

# OUR 2022 GENDER PAY GAP REPORT

ScotRail is Committed to Promoting Fairness, Equality and Inclusion for All



- For this reporting period, the ScotRail franchise was operated by Abellio Group and was not in public ownership
- Abellio Group has applied for an exemption from reporting as it operated the Abellio ScotRail franchise as a private company and ceased trading on 31 March 2022, prior to the 5 April deadline for private, voluntary and all other public authority employers
- ScotRail, in co-operation with Abellio Group, is voluntarily publishing its 2022 Gender Pay Gap report. This report pertains to employment and earnings under the Abellio franchise.
- A copy of the report can be found here [Transparent reporting | ScotRail](#)
- ScotRail Trains Ltd, in operation from 1<sup>st</sup> April 2022, will report its first Gender Pay Gap Report by the 31<sup>st</sup> March 2024 deadline

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## What is covered by the report?

- Under government regulations, all UK companies with more than 250 employees must publish details of their gender pay gap.
- This measures the differences between the average hourly pay for men and women across the whole company, regardless of role.
- The report contains:
  - The mean and median gender pay gaps in hourly pay
  - The mean and median gender pay gaps in bonus pay
  - The proportion of male and female employees in each pay quartile
  - Detail of interventions that we have put in place to improve our gender pay gap

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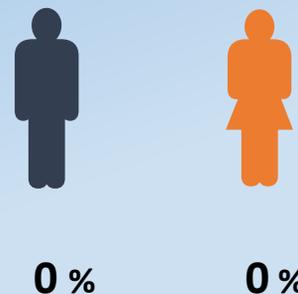


## Gender Pay Gap:

Mean (average) 17.45%      Median (middle) 26.25%

Above is our overall mean and median gender pay gap based on hourly rates of pay at 31<sup>st</sup> March 2022. This annual report shows that we have seen a 0.11% increase in our Gender Pay Gap to 17.45% from the previous year. This means that the average salary for a female is 17.45% less than for a male. This is impacted due to the high number of males across our organisation, which is currently 78% of the workforce.

## Proportion of employees receiving a bonus:



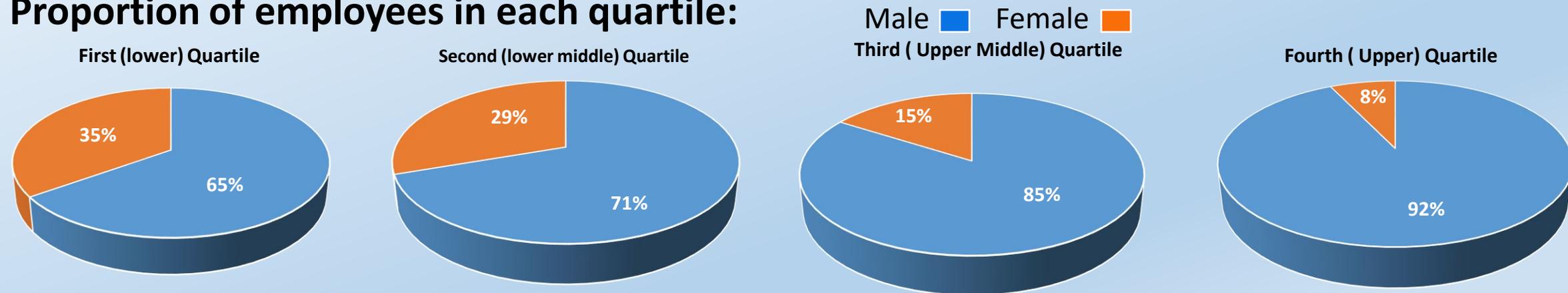
This shows a % difference between the proportion of male and female employees paid a bonus.  
No colleagues male or female were awarded a bonus.

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## Proportion of employees in each quartile:



The above charts illustrate the gender distribution at ScotRail across four equally sized quartiles, each containing 1,277 employees. Quartile 4 reflects a male pay gap as the mean remains significantly affected by the proportion of males to females (M: 1,117 F :106) and gender hourly rate ranges.

We continue to look to address any gender imbalance throughout our business. This, in turn, will address any pay differential which may be caused by gender.

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## *Interventions we have in place to improve our Gender Pay Gap*

**Employee Resource Groups** We have five employee resource groups representing disability and carers, ethnicity, gender, sexual orientation, and menopause.

**Career conversations** We are encouraging a shift to regular career conversations for all staff.

**Working with partnerships** To help us on our journey towards inclusion, we've formed several partnerships with Business in the Community (BITC), the Employers Network for Equality and Inclusion, the National Centre for Diversity, Enable and Black Professionals Scotland. Our recognised Trade Unions (ASLEF, RMT, UNITE and TSSA) are all committed to working in partnership with us to improve equality, diversity and inclusion.

**Resourcing** Use of gender decoder apps to produce job adverts that are inclusive by design and are supportive of flexible working. Social media recruitment and the profiling of female employees on recruitment pages.

**Culture and awareness** We launched a series of Inclusion and Wellbeing Tours across the organisation to encourage inclusion discussions within teams which are supported and rolled out by managers in conjunction with the Diversity and Inclusion and Occupational Health and Wellbeing Teams.