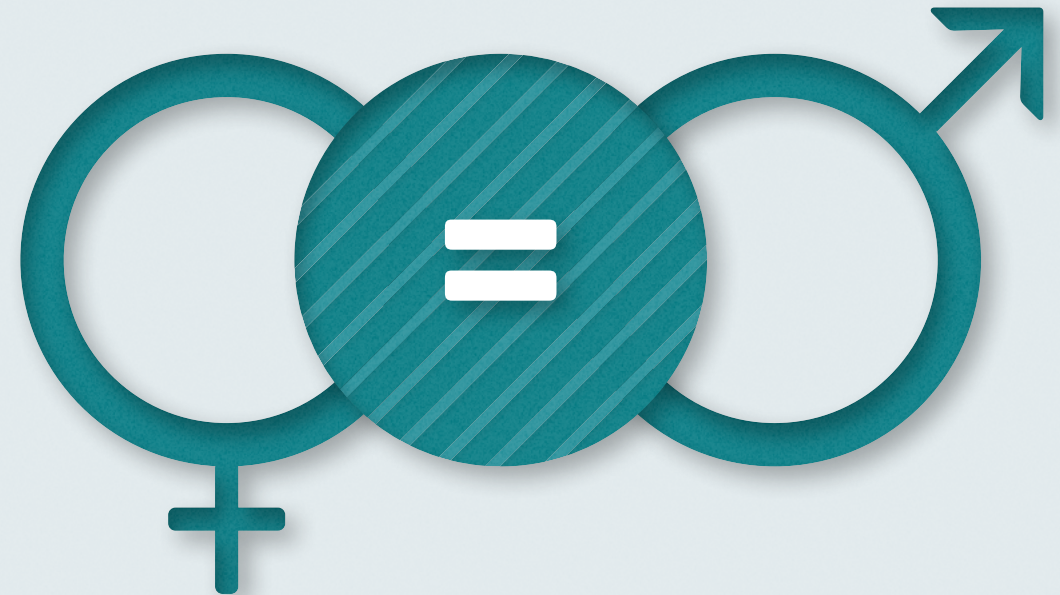


Gender pay gap report

Network Rail's gender pay gap has been calculated in accordance with Government regulations. The report is based on snapshot data as of 31 March 2022 and covers activities between April 2021 – March 2022



2022

This report is prepared on behalf of Network Rail Infrastructure Limited, a member of the Network Rail Group of companies owned by Network Rail Limited.



Andrew Haines

Chief executive



Pauline Holroyd

Group HR director

Breaking down the stigma that the railway is a “boys club” remains a key focus for Network Rail.

We are pleased that in the past year, we have reduced our gender pay gap by 2 percentage points, the first reduction since 2018. Our gender pay gap for 2022 is 10.9 per cent, which is lower than the UK average of 14.9 per cent*.

Reducing this gap and bringing better female representation at all levels of our business is a welcomed development in our desire to create a more equal and inclusive workplace.

The main reason the pay gap has decreased during the past year is due to a significant increase in the number of senior men leaving the organisation through voluntary severance schemes.

For generations, men have dominated the industry. From operatives and technicians on the frontline, to senior leaders at the top of the organisation – men too often and disproportionately occupy these roles.

While we are encouraged by the progress made in recent years, we must go further to breaking down this stigma and making the railway more inclusive and attractive to women.

This report identifies many areas where we are working to increase female representation at Network Rail. We recognise there is a mountain to climb, but our commitment to building a more inclusive and diverse working environment is strong.

