

# GENDER PAY GAP REPORT 2023/2024



## An inclusive and diverse workforce

Landmarc Support Services is continuing with its efforts to close the gender pay gap and is pleased to report that progress has been made to increase the percentage of its female workforce in this latest report.

## Positive activities Landmarc is undertaking to progress the gender pay gap

Throughout FY 23/24 Landmarc has maintained its commitment to equal pay for work of equal value by ensuring that rates of pay are equally applied to all employees regardless of gender or any other characteristics. We continue to work in partnership with our recognised Trade Unions led by Unite and Prospect and with our Employee Engagement Forum to advance the agenda of equal opportunities and closing any pay gap.

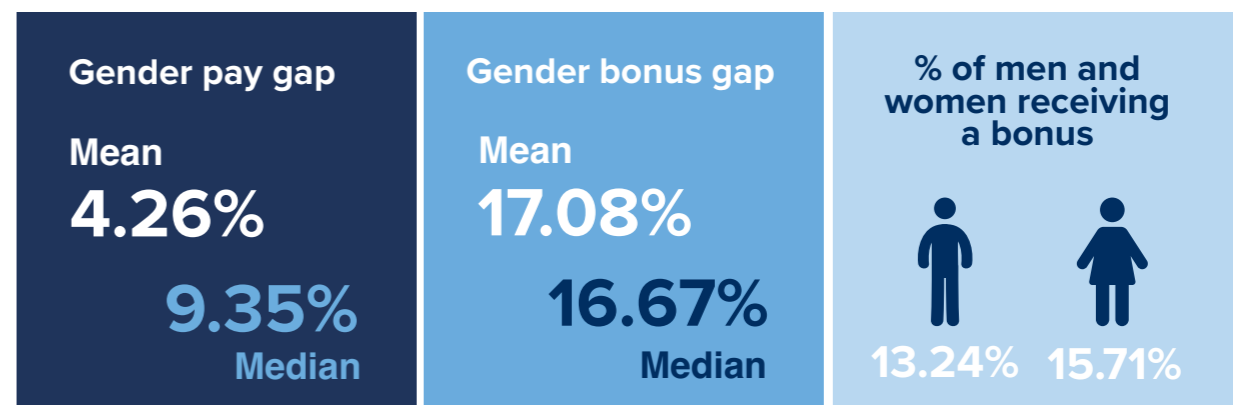
Landmarc provides the support services that enable the Armed Forces to live, work and train on the UK Defence Training Estate. This includes consultancy, design, management and operation of training areas and ranges; explosives safety; built and rural estate management, including environmental and conservation support; information management and administration services; project management and commercial property management. The business currently employs circa 1,300 people across 120 military training sites throughout the UK. Landmarc is jointly owned by Mitie and Amentum.

Within the context of our sector we are encouraging female staff to take advantage of professional development through individual sponsorships for relevant degrees and technical training and through our Adult Apprenticeship Scheme. Landmarc faces ongoing challenges with attracting female recruits in what has been traditionally viewed as a male dominated environment but we have made progress at every level in the organisation and will continue to push against both false perceptions and any real barriers.

