



Gender Pay Gap Report 2020



West
Midlands
Trains

A Word From the HR Director

West Midlands Trains are committed to encouraging diversity and inclusion. We strive to be truly representative of all sections of the society we serve.

The progress we have made improving the gender pay gap at West Midlands Trains over the past couple of years has, in part, been thanks to the great work that we are doing to embed Equality, Diversity and Inclusion (EDI) into everything we do.

However, we know that there is a great deal more that we need to do. We need to continue working to attract and progress women into senior roles. We have a comprehensive EDI strategy and EDI action plan which includes how we attract, recruit, develop, progress and retain women in the organisation. All of this will help us to narrow the gender pay gap.

Jo MacPhail,
HR Director



Our Progress

We have been working on exciting EDI initiatives to help improve equality, diversity and inclusion at West Midlands Trains.

We are signed up to the Women in Rail and Railway Industry Association's 'EDI Charter'. We are currently working towards achieving Stage 2 of the Investors in Diversity accreditation through the National Centre for Diversity.

Take a look at our fabulous achievements on page 6 and more of our future plans on page 7.

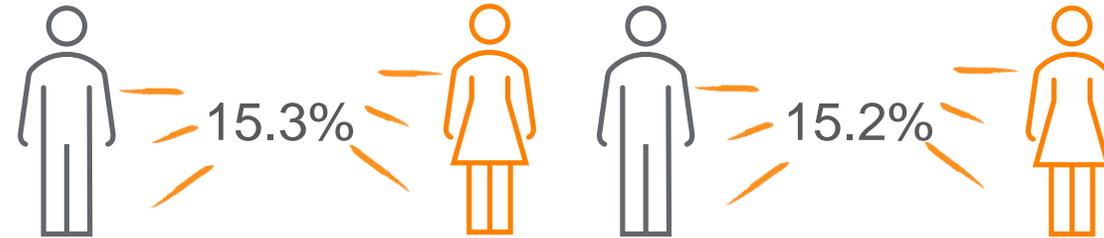
What is the Gender Pay Gap?

- The gender pay gap is the difference between the average earnings of men compared to the average earnings of women, expressed relative to men's earnings across all levels of the business.
- It is different to equal pay, which is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.
- The data is based on hourly rates of pay as at the snapshot in April. The results can be influenced by a number of factors, including the demographics of the company's workforce.
- West Midlands Trains gender pay gap data includes our total workforce across West Midlands Railway (WMR) and London Northwestern Railway (LNR).



