

Gender pay gap annual update

Transport for Wales Rail Ltd

April 2022



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1. Purpose

This report has been produced to provide an overview of the official gender pay gap figures calculated on the public sector snapshot date of 5 April 2022. In April 2017, the UK Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their Gender Pay Gap including:

- mean and median gender pay gaps
- mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- proportions of men and women in each pay quartile.

Mean

The mean gender pay gap demonstrates the difference in the average hourly rate of pay between men and women.

Median

The median gender pay gap demonstrates the difference between the middle-paid man and the middle-paid woman in an organisation.

While the mean gender pay gap can be skewed by a small number of high earners, the median pay is more representative of the difference in what a man or woman gets paid at TfWRL.

Equal pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

It's unlawful to pay people unequally because they are a man or a woman.

Quartile

To examine pay at different levels of the organisation, we've divided our colleagues into four more-or-less equal groups with pay graded from lowest to highest.

2. Overview

As of 5 April 2022, TfWRL employed 2,834 people. Of these, 20.0% were women and 80.0% were men.

The mean hourly pay for men was £21.25. For women, it was £17.78. This represents a gender pay gap of 16.4%.

The median hourly pay for men was £20.67. For women, it was £16.69. This represents a gender pay gap of 19.2%.

19.5% of women and 17.3% of men received a bonus payment in the 12 months preceding the snapshot date. This bonus payment is commission earned by eligible roles within the Conductor function. The mean bonus pay gap is 4.2% and the median bonus pay gap is 7.9%.

The data in this report relates to the period 1 April 2021 to 31 March 2022. Hourly pay figures for all full pay relevant colleagues across the three payroll groups were calculated using data collected from the pay period that included 5 April 2022.



Our International Women's Day stall, Cardiff Central station. International Women's Day is a global celebration to commemorate achievements of Women. Helen Ward, Train Driver and Chole Thomas, Fleet Support Engineer displaying the break the bias pose by crossing their arms to show solidarity.

3. Context

The data in this report relates to the period 1 April 2021 to 31 March 2022. Hourly pay figures for all full pay relevant colleagues across the three payroll groups were calculated using data collected from the pay period that included 5 April 2022.

During the coronavirus pandemic, some front-line colleagues were furloughed. Furlough came to an end on 30 September 2021. All colleagues have since returned to the business.

Bonus pay figures are based on commission earned by eligible conductor and conductor instructor roles. All of ticket-sales train conductors and conductor instructors receive 4% of all tickets they have sold as a commission, paid twice yearly. Management and the trade union jointly agree the rotas for every timetable change to ensure fairness of distribution of routes.

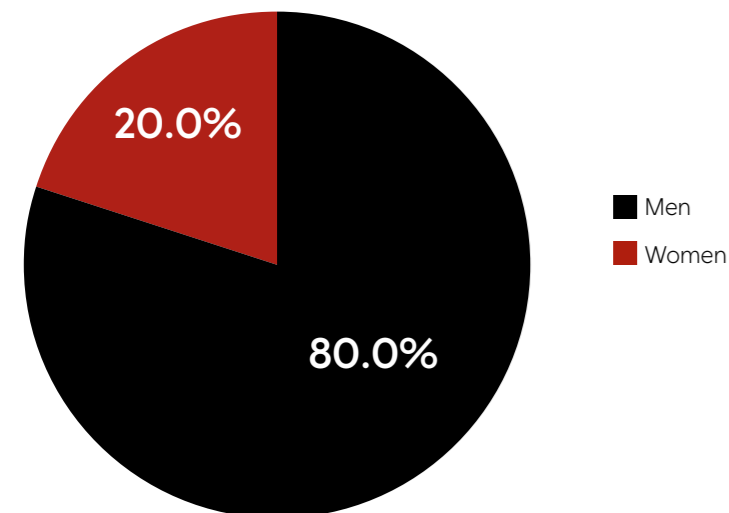
Amendment to our Gender Pay Gap 2021 submission

On calculating this year's gender pay gap information, we've discovered an error in the calculation of the 2021 submission. We are committed to being open and transparent in recognising this error and will be recalculating the 2021 figures and updating our submission. We'll republish our report which will be uploaded to our company website by end of April 2023.

4. Gender pay gap, 5 April 2022

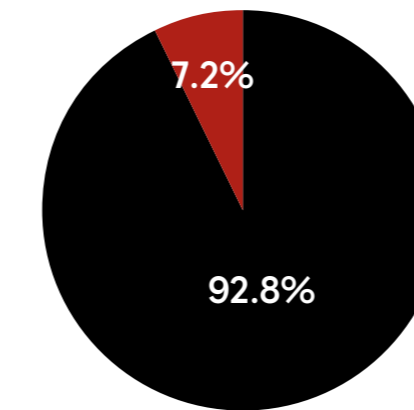
As of 5 April 2022, TfWRL employed 2,834 people. Of these, 80.0% were men (2265) and 20.0% were women (568).

