

Gender Pay Gap Report 2017/2018



Approach to diversity

Here at Landmarc Support Services we encourage diversity. Our People Strategy aims to create a diverse workforce that represents the communities in which we work. We seek to improve our gender balance, better distribute our age profile and focus on improving the representation of 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 are continuing with inclusive and diverse recruitment activities, resulting in 34% of new starters being female.



Our Diversity Management Plan highlights gender as one of our key priorities to address moving forwards. As part of this plan we will:

- Measure, analyse and identify trends across a range of diversity issues.
- Establish internal staff networks to enable interested people to highlight issues, make recommendations and solve problems. Our first group will be a gender network.
- Establish a Diversity and Inclusion working group to be championed by a Director. Initial priorities will include reviewing maternity benefits and flexible working practices.
- Celebrate diversity through engaging communications.
- Improve diversity awareness through induction and refresher training.

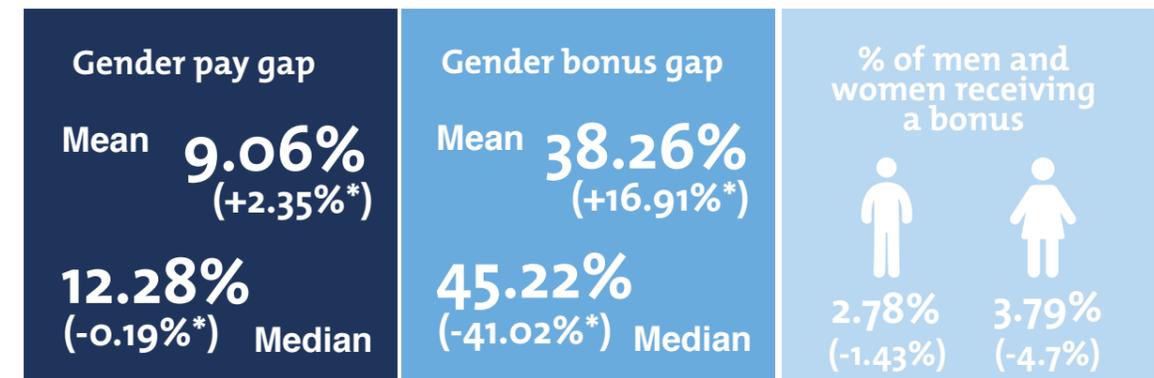
Success stories



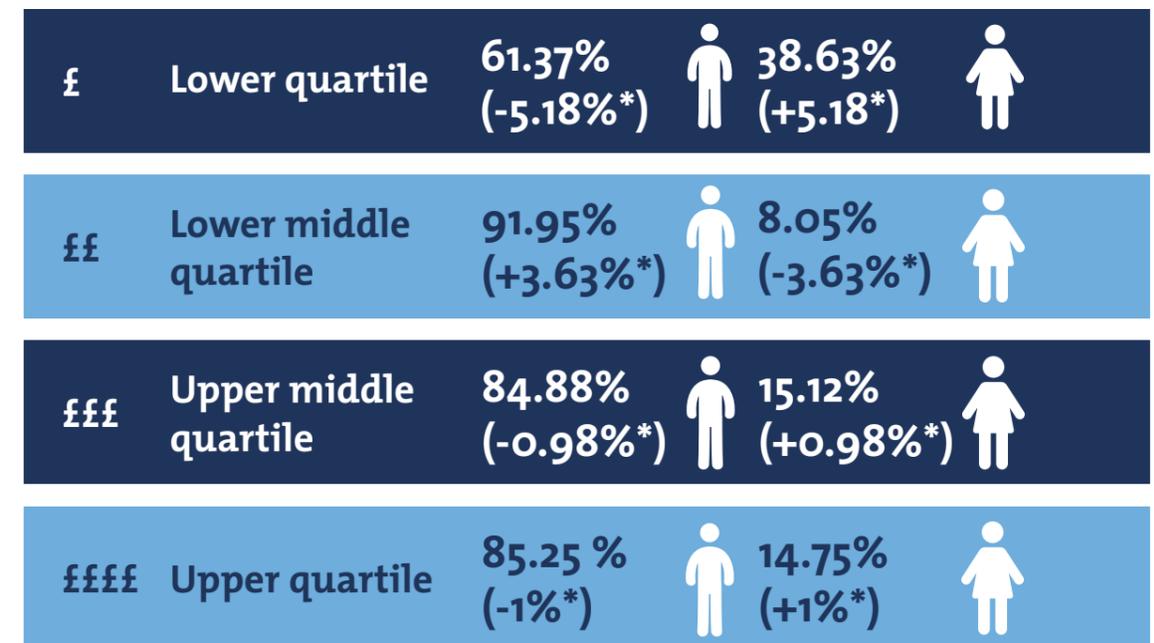
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Gender pay gap figures for the period

Our approach is that men and women are paid equally for doing the same job, reinforced by the collective bargaining agreements we have with Trade Unions. However, the greater proportion of men than women, particularly in higher paid executive roles, has created a gender pay gap, which we are working hard to reduce through more inclusive and diverse recruitment processes.



Proportion of male and female colleagues in each pay quartile



*vs 2016-2017

Landmarc Support Services, a joint venture between Interserve and American firm PAE, has worked in partnership with the Ministry of Defence (MOD) for more than a decade, providing a range of management and support services that enable the vital training needed to prepare Britain's Armed Forces for operational success. This includes consultancy, design, management and operation of training areas and ranges; explosives safety; built and rural estate management; environmental and conservation support; information management and administration services; project management and commercial property management.