



# GENDER PAY GAP REPORT

**November 2025**

Bridgegate Security (UK) Limited

# Introduction

**This is the first Gender Pay Gap report submitted by Bridgegate Security (UK) Limited.**

Bridgegate's workforce is made up of salaried employees, casual employees with full employment rights, and workers with reduced employment rights. In line with the Equality Act 2010, all employee groups are included within the scope of this report.

## Findings

We recognise that there is currently a gender imbalance across our organisation, including our salaried and casual workforce, with men currently holding all managerial positions. As this is our first submission, these findings provide an important benchmark for us. We are committed to addressing the imbalance and will use this insight to review and strengthen our internal processes, particularly around recruitment, to better attract and retain women in our business.

The security industry has traditionally attracted more men, particularly in frontline and night-time roles. Across our total workforce, only 6% are women. While many clients are keen to have female security officers, recruiting and retaining women has been challenging due to the nature of shift patterns, night work, and operational demands in the hospitality sector.

Turnover across the industry remains high due to the fluctuating nature of hospitality and the need for a flexible workforce. However, we recognise the opportunity this presents to support more women into the industry and will actively pursue initiatives to increase representation. This includes exploring funded or fully-funded licence training for female candidates.

## Our Commitment

We are developing a dedicated Equality, Diversity & Inclusion (ED&I) strategy with medium- and long-term commitments to attract, develop, and retain female employees. This includes:

- **Reviewing recruitment processes to ensure women are encouraged and supported to apply, particularly for managerial roles**
- **Working with our social value partners to promote and celebrate women in security**
- **Offering flexible work options where possible**
- **Continuing to enhance family-friendly policies for salaried staff**
- **Investing in targeted initiatives to support women into leadership positions**

This report marks the first stage of our journey to eliminate the gender pay gap and create a more inclusive and representative workforce at Bridgegate Security.

# Understanding the Gender Pay Gap Report

## What is Gender Pay Gap Reporting?

The gender pay gap reflects the difference in average earnings between all men and women within a Company.

This gap can result from the unequal distribution of men and women across different roles and levels. It does not account for the industry/sector nor the business structures.

It is distinct from equal pay, which compares the wages of men and women performing the same job.

In line with the UK Government's Gender Pay Gap regulations, businesses who employ more than 250 individuals are required to report. Accordingly, we have included data for all our permanent and temporary employees, as stipulated by the legislation.

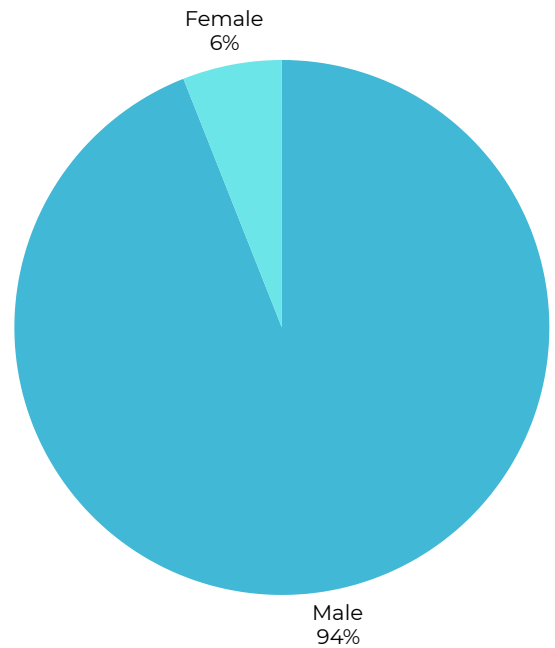
As a Company whose business is in the employment and deployment of staff, a significant proportion of our workforce comprises of temporary workers. The number of these workers can vary considerably based on client demand, seasons and events, for example when there are events such as the world cup is on. In most cases, pay rates are determined by our clients, which can influence the overall gender pay gap figures.



