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Gender pay gap service

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SHIELD SERVICE GROUP LIMITED

2023/24 Gender pay gap report

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Registered address:	Bourne House, 475 Godstone Road, Whyteleafe, Surrey, England, CR3 0BL
Nature of business (SIC):	Administrative and support service activities, Professional scientific and technical activities
Snapshot date:	5 April 2023
Employee headcount:	250 to 499 employees
Person responsible:	Martin Goddard (Accountant)

This employer has not provided extra information on their gender pay gap

Hourly pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.1% lower than men's.

Women Men

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When comparing mean (average) hourly pay, women's mean hourly pay is 1.3% lower than men's.

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The percentage of women in each pay quarter

In this organisation, women occupy 69% of the highest paid jobs and 74% of the lowest paid jobs.

	Women	Men
Upper hourly pay quarter (highest paid)	69%	31%
Upper middle hourly pay quarter	76%	24%
Lower middle hourly pay quarter	61%	39%

Lower hourly pay quarter (lowest paid)	Women	Men
74%	<i>74%</i>	26%

▶ [About pay quarters](#)

Bonus pay gap

Who received bonus pay

No bonuses were paid.