



Gender Pay Gap Report 2023

mtr Elizabeth line



Introduction



As one of the UK's busiest railways, we are immensely proud to welcome people from across the UK and around the world to experience the Elizabeth

line. While it takes a considerable team effort to deliver a high-performing rail service, it is made infinitely easier by having an inclusive team offering diversity of thought, experience, and expertise.

Working with our partners, local organisations and communities, our team is driven by a shared commitment to values but also by a desire to create positive change through effective leadership skills and embedded behaviours, such as maintaining an innovative mindset.

It is very encouraging to see a reduction in both our mean gender pay gap (of 2.9

per cent) and our median gender pay gap (of 5.3 per cent); however, the fact that our results remain above the UK averages demonstrates we still have significant work to do.

Over the past 12 months we have put a brighter spotlight on learning and development to ensure our colleagues are aware of the career pathways available; provided easy access to thousands of training courses; and continued to raise the profile of women in our organisation. Of our apprentices, 30.7% are female, and we have successfully maintained an above industry average number of female train drivers.

Despite the railway being a traditionally male-dominated industry, I continue to see positive changes at every level as more women carve out successful careers and thrive in their chosen fields of expertise. While progress

undoubtedly remains slower than hoped for, we recognise that the impact of more women joining the rail industry is considerable. Through the creation of a more equitable and inclusive environment for all colleagues, we are seeing more inspirational stories from trailblazers in the industry who are paving the way for other women to make their mark.

We remain committed to maintaining steady progress as we bridge the gap on equality, diversity, and inclusion, and to providing greater career opportunities for women in rail.

I confirm that the data in this report is accurate.

A handwritten signature in black ink that reads "Mike Bagshaw". The signature is written in a cursive, flowing style.

Mike Bagshaw
Managing Director

Understanding the Gender Pay Gap

Following world-leading legislation brought in by the UK government in 2017, employers with more than 250 employees are required by law to publish pay and bonus gaps annually. According to the Office for National Statistics (ONS), in 2023 the gender pay gap amongst all employees (full and part-time) decreased to 14.3% from 14.4% in 2022.



Whilst the ONS reports that the gender pay gap in the UK has been declining over time, it remains higher for all employees because women traditionally take on more part-time roles, which in comparison to full-time roles have a lower hourly median pay. As of April 2023, the gender pay gap amongst full-time employees only was 7.7%, a slight increase on 7.6% in April 2022.

At MTR Elizabeth line, we believe that gender pay gap reporting is an important way to drive change in our organisation, and across the rail industry, helping us to identify which areas of our business are most affected, whilst also helping to plan solutions for the underlying causes.

As in previous years, the smallest gender pay gap exists between those starting out in their careers and slowly widens as employees age. There remains a greater number of senior male leaders and a greater difference in hourly pay between men and women at the highest earning levels. Our strategy focuses on all areas of diversity and inclusion and contributes to our understanding of why the gender pay gap exists and what actions are needed to resolve it. We are working on several ways to nurture future and existing talent, while also offering the right benefits and working environment to help our people thrive.

The Gender Pay Gap and Equal Pay: What's the difference?

It is important to understand the difference between the Gender Pay Gap and Equal Pay.

Gender Pay Gap

The gender pay gap is the difference between the average earnings of men and women across an organisation regardless of their role or seniority; this can also be expressed across sectors, or markets.

Equal Pay

Equal pay means that men and women with the same or similar jobs, or carrying out work of equal value, must be paid equally, as set out in the Equality Act 2010.

MTR Elizabeth line is committed to identifying areas where it needs to improve and innovate.

"The smallest gender pay gap exists between those starting out in their careers and slowly widens as employees age."