**The figures in this report focus on the pay for salaried and weekly paid individuals who worked and were paid in the pay period that 6<sup>th</sup> April 2025 fell into. If an individual did not work in that pay period, they were not included in the report.**

# Our figures for 2025 Submission

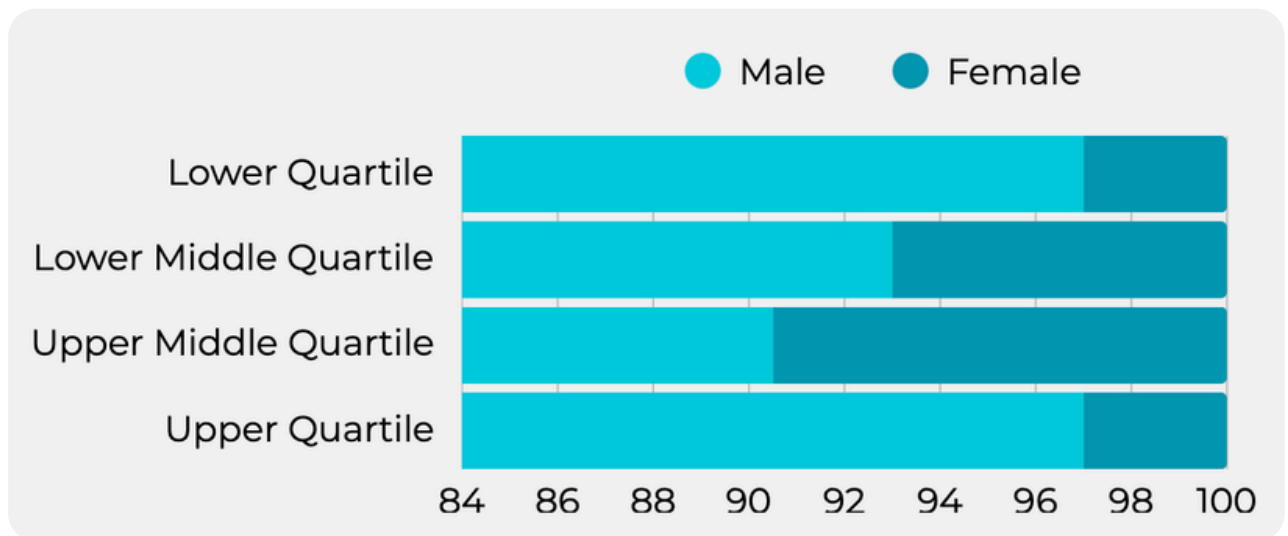
562 men were included in the submission and 34 women, giving the following percentages



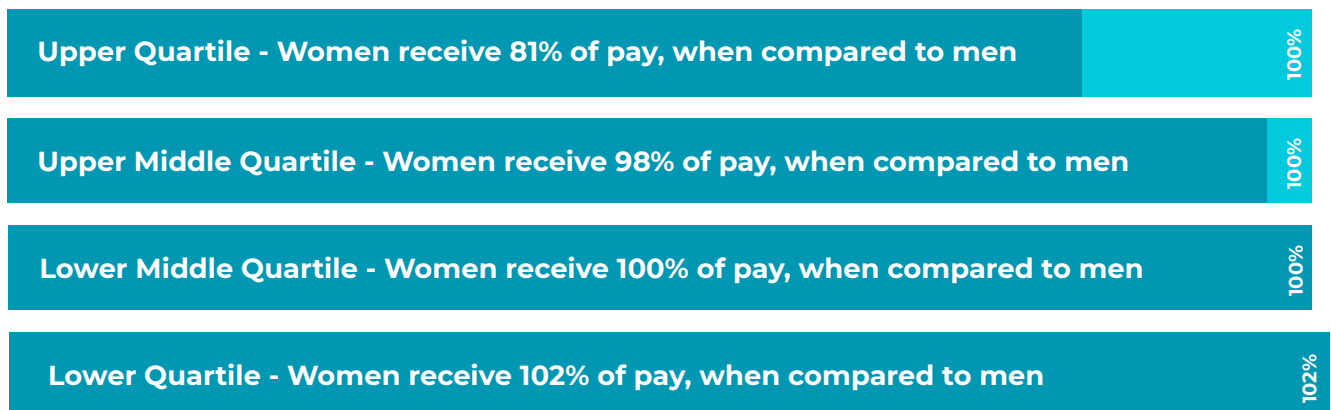
## Pay Quartiles

A pay quartile is worked out by listing everyone's hourly pay from lowest to highest, then splitting that into 4 equal groups, and determining how many men and women are in each group to understand how pay is spread across the business.

