

Disability pay gap report



2021

This report is prepared on behalf of Network Rail Infrastructure Limited, a member of the Network Rail Group of companies owned by Network Rail Limited.



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This is the first time we have published information on our disability pay gap. And we have done so knowing that we don't have the complete picture of disability within Network Rail.

We want to change this. That's why we're asking colleagues to share their diversity data with us. We also want to increase the overall proportion of disabled people working at Network Rail. And we are committed to a minimum target of 10% disabled representation in management grades by 2024 as set out in our diversity strategy, Everyone Matters*. We see this pay gap publication as an important step in helping us to understand any barriers disabled employees face, and in helping us to identify where we need to improve as well as our strengths.

What is the disability pay gap?

The disability pay gap shows the difference in the average hourly rate of pay between disabled and non-disabled employees. When calculating this pay gap, we look at the 'median' value which is the middle number in an ascending or descending set of data. The median is the most representative measure as it negates a small amount of very high and low salaries skewing the results.

How we calculate the pay gap

To calculate our disability pay gap we take a snapshot of our pay data from 31 March 2021 (just as we have with our gender and ethnicity pay gap report). A pay gap above zero per cent shows that on average disabled employees earn less than their non-disabled counterparts and the opposite would be true if the pay gap is below zero per cent.

Our 2021 results

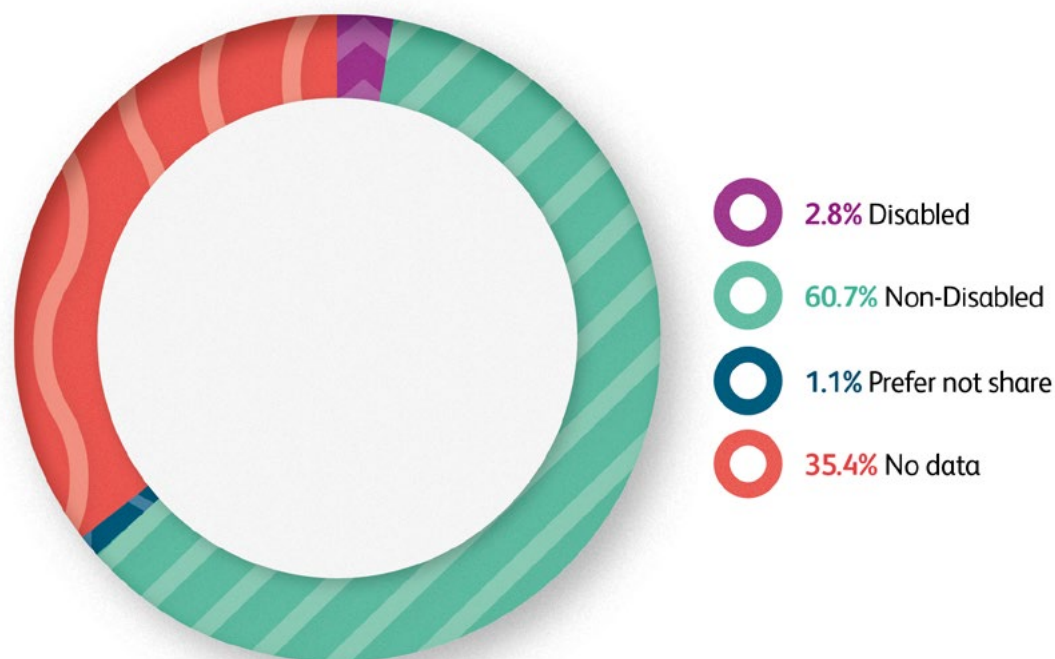
Our median disability pay gap is 1.2 per cent. This is lower than the latest 2018 Office of National Statistics pay gap of 12.2 per cent for the UK.



The gap is driven by an underrepresentation of disabled people in higher paid roles.

About our data

According to the Office for National Statistics, nearly one in five (18 per cent) people in England and Wales have some form of disability that impacts their daily lives. However, only 2.8 per cent of our workforce have shared with us that they have a disability.



The percentage of people that preferred not to share whether they were disabled or not, was 1.1 per cent, and 35.4 per cent of people didn't share any data at all. To get a more accurate understanding of our disability pay gap we need more colleagues to share their diversity data and this continues to be an important area for us. This means our pay gap is likely to fluctuate as sharing rates increase.



Our CanDo network

CanDo is our employee network for disabled employees and their allies. The network provides support to their members including running events, webinars and offering consultation support to the business on diversity impact assessments.

Lucy Cashin, who chairs CanDo, said: “To help identify and remove the barriers faced by disabled employees in terms of career progression, the disability pay gap publication highlights the difference in pay of disabled vs non-disabled employees.

To make it complete, we need to see more people sharing their disability status with us and we urge everyone to share whether you are disabled or non-disabled.”

Disability Matters

Most of the diversity and inclusion related employment tribunals at Network Rail relate to disability discrimination. We need to make our workplace culture more consistently inclusive and welcoming for our disabled colleagues and candidates.

Disability Matters is one of the projects within our Everyone Matters strategy for diversity and inclusion. It focuses on how we attract and recruit disabled candidates, how we retain, develop, and include disabled employees in our business, and ultimately, enable us to deliver a better service for our passengers. We know the information we are sharing is not a complete picture of the disability pay gap at Network Rail. However, we are publishing this information to encourage more of our people to share their diversity data with us, to lead the industry so that we are all better informed about our people, and we are addressing any inequalities.

We have been working on disability for some time, both for our employees and our passengers. We have adopted the social model of disability, and the principles of 'nothing about us without us' which means that disabled colleagues are essential to informing our approach. We want to increase the visibility of disabled colleagues; make sure that their voices are heard; and



increase the numbers of disabled people in our leadership. We will achieve this by disabled colleagues being actively involved in informing our policies, plans, processes and proposals.

In 2021, we established a steering group to support the delivery of the Disability Matters project.

Moving forward, we also want to:

1. roll out mandatory training for all employees as part of a regulatory requirement for all those working in the industry

2. review our reasonable adjustments process, to make it more inclusive by design
3. work to maintain our level 3 status as a Disability Confident leader demonstrating our support to colleagues and applicants through the employment lifecycle
4. create guidance documents for example, on cancer, deaf and hard of hearing, neurodiversity, and diabetes in the workplace
5. continue to mark national days and weeks like Purple Light Up and celebrate the contribution disabled colleagues make.

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