

Merseyrail are committed to eliminating discrimination and encouraging diversity amongst our workforce, and we strive to be truly representative of all sections of the society which we serve. Below is the 2019 gender pay gap reporting for our organisation.

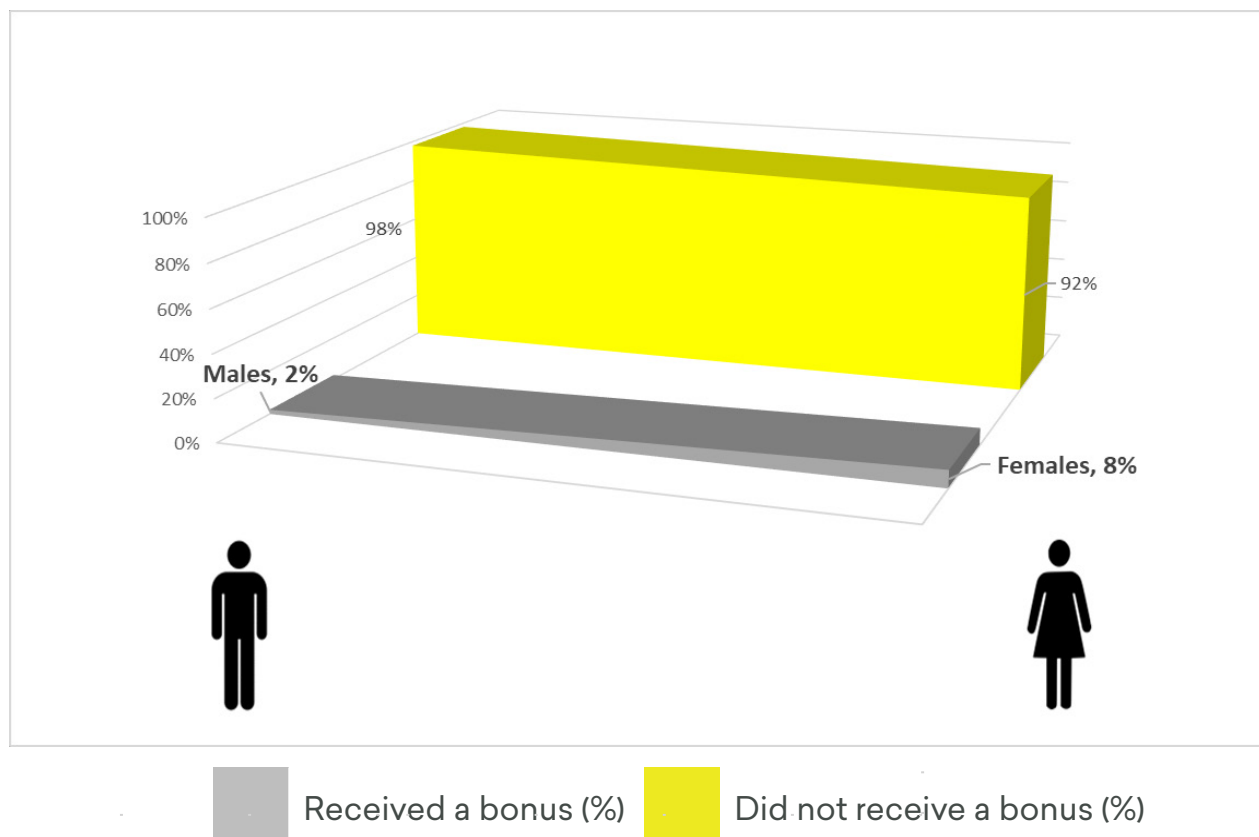
Pay & Bonus Gap

Difference Between Men and Women

	Mean	Median
Hourly Rate	9.51%	0.51%
Bonus Paid	31.81%	36.99%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 05th April 2019. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2019.

