



**COLAS RAIL**

2017

Report



# Gender Pay Gap Report 2017

**Colas Rail believes in being an inclusive and diverse organisation where anyone can reach their full potential.**

The rail industry has historically been male-dominated with many roles falling within engineering and construction disciplines. At the time of reporting (April 2017) 12 per cent of our workforce was female and our analysis shows that the proportion generally decreases through the higher pay quartiles. At Colas Rail we are confident that men and women are paid equally for doing equivalent jobs across our business.

Our analysis also tells us that the under-representation of women in higher paid roles is the main driver for our gender pay gap. There are no quick wins to closing the gap. We need sustained focus on increasing the number of women in our workforce, improving our retention rates and investing more in supporting and progressing our most talented women so that they are able to compete successfully for our most senior roles.

## Headline gender pay gap figures for Colas Rail Ltd

Gap	Median	Mean
Gender Pay Gap	35.9%	25.3%
Gender Bonus Pay Gap	-4%	18.8%

The proportion of males and females receiving a bonus payment

Males =



Females =



## Proportion of females and males in each quartile band

Quartile	Male	Female
Upper	91.7%	8.3%
Upper Middle	97.2%	2.8%
Lower Middle	95.4%	4.6%
Lower	68.6%	31.4%

## Actions Colas Rail is taking to address this imbalance

As mentioned at the beginning of this report historically the railway engineering industry has been a very male-dominated one. In order to try and address this Colas Rail is working hard to attract and support more women into the industry.

Colas Rail has launched an Early Careers Skills Strategy to ensure we are addressing the Gender Skills gap and generally recruit new Talent into Colas Rail and the Rail Industry. This involves engaging with government strategy, education establishments set up to address the technical skills gap e.g. UTCs, National College for High Speed Rail etc., and various institutions such as Women In Rail to name a few.

## Graduate & Apprenticeship Schemes:

Over the past seven years we have been positively encouraging female applications into our Graduate Scheme, and have been doing the same in our apprentice programmes over the last two years. The aim is to develop these individuals to be our leaders of the future. We have promoted the opportunities for females in rail by:

- Not relying only on STEM subjects (typically women are under-represented on such courses) for our Future Leaders programme and taking all degree disciplines for our Scheme.
- Careers Fairs at Universities promoting the opportunities for those females with non-STEM subjects
- Supporting UTCs in key recruitment areas and attending their careers fairs to explain to parents and potential students the opportunities available for Apprentices & Graduates, supporting their targets for Female intake
- Supporting the government initiative of the Year in Engineering for 2018
- Supporting Women in Rail & the Big Diversity Challenge
- Supporting STEM
- Working with Youth Organisations such as the Young Westminster Foundation to support career days
- Generally promoting opportunities on websites such as Prospects, Grad Touch, Grad Cracker through online media, such as video, to promote the young female talent we currently have and the opportunities
- Supporting the Young Apprentice Ambassador Network and the Young Railway Professionals and all their activities to increase diversity in the rail industry

## Successes to Date:

- Colas Rail has been a big supporter of the Women in Rail organisation supporting events and their strategy. We are also delighted to say that two of their "Twenty rising stars in the industry 2017" report are employed by Colas Rail.
- As a result of the hard work to promote opportunities for females in rail, we now have 49% of our 2017 Graduate intake being female hitting our targets for our Graduate Scheme diversity
- We have two female Apprentice Engineers joining the National College for High Speed Rail for a Level 4 Apprenticeship Programme which is currently 100% of our Level 4 Programme.

We confirm the data reported is accurate.



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## Colas Rail Gender Pay Gap Report 2017

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