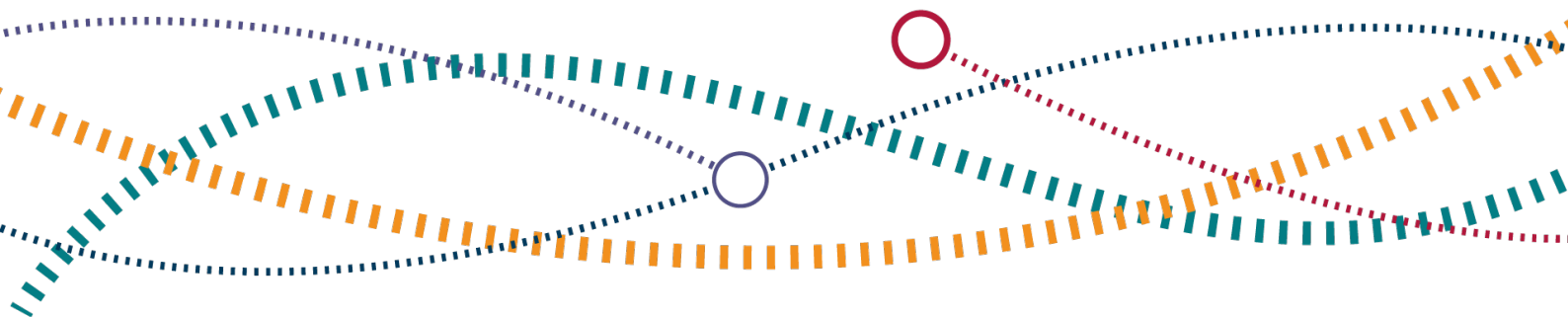




Gender Pay Gap Report

Reporting Year April 2020 to March 2021

January 2022



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Gender Pay Gap

What is Gender Pay Gap Reporting?

From 2017, all organisations employing 250 or more employees have been required to publicly report on their gender pay gap. The gender pay gap uses the hourly rates of men and women taken at a specific date (the 'snapshot date') and shows the percentage difference in earnings across the organisation between men and women.

Reporting specifically requires: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. The ORR has a snapshot date of 31 March 2021.

This report analyses our gender pay gap figures in more detail, makes comparisons with our previous reported data where relevant, and sets out what we are doing to close the gender pay gap.

The ORR gender pay gap

The data presented is a snapshot from 31 March 2021 covering 331 employees, of which 58.3% are male and 41.7% are female.

The data shows that the ORR has a mean gender pay gap of 14.4% and a median gender pay gap of 15.2%.

	Female pay against male pay is:				
	2021	2020	2019	2018	2017
Mean pay gap – hourly rate	14.4%	17.9%	18.1%	18.3%	12.8%
Median pay gap – hourly rate	15.2%	17.4%	23.8%	25.1%	27.2%
Mean pay gap – bonus payments	-13.9%	7.2%	29.0%	-22.9%	19.3%
Median pay gap – bonus payments	-33.3%	25.0%	15.1%	0.0%	9.6%

