

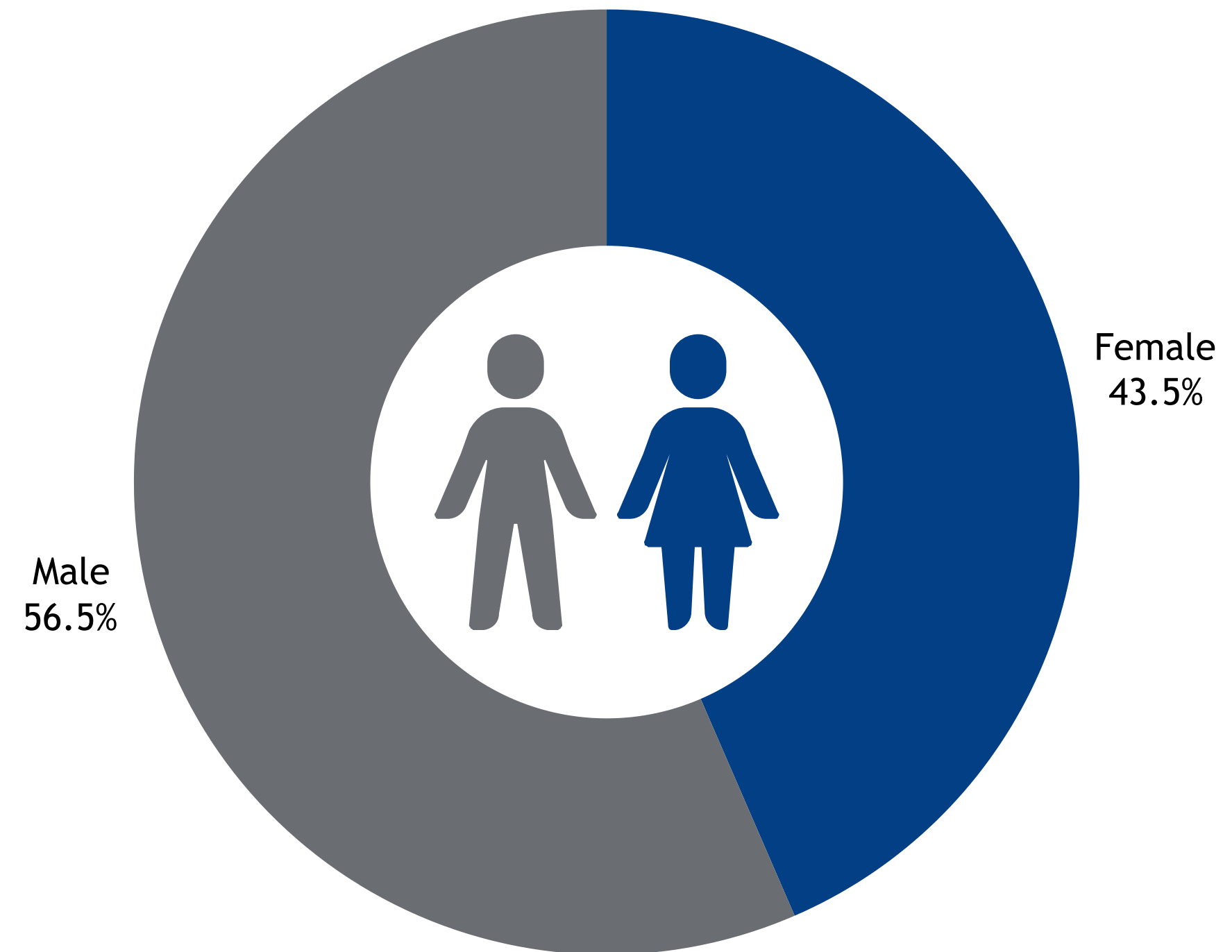
Gender Pay Gap 2024

Our purpose is to be there for people in our custody and care, our customers and, of course, each other.

From planning and undertaking the routes between prisons, police stations, courts, and hospitals to organising the officers to staff court docks and custody suites we ensure people within the criminal justice system are escorted to where they need to be.

