

# GENDER PAY GAP REPORT 2024





# IMPROVING DIVERSITY IN THE SECTOR

We want to create a level playing field where everyone has equal opportunity to succeed and fulfil their potential.

The gender pay report includes staff in operational and office based roles. Men continue to represent the greater proportion of the workforce 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. Operational 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.

I confirm the gender pay gap data contained in this report is accurate as of 5 April 2024.



Karl Goulding-Davis  
Chief Financial Officer

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**GB Railfreight**

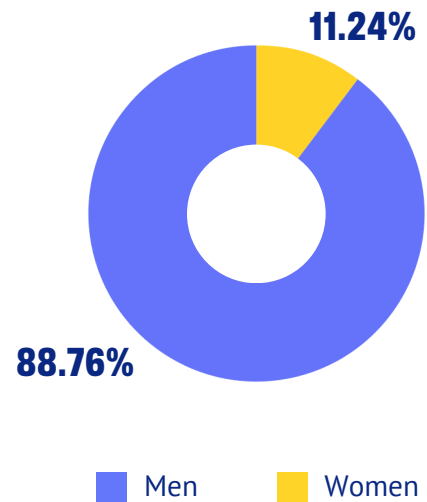
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## HEADCOUNT

As of 5 April 2024, the total headcount of GB Railfreight (GBRf) across office and train crew totalled 1326 staff. We had 451 office-based staff and 875 in operational roles. Over the last 12 months, the female percentage of our workforce has reduced slightly from 11.88% in 2023 to 11.24%.

### STAFF PROPORTIONS BY GENDER





## GENDER PAY GAP FIGURES

This report details our gender pay gap 2024, based on a snapshot as of 5 April 2024. We are required to look at both the mean (average) and median (mid-point) for pay gap reporting.

### 24.85%

**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 1.13% on last year's report.**

### 38.42%

**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) the male employees and female employees. The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

**Our median has seen an increase in the gap this year by 2.67% on last year's report.**



## 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, female employees received higher bonus payments than males.

### -66.28%

**MEAN (AVERAGE)  
BONUS GAP**

### 0%

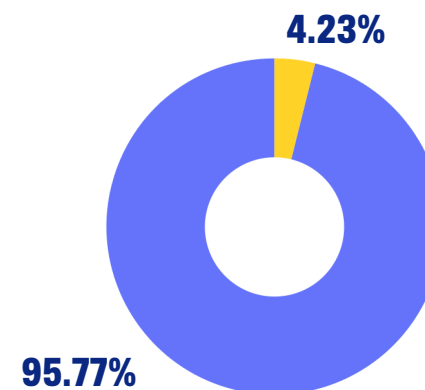
**MEDIAN (MID-POINT)  
BONUS GAP**



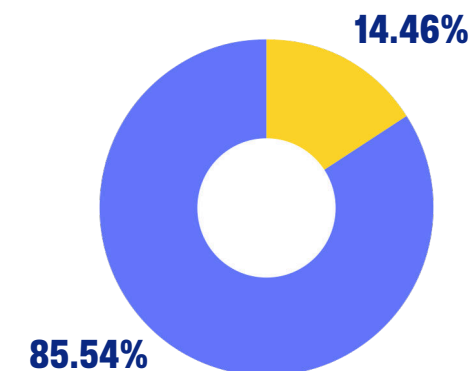
## QUARTILES

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.

