

Gender Pay Gap Report 2022



CEO Statement

First Response Group's mission is to provide customers with the best service and innovation, through supporting employees and creating a culture of 'inclusion and happiness'. This people-focused ethos underpins all our commercial activities and is vital to the successful delivery of our company motto - we listen, we respond, we deliver.

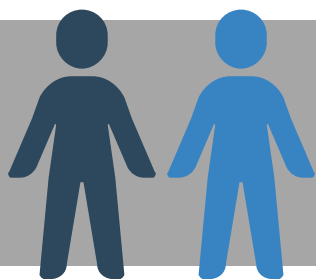
First Response Group is an inclusive employer and our goal is for our workforce to reflect the clients and the communities we serve. We welcome the opportunity to analyse our gender pay gap data to inform our progress towards a gender equal workplace.



Currently we have a significantly higher number of men than women within our workforce, which is representative of a wider issue across the security industry. Despite this our median gender pay gap is -13.2% in favour of women. This isn't because we pay people differently based on their gender, it is because women make up a larger percentage of our more senior roles.

It is also important to mention our bonus pay gap. We don't implement a company bonus scheme. Bonus payments included in this report are sales commissions. With more women joining our sales teams we anticipate our bonus pay gap will improve at our next review.

We recognise that achieving a gender equal workplace will take time and perseverance. However, I'm confident our business has the right ethos, robust plans and the commitment needed to drive change and work towards a truly diverse workforce at every level across First Response Group.



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I can confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Snapshot date 5th April 2022.

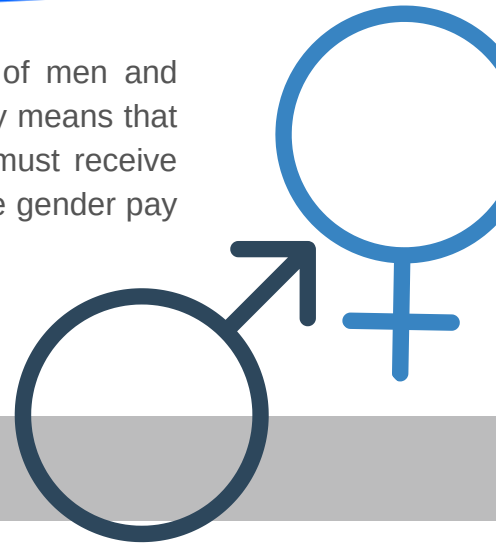
A handwritten signature in black ink, appearing to read 'S. Alderson'.

Simon Alderson
CEO, First Response Group

What is the Gender Pay Gap?

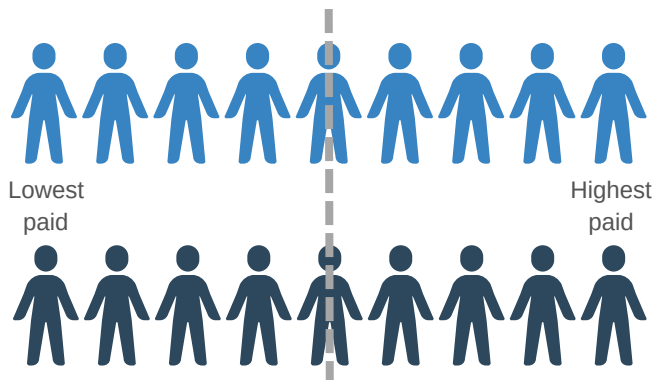
The gender pay gap is the difference between the average pay of men and women in an organisation. It isn't the same as equal pay. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades. The gender pay gap does not take into account people's roles or seniority.

Any employer with 250 or more employees on a specific date each year must report their gender pay gap data.



How we calculate the Gender Pay Gap

Calculating the median difference



The median is the middle value. To calculate this we separate our male and female employees then order them from the lowest pay per hour to the highest. We then find the middle person for each gender and use these two pay rates to calculate the median gender pay gap and report as a percentage.

Positive and negative percentages

A positive percentage shows a gender pay gap in favour of men while a negative percentage shows a gender pay gap in favour of women. A zero percentage shows that there is no gender pay gap.

Calculating the mean difference

The mean is the average value. To calculate this we add up all the hourly pay rates for women then divide by the number of women employed. We then repeat the same process for men. We use these two values to calculate our mean gender pay gap and report as a percentage.