At GEOAmeY, we are committed to promoting fairness, equality, and inclusivity across all aspects of our business. Our latest gender pay gap analysis provides valuable insights into the disparities that exist within our organisation, and we are fully dedicated to addressing these challenges to ensure a more equal and diverse workplace.

Gender Split



Together we are...



GEOamey

Gender Pay & Bonus Gap

Geomey	Mean	Median
Gender Pay Gap	2.4%	3.6%
Gender Bonus Gap	70.4%	0%

National averages - Mean pay gap = 7.0%
 Median pay gap = 13.1%

Bonus gap disparity at higher pay levels

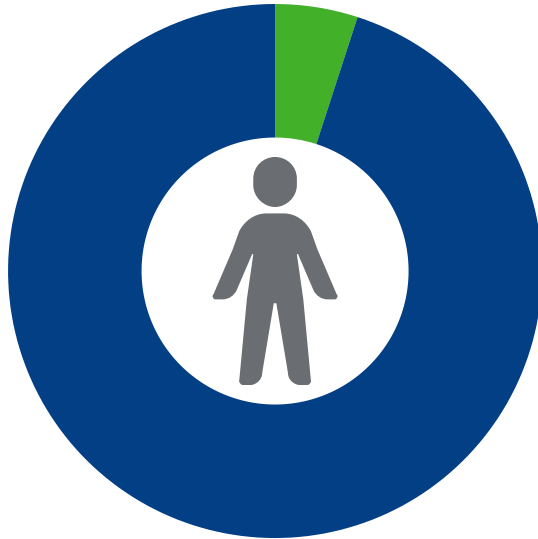


70.4% Mean bonus gap
 (Primarily driven by a small number of high-earning male roles)

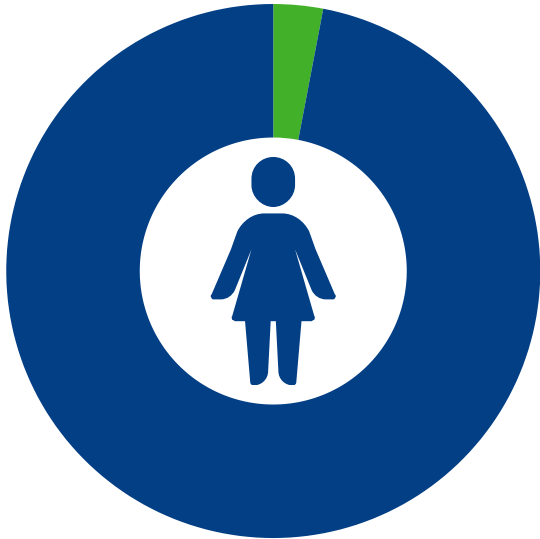


0% Median bonus gap
 Male and female employees earn the same in the middle of the pay distribution.

