

# Trenitalia c2c

## Gender Pay Report 2023-24

Snapshot Date 05.04.2024

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.

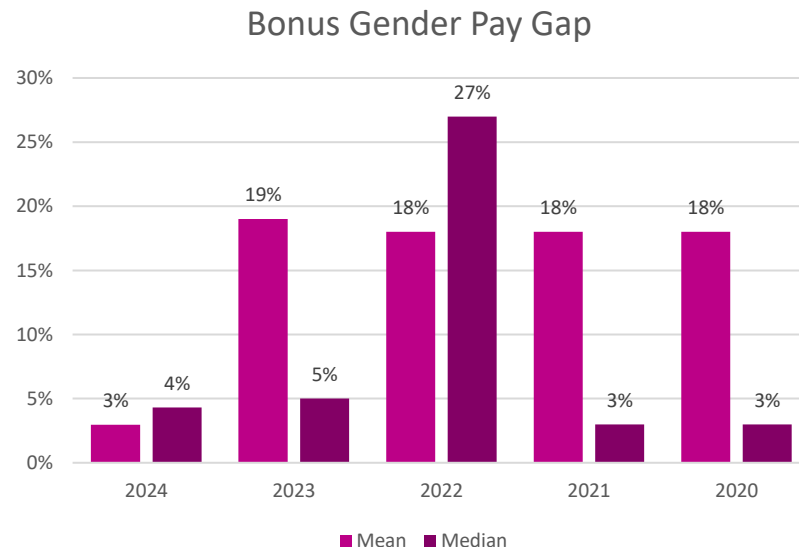
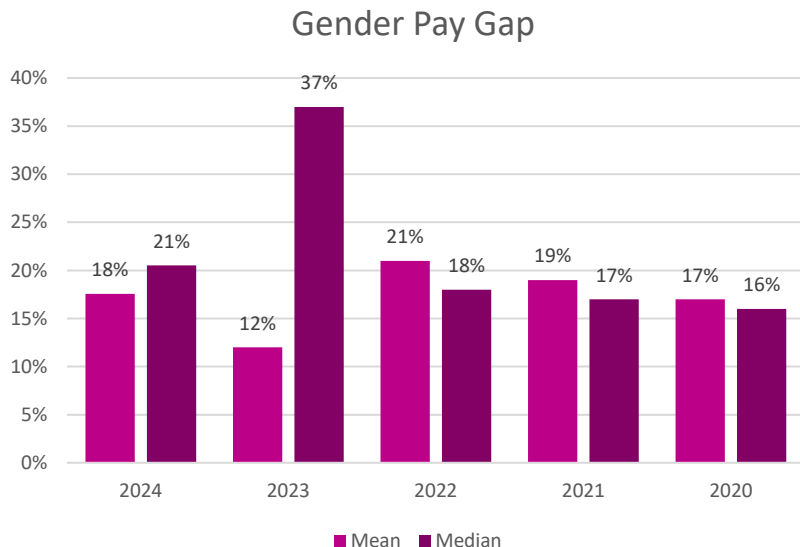
We directly employ 699 employees (at the time of writing) of which 71% are employed in an operational capacity.

Our Gender Pay Gap as of 05 April 2024 is **18% (Mean), 21% (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**

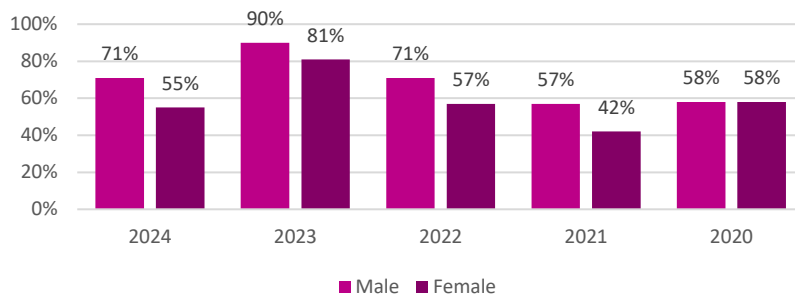
# Our Gender Pay Gap 2023-24



\*Gender Pay Reporting was suspended entirely for 2020 (snapshot date 5 April 2019) due to the Coronavirus pandemic.

# Our Gender Pay Gap 2023-24

Proportion of M/F receiving a bonus

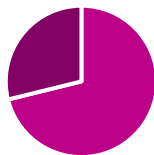


Lower Quartile



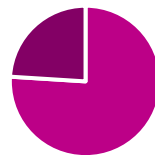
■ Male ■ Female

Lower Middle Quartile



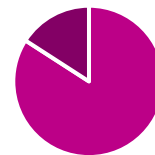
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

