

CAF Rail UK Gender Pay Gap Report – April 2023

		TOTAL HOURLY			MEAN HOURLY RATE	
MEAN	MALE	6886.83	294		23.42	
MEAN	FEMALE	698.29	34		20.54	
12.32	% MEAN GENDER PAY GAP					
MEDIAN	MALE				22.96	
MEDIAN	FEMALE				16.45	
28.35	% MEDIAN GENDER PAY GAP					
QUARTILE PAY BAND	MALE NO	FEMALE NO	TOTAL	MALE %	FEMALE %	
LOWER	58	24	82	70.73	29.27	
LOWER MIDDLE	80	2	82	97.56	2.44	
UPPER MIDDLE	81	1	82	98.78	1.22	
UPPER	75	7	82	91.46	8.54	
TOTAL	294	34	328	358.54	41.46	
				89.63	10.37	% TOTAL

Comments and Notes

The mean gender pay gap shrunk by 2.08% from April 22 to April 23, this despite a TUPE transfer into the organisation of over 50 people where the group of transferees included only 1 female.

The median gender pay gap shrunk by 1.38%, again impacted by the TUPE transfer undertaken in June 2022.

The mean hourly rate of female colleagues rose by 4.65% between April 22 and April 23, whereas the mean hourly rate for male colleagues rose by 2.2% during that same period of time,

This means that the mean hourly rate rose by 2.45% more for female colleagues than male colleagues between April 22 and April 23.

The median hourly rate of female colleagues rose by 8.96% between April 22 and April 23, whereas the median hourly rate for male colleagues rose by 6.85% during that same period of time.

This means that the Median hourly rate rose by 2.11% more for female colleagues than male colleagues between April 22 and April 23



Iain Taylor
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On Behalf of CAF Rail UK