

Gender Pay Gap: UK Rail

Report 2024

GoAhead

UK Rail Results

In this report, we present the results for **Govia Thameslink Rail**.

Looking at the total UK Rail workforce, our gender pay gap analysis shows that the **median pay is 16.47%** in favour of men, which is higher than the UK National average of 13.1%*



Since 2023, the UK Rail **median pay gap decreased by 14.58 percentage points**.



The UK Rail **mean pay gap is 14.63% in favour of men, an improvement of 2.73 percentage points since last year**.



The **median bonus is 15.41%** in favour of men, decreased by 22.42 percentage points from previous year.

*Office for National Statistics 2024

A closer look at our UK Rail results

| 2024 Pay Gap | | 2024 Bonus Gap | | Receiving a Bonus | |
|--------------|--------|----------------|--------|-------------------|--------|
| Median | Mean | Median | Mean | Men | Women |
| 16.47% | 14.63% | 15.41% | 12.01% | 14.90% | 21.78% |

Population by pay quartiles:

| Upper Quartile | | Upper Middle | | Lower Middle | | Lower Quartile | |
|----------------|--------|--------------|--------|--------------|--------|----------------|--------|
| Men | Women | Men | Women | Men | Women | Men | Women |
| 89.91% | 10.09% | 82.43% | 17.57% | 74.53% | 25.47% | 72.83% | 27.17% |

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