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Gender pay gap service

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> Gender pay gap report for 2024-25

SHIELD SERVICE GROUP LIMITED

2024-25 Gender pay gap report

*✓ submitted
19/12/24
(re April 2024)*

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1. Main gender pay gap figures

In this organisation:

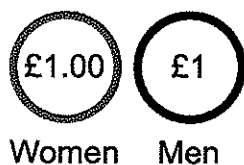
- women earned £1.00 for every £1 that men earned (comparing median hourly pay)
- women made up 74.0% of employees in the highest paid quarter, and 65.0% of employees in the lowest paid quarter

2. Hourly pay

In this organisation:

- women's median hourly pay was 0.3% higher than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay

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more
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- women's mean (average) hourly pay was 0.6% lower than men's

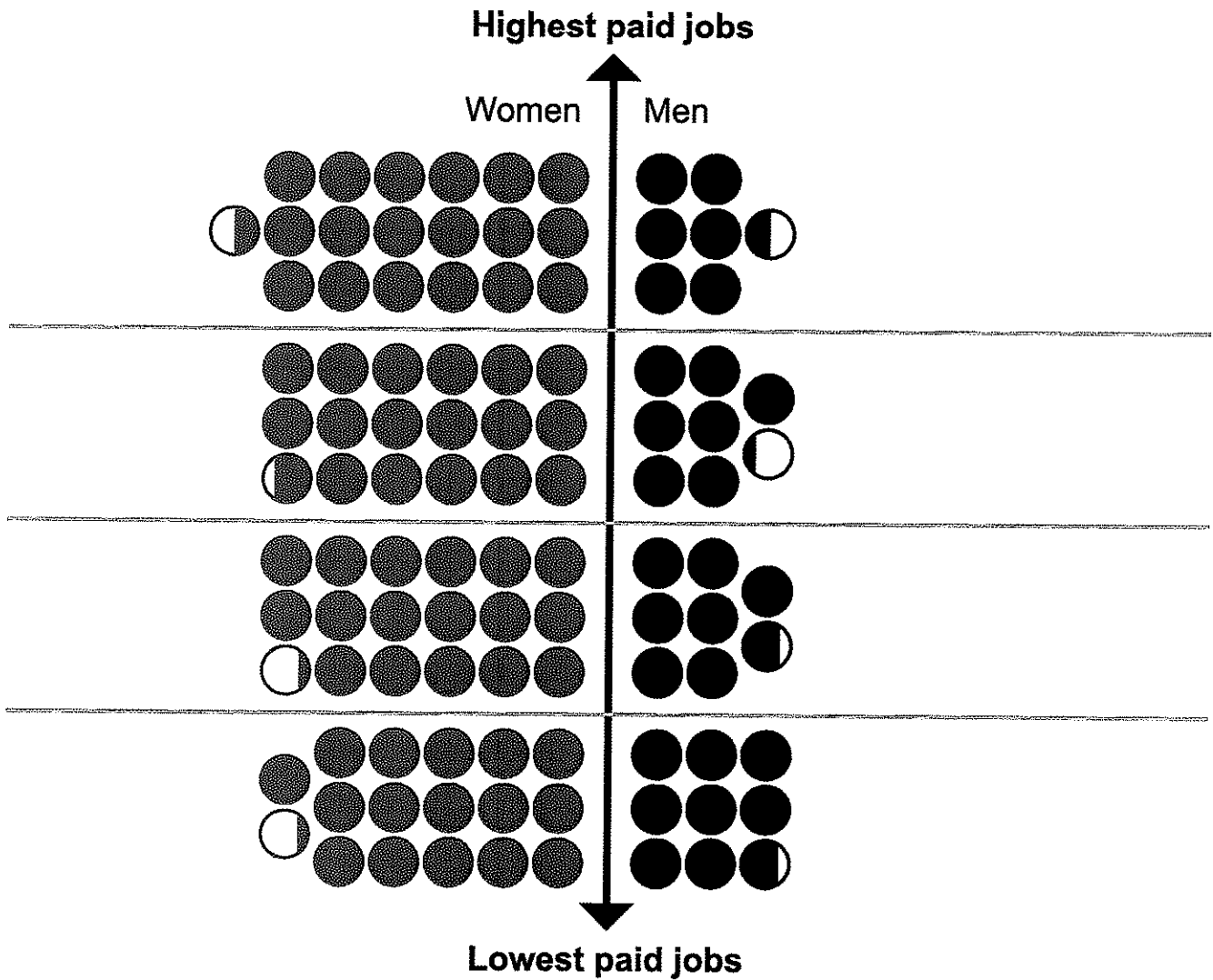
► [Read more about median and mean](#)

3. Pay quarters

In this organisation, women made up:

- 74.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 71.0% of employees in the upper middle hourly pay quarter
- 69.0% of employees in the lower middle hourly pay quarter
- 65.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation

- ▶ [Table: pay quarters](#)
- ▶ [Read more about pay quarters](#)

4. Bonus pay

In this organisation:

- no bonuses were paid

5. About SHIELD SERVICE GROUP LIMITED

Registered address Bourne House, 475 Godstone Road, Whyteleafe, Surrey, England, CR3 0BL

Sector Administrative and support service activities, Professional scientific and technical activities

Snapshot date 5 April 2024

Employee headcount 250 to 499 employees

Person responsible Martin Goddard (Accountant)

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