



Edinburgh Trams Gender Pay Gap Report 2023/2024



We keep the city of Edinburgh moving. We provide safe, reliable and customer-focused travel to the people of Edinburgh and visitors alike. An award-winning transport operator, focused on delivering world-class, environmentally friendly and inclusive travel.

Our Gender Pay Gap

At Edinburgh Trams, we are committed to being an inclusive employer and promoting gender equality. This is the first year we are reporting our gender pay gap. The UK Equality Act 2010 (Gender Pay Gap Information) Regulations (Regulations) requires that we calculate and publish our gender pay gap results for our team, in respect of April 2024.

Our Population

The April 2024 reporting period followed a growth period for Edinburgh Trams, whereby the tramline was extended toward Newhaven and Leith. This required recruitment of more Ticketing Services Assistants (TSAs) and drivers. The total population at the snapshot date is 309, with 230 males (74%) and 79 females (26%). From this population, 25 employees were classed as Relevant only (12 male and 13 females) for the purposes of calculation. Leaving the remaining, 284 (218 males and 66 females as Full Pay Relevant).

The population is a snapshot of the UK employee base at this time. Our roles are considered to predominantly be roles within customer service and ticketing, driving and engineering, where sector wide there is a struggle to attract female talent. However, we are pleased to have introduced a new part-time working scheme to help attract more females into the organisation. This has been largely successful and is represented by our increase in the female population by 37% from 2023.

Results Summary

These results show our dedication toward taking positive steps in our vision for gender equality at Edinburgh Trams. The table below summarises our year-on-year results. While not legally required to calculate our 2023 data, we have decided to do so in order to accurately understand our progress in gender equality. We are proud to have lowered our mean hourly pay gap by 1.9% (points) and lowered our median pay gap by 5.4% (points).

It is important to note that no Bonus Payments for any employees were applicable in terms of company performance for 2023 or 2024. However, whilst we do not offer a bonus scheme, we do provide an Employee Referral Bonus Scheme. Under Gender Pay Gap reporting guidelines, this is considered a bonus payment. These are incentive based, meaning that some employees may have simply referred more employees in the reporting year than others. It is positive to see a greater female population exploiting this benefit, it is evident that a smaller male population are referring more within the snapshot period.

Whilst, females are still under-represented within Edinburgh Trams, decreased representation in the lower quartile, coupled with increased representation of females in the

lower-middle and upper-middle quartiles is positively influencing our gender pay gap.

Measure (%)	April 2023	April 2024	YOY Change
Hourly Pay Gap (Mean)	8.5%	6.6%	-1.9%
Hourly Pay Gap (Median)	14.9%	9.5%	-5.4%
Bonus Pay Gap (Mean)	-	40.0%	-
Bonus Pay Gap (Median)	-	50.0%	-
Proportion of females receiving a bonus payment	-	6.3%	-
Proportion of males receiving a bonus payment	-	3.0%	-

Quartile Analysis

From the snapshot date in 2023 to 2024, the percentage of females within the lower quartile has decreased by 8.4% (points), and an increase of female representation in the lower middle and upper middle quartiles. While there has been a small drop in the representation in the upper quartile, this was largely due to natural attrition.

Proportion of females in each pay quartile (%)	April 2023	April 2024	YOY Change
Upper quartile	21.2%	19.7%	-1.4%
Upper-middle quartile	13.7%	15.5%	1.8%
Lower-middle quartile	19.2%	29.6%	10.3%
Lower quartile	36.5%	28.2%	-8.4%

Our Commitment

We believe our people are our greatest asset, and we are dedicated to building a talented and diverse workforce, where all feel proud to work for Edinburgh Trams.

We are committed to the growth and wellbeing of our team. Our values of being trusted, innovative, passionate and smart are driven by the day-to-day actions of our employees. We believe that it is only with the most diverse workforce that this achievable. We therefore have a number of initiatives in place to support our ambitions.

Development and Support

Our commitment begins with our endorsement and support of the Women in Rail organisation, which was created to push diversity within the UK rail industry. We are dedicated to supporting Women in Rail, and have been involved with hosting events, such as *'WR Scotland – Ascent: Empowering Women on Their Career Journey – Navigating the Rapids: Balancing Work and Life'*. This has followed our movement toward more flexible working policies, such as part-time working to include more females in the recruitment pool.

Furthermore, we have introduced a menopausal policy to greater support females in the workplace. We recognise that menopause is a natural phase in a female's life, and one which can impact her physical and emotional wellbeing and potentially impact her work performance and career progression. We are dedicated to supporting our female colleagues and reducing gender inequities by mitigating some of the challenges they face, as they enter this phase of their lives.

Policies

Our policies provide a foundation to our gender equity. Our dedication to being a Living Wage Employer, provides all employees regardless of gender, the security of a wage deemed liveable. This is a crucial step toward promoting financial equity, especially with representation of women being higher in the lower quartiles. Furthermore, our dedication to increasing female representation in the workplace has led to a change to our recruitment practices. Whereby when applications are received for tram drivers and TSAs, females and armed forces personnel are immediately screened and passed onto the first stage. Given the challenge in the sector at recruiting and retaining female talent, we believe this is a vital first step in ensuring we are able to close the gender pay gap. Specifically, when focusing on tram drivers, which is a higher paid, but comes with a greater training period (often 12 weeks) leading to more disparity in pay.

I confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'T. P. Neil'.

Tom Neil
Head of Finance,
Edinburgh Trams