

**Trenitalia c2c**

# **Gender Pay Report 2023-24**

Snapshot Date 05.04.2023

**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 701 employees (at the time of writing) of which 71.61% are employed in an operational capacity.

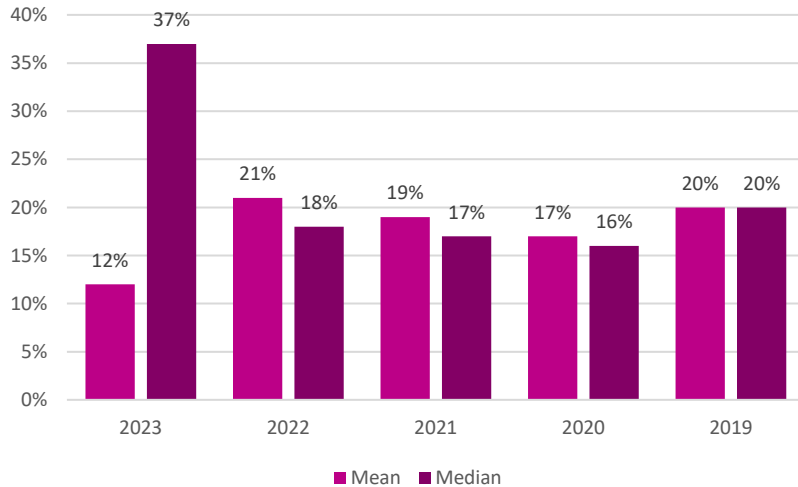
Our Gender Pay Gap as of 05 April 2023 is **12% (Mean), 37% (Median)**.

## What's measured in this report?

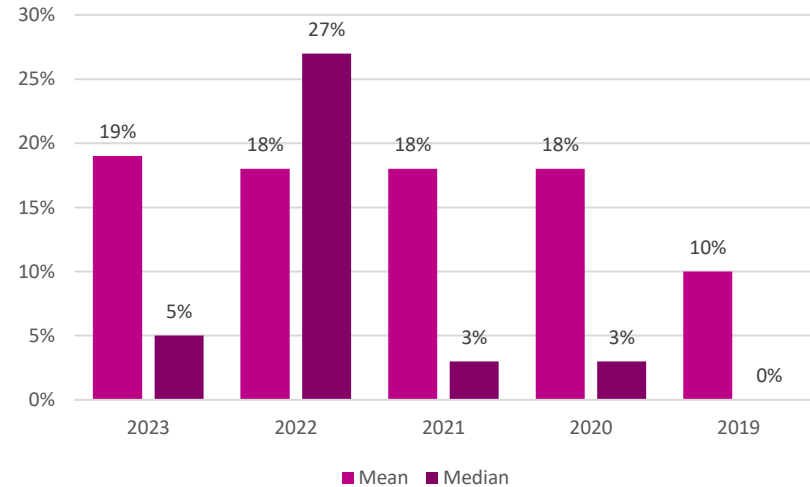
1. **Gender Pay Gap** - Mean and Median
2. **Bonus Gender Pay Gap** – Mean and Median
3. **Proportion of Males and Females receiving a Bonus**
4. **Proportion of Males and Females in quartile pay bands**

# Our Gender Pay Gap 2022-23

## Gender Pay Gap



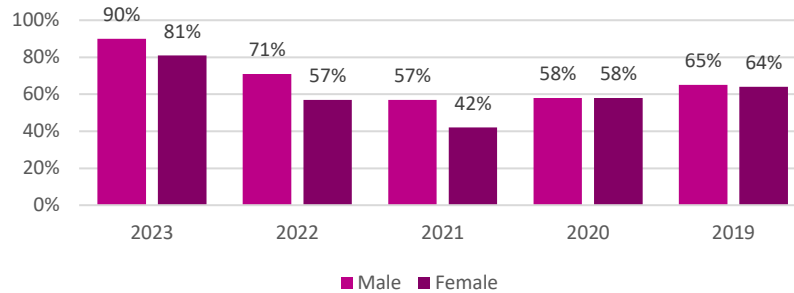
## Bonus Gender Pay Gap



\*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

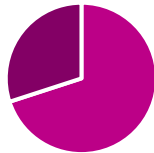


Lower Quartile



■ Male ■ Female

Lower Middle Quartile



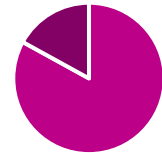
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

