

# Gender pay gap report

April 2023



TRAFNIDIAETH CYMRU  
TRANSPORT FOR WALES





# Foreword

## Marie Daly, Chief Customer and Culture Officer



I am delighted to report that our gender pay gaps have narrowed once again. The median pay gap for TfW Rail and TfW Group stand at 16.2% and 14.1% respectively. Women are now better represented in higher paid positions. Both organisations have increased the proportion of women working for them.

The reason for this improvement is manifold. There is now greater representation of women among senior leaders and train drivers. We've seen an increase in women gaining promotion at TfW Rail.

This change has been hard won. We've made progress by investing in the leadership training of women at TfW. We're working with trades unions to ensure that more women become train drivers and engineers. We're focused on improving women's well-being through menopause workshops and better supporting carers. We're building wider networks across the industry.

Becoming one TfW is an opportunity to improve gender equality still further. For the first time, this year we've combined our gender pay gap reporting figures. Our new operating model allows us to work even closer and smarter than before. Reducing the gender pay gap is a key part of becoming truly one.

We need to play our part in addressing the chronic skills shortages and youth unemployment. TfW should offer young women new opportunities and skills, now and for future generations. We can also learn as much from them as they do from us. That is why a diverse workforce is so important.

There is still much to be done. Over the next year, I will prioritise improving our culture and the opportunities for women. Some of these improvements include:

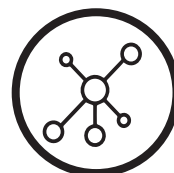
- publishing key performance indicators to measure the recruitment of women.
- offering greater opportunities for secondment to Welsh Government, Network Rail and other train operating companies.
- developing our engagement with the communities we serve to learn how we can reduce barriers to employment for and improve the retention of women from underrepresented backgrounds.
- reducing unconscious bias by training our managers.

Until the gender pay gap at TfW has been eliminated, I will not be content.

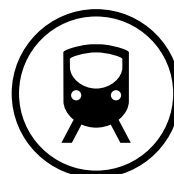
## My 2022/23 highlights:



The gender pay gap fell by 18.7 percentage points for TfW Group and 1.2 percentage points for TfW Rail.



Launch of our employee resource groups during National Inclusion Week 2022



Welcomed 22 female train drivers to TfW





# Purpose

## Overview

This report has been produced to provide an overview of the official gender pay gap figures calculated on 5 April 2023.

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.

Following Government advice, we changed our annual reporting snapshot date to 5 April to align with private, voluntary and all other public authority employers. The annual reporting snapshot date for Transport for Wales Rail Limited remains as 5 April.

## 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 TfW.

## 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.

# Key figures

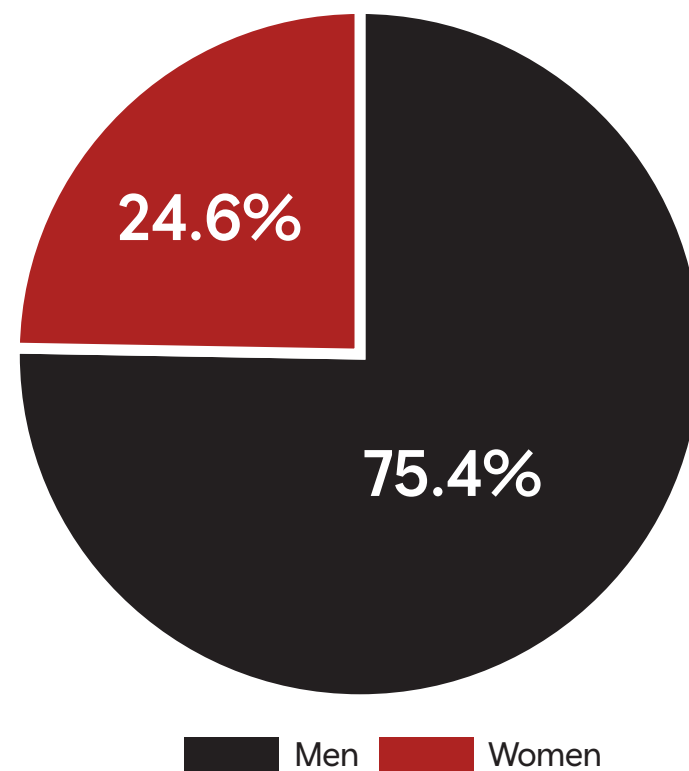
## Proportion of staff by gender

Overall, TfW employed 3801 people in April 2023. Of them, 2867 (75.4%) were men and 934 (24.6%) were women (see figure 1.1).

In April 2023, TfW Group employed 778 people. 471 (60.5%) of them were men and 307 (39.5%) were women. This represents a slight increase of two percentage points in the proportion of women employed compared with last year.

In April 2023, TfW Rail employed 3023 people. 2396 (79.3%) of them were men and 627 (20.7%) were women. This represents a slight increase of 0.7 percentage points in the proportion of women employed compared with last year.

**Figure 1.1: Proportion of staff by gender, overall TfW, April 2023**





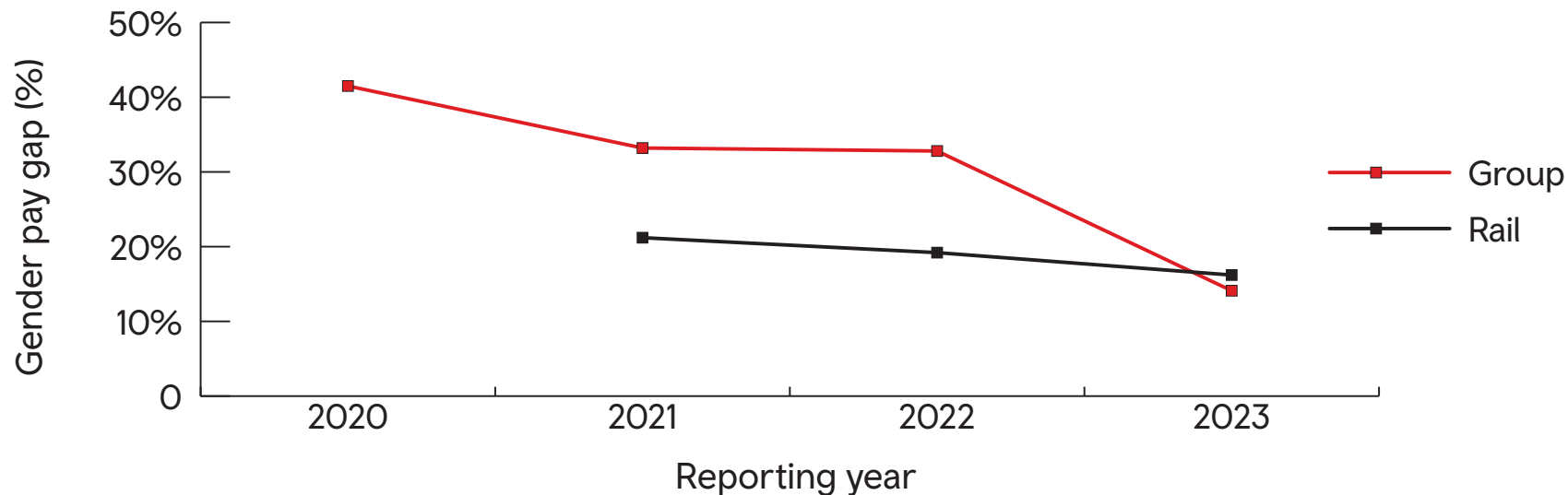
## Gender pay gap

Our gender pay gap has again narrowed (see figure 1.2).

TfW's Group median gender pay gap was 14.1% in April 2023. In March 2022, the gender pay gap stood at 32.8%. This fall of 18.7 percentage points is testament to the targeted work of our colleagues to address this disparity.

TfW Rail's median gender pay gap was 16.2% in April 2023. This has reduced to 16.2% over the past year. The mean gender pay gap as of 5 April 2022 was 16.4%. This has reduced to 15.2% This continued fall is a reflection of our commitment to reducing the gender pay gap.

**Figure 1.2: Change in the median gender pay gap**



**Table 1.1: Gender pay gap, April 2023**

	Mean	Median
TfW	15.8%	18.8%
TfW Rail	↓ 15.2%	↓ 16.2%
TfW Group	↓ 14.9%	↓ 14.1%

The arrows show whether the gap has increased or decreased on last year. We did not produce combined figures last year.

