

Disability pay gap report

Network Rail's disability pay gap has been calculated in line with Government regulations. The report is based on snapshot data as of 31 March 2023 and covers activities between April 2022 – March 2023.



2023

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.

I'm pleased to see our annual disability pay gap report published for the third time.

We've made good progress with data sharing this year. Nearly three quarters (74.5 per cent) of colleagues across. Network Rail have now told us whether or not they are disabled or have a long-term health condition. This is a 5.3 per cent increase on last year and is encouraging to see as it shows we're building a psychologically safe culture.

On another positive note, our disability pay gap has decreased to 1.4 per cent this year, a strong reduction from the 2.6 per cent figure of last year. Less positive, is that we still have a gap at all. We are determined to continue the recent positive trend and remove the gap, together with any barriers disabled colleagues or applicants face. We are equally committed to improve such representation in our senior roles. Equity, diversity and inclusion (EDI) help us serve passengers and freight users better whilst making sure everyone, whatever their

circumstances, can succeed at Network Rail in any role.

However, a quarter of colleagues still haven't shared their data. This means we're not getting all the insights to understand our entire organisation. We are focussing on the missing 25 per cent, making sure they feel confident to share their data so we have a complete view of the organisation.

We are committed to this report and the reduction of our pay gap over time. It demonstrates our ambition to be an employer of choice for disabled people, taking our industry in the right direction and being transparent along the way. We are ambitious in our plans to improve the experiences of our disabled colleagues, because our working environment should not be a barrier for anyone at Network Rail, ever.



Rob Morton

Route Services managing director and
Disability Matters project sponsor



Our disability pay gap

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.

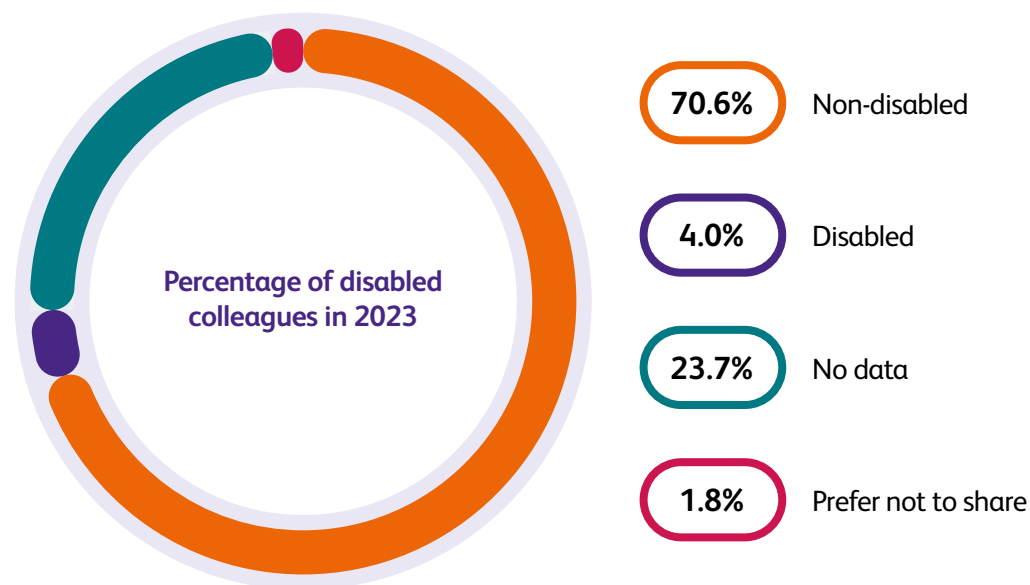
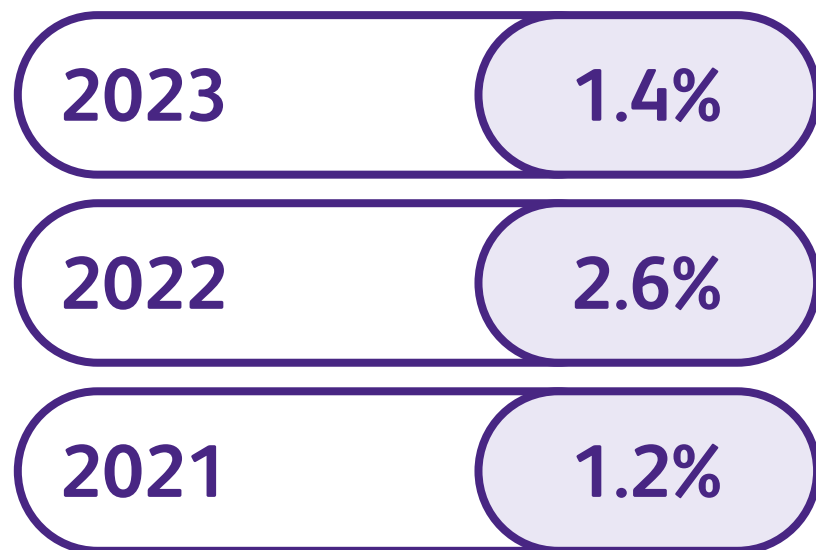
How we calculate the pay gap

