



Gender Pay Gap Report

This report details our April 2019 to April 2020 results and our commitment to gender equality.

Creating an environment that ensures all colleagues feel they belong is vitally important at Telent.

People are at the heart of everything we do at Telent. We're passionate about creating an inclusive environment – one in which everyone feels empowered and supported to reach their full potential. We believe that our teams should reflect the diverse experiences and backgrounds of the communities we work with. It's why we're committed to building a talented team and supporting a creative, innovative, and vibrant culture which is key to our success.

One area where we work hard is maintaining pay equality for equivalent jobs. Looking across Telent as a whole, there's no pattern of men and women being paid differently for doing the same roles at the same level. Differences in experience, skills, and performance mean there are individual variations, but we undertake annual performance and salary reviews to actively address any unwarranted gaps. We also make regular checks to ensure that our policies and procedures are fair.

Every year, there's a legal requirement to report our Gender Pay Gap. This shows the overall difference between men's

pay and women's pay (rather than for individual jobs) and this year's results show progress, i.e. the overall gap between men's pay and women's pay has reduced.

However, this is work in progress and there are no quick fixes. The main reason for the gap is that we have a lower proportion of women than men in skilled technical jobs, which is an issue right across the industry.

As an example of the challenge we face in this area, London Transport Museum's annual report refers to research which indicates that children may, by the age of ten, be making decisions which affect the career they will follow. This needs to be addressed with long term solutions, and we're committed to playing our part.

A note about timing

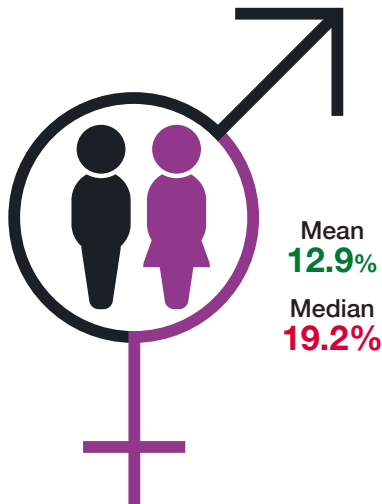
This report covers the period April 2019 – April 2020.

We last reported our gender pay gap in April 2019 for the period 2017-18.

As a result of the pandemic the government suspended the requirement to report on 2018-19.

Our next report will be due in April 2022 for the period 2020-21.

Gender Pay Gap



Mean Gender Pay Gap

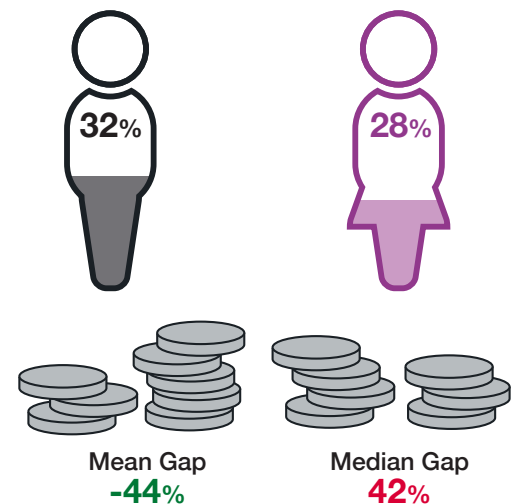
We find that men are paid on average 12.85 per cent more than women. This is a reduction in the gender pay gap compared to previous years.

Median Gender Pay Gap

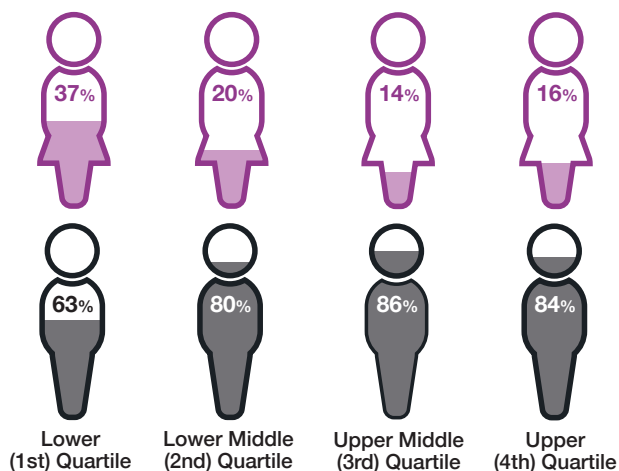
In these results, the median male employee is paid 19.16 per cent more than the median female employee.

These figures show that more men than women received a bonus during the year, but that the mean value received by women was actually higher. The median was higher for men than for women.

Proportion Receiving a Bonus



Quartiles



Quartiles are arrived at by grouping people into four equal groups: from the highest paid 25 per cent of people (4th quartile), through to the lowest paid 25 per cent (1st quartile).

This diagram shows, for example, that a greater proportion of men than women are in the top 25 per cent of pay (4th quartile). This is also primarily a result of the jobs people do.

How are these figures calculated?

Median pay gap

Imagine that we divided our employees into two lines, arranging men and women in order of pay from highest to lowest. The median gender pay gap compares the hourly pay of the woman and the man in the middle of their respective lines.

Mean pay gap

The mean gender pay gap, on the other hand, shows the difference in the average hourly rate of pay between men and women in a company. It's calculated by adding all men's pay together and dividing by the total number of men, then comparing the figure against the same calculation for women.

Bonus gap

These median and mean calculations are also carried out when comparing bonuses paid over a 12-month period

Figures in green show an improvement since the last time we reported, figures in red show a decline.

Our results in focus

An important starting point is that the Gender Pay Gap measures the overall difference in average pay between men and women looking at the organisation as a whole. This is different from equal pay which is about pay for people doing the same role.

In fact, our gender pay gap, with men's mean average pay being 13 per cent higher than women's, is mainly driven by the different roles that people do. More men than women are in technical roles, while more women than men are in administrative roles. The gap has reduced when compared to previous years, which is an encouraging step forward. While we can expect it to move both up and down in future years, this is a move in the right direction. Another sign of progress is the increasing number of women in senior roles, including our CEO. There is still work to do to achieve the levels of diversity to which we aspire, but we're determined to get there.

Where bonuses have been paid during the period, more men than women received payments under bonus schemes. A significant proportion of our technicians are men and participate in a bonus scheme which rewards the achievement of quality and safety targets, while no bonus schemes apply to administrative roles.

Tackling the gender pay gap is a long-term goal – not just for Telent but across the UK as a whole. Differences in pay

resulting from men and women doing different jobs is likely to affect most, if not all, companies in industries similar to ours. Fewer women than men choose to study STEM (Science, Technology, Engineering & Mathematics) subjects at school and university, which then affects the number of women choosing technical careers.

As part of our drive to address this, we work hard to promote our industry to women of all ages. We work closely with schools, colleges, our customers, and with industry bodies to promote interest in STEM subjects among children and young people.

We support Transport for London's (TfL) Women into Transportation and Engineering (WiTnE) initiative, providing work experience leading to employment for women who have been away from the workplace. A number of our senior women are also part of a cross-business development network, and we have individuals on a 'Women in Leadership Development Programme' run externally with Raise the Bar. We're reviewing a number of key people policies (such as performance management and recruitment) to drive and support equality, diversity and inclusion around the business. We're also increasing management training within this space.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

J Parnell
Jemimah Parnell, Group HR Director, Telent

