



READYPOWER RAIL SERVICES LIMITED

GENDER PAY GAP REPORT

2024



GENDER PAY GAP REPORTING

Readypower Rail Services Limited holds upwards of 250 staff, on the specified snapshot date of 5 April 2023, and are therefore required to report on the Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information).

INTRODUCTION

Readypower Rail Services Limited is one of the UK's leading specialist asset-led infrastructure service providers to the rail industry. We employ over 250 staff across the UK.

We recognise that our employees are our greatest asset, and are fundamental to our continued success. We are committed to fostering an environment where they can thrive both personally and professionally.

Readypower are committed to being a progressive and fair employer, in an industry that has historically been male dominated.

Central to our mission is the recognition that diversity and inclusion are essential for our success. We firmly believe that a diverse workforce brings a wealth of perspectives and experiences that drive innovation and excellence. Therefore, we are dedicated to increasing the representation of women at all levels across our organisation.



RUSSELL JACK
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Russell Jack'.



ERIN NEILSON
Head of HR



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GENDER PAY GAP FIGURES

GENDER PAY GAP

READYPOWER RAIL SERVICES GENDER PAY GAP REPORTING		
	Mean	Median
Hourly Pay	21.4%	30.3%
Bonus Pay	73.1%	35%

BONUS PAYMENTS

PROPORTION RECEIVING BONUS PAY IN THE 12 MONTHS TO APRIL 2023	
 13.8%	 81.8%

PAY QUARTILES

Lower Quartile		Lower Middle Quartile	
Male	Female	Male	Female
80.3%	19.7%	96.1%	3.9%
Upper Middle Quartile		Upper Quartile	
Male	Female	Male	Female
97.4%	2.6%	97.4%	2.6%

WRITTEN STATEMENT

Readypower Rail Services Limited has taken all reasonable steps to ensure that the information provided is accurate and complete. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

UNDERSTANDING THE GAP

Readypower Rail Services Limited acknowledges that our Gender Pay Gap reflects that men are paid more than women on average.

However, the pay gap is reflective of the fact that Readypower employs more men than women. Specifically of the Total Relevant Employees, 92.8% are male and 7.2% are female. This split contributes to our Gender Pay Gap.

Readypower Rail Services Limited supports the opportunity to provide transparency on the wage and bonus differentials between male and female staff, to reflect and consider both internal and external labour market forces and continue our active efforts to make improvements through the review, introduction and change to company policies, practices and awareness.

We are confident that our Gender Pay Gap is not an equal pay issue. Our Gender Pay Gap is reflective of our men and women working in different roles and those roles have different salaries.

We currently employ a number of strategies to aid us in closing the gap, which include:

- An Engineering Apprenticeship Programme
- Regular benchmarking exercises coinciding with regular pay reviews
- Continued development of our recruitment strategy to encourage applicants from backgrounds outside of rail, where the roles don't require specific competencies for rail
- Implementing and developing family-friendly HR policies, which supports and attracts female employees
- Our policies are regularly reviewed with a view to improvement for both our existing staff groups and those we hope to attract, for example the introduction of a Menopause Policy

The Rail industry is notorious for being a male-dominated environment, and it may take several years before any impact on the Gender Pay Gap is seen, but we're confident that our strategies and support to our staff will help to close the gap.

This report will be reviewed and amended on an annual basis.