

Gender Pay Gap Report

April 2021



TES is committed to:

- ✓ Encouraging equality, diversity, and inclusion among the workforce and eliminating unlawful discrimination.
- ✓ Creating and promoting a working environment in which individual differences and contributions are recognised and valued.
- ✓ Ensuring that all employees and candidates, irrespective of the protected characteristics, will be treated fairly and with dignity and respect.
- ✓ We want to create an environment where our workforce have equal opportunities to progress and develop.

Gender Pay v Equal Pay

Gender Pay

The aim of Gender Pay Gap reporting is to show the difference between what women and men earn in the same organisation irrespective of their jobs.

Equal Pay

It is important to understand that Gender Pay is different to Equal Pay. Equal Pay measures the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender Pay Gap Report Requirements

The report will use the following calculations:

- The difference in the mean and median hourly rate of pay for men and women
- The difference in the mean and median bonus pay received by men and women
- The percentage of men and women who received a bonus
- The percentage of men and women employed with reference to four equal quartiles

Mean

The mean measures the average pay or bonus for a woman against the average pay or bonus for a man.

Median

The median compares the difference in the middle pay or bonus for men and women when all values are distributed from low to high

Gender Pay Gap Reporting

Gender Pay Gap 2021

Mean	0.20%
Median	3.00%

Mean

In our organisation the mean average gender pay gap is 0.2% meaning there is only a 0.2% differential between the average pay for males compared to females.

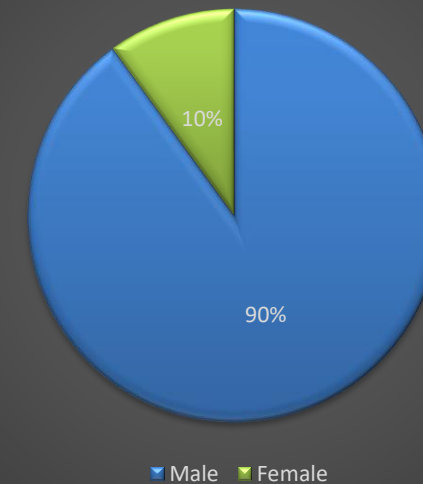
Median

Our median gender pay gap is 3% which is lower than the national average of 7.9% (Office for National Statistics).

What we have noticed:

- We have more males than females working in our organisation
- Females tend to be in the more traditional administrative roles
- The promotion of flexible working and job share roles have improved the work life balance for working parents but would show as lower salaries compared to a full time equivalent
- The majority of our females work in more senior support positions which are paid more than our front line positions mostly, occupied by males

Male to Female Ratio



Gender Pay Gap Reporting - Bonus

Gender Pay Gap - Bonus 2021

Mean	-540%
Median	0.60%

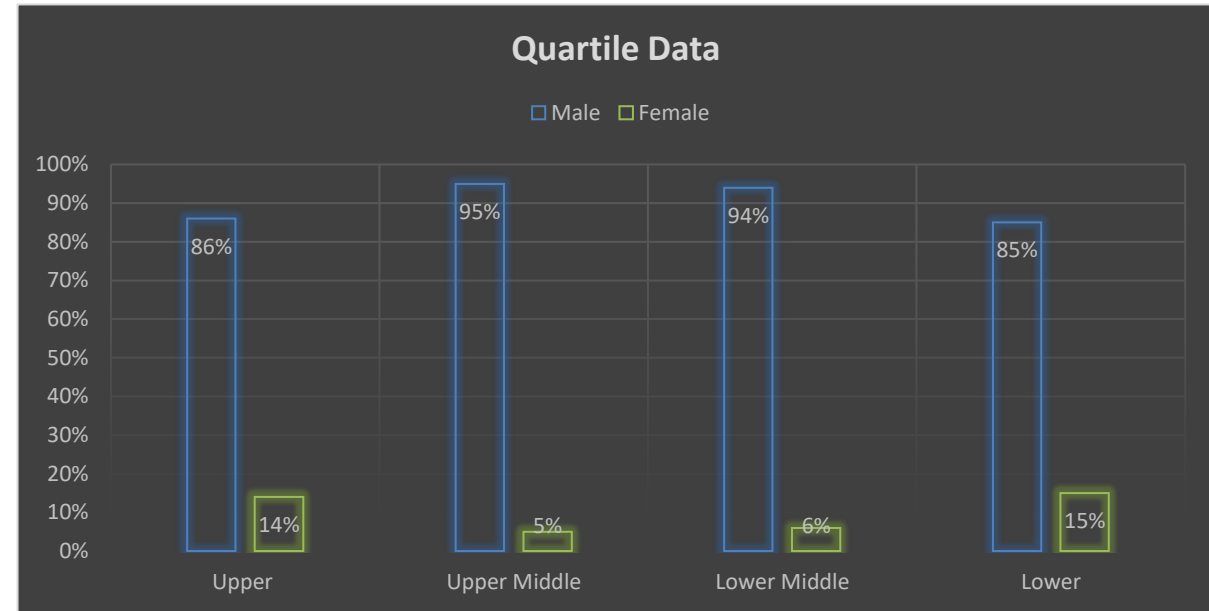
TES 2000 operates a discretionary bonus scheme for administrative employees.

We have more females working in key director and senior management roles which attract a higher bonus entitlement. This is reflected in our Bonus Gender Pay Gap for 2021.

Gender Pay Gap Reporting – Pay Quartiles

Pay Quartiles

There is a relatively consistent split between each quartile, which demonstrates that TES 2000 operates in a primarily male dominated sector. It is pleasing to see that the percentage of women in the Lower Quartile is one of the highest percentages, reflecting an improvement in recruitment of females in front line positions. In contrast, the Upper Quartiles shows the number of women employed by TES 2000 in Senior positions within the organisation.



Moving Forward

We recognise and understand that reducing our gender pay gap requires effort and consideration in every part of our business.

We are pleased with our progress and actions we have taken since last year to improve our gender diversity.

- ✓ Joining and promoting the Woman in Rail Programme
- ✓ Joining the Network Rail Equality, Diversity and Inclusion charter
- ✓ Appointing an EDI champion at board level
- ✓ Introducing training for all employees in equality, diversity and inclusion
- ✓ Annual business-wide data cleanse, providing staff with opportunities to share information to allow for more accurate reporting and actions are taken on relevant data
- ✓ Invested in an applicant tracking system, which makes recruitment and progression processes accessible and attractive to all candidates.
- ✓ Our recruitment system completes a check on all job descriptions and vacancies for unconscious gender bias, length, and recruitment best practices
- ✓ We encourage mixed interview panels where possible
- ✓ Removal of gendered language from policies, procedures, and legal documentation
- ✓ Creating remuneration bandings to ensure consistency of salary and bonus
- ✓ Appointing more females in management positions
- ✓ Expanded requests for flexible working from day one

Action Plan

At TES we recognise that progress will be continual and are committed to introducing further measures to support our gender equality programme:

- Continuous improvement in developing a consciously inclusive workforce
- Target recruitment campaigns to support our diversity programme
- Advance and Aspiring Leadership programmes with EDI mentors
- Supporting the return of our maternity leavers, promote hybrid working and job sharing
- Working with our clients to provide improved facilities on site i.e. welfare facilities
- Working to identify how we can create more gender diversity within our front line positions.

Authorisation

I confirm that the information and data reported are accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Austin
Managing Director

17/03/2022