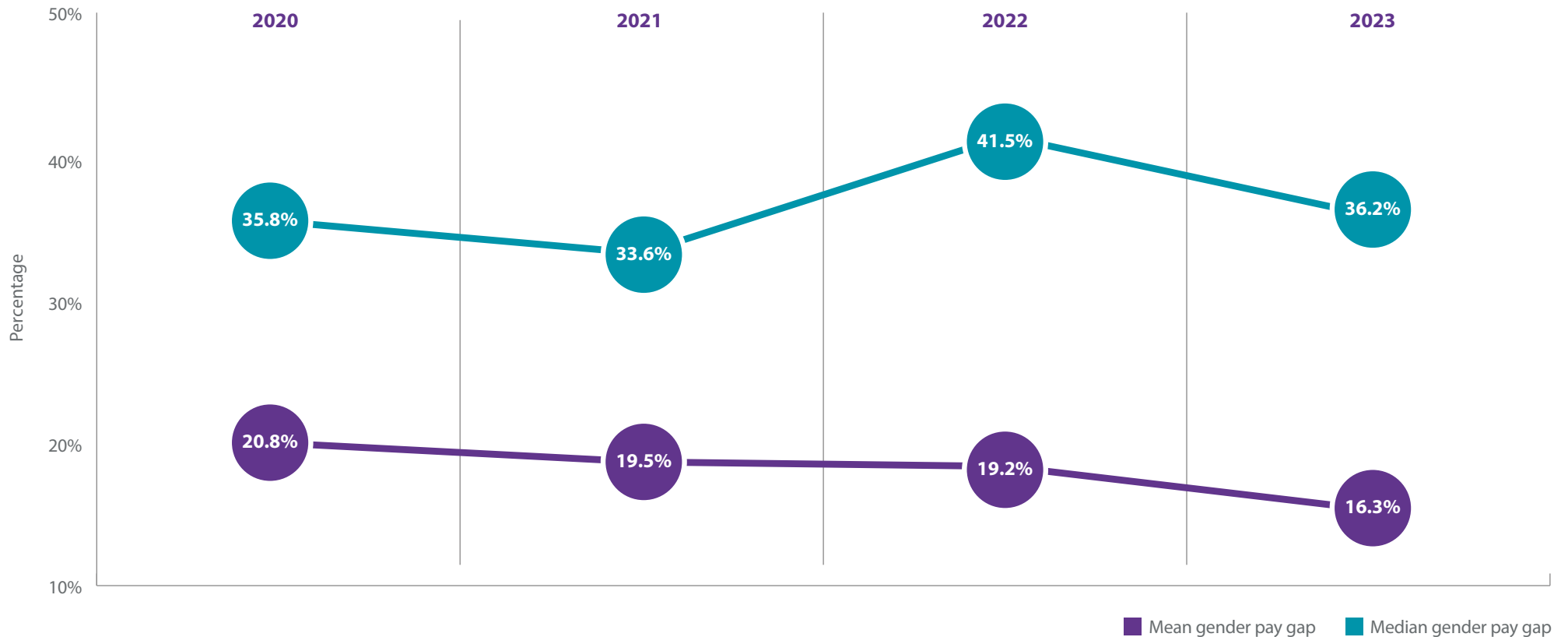
Our organisation – at a glance

As of April 2023, MTR Elizabeth line’s team totalled 1,295 colleagues made up of full-time and part-time roles. Our 303 female employees deliver a wide range of roles throughout our business including train drivers, of which 68 of our 546 (12.5%) are female, almost double the industry average.

Improving our gender pay gap

Our mean gender pay gap has improved year-on-year, with more significant progress made in 2023 with a decrease of 2.9% to 16.3 per cent.

Our median gender pay gap results have been less progressive with little change in recent years.

