

Trenitalia c2c

Gender Pay Report 2021-22

Snapshot Date 05.04.2021

c2c

Introduction

c2c is a wholly owned subsidiary of Trenitalia – the passenger rail arm of FS Italiane Group. c2c operates passenger rail services between Shoeburyness in South Essex to Fenchurch Street in the City of London.

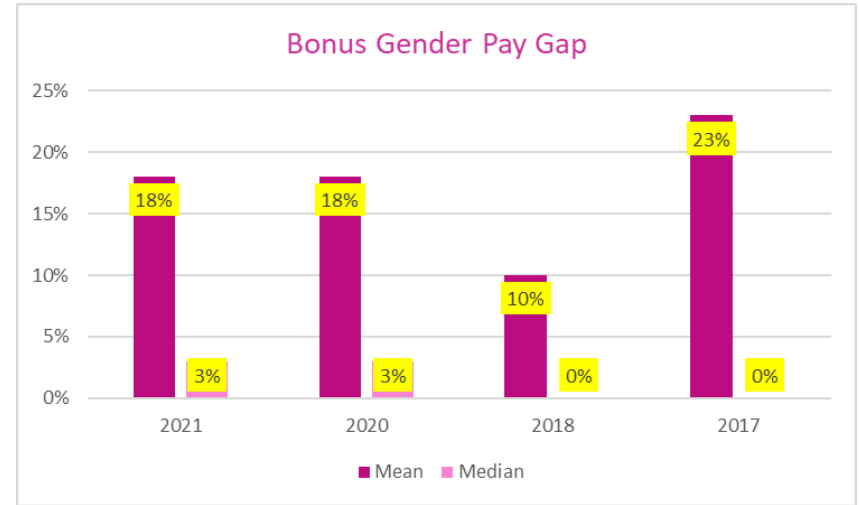
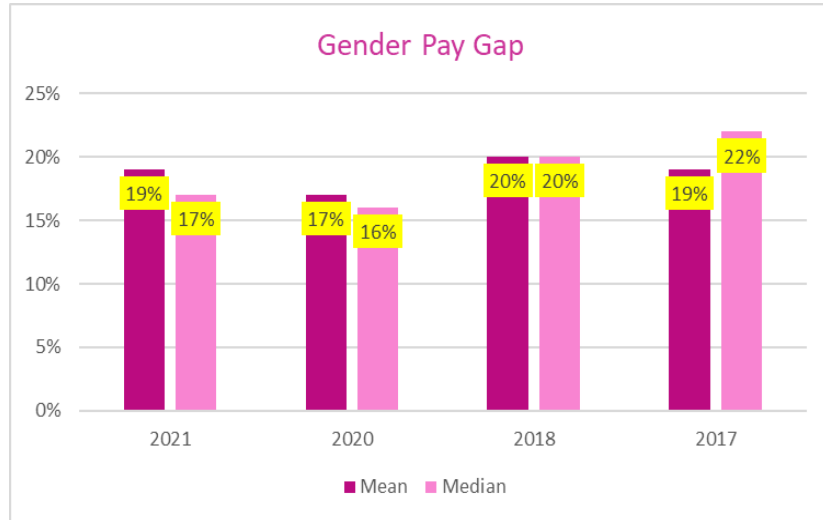
We directly employ 796 employees (at the time of writing) of which 88% are employed in an operational capacity.

*Our Gender Pay Gap as of 05 April 2021 is **19% (Mean), 17% (Median).***

What's measured in this report?

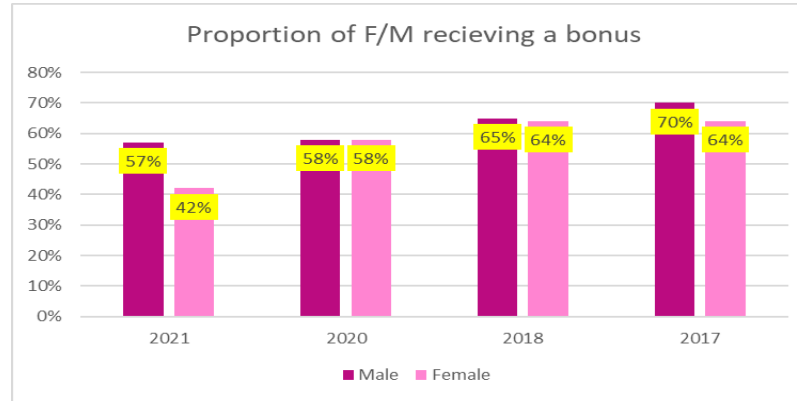
- 1. Gender Pay Gap - Mean and Median**
- 2. Bonus Gender Pay Gap – Mean and Median**
- 3. Proportion of Males and Females receiving a Bonus**
- 4. Proportion of Males and Females in quartile pay bands**

