

# Gender Pay Report 2017

## BTRoS Derby & Mansfield



BTRoS Interiors & Cabling Division is a subsidiary of the Bombardier Transportation Group but operates as a separate legal entity. BTRoS currently have a workforce of over 500 staff based in Derby and Mansfield. At 5<sup>th</sup> April 2017 BTRoS employed over 250 permanent members of staff and as required by the UK legislation we share our data to reflect the difference of the average hourly earnings between the male and female staff we employ.

### Pay Difference

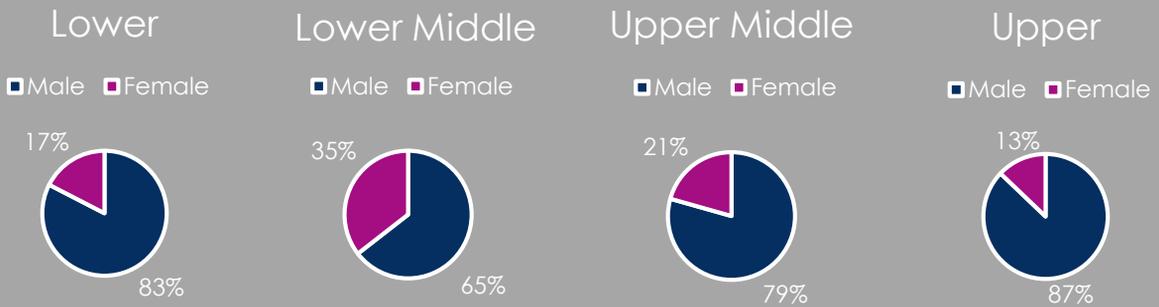
Median Gender Pay Gap	Mean Gender Pay Gap
<b>8.4%</b>	<b>9%</b>

The BTRoS Gender Pay Gap shows that our median average pay for females is 8.4% lower than our median average pay for males. The UK's National Gender Pay Gap is 18.1%. This means that the BTRoS pay gap is nearly 10% lower than the national gap. We are happy with this and aim to continue to use our fair pay grading system to close the gap. We calculated the hourly pay for our employees in line with the specified elements given in the regulations. This includes salary, shift pay & allowances.

### Bonus Difference

In the 12 months proceeding 5<sup>th</sup> April 2017 BTRoS did not have any bonus schemes in place. As no employees, male or female received any bonus pay, the proportion of men/women receiving a bonus = 0.0%. Our 2018 Report will reflect new bonus schemes that have since been put into action.

### Pay Quartiles across all BTRoS Staff



The information shown in the 4 charts above displays the gender distribution within BTRoS. We have split our employees into 4 quartiles between the lowest pay grade and the highest. As you will see from the above charts each quartile reflects a higher percentage of working males. This is because at 5<sup>th</sup> April 2017 22% of the BTRoS workforce was represented by female employees and 78% represented by males. We have a much higher percentage of male employees which is consistent with the historically known male dominated rail industry. Despite women accounting for 46% of the entire working UK workforce, only 10% of the engineering workforce in the UK are female workers. BTRoS encourage female employees within all sectors of our business and currently have female apprentices working within the blue collar and the white collar areas of the company.

BTRoS aim to continue to make a difference and work towards closing the gender pay gap within our company. We hope to do this by continuing to improve our current equal pay grading structure and encourage and increase the number of females in our recruitment process and apprentice intake. BTRoS as a company fund employee training as required to ensure talent within the business is maximised and rewarded. We also have a fair approach to family friendly working hour requests, we hope this will reassure and support female employees to return to work after career breaks. Throughout 2018 we will assess our levels of gender equality in the workplace to ensure the balance of male and female employees within all levels of the business are fair and rewarded within an equal pay structure. We hope these continuing efforts will contribute towards closing the gender pay gap within BTRoS.

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Mean figure = the difference between the average of men's and women's pay.

Median figure = the difference between the midpoints in the ranges of men's and women's pay.