

# Gender Pay Gap Report

## 2023/2024

	Median (middle)	Mean (average)
Gender Pay Gap	0.0%	7.9%

In line with our regulatory reporting requirements, the table below sets out our 2023/2024 Gender Pay Gap results.

### Annual Gender Pay Gap Report

TC Facilities Management Median Gender Pay Gap	0.0%
Mean Gender Pay Gap	7.9%
Median Bonus Gap	60.9%
Mean Bonus Gap	54.9%
UK National Median Gender Pay Gap	14.3%

Pay Distribution	Men	Women
Upper Quartile	56.9%	43.1%
Upper Middle Quartile	38.4%	61.6%
Lower Middle Quartile	43.6%	56.4%
Lower Quartile	43.4%	56.6%

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



**Kelly Clark**  
HR Director

30<sup>th</sup> January 2024