

Gender Pay Gap Report 2025



Strengthening
Society

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Introduction

We are pleased to share the results of our Gender Pay Gap analysis, conducted in compliance with the Equality Act 2010, Gender Pay Gap Information Regulations 2017. This data builds upon our previous reports and underscores our ongoing commitment to transparency and accountability in addressing gender disparities within our organisation.



Strengthening Society

SecuriGroup's ethos is deeply rooted in a commitment to inclusion and diversity, aligning perfectly with our core mission of Strengthening Society. We believe that fostering diversity and cultivating a sense of community within our workplace are not just a requirement, but vital for the success of our people-centric business.

How the Gender Pay Gap is Calculated

To accurately assess our gender pay gap, we compiled pay data from all employees, regardless of their hierarchical positions, to thoroughly examine any disparities between male and female employees. Our report meticulously calculates both the mean and median pay gaps.

The mean percentage is derived by summing the total hourly pay for all female employees and dividing it by the total number of female employees. This figure is then compared with the equivalent calculation for male employees, yielding the Mean Difference.

To calculate the median hourly pay rate for both women and men, the hourly rates are first arranged in ascending order. The middle value of the sorted list is identified as the median. If the number of values is even, the median is determined by averaging the two middle values. The median difference is then computed by subtracting the female median from the male median and dividing by the median male hourly rate.

The Gender Pay Gap represents the variance between the gross hourly earnings of men and women within an organisation. Therefore, a smaller percentage signifies a narrower gap, indicating a closer alignment between the earnings of male and female employees.

Our Mean
Difference

-6%

Our Median
Difference

-4%

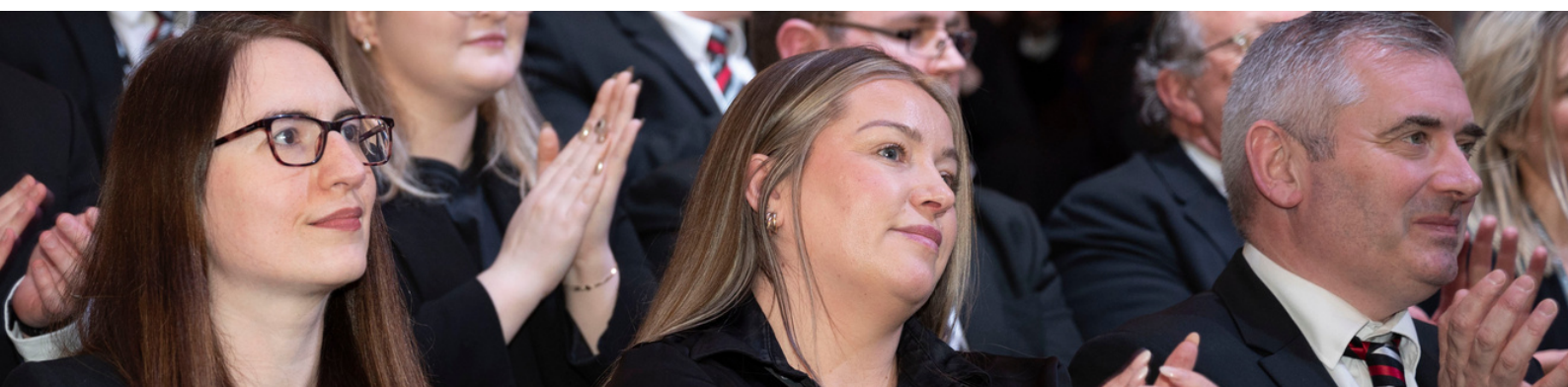
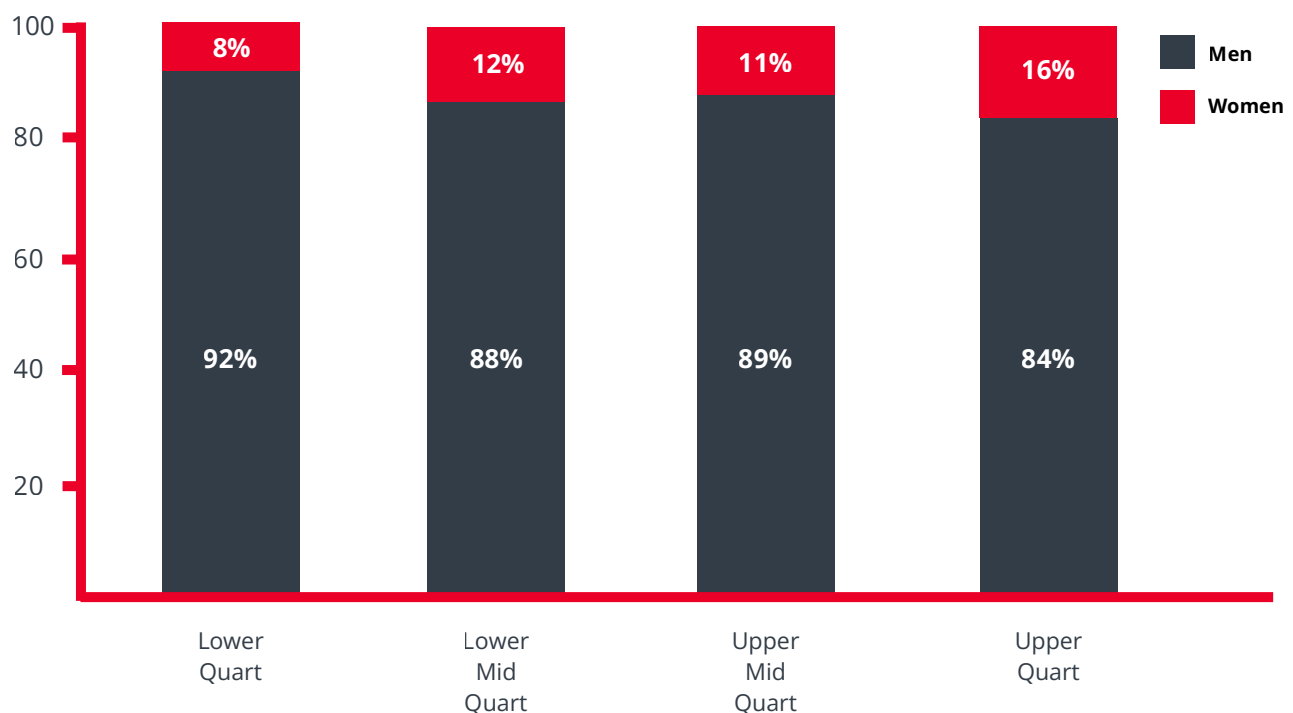
National
Median Pay Gap

