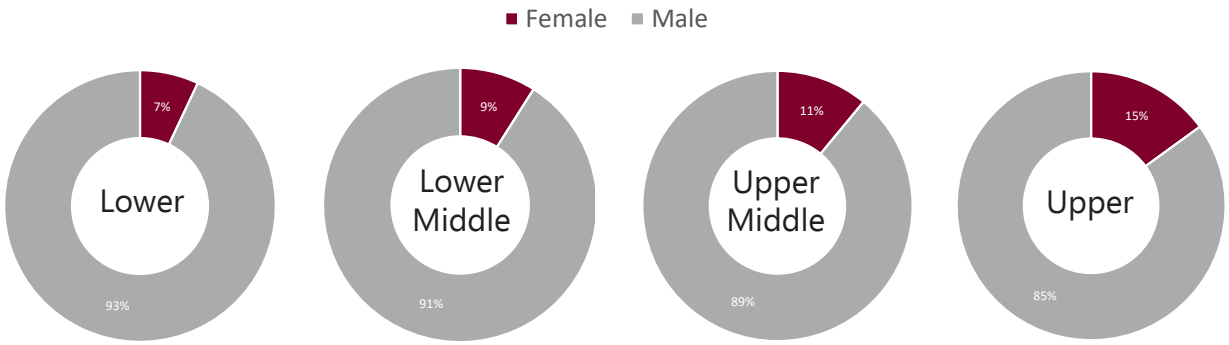
The **mean** gender pay gap shows the difference in the average hourly rate of pay between men and women in the company.

Corps Security Headline Figures

	Mean	Median
Gender Pay Gap	-8.3%	-4.05*
Bonus Pay Gap	5.58%	-150.71%

*The UK national median gender pay gap is currently 13.1%.

Bonus Proportions



The proportion of males/females in each quartile pay band is as follows: