

High Speed Two Gender Gap Report – 2017

Company Statement

HS2 Ltd seeks to be an exemplar of equality, diversity and inclusion within our industry. That will mean HS2 being an agent for change in an industry which has traditionally been lopsided, but HS2 firmly believes that having a work force that is representative of the country that our new railway seeks to serve will help ensure we get the widest pool of talent to help us deliver this project brilliantly. We acknowledge that, unfortunately, it will take time to get to that point, but that is our clear goal.

Gender pay gap information illustrates the difference in ‘pay’ between all men and women in a workforce irrespective of the role or grade. This is different to equal pay, which measures the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Like much of the engineering sector, HS2 currently has a weighting of more senior men to women that manifests in a gender pay gap that is above the national average, but is broadly in line with the sector. We also conducted an Equal Pay audit which shows no systemic discrimination between men and women doing work of equal value. The equal pay audit was conducted by independent, external experts.

There is, therefore, more for our business to do, and more for our industry to do, but we are determined to lead the way and progress towards this goal will be discussed by the Executive on a quarterly basis.

HS2 Ltd is proactive in supporting all areas of equality, diversity and inclusion and have already taken a number of positive steps to improve the representation of women within HS2 and in senior leadership positions including working with our executive search agencies to review processes, undertake equality impact assessments of senior search campaigns and providing unconscious bias training.

Recently HS2 was considered in the Top 10 Employers for gender diversity practices. We have increased the representation of women at a senior level by 6% over the last 12 months and remain committed to continuous improvement, but we also remain acutely conscious that there remains much to do if we are to reverse the historic trends within the industry.

Gender Pay Gap Analysis

Gender Pay Gap	
Mean: 22%	Median: 25%
Gender Bonus Gap	
Mean: -17%	Median: -17%
Proportion of male and female employees receiving a bonus payment	
Men: 0.30%	Women: 0.27%

Proportions of male and female employees in each pay quartile			
Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
76.2% Men	61.9% Men	59.0% Men	59.7% Men
23.8% Women	38.1% Women	41.0% Women	40.3% Women