Our Gender Pay Gap 2021-22

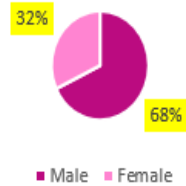


**Gender Pay Reporting was suspended entirely for 2020 (snapshot date 5 April 2019) due to the Coronavirus pandemic.*

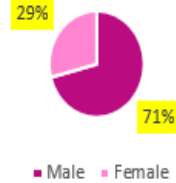
Our Gender Pay Gap 2021-22



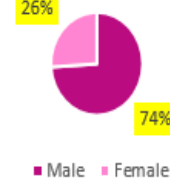
Lower Quartile



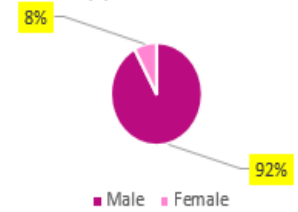
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



**Gender Pay Reporting was suspended entirely for 2020 (snapshot date 5 April 2019) due to the Coronavirus pandemic.*

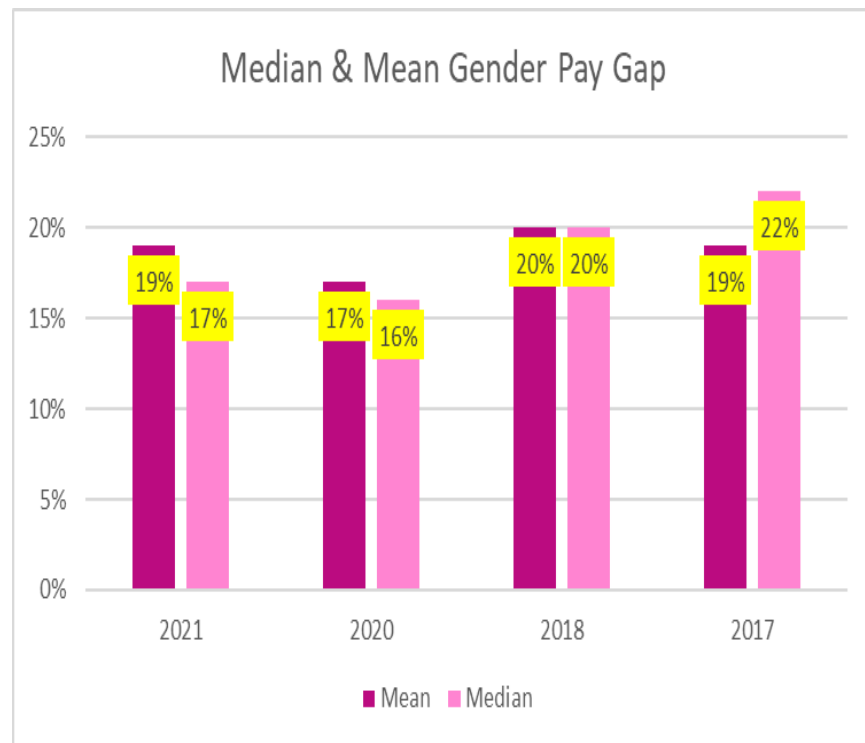
Gender Pay Gap

*Our Gender Pay gap for the reporting year ending 05 April 2021 is **19% (Mean)** & **17% (Median)**.*

There was a slight decrease in FTW salary seen for Females (1.7% lower) as compared to Male colleagues during last snapshot period.

Part of the decrease can be attributed to the overall reduction in bonus payments made to Management grades as at the Snapshot date. Due to the overall gender split (68% M/32% F) any reduction in bonus impacts both this and the Bonus Gender Pay Gap calculations.

Females represent 32% of Senior Management level (30.8% overall representation), an increase in 23% since 20/21 snapshot data showing evidence of improved gender balance at Senior level. The proportion is impacted by eligibility (start date of employment)



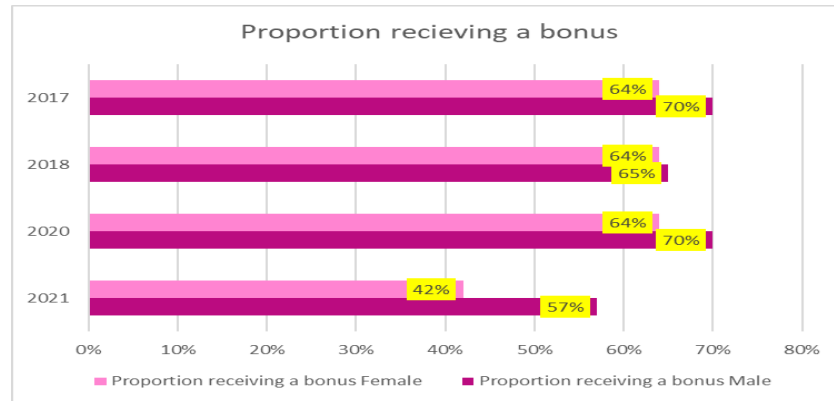
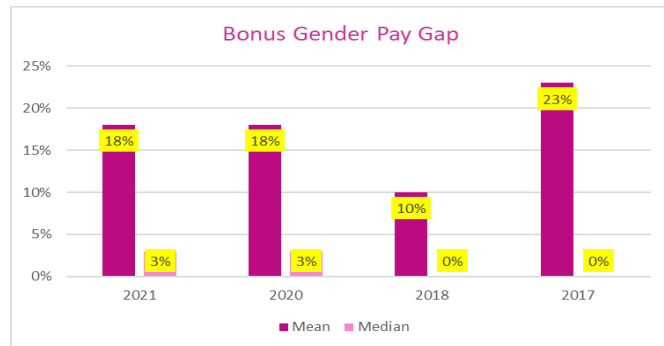
Bonus Gender Pay Gap

