

Gender pay gap report

April 2025



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Foreword



Elle Elliott, Executive Director of People and Culture

I'm pleased to share that Transport for Wales Group has reversed last year's median pay gap increase. More women are now in the higher pay quartiles. However, the median pay gap for Transport for Wales Rail and the combined median pay gap for both organisations have widened.

We've put a lot of effort and focus into our pathways into employment with Tfw. Our recruitment of more women has been successful, but has not moved the gender pay gap in the right direction.

We now need to be more radical.

To understand what works, we'll improve our data reporting and model the potential impact of our interventions. This will help us understand the impact of our current efforts but also where we can focus our future work. We'll examine our recruitment processes and career trajectories to recognise where inequalities persist and bias influences. This will allow us to track different areas of the business (such as bus, rail and office-based staff) to understand where the gaps are larger and smaller.

As we expand the demographic data we collect, we'll seek to understand the ways issues such as being disabled or a member of racially marginalised group intersect and compound the issues. Our work with our colleagues, customers, the communities we serve and external partners will support this.

In the short term, we'll continue to seek quick wins to narrow the gap. This includes:

- undertaking equality impact assessments as part of our annual pay discussions.
- improving the experience of women returning to work after maternity or another career break.
- promoting a culture of diversity, equity and inclusion across the business through Colleague Support Networks.
- looking at other transport and public sector organisations here and abroad to find out what works.
- commissioning research to inform actions that work and will be a template that can guide our approach over the next decade.

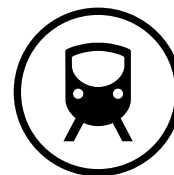
To ensure gains are long lasting, we're improving gender representation across the business. We're doing this through hiring more women as apprentices and graduates, and in science, technology, engineering and mathematics (STEM) roles. We'll continue to utilise our close ties with industry groups such as Women in Rail (of which Marie Daly, our Chief Operating Officer, is currently chair) to share and gain insight. This will ensure a pipeline of talent for years to come and help diversify the transport industry.

We want to be an industry leader for promoting and ensuring equality. We're going to put in place concrete actions that are achievable to ensure that happens.

My 2024/25 highlights:



TfW Group's median pay gap reducing by 6.2 percentage points



Running our first-gender balanced (half men, half women) Driver cohort



Running our first all-women early talent cohort



Purpose

Overview

This report has been produced to provide an overview of the official gender pay gap figures calculated on 5 April 2025.

We report three gender pay gap figures:

- Transport for Wales Rail Limited (TfW Rail)
- Transport for Wales (TfW Group)
- A combined figure for both legal entities (TfW Overall).

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 mean hourly rate of pay for women compared to men.

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 TfW.

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 groups with pay graded from lowest to highest.

Key figures

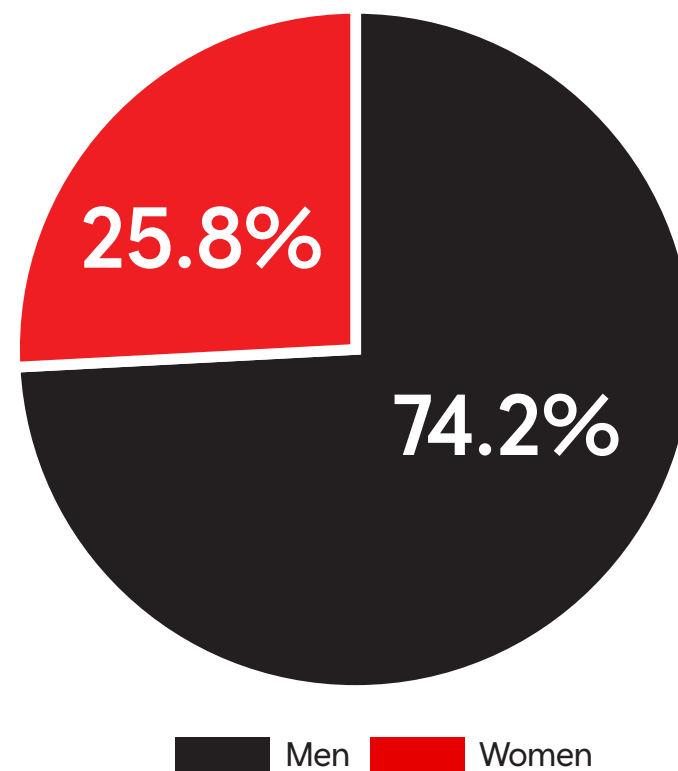
Proportion of staff by gender

TfW Overall employed 4,392 people in April 2025. Of them, 3,258 (74.2%) were men and 1,134 (25.8%) were women (see figure 1.1). This represents a slight increase of 0.8 percentage points in the proportion of women employed compared with last year.

