



**First Response Group**

Total Security, Risk & Facilities Management

# Gender Pay Gap Report 2023

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# CEO Statement

At First Response Group we are committed to building and promoting an inclusive culture where everyone belongs. Aligned to our EPIC company values of Empowerment, Passion, Integrity and Community, analysing our gender pay gap data helps to inform our progress towards a gender equal workplace which fully reflects the clients and the communities we serve.

The ongoing challenge for the security industry is the under-representation of women, particularly in leadership and front-line roles. We have increased the percentage of women working in our business since our last gender pay gap report, but we acknowledge we must accelerate this progress to make significant impact.

Our median gender pay gap is 2.3% in favour of men, which is considerably lower than the national average of 14.3%. This does not mean we pay men and women differently for the same roles, we have strict equal pay policies in place, it is because we have a higher proportion of men in senior roles. It is also important to mention our bonus pay gap. We don't implement a company wide bonus scheme. Bonus payments included in this report are sales commissions and therefore representative of a very small proportion of our overall employee numbers.

We understand that to maximise our future effectiveness we need the talent and skills that exists across diverse backgrounds. We are now members of the Security Industry Authority endorsed Security Industry EDI Forum, collaboratively working alongside industry leaders to create an industry-wide EDI and belonging code of practice, and lead the work required to raise standards, not just within our own business, but across the industry.

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 2023.



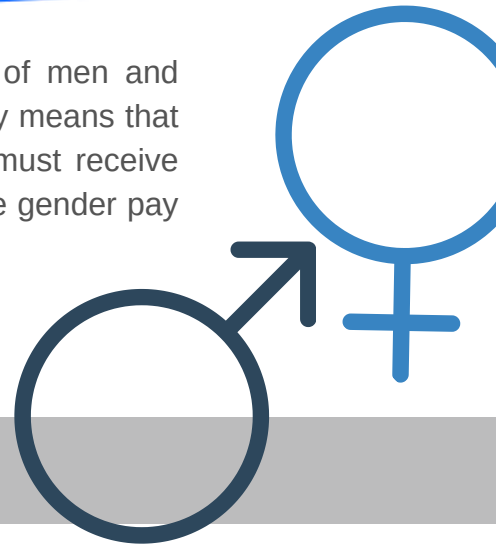
Simon Alderson  
CEO, First Response Group



# What is the Gender Pay Gap?

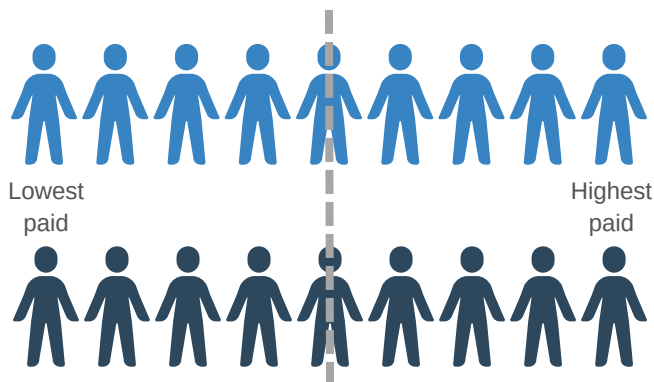
The gender pay gap is the difference between the average pay of men and women in an organisation. It isn't the same as equal pay. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades. The gender pay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

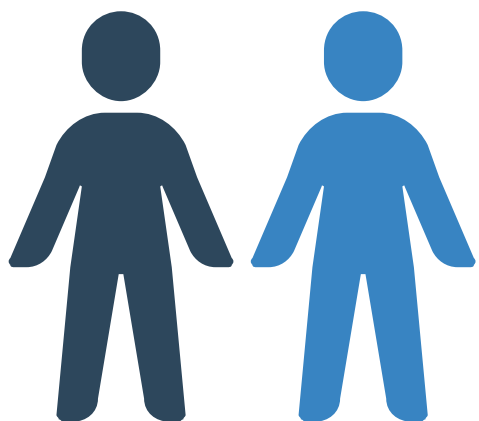
Pay quartiles show the distribution of men and women throughout the pay range of an organisation. Hourly pay quartiles are calculated by listing all employees in order of hourly pay from the highest to lowest and splitting them into 4 equal parts.



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



# Our 2023 figures



## Gender Pay Gap

All employees pay rate - salaried & hourly paid

**-1.6%**

Mean

in favour of  
**women**

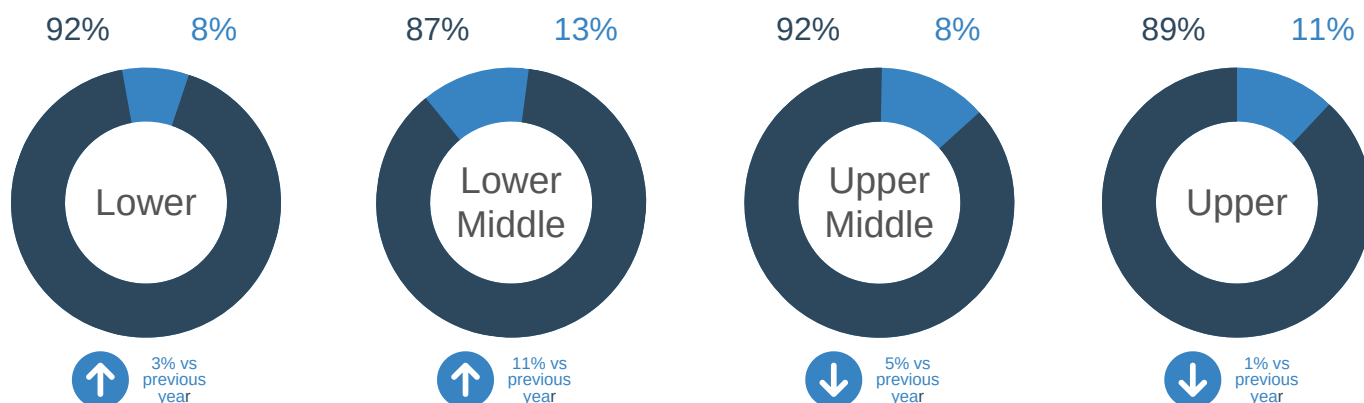
**2.3%**

Median

in favour of  
**men**

## Gender profile by pay quartile

Men   
Women 



## Bonus Pay Gap

**64%**

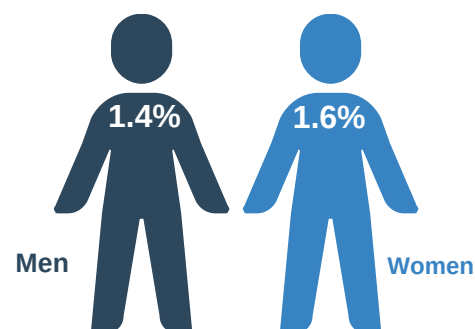
Mean

**20%**

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.

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

## Security Industry EDI Forum

We are honoured to be part of the Security Industry EDI forum collaboratively working alongside industry colleagues and associations to create an industry-wide EDI code of practice, and lead the work required to raise standards and effect real change across the security industry.

Find out more about our ongoing work to raise industry standards on our website  
[www.firstresponsegroup.com](http://www.firstresponsegroup.com)

## Inclusive Employers

We were 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.



## Disability Confident Committed

As a Disability Confident Committed Employer we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

