

# **GENDER PAY GAP REPORT 2021**

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**GB Railfreight**



Our people are our biggest asset. Without their continued support and effort, we would not be where we are today.

So as we recover from the global pandemic and its effects on the economic climate, we're still committed to bringing in talent

and improving inclusion and diversity across our organisation.

**Why?** Because we value new perspectives that help us innovate, grow and create positive change.

**This report details our Gender Pay Gap as of April 2021:**

## MIND THE GAP

Since reporting began in 2017, our mean and median pay gap has remained relatively unchanged and higher than average. By continuing to drive open conversations across the business, we're confident that we can close this gap.

MEAN  
GENDER  
PAY GAP  
**24%**

MEDIAN  
GENDER  
PAY GAP  
**35%**

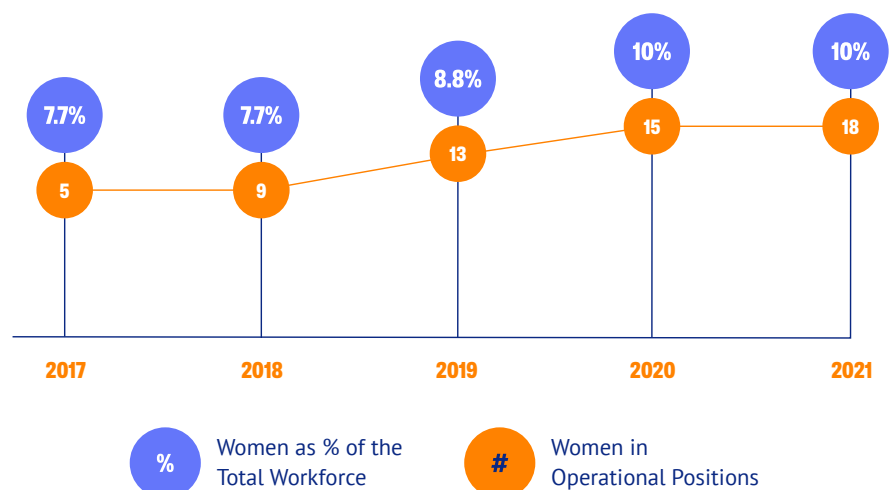
## FINDING BALANCE

While our predominantly male structure reflects the industry standard, we are actively taking steps to address the lack of women in senior positions, as these roles hold the greatest bonus opportunities.

To address the imbalance, we have increased the number of women in operational positions.

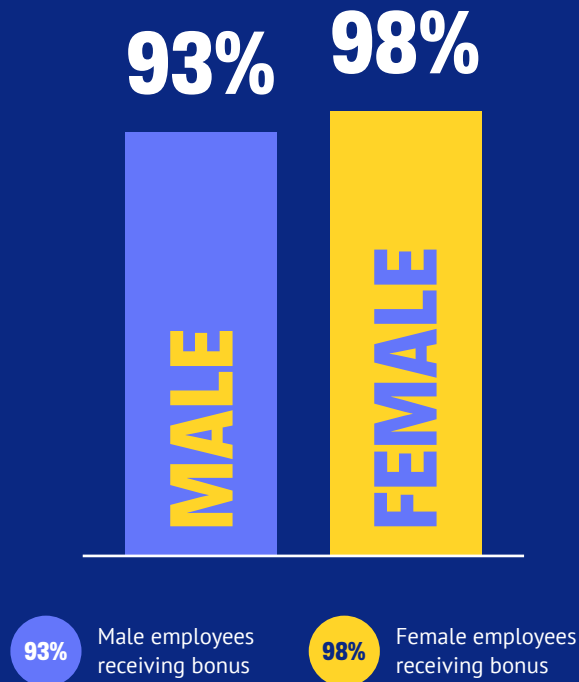
Pay for these roles is negotiated collectively to ensure all Train Managers and Groundstaff are compensated equally.

Our figures also take into consideration more women are taking career breaks and returning on flexible working arrangements as they adjust to lifestyle changes.



# GENDER BONUS GAP

## PROPORTION OF STAFF RECEIVING BONUS



MEAN BONUS GENDER PAY GAP

-48%

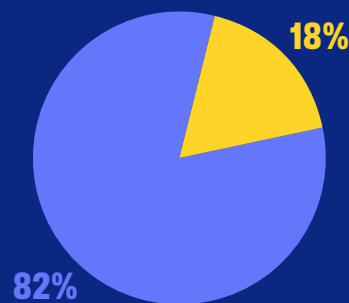
MEDIAN BONUS GENDER PAY GAP

0%

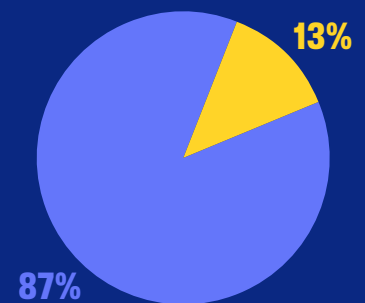
While our mean gender bonus gap is positive, we acknowledge it is the result of a scheme open to all employees subject to employment status in the financial year and is commensurate with having fewer women in the organisation.

