

GENDER PAY GAP REPORT 2023



GB Railfreight

COMMITTED TO IMPROVING DIVERSITY

This is the seventh year that GB Railfreight has published its annual gender pay gap report. I'm glad that over the last twelve months we have managed to reduce our median gender pay gap, but we still have a long way to go.

The railway has traditionally been an industry dominated by men and we continue to put initiatives in place to help create a more balanced workplace. While

there are no quick fixes – we will strive to do more to make the railway an appealing industry for women to work in, which will help to reduce our gender pay gap over the coming years.

We remain focused on driving greater gender equality across the organisation. Doing so by bringing the most talented individuals into roles at all levels across the business.

John Smith
CEO, GB Railfreight

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**WE WANT TO
CREATE A LEVEL
PLAYING FIELD
WHERE EVERYONE
HAS EQUAL
OPPORTUNITY
TO SUCCEED AND
FULFIL THEIR
POTENTIAL.”**

WELCOMING DIVERSE PERSPECTIVES

The gender pay report includes staff in operational and office based roles. Men continue to represent the greater proportion of the workforce and although we are working hard to address this imbalance. Year-on-year, we have increased the number of women in the organisation.

Staff in operational roles typically receive a higher salary than most office based roles. These roles are disproportionately held by male employees.

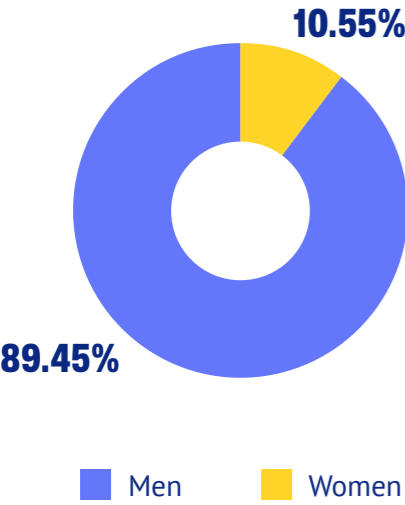
We recognise the disproportionate nature of the gender split as a result of which will make reducing the gap very difficult.

HEADCOUNT

As at March 2023, the total headcount of GB Railfreight (GBRf) across office and train crew totalled 1,327 staff. We have 383 office-based staff and 944 in operational roles.

Over the reporting period, the percentage of women making up our workforce has seen a slight increase by 0.29%.

STAFF PROPORTIONS BY GENDER



2002

at the National Railway Museum to celebrate the anniversary of Railtrack's partnership with GBRf in the haulage of infrastructure services.

2003

GBRf Train Managers at GBRf's depot in Peterborough standing in front of 66705 "Golden Jubilee" named in the previous year to mark the 50th anniversary of the Queen.

2004

GBRf celebrate big wins at the 2004 National Rail Awards held in September at the Grosvenor House Hotel in London. Not the first or the last as many awards would come as GBRf grew through the years.

2010

2009

Minehead train station to GBRf as we celebrated our 10th Anniversary with 66732 "GBRf 1999-2009 John Smith".

2015

Bristol Temple Meads played host to GBRf naming of 66750 "Bristol Panel Signal Box" in celebration of the great work and partnership with Network Rail.

2016

A group of GBRf staff members, including our MD John Smith, cycled 80 miles from our HQ in London to the Eastleigh depot.

2023

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GBRf

Men

Women

GENDER PAY GAP FIGURES

This report details our gender pay gap 2023, based on data from April 2022 to March 2023. We are required to look at both the mean (average) and median (mid-point) for pay gap reporting.

23.72% MEAN (AVERAGE) GENDER PAY GAP

The mean difference is the difference in average hourly pay; adding all pay rates together and dividing by the total number of people.

Our mean has seen an increase in the gap this year by 1.31% on last year's report.

35.75% MEDIAN (MID-POINT) GENDER PAY GAP

The median difference is the difference in hourly pay between the middle paid (the person at the mid-point if you were to line all employees up from low to high pay) male employee and middle paid female employee.

The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

Our median gap decreased by 0.3%. We are higher than the national average mean industry benchmark of 14.3% provided by the Office of National Statistics and the Transport and Storage gap of 7.7%.



BONUSES

We operate a bonus scheme that is paid to all staff, providing that they are not on their notice period at the cut-off date.

On average across the business, women received 14% higher bonus payments.

-17.17% MEAN (AVERAGE) BONUS GAP

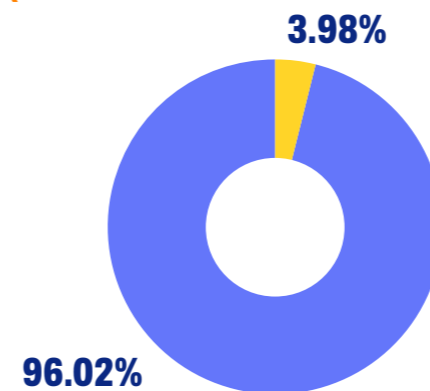
0% MEDIAN (MID-POINT) BONUS GAP

QUARTILES

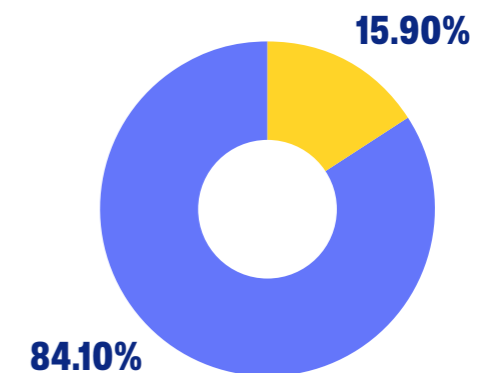
To establish quartiles, pay had been split into four equal sections from the lower to the highest hourly rates. The quartiles compare pay between women and men, with the percentage proportions of women being one of the drivers of the gap.