## Bonus pay gap

Bonus pay at TfW is calculated by looking at the commission earned from sales of tickets and catering. Only a small proportion of colleagues are eligible for this commission.

TfW Group's bonus pay figures for April 2023 are based on commission payments made to eligible colleagues in catering. At TfW Group, 8.5% of men and 11.8% of women were paid a bonus. The mean bonus pay gap was 21.4%. The median bonus pay gap was 11.4%, this was a decrease of 8.9% and an increase of 94.5% respectively. The large difference in the median pay gap compared to last year is due to the fact that a very small number of colleagues received commission last year, with the majority being men.

TfW Rail's bonus pay figures are based on commission payments made to eligible conductors. At TfW Rail, 21.7% of men and 26.2% of women were paid a bonus. The mean bonus pay gap was 13.3%. The median bonus pay gap was 15.7%. Compared to last year, the gaps have increased by 9.1 and 7.7 percentage points respectively.

**Table 1.2: Bonus pay gap, April 2023**

	Mean	Median
<b>TfW</b>	-7.5%	10.8%
<b>TfW Rail</b>	13.3%	15.7%
<b>TfW Group</b>	21.4%	11.4%



## Quartiles

For both TfW Rail and Group, more women are now in the highest and upper middle pay quartile. More men are in the lowest for TfW Rail. TfW Group has also increased the number of men in the lowest paid quartile.

Compared to last year, the number of women in TfW Rail’s highest and upper middle quartiles has risen by 2.3 and 0.2 percentage points respectively. There was also an increase in the number of women in the lower and lower middle quartiles by 0.2 and 2.4 percentage points respectively.

In TfW Group, the number of women in the highest and upper middle quartiles has risen by 3.2 and 7.2 percentage points respectively. The number of women in the bottom quartile has decreased by 8.1 percentage points.

These shifts have contributed to the fall in the gender pay gap.

**Table 1.4: TfW Rail pay by quartiles, April 2023**

	Lowest	Lower middle	Upper middle	Highest
<b>Men</b>	↓ 66.6%	↓ 73.8%	↓ 86.1%	↓ 90.5%
<b>Women</b>	↑ 33.4%	↑ 26.2%	↑ 13.9%	↑ 9.5%

The arrows show whether the proportion has increased or decreased on last year.

**Table 1.5: TfW Group pay by quartiles, April 2023**

	Lowest	Lower middle	Upper middle	Highest
<b>Men</b>	↑ 61.2%	↓ 51.8%	↓ 57.4%	↓ 72.3%
<b>Women</b>	↓ 33.4%	↑ 48.2%	↑ 42.6%	↑ 27.7%

The arrows show whether the proportion has increased or decreased on last year.



# What we're doing to improve

## Recruitment

Recruitment is a key area for us to equalise the proportion of colleagues at all salary levels. To encourage women to apply for jobs in the transport sector, we target advertising and recruitment fairs. This will bring down the gender pay gap.

We've recruited more women into higher-salaried roles. This year, we've increased the number of female train drivers. In April 2023, there were 76 female drivers (9.3% of all drivers), up from 54 (7.4%) in April 2022. We're also encouraging women early in their career. In 2022/23, women made up 42.9% of TfW's new apprentices, up from 14.3% the year before.

Simultaneously, we're looking to equalise the proportion of men across all roles. For TfW Group, the majority of new starters in lower salary bands 4, 5 and 6 were men. For TfW Rail, the majority of new starters in the lower and lower middle quartile were men.

In July 2023, we expanded our Pathways Programme—offering employment to people serving custodial and non-custodial sentences—to include women.



**Dewch i ddarganfod y cyfleoedd sydd gennym ni i'w cynnig.**

**Discover your opportunities with us.**

Come along to one of our recruitment events to find out how you can be part of our journey to create an inclusive transport network everyone in Wales can be proud of.

Dewch draw i un o'n digwyddiadau recriwtio i ddarganfod sut y gallwch chi fod yn rhan o'n taith i greu rhwydwaith trafnidiaeth gynhwysol y gall pawb yng Nghymru fod yn falch ohono.

