

2019 Gender Pay Gap Reporting

West Midlands Trains are committed to encouraging diversity and eliminating discrimination amongst our workforce, and we strive to be truly representative of all sections of the society which we serve.

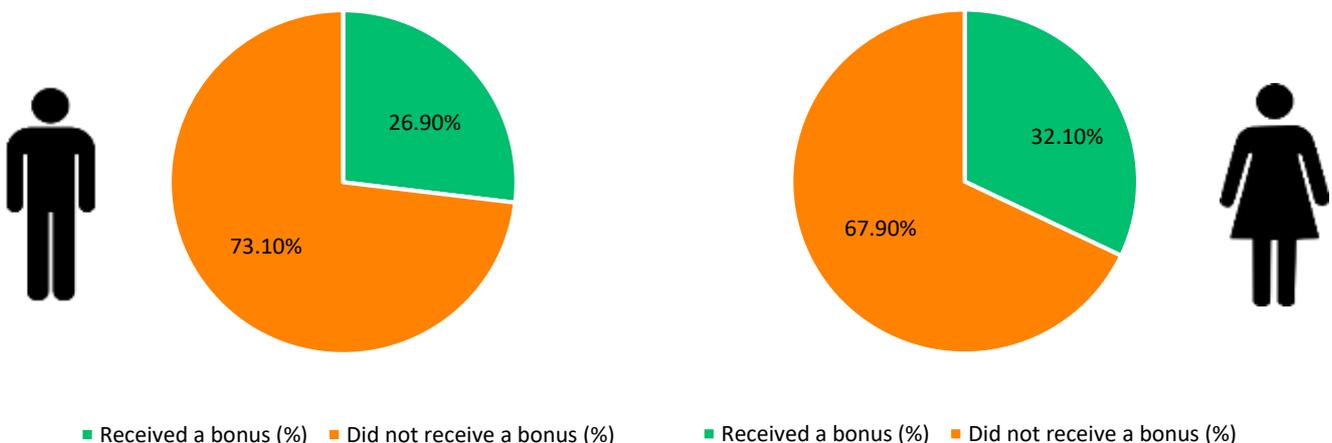
The gender pay gap is the difference between the average earnings of men compared to the average earnings of women, expressed relative to men's earnings across all levels of the business. It is different to equal pay which is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Below is the 2019 gender pay gap reporting for our organisation.

Pay & Bonus Gap

	Difference Between Men and Women	
	Mean	Median
Hourly Rate	16.2%	12.4%
Bonus Paid	19.1%	4.5%

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

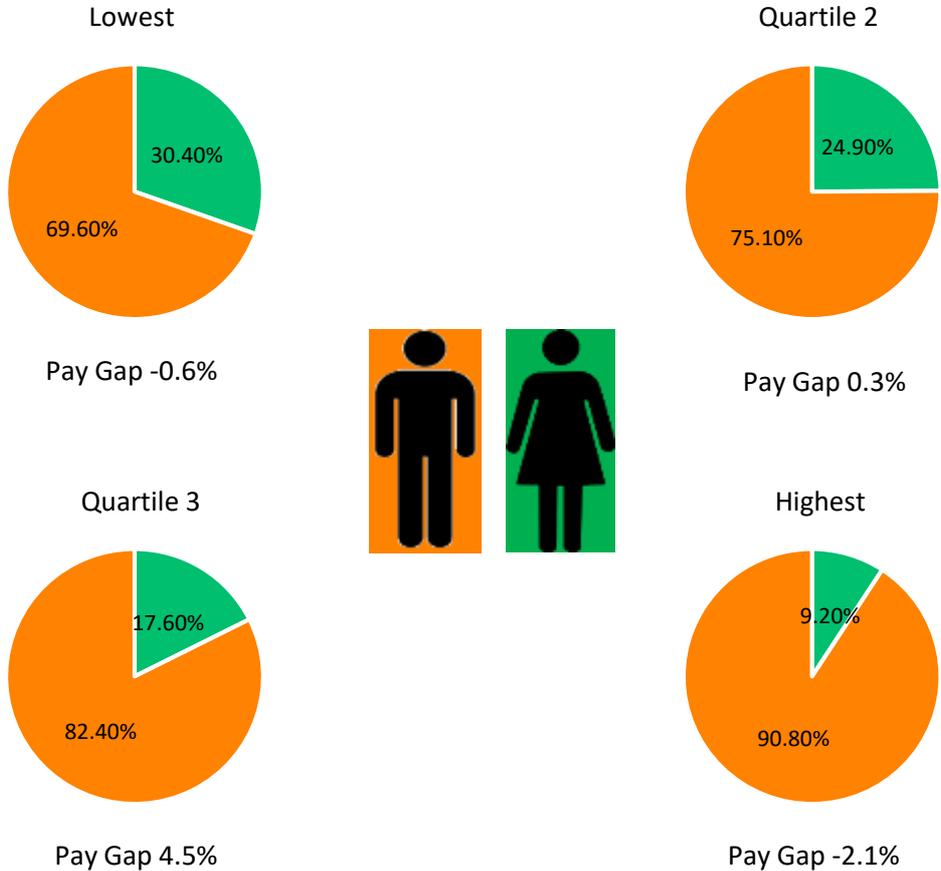
Proportion of colleagues awarded a bonus up to April 2019



This shows a 5.2% difference, with more women than men being paid a bonus.

Pay Quartiles

The below charts highlight the gender distribution at West Midlands Trains across four equally sized quartiles, each containing just over 647 colleagues.



West Midlands Trains is an employer of choice for the local area and is committed to ensuring all our employees are rewarded equally and fairly, irrespective of their Gender or any other protected characteristic.

Whilst we have a mean differential of 16.2% between genders, the majority of our salaries are achieved through collective bargaining with our 4 trade unions, meaning that male and female colleagues are on the same rate of pay where they undertake the same role.

Through our equality, diversity and inclusion strategy we are committed to promoting equality, diversity, wellbeing and inclusion. We are proud to have achieved Investors in Diversity accreditation through the National Centre for Diversity.

I can confirm that the data report is accurate.

Jo MacPhail
Human Resources Director