

The 2021

Gender Pay Gap Report



People.
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Service.

Gender Pay Gap Report

The gender pay gap is calculated as the difference between the average hourly earnings of women and men as a proportion of men's average hourly earnings.

The calculation doesn't directly compare men and women doing the same job but it does measure whether men and women are equally distributed across levels of seniority.

The report is not a measure of equal pay. Equal pay is a direct comparison between the pay rates of men and women doing the same or similar jobs.

As at the snapshot date of **5th April 2021** ISS had a headcount of 540; 521 of which were in the scope of reporting.

At that time **49%** of our employees were female and **51%** male.



49%

Female

51%

Male

Understanding the data

The government requires all companies with more than 250 employees on the snapshot date (5th of April each calendar year) to publish figures on their gender pay annually as part of its commitment to tackle gender inequality.

In gender pay gap reporting, average pay is calculated in two different ways; mean and median. Quartile pay bands are used to show the distribution of the workforce. When looking at gender pay gaps, statisticians such as the Office for National Statistics often prefer to analyse and compare median data points because these are not impacted as much by outlying values such as the earnings of a small number of senior leaders.

Mean

Can be described as the 'average'. The mean pay for all females is calculated by adding up the pay of all females and dividing the result by the number of females. The mean pay for all males is calculated by adding up the pay of all males and dividing the result by the number of males. The pay gap is then calculated by comparing these two values.

Median

If ISS lined up all females in order of their pay the median would be the rate of pay received by the individual in the middle of that line. If we did the same with all males the median would be the rate of pay received by the individual in the middle of that line. These 2 pay rates are compared to calculate the median pay gap.

Quartile pay bands

Are calculated by lining up the pay of the total workforce (females and males in the same group) and then splitting the data into four equally sized groups called quartiles. The quartiles are then analysed to show the proportions of females and males in each.



**The mean gap in
hourly pay**

11.5%

The UK average is 14.9

**The median gap
in hourly pay**

4.8%

The UK average is 15.4

Both gaps are below the UK average.

The proportion of people paid a bonus

71%

Female



68%

Male

Gender bonus gap

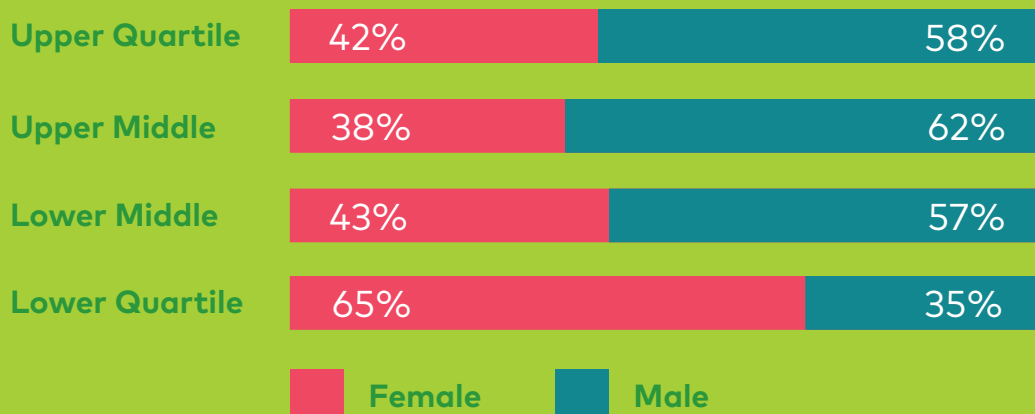
67.4%

The mean gap in bonus

0%

The median gap in bonus

Proportion of Male and Female employees by quartile pay bands



Understanding the numbers

Measuring our gender pay gap is important to us, as it helps us to understand more about gender equality and helps to inform our recruitment, inclusion, development, and reward strategies.

Our mean pay gap and mean bonus gap have both increased in favour of men in 2021. This is attributable to some appointments made at senior level who were filled by males and have therefore impacted the figures within the upper quartile. We are an equal opportunities employer and are confident in our recruitment and selection practices and as such feel assured that the recruitment decisions for these roles were not based on gender or any other discriminatory practices but based on the very best person available for the role at the time.

Our median pay gap, the figure more commonly used to compare pay data as it isn't impacted or skewed as much by outlying values such as the earnings of a small number of senior leaders has decreased by 0.1%. Our median bonus pay gap has closed to zero.

We are confident that our gender pay gaps are not representative of an equal pay issue as we carry out extensive benchmarking and pay fairly, regardless of gender or any other protected characteristic.

Declaration

We confirm that Integrated Service Solutions Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

Mathew News
Managing Director

Kay Makin
Head of People



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