Gender profile by pay quartiles

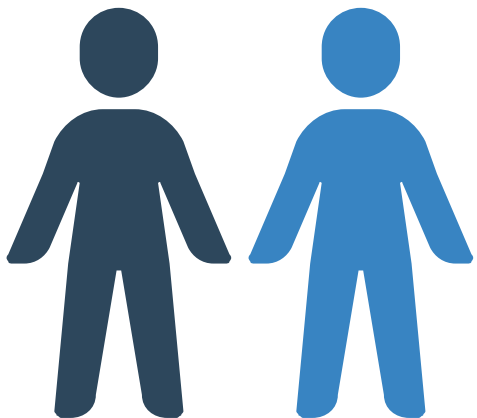
Pay quartiles show the distribution of men and women throughout the pay range of an organisation. Hourly pay quartiles are calculated by listing all employees in order of hourly pay from the highest to lowest and splitting them into 4 equal parts.



We then work out the percentage of men and women in each quartile.



Our 2022 figures



Gender Pay Gap

All employees pay rate - salaried & hourly paid

-13.5% **-13.2%**

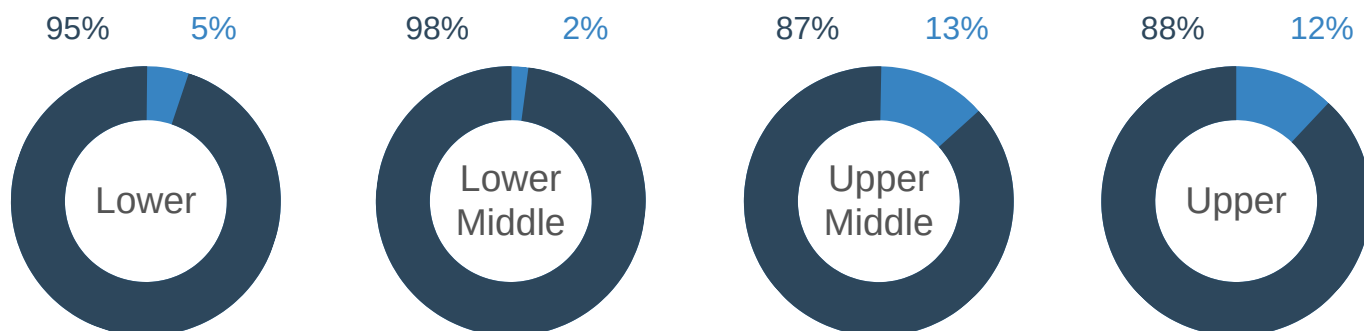
Mean

Median

in favour of **women**

Gender profile by pay quartile

Men 
Women 



Bonus Pay Gap

100%

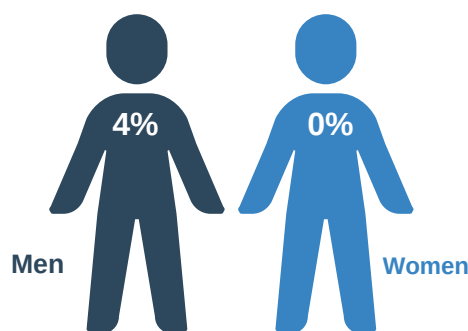
Mean

100%

Median

in favour of **men**

Percentage of men & women receiving bonus payments



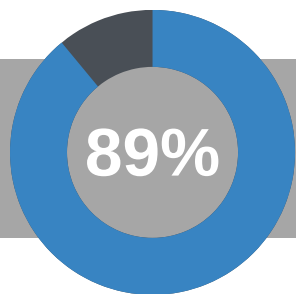
Our commitment to inclusion

Raising Industry Standards

At First Response Group we believe the security industry should offer people a career of choice with clear pathways to build a better future for themselves and create a more sustainable industry.



We work in partnership with the Living Wage Foundation as a Recognised Service Provider, paying all head office staff the real Living Wage and always offering a Living Wage bid alongside every market rate submittal to prospective and current clients.



of FRG employees were paid the real Living Wage or above in 2022*

We also sit on the Living Wage Foundation's Recognised Service Providers Leadership Group to collaborate, develop and share best practice with industry leaders.

Find out more about our ongoing work to raise industry standards on our website www.firstresponsegroup.com



*data May 2022

Inclusive Employers

We are the first security and FM solutions company in the UK to achieve Inclusive Employers Standard (IES) accreditation for our commitment towards creating a truly diverse and inclusive workplace.

The Inclusive Employers Standard is an evidence-based, objective, accreditation tool for assessing and promoting inclusion in the workplace and awards those meeting the Inclusive Employers Standard with accreditation.



Inclusive Employers Standard
Bronze
Accreditation 2022

Inspirational Leadership

Our founders Edgar Chibaka and Jamal Tahlil were named Black British Businesspeople of the Year 2021 by the Black British Business Awards for their commitment to improving the lives of security industry workers.

