



Gender Pay Gap Report 2021



West
Midlands
Trains

A Word From the HR Director

West Midlands Trains (WMT) are committed to encouraging diversity, inclusion and belonging. We strive to be truly representative of the society we serve.

It is our priority for employees to feel safe, respected and welcome. We are 'comfortable about being uncomfortable' and we create safe spaces for colleagues to be open and honest to nurture a more inclusive environment.

At our company, everyone is involved in making our business a great place to work. We are continuously striving to nurture a culture of belonging, where everyone feels valued, supported, heard and enabled to achieve their full potential.

However, we recognise that EDI needs to continually be embedded into everything we do to create a modern railway with a sustainable future for Rail, which will lay the foundation for future growth. We will continue to attract and progress women into senior roles through our comprehensive EDI strategy which includes how we attract, recruit, develop, reward, 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



Our EDI journey has been recognised as award winning and this has had a positive effect on our gender pay gap.

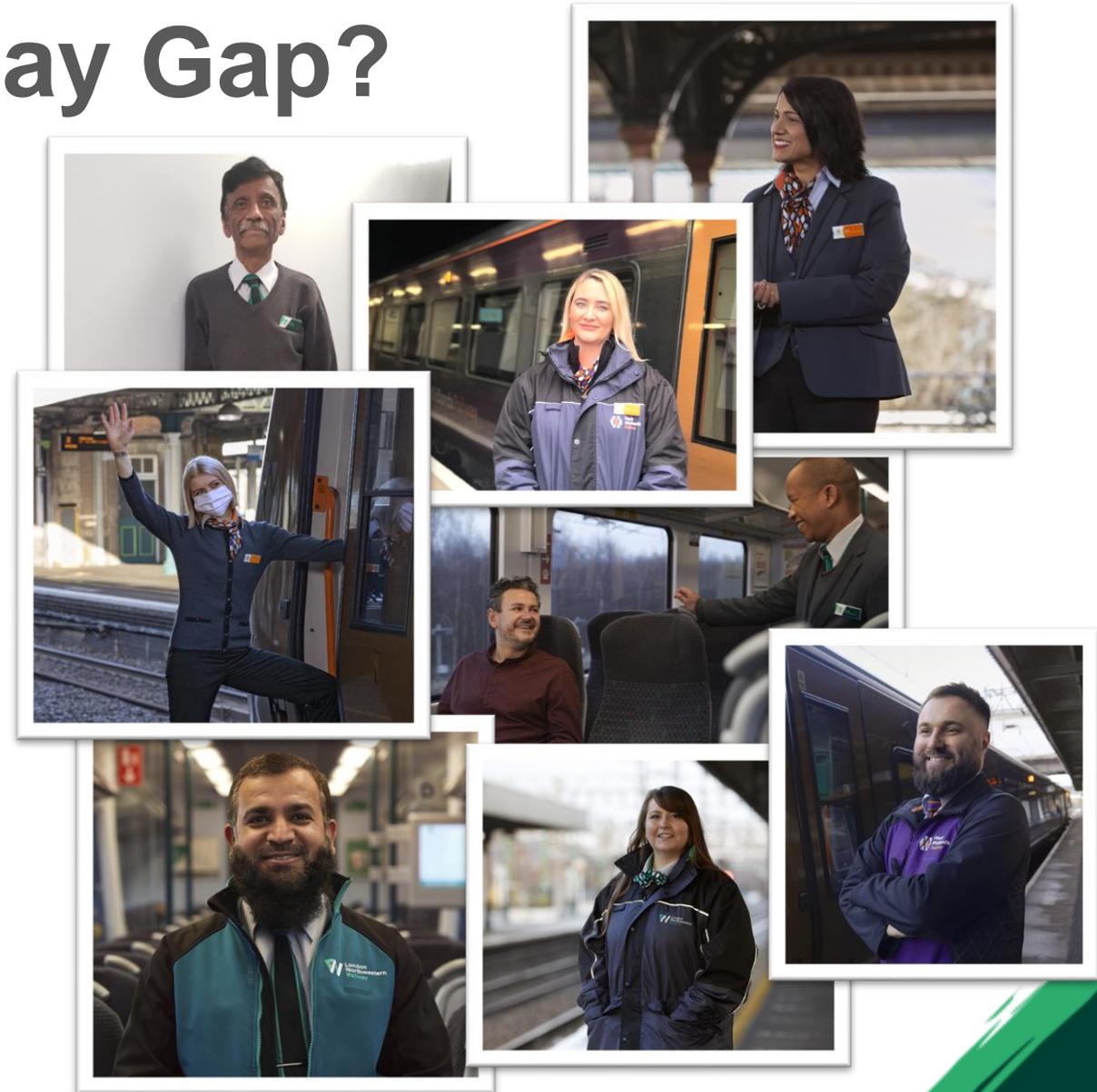
We are delighted to have achieved Stage 2 Investors in Diversity Accreditation, along with the award for 'Most Improved Organisation of the Year' at the FREDIE awards held by the National Centre for Diversity, and the Diversity and Inclusion in Rail Award at the 2022 Rail Business Awards. We have been collaborating on exciting EDI initiatives to help improve equality/equity, diversity, inclusion and belonging across transport.