* Source: Office for National Statistics – Gender pay Gap in the UK 2022



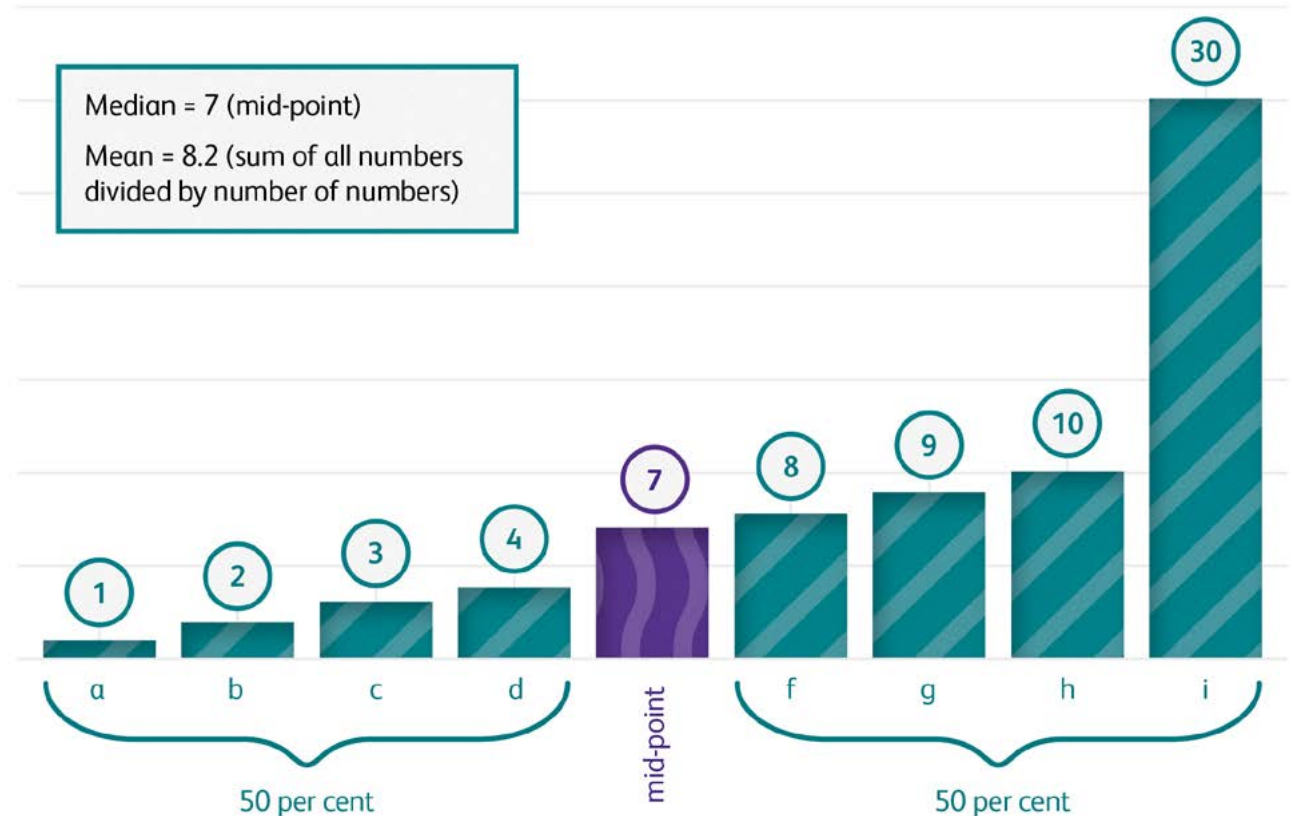
Gender pay gap figures 2022

This is the sixth year we have published our gender pay gap and the first time since 2018 that our median pay gap has decreased by 2 per cent to 10.9 per cent.

Difference between mean and median

We look at both the mean (average) and median (middle) for pay gap reporting. The mean difference is the difference in average hourly pay; adding all pay rates together and dividing by the total number of people. 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 woman employee.

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



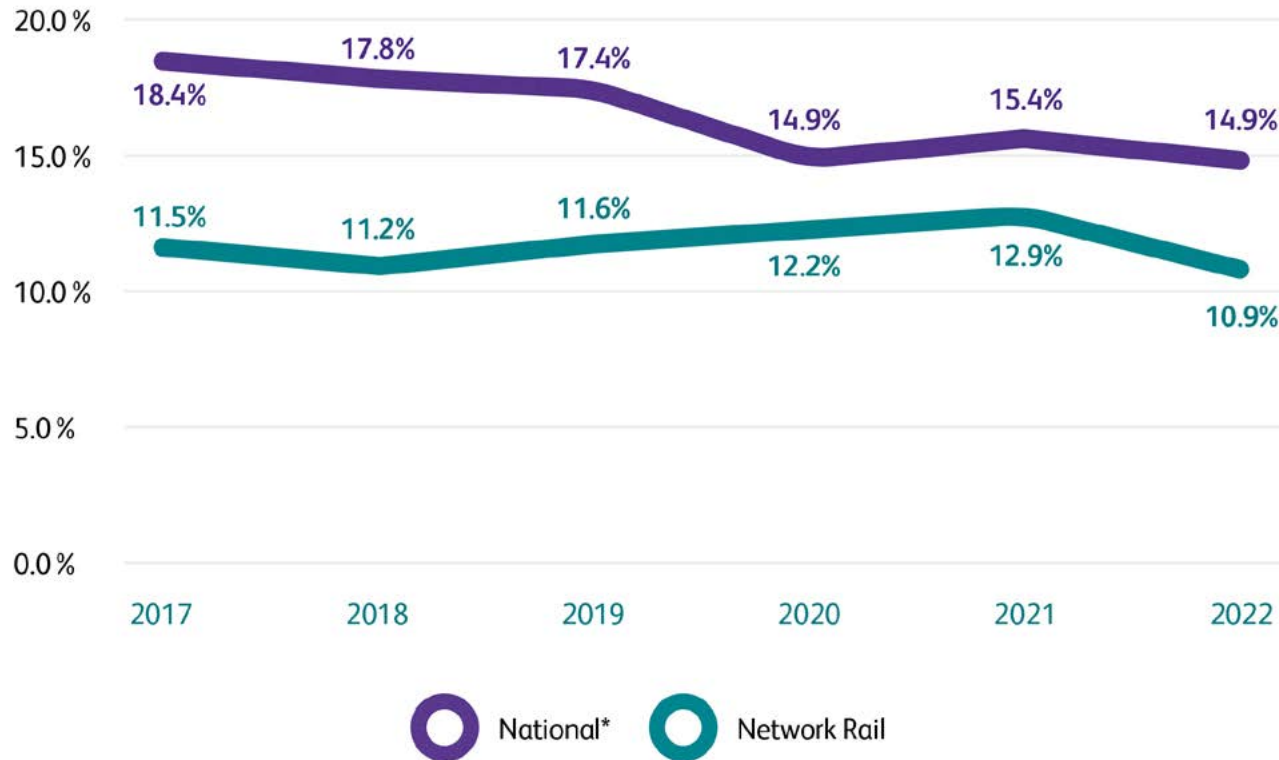
Understanding our pay gap

Gender pay gap	
Mean (average)	Median (middle)
8.6%	10.9%

This year our median pay gap has decreased by 2 per cent to 10.9 per cent. This remains lower than the UK average of 14.9 per cent. Our mean pay gap has also decreased by 1.3 per cent.

A pay gap exists because of an imbalance in the proportion of men and women across all levels of the organisation. At Network Rail, we have a greater proportion of men in higher paid roles. Therefore, the average rate of pay for a man is higher than a woman's, resulting in a pay gap. This is not the same as equal pay where it is the legal requirement for men and women to be paid the same for performing the same work or work of equal value.