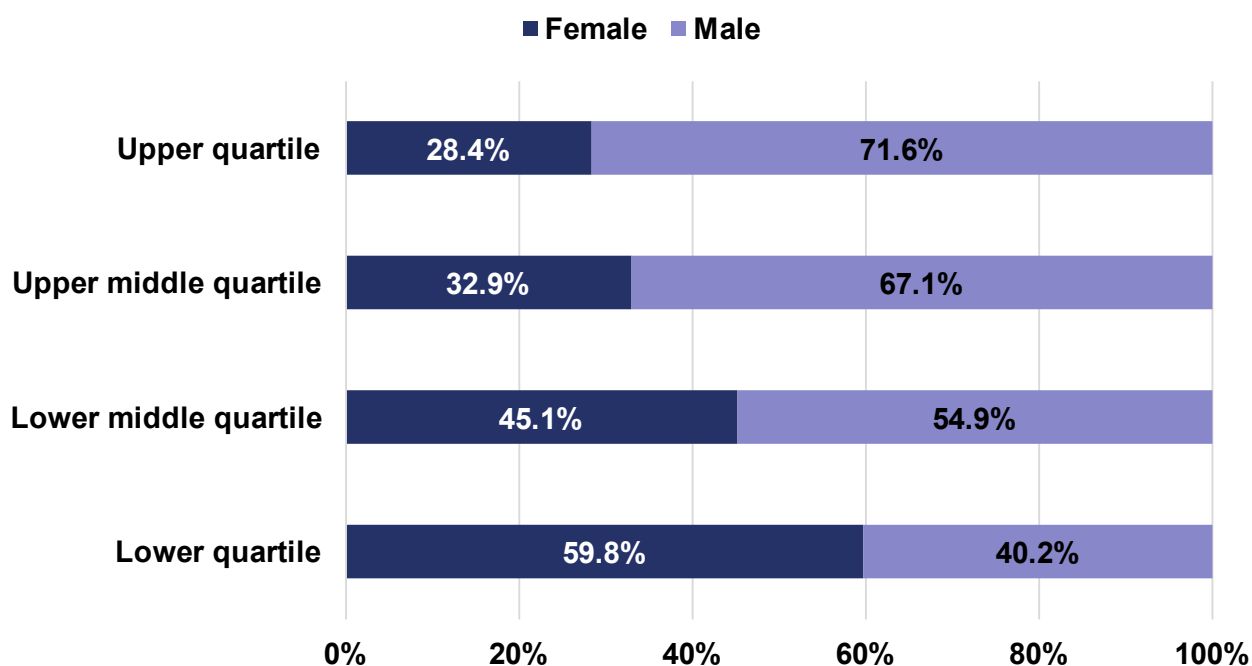
Review of results

We are confident that people at ORR are paid equally for doing equivalent roles, taking into account skills, experience, performance and competence. However, our gender pay gap reflects the fact that we have more male employees in middle and senior positions and proportionately more female employees in junior positions. Both the mean and median gender pay gap has improved during the three years.

The negative percentage figure relating to the bonus payments indicate that women, on average, are paid more than men.

Pay Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings - and then the gender split is recorded. Using the quartile percentages our lower quartile (up to £20.47 per hour) is made up of 59.8% women while the upper quartile (from £34.28 per hour) is made up of 28.4% women.

Figure 1 Percentage of females and males in each quartile



Some roles at middle to high grades, with correspondingly higher salaries, are traditionally male dominated, for example our Inspectors, and some lower graded roles such as administration roles, have been typically dominated by females.

Any actions to reduce any gender pay gap will take significant time to take effect, particularly where overall pay increases are low and any differential in favour of those in the lower quartile are small, however we are committed to reducing the Gender Pay Gap and further actions are outlined later in this report.

Bonus payments

The bonus pay gap figure is calculated on actual bonus payments received in the pay period up to 2021.

People at all levels in ORR are eligible for performance related payments, called in-year awards. Colleagues who have made a special contribution during the year may receive an in-year award, at any point, as recognition for their behaviour and output.

The proportion of women in receipt of a bonus has increased this year compared to the last 3 years where bonus payments has broadly remained the same. The mean pay gap is -13.9%, whilst the median pay gap is -33.3%. Out of the 193 male population, 78.2% received a bonus whilst out of the total female population of 138, 77.5% received a bonus this year.

Action to reduce the gender pay gap

Since 2018 we have seen reductions to both the mean and median hourly pay gap.

ORR continues to build on the actions outlined in the 2020 report.

We are committed to building a workplace that is diverse and inclusive for all. Through various initiatives and strategies detailed in our Diversity and Inclusion strategy, we work hard to attract, develop and offer rewarding careers to employees regardless of their race, sexual orientation, religion, age, gender, or disability. We continually and actively work to remove any barriers that may impact on our ability to have a diverse and engaged workforce.

It is recognised that the impact of actions to reduce the gap will take time, however the following areas continue to be a priority for action to address the gender balance in our organisation.

Recruitment

We continuously work to improve our attraction and recruitment practices to drive transparency and fairness, including simplifying our role descriptions. We will continue to explore how to attract underrepresented groups into our organisation. Additionally, we continue to commit to the following:

- Increase in the number of vacancies advertised as available on flexible working, part-time, job share basis and the option to be based in any of ORR's six office locations across the country;
- Offer flexible employment offer for all employees allowing regional and home working supported by mobile technology;
- All people involved in recruitment to undertake inclusion in the Civil Service training;
- A continuation of 'blind' recruitment where all personal information including gender is redacted and not visible to those making decisions until the interview stage; and
- Ensure mixed gender selection panels are in place for interview panels wherever possible.

Performance

We continue to improve our talent management and career development practices to actively promote and deliver opportunity for all talented people seeking development across the organisation e.g. management development and senior leadership programme. All employees will continue to be offered access to various talent programmes, aimed at supporting the right people into the right roles. This includes our support of the Civil Service 'Positive Action Pathways' programme for all grades, which aims to tackle the under-representation of certain groups, including women, in middle and senior management positions. In parallel, ORR reviews succession planning annually, which provides a source of data that helps monitor diversity with a view to informing development opportunities.

Annex 1

ORR has 331 employees, 58.3% of whom are male and 41.7% female (compared to 46.2% and 53.8% respectively in the whole Civil Service).

The proportion of female employees in ORR has increased by 2.1 percentage points over the last five years. 20.1% (67) of employees work part-time hours or a non-standard working pattern. Many staff take advantage of the ability to work from home, to help optimise their work-life balance.

17.8% (59) of employees declared a minority ethnic background, compared to 13.2% in the Civil Service as a whole. 5.7% (19) of employees have reported a disability, which is lower than the Civil Service average of 12.8%.

