



TSS (Total Security Services) Ltd

Gender Pay Report:
Snapshot Date:

4th October 2021
4th April 2020



TSS (Total Security Services) is the UK's largest privately owned security company, employing over 6000 licenced security personnel.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of over 250 employees are required to publish an analysis of the gaps between the average pay rates and bonuses earned by male and female employees using pay records from the pay data period that contained the snapshot date which is 5th April 2020.

Gender Pay Gap Reporting is part of the UK Government's strategy to reduce the gender pay gap which TSS fully supports. We are confident that we pay our employees fairly and conduct regular reviews on our HR polices and processes to ensure we continue to do so.





The gender pay and gap statistics for TSS is show in the below report:

When comparing mean hourly wages, women's mean hourly ways is 9% higher than men's.

Women's median hourly wage is 2.9% higher than men's. This is a statistic that TSS are very proud to share and supports our vision and long-term goal to encourage more women into the security industry.





Proportion of women in each pay quarter: Women / Men

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile





Bonuses paid to each relevant employee (eligible for bonus payments) who are men and woman

Men: 97 %

Women: 98%

The proportion of eligible women who received bonus pay was 1% higher than men.

This statement was by approved on 4th October 2021 and signed by

Kate Fyffe
HR Director

TSS (Total Security Services) Ltd