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 2023 results

Our median disability pay gap has decreased by 1.2 percentage points to 1.4 per cent compared to last year. This remains lower than the UK average disability pay gap in 2021 of 13.8 per cent.¹

Median disability pay gap

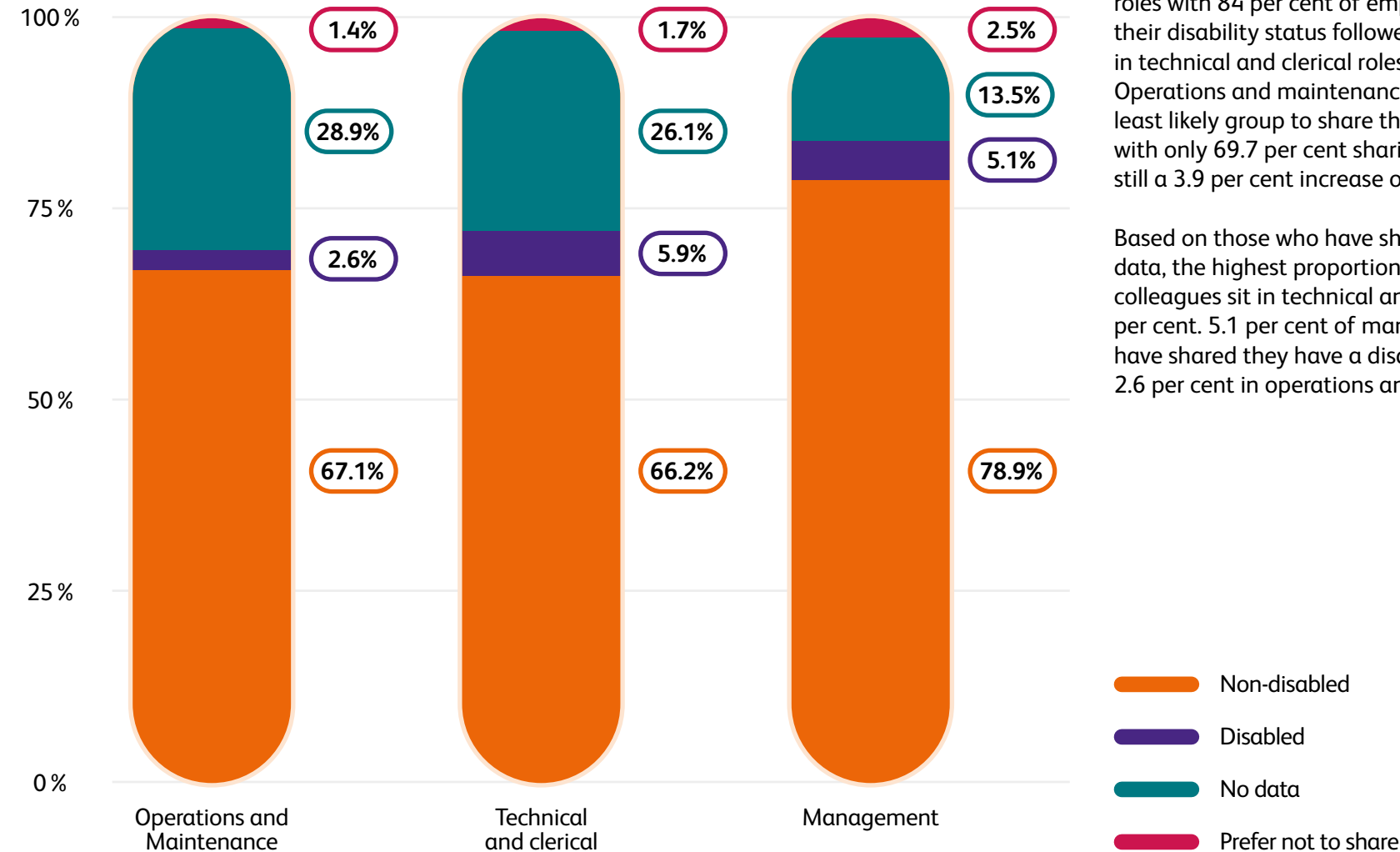


Last year 69.2 per cent of Network Rail employees shared their disability status. This year, we are pleased to confirm 74.5 per cent of employees have shared their disability status. This is a 5.3 percentage point increase from 2022. It is encouraging to see this continuing to increase since we began reporting our disability pay gap and now disabled colleagues are even more represented in the organisation with 1 in 25 (4 per cent) colleagues sharing they are disabled or have a long-term health condition.

However, a quarter of our workforce (25.5 per cent) still have either chosen not to share or have not provided their data at all.

Sharing of disability status by role type

Disability status by role type



The highest sharing rates are in management roles with 84 per cent of employees sharing their disability status followed by employees in technical and clerical roles at 72.1 per cent. Operations and maintenance colleagues are the least likely group to share their disability status, with only 69.7 per cent sharing. However, this is still a 3.9 per cent increase on last year.

Based on those who have shared their disability data, the highest proportion of disabled colleagues sit in technical and clerical roles at 5.9 per cent. 5.1 per cent of management colleagues have shared they have a disability compared to 2.6 per cent in operations and maintenance roles.

Disability pay gap compared with 'no data'

Disability status	Median hourly rate	Pay gap
Non-disabled	£24.55	
Disabled	£24.20	1.4%
No data	£25.35	-3.2%
Prefer not to share	£26.74	-8.9%

The pay gaps for colleagues who have not shared their data and colleagues who have stated that they would prefer not to share their disability status are both negative (-3.2 per cent and -8.9 per cent). This means the median hourly rate of pay for these employees is higher than colleagues who are not disabled. We hold no data for 23.7 per cent of our colleagues and by increasing sharing rates amongst these colleagues, this will have an impact on our disability pay gap.