The majority of colleagues are white (70.4%), whilst 17.8% are non-white. Over 63% of colleagues are aged 40 or over.

Figure 2 Employees by ethnicity

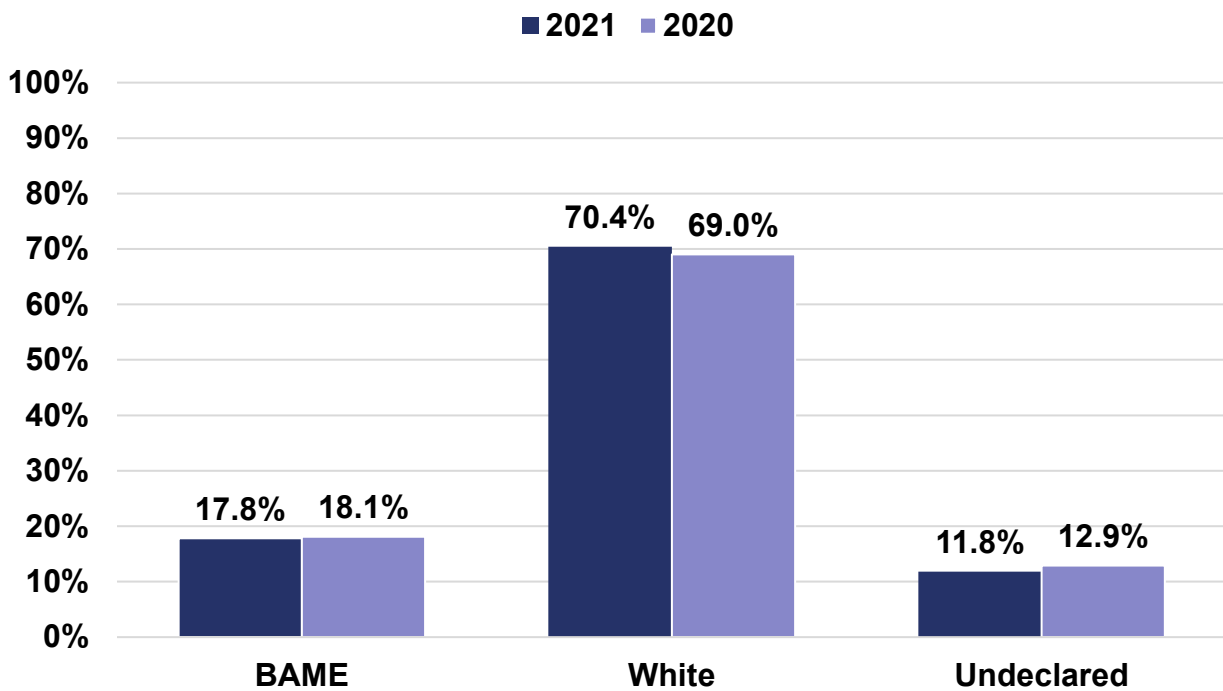
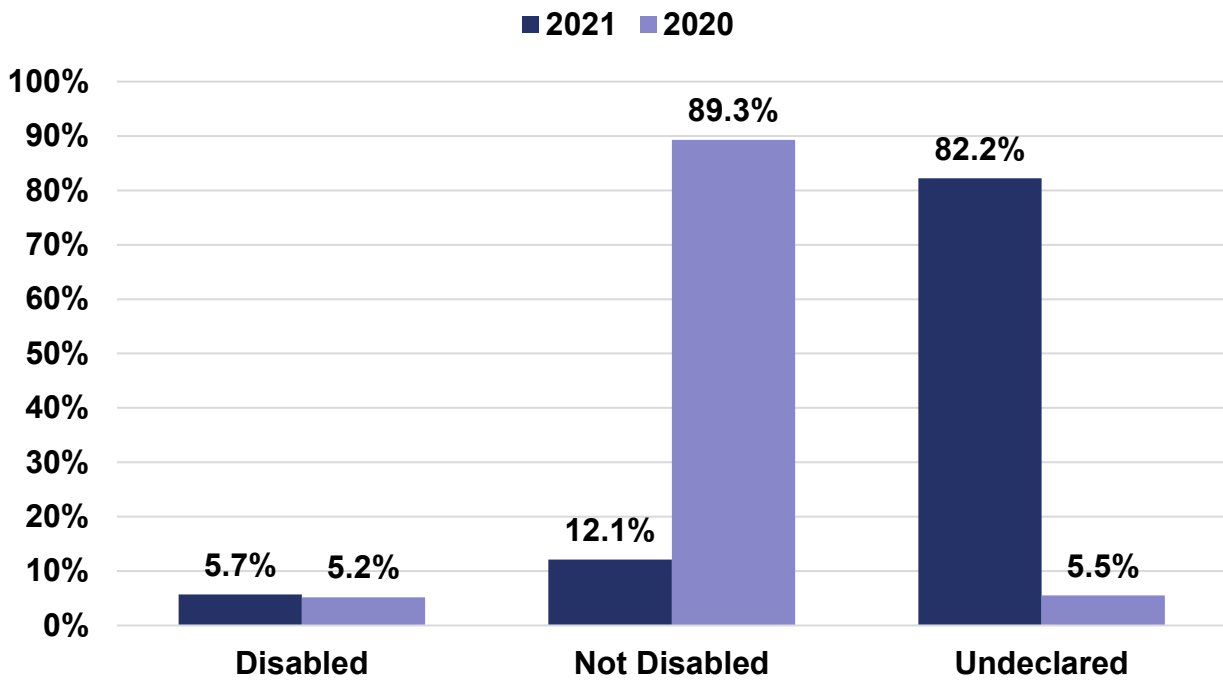