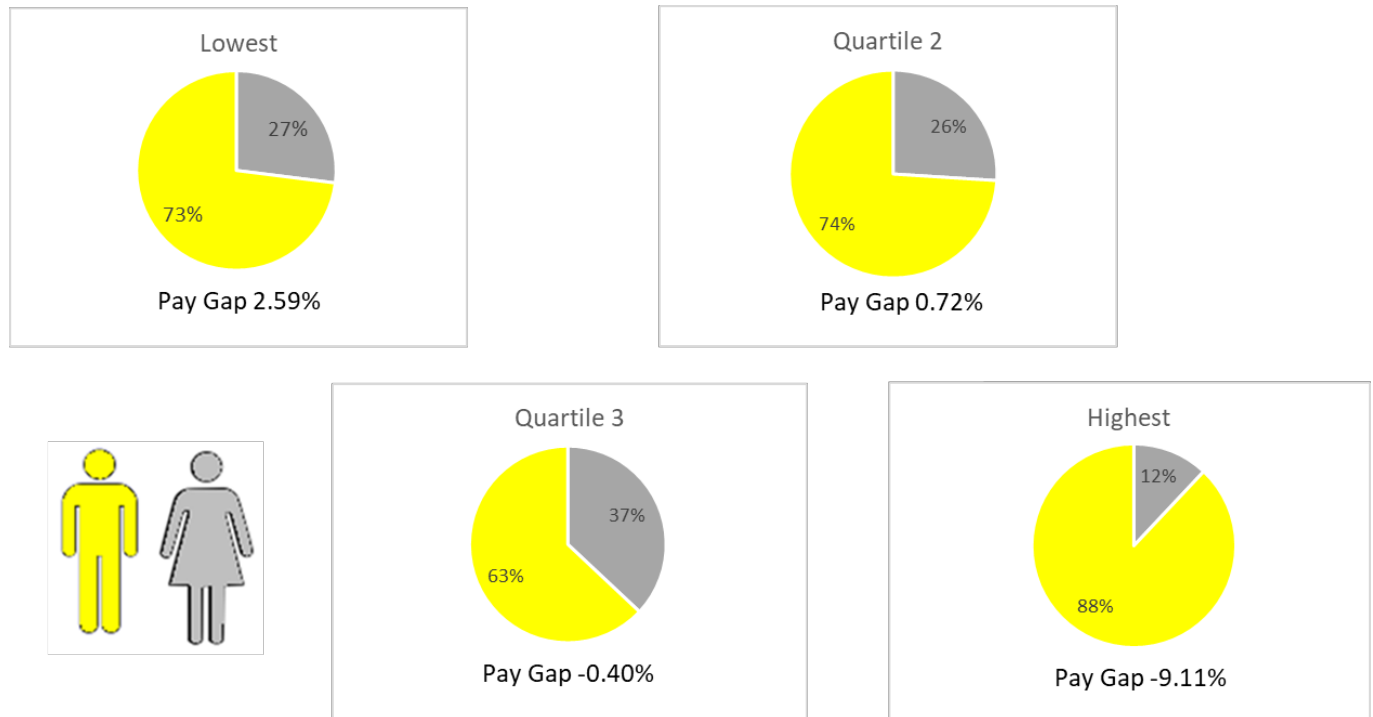
Proportion of colleagues awarded a bonus up to April 2019



This shows a 6% difference between men and women being paid a bonus.

Pay Quartiles

The below charts highlight the gender distribution at Merseyrail across four equally sized quartiles, each containing just over 300 colleagues.



Merseyrail is an employer of choice within the local city region and we continue to be committed in ensuring our employees are rewarded equally and fairly regardless of their gender or any other protected characteristic.

Whilst we are confident that men and women are equally paid for doing equivalent jobs across the business, as many salaries are achieved through collective bargaining with our recognised trade unions, we understand the need to reduce our gender pay gap. As we have indicated in previous reports, the Rail Industry has been male-dominated in the operational and management disciplines and whilst we have been able to buck the trend in the managerial posts with over 30% females in our management population and a 50/50 gender split within our Directorate, we still struggle to attract females to our operational roles. We currently have only 13% representation in our frontline operational roles.

Over the last 2 years of providing this report we have seen a 17% increase in the female representation in quartile 3 but we have yet to influence highest quartile.

At the end of 2018 we set up our Women in Merseyrail network group which was created to see how we can attract more females into the business and what barriers are currently in place that stops females from progressing into the operational roles and more senior roles. In 2019 we held four events in various locations across Liverpool allowing for a supportive networking opportunity for our employees.

Merseyrail were also headline sponsors for a Women's Conference in Liverpool on 27th February 2020 which is the first of its kind. The conference was about leading with courage & confidence in a male dominated environment and looking to build mental toughness in male dominated industries to change the gender landscape for men and women.

We hope that by our increased focus internally with our Women in Merseyrail and with the links we have made in our local communities, we will be able to showcase the opportunities that will make us a more attractive proposition 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



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