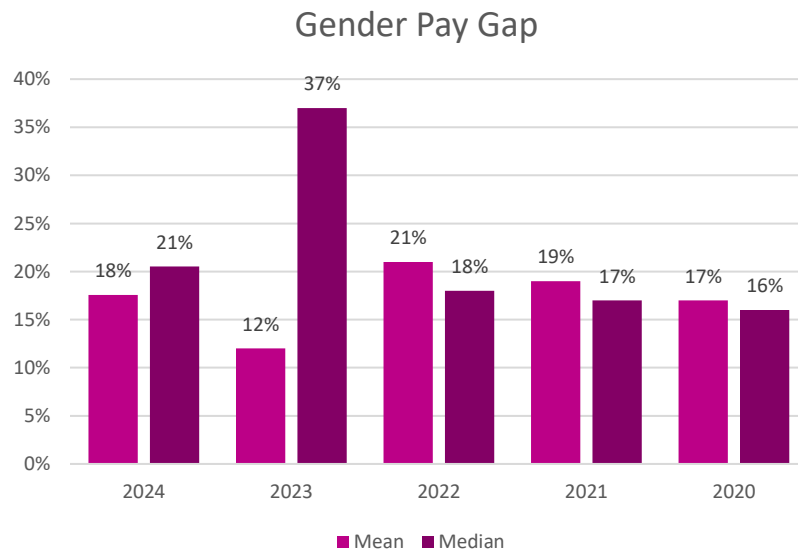
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# Gender Pay Gap

Our Gender Pay gap for the reporting year ending 05 April 2024 is **18% (Mean)** & **21% (Median)**.

The number of Males and Females compared to the previous snapshot period has only differed slightly, with 1 less female and 1 more male. The same applies to new joiners, where Females make up 42% of the total, the same as the last snapshot year.

The increase of Female mean percentage can be attributed to an increase in Female senior management and Female drivers in the year.

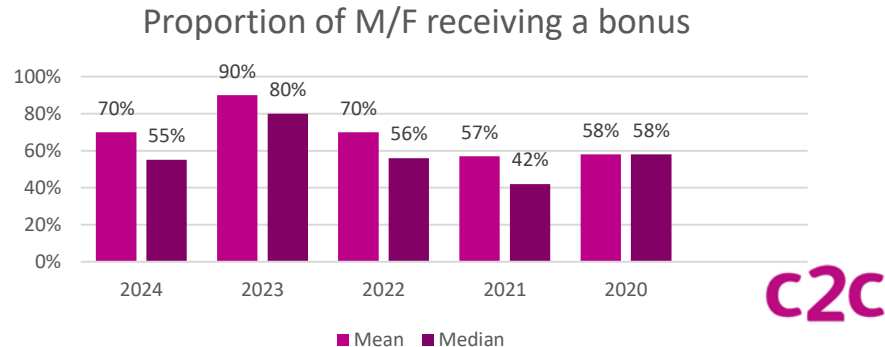
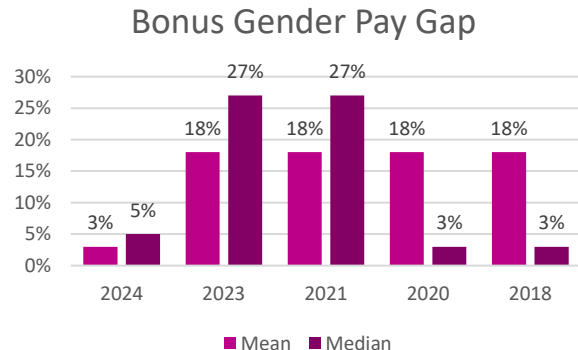


# Bonus Gender Pay Gap

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

Our Bonus Gender Pay gap for the reporting year 2024 is **3% (Mean)** & **5% (Median)**, where both gaps have closed significantly. There was a lower number of relevant Females who were paid a bonus whilst the number of relevant females remained practically the same with a difference of 1 more in this snapshot year. The number of relevant Males paid a bonus was much lower, having reduced by 22%.

The proportion of Females in the upper quartile went down due to the lack of management bonus in this snapshot year. There are more Females in management roles than in operational positions. The overall value of bonus payable to Females decreased, from 145 in the last report versus 99 Females for the current snapshot year. The overall proportion of Males and Females receiving bonus payments was **66%**, lower than last year's 88%. The proportion is impacted by factors such as eligibility (start date of employment) and sickness absence, lowering the number of relevant employees.

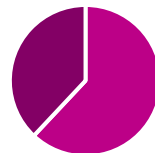


# Proportion of Males and Females in each quartile pay band

Compared to previous years' snapshot bonus data, Females in all quartiles have increased in percentage, except for the Upper quartile with a decrease of 7%. By comparison, Males have decreased in the Lower and Upper Middle quartiles, and increased in the Lower Middle and Upper quartiles.

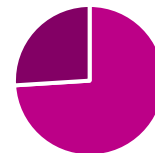
Higher Male representation in Senior Management grades (and above) and a Male dominated workforce in the Driver grade is represented in low Female representation in the Upper middle and Upper quartiles.

Lower Quartile



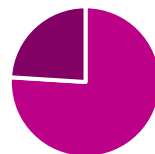
■ Male ■ Female

Lower Middle Quartile



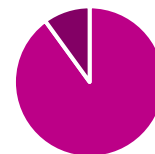
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

# Addressing the Gap

- Career fairs** – actively working to inspire and engage more females through increased participation in career fairs by showcasing diverse opportunities;
- Set overall goals for representation in our recruitment campaigns** – alongside targets introduced for our driving grade to disturb the balance we reviewed our job advert language to encourage greater diversity of recruitment;
- 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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**c2c**