

# Gender Pay Gap

*Report 2021*



*At Greater Anglia we are committed to promoting equality, wellbeing, diversity and inclusion. In 2021, we launched our 'Greater Together' diversity and inclusion strategy.*

## Gender Pay Gap

*Difference between men and women.*

**Fixed hourly pay**      **Mean 21.17%**      **Median 19.19%**

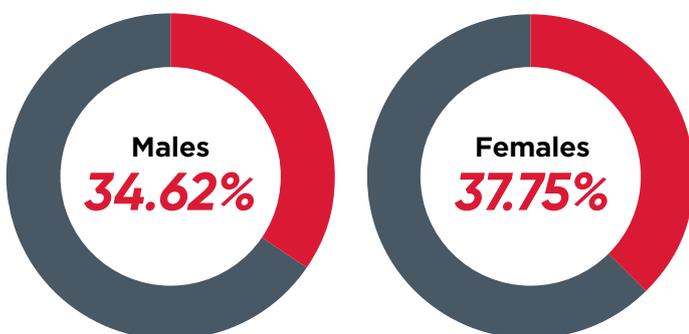
The above illustrates the mean and median pay gap of fixed hourly rate of pay from the snapshot date (5th April 2021). We're pleased to see a slight reduction in the pay gap from 2020, however we recognise we still have work to do in decreasing the gap.

## Proportion of colleagues awarded a bonus for 2020/2021

Usually we report here that our proportion of male and females receiving a bonus is nearly 100%, as all qualifying colleagues regardless of gender or grade are entitled to a Gainshare bonus, a scheme which awards a bonus payment for the success against departmental KPIs. However the payment of Gainshare for 2021 was delayed until June '21 – so this was not included in the scope of the 2021 Gender Pay report.

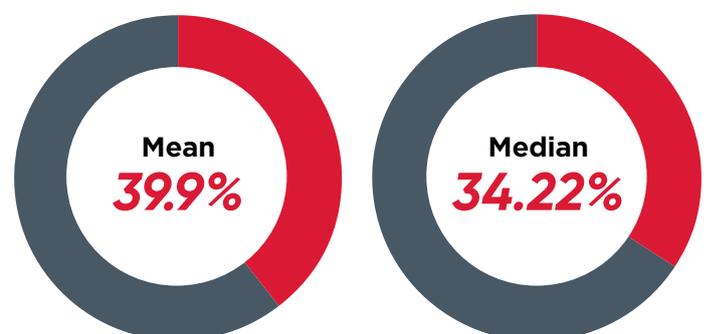
Therefore, the bonuses included in these calculations are those received by a proportion of train drivers and customer service grades to recognise attendance. These varying payments are included in historical terms and conditions, which explains the proportion split here. Also included is commission payments earned by conductors and catering colleagues.

### Bonus proportion

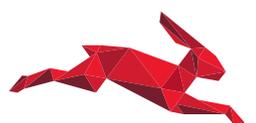


This shows the proportion of males and females that received a form of bonus payment in the 12 months prior to the snapshot date.

