

**Gender pay gap annual update**

**Transport for Wales Rail Ltd**

**April 2021**






**TRAFNIDIAETH CYMRU  
TRANSPORT FOR WALES**



---

# Contents

	1. Purpose	3
	2. Overview	4
	3. Context	5
	4. Gender pay gap at 5 April 2021	7
	5. Bonus pay	11
	6. Progress since the TUPE transfer	13



# 1. Purpose

This report has been produced to provide an overview of the official gender pay gap figures calculated on the private sector snapshot date of 5 April 2021. In April 2017, the UK Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their Gender Pay Gap including:

- mean and median gender pay gaps
- mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- proportions of men and women in each pay quartile.

## Mean

The mean gender pay gap demonstrates the difference in the average hourly rate of pay between men and women.

## Median

The median gender pay gap demonstrates the difference between the middle-paid man and the middle-paid woman in an organisation. While the mean gender pay gap can be skewed by a small number of high earners, the median pay is more representative of the difference in what a man or woman gets paid at Transport for Wales Rail Ltd (TfWRL).

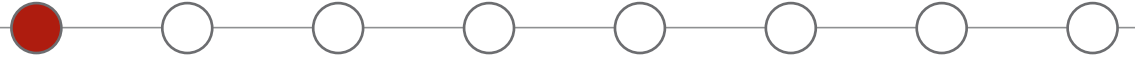
## Equal pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

It's unlawful to pay people unequally because they are a man or a woman.

## Quartile

To examine pay at different levels of the organisation, we've divided our colleagues into four more-or-less equal groups with pay graded from lowest to highest.



## 2. Overview

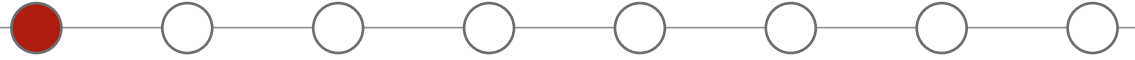
As of 5 April 2021, TFWRL employed 2,633 people. Of these, 19.5% were women and 80.5% were men.

The mean hourly pay for men was £20.44. For women, it was £17.21. This represents a gender pay gap of 15.8%.

The median hourly pay for men was £19.88. For women, it was £15.67. This represents a gender pay gap of 21.2%.

0% of women and 0.3% of men were paid a bonus. The bonus payments made during this reporting period were due to mistimed commission payments as no bonus payments were made.





## 3. Context

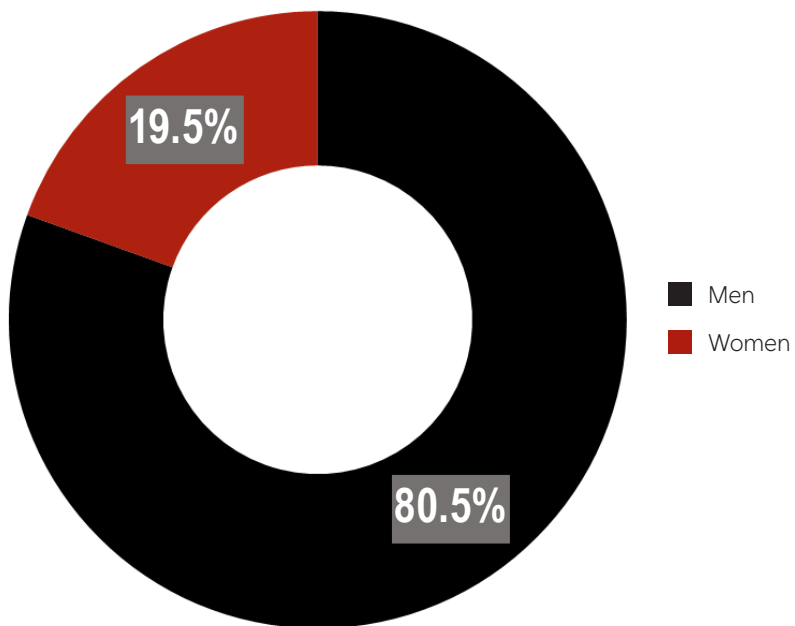
In February 2021, Transport for Wales group was created as a wholly-owned, not-for-profit company by the Welsh Government. As part of the TfW group, Transport for Wales Rail Ltd was set up to take over the running of Wales and Borders rail network from KeolisAmey. They were officially TUPE into TfWRL on the 7 February 2021. The data in this report covers the period 7 February 2021 to 5 April 2021. This is the first report for TfWRL.