As part of our commitment to cross-industry joint working, we have signed up to the Women in Rail and Railway Industry Association's 'EDI Charter' and we are also proud to be members of the 'Rail Unites for Inclusion group', with other organisations across the industry.

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

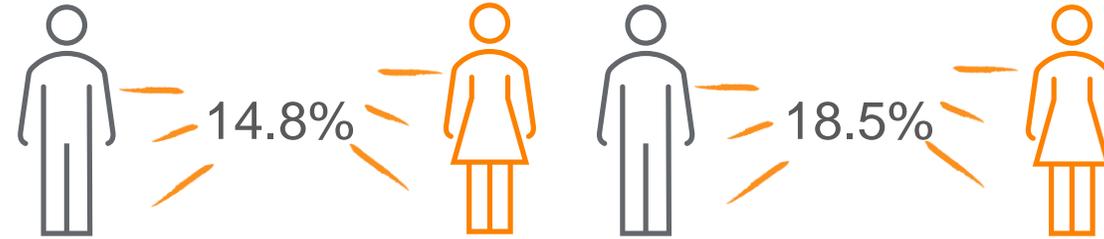
What is the Gender Pay Gap?

- 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 (WMT) gender pay gap data includes our total workforce across West Midlands Railway (WMR) and London Northwestern Railway (LNR).