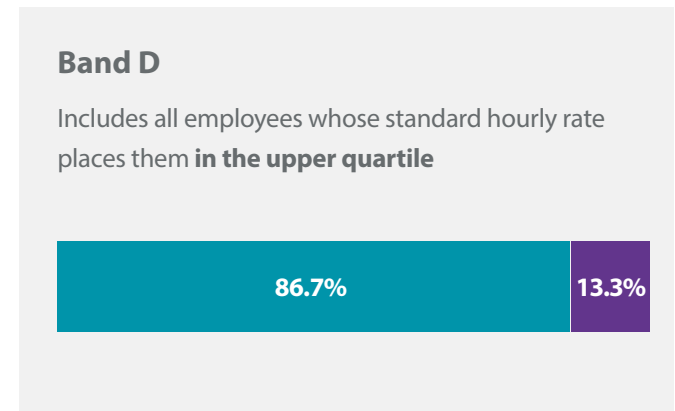
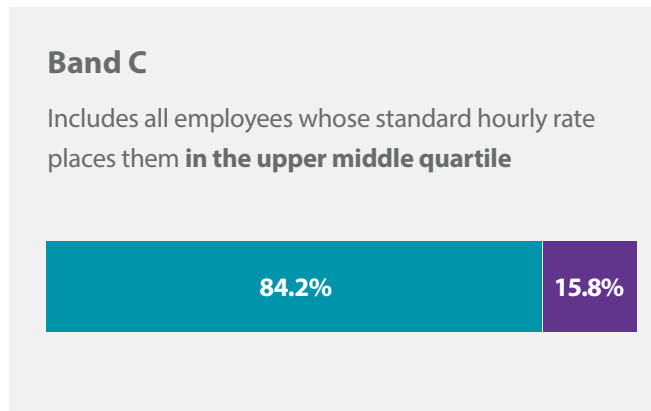
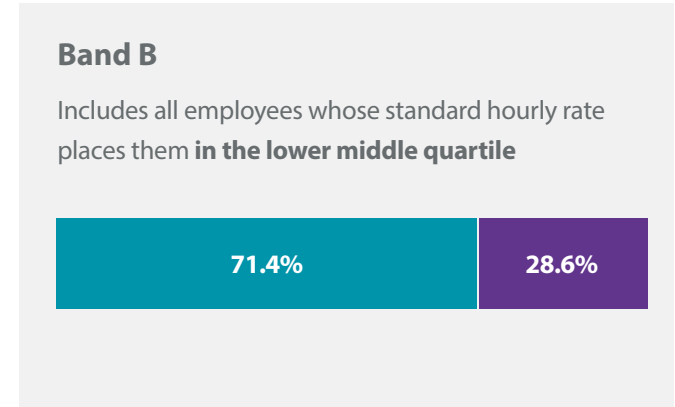
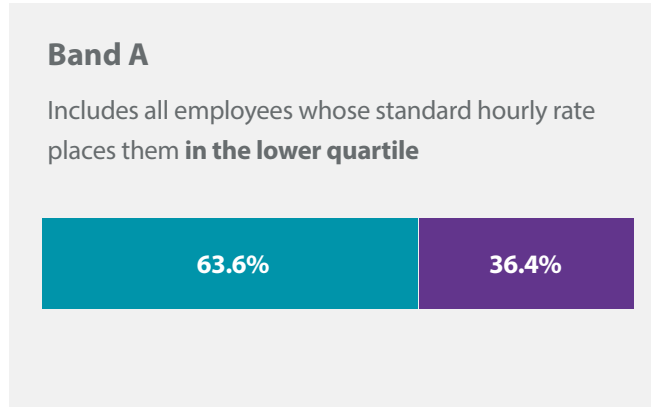
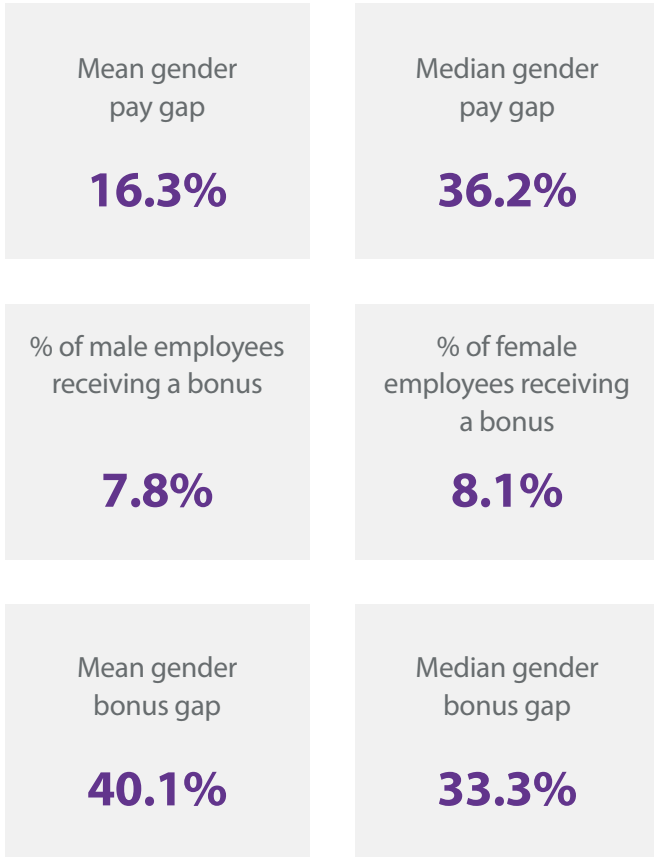


Our statistics

The statistics below represent the mean and median gender pay gap and the gender bonus gap at MTR Elizabeth line.

