

# Breaking down gender barriers and closing the gender pay gap



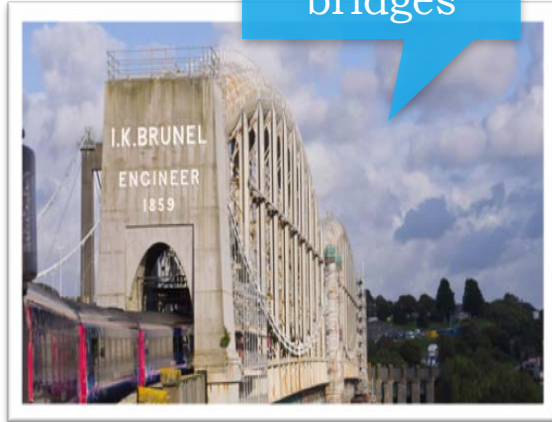
# Who we are and what we do....

40,000 employees

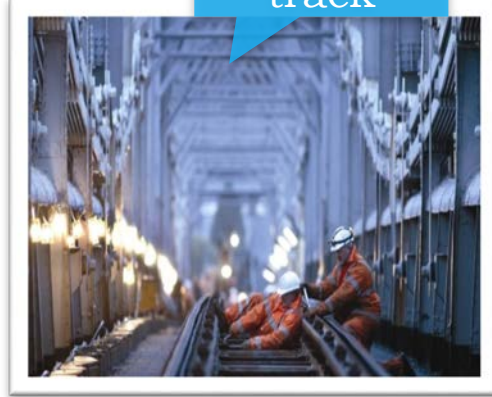


118,000 contractors

30,000 bridges



20,000 miles of track



2,500 stations



800 shops



700 tunnels

28bn freight tonne kms

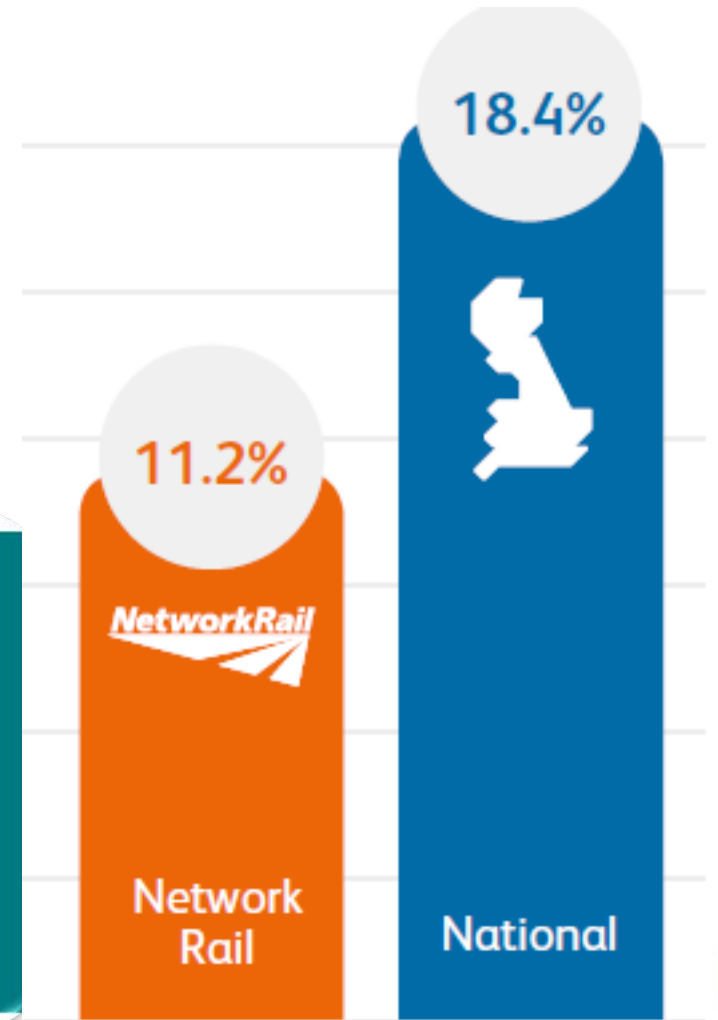
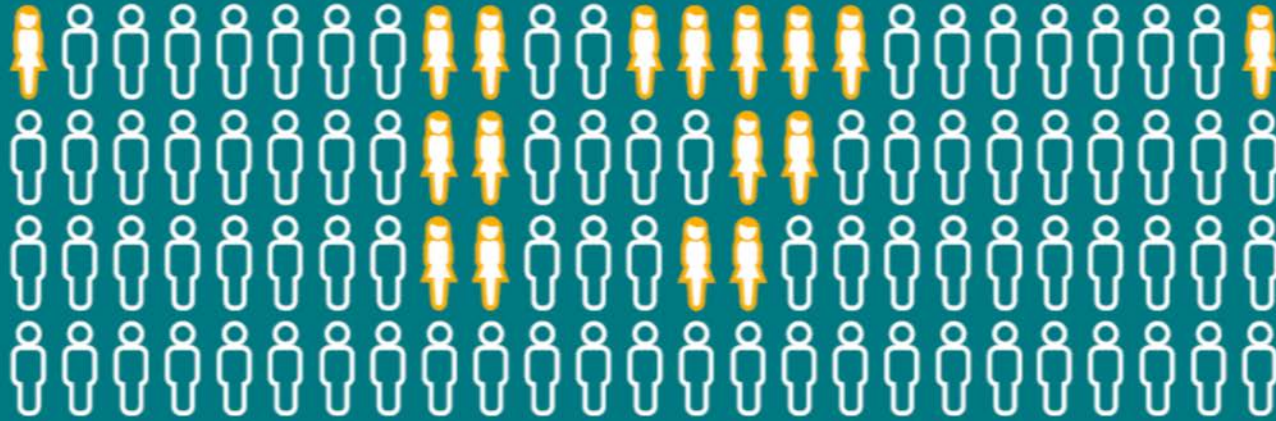
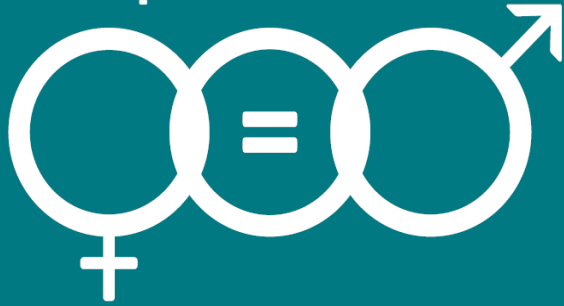