Median pay gap



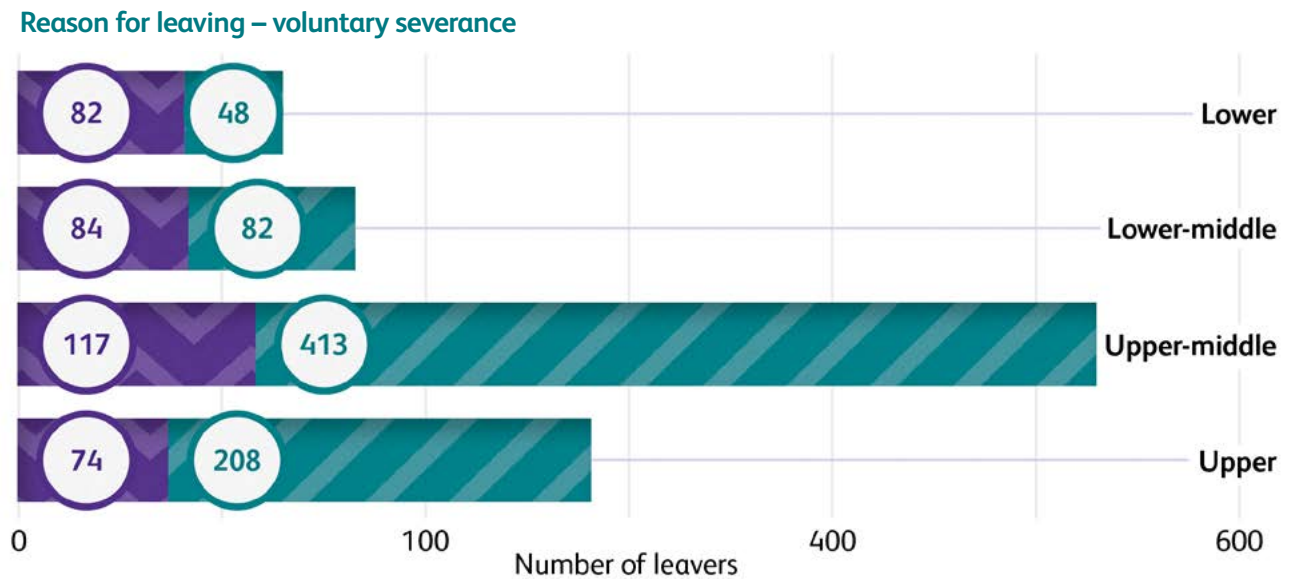
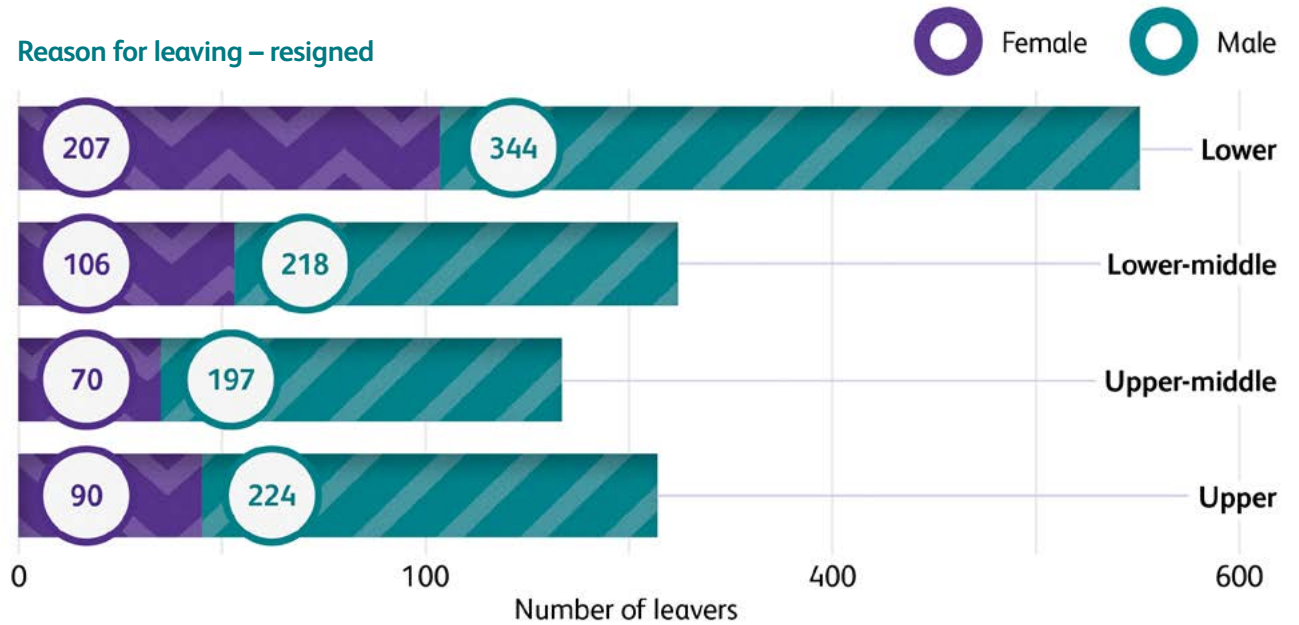
Network Rail has two pay dates: one for maintenance employees (PSE) and one for all other staff (HRMS). Last year the Easter bank holiday weekend featured in the reporting period for all Network Rail employees (PSE and HRMS). This year the bank holiday weekend did not feature in the maintenance payroll (PSE) due to the different payroll dates. As the majority of employees who receive bank holiday shift premiums are within the PSE payroll, this missing payment contributed to the significant decrease in the gender pay gap compared to last year. Approximately 5,000 maintenance employees received an enhanced shift premium for working those two bank holidays which resulted in an increased rate of pay for that period, which does not feature in this year's reporting. As most of our maintenance employees are male, this had increased the average rate of pay for the male population and contributed to the increase last year.

Leavers

The rate of pay for our leavers also influences our pay gap. In 2021/22, there has been a larger proportion of female leavers within the Lower and Lower Mid quartiles which has positively influenced the gender pay gap.

Looking into the reason for leaving, a high proportion of the female population left due to either a resignation, or due to the special voluntary severance scheme (VSS), including end of contracts.

- Within the resignation category, 37.6 per cent of those within the lower quartile and 32.7 per cent within the lower mid quartile were female.
- The industry voluntary severance scheme started in August 2021 and therefore this has influenced this year's gender pay gap. The leaver rates within the lower and lower mid quartiles were higher for females than males with 63.1 per cent in the lower quartile and 50.6 per cent in the lower mid quartile being female.
- Over the last year, a higher than expected number of leavers have been men (15 per cent) in higher paid roles who have left under VSS. This has influenced our pay gap decreasing.



Gender bonus gap

Network Rail did not pay a bonus to employees for the 2021/2022 scheme year.

However, Network Rail did have obligations to pay bonus payments to employees that were deferred from previous years or to employees who have a contractual bonus as part of their terms and conditions. Due to the very small sample of employees, a mean and median bonus payment score could not be provided.

Contractual payment

These are for ex-IMC colleagues where a bonus payment is made in accordance with their terms and conditions. These are predominantly male colleagues who are on old TUPE contracts.

Deferred bonus payments

A number of senior employees where elements of the 2018/2019 scheme year PRP payments were deferred for two years and paid in 2021. These employees are also predominantly male.