2. Bonus Gender Pay Gap & 3. Proportion of Males and Females receiving a bonus

Our Bonus Gender Pay gap for the reporting year 2021 is **18% (Mean)** & **3% (Median)** remaining the same as previous snapshot period. Where bonus data for part-timers is not adjusted to represent a full-time equivalent, this has an impact on the Mean % Gap.

Where there was a significant reduction in bonus payments made to Management grades in the Snapshot year, this impacts the mean total (where the total payments made and the overall value is reduced) and the Median (where the mid-point of the data set is then taken from). The overall proportion of Males and Females receiving bonus payments was **(53%)**. The proportion is impacted by factors such as eligibility (start date of employment).

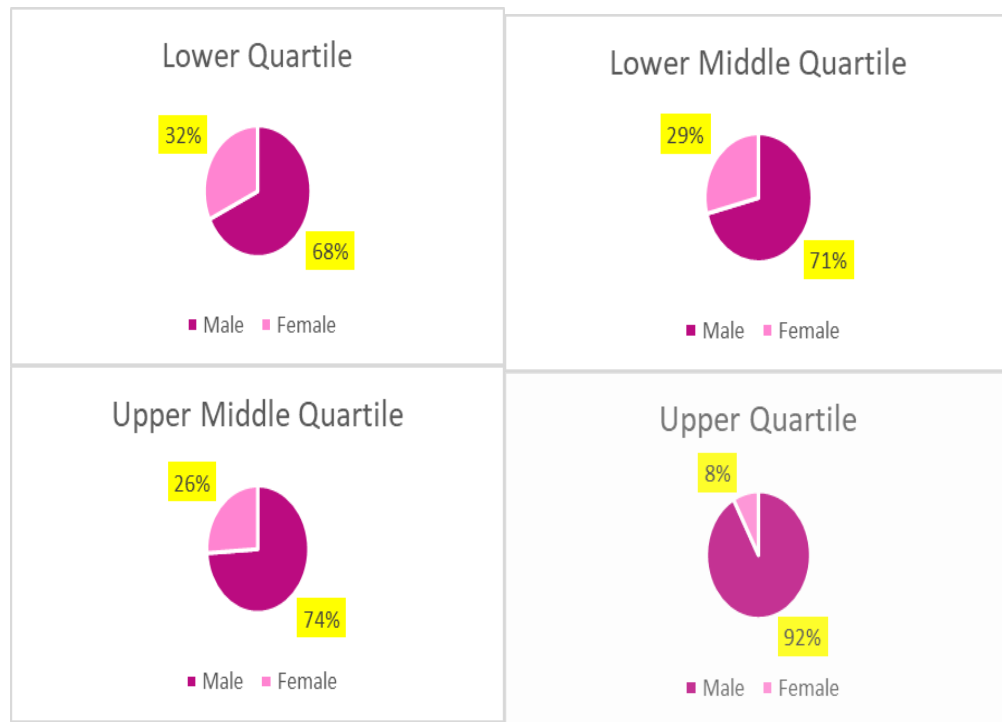
At the snapshot date, 20% of the female workforce were employed on Part-Time contracts in comparison to just 6% of males.



Proportion of Males and Females in each quartile pay band

Compared to previous years snapshot bonus data, there has been an increase of females within lower middle quartile and upper quartile pay brackets. .

Higher male representation in Senior Management grades (and above) and a male dominated workforce in the Driver grade is represented in low female representation in the Upper middle quartile.



Addressing the Gap

- **Recruitment targets in underrepresented roles** – we have set targets for our driving and management grades to challenge the status quo and to encourage greater diversity of recruitment;
- **Increased hybrid working opportunities to increase the potential for attracting female talent.** We've recently agreed hybrid working to be introduced for Management and head office roles. c2c is optimistic that increased flexibility within this grade may attract interest from those who may not have considered this role previously.
- To support this, we continue to strive **to increase the diversity of new entrants and for our existing colleagues** by implementing new strategies to attract individuals that are interested in working within the rail industry; and will increase the number of apprenticeships available, particularly for underrepresented groups;
- **Continue to explore and understand any potential barriers that may currently be in place in both the company and the industry** - preventing upwards social mobility of our female colleagues;

I confirm that this statement is true to the best of my knowledge and belief.

Rob Taylor

Rob Taylor
Acting Managing Director – Trenitalia c2c

c2c



Trenitalia c2c Limited

2nd Floor, Cutlers Court, 115 Houndsditch, London EC3A 7BR

Tel: 0330 109 8100

www.c2c-online.co.uk

Company number: 07897267

c2c