



# Trenitalia c2c

## Gender Pay Report 2022-23

Snapshot Date 05.04.2022

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.

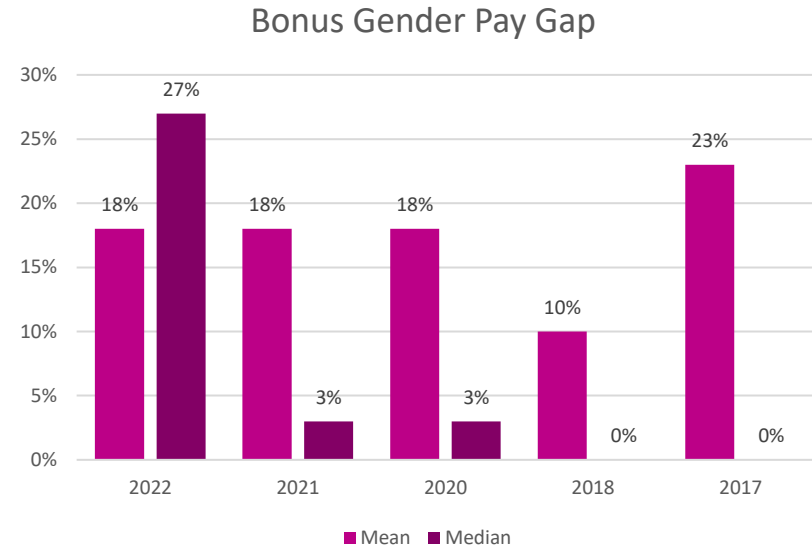
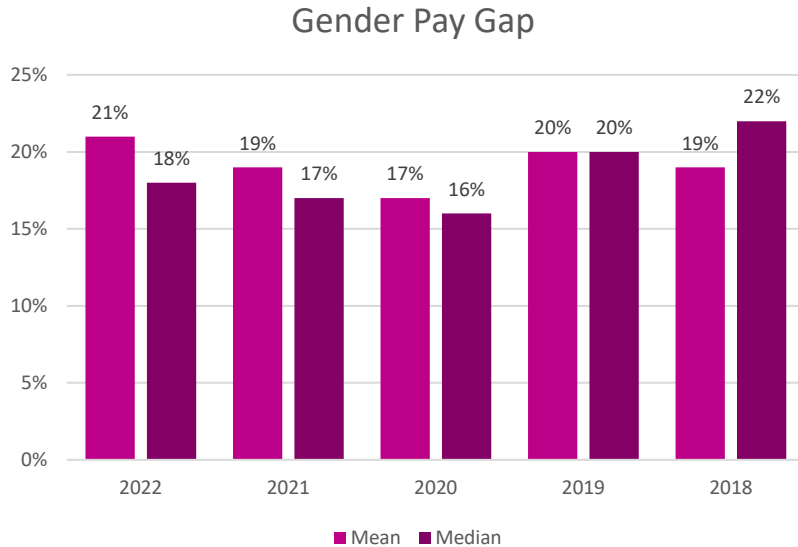
We directly employ 698 employees (at the time of writing) of which 84.67% are employed in an operational capacity.

Our Gender Pay Gap as of 05 April 2022 is **21% (Mean), 18% (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**

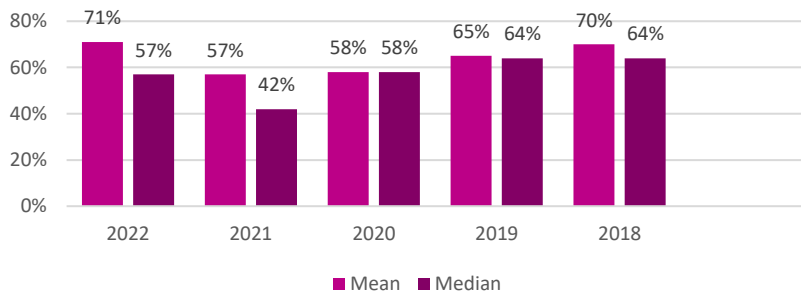
# Our Gender Pay Gap 2022-23



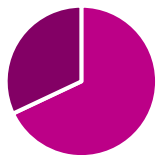
\*Gender Pay Reporting was suspended entirely for 2020 (snapshot date 5 April 2019) due to the Coronavirus pandemic.

# Our Gender Pay Gap 2022-23

Proportion of M/F receiving a bonus

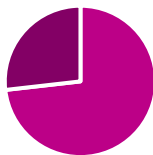


Lower Quartile



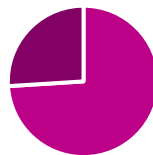
■ Male ■ Female

Lower Middle Quartile



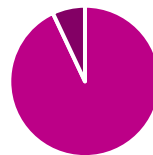
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

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

# Gender Pay Gap

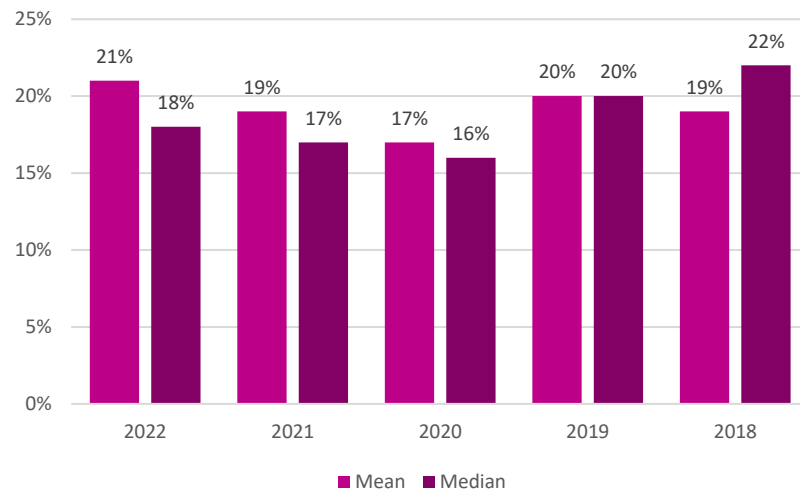
Our Gender Pay gap for the reporting year ending 05 April 2022 is **21% (Mean)** & **18% (Median)**.