Headcount by quartiles

If we split our lowest to highest paid employees into four groups (quartiles):

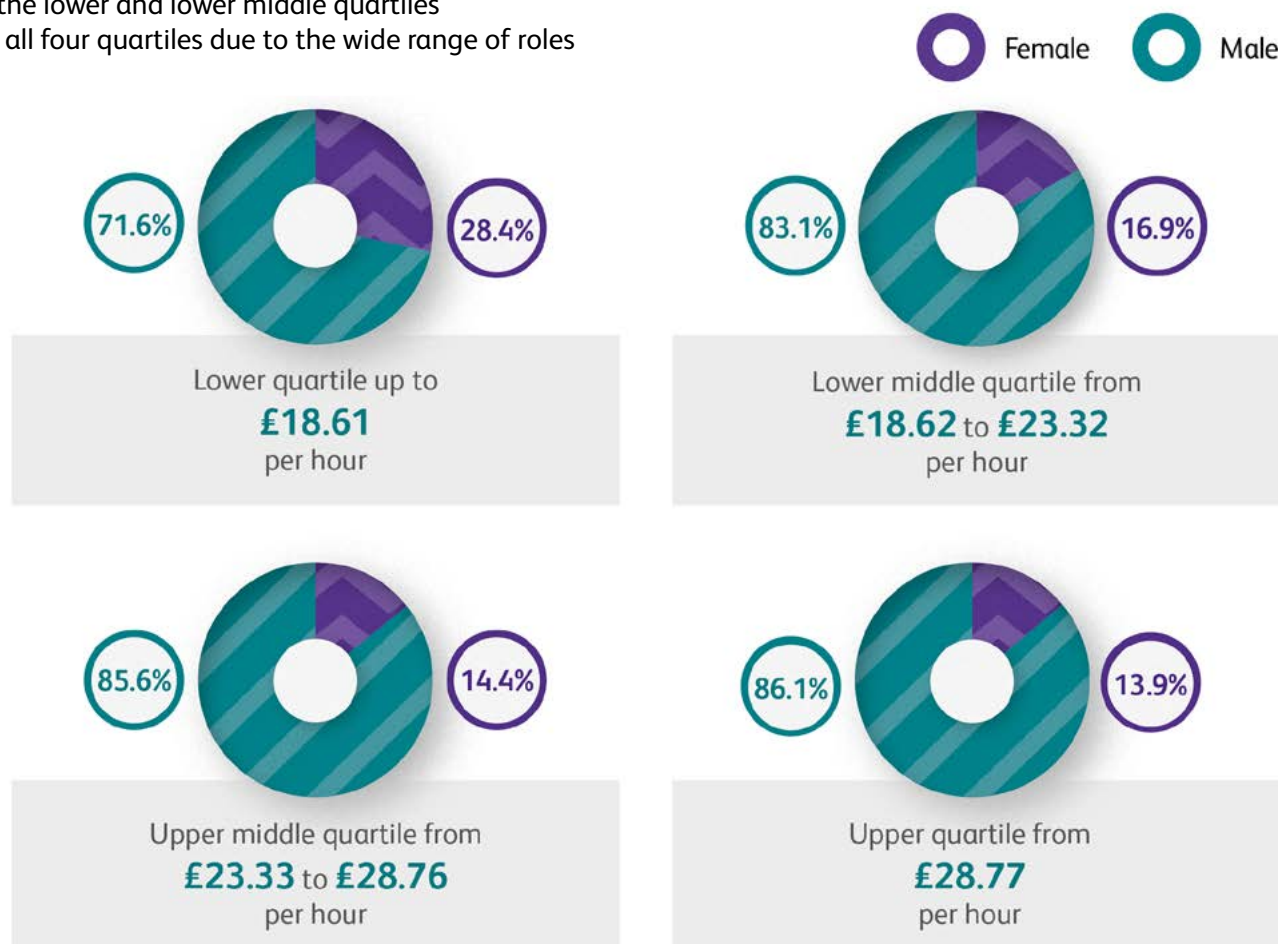
- senior managers and leaders generally sit in the upper quartile
- middle managers mostly sit in the upper middle quartile
- technical and clerical grades are predominantly in the lower and lower middle quartiles
- operations and maintenance roles can span across all four quartiles due to the wide range of roles

In the 2021/22 reporting year, Network Rail's workforce decreased by 4.4 per cent.

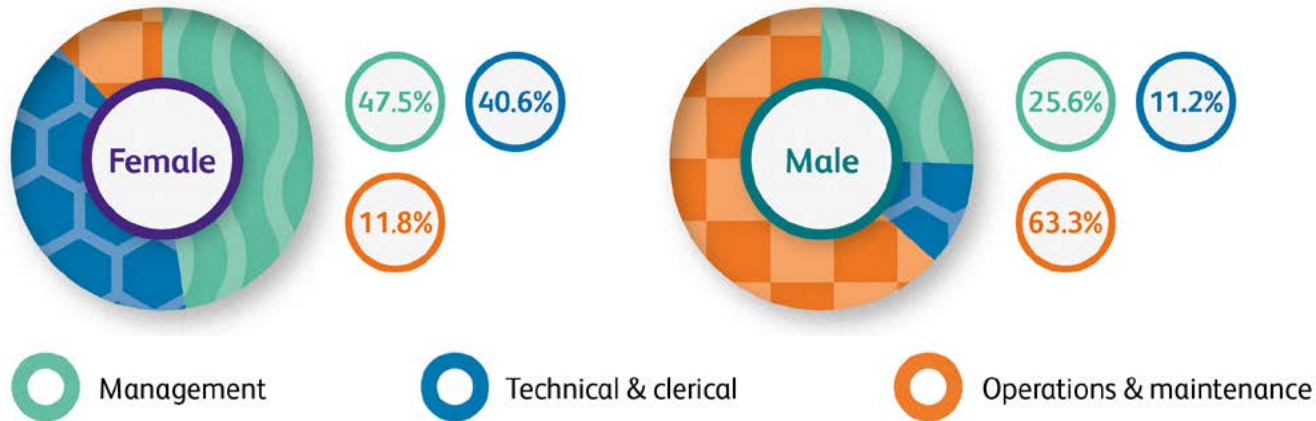
Overall, a higher proportion of female colleagues left the business than men, 4.5 per cent for women compared to 3.5 per cent for male colleagues.

