

Disability pay gap report



2022

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.

For the second year we are pleased to publish our disability pay gap report. We have seen an increase in the number of people sharing their disability data with us, now nearly 70 per cent of staff.

However, we still have around 30 per cent of staff who haven't shared their data yet. Thus, insights from this report should be read in that context. Together with the rest of the team at Network Rail and CanDo (our employee network for disability), I continue to encourage all staff to share their disability data. The more we know, the more we can help.

We are absolutely committed to removing barriers disabled employees and candidates face, we want to see better representation at all levels of the organisation. Disability should not and will not be a barrier for anyone at Network Rail.

By sharing our pay gap report, we want to show our ambition to be an employer of choice for disabled people, and to be transparent about the progress we are making and more importantly, where we need to improve.

As the disability matters project sponsor, I'm proud of the progress we are making, and am under no illusion of the scale of the work still to do to make sure we lead the way as an employer of choice for disabled people.

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 a sorted list of data. The median is the most representative measure as it voids a small amount of very high and low salaries skewing the results. The gap is driven by an underrepresentation of disabled people in higher paid roles.



Rob Morton

Route Services managing director and Disability Matters project sponsor

How we calculate the pay gap

To calculate our disability pay gap we take a snapshot of our pay data at 31 March 2022 (in line with our gender and ethnicity pay gap reporting approach). 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.



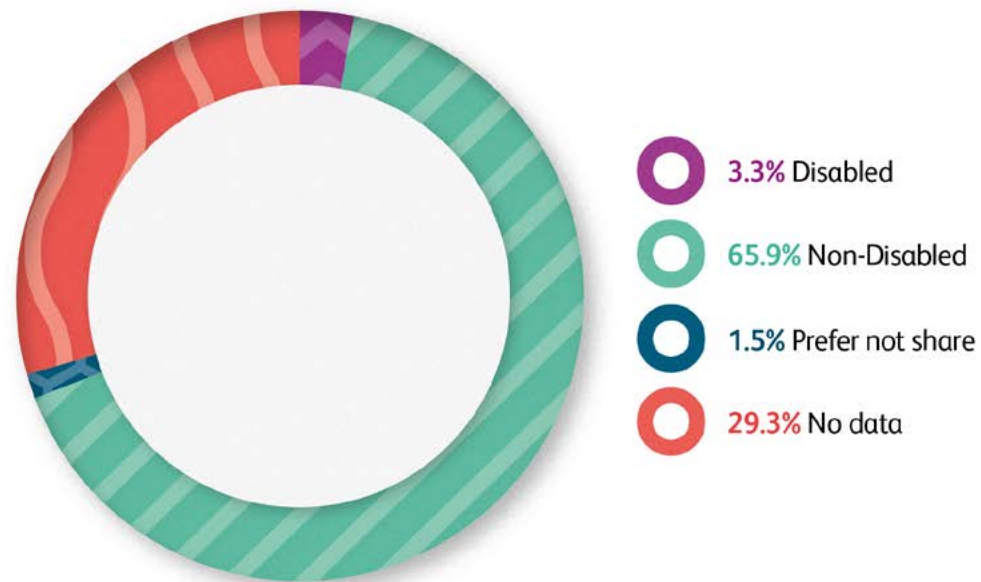
Our 2022 results

Our median disability pay gap is 2.6 per cent which remains lower than the latest 2021 Office of National Statistics pay gap of 13.8 per cent for the UK.¹



About our data

Approximately 22 per cent of people in the UK are disabled². However, only 3.3 per cent of our workforce have shared with us that they are disabled. Though this remains lower than we would expect, it has increased from 2.8 per cent last year.



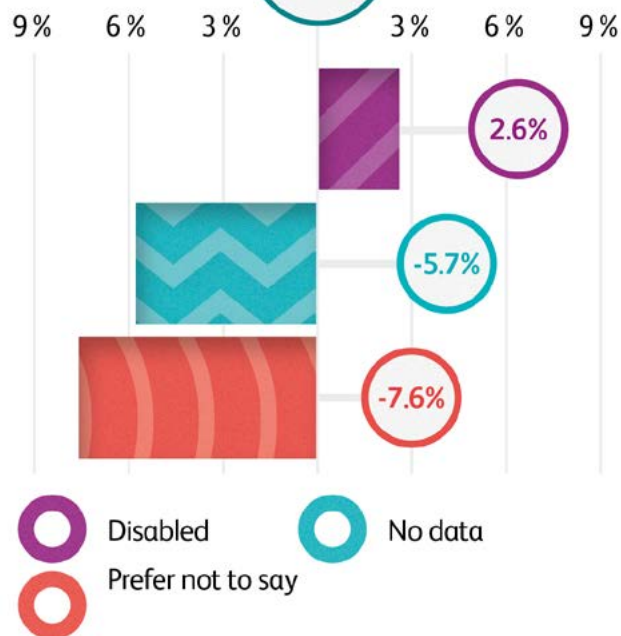
Last year, only 63.5 per cent of the workforce had shared their disability status. This year, 69.2 per cent of employees have shared if they are disabled or not, an increase of 5.7 percentage points from last year.

