

GENDER PAY GAP REPORT 2024/2025



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 24/25 Landmarc has seen a steady increase in the female positions with females making up 22.29% of employees. Landmarc is committed to transparency and progressing towards reducing our Gender pay gap. Where disparities or areas of challenge are recognised we actively take steps to address them to foster a more inclusive and equitable workforce.

We are actively engaging with our trade union partners and the internal Employee engagement forum to make improvements in both salary transparency and addressing unconscious bias in pay decisions. This, plus regular reviews of pay structures, strengthens our commitments to reducing the gap.

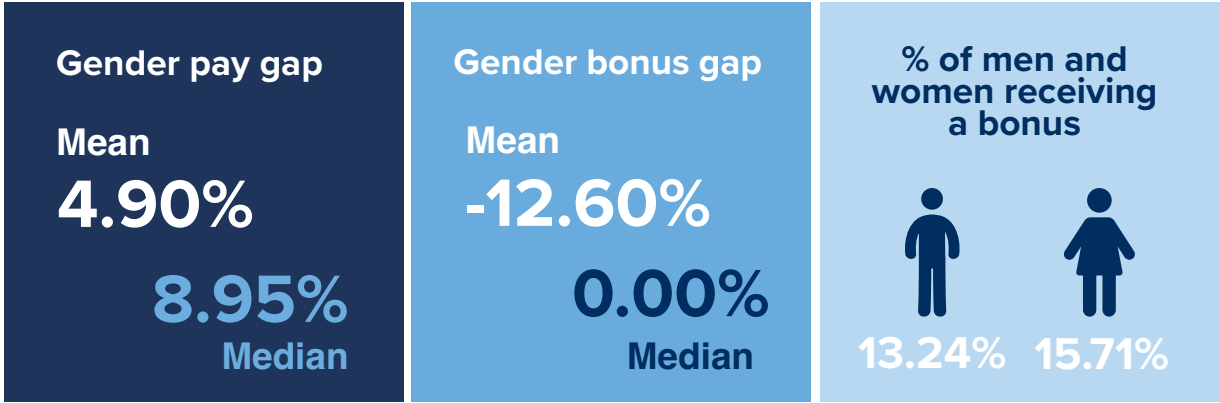
Recruiting females into Landmarc remains challenging due to factors such as gender stereotypes and the traditional male dominated nature of the industry. Due to the common industry-wide gender imbalance of the lower level roles, we continue to see a large proportion of our females in lower quartiles. However, to support the delivery on the new contract, several females have been recruited into senior management roles.

To support female colleagues with professional development we offer individual sponsorships for relevant degrees and technical training and through our Apprenticeship Scheme. During this period 9 females have completed their apprenticeship and had female colleagues carried out a total number of 632.5 training days.

