

RSSB GENDER PAY GAP 2019



Published	2018	2019
Snapshot Date	05-Apr-17	05-Apr-18
Mean Pay	25 %	22 %
Median Pay	26 %	23 %
Mean Bonus	34 %	32 %
Median Bonus	24 %	28 %

	Male	Female	Male	Female
% Receiving Bonus	89 %	95 %	88 %	94 %
Total Workforce Split	54 %	46 %	56 %	44 %
Upper Quartile	79 %	21 %	78 %	22 %
Upper Middle Quartile	63 %	37 %	66 %	34 %
Lower Middle Quartile	48 %	52 %	51 %	49 %
Lower Quartile	28 %	72 %	49 %	51 %

RSSB HAS UNDERTAKEN A NUMBER OF INITIATIVES TO REDUCE THE PAY GAP AND WE ARE PLEASED WITH THE POSITIVE RESULTS.

The mean and median pay gap has reduced. The gap is driven by the number of female employees occupying senior positions. This reflects the national trend and the industry we operate in. The structure of our workforce also explains the difference in mean and median bonus gap. The method of bonus calculation is consistent for all employees who are eligible.

The **GENDER PAY GAP** is the difference in average pay between men and women in the workforce. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. **EQUAL PAY** deals with the pay differences between men and women who carry out the same or similar jobs.

RSSB GENDER PAY GAP

Snapshot Date 05/04/2018



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2019 Snapshot Date
05/04/2018

22%
MEAN PAY

23%
MEDIAN PAY

32%
MEAN BONUS

28%
MEDIAN BONUS

% Receiving Bonus



94%



88%

Total Workforce Split



44%



56%

Upper Quartile

22%
FEMALE



78%
MALE

Upper Middle Quartile

34%
FEMALE



66%
MALE

Lower Middle Quartile

49%
FEMALE



51%
MALE

Lower Quartile

51%
FEMALE



49%
MALE

RSSB GENDER PAY GAP 2019



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We recognise that reducing the gender pay gap is a long term goal. We will continue to reach out to a wider and diverse talent pool to attract to right talent, our focus thereafter turns to development to ensure our people reach their full potential.

WORKING PRACTICES

RSSB recognises that a healthy work life balance is important to all our employees. Our unique role in the rail industry is conducive to diverse working practices and we are proud that approximately 20% of our workforce have an agreed flexible working arrangement with further informal arrangements agreed at a local level. Together with our generous family friendly policies, we are proud that all our employees who embarked on family leave in 2017 / 2018 have successfully returned. RSSB remains firmly committed to ensuring our employees continue to enjoy a healthy work life balance.

REMUNERATION

Our remuneration framework is gender neutral. All our roles are evaluated which eliminates gender bias. As a result, we are confident that both our male and female employees are paid at a similar level.

DEVELOPMENT

We encourage continuous professional development for all our employees. Our planned activities for 2019 will strengthen our partnership with Women In Rail (WR). Our employees continue to participate in the WR mentoring programme both as mentors and mentees. This year we are also supporting WR's Pro-Bono Fund which is aimed at new entrants or returners to the rail industry. We are pleased to be hosting a number of WR events, including the launch of the mentoring scheme, at our Central London offices.

DIVERSITY AND INCLUSION

RSSB has two groups, Diversity and Inclusion Advisory Group and Women at RSSB. Looking at the broader diversity context, these groups are comprised of a cross section of our employees. By creating a space for these groups we aim to champion diversity initiatives and thereby build a more diverse and inclusive culture at RSSB.

RECRUITMENT

RSSB continues to broaden our reach to attract and recruit a diverse workforce. Our approach to attracting talent is constantly evolving and we use professional job boards such as LinkedIn and WISE. We actively reach out to a diverse pool of talent to raise awareness of opportunities at RSSB. Our aspiration is to leverage RSSB's unique position in the rail industry to promote diversity particularly in Technical and Engineering roles.