Figure 3 Employees by disability status



Our 2020 disability data incorrectly assumed those that did not declare were not disabled, this is currently being reviewed.

Figure 4 Employees by age band

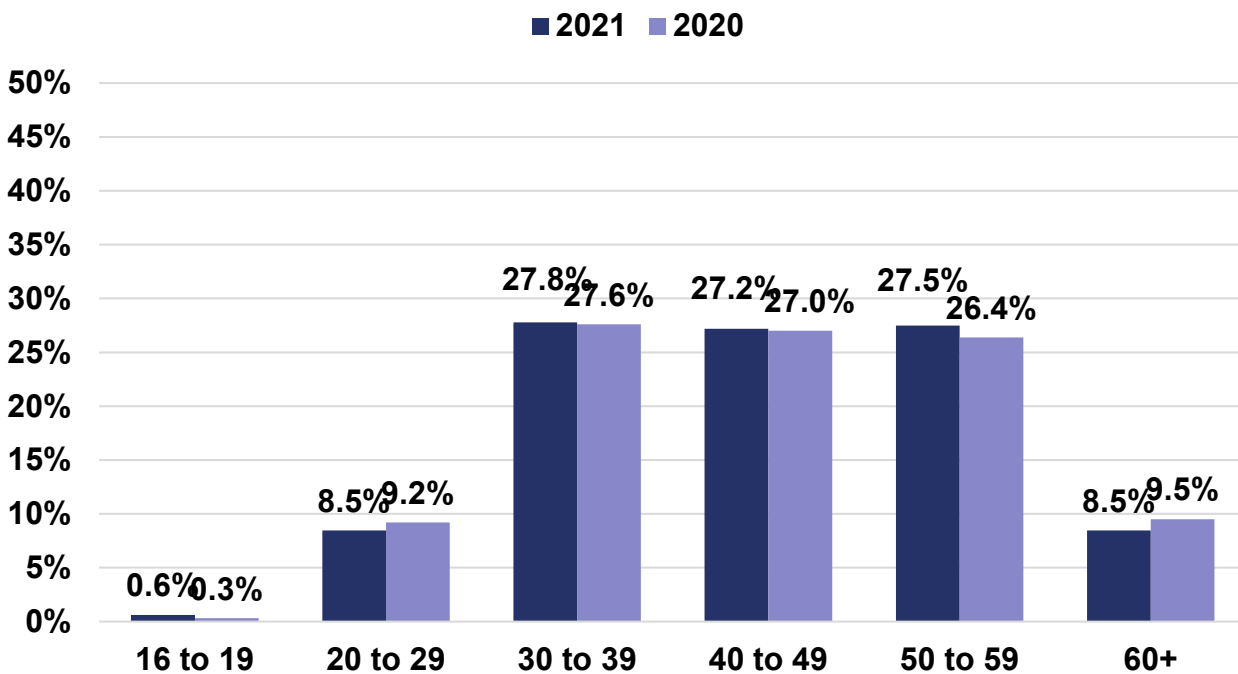


