



First Response Group
Total Security, Risk & Facilities Management

Gender Pay Gap Report 2025

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CEO Statement

At First Response Group, we are clear that inclusion must be demonstrated through action, accountability and outcomes. Gender pay gap reporting is an important part of that, helping us to understand where we are and where we need to focus our efforts

Last year, our median gender pay gap was broadly balanced at 0.7% in favour of men. This year, we have seen a shift to -3.2% in favour of women. While gender pay gap figures can fluctuate year on year and represent a snapshot in time, this result reflects a shift in our pay distribution for this reporting period.

This position compares favourably to the UK average, where the median gender pay gap is 12.8% in favour of men. However, we remain focused on long-term balance rather than short-term comparison.

It is important to note that First Response Group does not operate a traditional bonus scheme. The reported bonus pay figures primarily relate to commission-based payments linked to specific roles. Therefore, the bonus pay gap is influenced by the distribution of employees in commission-eligible roles and the variability of those payments, rather than a standardised bonus approach across the organisation.

Pay gap reporting is one part of a much bigger picture. The security industry continues to face a structural challenge around female representation, particularly across frontline operational roles. Our data reflects this, with women still underrepresented across our workforce.

Our approach is centred on creating long-term, sustainable change. This includes creating clear pathways into the industry, investing in development and progression opportunities, and ensuring that our culture supports people to succeed and thrive, regardless of background.

Guided by our EPIC values of Empowerment, Passion, Integrity and Community, we are committed to building a business where opportunity is accessible, progression is supported, and fairness is embedded in how we operate every day.

I can confirm that the data presented in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, based on our snapshot date of 5 April 2025.



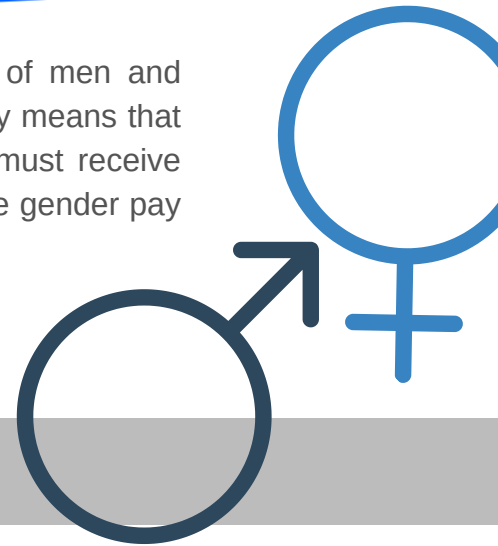
Simon Alderson
CEO
First Response Group



What is the Gender Pay Gap?

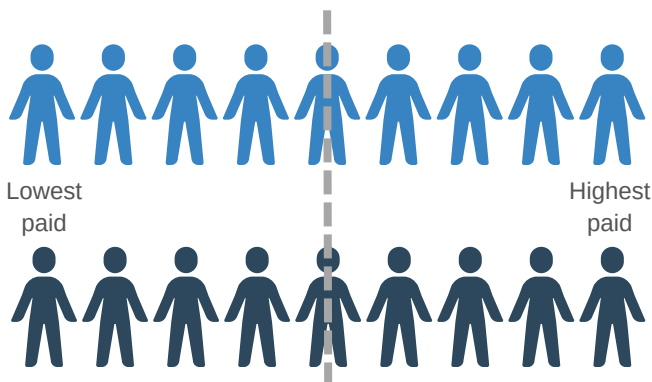
The gender pay gap is the difference between the average pay of men and women in an organisation. It isn't the same as equal pay. Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades. The gender pay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

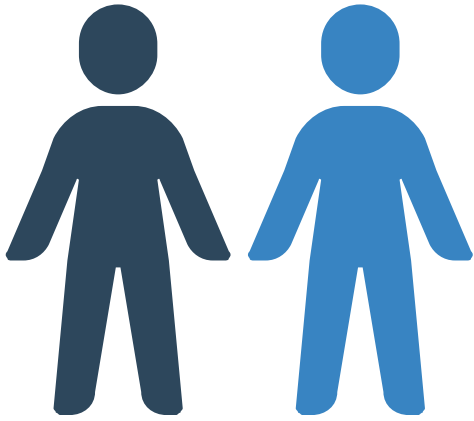
Gender profile by pay quartiles

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 2025 figures



Gender Pay Gap

All employees pay rate - salaried & hourly paid

-9%

Mean


in favour of
women

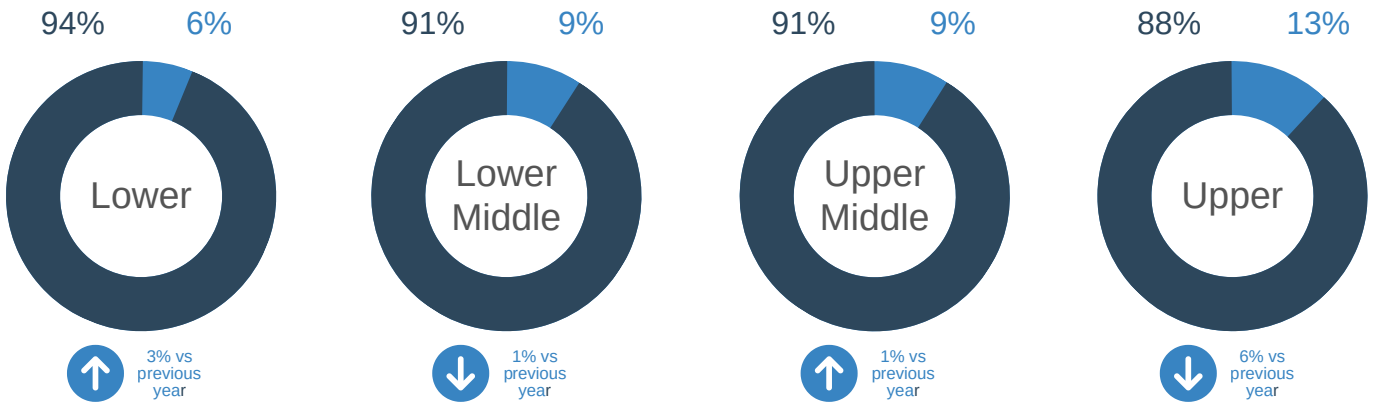
-3.2%

Median

in favour of
women

Gender profile by pay quartile

Men 
Women 



Bonus Pay Gap

63.4%

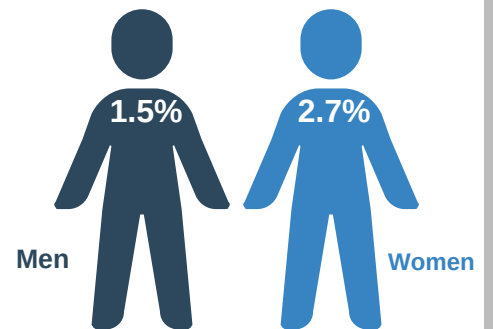
Mean

53.9%

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 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

