

GENDER & ETHNICITY PAY STATEMENT

2020

Introduction

Following the success of gender pay gap report which prompted positive and constructive debate within RSSB, we are proud to publish our first joint gender and ethnicity pay gap report.

RSSB does not see ethnicity reporting as a compliance exercise. We believe raising awareness is the right thing to do for both our people and our business. RSSB is therefore going beyond the legal requirements and reporting the pay gap data for our Black Asian Minority Ethnic (BAME) employees. As with many organisations, the key factor behind RSSB's gender pay gap is the imbalance of men and women across job levels.

Our aspiration is to achieve a far more equal number of men and women across all roles. This remains a considerable challenge given our workforce structure and the industry we operate in. Nevertheless, we are determined to address this challenge.

With regards bonus calculation, the method we use to calculate bonus is consistent for all employees who are eligible. Bonus eligibility is determined by when our employees join and leave our employment. The bonus pay gap is driven by reduced representation of women and BAME employees in senior roles.

Definition

- The **Gender Pay Gap** and **Equal Pay** are two distinct terms.
- Equal Pay is the requirement for men and women to be paid the same for doing the same or similar work or work of equal value.
- The **Gender Pay Gap** measures the difference in the hourly pay of all men and women in an organisation. It is expressed as a percentage of male employees' hourly pay and reported on a mean and median basis.
- The mean is the overall average of all employees' salaries and can be skewed by extremely high or low salaries.
- The median involves listing all salaries, from the lowest to the highest, and reporting the salary in the middle.

EQUAL PAY

Men and women are paid the same for the work.



GENDER PAY GAP

The difference between the gross hourly earnings for both men and women.





A Better,
Safer
Railway

GENDER PAY GAP 2020

GENDER PAY GAP

SNAPSHOT 05/04/2017	SNAPSHOT 05/04/2018	SNAPSHOT 05/04/2019
25% MEAN PAY	22% MEAN PAY	21% MEAN PAY
26% MEDIAN PAY	23% MEDIAN PAY	23% MEDIAN PAY
34% MEAN BONUS	32% MEAN BONUS	31% MEAN BONUS
24% MEDIAN BONUS	28% MEDIAN BONUS	30% MEDIAN BONUS

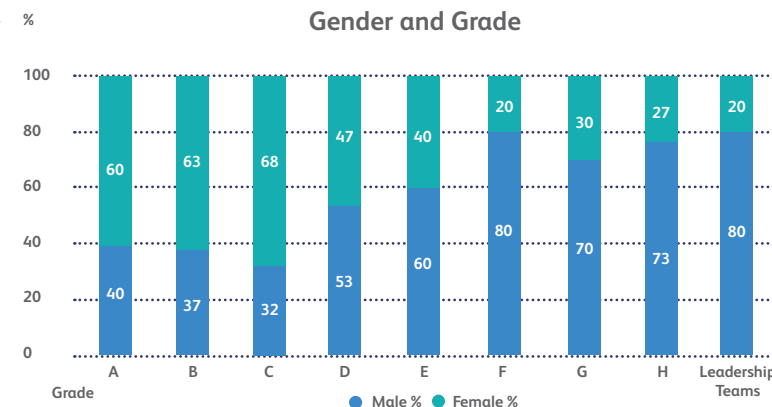
% Receiving Bonus



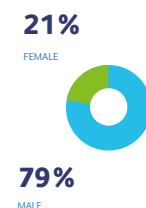
Total Workforce Split



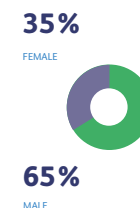
Gender and Grade



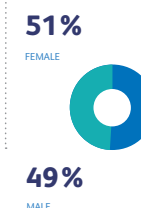
Upper Quartile



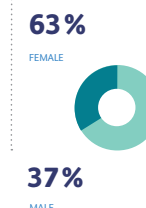
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile





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ETHNICITY PAY GAP

2020

ETHNICITY PAY GAP

SNAPSHOT
01/08/2019

15%
MEAN PAY

17%
MEDIAN PAY

36%
MEAN BONUS

29%
MEDIAN BONUS

% Receiving Bonus



Non-BAME

82%



BAME

75%

Upper Quartile

88%
NON-BAME



12%
BAME

Upper Middle Quartile

74%
NON-BAME



26%
BAME

Lower Middle Quartile

70%
NON-BAME



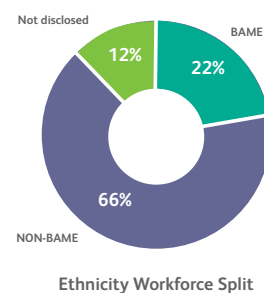
30%
BAME

Lower Quartile

67%
NON-BAME



33%
BAME



GENDER & ETHNICITY PAY STATEMENT

What are we doing to close the gap?

At RSSB, we recognise that closing the gender and ethnicity pay gap will take time and we do not expect immediate results. We are committed to this ambition and we will work with our industry partners to broaden diversity within RSSB and across the rail sector.

Recruitment & Attraction	Development & Progression	Culture
<p>Our aspiration is to leverage RSSB's unique position in the rail industry to promote diversity.</p> <p>.....</p> <p>We are investing in attraction methodology to widen our reach in attracting talent and enhance RSSB's employer brand.</p> <p>.....</p> <p>We ensure our recruitment and selection processes are fair and inclusive.</p> <p>.....</p> <p>We will be delivering recruitment and selection training which will cover unconscious bias with recruiting managers.</p> <p>.....</p> <p>We will be giving more focus to inclusive job adverts and gender balanced shortlisting wherever possible.</p> <p>.....</p> <p>RSSB offers a number of student and graduate placements and we seek to widen our candidate pool to encourage applications from female and BAME students.</p>	<p>RSSB continues to strengthen its partnership with the Women in Rail programme. This is designed to improve gender balance, diversity and inclusion within UK Rail through driving a better understanding of the issues facing women and facilitating the sharing of ideas and thoughts.</p> <p>.....</p> <p>We have funded 10 mentees and mentors from across RSSB to participate in this programme. This commitment will be further supported in 2020 with 10 more mentees and mentors.</p> <p>.....</p> <p>Emerging Leaders Programme is a new talent initiative at RSSB. Specifically, this is a structured programme of development activities designed to support thought and people leadership capability.</p> <p>.....</p> <p>This programme has equal male and female participants as well as BAME representation.</p>	<p>RSSB recognises that a healthy work life balance is important to our employees. Our unique role in the rail industry is conducive to diverse working practices. We are proud that in our monthly engagement survey our employees scored 8.4 out of 10 for the question; 'My work schedule is flexible to deal with family or personal life'.</p> <p>.....</p> <p>We are proud of our generous family friendly policies. All employees who embarked on family leave in 2018/2019 returned to work successfully. RSSB remains firmly committed to ensuring our employees enjoy a healthy work life balance.</p> <p>.....</p> <p>We have been encouraged by the organic evolution of diversity related initiatives at RSSB. Comprised of a cross section of our employees, Women at RSSB and LGBT+ initiatives have evolved to champion diversity and build a more inclusive culture at RSSB.</p> <p>.....</p> <p>RSSB participates with the Rail industry's Diversity & Inclusion Steering Group. This group aims to promote diversity initiatives in the wider rail industry.</p>