

Gender Pay Gap Report 2021

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 eliminating discrimination throughout the workplace.

Below is the 2021 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 2021. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2021.

Difference Between Men & Women	Mean	Median
Gender Pay Gap	9.13%	1.67%
Gender Bonus Gap	11.19%	5.69%

On average, a man is paid 9.13% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 91p.

When using the median, a man is paid 1.67% more than a woman, which means that for each £1 a man earns at Merseyrail, a woman will earn 98p.



24% of Merseyrail staff are female, represented by grey in this report.

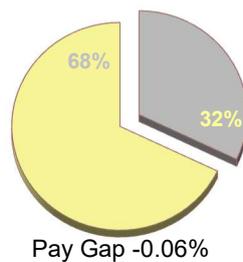
76% of Merseyrail staff are male, represented by yellow in this report.



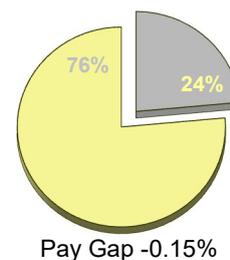
Pay Quartiles

Each quartile represents 293 employees, with the total number of staff across the business being 1,172.

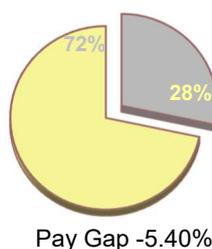
Lower Hourly Pay Quarter



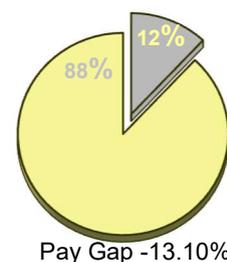
Lower Middle Hourly Pay Quarter



Upper Middle Hourly Pay Quarter



Upper Hourly Pay Quarter



Gender Pay Gap Report 2021

Merseyrail is an employer of choice within the local 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.

As we have indicated in previous reports, the Rail Industry is male-dominated and whilst we have 35% of the leadership team being women and 80% of our Directorate team being represented by women, we still struggle to attract females to our operational area, as we currently have only 16% women representation in our frontline operational roles, which is an improvement in comparing with only 14% on last year. A focus for 2022 will be focusing on promoting operational roles to a more diverse audience.

We do 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 three recognised trade unions. We work closely with our management teams and trade union partners to address any pay gaps.

Proportion of colleagues awarded a bonus up to April 2021



Bonus arrangements are only in place for management grades. The above shows that, proportionately, female Merseyrail employees are more likely to receive a bonus than men. However, female employees will earn 89p for every £1 received by male employees in bonus payments. This has improved from 2019's Gender Pay Gap Report, where women earned 84p to every £1 received by men.

Our annual performance evaluation process is run based on specific leadership capabilities, against which all leaders are assessed. This ensures transparency, removes bias or preferential treatment, and helps us to objectively select and promote candidates for leadership roles, irrespective of their gender.

We hope that by our increased continued focus internally with our Women in Merseyrail network and externally with partners and stakeholders across the Liverpool City Region and the Rail Industry, we will be able to showcase the opportunities that will make us a more 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

People Director

Merseyrail Electrics 2002 Limited