We're reporting our gender pay gap for 2021 to demonstrate our commitment to having equal pay in the workplace. We recognise this is a starting point for us as an inclusive organisation. We would like to state that, during the TUPE and organisational change that occurred over this period, the development and progression of women in TfWRL remained crucial to us. This report demonstrates our commitment to being open and transparent in acknowledging the challenging position from which we're working to further close our gender pay gap.

## 4. Gender pay gap at 5 April 2021

### 4.1 Gender ratio split

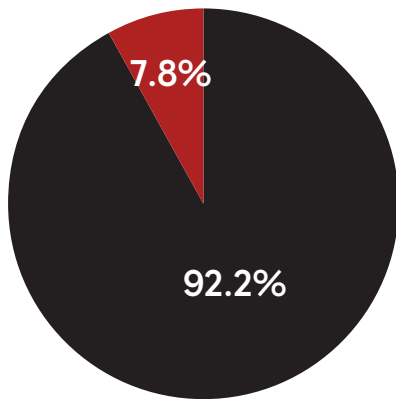
At 5 April 2021, 2120 (80.5%) of our colleagues were men and 513 (19.5%) were women.



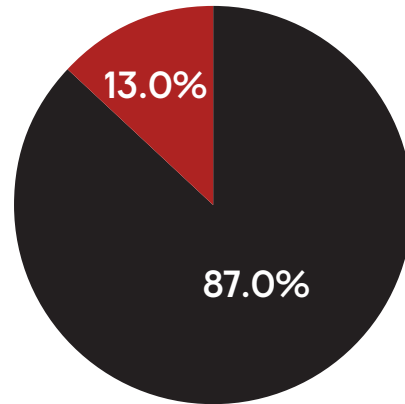


## 4.2 Quartiles

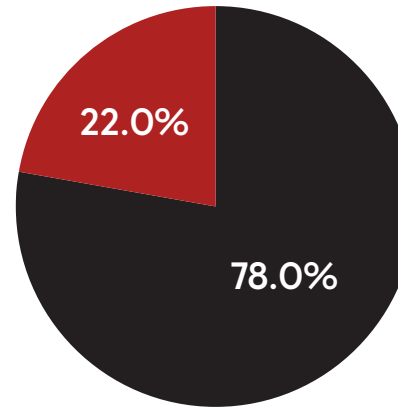
Top quartile



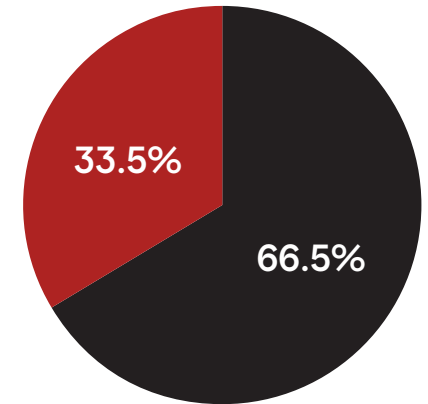
Upper middle quartile



Lower middle quartile

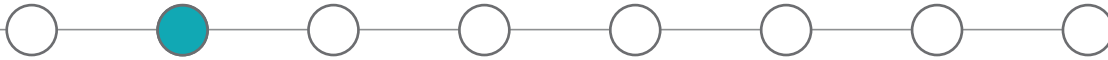


Bottom quartile



■ Men  
■ Women

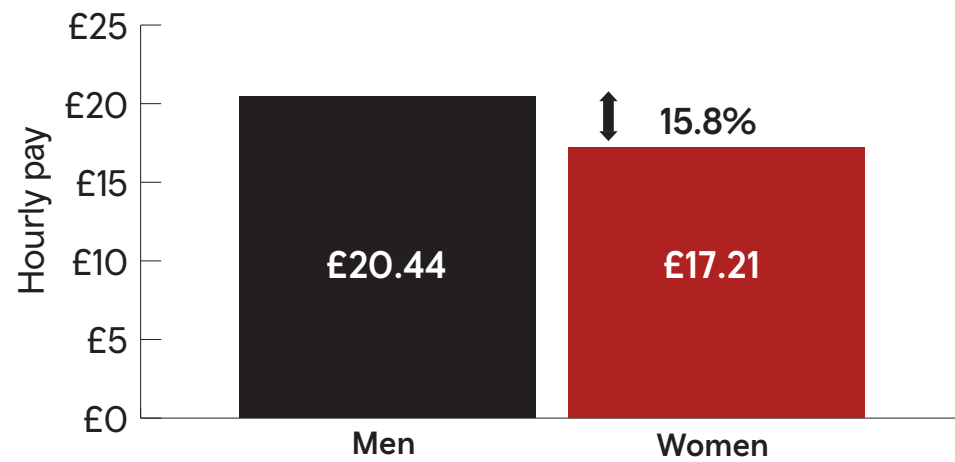




### 4.3 Mean

### 4.4 Median

Mean gender pay gap in hourly pay, 2021



Median gender pay gap in hourly pay, 2021





## 5. Bonus pay

As all eligible colleagues were men and bonus payments were only made to one gender, it is not possible to calculate the mean and median bonus pay gaps. These bonuses were due to mistimed commission payments made in the reference period which is included under the definition of bonus pay for the purposes of this reporting.



Women

**0%** of women were paid a bonus



Men

**0.3%** of men were paid a bonus



TRAFNIDIAETH CYMRU  
TRANSPORT FOR WALES

Cymru a'r Gororau  
Wales and Borders



## 6. Progress since the TUPE transfer

This year has seen us focus on woman in leadership and consider how we can support and grow our current and future female leaders. This will help us address the lack of women in upper pay quartiles.