Proportion of males/females in each pay band quartile

This high level data is split into four equally sized groups, known as quartiles. These are based on hourly pay rates, with Band A being the lowest paid group, and Band D the highest.



■ Male ■ Female

The data was collected on 5th April 2023 and analysed by XperthHR, an independent external organisation. Mean = average of all figures in data. Median = the middle value of all data.

What our statistics show

At MTR Elizabeth line, we have been working towards correcting the imbalances in our gender pay gap through the delivery of our HR Strategy, which includes specific and measurable targets to reduce this historic industry issue.

We have made some constructive progress this year, with the mean hourly pay rate for women standing at 16.3% less, as opposed to 19.2% less in 2022. The monetary equivalent of this percentage equates to an absolute difference in pay of £4.80 per hour between the genders in 2023, versus £5.49 in 2022.

We recognise that our mean pay gap is different for each of the four quartiles. The imbalance is most prevalent in our Upper Quartile (-3.91%), and least significant in our Upper Middle Quartile (-0.76%).

There has been a positive change in our median pay gap figures. In 2022, our gender pay gap median pay rate was 41.5%, which equated to a difference in hourly pay of £13.43 in favour of men. However, in 2023, this pay gap has shown around a 5% improvement, with our women's median hourly rate now standing at 36.2% less than their male counterparts, equating to a difference in pay of £11.79 per hour, a monetary difference of £1.64 an hour.

The proportion of women receiving bonuses stands at 8.1% in 2023, which is unchanged from last year. However, the proportion of men receiving bonuses in 2023 has increased by around 1%, to 7.8% and our women's median bonus pay is 33.3% less than their male colleagues.

Although we are leading the industry in the proportion of women versus men employees, we have more than double the industry average of female train drivers, for example. We recognise that being a male-dominated sector means we have significant work to do, particularly in attracting female leaders to our senior teams.

We undertake, and have developed, a wide range of initiatives with the aim to attract more women into the industry and/or MTR Elizabeth line:



We are proud to be Silver Corporate Members and to play our part in helping Women in Rail to support, develop and attract women to the UK rail industry and improve gender balance, diversity, and inclusion in our sector. As an active supporter of Women in Rail, we participate in several initiatives including cross-company mentoring, which we have done for the past five years. This is an important way to attract, retain and develop diverse talent internally and across the wider industry.

- As a signatory of the Equality, Diversity and Inclusion Charter, we champion EDI across the rail industry, working together with other businesses to build a more balanced, fairer and high performing sector. For many years, we have also participated in the Big Rail Diversity Challenge; the only industry event showcasing the diversity the UK rail industry is aiming to achieve. The gender balanced teams bring together people from diverse backgrounds including (but not limited to) race, ethnicity, religion, gender, socio economic background and disability.



What our statistics show

- In 2023, we were delighted to be named a gold winner at the Employers Network for Equality and Inclusion (enei) annual Talent Inclusion and Diversity Evaluation (TIDE) awards. TIDemarks are awarded to organisations who have ranked the highest on enei’s Talent, Inclusion and Diversity Evaluation (TIDE) Benchmark.
- We deliver many initiatives in the communities in which we operate that are aimed at engaging women. From International Women’s Day events at local libraries and the ongoing work with the ‘Cycle Sisters’ (helping them to expand from one group to four locations along our route); to supporting Afghan refugees with orientation and literacy; and our work with the female-centric Clean Break charity, where we work with its 155 residents. Our West Ham DWP partnership to encourage ladies into rail, saw four ladies join MTR Elizabeth line with permanent jobs last year.

- MTR Elizabeth line also has a range of partnerships with girls’ schools, mixed schools and sixth form colleges. These relationships have delivered a wide range of support and events, including careers talks, careers fairs, pre-university mentoring, around 640 hours of work experience each year, and innovation workshops.

Leadership and Development Programmes

We continue to focus on supporting managers and leaders through a range of development opportunities. Our Management Development Programme includes face-to-face and self-development sessions that have increased skills, knowledge and behaviours, equipping both male and female managers to become more effective in their role and in supporting team members.

As part of our Leadership Development Programme, we use an assessment centre to identify areas of strength and development for our leaders and have supported this with a new training programme focused on Emotional Intelligence. Through a 360 questionnaire, workshops, feedback sessions, and self-development, we have enabled our leaders to become more self-aware and conscious of their leadership style and impact on others.