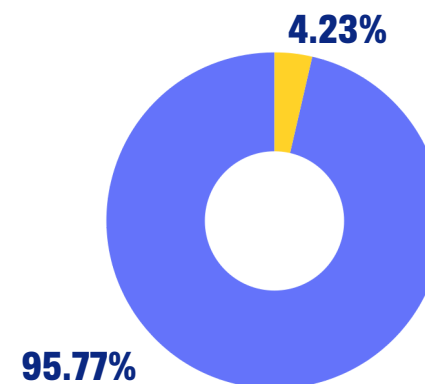
UPPER  
QUARTILE



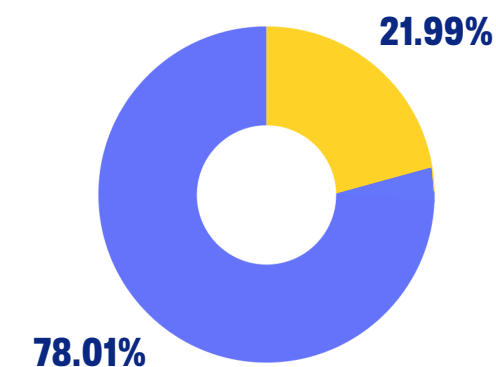
LOWER MIDDLE  
QUARTILE



UPPER MIDDLE  
QUARTILE



LOWER  
QUARTILE



Men Women



## WHAT WE'VE ACHIEVED OVER THE LAST YEAR

- We initiated Equality Diversity and Inclusion training courses for all hiring managers.
- We improved internal promotion opportunities for females in senior roles and demonstrated our commitment to supporting their progression.
- We explored ways to attract females into operating roles in the future, as we know these are difficult across the industry sector.

## WHAT WE PLAN TO DO OVER THE NEXT 12 MONTHS

**(APRIL 2023 - MARCH 2024)**

- GBRf has plans to appoint a female Director to the Board to spearhead our EDI agenda and put in place strategies to drive improvements in our Gender Pay Gap performance.
- We have plans to introduce mandatory training for all line managers with Keeping Managers Lawful workshops, that will incorporate material on creating an inclusive environment.
- We are planning to introduce mandatory training for all staff on sexual harassment in the workplace and introduce risk assessments to ensure the risk of incidents is mitigated.



## NATALIE HURST SAFETY BUSINESS PARTNER

### When did you join GBRf?

I joined GBRf officially in 2021 when they took over the managing of RIDC (Rail Innovation Development Centre). I joined the rail family in 2019 with Serco.

### What role do you do at GBRf?

I am a Safety Business Partner for the West and Central Region, after transferring across from RIDC to safety in 2024. I originally joined the safety team to support the East Region but was asked to transfer across to the West to support business needs.

### What inspired you to join GBRf

I joined GBRf through a TUPE opportunity from a previous employer. I was working at RIDC as an Operational Safety Manager when Serco lost the contract and GBRf won it. I took the opportunity to transfer across as at the time I thought it would be a great way to progress into driving.

### What do you enjoy about working at GBRf?

Since joining GBRf I have been very fortunate to be offered some great opportunities to further develop my skills. I have been lucky enough to have a varied set of roles since joining. GBRf have some GREAT people working for them, they have some extremely knowledgeable people within the business who are always willing to help. GBRf look after their staff through many different rewards. I always feel supported and empowered to manage my workload how I think is best. I like the fact that there is very much an “open door” policy within the business, you can ask for advice whenever you require it.

### What makes you want to stay?

GBRf has helped me gain important qualifications to further my knowledge and broaden my skills. I feel they look after me as an individual and care about me as a person. The benefits and rewards are also really good, not only for you as an employee but for your family too.

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

With the risk of repeating myself, the opportunities that I have offered have been great. I have completed many training courses since joining the company. I have been given some great projects to lead, one of my favourites (if I'm allowed favourites) is the Rail Safe Friendly project, which aims to help educate young people across the UK with the dangers associated with the railway. I have also been tasked with overseeing the ASLEF union reps, which has been really interesting. One project that I will continue to work on even with my new role is the welfare facilities that need improving across the whole railway network. I am always on the look out to help improve wherever possible, not only for me but others within the company. If I can help, then I will try my utmost to help.





## BONNIE LOUIS RAIL OPERATOR

### When did you join GBRf?

September 2023

### What role do you do?

Rail Operator E at Bescot in the West Midland

### What inspired you to join GBRf?

I was inspired to join GBRf from a driver I knew whilst working on the passenger railway. He spoke very highly of the staff. He knew I wanted to enhance my railway knowledge /career to a much more physical hands on job. He spoke very highly of the shunters role and the West Mids team and thought it would be “right up my street”. He wasn’t wrong!

### What do you enjoy about working at GBRf?

I enjoy working with all the lads in Bescot. Nobody treats me differently for being a female. I feel very much a part of the team. I enjoy the staff days out because it allows me to meet staff throughout the company who I wouldn’t usually see.

### What makes you stay with us?

Simply - I’ve stayed at GBRf because I enjoy my job and spending time with the people I work with.

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

Unless you want to be a driver there isn’t much in regards to a promotion for an RO locally because there isn’t much in the West Mids. I have been additionally trained on engines which I’ve enjoyed learning and I’ve also been supported by my manager when I’ve asked to shadow in other areas of the business. I recently spent two days meeting the team in control. Local projects would also interest me.