However, we still have 30.8 per cent of the workforce who have either chosen not to share or have not provided any data. To help us gain more meaningful insights, we need more colleagues to share their diversity data with us. As we increase our data sharing rates, our pay gap will change.

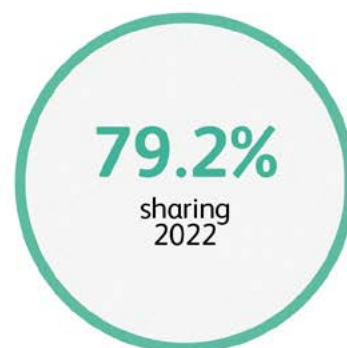
Disability Pay Gap and the sharing of disability data

The below graph compares those who have shared they are not disabled to those who have shared that they are disabled, those we do not have data for and those who prefer not to share. The pay gap for employee who have not shared data and those who prefer not to share shows a negative pay gap, indicating these employees are not underrepresented in more senior roles. If we were able to obtain this data, this could either positively or negatively affect our pay gap significantly.

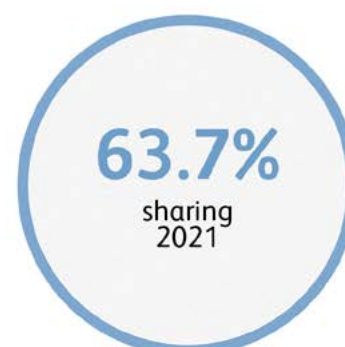
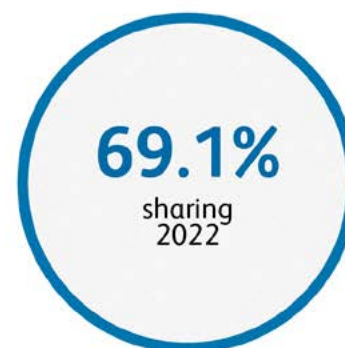
Pay gap to non-disabled employees



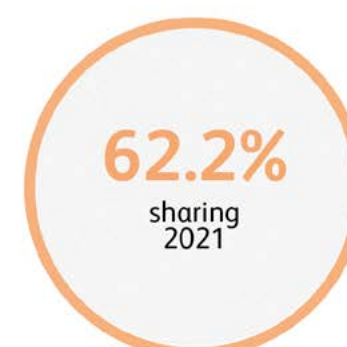
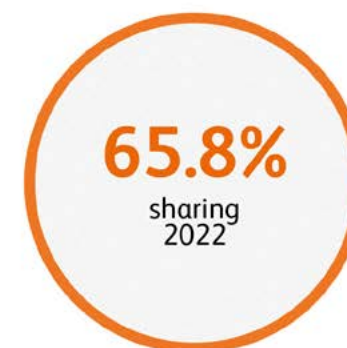
The biggest percentage of employees not sharing their data is within the operations and maintenance population, with only 65.8 per cent sharing if they are disabled or not. Though this has increased since last year, more work is needed to encourage these colleagues to provide their disability status.



Disability sharing rate -
Management



Disability sharing rate -
Technical & clerical



Disability sharing rate -
Operations & maintenance

Disability Matters

Our disability matters project is part of our wider Everyone Matters strategy for diversity and inclusion (D&I). It aims to remove barriers we know disabled employees and candidates face and improve representation at all levels of the organisation. We have adopted the social model of disability, and the principles of 'nothing about us without us' which means that disabled colleagues are actively involved in informing our approach. This means that we want to increase the visibility, voice, and leadership of disabled colleagues. We want to make sure that disabled colleagues are actively involved and inform proposals, plans and policies. We have set up a 'disability matters steering group' composed of key stakeholders including our Exec sponsor, our Trades Unions and those with lived experience, to ensure we are held accountable for the progress we're making.

We know the information we are sharing is not the whole 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, and to lead the industry in the direction of travel we want to see.

In this next section we set out some of the progress we have made between March 2021 and March 2022 on our disability matters programme.



Data sharing

Encouraging colleagues to share their diversity data with us remains a priority.

In January 2022 we sent a notification to all employees who had a blank field in their diversity data Oracle page, encouraging them to share information. Within 24 hours, 600 people had updated their disability data for the first time. We will continue to encourage data sharing, as we know the more data we have the more accurate our pay gap figures will be.

Lucy Cashin, chair of CanDo, our disability employee network said: "In order to help understand the pay gap between disabled colleagues and non-disabled colleagues, Network Rail are publishing the disability pay gap report for the second year running. As chair of CanDo, our employee network for disabled employees, I'm asking colleagues who have a long-term condition that may be considered a disability under the Equality Act 2010 to update their disability status in Oracle to "Disabled". According to latest figures from UK Government, in 2021 around 20 per cent of working age adults in the UK are disabled. Sharing your disability status will help to ensure we have an accurate representation of colleagues within the business; we won't know what the true pay gap is until we hold accurate diversity data for all colleagues. The data will only be used to monitor the statistics in the business".

Systems thinking intervention

In 2021 we launched a system thinking intervention to understand the lived experience of our disabled employees, with a particular focus on their experience of getting reasonable adjustments. Reasonable adjustments help remove barriers disabled employees may face in the workplace, an example of a reasonable adjustment could be a flexible working arrangement or using a specific piece of equipment.

