

Gender Pay Gap Report 2022

Merseyrail is committed to encouraging a diverse place to work by representing all sections of the community served by our organisation. We are committed to providing a fairness and equality, and to eliminate discrimination throughout the workplace.

Below is the 2022 reporting for our organisation, which shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5th April 2022.

Difference Between Men & Women	Mean	Median
Gender Pay Gap	10.31%	6.63%

On average, a man is paid 10.31% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 90p. When using the median, a man is paid 6.63% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 93p.



25% of Merseyrail staff are female, represented by grey in this report.

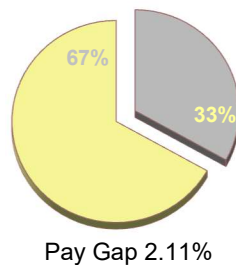
75% of Merseyrail staff are male, represented by yellow in this report.



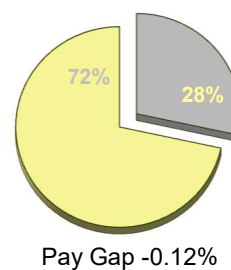
Pay Quartiles

Each quartile represents 295.75 employees, with the total number of staff across the business being 1,183.

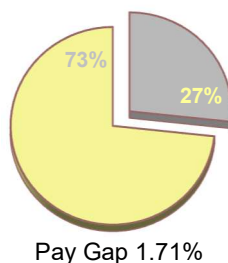
Lower Hourly Pay Quarter



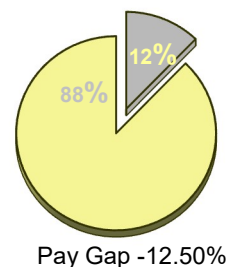
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



Being an employer of choice in the local region, Merseyrail is committed to the equal and fair treatment of employees irrespective of any protected characteristics, including gender.

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As previously reported, the rail industry is male dominated. There is difficulty in attracting females to frontline operational roles. Between the driver and guard grades, for example, 16.8% of employees are female. This is, however, an improvement to 16% in 2021.

We will continue to focus on improving operational gender diversity with the view of creating a more representative and diverse team, and work is continuing in promoting operational roles to a more diverse audience.

In terms of the Directorate leadership team, this is 80% female represented.

The majority of employees are paid salaries within an agreed pay matrix, and with that we remain confident in equal pay for equivalent roles in the organisation. Increases in pay are collectively bargained with three recognised trade unions and this covers the vast majority of the workforce.

Proportion of colleagues awarded a bonus up to April 2022


Bonus arrangements are only in place for management grades. In the year of this report, however, no bonuses were paid to any staff.

Focus for 2023

1. Merseyrail is committed to the Rail Industry Association and Women in Rail 'Equality, Diversity & Inclusion Charter', a pledge for positive culture change across the industry, the Women in Merseyrail network is an opportunity to give support and network internally and externally, and training for management includes advice on how to effectively support issues that may impact female members of staff.
2. We shall continue to promote our internal diversity and inclusion initiatives and we intend to relaunch our 'Women in Merseyrail' support network with a specific focus on mentoring female employees.
3. Following our accreditation of the Liverpool City Region Fair Employment Charter at Aspiring Level, we will commit to gaining full accreditation, to demonstrate our commitment to the principle of fair employment, in order to play our part in building a healthy, fair, inclusive, and just Liverpool City Region.
4. With the launch of our new website we will showcase female employees in a range of diverse frontline operational jobs, role modelling the opportunities within the business.
5. Use our community links to promote the rail industry to school children from primary through to senior schools.

In our commitment to positive change, we hope to showcase that we are an attractive employer for female candidates.

I can confirm that the data report is accurate and should you have any questions about our gender pay gap report please contact mediaenquiries@merseyrail.org



Jane English

Acting Managing Director

Merseyrail Electrics 2002 Limited