

Gender Pay Gap Report 1

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In April 2017 the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their Gender Pay Gap (GPG) including:

- mean and median gender pay gaps;
- mean and median gender bonus gaps;
- proportion of men and women who received bonuses; and
- proportions of male and female employees in each pay quartile.

The GPG shows the difference between the average pay between all men and women in a workforce.

KeolisAmey Docklands supports the fair treatment and reward of all their employees irrespective of gender.

Introduction

KeolisAmey Docklands (KAD) operates and maintains the Docklands Light Railway (DLR). This is a joint venture between leading global transport operator Keolis and UK Rail and Asset Management industry expert, Amey.

Our role is to deliver a safe and reliable railway, every day. This saw us carry over 122 million passengers last year (2016/17). We do this by operating and maintaining the DLR on behalf of Transport for London (TfL). As the UK's busiest light rail operator, we are dedicated to ensuring that 'every journey matters' for our customers and that we are providing them with the best possible travel experience.

We recognise that our people are our greatest asset. We value and celebrate the great passion and experience they have in operating and maintaining the DLR safely. We encourage all our staff to 'think like a customer' and put them first in delivering service excellence every day in everything we do.

The transport sector is a very male dominated environment – only 15% of the UK rail workforce are women. Fewer females are undertaking STEM subjects which are required in the railway due to the technical and engineering skills required.

In KAD we have a gender pay gap of 15.7% (mean) and 1.8% (median). We are confident that there is not a pay issue as there is equal treatment for work of equal or similar value. We are also working on our action plan to reduce the gap further by encouraging more females into the workplace and promoting internally.

Calculation of Gender Pay & Bonus Gaps

Gender Pay Gap

- Pay data for employees from the pay period including 5th April 2017.
- Pay calculations are based on FTE adjusted total pay received in the month of April 2017 and includes basic pay.
- The calculations exclude overtime payments.

Gender Bonus Gap

- Bonus data for employees made in the 12 months prior to 5th April 2017.
- The calculations are based on the total company bonus and are not FTE adjusted.

Gender Pay Gap and Gender Bonus Gap

Data as at 5 th April 2017	Mean	Median
Gender Pay Gap	15.7%	1.8%
Gender Bonus Gap	68.2%	69.9%

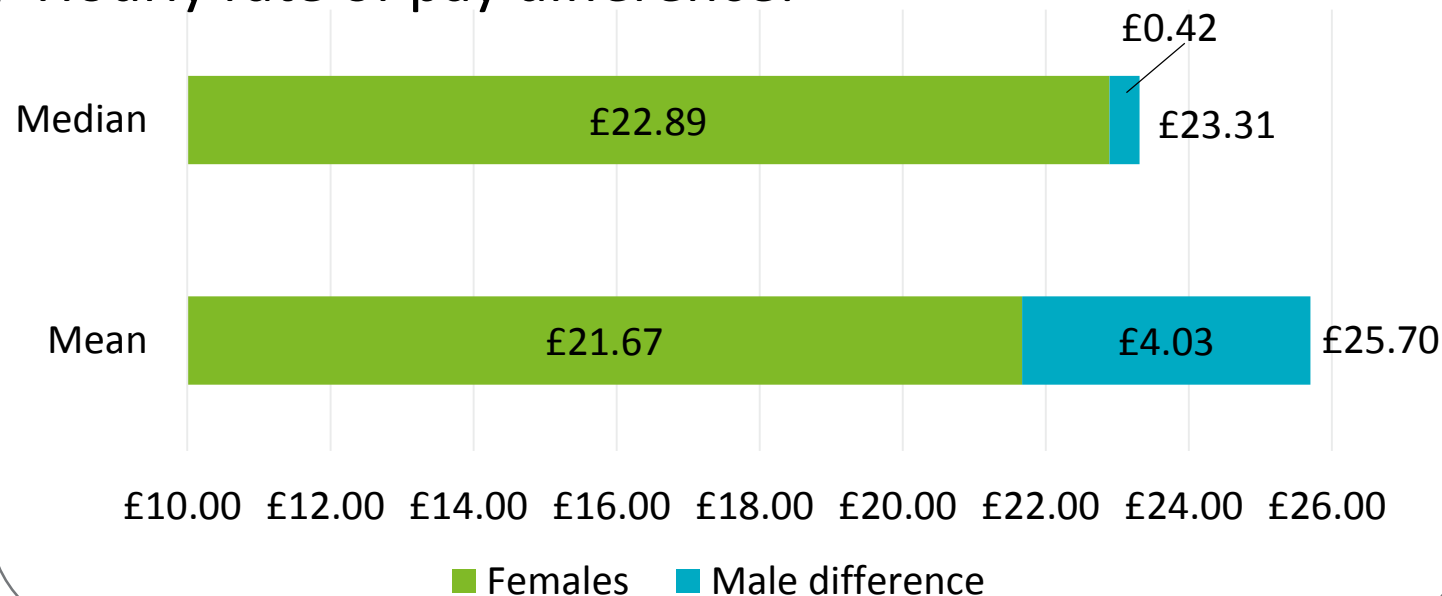
This data tells us that on average women are paid 15.7% less than men (84p for every £1 that men earn) and receive 68.2% lower bonus payments when using mean averages. Median average methodology shows women are paid 1.8% lower than men (98p for every £1 that men earn) and receive 69.9% lower bonus payments.

