

# Gender Pay Gap Report 21/22

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# Introduction

At Southeastern we support and promote the fair treatment and reward of all of our employees. We are committed to recruiting, retaining, and developing women at every level across our organisation. This commitment will help to improve our gender balance, which is predominantly male (80% of colleagues) in stark contrast to our customer base which is 51% female. Our strong focus on attracting more women train drivers to the industry, where we have seen a doubling of applications by women in the in the last four years, is a great example of this commitment.

In Southeastern, in 2021, the 15.4% median gender pay gap was the same as the national average of 15.4% (National Statistics 2021).

Our commitment is that we will continue to work with our colleagues, our public sector owners and the wider rail industry to attract and retain more women at all levels right across our industry providing rewarding careers and a place they can thrive.



**Steve White**  
Managing Director

This Gender Pay Gap report is the first report by SE Trains Ltd but based on data from 2021, when Southeastern was owned by, and part of the Go Ahead Group (until 17 October 2021).



# What is the Gender Pay Gap?

Different jobs within our business pay differently and the number of women and men performing these jobs varies, therefore creating a gender pay gap.

The gender pay gap represents the difference between the average hourly pay and bonuses men and women receive across the business within or at a particular point of time. The mean (average) is the calculation most people will be familiar with when calculating the average of something – essentially this adds the total of the constituent parts and then divides by the number of the constituent parts to calculate the average for each.

The median is different and is simply the middle figure of all of the constituent parts lined up. For example, if all employees were lined up in a separate female and male line, in order of pay from the highest to the lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the male in the middle of their line, as outlined in the graphic below.

Our pay gap is strongly influenced by the salaries and gender make up of our train driver community.

# Recruiting Women

Southeastern prides itself on being a pioneer for women in rail – from a colleague network group for those with experiences of disabilities and long-term conditions to a network group for support and inclusion of colleagues from an ethnic minority background. Our **Women in Rail Empowerment (WIRE)** colleague network group, ensures our women employees are given fair and equal opportunities, continues to build momentum and make a significant impact.

In 2018, we started to campaign to recruit more female train drivers. Today, more women are applying to drive our trains than ever. In just two years, some 5,720 applications for all roles (more than double than before the campaign started) were made by women. In the year and a half since applications from women, again, for all roles at Southeastern rose to a record high of 6,566, while the number of women driving Southeastern trains has doubled in the past four years.

As a **WORK180** endorsed employer of women, we are constantly making improvements to our policies and practices to build a workplace where everyone feels confident to be themselves. Our HR policies have been adjusted to be fairer and more inclusive. This includes improving parental leave, overhauling guidance on gender identity and creating a colleague network group for those with experiences of disabilities and long-term conditions.

One of our male high-speed drivers spearheaded the launch of a new fertility group dedicated to helping colleagues and their partners with fertility struggles.

**Fertility** was one of the six taboo subjects. The other taboos tackled included menopause, period normalisation, domestic abuse and baby loss.

**Menopause** is a taboo that Southeastern has been tackling for some time. Building on our initial awareness training in

2020, last year we updated all policies and guidance, offered free menopause support packs and a webinar, which was opened to rail companies such as Arriva and GTR. This initiative will evolve in 2022, including the impact of childlessness during and post-menopause.

Having kicked off in 2021, our **'Take One If You Need One'** initiative (free period products) to tackle period poverty has entered its second phase and is open to even more staff. Period products are a necessity, yet studies show that many women don't have products to hand. Our sustainably sourced products are available in various locations across the region.

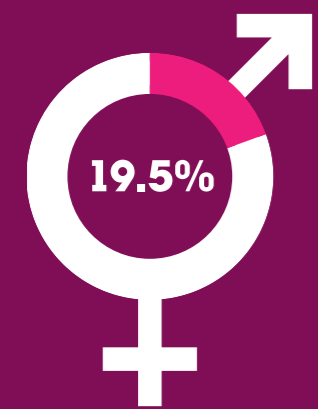
As we enter 2022, our two-year campaign by **WIRE**, continues and is making a positive impact. In our latest employment survey, staff who identify as female had a more positive experience for all of the 16 questions compared to the overall score for each question asked.



