



# Gender Pay Gap Report 2022



West  
Midlands  
Trains

# A Word From the HR Director

At West Midlands Trains (WMT) we care about our colleagues, customers and communities. We are passionate about the service we deliver and committed to increasing diversity, inclusion and engagement within our organisation.

We are continually striving to foster a safe and inclusive culture. Our guiding principles for equality, diversity and inclusion (EDI) incorporate the importance of positive behaviours, with our You Matter, Behaviour Matters, and Be Kind initiatives at the centre.

It was a pleasure to be actively involved in the development and to host the launch of the 'My Mummy is a Train Driver' book at Wolverhampton station in 2022. It is important to highlight diversity, challenge stereotypes and promote inclusion in the rail industry; something this initiative captures perfectly.

At WMT we actively encourage ambition and personal development of underrepresented groups. As a woman in a leadership role, I am heartened by the successes we have made in recent years of recognising, nurturing and enabling female talent and progression within our business.

Recent recognition of our EDI progress includes being listed as number 10 in Transportation in the Financial Times Leaders in Diversity league list, as well as winning the EDI award at the Rail Business Awards. We fully understand however, despite all our accolades, that our journey is far from over.



**Jo MacPhail,**  
HR Director

# Our Progress

We know that the rail industry has historically been under-representative of women, particularly in our higher paid operational roles such as Train Drivers. This has a direct impact on our gender pay gap.

As we try to address this in the short-term, we also need to have long-term strategies to encourage interest from under-represented groups. We have made progress this year through our recruitment initiatives and involvement of young people. Our collaboration with others across the rail industry is something we continue to invest in, so that we can make a positive impact across our industry.

We are seeing results from our work. Recent examples of this include the 2022 intake of apprenticeships which brought in a higher proportion of women compared to previous years. Whilst the impact on our gender pay gap will not be fully realised until these intakes start to progress through to fully qualified roles, the long-term impact will be positive.

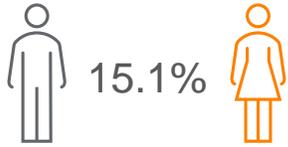
This report provides an overview of our current gender pay gap as well as more information on our achievements and future plans to both recruit and retain diverse talent.

# What is the Gender Pay Gap?

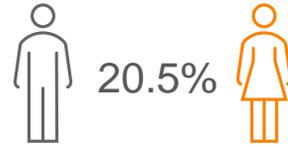
- The gender pay gap is the difference between the average earnings of men compared to the average earnings of women, expressed relative to men's earnings across all levels of the business.
  - The **mean** difference takes the total of all females' pay divided by the total number of females; then compares this to the equivalent number for males.
  - The **median** ranks all females from highest to lowest pay and finds the pay of the middle person, then compares this to the equivalent number for males.
- A pay gap 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 pay gap looks across the organisation as a whole, regardless of the type of work being undertaken.
- Pay data is based on hourly rates of pay as at the snapshot date in April. The results can be influenced by a number of factors, including the demographic distribution across the company's workforce.
- West Midlands Trains (WMT) gender pay gap data includes our total workforce across West Midlands Railway (WMR) and London Northwestern Railway (LNR).