80.9% of our organisation's salaries are collectively bargained for, which means that the basic salary and variable pay rates of females are **100%** of that of their male equivalents.

Bonuses are only paid to our senior members of staff, which is a small proportion of the workforce. There are fewer females in these roles, which results in the average bonus for men being higher. Conversely 1.4% of women receive a bonus in comparison to 0.6% of men.

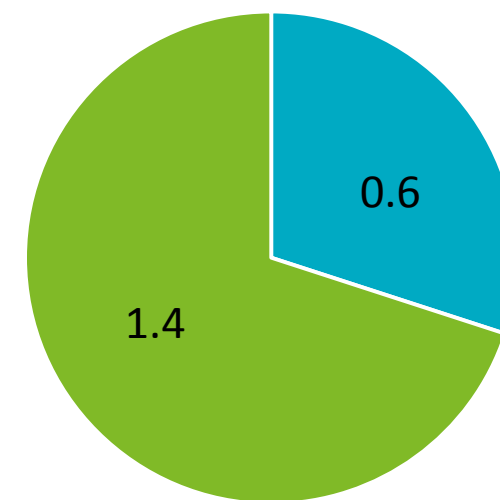
Pay Gap and Bonus difference between male & female employees

Hourly rate of pay difference:



This data tells us that on average (mean) women are paid £4.03 per hour less than men (84p for every £1 that men earn). The median average reduces this to £0.42 less per hour (98p for every £1 that men earn), as 67% of our female employees work in roles where salaries are collectively bargained and therefore are paid the same as their male equivalents.

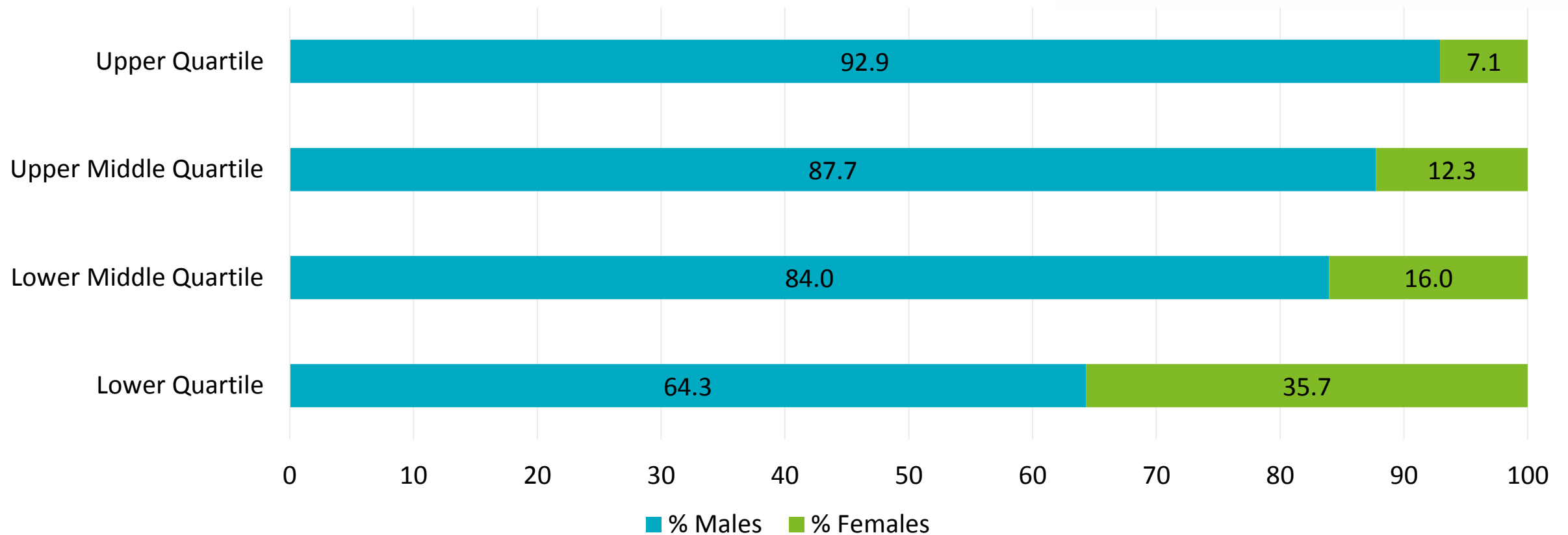
Proportion of Male and Female employees receiving bonus:



0.8% less males received a bonus

Data as at 5th April 2017

Proportion of male & female employees according to quartile pay bands



Male and female employees were split into four equal quartiles. Females make up 7.1% of the upper and 12.3% of the upper middle quartiles, which is where more specialist, technical skills and expertise are required, attracting higher salaries due to high demand and low resource.

Data as at 5th April 2017

Salaries for collectively agreed roles

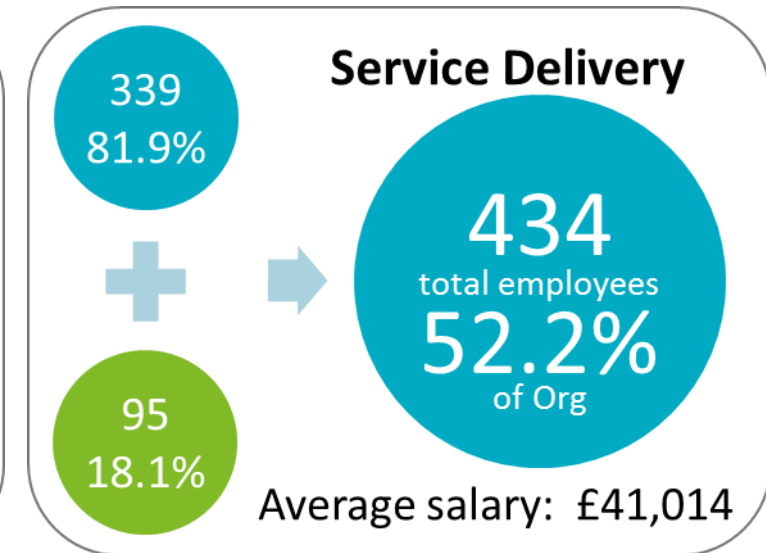
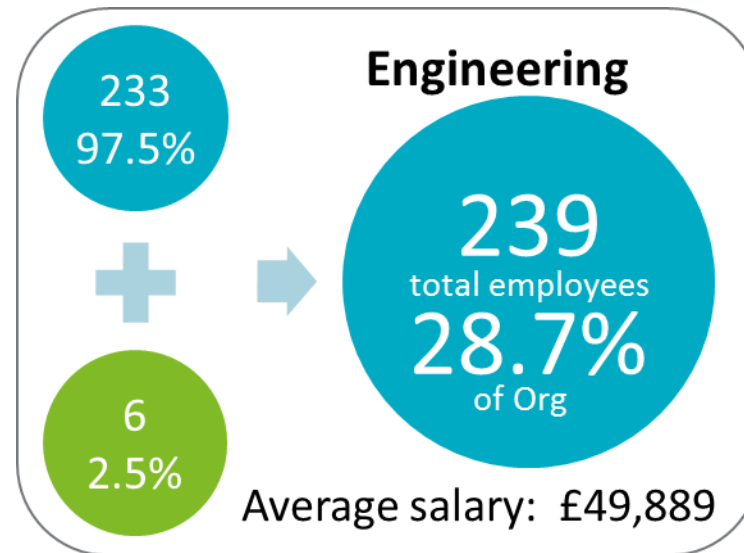
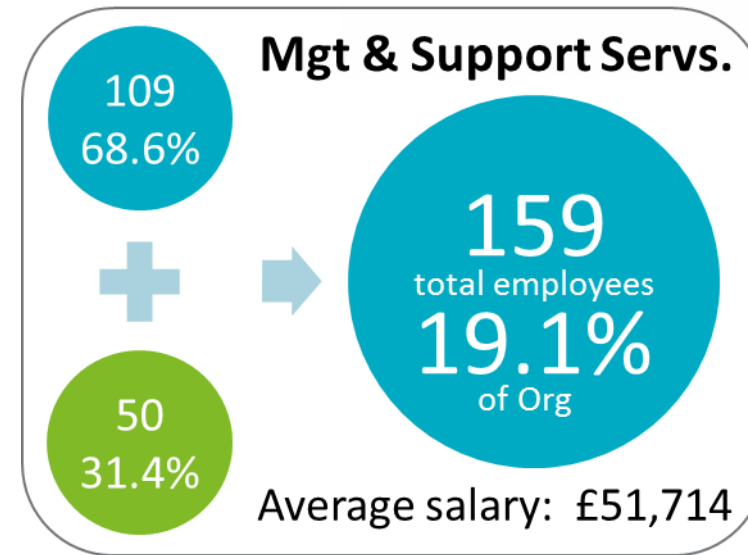
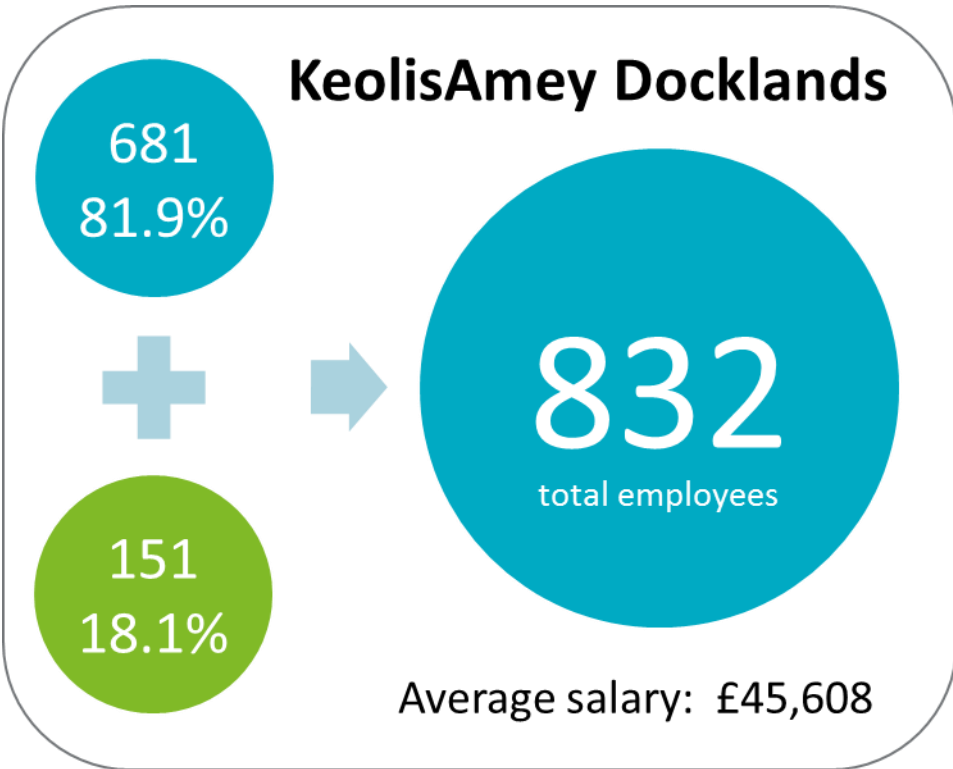
**Female employees
basic salary and
variable pay rates
are**

100%



of that of their male equivalents

Proportion of male & female employees



Male
Female

Action plan

KeolisAmey Docklands are committed to improve our gender pay and bonus gaps and are working on the following:

Recruitment

We aim to recruit from the widest possible recruitment pool and are using job boards specifically geared towards attracting diverse candidates including LinkedIn. We will review and improve our vacancy adverts to ensure that they reflect what it is like to work at KAD with a view to attracting more females to the workforce.

Long-term

We aim to engage with schools to encourage young people's interest in rail industry/engineering careers and grow our future pipeline.

Development

We are looking at ways to ensure that we grow our own talent for the future with the aim of creating a pipeline into more senior roles. We have recently implemented a Leadership Development Programme for front line employees within Service Delivery and will look to build upon this.

Partnerships

We are committed to working in partnership with other groups and organisations who are working to encourage more women into rail.

Working flexibly

We are reviewing opportunities to offer more flexibility in working hours, with a view to attracting more females to the workforce.

GEEIS Action Plan

We are committed to completing the actions set out in our Gender Equality Europe & International Standard action plan.