

# Gender Pay Gap Report



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Wilson James' business spans many areas, we provide corporate security solutions for clients across many sectors, construction logistics for major construction projects; and aviation solutions, including aviation security and passenger services across a number of UK and NI airports. In late 2020, we expanded our offering by acquiring the technology business, The Security Group. This acquisition, along with our Advisory services, has further complemented our business offering.

The sectors within which we work are historically heavily weighted towards male employees, however, we continue to make progress towards providing opportunities and financial parity across our whole employee base. The board are committed during 2021/22 to drive further strategic investment within Wilson James to promote and safeguard diversity across our demographic, including gender parity.



**Gemma Quirke**  
Chief Operating Officer



**Maya Jani**  
Business Improvement Director



**Heather Mandizvidza**  
Aviation Services Director - Heathrow



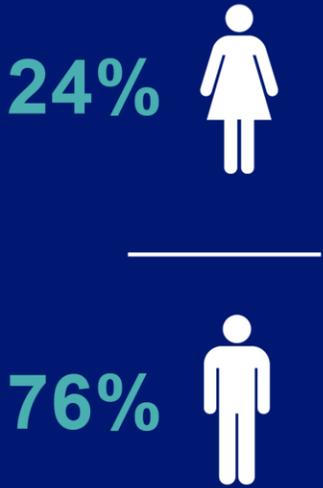
**Joanne Fenton**  
HR Operations Director



**Cadence Woodland**  
Head of Communications

# Gender Pay Gap Report

Across over 5405 Wilson James employees



Across Security Industry



Across Aviation Industry



Across Construction Industry

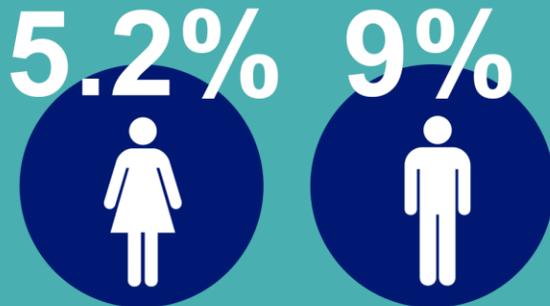


Gender pay gap by quartile

Female Male



Who received a bonus



# Gender Pay Gap Report

Gender pay gap	WJ Mean	WJ Median	UK Average
Wilson James	8.8%	14%	17.9%

Gender bonus gap	WJ Mean	WJ Median
Wilson James	9.5%	0%



# Headlines and Highlights

Since our 2019 report, our headcount has increased by 57%, however, our gender pay gap itself has reduced. The increase in the proportion of female employees to male in the security industry is a particular point to note. This has contributed to a reduction in our GPG, in a sector which is traditionally male orientated.

Overall, employees eligible for a bonus has risen to 14.2%, with an increase of 1.2% previously for female employees in receipt of a bonus payment, this is largely due to the increase in female leadership and the associated change to terms and conditions. Whilst a higher % of males are in receipt of a bonus payment, due to the construct of our workforce, our median bonus payments for male and female report no gap whatsoever.

Both our Executive and Operational leadership boards have been reconstituted and we are delighted to have increased our female membership. This supported by the significant growth (10%) in female leadership as a whole in Wilson James at every managerial level, is supporting our wider ambition to be an employer of choice. We are still faced with cultural and social challenges when encouraging women into the sectors in which we operate, however, are pleased to be able to report progress as an organisation, and particularly in times of such significant growth in our overall employee numbers.

A key strategic aim for Wilson James as we celebrate 30 years in operation is looking to how we continue to make our business sustainable for the future. We are committed to diversity and inclusion, and the creation of social value through respected and meaningful employment in order to positively impact the communities in which we operate.