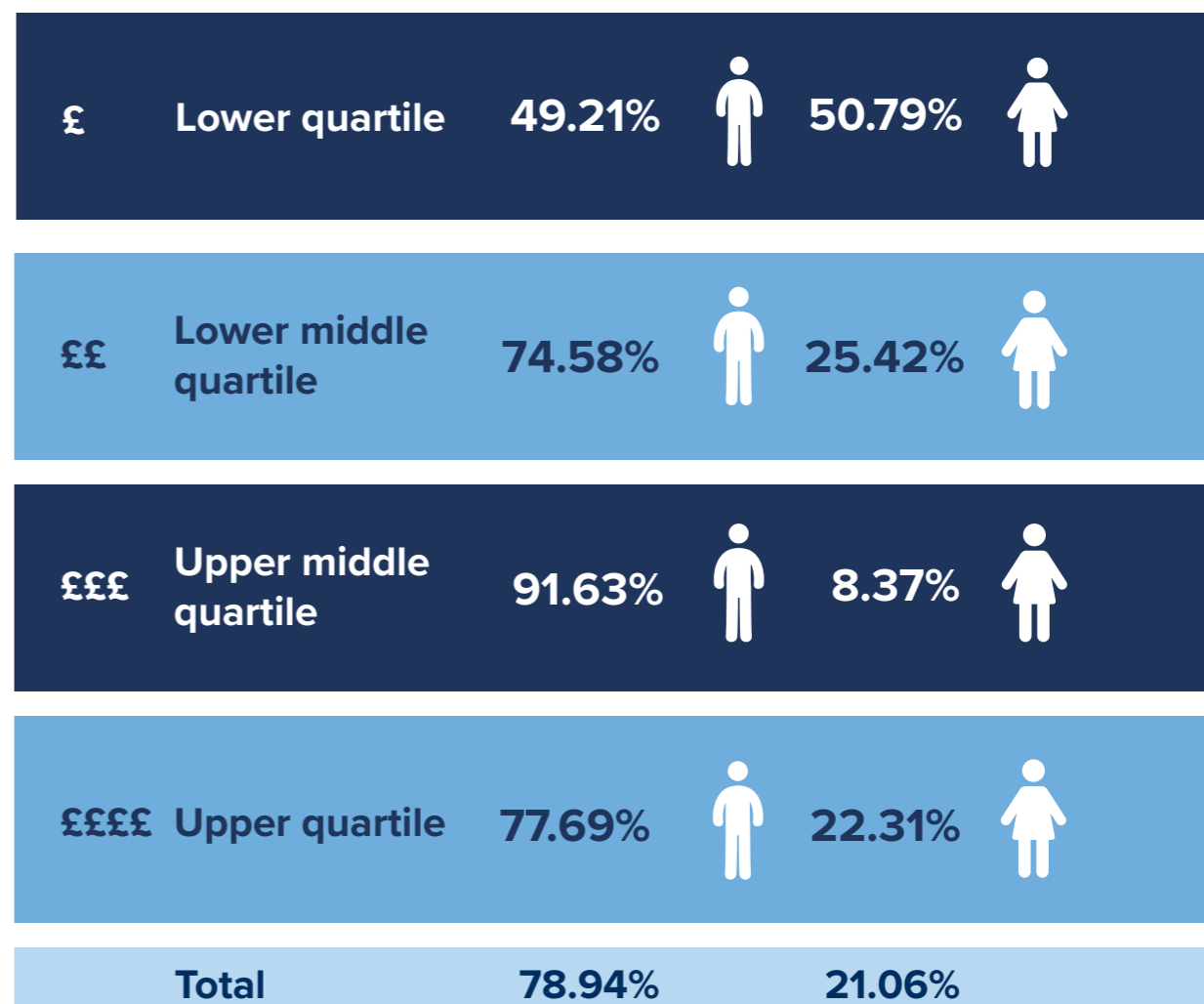


## Gender pay gap figures for the period

Landmarc employees, whether male or female, are paid equally for doing the same job, reinforced by the collective bargaining agreements the company has with Trade Unions. Landmarc is proud that its gender pay gap has reduced year-on-year, however, the business still employs more men than women, which it is working hard to address through more inclusive and diverse recruitment processes.



## Proportion of male and female colleagues in each pay quartile



I joined Landmarc in 2012 as the Explosive Safety Manager, a niche technical role which the business had a growing need for at the time to meet regulatory requirements. I broadened my role to cover training requirements for a new contract, which used skills from former employment.

After reorganisation I worked within the QSHE team, a wider technical team where I was able to access training in the fields of Assurance and Collaboration which has resulted in me being the successful candidate in the recruitment for the Governance and Relationship Manager for Landmarc when the role became available.

Landmarc support my membership of several professional bodies and access to CPD to support my responsibilities – all within an environment which is unique and I value highly.

**Hannah Winton**



I joined Landmarc in 2017 employed in the role of Team Administrator, Swynnerton camp. After a couple of years I was very happy to be asked to step up into the role of Regional Facilities Manager to cover maternity leave for 12 months. I took the opportunity to enhance my knowledge considerably in a key position eagerly contributing to the regional management team.

In August 2020, I was fortunate to be selected for a Team Leader role which provided an excellent insight into managing a large, diverse and very busy team. In this role I completed my IOSH Managing Safely and many internal Landmarc courses like the TAROM and HR courses.

In March 2023 I was successful in being selected as the Team Manager for West Midlands and I am in the process of starting my NEBOSH course. It has been a steep learning curve and I am very grateful to the wider team, who have all been extremely supportive of me. As a result I feel empowered and valued.

**Sam Morgan**