



Phoenix Eye Ltd & Phoenix Security

(Phoenix Security is a trading name of Phoenix Eye Ltd)

Gender Pay Gap Report 2017-2018



At Phoenix, we pride ourselves on providing the best service possible, this includes the service to our employees. We are committed to equal opportunities and 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 support the implementation of the Gender Pay Gap.

The gender pay gap measures the difference between men's and women's average earnings based on their hourly rate.

Our pay gap results

Mean Gap = 5.6%

Median Gap = 0%

At Phoenix Eye/ Phoenix Security there is no provision of bonuses, therefore there is no requirement for us to report on the number of employees receiving one.

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.

Pay Quartiles

	Female	Male
Upper Quartile	6%	94%
Upper Middle Quartile	11%	89%
Lower Middle Quartile	8%	92%
Lower Quartile	13%	87%

Although our mean percentage is low, the gap is created due to the imbalance of male versus female workers particularly within the organisational hierarchy.

We have made a conscience effort to encourage a more equal gender balance throughout the organisation and aim to recruit more female applicants for the senior leadership or management positions to bridge the gap and eradicate the differences in gender pay.