There was a reduction in actual headcount across both genders in all quartiles. However, within the Upper and Upper Mid quartiles, the proportion of male and female colleagues remained consistent. Within the Lower and Lower Mid quartiles, there was a larger decrease in the proportion of females by 0.9 per cent in the lower mid quartile and 1.1 per cent in the lower quartile.

There are a higher proportion of male colleagues than female colleagues within the lower quartiles. A decrease in female headcount in the lower and lower mid quartiles has increased the median rate of pay for females. This leads to a positive influence on the gender pay gap and also helps to explain the significant decrease in the gender pay gap this year.

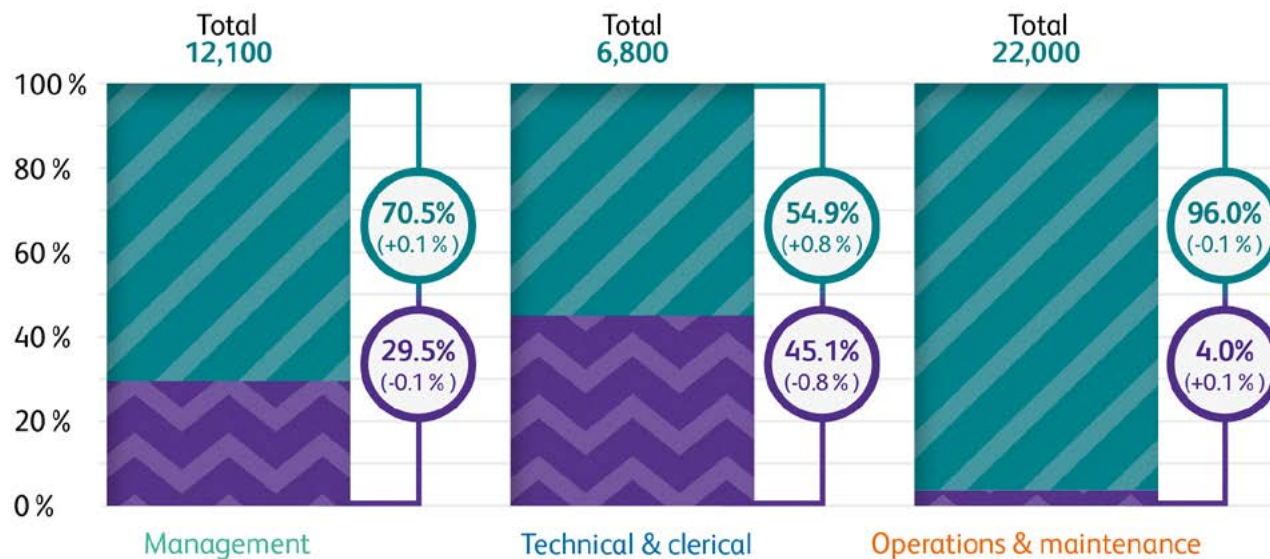


Gender distribution by role type



The proportion of female employees within the technical and clerical grades went down by 1.3 per cent and went up in operations and maintenance roles by 1.2 per cent.

The proportion of men in management roles has decreased by 0.9 per cent but has increased in operations and maintenance by 1.4 per cent.



- Proportionally, males have increased within the management and technical and clerical role types compared to females.
- Encouragingly, the proportion of females within operations and maintenance has increased compared to last year.



Intersectionality

Intersectionality means looking at how various social identities (protected characteristics) are interconnected.

Gender pay gap by age

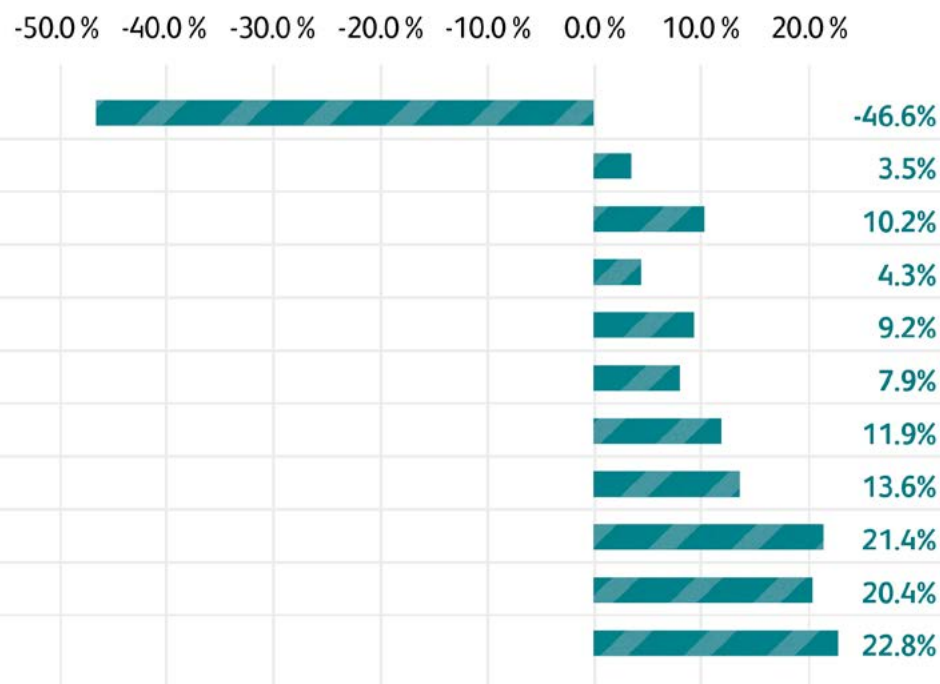
Examining the pay gap between male and female colleagues of a similar age shows an increasing trend as the age brackets increase, with the highest gender pay gap in the 66 and over category. However, there are a small number of employees in this bracket compared to the other age brackets which skews the data. This is also the case for the 20 and under category.

Our 20 and under age group is also skewed by the large apprentice population within Network Rail who are mostly made up of young men on the lowest pay scale, resulting in a negative gender pay gap.