## PROPORTION OF MEN AND WOMEN IN EACH QUARTILE OF THE ORGANISATION'S PAY STRUCTURE

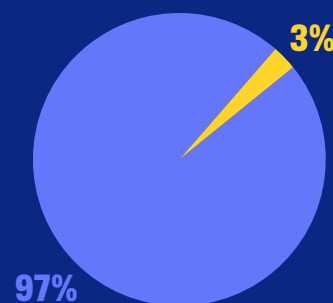
LOWER QUARTILE



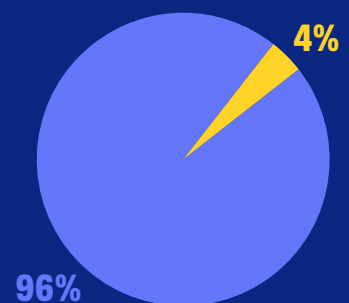
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Key



# HOW WE ARE CLOSING THE GAP

## Ramping up recruitment

We're working with Arctic Shores, introducing an assessment tool for roles across the business, with the aim of improving diversity and tackling any unconscious bias during the hiring process.

We are rebranding to ensure our social media platforms are a more inclusive space and attract a diverse audience.

Our new female Talent & Acquisition Manager will review our Recruitment Strategy to ensure diversity and inclusion remains at the forefront. The introduction of structured interview templates will help level the playing field. We will also be encouraging open dialogues, particularly around role flexibility, to support those looking to return to the workplace.

## Championing positive work culture

Our Gender Pay Gap Report 2020 outlined the implementation of the People & Culture Working Group, which aims to improve diversity and inclusivity in the workplace. We continue to build on our

Equality, Diversity & Inclusion mission statement, which includes increasing diversity in our senior leadership team.

We have also pledged commitment to champion equality by joining the EDI industry Charter, a voluntary initiative to create positive change.

In 2022, through our People & Culture Working Group and Health & Wellbeing Strategy, we will raise awareness of menopause, and create a safe, supportive environment to talk about it.

## Creating

We are currently developing line manager capability on people policies through regional workshops to help improve understanding in a number of areas.

Throughout the year, we will continue our partnerships with Railway Industry Association and Women in Rail, to provide supportive communities and help our co-workers to progress their careers.

# INSIGHTS FROM OUR HEAD OF IMPLEMENTATION AND BID MANAGEMENT

## Moving forward

I've been at GB Railfreight for five years and worked my way up to my current position. However, the plurality of women in the business are in lower-paid roles and the business remains very male-dominated particularly at an executive level and in the well-remunerated train crew grade. GBRf's 2021 gender pay gap is a call to action.

There is no quick fix, but in 2021 I have been involved in the launch of our first Equality, Diversity and Inclusion policy and the People and Culture Working Group. This staff-led group formulates and leads on projects designed to help us reach the targets set in the ED&I policy.

Over the course of 2021 I led several consultations with women

across the business around culture, work-life balance and career opportunities. This has resulted in the launch of our flagship project at the start of 2022: a peer-to-peer mentoring scheme for women at GBRf. The hope is that this scheme will demonstrate the varied career paths open to women in the business, as well as offering peer support at work.

The P&C Working Group are also running multiple projects to alter how we advertise, recruit and train staff, and a facilities project to ensure all operational staff have access to quality break facilities, regardless of gender. I hope this encourages more women to consider the rail freight industry as a career, from my experience, it can offer a well-paid, varied and secure profession.

**"I HOPE THESE CHANGES ENCOURAGE MORE WOMEN TO CONSIDER A CAREER IN THE INDUSTRY. FROM MY EXPERIENCE, IT CAN OFFER A WELL-PAID, VARIED AND SECURE PROFESSION."**

*Suzannah Rockett*

**Suzannah Rockett,  
Head of Implementation  
and Bid Management**

'I confirm the gender pay gap data contained in this report is accurate.'

*Karl Goulding Davis*

SO RELIABLE IT  
**MAKES  
SENSE**

**GB Railfreight**

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