

Colas Rail UK

Gender Pay Gap Report 2023

Introduction

Following the report of our 2022 edition of our Gender Pay Gap Report, Colas Rail continue to take action to create a more diverse and inclusive railway environment. Through our analysis, we have seen an increase of women in upper senior roles (from 11.7% to 14.2%) as we continue to create career paths to develop our most talented women and in turn address the gender pay gap.

Work still needs to be done, and we have created actions and measures to take for us to continue to close the pay gap. As mentioned in previous reports, the rail industry is a heavily male dominated industry and changing the culture of this will take time which will change with recruiting, retaining and providing progression opportunities.

Gender Distribution

	2022/ 2023	
Male	86.1%	1192
Female	13.9%	192

Colas Rail believes in being an inclusive and diverse organisation where anyone can reach their full potential. The rail industry has historically been male dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2023) 13.9 per cent of our workforce was female.

Headline Gender Pay Gap Figures For Colas Rail Ltd

	2022/ 2023		2021/2022	
	Median	Mean	Median	Mean
Gender Pay Gap	27.4%	13.6%	25.06%	19.1%
Gender Bonus Pay Gap	-5.0%	22.7%	-33.3%	24.4%

Our Mean gender pay gap does show a decrease of 5.5% since last year and our Median pay gap has increased by 1.8% since last year. Our analysis also tells us that the big reduction in our gender pay gap (5.5%) has been driven by the increase in female representation in the upper quartile. We have been focusing our efforts on supporting and progressing our most talented women so that they are able to compete successfully for our most senior roles.

The proportion of males and females receiving a bonus payment

2022/23	Males = 24.9%	Females = 35.2%
2021/22	Males = 25.7%	Females = 35.8%

There is a greater percentage of females that receive an annual bonus, this is because a higher number of females are in our managerial and support services where there is eligibility for bonus's compared with our operational roles which employees are predominantly male and these roles don't receive a bonus.

Proportion of females and males in each quartile band

Quartile	2022/ 2023		2021/2022	
	Male	Female	Male	Female
Upper	85.8%	14.2%	88.3%	11.7%
Upper Middle	93.6%	6.4%	92.9%	7.1%
Lower Middle	92.5%	7.5%	91.1%	8.9%
Lower	72.5%	27.5%	74.5%	25.5%

In 2023 we saw an increase in the number of females at the upper and lower quartiles and a reduction in the lower middle and upper middle quartiles. Females in the Upper Quartile of pay, has increased from 11.69% to 14.2% during the year. It is pleasing to see that the Upper Middle percentage has decreased from 7.06% to 6.4%, as female employees progress through our company. We need to ensure that we continue to support progression of females in the organisation through each quartile.

Summary

Whilst we understand there is a particular shortage of females in operational roles across the sector is due to historical structural issues in the construction and rail industry we are committed to creating a more inclusive and welcoming workplace culture and a supportive environment where women can succeed and progress. Our key actions below outline the initiatives and changes Colas Rail are implementing to ensure female success within our organisation.

Key Actions:

This section highlights the actions we have taken and are planning to implement in the next 12 months to reduce the pay gaps, promote gender and ethnicity in our organisation and to make Colas Rail an attractive employer for everyone.

- New recruitment branding exercise to target females and ethnicity in delivery roles to apply for our vacancies.
- EDI/WE global campaign to encourage diversity within our business generally with a focus on female recruitment and gender bias.
- Celebrated International Women's Day at an in-person event where all Women in the business were invited.
- Signed a public commitment to fight against everyday sexism by joining the StOpE Initiative alongside other international companies who also believe in changing their business for the better
- Formalised links with professional bodies/organisations to encourage female applications in rail which included Women in Engineering Society, Women in Rail and Girls Network
- Launched a 3-day management training course for all new managers followed up by coaching opportunities which was taken up by a significant amount of women that attended
- Female specific Training Initiatives to support the development and retention of those females in the business including - Colas University Women in Leadership programme and a Female Coaching Programme to develop our talent into key leadership/management roles.
- Launched a Menopause Policy
- Attended female specific apprentice recruitment events to support their recruitment process into traditionally male dominated site roles.
- Women in Colas UK were nominated to attend a global initiative for Women called Talent Canvas, helping women to gain confidence in their skills and master confidence and assertiveness



Jean Pierre Bertrand
CEO, Colas Rail Limited



Smita Patel
HR Director, Colas Rail Limited