

The gender pay gap

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 over 250 or more employees to publish their gender pay gap.

Employers must use a snapshot date of 5th April and publish their gender pay gap information by 4th April of the following year.

2021 reporting deadline has been deferred until 5th October 2021 due to the impact of Coronavirus (COVID-19).



Gender pay gap	Equal pay
The difference in average pay between men and women regardless of the work they do	Being paid the same for like for like work

Here at Tamdown Services, we conduct regular pay reviews to ensure people are being paid equally for the work they do.

The Six Metrics

The difference in men and women:

1. Mean full pay
2. Median full pay
3. Mean bonus pay
4. Median bonus pay
5. Proportion of men and women who received bonus pay
6. Proportion of men and women in each of the four quartile bands

Coronavirus (COVID-19) and Furlough

Furloughed staff receiving less than full pay **do not count** as full pay relevant employees and must be excluded from some of the required calculations. All staff employed by Tamdown Services were furloughed on the snapshot date, significantly impacting our results.



TAMDOWN

Tamdown Services

On the 5th April 2020, 100% of Tamdown Services staff were furloughed receiving less than full pay, therefore do not count as full pay relevant employees. The gender pay gap is reported as 0%.

Tamdown Services Gender Pay Gap 2020

Mean (Average)	0%
Median (Middle)	0%

Tamdown Services Bonus Pay Gap

Mean (Average)	0%
Median (Middle)	0%
Proportion receiving a bonus	0% Male 0% Female



TAMDOWN

Helping to close the gap...

Tamdown Services is an equal opportunities employer, and we always work towards achieving a diverse workforce and inclusive culture for all.

Below is a list of current initiatives to help close the gap:

- We are continuing to carry out pay and benefits reviews at regular intervals across the business.
- We are continuing to promote all vacancies internally to all our employees, and provide development for current employees to grow into succession roles.
- We are continuing to promote our Women in Construction campaign among schools and colleges to raise the profile of careers in Engineering and Construction.
- We are committed to developing our recruitment and selection processes to attract talent from a wide range of groups.
- We strive to embed equality into our culture, via our Purpose and Values.

I, Sarah McCulloch (Director of People) confirm that the information in this statement is accurate.