

Anchor Group Services Limited

Gender Pay Gap Report

In accordance with the regulations, Anchor Group Services employ more than 250 employees and by law must carry out Gender Pay Gap Reporting on a snapshot date including 5th April 2025.

Anchor Group Services ensure all staff are paid irrespective of gender.

The following data has been compiled based on the following number of full pay relevant employees in the following sectors: -

	Males	Females
Security	359	32
Cleaning	163	239
HQ	25	21
Parking	7	0

Calculations based on the company overall (Security/Cleaning/HQ/Parking)

Mean Gender Pay Gap	3%
Median Gender Pay Gap	5%
Mean Bonus Gender Pay Gap	73%
Median Bonus Gender Pay Gap	77%
The Proportion of males receiving a bonus payment	68%
The Proportion of females receiving a bonus payment	32%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	72%	28%
Upper Middle Quartile	76%	24%
Lower Middle Quartile	63%	37%
Lower Quartile	50%	50%

Explanatory Notes: -

Security Sector is predominantly more male workers – that work longer hours

Cleaning Sector is predominantly more female workers – working part time hours

The majority of staff in the lower quartile and lower middle quartile are paid at NMW

Bonus payments are inherent normally through TUPE and not dictated through the company.

Please see below for departmental calculations.

Calculations based on the company overall (Security Only)

Mean Gender Pay Gap	1%
Median Gender Pay Gap	0%
Mean Bonus Gender Pay Gap	67%
Median Bonus Gender Pay Gap	77%
The Proportion of males receiving a bonus payment	80%
The Proportion of females receiving a bonus payment	20%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	92%	8%
Upper Middle Quartile	89%	11%
Lower Middle Quartile	95%	5%
Lower Quartile	94%	6%

Calculations based on the company overall (Cleaning Only)

Mean Gender Pay Gap	1%
Median Gender Pay Gap	0%
Mean Bonus Gender Pay Gap	79%
Median Bonus Gender Pay Gap	65%
The Proportion of males receiving a bonus payment	50%
The Proportion of females receiving a bonus payment	50%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	37%	63%
Upper Middle Quartile	55%	45%
Lower Middle Quartile	38%	62%
Lower Quartile	37%	63%

Calculations based on the company overall (HQ)

Mean Gender Pay Gap	11%
Median Gender Pay Gap	36%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%
The Proportion of males receiving a bonus payment	0%
The Proportion of females receiving a bonus payment	0%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	54%	46%
Upper Middle Quartile	0%	100%
Lower Middle Quartile	100%	100%
Lower Quartile	60%	40%

Calculations based on the company overall (Parking)

Mean Gender Pay Gap	100%
Median Gender Pay Gap	100%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%
The Proportion of males receiving a bonus payment	0%
The Proportion of females receiving a bonus payment	0%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	100%	0%
Upper Middle Quartile	100%	0%
Lower Middle Quartile	100%	0%
Lower Quartile	0%	0%