

TAMDOWN



# Gender pay gap report 2023

# The Gender Pay Gap

## About Tamdown Services

Tamdown Services employs our Site based staff, e.g. Site Managers, Engineers, Groundworkers and Machine Operators. Services include earthworks, building highways, substructures and basements and installing drainage systems.

## 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. It is not a measure that compares pay for men and women performing the same or equivalent role (equal pay).

## 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 their gender pay gap.

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



## Gender pay gap

The difference in average pay between men and women regardless of the work they do

## Equal pay

Men and women being paid the same for like-for-like work

We conduct regular pay reviews to ensure people are being paid fairly for the work they do.



## The Six Metrics

The difference in men and women's:

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

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# Our Data

## Tamdown Services Gender Pay Gap 2023

Mean (Average)	12.06%
Median (Middle)	12.45%

## Tamdown Services Bonus Pay Gap 2023

Mean (Average)	-34.41%
Median (Middle)	-936.00%
Males receiving a bonus	90.97%
Females receiving a bonus	100.00%

### Summary

At Tamdown Services, the average earnings for women is 12.06% less than men.

The percentage of male employees receiving a bonus is 90.97% and the percentage of female employees receiving a bonus is 100%.

Like most employers in our sector, our gender pay gap exists because we have a higher percentage of male employees than female employees. On the 5<sup>th</sup> April 2023 (snapshot date), we had 258 employees of which 2 were female and 256 were male.

Since our first published gender pay gap report using a snapshot date of the 5th April 2017, we are pleased that our average gender pay gap has reduced by 24.04% from 36.1% to 12.06%.



### Proportion of employees in each pay quartile

#### Top Quartile

Male 100%	Female 0%
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#### Upper Middle Quartile

Male 100%	Female 0%
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#### Lower Middle Quartile

Male 98.46%	Female 1.54%
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#### Lower Quartile

Male 98.46%	Female 1.54%
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Rob Kendal  
Managing Director