Our Results

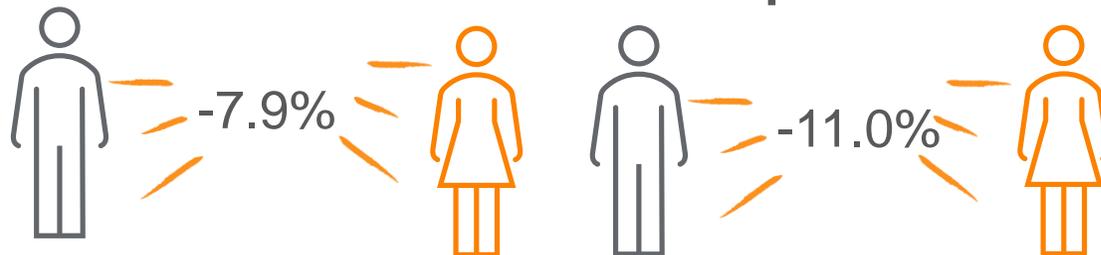
Gender Pay Gap



The **mean pay** for men is 14.8% higher than for women

The **median pay** for men is 18.5% higher than for women

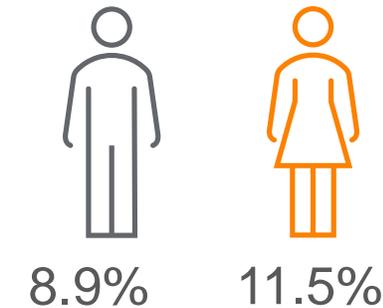
Gender Bonus Gap



The **mean bonus** pay for men is 7.9% lower than for women

The **median bonus** pay for men is 11.0% lower than for women

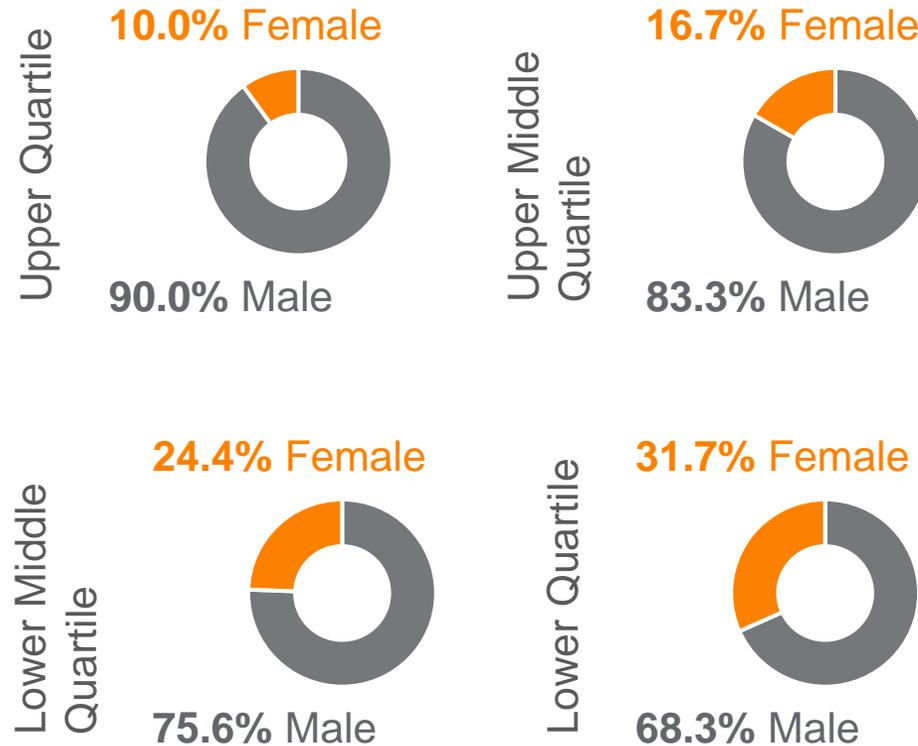
Received a bonus



2.6% more women received a bonus in the year up to April 2021

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

Mean Gender Pay Gap decreased from 16.5% in 2017 to 14.8% in 2021



Highest Pay Quartile Female distribution increased from 7.7% in 2017 to 10.0% in 2021



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

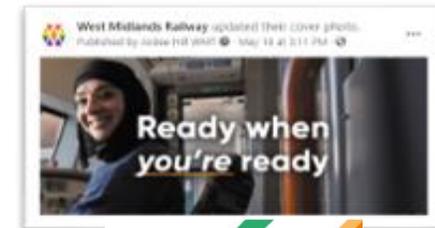
- We have sustained our female representation on our Executive Team with 2 female members since 2019/2020.
- We have continued to actively encourage, develop and promote females internally to senior roles, including within our operational and non-operational teams.
- Female leadership at either Executive or Heads of Department level across all of our Directorates.

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

- Significant 2021 female appointments include our Health, Safety, Security & Environment Director.
- Female representation of 25% across 2020 and 2021 Engineering Apprenticeship intakes.
- A year-on year increase in the female representation in the Driver grade since 2017.

We recognise there is more work to do and are passionate about supporting and promoting positive female and diverse role models.

We challenge ourselves to improve and are delighted to have been shortlisted and win the Diversity and Inclusion in Rail award at the Rail Business Awards 2022.



Our Plans



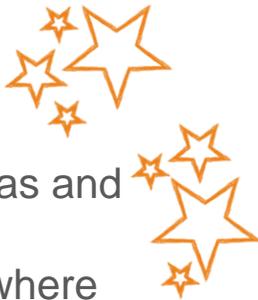
West Midlands Trains is an employer of choice for the local area and is committed to ensuring all our employees are rewarded equally and fairly, irrespective of their gender or any other protected characteristic.

A 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 female, this is reducing the proportion of women within our upper quartile. That said, we are continually working on fostering a more inclusive culture and encouraging diversity within our workforce to achieve a greater balance in the distribution of both males and females 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.
- Celebrate positive female role models, including in early years and community initiatives particularly for roles where women are currently underrepresented such as in Train Driving and Engineering.
- Support and promote our gender equality network group 'Engender' – as well as our other employee network groups, Embrace (race equality) and Aspect (LGBTQ+ focus) and our EDI steering group, Wellbeing steering group and Stakeholder Equality Group to champion an intersectional approach.
- 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 will also 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 including raising awareness around zero tolerance to sexual harassment.
- We aspire to have a psychologically safe environment where everyone can bring their best self to work.



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



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