## Gender Pay Gap

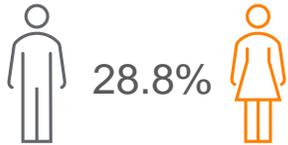


The **mean pay** for men was 15.1% higher than for women

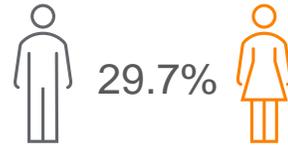


The **median pay** for men was 20.5% higher than for women

## Gender Bonus Gap



The **mean bonus** pay for men was 28.8% higher than for women



The **median bonus** pay for men was 29.7% higher than for women

## Received a Bonus



22.5%

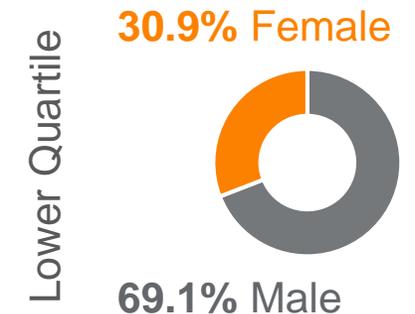
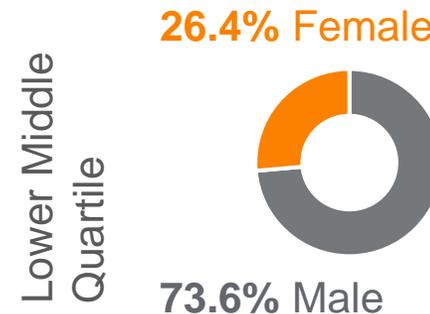
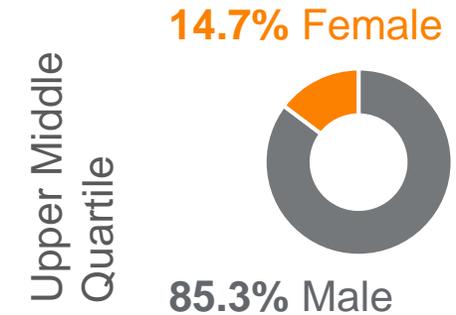
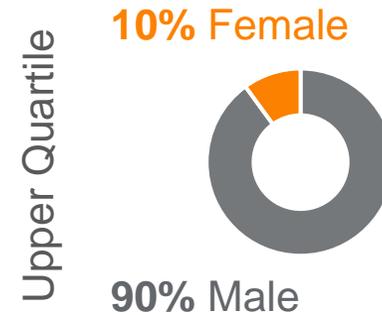


31.1%

8.6% more women received a bonus in the year up to April 2022

## 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 the 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

At West Midlands Trains we are creating a sense of inclusion, belonging and psychological safety for everyone. We combine our focus on inclusion and wellbeing in events and initiatives across the year ranging from topics such as Women's History Month, Women in Engineering, Menopause awareness, Neurodiversity Celebration, and Women and Men's Health. Our internal network groups go from strength to strength, including **Engender**, our group focusing on gender equality.

During 2022 we've been involved in a wide range of initiatives, and we were delighted to be shortlisted in the **Women in Rail Awards** Equality, Diversity and Inclusion category.

The key cause of our gender pay gap is found in which types of roles are being performed by men or women within our organisation. To encourage interest in all of our roles from candidates of diverse backgrounds, we have diversified the placement of our **recruitment campaigns** and expanded the range of role models within them, as well as promoting gender diverse interview panels. We've had our highest proportion of female Engineering and Trainee Driver apprenticeships so far, at 29.6% of new entrants for 2022.

We're also starting from the very early years looking ahead to the next generation, including schools engagement. We have also collaborated with the rail industry and hosted the launching of the book **My Mummy is a Train Driver** to help more girls, women and those from other groups underrepresented in our industry, consider rail as a future career option.

We've used our position as a key member of our local communities to support initiatives such as the **White Ribbon Day** charity to help spread awareness to end male violence against women and girls. Our trains displayed our support, as well as using interactive art to engage with the public. **Female passenger safety** has been a focus for us, with advice, information, and personal safety alarms provided to both colleagues and customers to help everyone feel equipped and safer when working or travelling.

Whilst the gender pay gap reported shows a snapshot of data, we are continually striving to attract women to both West Midlands Trains and the industry as a whole, with both short and long-term strategies to encourage and inspire more women to see rail as the place they want to be.



*Recruitment Campaign Example*



*My Mummy the Train Driver launch event.*

# 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 characteristics. The vast majority of our colleagues are also paid salaries and increases achieved through collective bargaining with our four recognised trade unions.

Whilst a pay gap exists between genders, many of our higher paid roles are represented by our Train Driver population. With only a small proportion of Train Drivers being women, this impacts the proportion of women within our upper quartile of pay. That said, we are continually working to foster a more inclusive culture and encouraging diversity within our workforce to achieve a greater balance in the distribution of both men and women throughout the entire organisation, which will take time.



Our plans include:

- Continue to promote equality, diversity, wellbeing and inclusion through our EDI strategy and 10 key focus areas and maintain our Investors in Diversity accreditation through the National Centre for Diversity.
- Making recruitment and progression available to all, including targeted recruitment in diverse publications and job boards, utilising diverse interview panels and introducing anonymous recruitment methods.
- Utilising talent and succession planning to actively encourage internal development and progression.
- Foster an inclusive culture in our organisation; celebrating and highlighting a wide range of national campaigns including Women's History Month, wellbeing initiatives, webinars and e-learning courses to support a diverse and inclusive culture.
- Support and promote our gender equality network group 'Engender' – as well as our other employee network groups, Embrace (race equality), All On Board (accessibility) and Aspect (LGBTQ+ focus) and our EDI steering group, Wellbeing steering group and Stakeholder Equality Group to champion an intersectional approach.
- Work with industry colleagues on joint workstreams to improve industry culture and behaviours; including focusing on underrepresented groups with projects such as women's safety, and raising awareness around zero tolerance to sexual harassment.
- Continue to champion positive women role models, including in early years and community initiatives particularly for roles where women are currently underrepresented such as in Train Driving, Engineering, and senior leadership.

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



We stand for inclusivity, because you matter



Achieved.  
Valid Until  
April 2023