## Male v female % headcount per quartile



To get a true understanding of pay gaps, we have taken this one stage further and analysed the percentage difference in pay for each quartile, using the mean pay for men and women

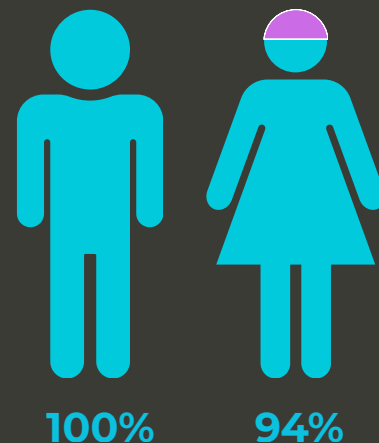


## Mean

The mean gender pay gap shows the average difference in pay between men and women.

To calculate it, we add together all hourly pay rates for men and divide by the number of men, then do the same for women. The two averages are then compared to show the gap.

Across our entire workforce, including salaried and weekly-paid employees, and all management and non-management roles, **men are paid on average 6% more than women.**



### Excluding Management:

This figure is influenced by the fact that all of our current managers are men. When managers are removed from the calculation, the mean pay gap reduces, **with men earning 4% more than women.**

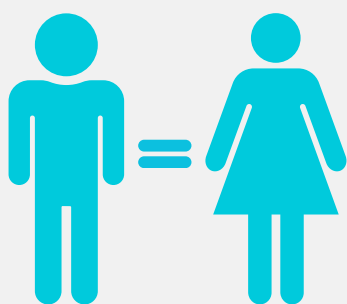
A key reason for this is that our upper quartile, excluding salaried managers, is made up of Head Door Supervisors, who at present are all men. As turnover allows, we will be reviewing opportunities to promote women into Head Door Supervisor roles to support progression and improve balance at the top of the pay structure.

**MEN**

**100%**

**WOMEN**

**96%**



**NO DIFFERENCE  
IN MEDIAN PAY**

## Median

To calculate the median gender pay gap, we separately sort all men and all women from the lowest hourly rate to the highest, including managers. We then identify the person in the middle of each group - the "median" employee.

In our data, the middle-earning man and the middle-earning woman are paid exactly the same rate, meaning there is no median pay gap.

## Mode

Although it isn't a required reporting measure, we also reviewed the mode. The mode is the most frequently occurring hourly rate (the rate most people are paid). Just like the median, the mode showed no difference between men and women, indicating that the most common rate of pay is the same across both groups.

## Bonuses

Bonuses paid in the 12 months preceding the 6th April 2025, were only paid to men, therefore calculating % difference for mean and median men v women, is not relevant.

# Our plans for the future



## **1. Ensure all job adverts are inclusive and free from bias.**

We will review the language used in our recruitment materials to make sure it encourages women to apply. Our talent team will use specialist tools that scan adverts for hidden or unintentional bias, updating any wording where needed and strengthening positive, inclusive language throughout.



## **2. Create clear pathways for women to progress**

We will support women to develop their skills and move confidently into more senior roles. This includes offering apprenticeship sponsorship and targeted development opportunities to help them upskill and become promotion-ready.



## **3. Embed meaningful career conversations into our appraisal process.**

As part of our appraisal rollout, we will encourage regular discussions about career aspirations and development needs. These conversations will be recorded and used to shape clear succession plans, ensuring talent is recognised and supported across the business.



## **4. Ensure every employee is trained in Equality, Diversity and Inclusion.**

We will provide comprehensive EDI training for all colleagues, with annual refresher sessions to keep knowledge current. By embedding this learning into everyday behaviour, from the language we use to the way we interact, we will continue to build a culture that is respectful, inclusive and aware.



## **5. Increase transparency in pay rates for all roles.**

We will clearly communicate the set rate for each position, removing any preconceived assumptions about what men or women “should” be paid. This ensures consistency, fairness and full transparency in how pay is determined.



## **6. Continue strengthening our flexible working arrangements.**

We will regularly review and enhance our flexible and family-friendly policies to make security roles more accessible to women. By supporting a better balance between work and personal commitments, we aim to open up more opportunities for women to enter and stay within the industry.



## **7. Work with our social value partners**

We will collaborate with our social value partners to raise awareness of security as a viable and rewarding career path for women, offering support through funded training opportunities to help them enter the industry with confidence.



We are excited to see how the above plans will impact on return next year, aiming to close any gaps further and to have female representation within our management team.