Network Rail pay gaps by age

Age	Number of employees	Number of females	Number of males
20 & under	123	31	92
21 - 25	2188	486	1702
26 - 30	4447	1051	3396
31 - 35	5312	1101	4211
36 - 40	5181	1113	4068
41 - 45	4701	1140	3561
46 - 50	4992	943	4049
51 - 55	5729	820	4909
56 - 60	4817	577	4240
61 - 65	2647	216	2431
66 & over	800	60	740

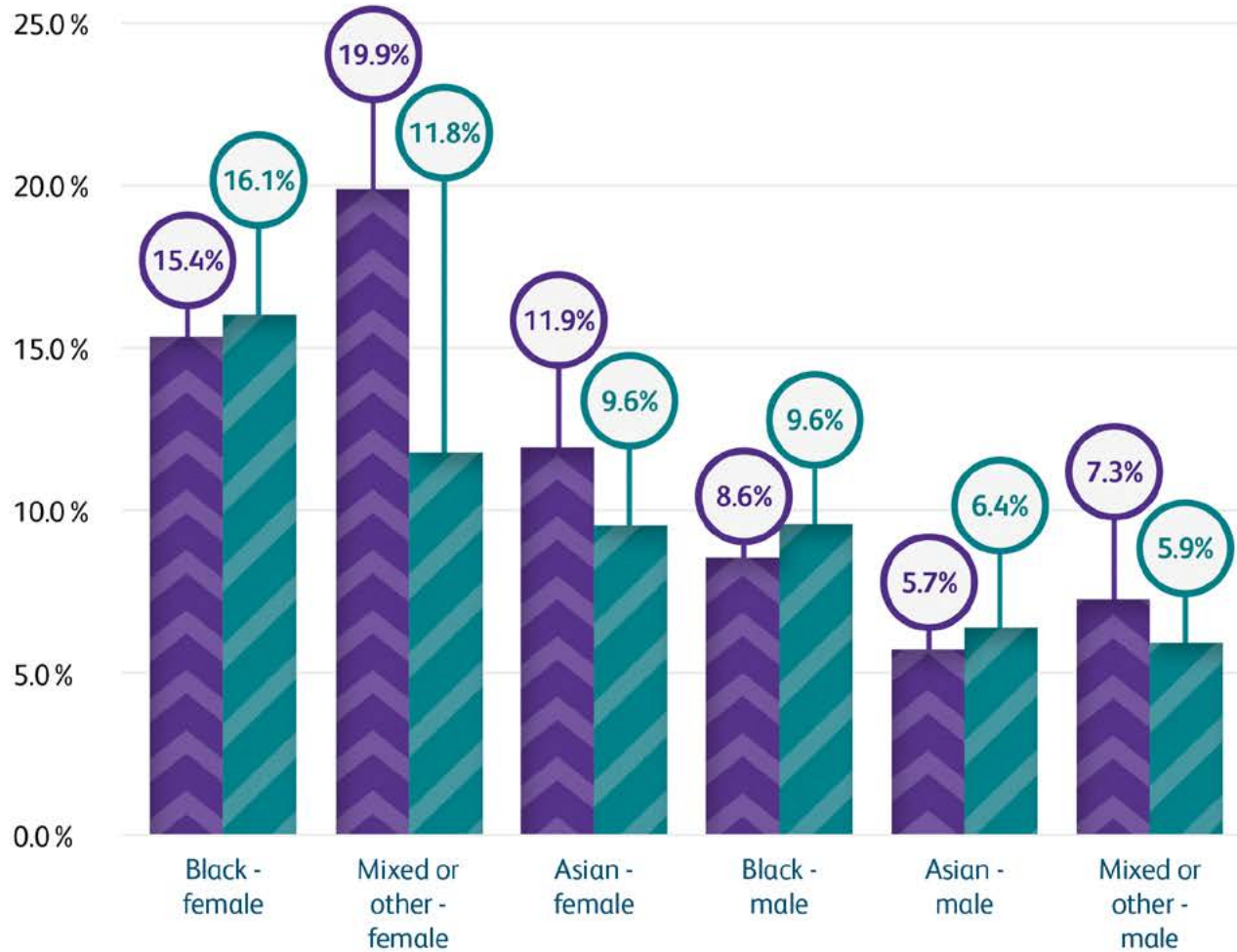
Gender pay gap by age



Gender Pay Gap by ethnicity

Male other compared to White Males

The pay gap between white male and black male has increased by 1 per cent to 9.6 per cent compared to last year. There has also been an increase in the Asian male category by 0.7 per cent to 6.4 per cent compared to last year.

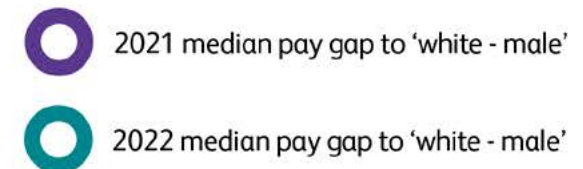


Females compared to White Males

The overall decrease in the gender pay gap can be seen significantly within the mixed or other female category where the gender pay gap between white males and females from a mixed or other background has decreased by 8.1 per cent compared to last year.

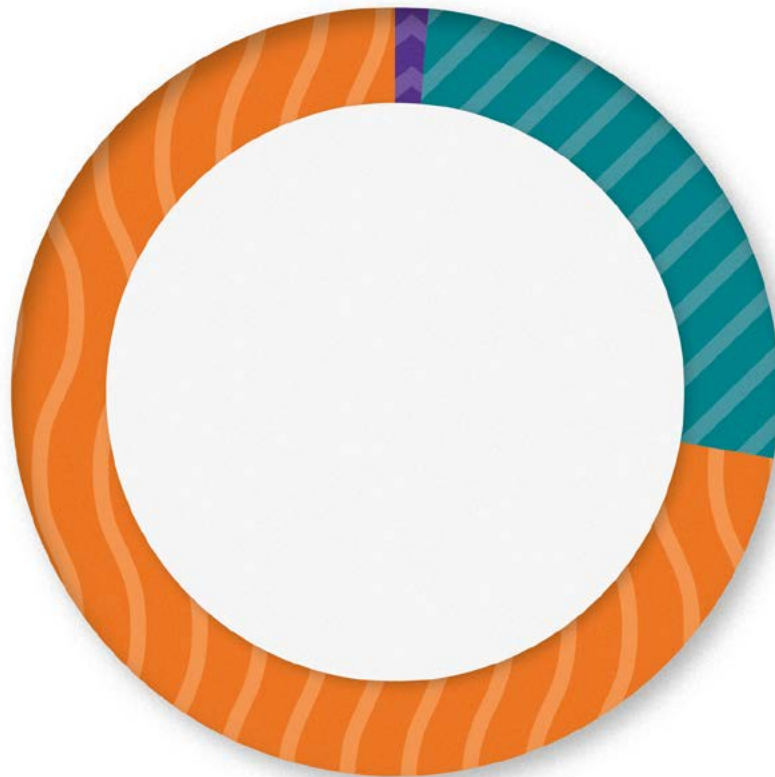
The pay gap is greatest for female employees from a black background at 16.1 per cent. However, the population of employees within these two groups are very small and therefore sensitive to large fluctuations.

