

HS2 Ltd 2019 Gender Pay Gap Report

2019 Gender Pay Gap Data

The shaded boxes show the data as at 31 March 2019 with comparison given to the previous years' published results.

Gender pay gap

	2017	2018	2019
Mean	22%	25%	25%
Median	25%	28%	26%

Gender bonus gap

	2017	2018	2019
Mean	17%	43%	100%
Median	17%	43%	100%

Proportion of male and female employees receiving a bonus payment

	2017	2018	2019
Male	0.30%	0.13%	0.16%
Female	0.27%	0.24%	0%

Proportion of male and female in each quartile

	2017		2018		2019	
	Male	Female	Male	Female	Male	Female
Upper Quartile	76%	24%	79%	21%	76%	24%
Upper Middle Quartile	62%	38%	71%	29%	68%	32%
Lower Middle Quartile	59%	41%	66%	34%	63%	37%
Lower Quartile	60%	40%	42%	58%	39%	61%

2019 Gender Pay Gap Narrative

What is gender pay gap reporting?

The government defines the gender pay gap as, “the difference between the average earnings of men and women, expressed relative to men’s earnings.” This is different to equal pay which compares the pay of women and men for doing work of equal value. Gender pay gap reporting looks at the average pay of women versus men across all roles in an organisation.

Gender pay gap results

The overall median gender pay gap has reduced from 28% to 26% in 2019. The mean has remained the same at 25%. This favourable movement from 2018 is due to a 30% increase in the headcount figure for female employees in the Upper Quartile. This compares to increases to the headcount figure of between 19% and 21% for females in the three lowest paid quartiles.

HS2 Limited continues to be proactive in supporting all areas of equality, diversity and inclusion, whilst acknowledging the historical over-representation of men in the rail and construction industries, demonstrated by the size of the pay gap.

We are proud of the actions that we are implementing across the organisation to help address the pay gap: we have set enhanced equality, diversity and inclusion requirements for our executive search firms, senior level recruitment, and third party recruitment agencies and as such we have seen some improvement in the representation of women at head of function and director level. We also undertake Equality Analysis on Succession Planning, and Talent Mapping to reduce any risk of disproportionate impact of female and other groups who are selected and promoted.

We now have a systematic approach to reviewing our Job Descriptions to remove gender bias and discriminatory requirements and have placed a greater focus on encouraging internal promotions. We are continuing with our successful Reverse Mentoring programme.

Declaration

HS2 Ltd’s gender pay gap has been calculated in accordance with Government regulations, and as such I confirm that the data included in this report is accurate.

Neil Hayward
Human Resources Director