

# Gender Pay Gap Report 2023



West  
Midlands  
Trains

## A Word From the HR Director



*Jo MacPhail,  
HR Director & Deputy  
Managing Director*

At West Midlands Trains (WMT) we care passionately about our colleagues, customers, and communities. This drives our commitment to fostering a safe and inclusive culture underpinned by our You Matter, Behaviour Matters, and Be Kind programmes.

We celebrate our re-accreditation of Investors in Diversity, highlighting our continued commitment as we move forward on our journey to ensure our organisation reflects the customers we serve.

I am encouraged that we've seen some increase in our proportion of female senior management and Train Drivers this year, reflecting our work in recognising, nurturing and enabling female talent and progression within our business.

Read on to find out more about 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.

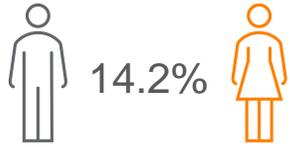
A pay gap is different to equal pay, which is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The pay gap looks across the organisation as a whole, regardless of the type of work being undertaken.

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.

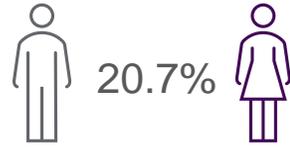
West Midlands Trains (WMT) gender pay gap data includes our total workforce across West Midlands Railway (WMR) and London Northwestern Railway (LNR).



## Gender Pay Gap



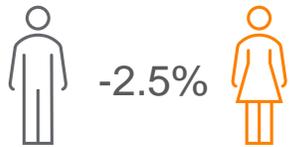
The **mean pay** for men was 14.2% higher than for women



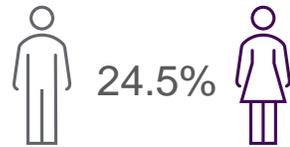
The **median pay** for men was 20.7% higher than for women

## Gender Bonus Gap

Note: no performance bonuses were paid this year, so calculations only include commission payments.



The **mean bonus** pay for women was 2.5% higher than for men



The **median bonus** pay for men was 24.5% higher than for women

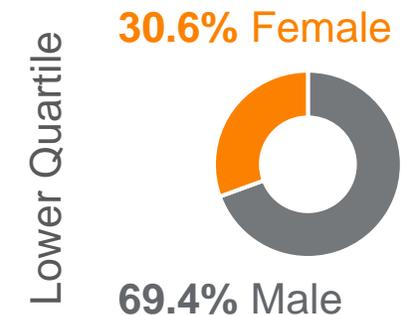
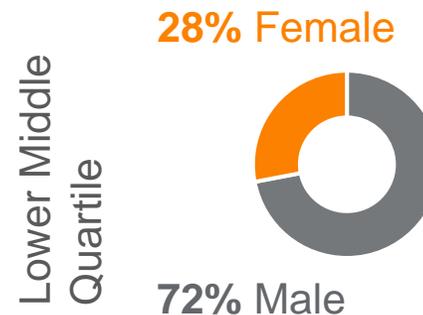
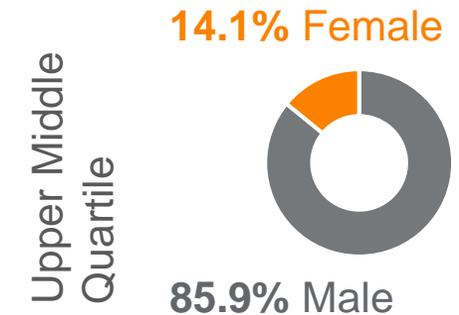
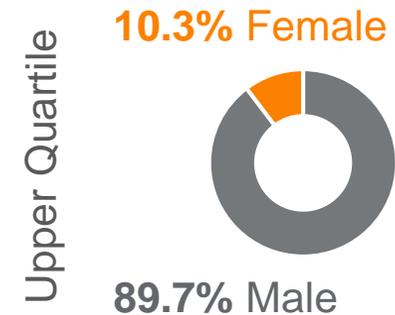
## Received a Bonus



11.9% more women received a bonus in the year up to April 2023

## Pay Quartiles

This represents the gender distribution across four equally sized pay quartiles, from the lowest to the 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

The journey to reducing our gender pay gap continues against a backdrop of an industry which has historically been under-representative of women. This is particularly present in higher paid operational roles such as Train Drivers, having a direct impact on our gender pay gap.