Our Results

Gender Pay Gap



The **mean pay** for men is 15.3% higher than for women

The **median pay** for men is 15.2% higher than for women

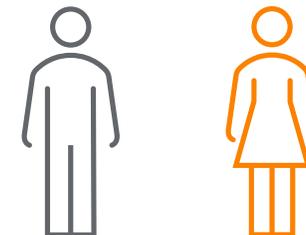
Gender Bonus Gap



The **mean bonus** pay for men is 24.8% higher than for women

The **median bonus** pay for men is 26.1% higher than for women

Received a bonus

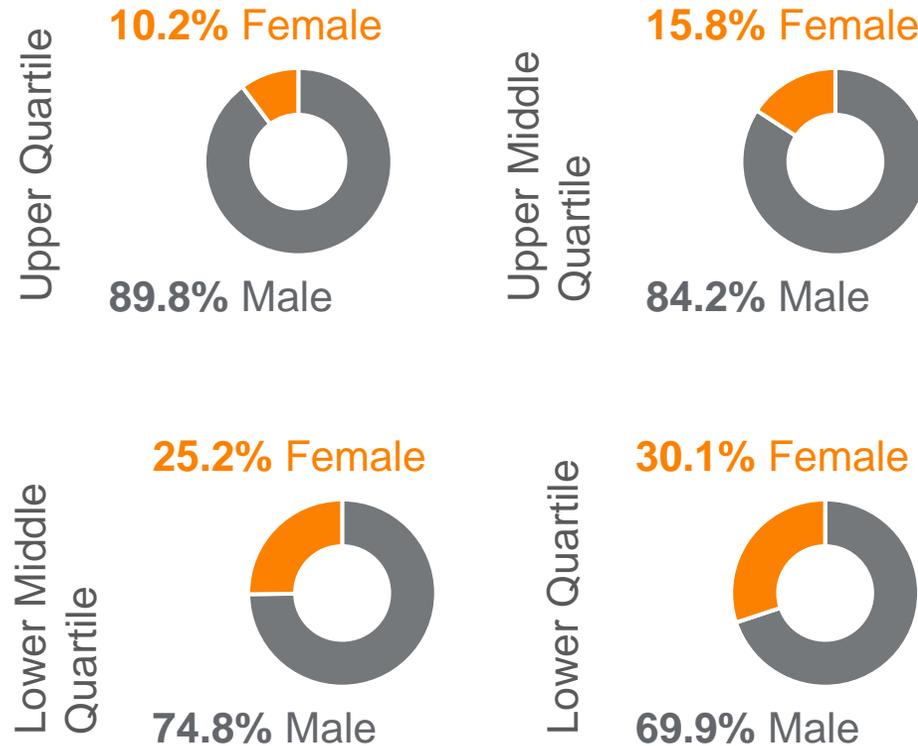


24.2% 30.2%

6% more women received a bonus in the year up to April 2020

Pay Quartiles

This represents the gender distribution across four equally sized pay quartiles, from the lowest to highest paid. The lower pay quartile contains the 25% of the workforce with the lowest hourly rates of pay. The upper quartile contains the 25% of workforce whose hourly rates of pay are the highest. Our aim is to strive to achieve a balance of gender representation in all the quartiles.



Our Achievements

We are pleased with the female gender progression we have made during recent years:

- Our Executive Team now includes 2 female members since 2020.
- There have been numerous female internal promotions to senior roles including Engineering Director and across our Head of Department roles with female appointments in our Train Driver, Customer Experience Strategy, Control and Stations functions.

Mean Gender Pay Gap decreased from 16.5% in 2017 to 15.3% in 2020



We are proud of our ability to attract fabulous external talent:

- Significant 2020/2021 female appointments including our Head of Learning & Development and crucial project roles.
- 38% of our Engineering Apprenticeships across our 2019 and 2020 intakes were female

Highest Pay Quartile Female distribution increased from 7.7% in 2017 to 10.2% in 2020



We recognise there is more work to do and are passionate about supporting positive female role models who were celebrated at our International Women's Day Webinar 2021.

We continually challenge ourselves to improve and are delighted to have been nominated for 8 categories in the National Centre for Diversity FREDIE (Fairness, Respect, Equality, Diversity, Inclusion, Engagement) Awards 2021, including Most Improved Organisation of the Year.

Get your career on track...

as an Apprentice Engineer (Rail Technician)



Apply now

"I'm proud to be part of an inclusive engineering team"
Fiona Malcolm (Senior Project Engineer)



Get your career on track...

as an Apprentice Engineer (Rail Technician)



Apply now

"Join a great team and help lead the future of engineering"
Zena Dent (Engineering Director)



Get your career on track...

as an Apprentice Engineer (Rail Technician)



Apply now

"Every day I learn something new and I love knowing that I am making progress"
Rio Pearce (Engineering Apprentice)



Our Plans

West Midlands Trains is an employer of choice for the local area and is committed to ensuring all our employees are rewarded equally and fairly, irrespective of their gender or any other protected characteristic.

Whilst we do have a pay gap between genders, the majority of our salaries are achieved through collective bargaining with our 4 trade unions, meaning that for most areas of the business male and female colleagues are on exactly the same rate of pay where they undertake the same role.

Achieving greater balance in the distribution of both men and women throughout the entire organisation will take time. That said, we are continually working on fostering a more inclusive culture and encouraging diversity within our workforce.

Our plans include:

- Continue to promote equality, diversity, wellbeing and inclusion through our Equality, Diversity and Inclusion (EDI) strategy and 10 key focus areas.
- Achieve Stage 2 of the Investors in Diversity accreditation through the National Centre for Diversity.
- Use positive female role models to promote and advertise roles, particularly roles where women are currently underrepresented such as Train Driving and Engineering and celebrate them regularly.
- Support and promote our female network group 'Engender' – 'let's not allow gender to define worth, give rise to equality in the workplace'.
- Continue formal and informal training on EDI topics such as challenging bias, gender stereotypes, micro-aggressions, allyship, intersectionality, creating safe spaces and inclusive environments. We also focus on topics related to other underrepresented groups within the organisation. We aspire for everyone to have a sense of belonging.



I confirm that our data has been calculated according to the requirements of the Equality Act 2010
(Gender Pay Gap Information) Regulations 2017

Jo MacPhail
Human Resources Director



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