There was a lower number of females in this snapshot period, accounting for the bigger difference between male and female mean hourly rate. There was an increase in female leavers, coming in at 32.10% of total leavers of the year.

The increase of Male mean percentage can be attributed to the pay award payable to all drivers in April 2022. The increase in inflation rate which in turn increased the pay award to 8.2% further affected the pay gap, due to the higher number of male drivers than female.

There has been an increase in female senior leadership since last snapshot period by 7.66% and females now make up nearly 40% of senior management level. This is evidence of improved gender balance at senior leadership level.

Mean & Median Gender Pay Gap



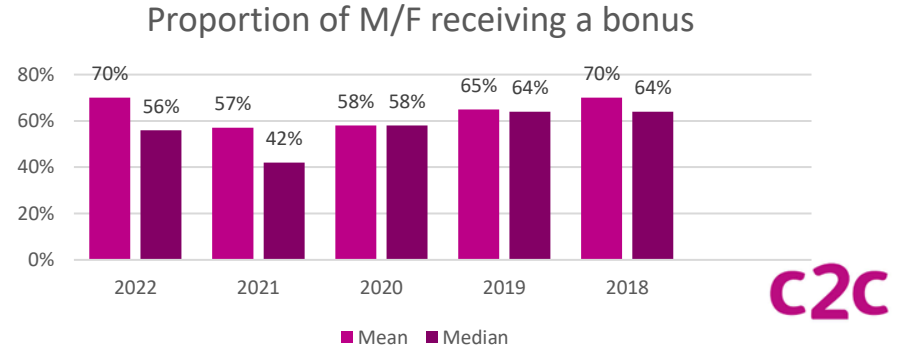
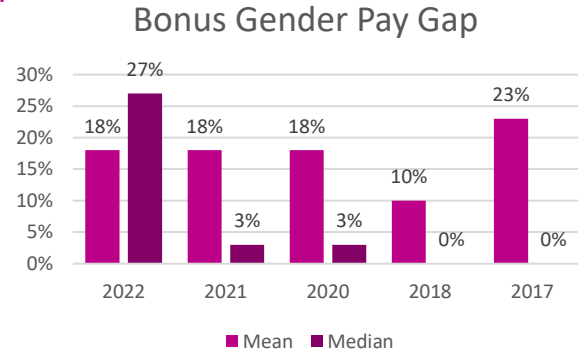
# Bonus Gender Pay Gap

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

Our Bonus Gender Pay gap for the reporting year 2022 is **18% (Mean)** & **27% (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 **94.76%**. The proportion is impacted by factors such as eligibility (start date of employment).

At the snapshot date, 2.91% of the female workforce were employed on Part-Time contracts in comparison to just 10.48% of males.

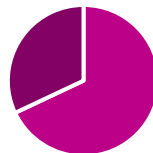


# Proportion of Males and Females in each quartile pay band

Compared to previous years snapshot bonus data, females in all quartiles have decreased in percentage, for instance females in upper quartile have decreased by 0.1%. By comparison, males have slightly increased in all quartiles, taking as an example the upper quartile has increased by 0.1%. This can be attributed to the difference in starters and leavers where females are 32% of leavers in the snapshot period even though they are only 25% of the workforce at snapshot dates. there has been a decrease of females within lower middle quartile and upper quartile pay brackets.

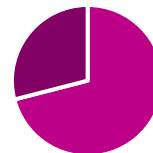
Higher male representation in Senior Management grades (and above) and a male dominated workforce in the Driver grade is represented in low female representation in the Upper middle quartile.

Lower Quartile



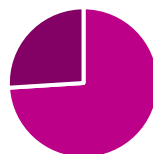
■ Male ■ Female

Lower Middle Quartile



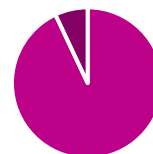
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

# Addressing the Gap

- Set overall goals for representation in our recruitment campaigns** – alongside targets introduced for our driving grade to disturb the balance we reviewed our job advert language to encourage greater diversity of recruitment;
- Use skilled based assessment tasks in recruitment campaigns** – candidates perform tasks similar to what they would be expected to perform in the position they are applying for as part of an assessment centre. Their performance during the assessment centre is used to assess suitability rather than relying solely on interviews.
- Use of structured based interviews for recruitment and promotions** – use of same questions for all candidates in a predetermined order and format. Grading the responses using a standardised criteria template to reduce the impact of unconscious bias.
- 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.

Signed:

A handwritten signature in blue ink, appearing to read 'Rob Mullen', followed by a period.

Rob Mullen  
Managing Director – Trenitalia c2c

## **Trenitalia c2c Limited**

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