Figure 5 Employees by working pattern

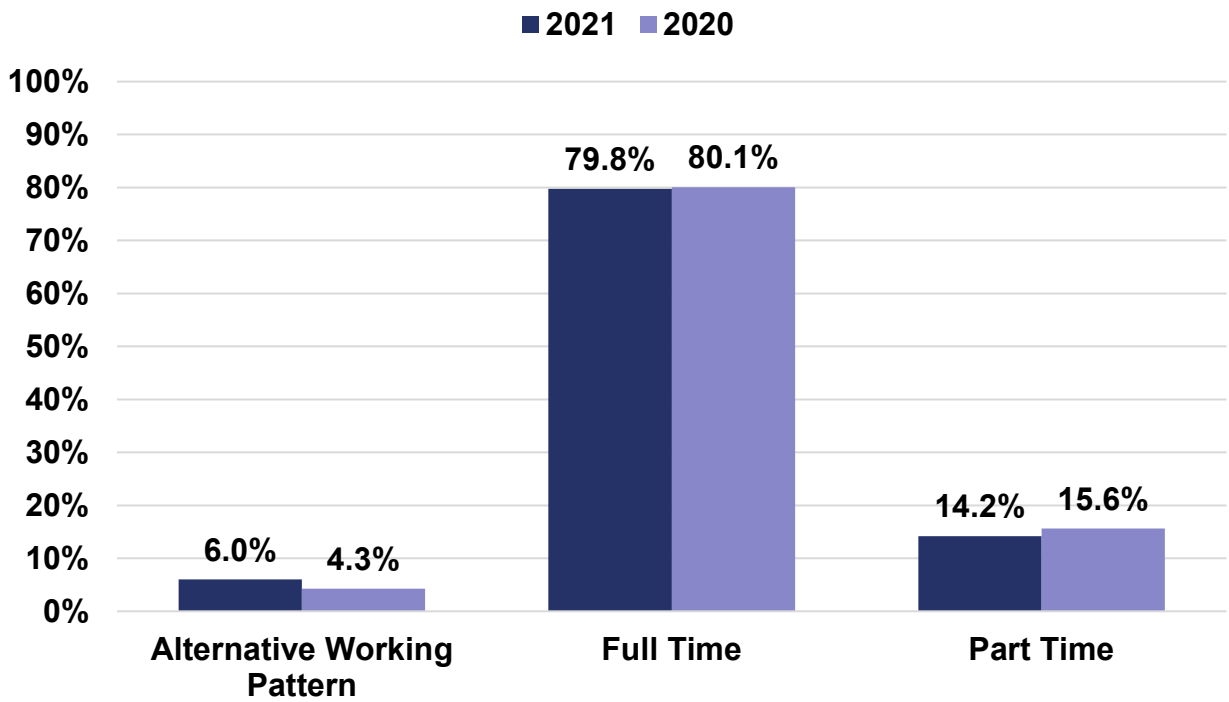


Figure 6 Employees by sexual orientation

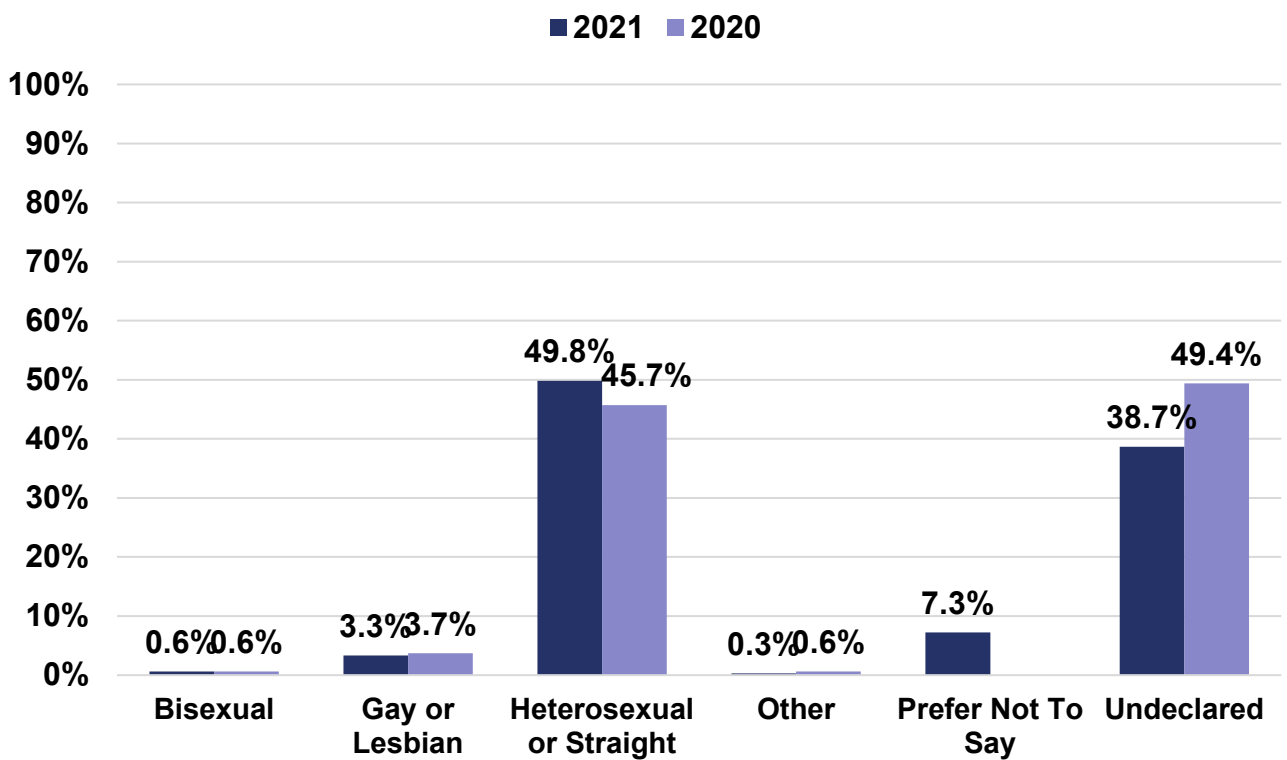
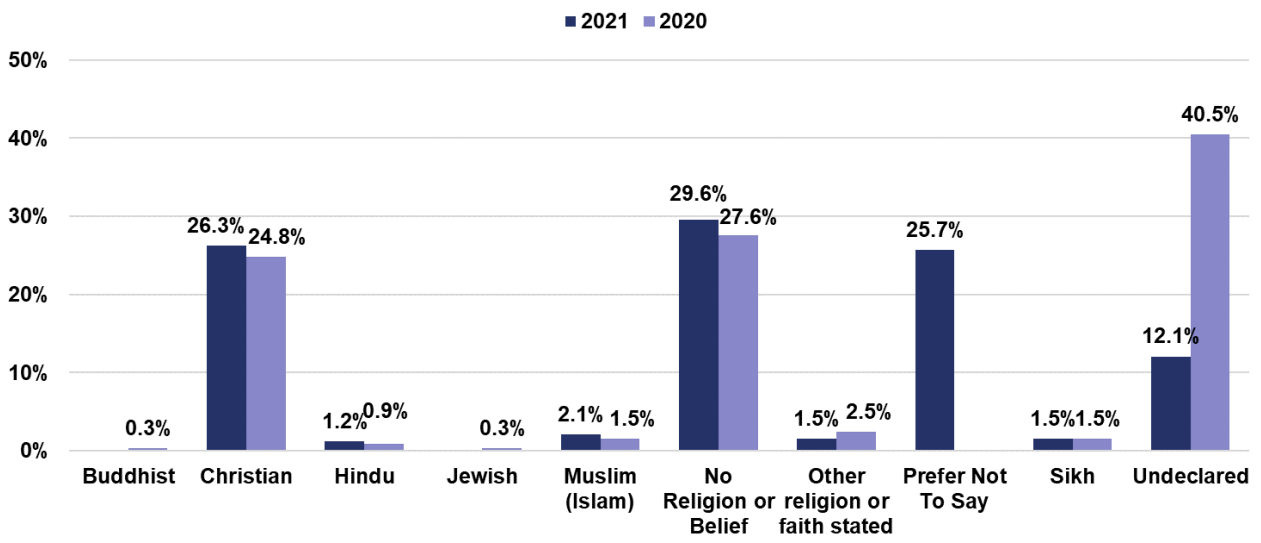