The number of women across all quartiles has increased, suggesting the actions we have taken as a business in recent years are beginning to have a positive impact.

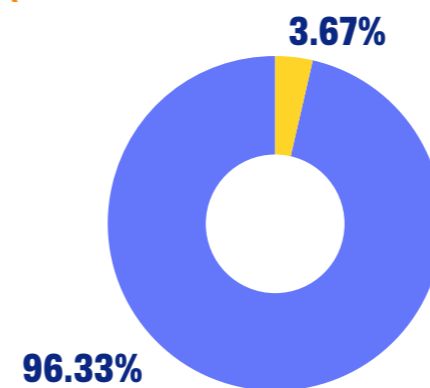
**UPPER
QUARTILE**



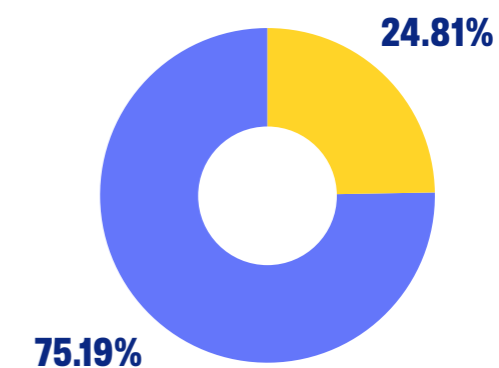
**LOWER MIDDLE
QUARTILE**



**UPPER MIDDLE
QUARTILE**



**LOWER
QUARTILE**



■ Men ■ Women

WHAT WE'VE DONE OVER THE LAST TWELVE MONTHS

- Our People and Culture working group meets every six weeks. Consisting of staff from across the business, the group consider positive ways to ensure we shape our Equality, Diversity and Inclusion policies.
- During the 2023 reporting period, we set up a dedicated Women's Network to raise awareness of female-related matters and support women by creating a confidential and supportive environment.
- We reworded our job adverts and interview packs to make them more focused on our values and more inclusive to people outside the traditional railway industry, as we recognised there were talented individuals with transferable skills that could be brought into the industry.

FUTURE INDUSTRY LEADER IN DIVERSITY

WHAT WE PLAN TO DO IN 2024

- We will target a 60/40 split in senior leadership roles with balanced panels for interviews and internal advertising for all job roles to maximise development opportunities for our existing talent pool.
- We are introducing mandatory Equality, Diversity and Inclusion e-learning courses for all hiring managers.
- We are continuing to improve line manager's capability on people processes, and plan to run defined regional workshops throughout 2024.
- We are looking to improve the internal promotion opportunities for women and demonstrate our commitment to supporting their progression.
- We are reviewing internal progression opportunities more widely with consideration for gender-balanced candidates.
- We will focus on the retention of women: identifying and investing in the upskilling of the existing female workforce.
- We are looking at ways to encourage women into operational roles in the future, as we know these are difficult to attract across the industry sector.



FRANCESCA STURGES RAIL OPERATOR

When did you join GBRf?

I joined GBRf as an apprentice roster clerk in June 2017 which I did for 18 months. After that I moved on to a secondment to the commercial team as a contract administrator from 2018 to 2022 when I became an RO.

What role do you do at GBRf?

I'm currently an RO, it attracted me as there is more pay advancement and a different outlook on the business. You get to keep really fit with the exercise during work, so it's positive for your health. It is a safety-critical role, so you do need to be on top of your game.

Why did you decide to join GBRf?

My dad's always worked on the railway, he has always told me it's a job for life, you can find lots more different opportunities as you gain more transferrable skills. I'm gaining confidence and learning life skills as well.

What do you enjoy about working at GBRf?

I enjoy that there are lots of passionate people who care about delivering a top job and helping the business out. I get a sense of achievement if I go the extra mile. It has given me the opportunity to get where I am in operations, I am proud of the position that I have attained. There is a support system there, although there are fewer women than men, so that can be difficult.

What makes you want to stay?

As I have been here for coming up to six years, I feel affiliated and loyal to GBRf.

Are there opportunities for you to grow your career and skills?

The Chartered Institute of Railway Operators (CIRO). I worked through that previously in the office, which helped me understand what other departments and sectors do. It's useful to get educated in subjects you have a good respect for and to understand what other colleagues/departments do.

There are opportunities out there, but we need to publicise options better in the future.

HELEN GANDER TRAIN MANAGER

When did you join GBRf?

I joined GBRf in August 2022, I was a train driver for Thameslink for 15 years. I started on the platform and never left. I progressed to become a shunter then became a driver.

What role do you do?

I'm a train driver, I took part in the TOC (passenger) to FOC (freight) programme. I used to work on Thameslink which operates from Brighton to London, Cambridge, Bedford, etc.

What inspired you to join GBRf?

I wanted to do something different and challenge myself. I felt like I had grown up and it was time to fly the nest. Geographically it suited me, but additionally GBRf had a good reputation.

What do you enjoy about working at GBRf?

I genuinely love it and there is a nice atmosphere here at Tonbridge depot.

What makes you stay with us?

I enjoy it, every day is different. I can be on a train to Crawley then Newhaven, there are different routes and different wildlife, which is the best bit of the job. It's like being outdoors indoors.

Are there opportunities for you to grow your career and skills?

I'm not looking for a promotion. So, I've got involved in neurodiversity and the People & Culture Working Group. There are definitely opportunities.