### **Moving Ahead Mentoring**

In 2020, we started our work in developing our offering around woman in leadership. This culminated in February and March 2021 when we started our relationship with Woman in Rail and began to recruit mentors and mentees for their mentoring programme. This programme is provided in partnership with Moving Ahead.

“Women in Rail recognises that in order to promote further equality, diversity and inclusion in UK rail, the whole of the industry must work together. Therefore, while the programme celebrates and supports female development and progression in the sector, it recognises the importance of joining forces with our male allies and to foster diversity in thought, learning and cross-fertilisation of ideas.”

Moving Ahead work with a wide range of organisations across the transport to sector to provide this robust mentoring scheme. Currently 23 organisations take part and 400 women in the transport industry are mentored.

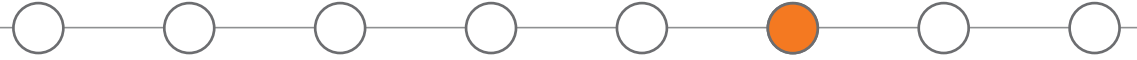
This is the first time we've taken part. We've entered three mentors and five mentees from a range of departments across the business.

### **Imagine Talent Programme**

Imagine is our internal talent programme focusing on colleagues achieving their first leadership role within the business.

Colleagues nominate themselves for the programme and attend a robust assessment centre to achieve a place. The programme runs for 12 months. The candidates attend a series of workshops to build their leadership skills and complete an ILM level 3 qualification in Leadership and Management.

By the end of the 2020/21 programme, two women had been promoted into new roles.



## Apprentices

During 2020/2021 our apprenticeship programme had a better gender balance in comparison to our overall gender split, with 33% of our apprentices being women. These included apprentices in a range of departments such as:

- Data Analytics
- Project Management
- Procurement
- Customer Relations
- Fleet and engineering.



TRAFNIDIAETH CYMRU  
TRANSPORT FOR WALES