The largest negative disability pay gap is -8.9 per cent, between those who are not disabled and the employees who preferred not to share their disability status. Whilst this group is very small and therefore sensitive to large fluctuations, we are continuing to work to improve confidence in sharing disability data so that we better understand experiences of disabled colleagues.

Disability matters

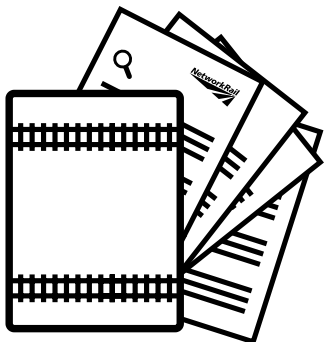
Our disability matters project is part of our wider 'Everyone Matters' strategy for equity, diversity and inclusion (EDI), which spans from 2019 to 2024. It aims to remove barriers we know disabled colleagues and candidates face and improve representation at all levels of the organisation. We have adopted 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 proposals, plans and policies. We want to increase the visibility, voice, and leadership of disabled colleagues and 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 are making.



"We know the information we are sharing is not the whole picture of the disability pay gap or our disabled employees' experience at Network Rail. However, we are publishing this information to encourage more of our people to share their diversity data with us, to highlight the action we're taking, and to lead the industry in prioritising disability inclusion. The more data we hold, the more analysis we can do to better understand the outcomes of our processes for disabled people and those with long term health conditions, and crucially take action to address disparities in the outcomes of our processes. We're committed to making disability inclusion a business priority, and address issues that are too often put in the 'too difficult' box" Lily Kitchen, Disability Matters project lead at Network Rail

In this next section we set out the progress we have made between April 2022 and March 2023 on our disability matters progress, as this is the period in which activities have had the chance to impact our pay gap results.





