

Gender Pay Gap Report

April 2020



Paul Austin, Managing Director

At TES we are committed to creating a great working environment where gender diversity is not only encouraged but celebrated.

We recognise that with a gender diverse workforce comes different experiences, skillsets, ideas and ways of working, which all bring positive changes and economic competitiveness.

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	
Mean	-5.07%
Median	2.62%

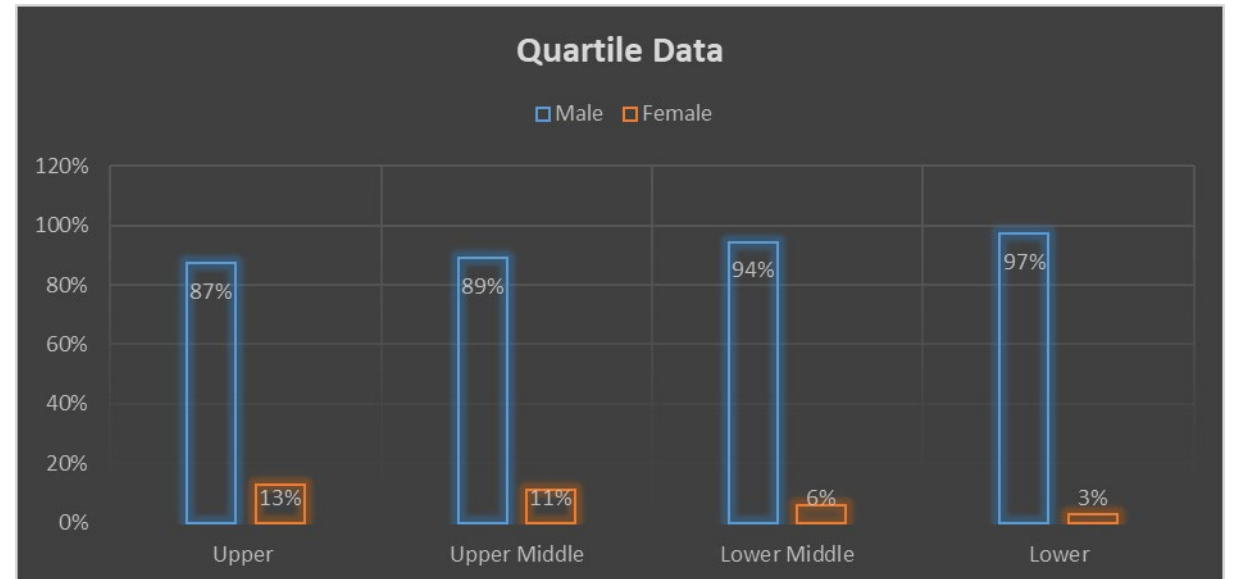
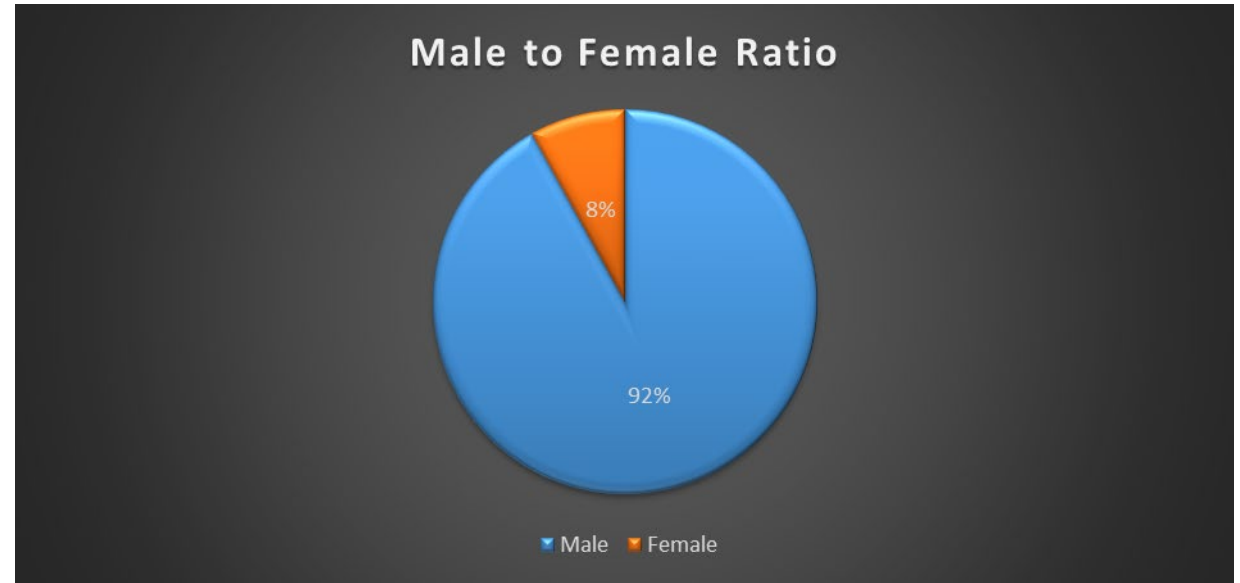
Gender Bonus Gap	
No bonus payments were made	

Mean

The majority of our females work in more senior and supporting positions which are paid more than our front line position mostly occupied by males.

Median

This reflects that we have more males than females working in our organisation.



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. Here are some of the initiatives introduced over the past 12 months:

- 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
- Monitoring EDI data and EDI training data
- Creating remuneration bandings to ensure consistency of salary and bonus
- Appointing more females in management positions
- Expanded requests for flexible working from day one

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

- Target recruitment campaigns to support our diversity programme
- Working with specialist marketing providers to improve our branding
- Supporting the return of our maternity leavers
- Considering the introduction of Inclusion and Diversity Champions
- Working with our clients to provide improved facilities on site
- 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

10/03/2021