



First Response Group
Total Security, Risk & Facilities Management

Gender Pay Gap Report 2024

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CEO Statement

At First Response Group, inclusion is not just a goal - it is woven into our company's DNA. Guided by our EPIC values of Empowerment, Passion, Integrity, and Community, we are dedicated to building a workplace where everyone belongs and has the opportunity to succeed.

Our latest median gender pay gap is just 0.7%. This is far lower than the UK national average of 13.1% and reflects of our ongoing commitment to fairness and equitable opportunities for all team members.

However, the bigger challenge remains - increasing female representation in the security industry, particularly in frontline and leadership roles. While one-third of our board is female, we recognise the need to attract and retain more women across all levels of our workforce. We remain focused on creating more pathways for women to progress and thrive within our business.

At FRG, we know that true impact comes from leading by example. That's why we are actively involved in the Security Industry EDI Forum, collaborating with industry leaders to develop a sector-wide EDI and Belonging Code of Practice. This work isn't just about raising standards within FRG - it's about driving meaningful change across the entire security sector. We are also proud sponsors of International Women's Day in both 2024 upcoming in 2025, reinforcing our dedication to recognising and advancing the role of women in security and beyond.

Our journey towards a more inclusive future is ongoing, but with Empowerment, Passion, Integrity, and Community at the heart of everything we do, we are making meaningful strides - not just in closing the pay gap, but in building a workplace where everyone has the opportunity to thrive.

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 2024.



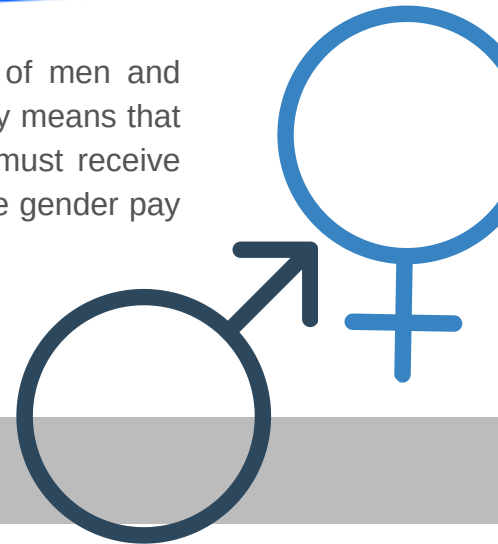
Simon Alderson
CEO, First Response Group



What is the Gender Pay Gap?

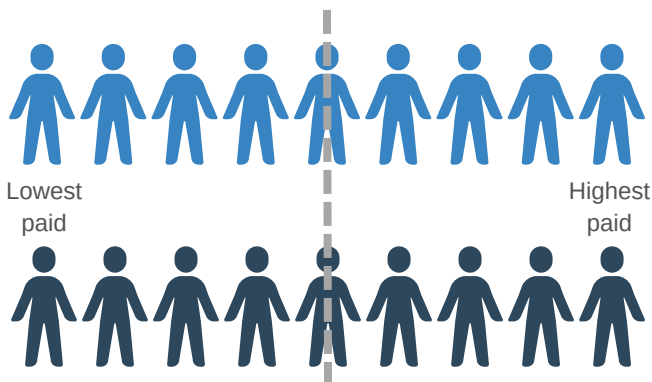
The gender pay gap is the difference between the average pay of men and women in an organisation. It isn't the same as equal pay. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades. The gender pay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

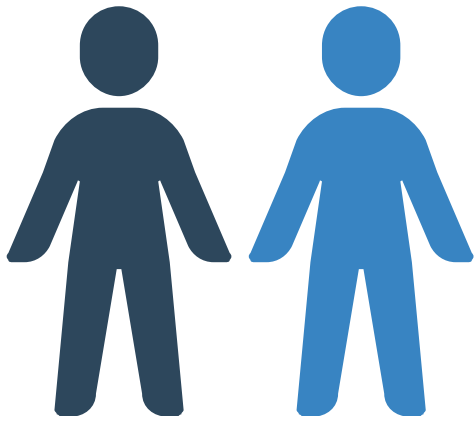
Pay quartiles show the distribution of men and women throughout the pay range of an organisation. Hourly pay quartiles are calculated by listing all employees in order of hourly pay from the highest to lowest and splitting them into 4 equal parts.



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



Our 2024 figures



Gender Pay Gap

All employees pay rate - salaried & hourly paid

-2.3%

Mean



in favour of
women

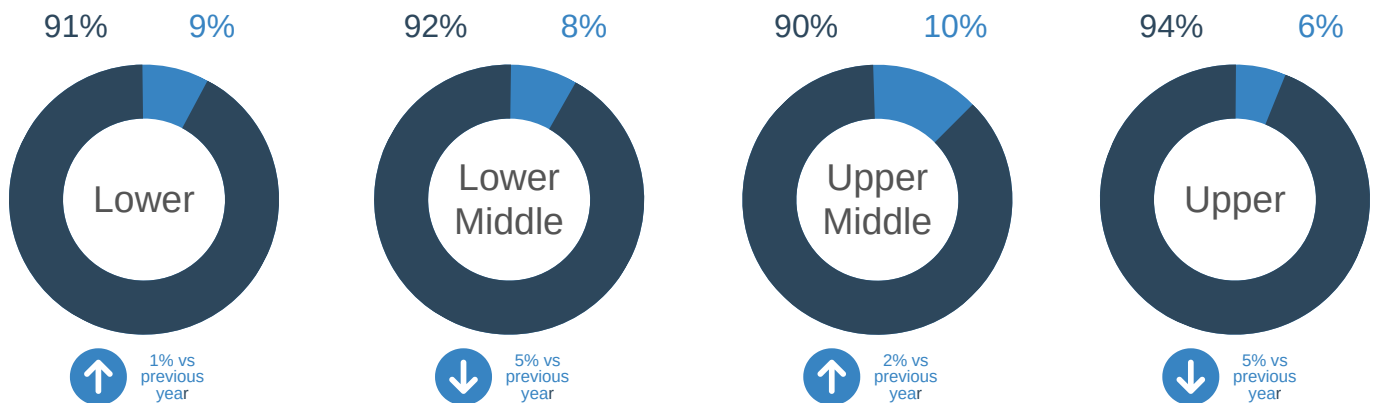
0.7%

Median

in favour of
men

Gender profile by pay quartile

Men 
Women 



Bonus Pay Gap

-17%

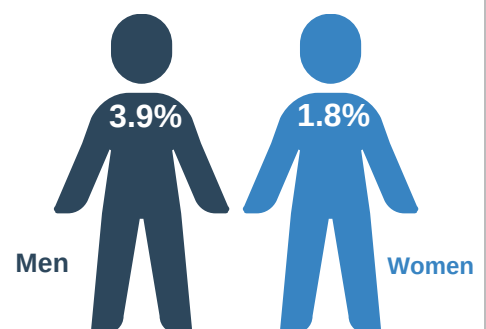
Mean

in favour of women

-150%

Median

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 on our website 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