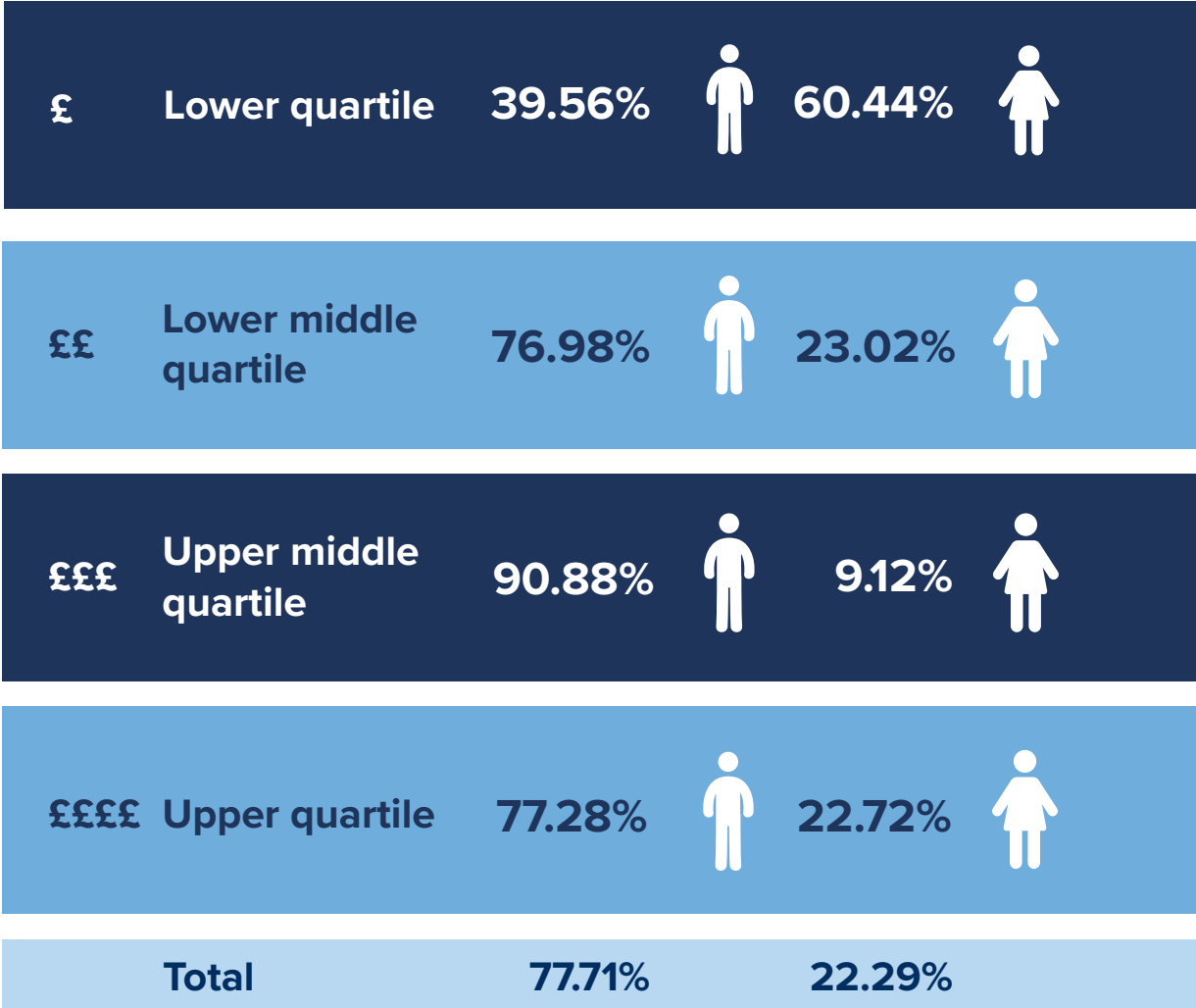


Gender pay gap figures for the period

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 2018 as a National Service Centre Agent and progressed into a Team Leader role after a couple of years. I was then successfully selected as a NSC Team Manager in 2023, which gave me great insight into the different areas of the business and opportunities with other teams and regions. Having already completed a Level 3 ILM in team management and customer services, I completed further courses in team management and HR via the Learning Hub to refresh and complement my qualifications with support from my manager.

In 2024, I was selected for my current role as Assistant Commercial Manager, supporting the corporate commercial team. My previous NSC role has given me a great foundation of knowledge to work from and my working relationships with senior managers, stakeholders and the NSC team are already well established. Landmarc has consistently supported me in my career development and has made me feel like a valued member of the team.

Kirsty Thurston

“I joined Landmarc in 2015 as a Temporary Bookings Administrator at Westdown Camp before the implementation of BAMS. After a couple of years I then had a permanent role as a Team Administrator supporting the area team. In January 2020, a new position then became available as the Maintenance Administration Supervisor which I applied for and was successful. I was working closely with the Maintenance Managers and assisting in their ever increasing workloads. As this was a new role I was able to make it my own and it was thoroughly enjoyable.

This gave me a lot of experience and knowledge and when the Maintenance Manager position became vacant I was asked to step up and cover the position. I then decided I would like to make it permanent so I applied for the role and at the end of 2023 I was made the Maintenance Manager B,C&E.

The job is very demanding and with the new contract there is a lot to learn but it's a challenge I enjoy and I'm constantly learning and developing my skills.

Lorna Bowden