Throughout 2022/23 we will be testing a number of solutions in our Eastern region, to develop a best practice pilot that can be rolled out business wide. Through this we aim to improve our disabled employees' experience.

Recruitment Industry Disability Initiative (RIDI) awards

In December 2021, Network Rail was announced as the winner of this year's RIDI Disability Confident Award, demonstrating its commitment to becoming a more diverse and inclusive employer for all.

The awards – with a judging panel of disability experts and senior industry leaders – are designed to celebrate the best of disability confident recruitment, with the results announced on International Day of Disabled People (3 December).



The banner features a yellow top section with the 'ridi' logo in black, followed by 'Recruitment Industry Disability Initiative' and 'AWARDS 2021' in a purple box. The bottom section is purple with 'Disability Confident' in large white text. To the right are two social media icons: '# RecruitingBackBetter' and '# RIDIawards'. Below these is a 'disability confident' logo with four icons: two people, a checkmark, a padlock, and a person with a speech bubble. At the bottom, it says 'Enter at ridi.awardsplatform.com' and 'Read more about this award at ridi.org.uk/ridi-awards'.

ridi Recruitment Industry Disability Initiative
AWARDS 2021

RecruitingBackBetter
RIDIawards

Disability Confident

Enter at ridi.awardsplatform.com
Read more about this award at ridi.org.uk/ridi-awards



Mandatory disability training

In early 2022, we launched new mandatory training for our colleagues called Disability Equality Training, to help us build a culture of inclusion. The e-learning was developed with a specialist supplier and people with lived experience of disability, and has been designed to help create a culture where we all understand what disability is and how we can be empowered to remove barriers, whether physical or about attitudes. It covers six key areas set out by Office for Rail and Road (ORR) and has been designed to help create a culture of inclusion, for both passengers and employees. The training package won the Gold Award in the Learning and Development category at the EVCOM London Live and Film Awards in November 2021, recognising the best of the best in the corporate film and events sectors. All employees are required to have completed the training by March 2023.

Turning Purple

On Friday 3 December 2021, we celebrated #PurpleLightUp, which is also International Day of Persons with Disabilities (IDPD), an annual day dedicated to raising awareness about disability and mobilise support for greater equality.

In 2021, PurpleSpace, who championed the #PurpleLightUp movement, invited organisations to set up conversations between senior leaders and employee network leaders and share these conversations on social media, with the hashtag

#Leadertoleader. To show our support, Sir Peter Hendy CBE, chair, Dr Stephen Duckworth, board member, and Andrew Haines, chief executive, had open conversations with Lucy Cashin, chair of CanDo – our employee network for disability inclusion – about increasing our disabled workforce.

We also lit up some of our stations and offices purple, which is the internationally recognised colour for disability.



Disability Confident and Inclusive Recruitment

As a Disability Confident Leader, we've made a commitment as an organisation that should someone share with us that they are disabled at the application stage and select that they want to take part in the scheme, they're guaranteed an interview if they meet the advert's minimum requirements at Network Rail.

We've also introduced a mandatory e-learning for all hiring managers on how to make the recruitment process as inclusive as possible. We also advertise our roles on the Evenbreak, the accessible job search site for disabled people, and give candidates access to their career hive, where they can find tools and tips to help them with their application.



Reciprocal mentoring programme

Our senior leaders have been taking part in a D&I reciprocal mentoring programme.

Unlike traditional mentoring, D&I reciprocal mentoring is a two-way mentoring process. Our leaders have been deepening their understanding of colleagues' lived experience on topics including socio-economic status, race, disability, and sexual orientation. They have in turn been supporting their mentoring partners with their career development.

Anit Chandarana (director for GBRTT) was paired with Daniel McAllister (engineer) who is D/deaf. Anit supported Daniel with his career development, and Daniel shared his lived experience with Anit as a disabled employee. We asked them what they got out of the programme and here is what they said:

Daniel:

"The programme has supported me hugely with my career development, by having open conversations with Anit and him directing me to the 'right' people to talk to I've secured a secondment in Control, Command & Signalling. Under his guidance, I have improved my confidence around senior leaders."

Anit:

"I'd never thought about who I looked at when dealing with an interpreter, or the challenges Daniel faces as a passenger on our railways. Daniel has struggled to go trackside, which has stopped him from progressing his career. Frankly the barriers were deemed too difficult to resolve. It's mind blowing how we we hold people back."



Our CanDo network

CanDo is the disabled employee support network. CanDo is a volunteer-lead network and has just over 1,060 members. There is a national leadership team which consists of a mixture of disabled and non-disabled employees from Network Rail. Membership of the network is

open to all employees, whether disabled or non-disabled. The vision for CanDo is a disability inclusive culture founded on awareness, confidence and respect. The reintroduction of a Disability Confidence week in July 2021 included numerous awareness events to help share

knowledge and confidence in being disabled. In December 2021, Network Rail participated in the global Purple Light Up movement and partnered with Jacobs for the Leader-to-Leader videos.

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