In April 2025, TfW Group employed 854 people. 498 (58.3%) of them were men and 356 (41.7%) were women. This represents a slight increase of 0.5 percentage points in the proportion of women employed compared with last year.

In April 2025, TfW Rail employed 3,538 people. 2760 (78.0%) of them were men and 778 (22.0%) were women. This represents a slight increase of 0.5 percentage points in the proportion of women employed compared with last year.

Figure 1.1: Proportion of staff by gender, Overall TfW, April 2025



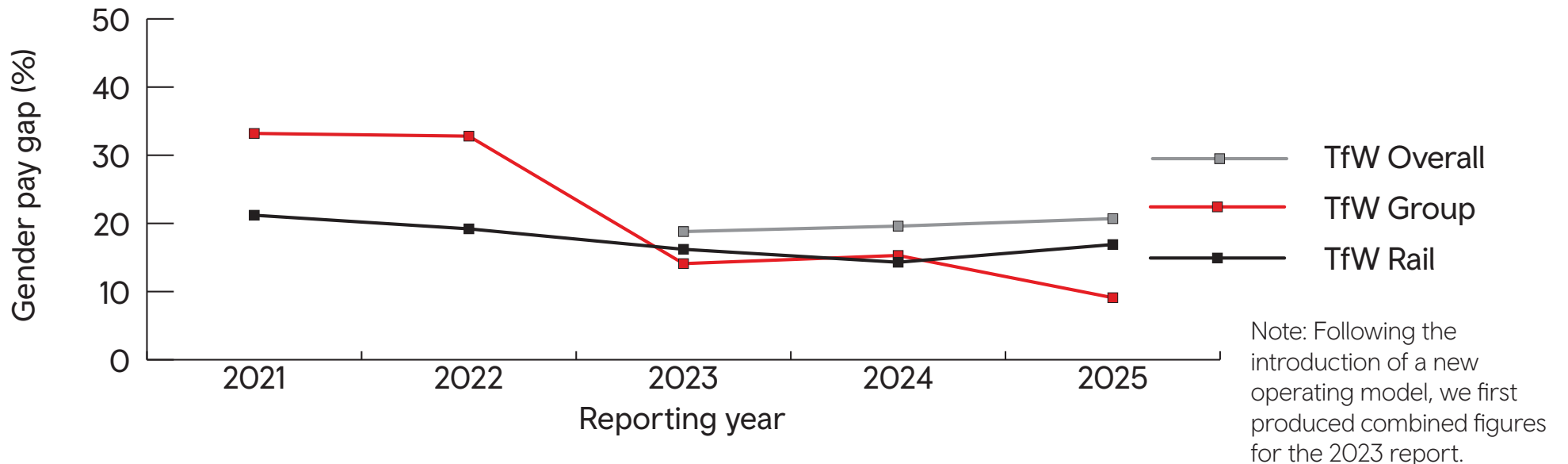


Gender pay gaps

When compared to April 2024, the April 2025 median gender pay gaps present a mixed picture (see figure 1.2). For TfW Group, there has been a narrowing of both mean and median pay gaps. The mean pay gap has decreased by 2.2 percentage points from 13.6% to 11.4% and the median pay gap has reduced by 6.2 percentage points from 15.3% to 9.1%.

For TfW Rail, both median and mean pay gap has increased slightly. The mean pay gap has increased by 1.0 percentage point from 14.9% to 16.0% and the median gender pay gap has increased by 2.6 percentage points from 14.3% to 16.9%.

Figure 1.2: Change in the median gender pay gap





The combined figures for TfW Group and Rail have increased on last year. Compared to TfW Group, TfW Rail has a significantly higher proportion of male employees (78.0% versus 58.3%). This means when the two entities are combined, more men (compared to last year) are in higher pay quartiles due to higher paid roles in Rail such as conductors and drivers.

To understand why these gaps are widening or narrowing, we're putting in a robust monitoring process. This will help us understand what works.

Table 1.1: Gender pay gaps, April 2025

	Mean	Median
TfW Overall	↑ 17.4%	↑ 20.7%
TfW Rail	↑ 16.0%	↑ 16.9%
TfW Group	↓ 11.4%	↓ 9.1%

The arrows show whether the gap has increased or decreased on last year.