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TRANSPORT FOR WALES

Chloe Thomas, Peiriannwr Cynorthwyo Ffilyd | Fleet Support Engineer  
Demi Woodham, Trydanwr Ffilyd | Fleet Electrician



## Learning and development

We're upskilling women in our organisation to help them gain promotion into leadership positions. Increasing internal promotion is key to getting more women in senior management positions and operational roles that are predominately occupied by men.

This year, our success was recognised by achieving the 5% Club Gold accreditation for our early talent programmes. We've pledged to work towards addressing youth unemployment and skills shortage.

We launched a leadership programme solely focused on women, Elevating Women in Leadership. The aim was to help women to achieve more in their careers. The first cohort included 20 women from across the organisation.

Our in-house leadership development programme Leading With... continues to support our people to succeed as leaders. During 2022/23, half of the participants were women.

For the third year, we've participated in the Women in Rail Moving Ahead Mentoring programme. It pairs people from across transport on a nine month programme based on their needs and experience.



**Earn and  
Learn  
Recognition  
Scheme**

## Community and stakeholder engagement

To better understand the barriers to recruitment from the communities we serve, we've been meeting with and learning from local groups.

We're working with schools and colleges to increase the number of girls taking science, technology, engineering, and mathematics subjects.

We have committed to work with Diverse Cymru to review our policies and procedures to ensure equity for all. We've collaborated with the Muslim Council for Wales and we are working with Grangetown Amanah project to improve our recruitment practices.





## Improving our culture

Ensuring that women feel supported and welcome in the workplace is important. This year, we've been improving our wider culture and well-being support to ensure women can contribute fully to TfW.

We launched our employee resource groups during National Inclusion Week 2022. One of these groups is a gender group. They provide a safe space for people to raise issues or concerns. The groups support national campaigns and internal events.

To highlight and promote relevant roles in our industry, we celebrate national campaigns such as International Day of Women and Girls in Science.

To better understand intersectional issues facing women, we've produced an anti-racism plan and are embedding the findings.

We completed an EDI strategy which involved a Wellbeing, Diversity and Inclusion employee survey and focus groups across TfW, engaging 1,700 colleagues.

Physical and mental well-being of women is a priority for TfW. Recent developments include running menopause awareness sessions and joining the rail industry menopause network.





## Improving data

To better understand barriers to promotion, recruitment and retention, we're always seeking to improve our data.

This year, we're comparing our figures to the wider transport and public sector. This will ensure that we're learning best practice from those that have a smaller pay gap than us.

In 2024/25, we'll introduce key performance indicators to make sure we're hitting our ambitious recruitment targets.

We'll develop our equality, diversity and inclusion data to gain a better understanding of the representation of our workforce. More data will mean more evidence based targeted interventions and being able to measure impacts. We'll be better to understand the impact of multiple intersecting identities such as ethnicity and disability.

This will help us achieve our ambition of a truly inclusive workforce that is reflective of the communities we serve.

**Table 2.1: Gender pay gap comparisons, April 2023**

	Mean	Median
<b>Alstom Transport</b>	9.1%	10.9%
<b>CAF Rail UK</b>	12.3%	28.4%
<b>Development Bank Wales</b>	23.0%	27.0%
<b>Department for Transport</b>	10.7%	13.3%
<b>LNER</b>	22.7%	15.2%
<b>National Rail</b>	7.4%	9.3%
<b>Public Health Wales</b>	13.8%	6.4%
<b>Transport for London</b>	6.8%	8.6%
<b>TfW Group</b>	14.9%	14.1%
<b>TfW Rail</b>	15.2%	16.2%





# Future improvements

Improve our recruitment of women, including proactively reaching those who are returning to work after a career break and those who come from underrepresented groups.

Publish key performance indicators related to the recruitment of women at TfW.

Develop our engagement with the communities we serve to learn how we can reduce barriers to employment for and improve the retention of women from underrepresented backgrounds.



Offer greater opportunities for women to share their talents and gain new skills through secondments to Welsh Government, Network Rail and other train operating companies.

Empower our colleagues to constructively challenge any unacceptable behaviour relating to harassment and discrimination through better reporting mechanisms.

Introduce more training to limit unconscious bias for our HR team, Executive Leadership Team and hiring managers.



Deiri  
Woodham



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