We have made some short-term progress, with an increase in the proportion of females undertaking Train Driver roles with us. This is reflective of our long-term strategies around encouraging interest from under-represented groups.

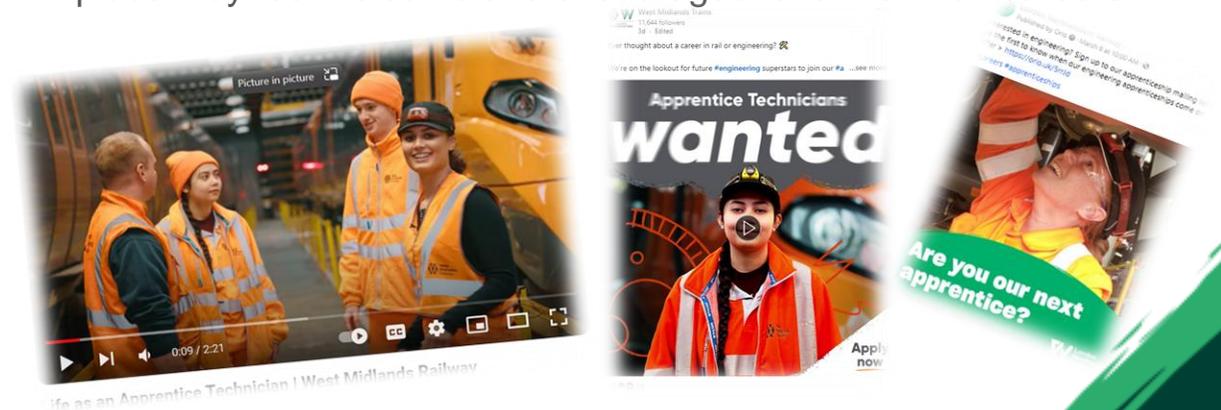
We also continue to collaborate with others across the rail industry to help make a positive impact that extends to the wider community.

At West Midlands Trains we now have a well embedded calendar of events and support for our colleagues centered around inclusion and wellbeing on varied topics from female health, self-care, through to financial health. Managers and colleagues are provided with tools and resources to help support diverse teams, such as resources centered around understanding the menopause and how to support those experiencing symptoms whilst at work.

Our internal network groups go from strength to strength, providing a welcoming and accessible social and physical environment. Including Engender, our group focusing on gender equality. Alongside All On Board (Accessibility and Disability focus), Aspect (LGBT focus), and Embrace (race focus), they enable the organisation to provide a welcoming and accessible social and physical environment.

This year, we are proud to have successfully retained the Investors in Diversity accreditation and will use the assessment feedback to continue with our progression and improvement.

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 a place they feel welcome and encouraged to further their careers.



Apprentice Recruitment Campaign

# 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 paid salary rates achieved through collective bargaining with our four recognised trade unions, with standard rates for each role.

Whilst a pay gap exists between genders, many of our higher paid roles are represented by our Train Driver population. Whilst there has been some change in recent years, we still remain with a small proportion of Train Drivers being women. This impacts the proportion of women within our upper quartile of pay.

We believe that managing diversity and developing a culture of inclusion is a continuous process of improvement, not a one-off initiative. 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 build on our promotion of equality, diversity, wellbeing and inclusion throughout WMT. We want to provide genuinely supportive initiatives and guidance to enhance our employee's general wellbeing and success in their roles, ultimately impacting our customers with an enhanced customer experienced from a motivated workforce.
- To further embed an inclusive culture throughout our organisation, we will be looking for ways to enrich the touchpoints in an employee lifecycle, ensuring people feel supported to work together effectively and achieve their career goals.
- Continue to focus on generating diverse talent pools through championing positive role models. We do not use hidden quotas or restrictive rules. We are focused on ensuring a wide range of individuals feel positive about applying for and working with us, whilst we continually review our recruitment processes to ensure we identify the best candidates without bias.
- Support and promote our gender equality network group 'Engender', alongside our other internal network groups, and our activities in industry EDI steering groups.

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 & Deputy Managing Director

### Our accreditations and achievements... so far



Investors  
in Diversity  
Award

Achieved.  
Valid Until  
April 2025