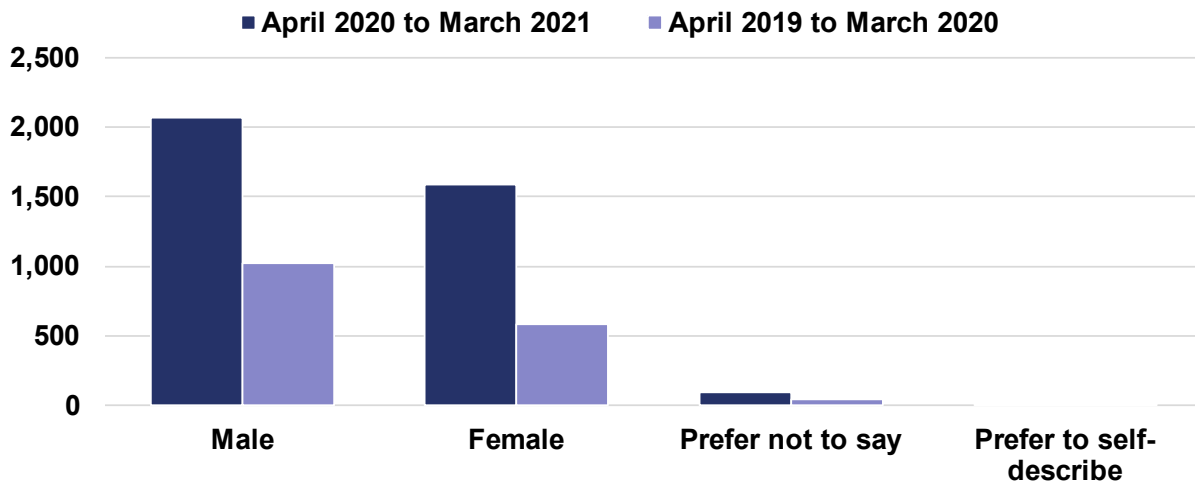
Figure 7 Employees by religion



Annex 2

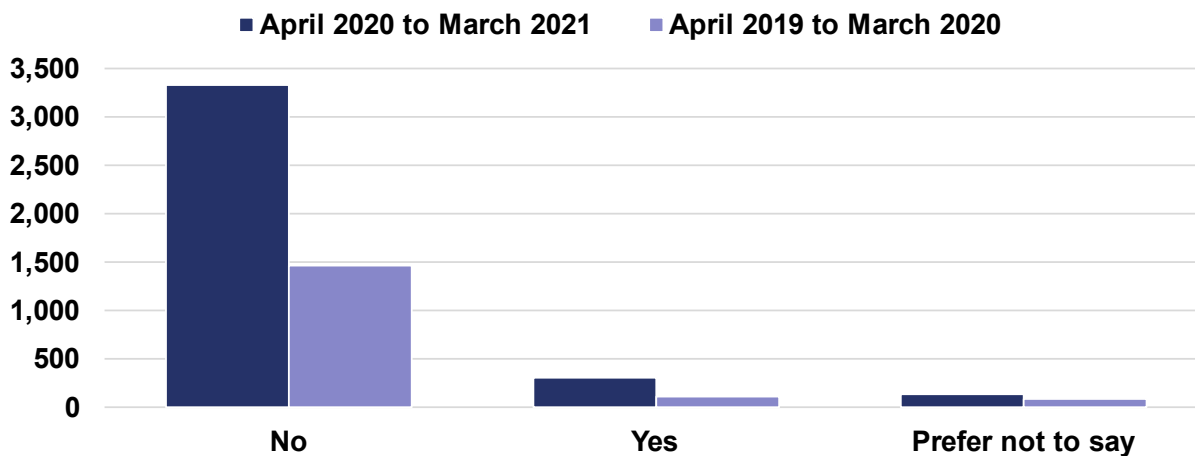
The charts show the protected characteristics for applicants (or those who started the application process) for ORR vacancies, advertised externally between 1 April 2020 and 31 March 2021.