## Future Commitments

- We have commenced an assessment against the Ernst & Young, National Equality Standard which will help us understand where to focus in our future planning
- Continue developing capability and nurturing talent, ensuring women are given fair and equal opportunities to progress
- Continue creating a more diverse and inclusive workforce
- Continue work to create a feedback culture that turns insights into action
- Continue to create awareness of the '6 taboo subjects' through the development of policies including Pregnancy Loss and Endometriosis
- Supporting the Women in Rail Empowerment (WIRE) colleague network group to achieve their mission of **"working for equal representation of women across all roles to create a better workplace for everyone"**

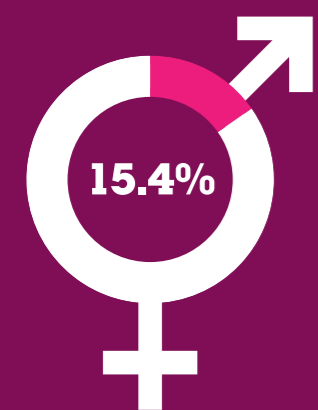
# Our results



## Mean Gender Pay Gap

The mean gender pay gap for Southeastern is **19.5%**.

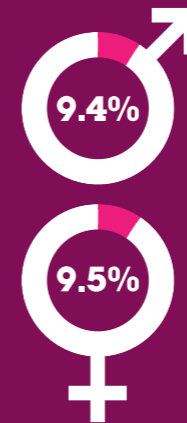
The 19.5% mean gap (£4.10) in comparison to the national average of 14.4% can be attributed to the large number of male train drivers in the upper and upper middle pay quartiles. This is an improvement on the mean pay gap of 20.8% in 2020 (£4.43). The monetary amounts behind this figure are a difference of £4.10 per hour.



## Median Gender Pay Gap

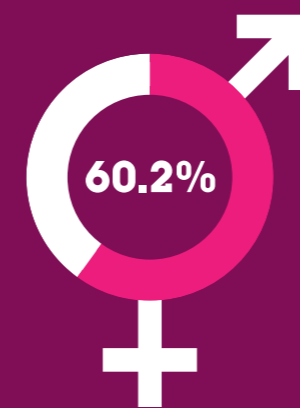
The median gender pay gap for Southeastern is **15.4%**.

The median represents the middle point of a population. If you lined up all the women in a company and all the men in order of hourly pay rate, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man. Median at Southeastern is same as national average (Office for National Statistics).



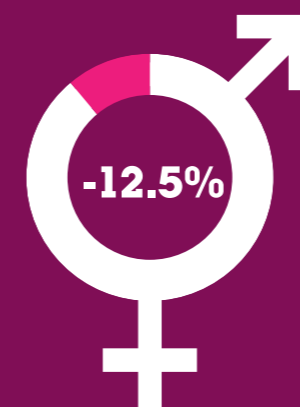
The proportion of male employees receiving a bonus is **9.4%** (nationally 21%)

The proportion of female employees receiving a bonus is **9.5%** (nationally 19.5%)



## Mean Gender Bonus Gap

The mean gender bonus gap for Southeastern is **60.2%**.



## Median Gender Bonus Gap



The median gender bonus gap for Southeastern is **-12.5%**.

As there has been no SMG or Director bonus – this figure is based on sales commission only. Therefore, figures are based on very small annual amounts.

Commission payments are based on ticket sales and therefore, ability to sell tickets in pandemic has been greatly reduced. Since 2020, there has been a 4.3% reduction in bonus payments for men and a 4.8% reduction in bonus payments for women



### Southeastern pay quartiles, percentage in each band (number of employees in each band)

	 80.2%	 19.8%
All employees	80.2%	19.8%
Upper Quartile	92.8%	7.2%
Upper Middle Quartile	85.8%	14.2%
Lower Middle Quartile	74.5%	25.5%
Lower Quartile	67.6%	32.4%

The gender balance within our Upper Quartile has a significant impact on our overall results. This category contains a population of 1191 train drivers of which 1088 are male. Whilst we have started to make a significant impact in our campaign to increase the number of female applicants to our driver roles the increase of female trainees within the driver population presents a disproportionate impact until they have achieved all incremental pay steps to the point of qualification.

