

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 2024.

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	266	19
Cleaning	151	21
HQ	22	15
Parking	11	2

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

Mean Gender Pay Gap	1%
Median Gender Pay Gap	1%
Mean Bonus Gender Pay Gap	67%
Median Bonus Gender Pay Gap	50%
The Proportion of males receiving a bonus payment	60%
The Proportion of females receiving a bonus payment	40%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	71%	29%
Upper Middle Quartile	75%	25%
Lower Middle Quartile	60%	40%
Lower Quartile	51%	49%

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	8%
Median Gender Pay Gap	3%
Mean Bonus Gender Pay Gap	34%
Median Bonus Gender Pay Gap	30%
The Proportion of males receiving a bonus payment	75%
The Proportion of females receiving a bonus payment	25%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	90%	10%
Upper Middle Quartile	94%	6%
Lower Middle Quartile	95%	5%
Lower Quartile	96%	4%

Calculations based on the company overall (Cleaning Only)

Mean Gender Pay Gap	1%
Median Gender Pay Gap	0%
Mean Bonus Gender Pay Gap	1%
Median Bonus Gender Pay Gap	73%
The Proportion of males receiving a bonus payment	48%
The Proportion of females receiving a bonus payment	52%

Proportion of Males and Females in each quartile band	Male	Female
Upper Quartile	48%	52%
Upper Middle Quartile	53%	47%
Lower Middle Quartile	40%	60%
Lower Quartile	31%	69%

Calculations based on the company overall (HQ)

Mean Gender Pay Gap	7%
Median Gender Pay Gap	45%
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	57%	43%
Upper Middle Quartile	0%	100%
Lower Middle Quartile	100%	0%
Lower Quartile	75%	25%

Calculations based on the company overall (Parking)

Mean Gender Pay Gap	3%
Median Gender Pay Gap	2%
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	80%	20%
Lower Middle Quartile	100%	0%
Lower Quartile	100%	0%