4.1 Gender by proportion of staff, April 2022

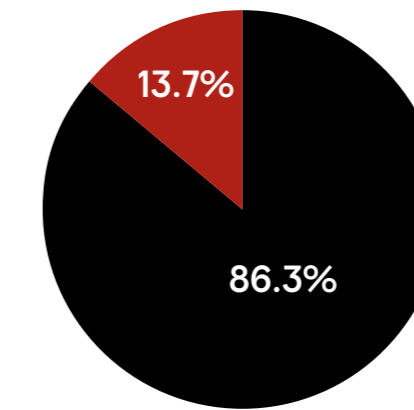


4.2 Pay by quartiles, April 2022

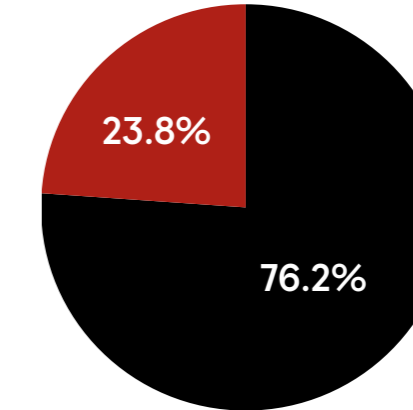
Top quartile



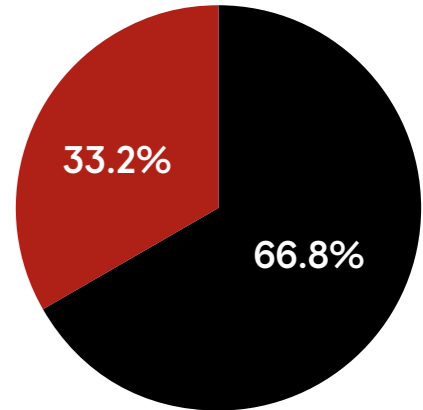
Upper-middle quartile



Lower-middle quartile



Bottom quartile



The mean hourly pay for men was £21.25. For women, it was £17.78. This represents a gender pay gap of 16.4%.

4.3 Mean gender pay gap in hourly pay, April 2022



The median hourly pay for men was £20.67. For women, it was £16.69. This represents a gender pay gap of 19.2%.

4.4 Median gender pay gap in hourly pay, April 2022



5. Bonus pay

In 2021/22, 19.5% of women and 17.3% of men received a bonus payment in the 12 months preceding the snapshot date.

This bonus payment is commission and earned by eligible roles within the Conductor function.

The mean bonus pay gap is 4.2% and the median bonus pay gap is 7.9%.

As the data from the previous year's report is not comparable, we are unable to publish the difference between this year and last year's bonus pay.

All of ticket sales train conductors and conductor instructors receive 4% of all tickets they have sold as a commission which is paid twice yearly. Management and the trade union jointly agree the rotas for every timetable change to ensure fairness of distribution of routes.

6. Pay award

All employees received a 3.3% pay award. This was despite TfWRL being heavily impacted by our revenue remaining below pre-pandemic levels. However, funding was secured to acknowledge everyone's hard work and contribution.

As a public business, our funding attracts scrutiny and control. Welsh Government remained committed to our transformation programme. We work with our four recognised trades unions and appreciate their continued social partnership and contribution to meaningful consultation.

7. Our progress since last year

Recruitment

We've increased the proportion of women hired, with women making up 35% of total hires compared to 25.6% in 2020/21. Women accounted for 18.9% of the total internal promotions for the year. In the period we had 12 women apprentices. This equates to 30% of the total apprentices in the business.

At 5 April 2021, there were 35 female drivers (5.6% of all drivers) . At 5 April 2022 there were 54 female drivers (7.9% of all drivers)

At 5 April 2021, there were 23 women in the fleet directorate (7.4% of all fleet employees). At 5 April 2022 there were 26 women in the fleet directorate (8.5% of all fleet employees).

A focus group has been developed with the innovation lab that consists of female train drivers across the business to create train driver recruitment advertising campaigns to attract and increase gender diversity in train driving.

We're working jointly with ASLEF (the trade union that represents train drivers). We met with their Executive to understand their commitments to gender equality and to develop an action plan to further increase diversity in our train-driving workforce. We have met with other rail businesses and rail industry partners to learn from others with similar roles and understand how we can share best

practice to improve gender parity across the industry in train driving. We recognise more needs to be done to promote careers in rail to women, particularly in train driving and engineering roles. We are seeing more applications from women but not enough.



Visiting the ASLEF Executive in London to discuss increasing the numbers of female train drivers. From left to right: John Julian (Crossrail Company Council), Steve Austin (ASLEF FTO District 7), Ian Thompson (ASLEF and Transport for Wales Company Council Secretary), Claire Metcalfe (Director of People and Culture MTR Elizabeth Line), Tina Rees (Head of Shared Services TfW), Paul Siniacki (Strategic Labour Needs Training Manager MTR ER), Mamoon Malik (Crossrail Company Council), Nigel Gibson (ASLEF FTO District 5) and Pete O'Riordon (Crossrail Company Council).

Recruitment fairs

We increased our outreach for the recruitment of women now social distancing was no longer a consideration (which had previously hindered the types of engagement we could undertake).

