

Gender Pay Gap Report 2020/2021



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 have made a long-term commitment to encourage females into what has traditionally been seen as the male dominated environment of facilities and estate management, in support of the armed forces – with 19% of our workforce now made up of female employees.

We are challenging the prevailing culture and championing those female employees who have the potential and the desire to pursue careers in any specialism that we use for service delivery.

We have had encouraging results across a wide field of activities including supervisor and specialist roles right up to director level.

We continue to improve diversity awareness through our induction and refresher training much of which is now available online as e-learning modules. This approach increases uptake and effectiveness in terms of the learning experience.



Here are some examples of our successes:

“ Landmarc is an inclusive company and works hard to facilitate equal opportunities across the whole business.

As the Operations Director, I'm empowered to make a difference every day and working alongside a diverse workforce provides an opportunity for different perspectives across the organisation to be listened to. Landmarc doesn't differentiate between gender or role, everyone has a voice and we will continually work hard to support and encourage this.

Kirsty Pearce, Operations Director

When I applied for the position of Maintenance Manager I had only been with Landmarc for 8 months. I did not feel that being female lowered my chances of getting the position. I was the only female to apply in a very male dominated environment. I have been supported by all of my male and female colleagues since I started at Landmarc. I enjoy the challenges that come with the role.

Angie Shardlow, Maintenance Manager for South East

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.

Gender pay gap	Gender bonus gap	% of men and women receiving a bonus				
Mean 6.59% (+0.62%)	Mean 61.83% (+33.03%)					
9.21% (-2.86%) Median	0% (0) Median	<table border="0"> <tr> <td></td> <td></td> </tr> <tr> <td>7.17% (-2.27%)</td> <td>11.67% (+2.62%)</td> </tr> </table>			7.17% (-2.27%)	11.67% (+2.62%)
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Proportion of male and female colleagues in each pay quartile

£	Lower quartile	65.77% (-0.57%)		34.23% (+0.57%)	
££	Lower middle quartile	90.60% (+1.00%)		9.40% (-1.00%)	
£££	Upper middle quartile	82.55% (-2.48%)		17.45% (+2.48%)	
££££	Upper quartile	84.90% (-0.62%)		15.10% (+0.62%)	

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.