



Menu

Gender pay gap service

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Important

There were some changes to enforcement of the gender pay gap reporting regulations for the 2020/21 reporting year (which used a snapshot date of either 31 March 2020 or 5 April 2020).

For more information please read [this guidance](#).

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> 2020-21 Reporting year

## Review your gender pay gap data for snapshot date 05 April 2020

Reporting as SHIELD SERVICE GROUP LIMITED

### 2020/21 Reporting year

#### Percentage of men and women in each hourly pay quarter

[Edit](#)

	Men	Women
Upper hourly pay quarter	29.0 %	71.0 %
Upper middle hourly pay quarter	33.0 %	67.0 %
Lower middle hourly pay quarter	32.0 %	68.0 %
Lower hourly pay quarter	27.0 %	73.0 %

#### Mean and median gender pay gap using hourly pay

[Edit](#)

Mean gender pay gap using hourly pay	4.0 %
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**Mean and median gender pay gap using hourly pay**[Edit](#)

Median gender pay gap using hourly pay

1.0 %

**Percentage of men and women who received bonus pay**[Edit](#)

	Men	Women
Percentage of men and women who received bonus pay	0.0 %	0.0 %

**Mean and median gender pay gap using bonus pay**[Edit](#)

Mean gender pay gap using bonus pay

Not applicable

Median gender pay gap using bonus pay

Not applicable

**Person responsible in your organisation**[Edit](#)

Martin Goddard  
Accountant

**Employee headcount**[Edit](#)

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date

500 to 999

**Link to your gender pay gap information**[Edit](#)<https://www.shieldgroup.co.uk>

- On submission your gender pay gap information will be published on the Gender pay gap service.
- Submission of inaccurate data will mean your employer has not complied with the gender pay gap reporting regulations.

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