Bonus pay gaps

Bonus pay gaps at TfW are calculated by looking at the commission earned from sales of tickets and catering. Only a small proportion of colleagues are eligible for this commission. The TfW Overall average for women was £320.78 and for men was £443.36.

TfW Overall bonus pay gaps have increased this year. The mean is 3.8%, up from -2.9% in 2024. The median is 7.6%, up from -8.8% in 2024.

TfW Rail's bonus pay figures are based on commission payments made to eligible conductors. At TfW Rail, 22.8% of men and 27.8% of women were paid a bonus. The mean bonus pay gap was -1.6%, down from 9.0% in 2024. The median bonus pay gap was -1.5%, down from 13.3% in 2024.

TfW Group's bonus pay figures for April 2025 are based on commission payments made to eligible colleagues in catering. At TfW Group, 7.8% of men and 8.3% of women were paid a bonus. The mean bonus pay gap was 27.7%, up from 12.1% in 2024. The median bonus pay gap was 37.4%, up from 21.1% in 2024.

Table 1.2: Bonus pay gaps, April 2025

	Mean	Median
TfW Overall	↑ 3.8%	↑ 7.6%
TfW Rail	↓ -1.6%	↓ -1.5%
TfW Group	↑ 27.7%	↑ 37.4%

The arrows show whether the gap has increased or decreased on last year.



Quartiles

For both TfW Rail and Group, a larger proportion of women are now in the lower middle and highest pay quartiles.

In TfW Rail, 78.0% of employees were men and 22.0% were women. The proportion of women in the lower, lower middle and highest quartiles has increased by 3.0, 0.3 and 0.3 percentage points respectively. Compared to last year, the proportion of women in TfW Rail's upper middle quartiles has decreased 1.4 percentage points.

In TfW Group, 58.3% of employees were men and 41.7% were women. The number of women in the lower middle, upper middle and highest quartiles has risen by 2.4, 1.3 and 2.1 percentage points respectively. The proportion of women in the lower quartile has dropped by 4.9 percentage points.

Note: percentages may not total 100 due to rounding.

Table 1.3: TfW Rail pay by quartiles, April 2025

	Lowest	Lower middle	Upper middle	Highest
Men	↓ 62.8%	↓ 72.6%	↑ 86.7%	↓ 89.9%
Women	↑ 37.2%	↑ 27.4%	↓ 13.3%	↑ 10.1%

The arrows show whether the proportion has increased or decreased on last year.

Table 1.4: TfW Group pay by quartiles, April 2025

	Lowest	Lower middle	Upper middle	Highest
Men	↓ 58.4%	↓ 52.6%	↑ 53.7%	↓ 68.5%
Women	↑ 41.6%	↑ 47.4%	↓ 46.3%	↑ 31.5%

The arrows show whether the proportion has increased or decreased on last year.

What we've done to improve

Recruitment

We seek to attract women to apply for roles through targeted advertising and attending careers events for women or nonbinary people. Working in partnership with Women in Rail and Women in Transport, we're improving how we encourage women to apply for transport roles. This year, we had TfW's first gender-balanced Driver cohort and our first all-women early talent cohort.

Returning to work

Our first returners programme offered support and experience for people who've been out of employment for over 18 months, many of them women. We'll also look to target women through our other Pathways programmes.

Early talent

We've continued to strengthen our early talent outreach and recruitment activity, with a particular focus on improving gender representation across our Apprenticeship Academy, Graduates Scheme, and other early careers programmes.

Improving our culture and inclusive behaviours

Our Strategic Equality Plan 2024- 28 sets out how we will become a more inclusive employer. In December 2025, we concluded its first review. We consulted colleagues from across the business in the delivery of the first year of this plan to ensure its relevance to our people.

Moving forward

To improve the gender pay gap, we'll:

- Improve our data and analysis of the gender pay gap to understand what works.
- Strengthen our early talent pipeline by developing closer integration between our virtual and in-person work experience programmes.
- Update our use of applicant tracking for a more inclusive and representative early talent journey.
- Undertake equality impact assessments as part of our annual pay discussions.
- Support our preparations for ethnicity and disability pay gap reporting.

As an organisation, we have a clear responsibility to ensure that our workplace reflects the values for which we stand. With the above actions, we're taking deliberate, long-term actions to close our gender pay gap and create a truly equitable environment for all colleagues.





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