Figure 8 Gender of applicants to ORR



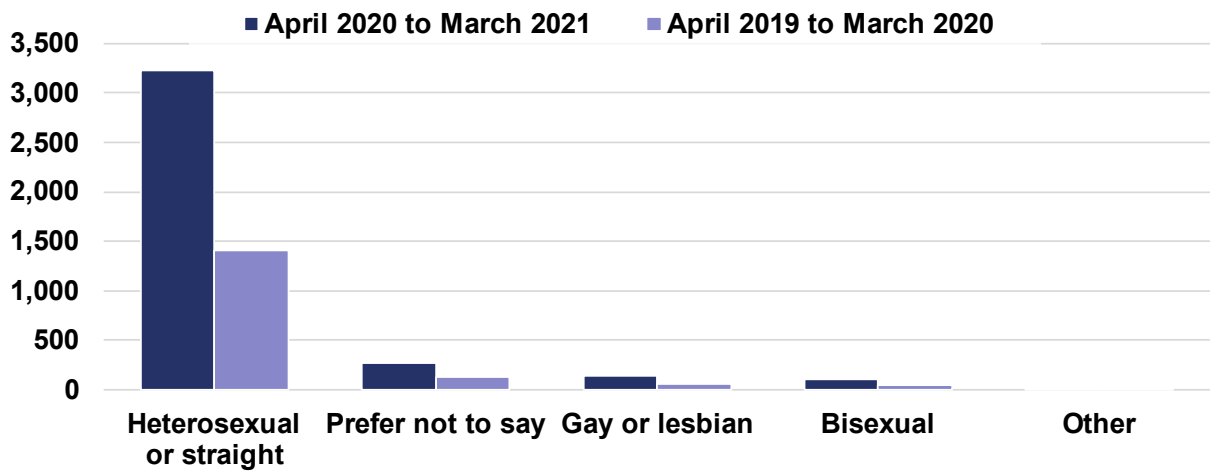
There has been a 7% increase in female applicants this year.

Figure 9 Disability of applicants to ORR



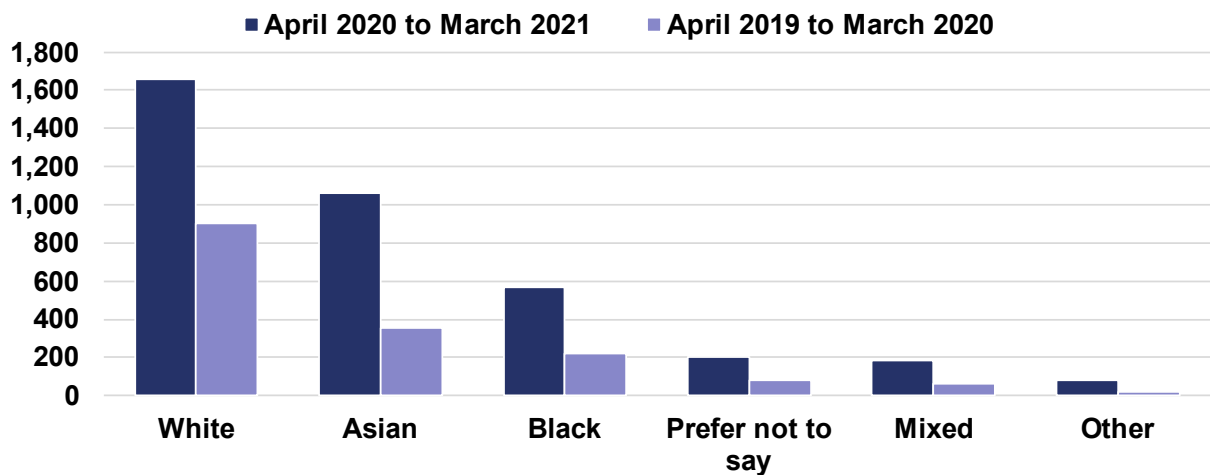
There has been 2% increase in the number of applicants declaring a disability this year.