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# Gender Pay Gap

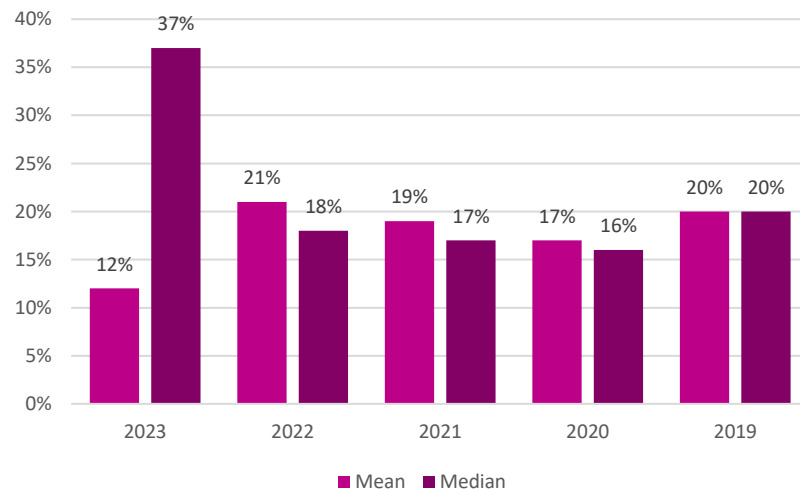
Our Gender Pay gap for the reporting year ending 05 April 2023 is **12% (Mean)** & **37% (Median)**.

There was a higher number of females in this snapshot period, accounting for the smaller gap between male and female mean hourly rate. There was also an increase in female new joiners, coming in at 41% of the total for the year.

The increase of Female mean percentage can be attributed to the bonus payable to all management in March 2023. There was an increase in Female management by 2% in the year.

There has been a decrease in female senior leadership since last snapshot period by 9.52% however females still make up nearly 40% of senior management level. This can be attributed to a slightly higher percentage of female leavers than last year.

Mean & Median Gender Pay Gap



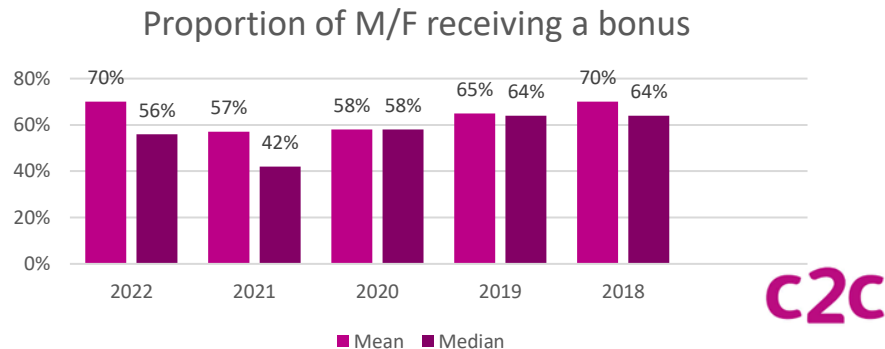
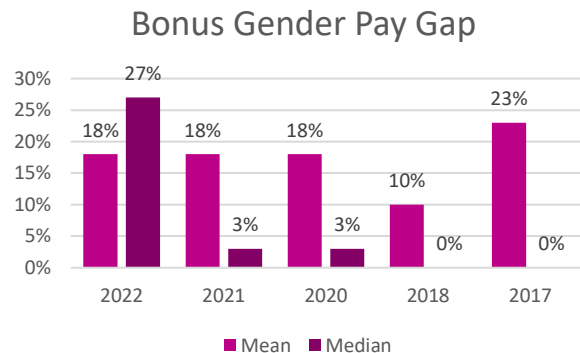
# Bonus Gender Pay Gap

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

Our Bonus Gender Pay gap for the reporting year 2023 is **19% (Mean)** & **5% (Median)**, where the Median gap has closed significantly. There is a higher number of relevant Females this year compared to last year, as Driver pay award increased the gap due to a lower number of Female drivers. There has been a 19% increase in Female Drivers in the last year.

Bonus payments drove the Female hourly rate higher than last year, resulting in quadrupling of the Female Mean figure. The overall value of bonus payable to Females increased by 361.19%, accounted by 96 Females paid a bonus in the last report versus 145 females for the last snapshot year. The overall proportion of Males and Females receiving bonus payments was **87.8%**. The proportion is impacted by factors such as eligibility (start date of employment).

At the snapshot date, 29% of the female workforce were employed on Part-Time contracts in comparison to just 15% of males.



# Proportion of Males and Females in each quartile pay band

Compared to previous years snapshot bonus data, females in all quartiles have increased in percentage, except for the Upper Middle quartile with a decrease of 10.6%. By comparison, males have decreased in all quartiles except the Upper Middle quartile, where males increased by 10.6%. This can be attributed to the large increase of relevant females to whom bonus was payable.

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



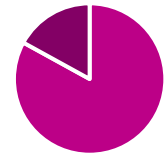
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

# Addressing the Gap

- We have rolled out unconscious bias training to all our managers** – this training is delivered externally by Inclusive Employers and will be rolled out further across the business in 24/25.
- We have started using a gender de-coding tool** – all of our job adverts are reviewed utilising specialist software. We are looking to expand its use to our published articles;
- 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:

Rob Mullen  
Managing Director – Trenitalia c2c







**Trenitalia c2c Limited**

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