Proportion of male & female colleagues receiving bonus pay

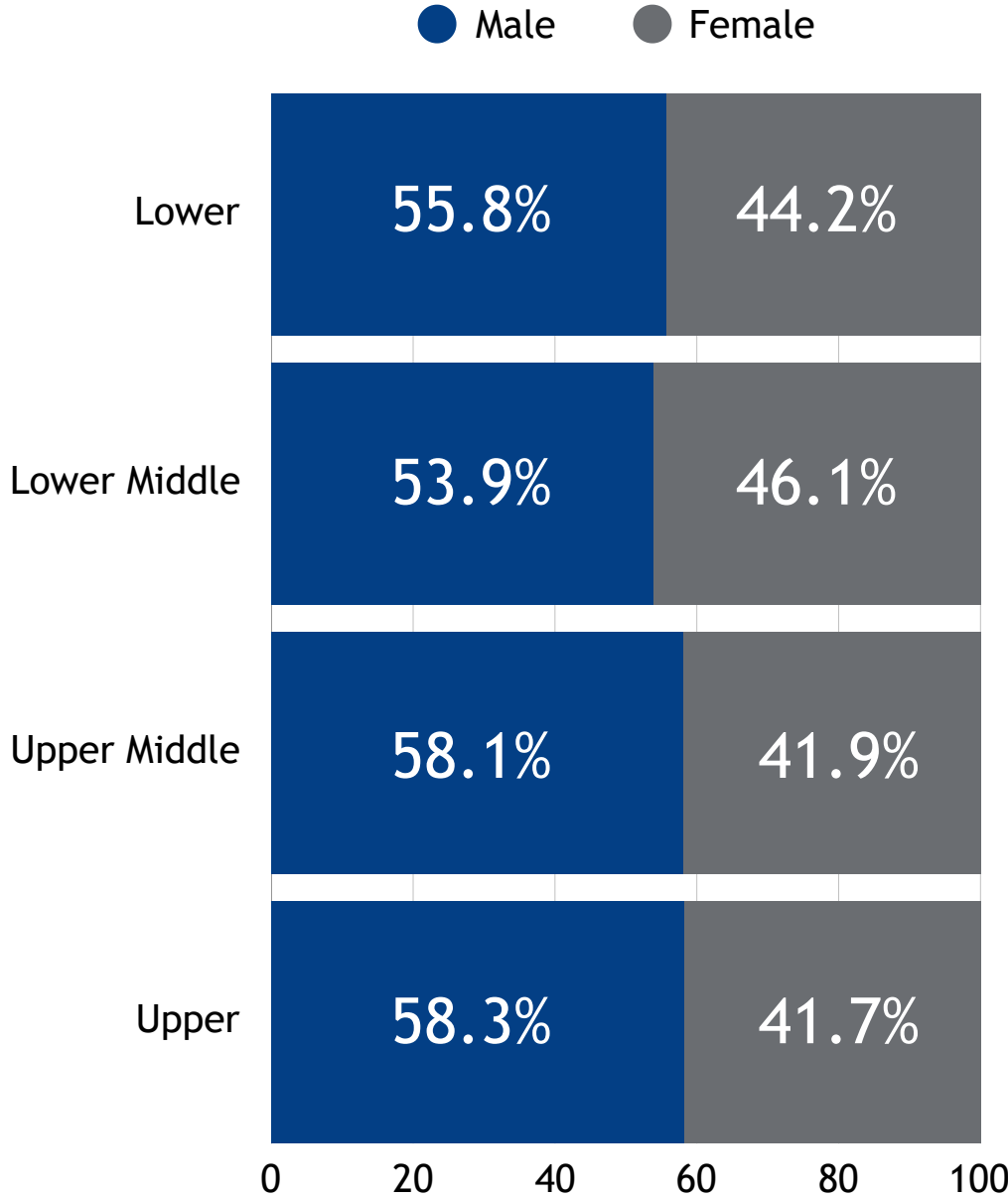


3.4%
 Mean £4,402.60
 Median £1,000.00

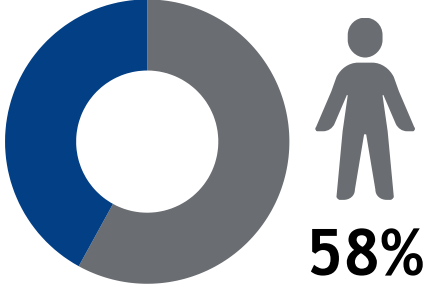


5.2%
 Mean £1,303.18
 Median £1,000.00

Proportion of male & female colleagues across pay quartiles



Balanced representation in the lower and middle pay bands



Female representation decreases in higher-paying quartiles

Progressing Our Gender Pay Gap

Our Commitment to Progress

Our pay structures are completely gender neutral and over 90% of our colleagues are on standardised pay rates. However, we recognise the need for continued action to reduce gender pay disparities, particularly at the higher levels of the organisation. We are committed to ensuring equal opportunities for all colleagues, fostering gender diversity, and closing the gender pay gap in all areas of our business.

We will continue to focus on improving our recruitment, development, and progression opportunities to ensure a more inclusive and diverse workforce. We believe that by creating a fair and equal environment for all, we can unlock the full potential of our colleagues and strengthen our organisation.

Moving Forward

We are dedicated to transparency and will continue to monitor and address any areas of concern. Our goal is to create a workplace where everyone has equal opportunities and is rewarded fairly for their contributions.



A handwritten signature in blue ink that reads "Richard".

Richard Chambers
HR Director