Figure 10 Sexual orientation of applicants to ORR



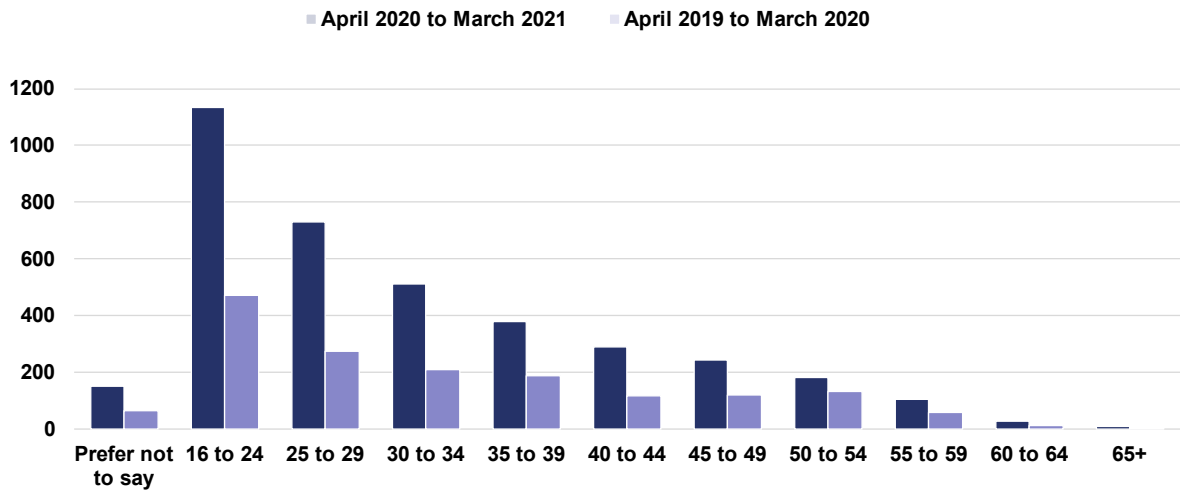
There have been minor changes over the last two years.

Figure 11 Ethnicity of applicants to ORR



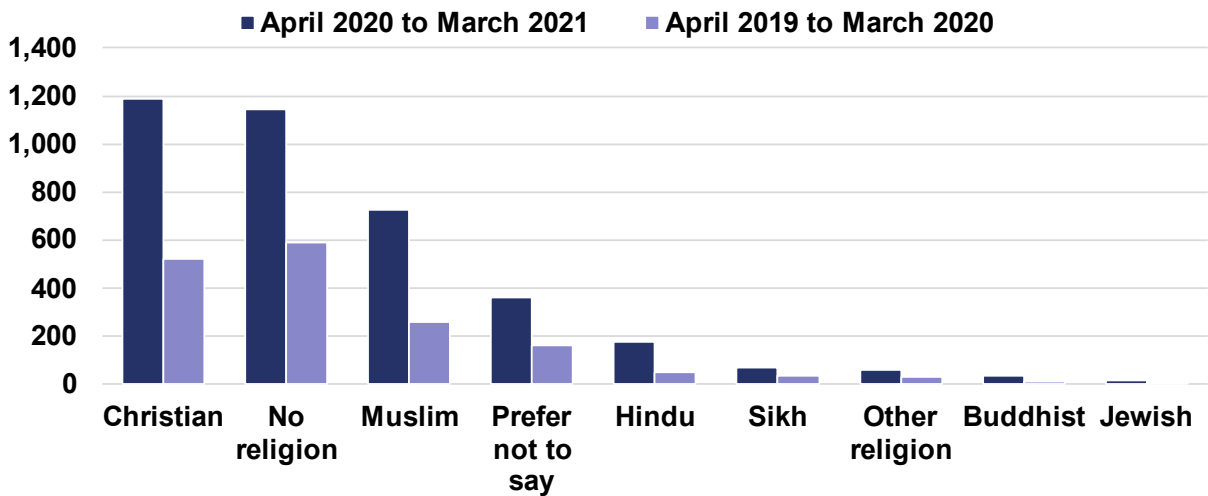
There have been a 9% increase in the number of applicants declaring an ethnic background this year.

Figure 12 Age of applicants to ORR



There has been a significant increase in applicants across all age group, with 30% of applicants are between 16-24 years.

Figure 13 Religion of applicants to ORR



We continue to attract applicants from different faiths and beliefs.



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