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Gender pay gap service

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> 2021-22 Reporting year

Review your gender pay gap data for snapshot date 05 April 2021

Reporting as SHIELD SERVICE GROUP LIMITED

2021/22 Reporting year

Percentage of men and women in each hourly pay quarter

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	Men	Women
Upper hourly pay quarter	24 %	76 %
Upper middle hourly pay quarter	31 %	69 %
Lower middle hourly pay quarter	29 %	71 %
Lower hourly pay quarter	34 %	66 %

Mean and median gender pay gap using hourly pay

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Mean gender pay gap using hourly pay	4 %
Median gender pay gap using hourly pay	0.5 %

Percentage of men and women who received bonus pay

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	Men	Women
Percentage of men and women who received bonus pay	0 %	0 %

Mean and median gender pay gap using bonus pay

[Edit](#)

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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