Data sharing

As in our previous reports, encouraging colleagues to share their diversity data with us remains a priority. We continue to send out notifications to all employees who have a blank field in their diversity data profile, encouraging them to share information. We have seen hundreds of colleagues choose to share thanks to these notifications. We have a target to increase data sharing on disability by 100 % across control period 6 (2019-2024), which would take us to 82.6 per cent. In our last pay gap, we reported that 69.2 per cent of colleagues had shared their disability status with us, this has increased to around 74.6 per cent this year. We will continue to encourage data sharing, as we know the more data we have the more accurate our pay gap figures will be, and the more targeted our action can be.

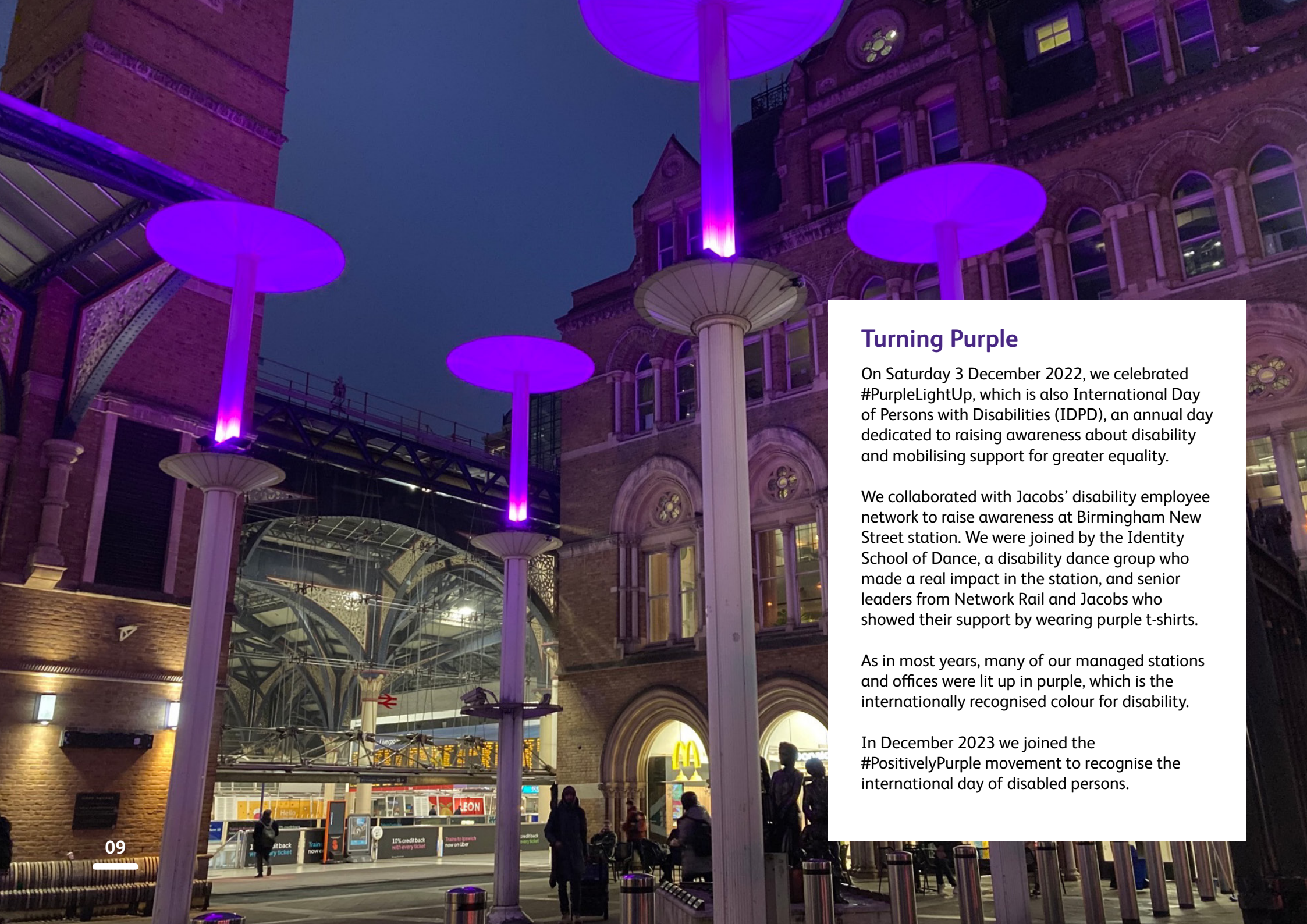
Mandatory disability equality training

As mentioned in last year's report, in 2022, we launched new mandatory training for our colleagues called Disability Equality Training, to help us build a culture of inclusion. People with lived experience of disability, contributed to the development of the e-learning. It 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.