### Bonus pay gap



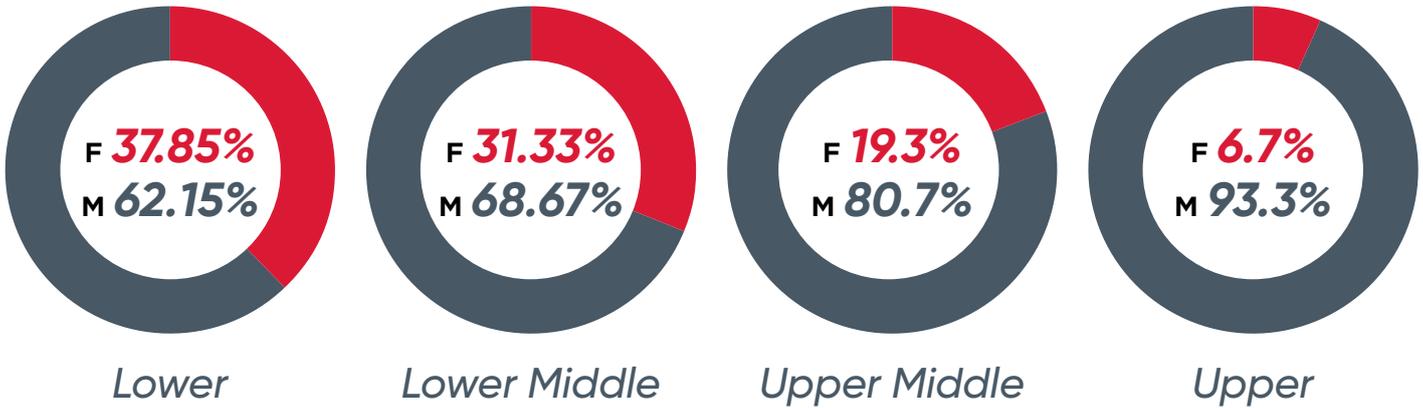
This shows the mean and median gap in bonus payments received.



# Pay Quartiles

Our overall gender split has increased by around 1% from our 2020 gender pay gap report, the overall female/male split on the snapshot date was:

**Females 24.3%**      **Males 75.6%**



The above information illustrates the distribution of males and females at Greater Anglia within four equally sized quartiles.

We're proud to see that the percentage of females in our upper middle and upper quartiles has seen an increase from the 2020 reporting.

Our Train Driver population continue to occupy the majority of the roles within the upper quartile. At present, only a small proportion of Train Drivers at Greater Anglia are female, and therefore this is reflected in the low proportion of women represented in our upper quartile.

We continue to address this imbalance by actively trying to break down gender stereotypes of the Train Driver role and in early 2022, we hosted another successful 'Female driver day', open to GA colleagues who are thinking of the career change.

We can see from the quartile distribution, that we have work to do in encouraging women into the higher paid roles within Greater Anglia, however, it is encouraging to report that the percentage of females is going in the right direction.

### What we're doing

In 2021, we launched our new 'Greater Together' Diversity and Inclusion strategy, as well as setting up a D&I committee and appointed a D&I champion, a member of the executive team.

Increasing the representation of women across our business is a key priority within our Greater Together strategy, we've set some stretching targets, including the aspiration that by 2025 we will achieve a better gender balance across the workforce with 50% of new entrants and 50% of the leadership team being female.

We plan to achieve these stretching targets by initiatives include partnering with primary schools in the regions we operate including undertaking mock interviews to encourage young people in particular young girls into taking up a career within the railway.

In March 2021 we celebrated International Womens day by hosting a webinar for all colleagues to join, the session featured a panel discussion with senior leaders in the business talking about the importance of gender balance in a male dominated environment. Supporting this was an online campaign to share stories of inspirational women in GA.

We partnered with Inclusive Employers to undertake a foundation assessment against their Diversity standard, we have received helpful feedback against the journey we have taken so far and will continue to utilise this feedback and build into our future action plans.

We have also partnered with "Working Mums and Dads" to attract more female candidates. It will also enable GA to promote opportunities for roles that support flexible working.

Furthermore, we are looking into greater transparency for pay, for example removing the requirement for candidates to declare their current salary on job applications.

We recognise that Greater Anglia, along with the Rail industry as a whole remains to be a male dominated environment and we continue to make positive steps towards recognising and challenging gender stereotypes.

We remain confident that men and women are paid equally for doing equivalent roles within our organisation. The vast majority of our colleagues are paid salaries within an agreed pay matrix, and any increases are collectively bargained with our four recognised trade unions. We work closely with our management teams and trade union partners to address any pay gaps.

I can confirm that the data report is accurate.

**Katy Bucknell** HR Director

