

Tamdown Services: Gender Pay Gap Report

5th April 2018 'snapshot' date

What is the Gender Pay Gap?

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings, rather than comparing like-for-like job roles. For example, 'women earn 15% less than men per hour'.

What does the legislation require?

The Equality Act 2010 (Gender Pay Gap information) Regulations 2017 require all private and voluntary sector employers with 250 or more employees to publish a gender pay gap report by 4 April each year.

Employers will detail the gender pay gap for their organisation as it is in the pay period in which 5 April (the 'snapshot' date) falls in each year from 2017 onwards.

The report must appear on the employer's website, in English, in a manner that is accessible to all employees and to the public, and once published must remain on the site for at least three years.

Employers must publish the results, not the raw data on which calculations are based. This information must also be uploaded to a Government website, where it will be publicly available. Fines will be imposed on employers that do not comply.

The six key metrics required by law are as follows:

- The difference in the mean pay of full pay men and women, expressed as a percentage;
- The difference in the median pay of full pay men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay and;
- The proportion of full pay men and women in each of the four quartile pay bands.

Our results

5th April 2018 'snapshot' date

The Mean Gender Pay Gap is:	27.38%
The Median Gender Pay Gap is:	16.00%
The Mean Gender Bonus Gap is:	100%
The Median Gender Bonus Gap is:	100%
The proportion of males receiving a bonus:	17.76%
The proportion of females receiving a bonus:	0%

Pay quartiles by gender	
Band	Description
A	Includes all employees whose standard hourly rate places them in the top quartile
B	Includes all employees whose standard hourly rate places them in the upper middle quartile
C	Includes all employees whose standard hourly rate places them in the lower middle quartile
D	Includes all employees whose standard hourly rate places them in the lower quartile

Band	Male	Female
A	100%	0%
B	100%	0%
C	100%	0%
D	97.71%	2.29%

Tamdown Services are pleased to report that since submitting our first gender pay gap report in April 2018, our mean gender pay gap has reduced by 8.7% and median gender pay gap has reduced by 14.9%.

What are the underlying causes of the Company’s Gender Pay Gap?

At Tamdown Services, we understand that the gender pay gap is largely driven by a lack of female representation within our workforce. This is a common issue in the construction industry which is historically male dominated, and we are taking measures to help recruit and attract more women to join our Company.

What are we doing to address the Gender Pay Gap?

Below is a list of measures we are currently doing to address the gender pay gap further, as well as improving diversity and inclusion throughout the business:

- We will continue to promote our *Women in Construction* campaign among schools and colleges to raise the profile of careers in our Company and the construction industry.
- We will ensure there is an equal gender representation in our marketing material, recruitment campaigns and promotional images.
- We will continue to support learning and development of employees for promotion at all levels.
- We will continue to promote all vacancies internally to all our employees and provide development for current employees to grow into succession roles.
- We will continue to develop our Skills and Development Matrixes for all roles across Tamdown Services to ensure equal pay for equal work.
- We will look to the National Equality Standard (NES) as our guide for continuous improvement in this area.

I, Rob Kendal (Managing Director) confirm that the information in this statement is accurate.

Signed:



Date: 25th March 2019

Tamdown Services: Gender Pay Gap Report

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- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay and;
- The proportion of full pay men and women in each of the four quartile pay bands.

Our results

5th April 2017 'snapshot' date

The Mean Gender Pay Gap is:	36.1%
The Median Gender Pay Gap is:	30.9%
The Mean Gender Bonus Gap is:	100%
The Median Gender Bonus Gap is:	100%
The proportion of males receiving a bonus:	13.23%
The proportion of females receiving a bonus:	0%

Pay quartiles by gender	
Band	Description
A	Includes all employees whose standard hourly rate places them in the top quartile
B	Includes all employees whose standard hourly rate places them in the upper middle quartile
C	Includes all employees whose standard hourly rate places them in the lower middle quartile
D	Includes all employees whose standard hourly rate places them in the lower quartile

Band	Male	Female
A	100%	0%
B	100%	0%
C	100%	0%
D	99.24%	0.76%

I, Mark Waine (Group HR Director) confirm that the information in this statement is accurate.



Signed:

Date: 28th March 2018