Overall, all female categories have a greater pay gap compared to their male equivalent groups.



LGBT+

For the second time, we looked at our lesbian, gay, bi-sexual, trans and plus (LGBT+) workforce, to see how much representative data we have and what the pay gap is between LGBT+ employees and non-LGBT+ employees.



1.5% LGBT+



26.3% Non-LGBT+



72.2% No data

Although we have seen a 4.8 per cent increase in sharing rates on LGBT+ data, sharing rates remain low, and most of those who have shared in the last year have shared that they are not LGBT+.

- 1.5 per cent of our workforce have shared that they are LGBT+
- 26.3 per cent of our workforce have shared that they are not LGBT+
- 72.2 per cent of people have not shared any information at all

Our LGBT+ pay gap has increased, but sharing rates remain too low for the analysis to provide a statistically significant result. The limited data we have on this area makes our LGBT+ pay gap figures less accurate than they could be. We encourage colleagues to share their diversity information with us so we can get a better understanding of any pay gap.

This section focuses on sexual orientation and trans employees. In January 2022 we added a new gender identity option to our diversity data monitoring forms. This data is not included here, but we hope to include this in our analysis moving forward.

LGBT+ pay gap

Median (middle)
5.5%

Gender Matters



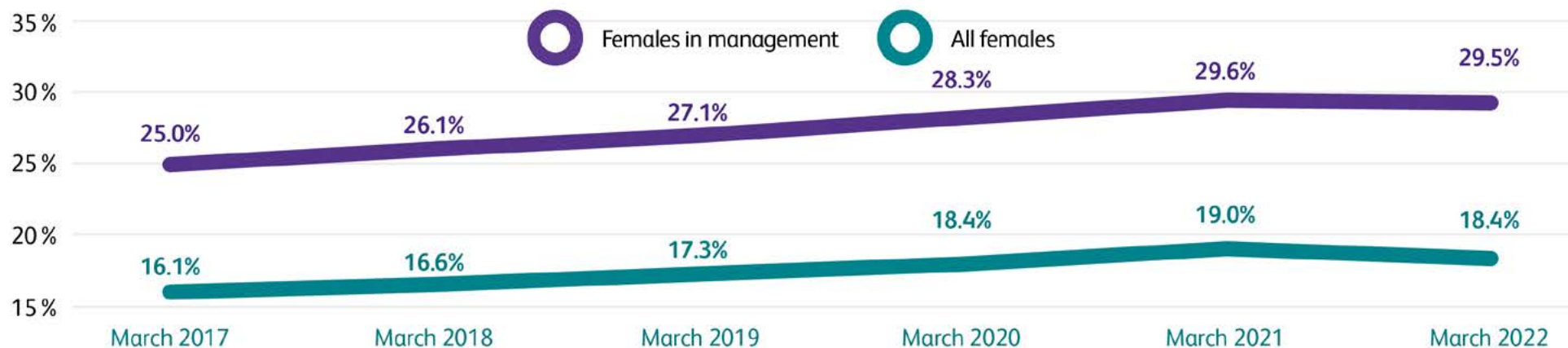
Our Gender Matters programme aims to remove barriers we know female candidates and employees face at Network Rail. It aims to increase the number of women working in the business to 26 per cent and the number of women in leadership and management roles to 32 per cent by 2024. This year we've also introduced a new target for at least 26.5 per cent of our senior leaders to be women by 2024. As the graph on this page shows, we've seen a drop in the overall percentage of women in the business. The increase in females in management roles is due to the overall proportion of people in management roles significantly decreasing.

Our work on improving gender equality at Network Rail started in 2017, and has seen

us deliver projects which aim to attract, recruit, retain and progress women. In more recent years, we have increased our focus on intersectionality, for example by looking at how age and gender interact through our menopause project. Therefore, this year we are continuing to be transparent and open by publishing intersectionality pay gap figures.

We've been recognised for our work on promoting gender equality, and for the second year running we have been listed in the prestigious Times Top 50 Employers for Women. But, we know there is more work to do to make sure each and every one of our employees and candidates are treated with respect and supported in reaching their full potential.

Percentage of women in the workforce



Menopause Cafe



Last Wednesday of each month

Menopause café

Colleagues in Scotland's Railway have launched a Menopause Café in collaboration with Scotrail.

The first café took place in March 2021 with around 30 women attending via Teams. The session centred around finding out the biggest menopause-related issues women were facing in our industry. Since then, the café has covered a wide range of topics including brain fog, anxiety, supplements, HRT, weight gain, sleep and many more. It's become a safe space for women to share stories of the ups and downs of their menopause journeys and receive support from fellow café members. The sharing of stories and experiences has proven to be instrumental in empowering members to find the courage to have menopause conversations with GPs, family members, and line managers. Those who set up the cafe have been nominated for multiple awards Network Rail and industry awards, and members have described it as being life-changing and life-saving.



Inclusive facilities and PPE

In 2021 we launched a systems thinking intervention to understand the systemic barriers to inclusion faced by our employees. The intervention identified that our facilities and personal protective equipment (PPE) are not as inclusive as they could be. Working with colleagues in safety and our employee network groups we are gathering feedback on our PPE to make sure it is fit for purpose for everyone, including exploring introducing better PPE options for people who wear headscarf and head coverings. In our Eastern region we will be exploring running an audit of our facilities to identify what best practice looks like.



