

Gender Pay Gap Report 2018/2019



An inclusive and diverse workforce

At Landmarc Support Services, we know that a diverse workforce helps us deliver a better customer service. Our People Strategy aims to combine the skills and experiences of our entire team, with continuous learning and development for all; through family friendly policies, a balanced age profile and a focus on representing different races and cultures.



Inclusive and diverse recruitment



Family-friendly policies



Unbiased learning and development



Inclusive culture

Positive activities we are undertaking to progress the Gender Pay Gap

We aim to foster a culture of inclusivity, where gender is no barrier to personal development. The defence arena is often viewed as male-dominated, so we are committed to recruiting more female new starters, with 18% of our workforce now made up of female employees.



Our Diversity Management Plan sets out our commitments to:

- Measure, analyse and identify trends across a range of diversity issues
- Establish internal networks to enable staff to highlight issues, make recommendations and solve problems
- Establish a Diversity and Inclusion working group to be championed by a director
- Celebrate diversity through engaging communication
- Improve diversity awareness through induction and refresher training

What our team say:

“From my experience, Landmarc does not differentiate. If you have the right credentials for the job, then you are in the mix along with everyone else. As one of a number of women in the Leadership Team I can honestly say that Landmarc works hard to facilitate equal opportunities at all levels.”
Jo Potts, Finance Director

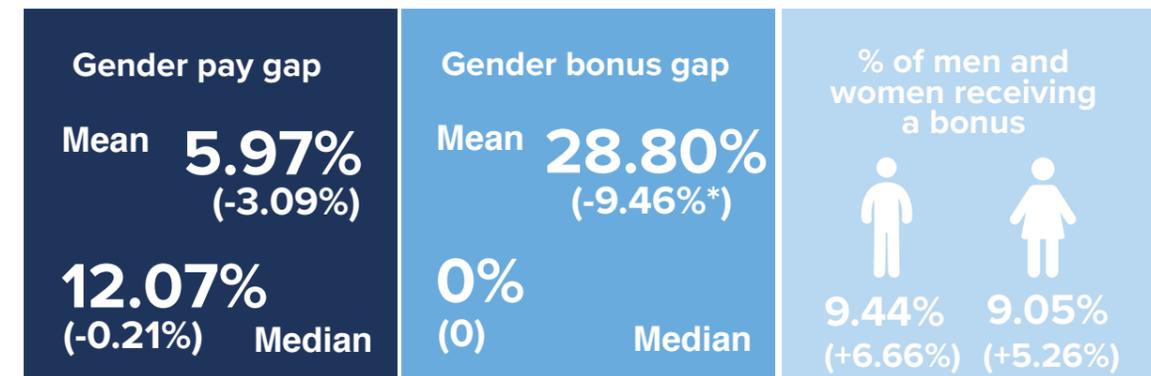
My experience working at Landmarc has been a really positive one. Nothing precludes women from getting stuck in or progressing in their role, and I have seen many females excel within the company.
Ellie Petty, IT Service Manager at Landmarc

There are opportunities to develop your career at Landmarc if you want it – and that is true whether you are male or female.
Samm Murray, National Training Area Manager

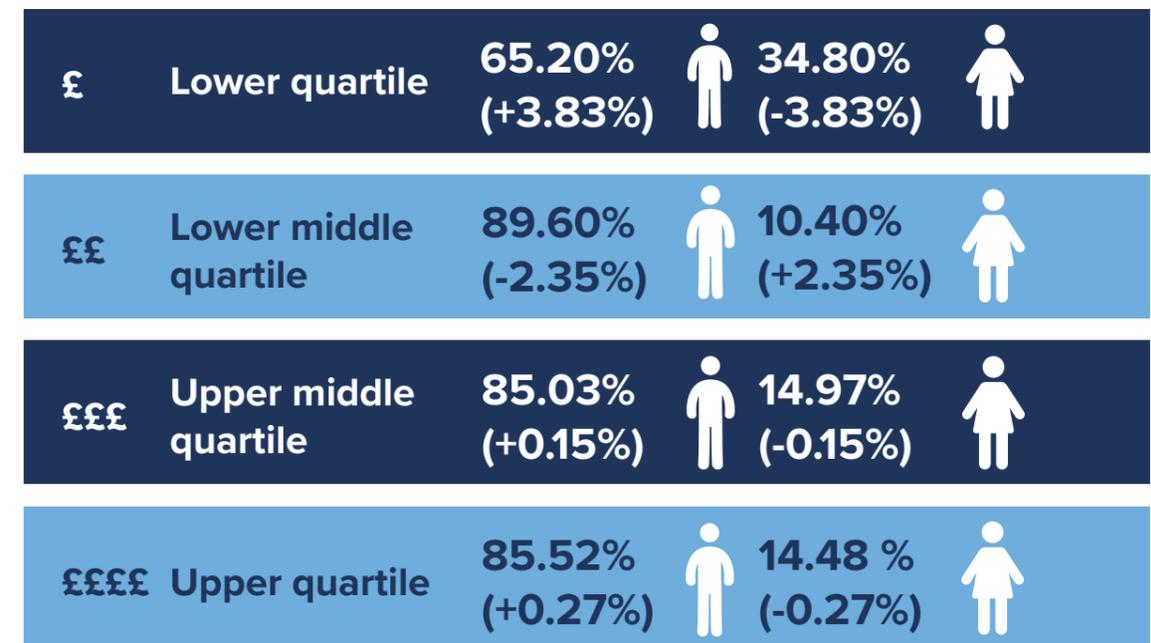
“From my personal experience, joining the Landmarc IT team was an easy transition and as a woman I have always felt part of the team with no differentiation between myself and male colleagues.”
Katie Eydman, IT Project Manager

Gender pay gap figures for the period

Our employees, whether male or female are paid equally for doing the same job, reinforced by the collective bargaining agreements we have with Trade Unions. We are proud that our gender pay gap has reduced year-on-year, however, we still employ more men than women, which we are working hard to address through more inclusive and diverse recruitment processes.



Proportion of male and female colleagues in each pay quartile



*vs 2017-18

Landmarc provides the support services that enable our Armed Forces to live, work and train on the UK Defence Training Estate. This includes consultancy, design, management and operation of training areas and ranges; explosives safety; built and rural estate management, including environmental and conservation support; information management and administration services; project management and commercial property management.

We are currently 1,300 people strong and active across 120 military training sites across the UK. The company is jointly owned by Mitie and PAE.