# What does Network Rail look like?

<b>Workforce diversity</b>	<b>2016/2017</b>	<b>2017/2018</b>	<b>2018/19</b>
Female employees	16.07%	16.59%	17.40%
Black, Asian and Minority Ethnic employees	7.39%	8.01%	8.56%
Disabled employees	2.78%	1.14%	1.37%
Lesbian, Gay, Bi-sexual and Trans employees	4.15%	0.66%	0.76%
<b>Graduate in-take</b>			
Female employees	21%	22.58%	27.53%
Black, Asian and Minority Ethnic employees	33%	18.71%	22.65%
<b>Apprenticeship in-take</b>			
Female employees	5%	8.43%	11.64%
Black, Asian and Minority Ethnic employees	6%	10.54%	12.99%



# Gender pay gap report 2018



# 20by20 Project....



People like me



Apprentices



Graduates



Gender neutral advertising



Representation



Talent



Inspire allies programme

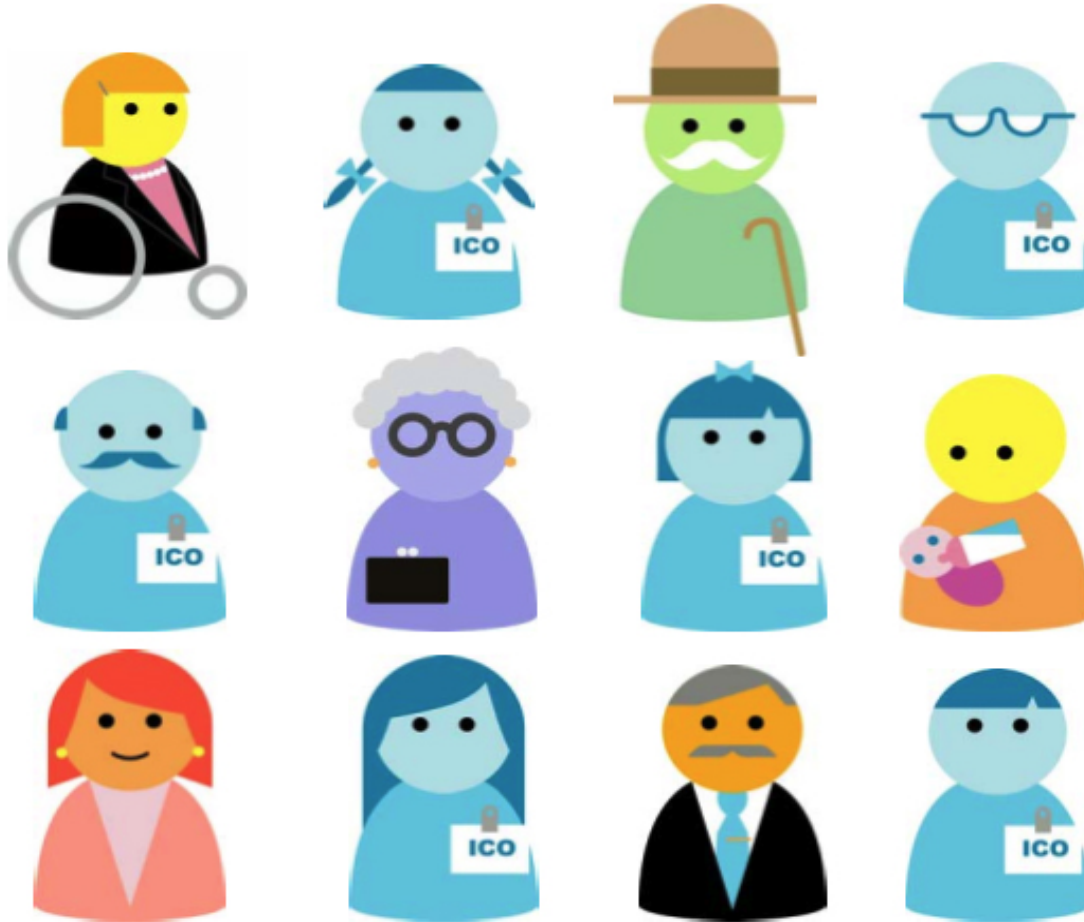


Parental buddy scheme



Development

# everyone matters





**everyone  
home safe  
every day**



**everyone  
matters**

**Thank  
you**

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