Our team of internal coaches offer coaching to colleagues across the organisation. They participate in an external industry mentoring programme, which provides people with the opportunity to become a mentor and to work with a mentor to support their future career development.

We remain dedicated to continuing to reduce the gender pay gap by providing high quality leadership, training and development to support more women in their journey to leadership roles, creating an inclusive and balanced culture.

“Over the last year we have focused on the development of our managers and leaders, ensuring that we are offering opportunities for them to develop and grow in their chosen career and helping them to achieve future aspirations.”



Carolyn Bisset
Head of Learning,
Engagement and Inclusion



Attracting more women to rail

MTR Elizabeth line places diversity and inclusion at the heart of its business objectives. It is important that we continue to attract more women to rail at every level and in every discipline.

We have a strong history of successful apprenticeships, with many participants progressing to permanent roles when completed. A total of 26 apprentices joined the organisation across various departments, with women making up 30.7% of our cohort. There are plans to increase the number of entry level apprentices recruited for 23/24.

As well as being actively involved in initiatives such as International Women's Day, we actively promote events that support women and improve representation and inclusion such as Black History Month and LGBT+ initiatives. We work closely with external organisations such as Women in Rail's EDI Charter, and Business in the Community's Race at Work Charter, and are committed to driving improvements across the rail industry.



"I qualified as a train driver in 2015 and joined MTR Elizabeth line in 2017. Thanks to the company's approach to equality and its recognition of

transferrable skills, I was able to develop my career whilst still maintaining my driving competency. As an Operations Trainer, I worked in a largely male-dominated department; however, this never hindered my progress.

I was given the opportunity (working with a colleague) to design, develop and deliver an industry-leading innovative VR (Virtual Reality) driver training programme. Designed to support a flexible learning environment, the training broadened the opportunities for future train drivers and meant that caregivers (often women) could undertake part of their training in their home environment, which was a real game changer."

Anna Pearson
TSD Trainer,
Learning & Development



"Since joining MTREL in 2021 as Senior Operations Delivery Manager, I've had excellent opportunities to enhance my leadership skills. I am now Deputy

Director of our Train Service Delivery team and have enrolled on a Senior Leadership L7 Apprenticeship.

I think the rail industry offers women a wide range of career paths, providing opportunities for growth and advancement. I've been supported in developing my industry skills and knowledge through working on innovative industry and MTREL specific programmes.

MTREL also places a focus on wellbeing and a healthy work-life balance. As a mum to an 8-year-old boy, the family friendly policies have enabled me to work around my family commitments."

Clare Webb
Deputy Director,
Train Service Delivery



"My role includes looking at Performance data and creating reports to help the business understand how well our train service is performing.

Whilst completing my degree I was pleased to see other women studying in the STEM field. I think there is space for more women in data, and roles like mine within the rail industry. Specific, structured career development will really help to generate opportunities for women in rail."

Kavita Parmar
Performance Analysis Manager,
Train Service Delivery

Summary



At MTR Elizabeth line, we understand the power of difference and the significance of a diverse and inclusive workforce. Since winning the concession to operate the landmark Elizabeth line on behalf of Transport for London, we have rapidly built a team capable of not only delivering this transformative railway but ensuring its safe operation every day.

Across the organisation there is a great deal of dedication, enthusiasm and actions taken to support and create an inclusive environment, to promote equality, champion diversity, and contribute to lasting positive change. We have made significant strides in specific areas, such as the recruitment of female train drivers where we remain at nearly double the industry average, but recognise that our overall progress has been slow despite seeing encouraging improvements in this year's results.

Looking ahead, we have already set in motion plans to further strengthen our EDI commitments and strategic targets. This

includes increasing the recruitment and development of female colleagues through external agency partnerships that specialise in diversity; creating new training opportunities such as our Coaching with Confidence course, where more than half of attendees to date have been women; and undertaking a structured review of equal pay, recognition and representation across the business, with a view to understanding and setting actions that will contribute to an ongoing reduction in the gender pay gap. We are also launching an inclusive training course for our senior leaders that will focus on advancing EDI and recognising the traits of inclusive leaders.

We remain committed to our long-term goal to improve the gender imbalance and work towards a 0% gender pay gap.

I confirm that the data included in this report is accurate.

A handwritten signature in black ink, appearing to read 'Carolyn Bisset'.

Carolyn Bisset
Head of Learning, Engagement and Inclusion