7%

Proportion of Male to Female Employees According to Quartile Pay Bands

The chart below visually represents our workforce composition, divided into four equally proportioned pay groups. This segmentation was achieved by categorising all hourly rates paid throughout the company, from the lowest to the highest, into four distinct pay quartiles.

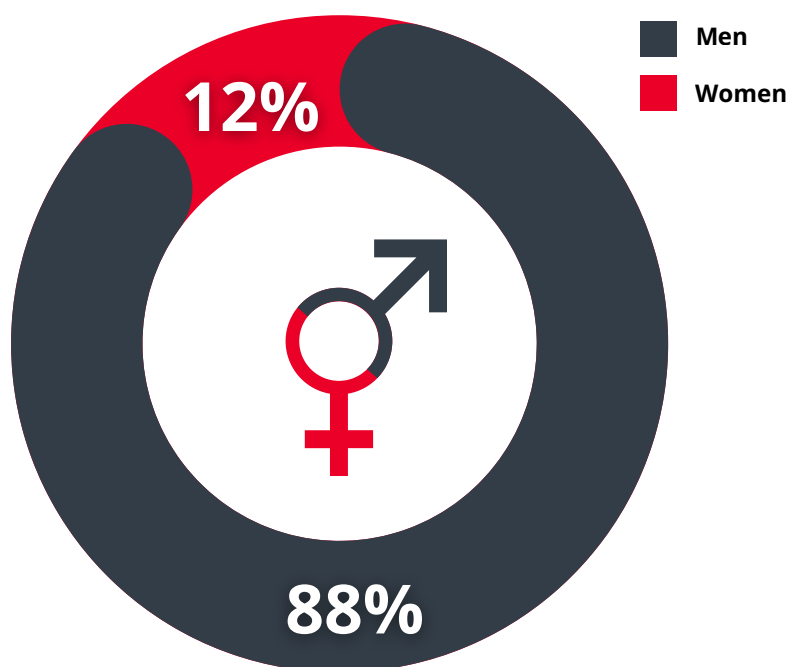
Our valued personnel are at the heart of our operations, and we take immense pride in demonstrating that our report reflects the parity between men and women across our entire organisation.



Comparison Between 2024 and 2025

The following infographics present a comparative analysis of the data collected from our Gender Pay Gap Reports for 2024 and 2025. Female representation has increased by 2%.

Gender Split 2025



Mean/Median Difference

Mean
Difference
Change
0%

The mean difference has remained the same.

Median
Difference
Change
0%

The median difference has remained the same.

Quartile Distribution Difference Change (Male)

Lower Quart	Lower Mid Quart	Upper Mid Quart	Upper Quart
-2.2%	-1.34%	-0.53%	-3.21%

Quartile Differences:

- 2.2% less males in lower quartile.
- 1.34% less males in lower middle.
- 0.53% less males in upper middle.
- 3.21% less males in upper quartile.



Our Commitments

We are deeply committed to fostering an environment of equal opportunity in all our work policies, recognising that a diverse talent pool is essential for delivering top-tier security services within our industry. Embracing an inclusive culture is foundational to our company ethos, and we invest in the personal and professional growth of our people.

Our commitment extends to proactive initiatives such as our **Equality, Diversity, and Inclusion Group**. Under the guidance of our Head of People Services, Sarah Woods, this group diligently addresses gender bias and promotes the security industry as an attractive career path for women.

While our gender balance mirrors industry trends, we are resolute in our efforts to increase the proportion of women in the security sector. Continuously exploring innovative strategies, we remain dedicated to reducing the national gender pay gap and ensuring equitable opportunities for all.

Moving forward, we will continue our recruitment efforts with a keen focus on diversity, ensuring that our workforce reflects the communities we proudly serve.



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