

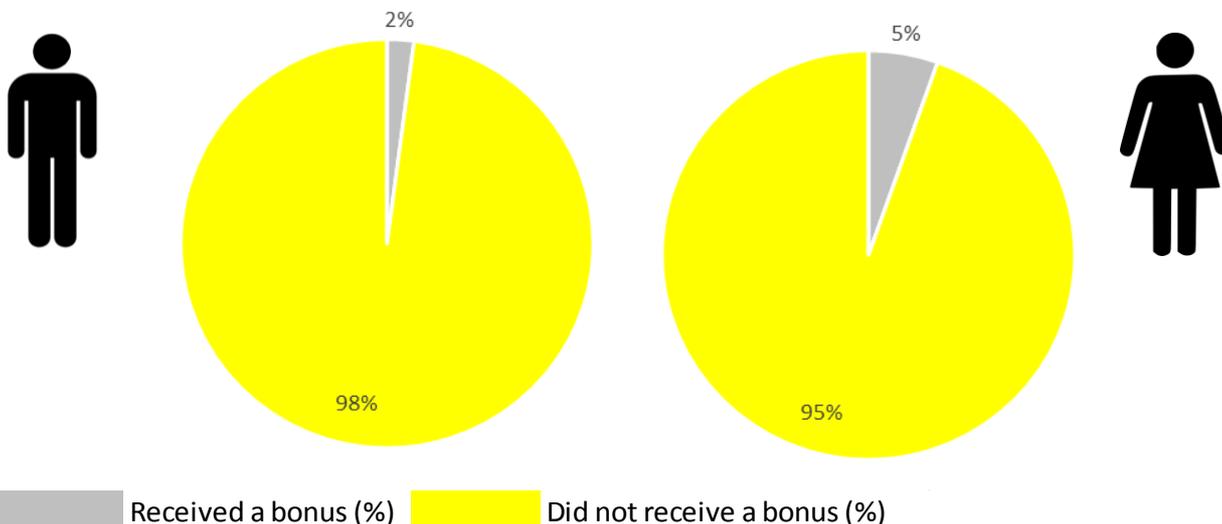
Merseyrail are committed to eliminating discrimination and encouraging diversity amongst our workforce, and we strive to be truly representative of all sections of the society which we serve. Below is the 2017 gender pay gap reporting for our organisation.

## Pay & Bonus Gap

	Difference Between Men and Women	
	Mean	Median
Hourly Rate	9.10%	7.14%
Bonus Paid	8.30%	16.59%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of **05<sup>th</sup> April 2017**. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2017.

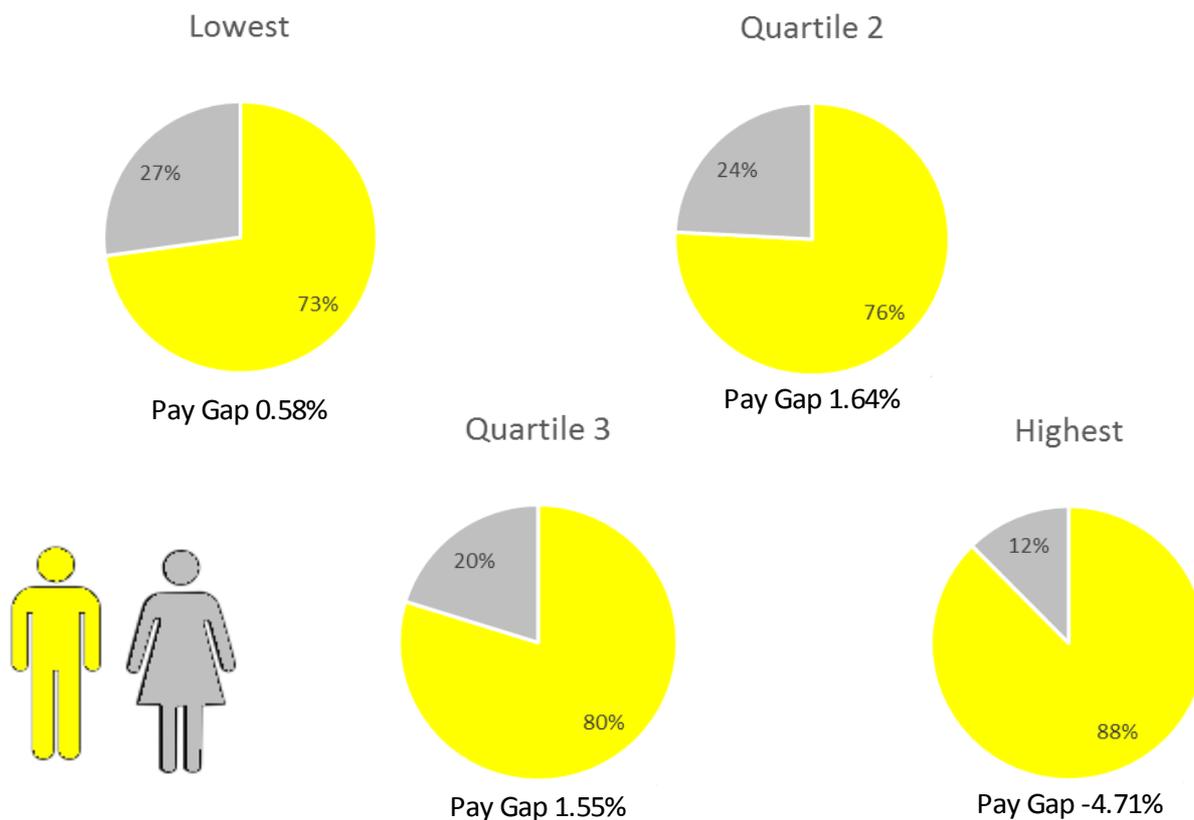
## Proportion of colleagues awarded a bonus up to April 2017



This shows a 3% 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 330 colleagues.



Merseyrail is an employer of choice for the local area and is committed in ensuring all our employees are rewarded equally and fairly irrespective of their gender or any other protected characteristic. However it is clear we are under represented by female employees in all pay quartiles.

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 3 recognised trade unions. So for instance all Station Assistants, Guards and Drivers are all paid the same salary. However we cannot shy away from the fact we still have a differential of just over 9% between genders and Merseyrail is committed to addressing this issue.

The rail industry has historically been male-dominated in the higher paid roles falling within operational, engineering and management disciplines. 22% of our workforce is female and our analysis shows that the proportion generally decreases through the higher pay quartiles, so for instance we have just over 7% female train drivers in the organisation. Our analysis also tells us that the under-representation of women in higher paid operational roles is the main driver for our gender pay gap. When we look at general management roles we have 30% females and in our senior management band we have a far better gender balance with 45% females.

We will look to understand what the barriers are to female employees progressing or applying for the higher paid operational and management roles and we will challenge these barriers and support females in our current workforce so that they have the same opportunities for progression as their male counterparts. If we sustain our focus and show the opportunities that are available to our talented female workforce, we will be in a position to close our current Gender gap.

Should you have any questions about our gender pay gap report please contact [mediaenquiries@merseyrail.org](mailto:mediaenquiries@merseyrail.org)

I can confirm that the data report is accurate.



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