

GENDER PAY GAP REPORT 2025/2026



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

At Landmarc, we are committed to building a diverse, inclusive, and equitable workplace where everyone can succeed. As part of this commitment, we monitor and report our gender pay gap annually, using insights to guide our people strategy and progress toward a more balanced workforce.

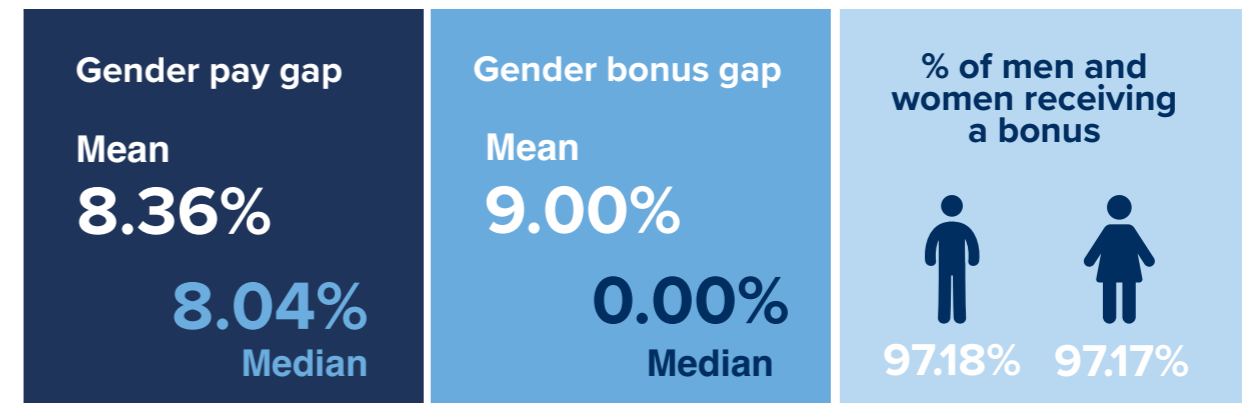
In this reporting period, the proportion of female employees in our workforce increased slightly from **23.29%** to **24.38%**, reflecting ongoing efforts to attract and retain women across the organisation.

We operate in a sector that has historically experienced gender imbalance, particularly in technical and operational roles. These structural challenges across the talent pipeline can influence representation at different levels of the organisation. Despite this, we remain focused on practical steps to improve gender balance and broaden workforce opportunities.

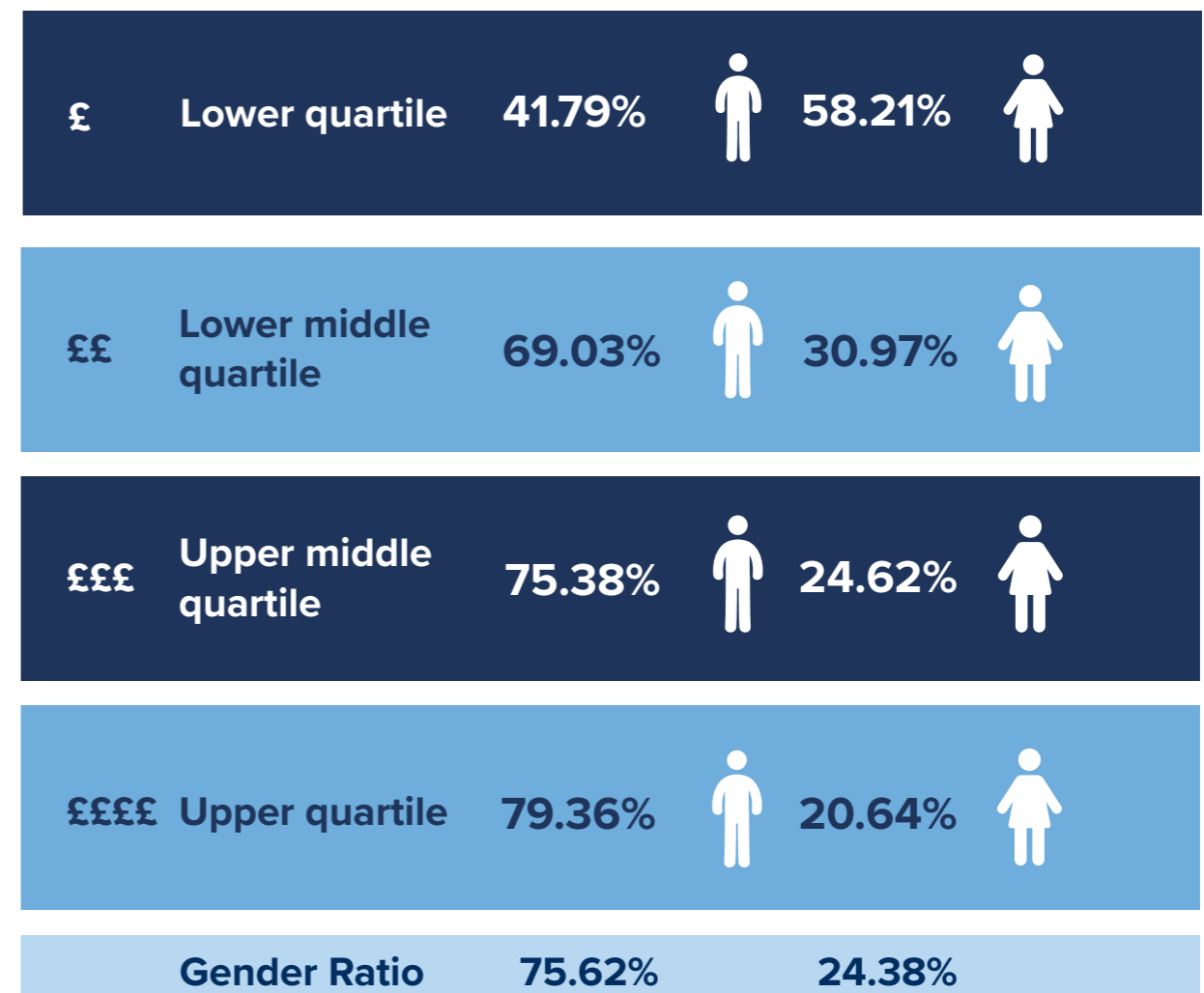


Gender pay gap figures for the period

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 an NSC Call Agent and within a year, moved into the BAMS Technical Support role in I&T, supporting users and working closely with the development team, beginning an exciting journey. I became a Subject Matter Expert by completing the Information Technology Infrastructure Library (ITIL) and Software Testing courses, as well as the APM Project Management qualifications. In 2020, I became an IT Technician applying my knowledge across the business and its systems in a fast-paced environment that required creative thinking, patience and strong problem-solving skills.

In 2024, I was appointed Programme CDE Manager, a role that allowed me to grow and shape it within the wider business. Landmarc's support, training and belief in my potential made this journey possible, showing the real opportunities for women to grow, lead and thrive.

Katie Detheridge, Programme Common Data Environment Manager



I joined Landmarc in 2016 as a Site Operative, carrying out day-to-day duties while taking a keen interest in learning beyond my role. In 2017, I successfully applied for a Team Leader role, managing tasks for myself and a small team and ensuring facilities were ready for the End Users, while completing further courses to build knowledge and confidence.

When the Training Area and Facilities Manager position became available, I covered it temporarily and then successfully applied, demonstrating my ambition and dedication. My role has since transitioned into other areas, supporting operations as the Establishment Manager. Landmarc makes growth feel possible, giving everyone equal opportunities to develop and progress their career.

Jackie Clarke, Establishment Manager