93.6 per cent of colleagues have now completed the Disability Equality Training and our customer facing colleagues have also received an additional three modules of training covering how to support customers in stations in an inclusive way. Colleagues have told us that this training has given them a deeper understanding of disability and how best to support older and disabled customers who visit our stations. This training will be refreshed every two years as committed to in our accessible travel policy ensuring that colleagues are continually kept up to date with new legislation and policies so that customers continually receive an excellent service.

Workplace adjustments project

We know we have much more to do to improve colleagues' experiences of getting the adjustments they need. Following on from a review, a cross functional working group has formed to implement the recommendations from the report of findings into the application of our reasonable adjustments policy and process. The project will see the business implement a new adjustments policy, process and guidance and better governance. The future way of working aims to simplify the process for colleagues, managers and our human resources colleagues supporting them



Turning Purple

On Saturday 3 December 2022, we celebrated #PurpleLightUp, which is also International Day of Persons with Disabilities (IDPD), an annual day dedicated to raising awareness about disability and mobilising support for greater equality.

We collaborated with Jacobs' disability employee network to raise awareness at Birmingham New Street station. We were joined by the Identity School of Dance, a disability dance group who made a real impact in the station, and senior leaders from Network Rail and Jacobs who showed their support by wearing purple t-shirts.

As in most years, many of our managed stations and offices were lit up in purple, which is the internationally recognised colour for disability.

In December 2023 we joined the #PositivelyPurple movement to recognise the international day of disabled persons.



CanDo

CanDo is the disabled employee support network. CanDo is a volunteer-lead network and has around 1175 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.

A highlight for CanDo in 2022 was Disability Pride Month, celebrated in July each year to raise awareness and encourage positive conversations about disability in the workplace. CanDo organised over 20 events on topics including ADHD, meningitis, HIV, mental health stigma in Black communities. Building on the success of their events, CanDo organised another event in March 2023 about Women with ADHD, which attracted 275 attendees.

CanDo were finalists in the internal employee recognition scheme, StarActs, for their contributions to making Network Rail a more inclusive place for everyone.

Disability Confident and Inclusive Recruitment

At Network Rail, we are a Disability Confident Leader. This means that we guarantee an interview to applicants who meet a role's minimum requirements, share that they are disabled at the application stage, and opt in to the Disability Confident scheme. We've also introduced an e-learning called Inclusive Recruitment which is mandatory for all hiring managers to upskill them on how to make the recruitment process as inclusive as possible. We 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. In 2023 we will be reviewing our recruitment and selection policy and future approach to inclusive recruitment.

New exit and entrance survey designed

As part of our commitment to advance inclusion and improve retention of disabled employees, we want to better understand our people's experiences at the start and end of their time with us. That is why we have designed a new entrance and exit survey to be sent to all new starters and leavers. The survey asks diversity monitoring questions, and asks employees questions around inclusion and any barriers they faced. These surveys went live just before and just after the pay gap reporting numbers were reported for 2023. In next years' report we hope to share insights we have found, and action taken as a result. Improving retention of disabled employees will contribute to closing the pay gap over time.

Career Development programme for disabled employees

Over the last year we have designed our first career development programme for disabled employees called 'Activate your Potential' to support their progression into more senior roles. The pilot programme, which launched in May 2023, offers participants, career coaching from our partner Evenbreak, workshops on how to accelerate your career, and opportunities to attend guest speaker sessions from disabled leaders. In next year's report we will share feedback and the impact of this pilot, Improving representation of disabled employees in our more senior roles will help us reduce the pay gap over time.

“It’s positive to see a reduction in our disability pay gap this year. At Network Rail we are dedicated to creating an environment where our colleagues are confident to share their disability data with us. This has allowed us to remove the barriers that our disabled colleagues face to create a better, more inclusive workplace.

Looking ahead, it’s our aim to continue to embed inclusion systemically, so that our practices, processes, and ways of working are designed with everyone in mind. This is central to achieving a truly equitable future, where our colleagues are treated according to their individual needs. We’re building inclusive capability at all levels to help us achieve this. I look forward to seeing how these approaches shift the sharing of disability data, and our disability pay gap.”



Navleen Kalra

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