

Gender Pay Gap Report 2021/2022



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. We have established a Women's Group led by staff to encourage networking and explore ways of providing further support to developing women in the workplace. This approach increases uptake and effectiveness in terms of the learning experience.



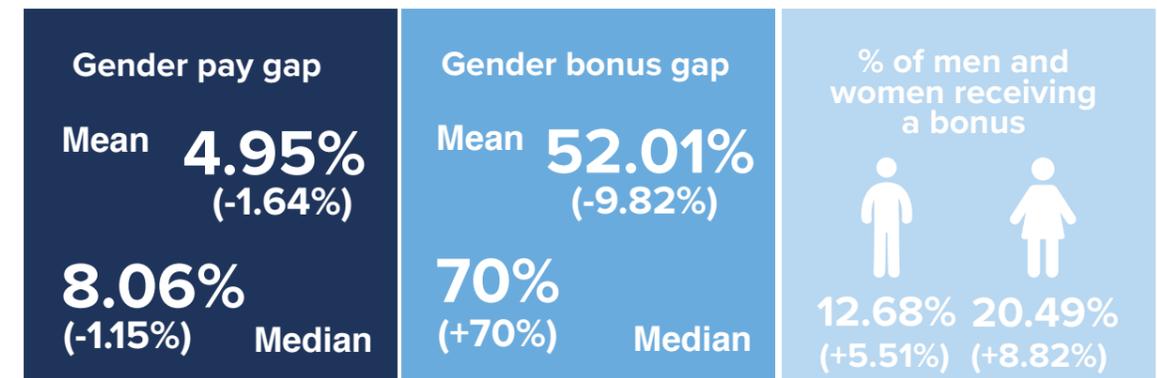
Here are some examples of our successes:

“ I'm in my fifth year of employment having originally joined as Area Delivery Manager and more recently promoted to Regional Operations Manager while also embarking on an Executive MBA Programme. In that time, I have never felt differentiated as a woman in operations, there are a diverse range of opportunities for personal development and progression for all that strive for it. Landmarc truly is inclusive. I am incredibly proud to be part of #TeamLandmarc and look forward to what the future holds.
Emma McMurdock - Regional Operations Manager, East Region ”

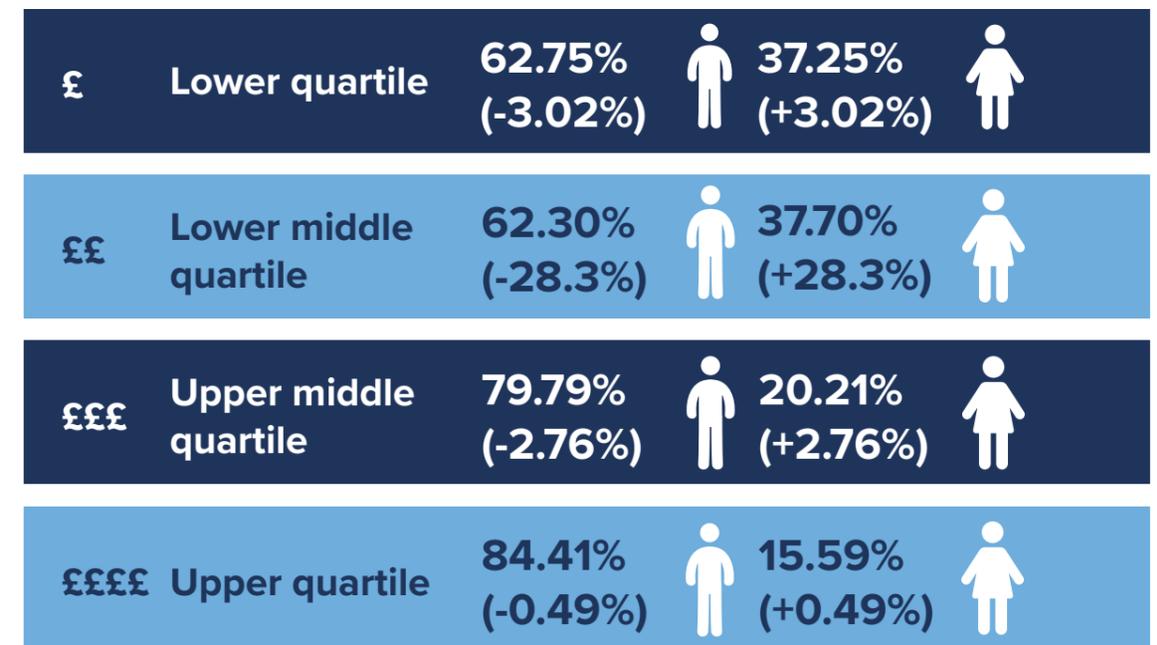
I have worked in the land management industry throughout my 43 year career. When I first started work it was very unusual to find females in the role and difficult to persuade people that a woman could carry out the requirements of the role as well as a man. I am pleased to say that since starting work with Landmarc five years ago I have felt as if I have been treated as an equal in every respect.
Jackie Hulse - Additional Works Manager, South West Region ”

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



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 Amentum.