

# Gender Pay Gap Report

2021/2022

|                | Median (middle) | Mean (average) |
|----------------|-----------------|----------------|
| Gender Pay Gap | 0%              | 3.4%           |

In line with our regulatory reporting requirements, the table below sets out our 2021/2022 Gender Pay Gap results.

I confirm that the data given in this statement is accurate and in line with government reporting regulations.



Paula Byrne  
**HR Transformation Director**

14/12/2021

## Annual Gender Pay Gap Report

|  |        |
|--|--------|
| TC Facilities Management Median Gender Pay Gap | 0%     |
| Mean Gender Pay Gap                            | 3.4%   |
| Median Bonus Gap                               | 0%     |
| Mean Bonus Gap                                 | 35.03% |
| UK National Median Gender Pay Gap              | 15.4%  |

| Pay Distribution      | Men    | Women  |
|-----------------------|--------|--------|
| Upper Quartile        | 60.13% | 39.87% |
| Upper Middle Quartile | 47.26% | 52.74% |
| Lower Middle Quartile | 45.81% | 54.19% |
| Lower Quartile        | 51.23% | 48.77% |