Career development

We run several career development programmes to support the progression of our female colleagues including cross-industry mentoring programmes with Women in Rail and Business in the Community, a reciprocal mentoring scheme and a transferable skills programme which we ran with Women in Science and Engineering (WISE) in 2021.

Our transferable skills programme offered women working in science and engineering roles an opportunity to be mentored by a colleague. At the beginning of the programme, 39 per cent of mentees had applied for a job internally, and 11 per cent had considered applying. By the end of the programmes, 62 per cent of mentees had applied for a role and a further 15 per cent were looking to apply. Moreover, from the start to the end of the programme, mentees said they had a better understanding of what we do, how their transferable skills could be applied to the sector,

and that they felt more confident in applying for a more senior role.

We have plans to continue our offering of targeted career development schemes.

We're also proactively working to diversify our talent pools and the pipelines of our business critical roles. While the percentage of female successors has reduced from 22 per cent to 15 per cent, in numbers it has increased from 29 women to 343 women across Network Rail recognised as successors to our critical roles.

For our flagship accelerated leadership programme, 39 per cent of those on the 2021/22 cohort are women demonstrating our commitment to ensure good female representation across our leadership programmes.

Inclusive recruitment

We launched our new mandatory 'Inclusive recruitment for managers' eLearning module. The e-learning raises bias awareness, and includes scenario-based training exercises and video examples of what good looks like when it comes to recruitment. The new module focuses on providing managers with the core knowledge and behaviours they need to improve how we connect with, assess, and hire people from diverse backgrounds.

We've removed the title field on applications and updated the equal opportunities section of our application form, to inform people why we ask for this information. Diversity data helps the way we recruit so that anyone with the right skills who wants to work with us, can. We've also expanded our gender identity and sexual orientation options to be more inclusive.



Family Focus

We created a parent support group now formalised into a new employee network, establishing the difference between unpaid carers and those with children.

The Family Focus network offers support to all different family types, including single parent families, same sex parents, those without children, those starting their journey to have children, and general family related matters. We want to encourage open discussions about family life and the challenges family can present so that everyone feels empowered to bring the whole of themselves to work.



New guidance on baby loss and fertility

We launched a new guide to support colleagues with baby loss. Baby loss incorporates miscarriage, ectopic pregnancy, molar pregnancy, termination for medical reasons, abortion, stillbirth and neonatal death. The guide covers a broad range of areas including partners and family members, single parents, risk assessments, practical management support, and long-term support.

We've also launched a guide on supporting fertility treatment in the workplace. It touches on the role of a manager, and how to approach sensitive conversations about fertility.



Domestic abuse

We have continued our work on domestic abuse as a White Ribbon Accredited Employer.

For White Ribbon Day 2021, we held a minute's silence to remember all the victims of violence against women over the past year.

Glasgow Central station, Scotland's Railway, Leeds City station, Eastern, Liverpool Lime Street station, NW&C, London Euston station, NW&C, and London Liverpool Street station, Eastern, were lit up in white to mark support for the day.

In partnership with Women in Rail and Southeastern, we also hosted a conversation with Darren O'Brien, the initiator of the Rail to Refuge scheme in collaboration with Women's Aid. The scheme supported in securing free train tickets for women, men and children escaping domestic abuse to refuge accommodation.



in the summer of 2022 we signed the Employers domestic abuse covenant. EDAC is a pledge by businesses to support women affected by abuse to enter or re-enter the workplace.

We're also delighted to say that Lydia Fairman, skills and capability lead had been recognised in the Queen's Birthday Honours list in June 2022. Lydia recognised the increased danger that lockdowns would have on victims of domestic abuse and brought together volunteers who worked to get Network Rail a White Ribbon accreditation, so we can help colleagues who may be suffering from domestic abuse. She also developed training for colleagues to spot the warning signs of abuse and she made a compelling case about supporting victims to senior leaders. As a result Network Rail is taking part in the Rail to Refuge scheme to provide free travel for survivors to a safe space. Well done, and thank you to Lydia.

Reciprocal mentoring

Our senior leaders have been taking part in a diversity and inclusion (D&I) reciprocal mentoring programme.

Unlike traditional mentoring, D&I reciprocal mentoring is a two-way mentoring process. Our leaders have been deepening their understanding of colleagues' lived experience on topics including socio-economic status, race, disability, and sexual orientation. They have in turn been supporting their mentoring partners with their career development.

We asked Katie Frost (Sussex Route managing director) and Michelle Gull (mobile operations manager) about their experiences of the programme so far. Here is what they said:

Michelle: "This programme has been amazing. Working with my mentor has given me the confidence to discuss my career development and I now have a succession plan, am on the accelerated leadership programme, LEAD, and I'm doing an apprenticeship in operations management."

Katie: "The biggest take away for me has been meeting someone with such incredible enthusiasm. Michelle is a force to be reckoned with – and has done a great job of reminding me of the positive impact I can have by providing my time to other females to support their careers. Not only have I learnt about the experiences of others, I've learnt about myself too!"



Inspire

Inspire is our gender equality employee network. Its vision is that Network Rail employees of all genders are treated equally and can pursue careers that they choose. It has grown from 1,000 members to over 2,500 in the last year thanks to bolstering its regional structure and hosting over 100 events to support women in the business, including over 350 people in attendance at its “Get Match Fit” career development day. It’s main focus during 2021 was the “Inspire Survey” where over 1,000 colleagues came forward to express their frustration; this was the catalyst for creating a cross-industry approach for working together to improve women’s safety and front line welfare and PPE and has already led to the creation of guidance on sexual harassment.



Archway

Archway is our employee network for LGBT+ people and allies. Over the last two years it has supported its 1000 members with events and training.

Including the information on the pay gap for LGBT+ women this year is another way in which we are trying to better understand the different needs of women in our business.

Whilst the gender pay gap looks at pay disparities in a binary way (male/female), at Network Rail our aim is to create an environment where employees of all gender identities are treated fairly, and can progress their careers without fear or harassment, bullying or discrimination.

**Network Rail Limited and
Network Rail Infrastructure Limited**
Waterloo General Office
London SE1 8SW

Tel **020 7557 8000**

[networkrail.co.uk](https://www.networkrail.co.uk)

Company number: 4402220
Registered in England and Wales

If you need this information in an
alternative format please contact us.