We've attended career fairs with colleagues from Train Driving and Engineering to speak to women who have never considered the industry before and encourage them to learn more and shared the opportunities and benefits of train driving and engineering in rail.

We supported International Women's Day by engaging with customers at Cardiff Central and Pontypridd train stations with women Train Drivers, Engineers and women in leadership roles to share the benefits and career opportunities for women in rail. The majority of customers we engaged had not considered rail as a career and were not aware of the many career opportunities available.



Our first in-person careers fair in Bridgend. Left to right: Chloe Thomas (Fleet Support Engineer), Tom Parker (Fleet Support Engineer), Beverley Hannible (Driver and Operations Trainer).

Interviews

We have started to develop and work with the Armed Forces Covenant, to develop our career pathways to improve the gender pay gap and the representation of women in science, technology, engineering and mathematics (STEM) positions. Women STEM candidates who meet the essential criteria for one of our roles would be guaranteed an interview under the Guaranteed Interview Scheme.

As part of our standard recruitment procedure, we aim to have a gender balance on all of our interview panels to minimise bias in recruitment.

Development programmes

In 2021/22, we helped run the following development programmes that focus specifically on developing confidence, resilience and career opportunities for women.

Women in Rail – Moving Ahead Mentoring programme.

This is a cross-organisational mentoring programme that provides one-to-one mentoring and a range of seminars over a nine-month programme. In 2021 we enrolled six mentees and five mentors in the programme. The mentees outline what they would like to gain from the experience and all participants complete a survey to enable them to be effectively matched with a mentor. Of the six mentees who took part, three have been promoted.

The mentoring I have received as part of the [Moving Ahead Mentoring] Programme has been amazing, I feel I have become more confident, more ambitious and a better leader as a result of it. My mentor supported me through some challenging periods and made sure I was okay. I think the outcome of the challenges I faced would have been very different if it wasn't for my mentor.

Natalie Rees – Head of Sustainability and Climate, TfW

Woman in Transport – LEAD development programme

Women in Transport is a cross-organisational programme that brings together women from across the transport sector. It is a nine-month programme that has a range of learning opportunities from classroom events, 360 feedback, Action Learning Sets, individual and group coaching and guest speakers from the transport industry. During the year, six women have taken part in the programme of those three have been promoted.

Leading With – Internal Leadership Development

January 2022 saw the launch of our internal leadership development programmes our first cohort launched and 29% of the participants of this programme were women. The programme uses Insights Discovery to learn more about our own personal preferences and how we can adapt our leadership to suit the needs of our teams. This first cohort attended our Leading with Confidence programme. Of the two women candidates, one has been promoted.

Insights Discovery – Personality Profiles

This year, 84 women completed their Insights Evaluator and received their personality profiles. There were 121 coaching sessions held about the tool, helping these women to understand their strengths

and how they can use these effectively in their roles and their relationships with others. This equated to 30% of the Insights coaching sessions delivered.

Chwarae Teg LeadHerShip programme

We've sponsored the Chwarae Teg LeadHerShip programme for a second year. LeadHerShip aims to ensure that women become better represented in decision-making roles. It provides women with a platform so that their voices are heard and they are inspired to see themselves as future leaders. The programme helps promote us as an employer to young women and will therefore aid recruitment in the longer term.

Senior-level mentoring

We encourage senior-level mentoring and have started an approach for women who are at the senior level to be offered mentoring.



8. Our commitment to reducing the gender pay gap

Since March 2022, we've made changes to our business model. In the next reporting period, we'll be reporting TfW and TfW Rail Ltd as one organisation.

Working collaboratively with TfW, we've reviewed our equality, diversity and inclusion (EDI) offering for our colleagues. We've created an EDI forum that aims to support internal and external activities. The structure offers a holistic approach, linking the group to the accessibility and inclusion panel, employee resource groups and the EDI forum working groups.

During 2021/2022, our EDI business partner joined as a member of the Rail Delivery Group Diversity Inclusion Steering Group. The group's purpose is to drive positive change. The rail industry needs to work together, create consistency and be accountable for the change it wants to achieve. It is essential that the industry is inclusive for all colleagues, representative of the customers and communities it serves and recognises EDI as an essential component in creating a sustainable future for the rail industry.

In collaboration with the Welsh Government and PTI Cymru, funding has been agreed upon for the Women in Transport Wales Hub. The

funding will allow for the to hub be designed as a central point of support and professional development for women working in or considering working in the transport sector.

In recruitment and retention, we want to achieve greater inclusion and diversity throughout TfW but specifically in the areas where certain groups are underrepresented. We review our talent and attraction approach, using job-specific selection criteria to ensure fairness and inclusivity.

We are committed to reviewing our data following recruitment campaigns to review any diversity imbalances in specific areas of the business and explore any potential causes to remove any possible barriers to entry and progression.

The pandemic has given us the opportunity to become more flexible and integrate a hybrid way of working for our support functions and colleagues working in some other areas. This approach is helping to attract and retain talented people who are committed to our purpose and continue to develop flexible ways of working.