

Gender Pay Gap: UK Rail

Report 2024

GoAhead

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UK Rail Results

In this report, we present the results for **Govia Thameslink Rail**.

Looking at the total UK Rail workforce, our gender pay gap analysis shows that the **median pay is 16.47%** in favour of men, which is higher than the UK National average of 13.1%*



Since 2023, the UK Rail **median pay gap decreased by 14.58** percentage points.



The UK Rail **mean pay gap is 14.63% in favour of men, an improvement of 2.73 percentage points since last year.**



The **median bonus is 15.41%** in favour of men, decreased by 22.42 percentage points from previous year.

*Office for National Statistics 2024

A closer look at our UK Rail results

2024 Pay Gap		2024 Bonus Gap		Receiving a Bonus	
Median 16.47%	Mean 14.63%	Median 15.41%	Mean 12.01%	Men 14.90%	Women 21.78%

Population by pay quartiles:

Upper Quartile		Upper Middle		Lower Middle		Lower Quartile	
Men 89.91%	Women 10.09%	Men 82.43%	Women 17.57%	Men 74.53%	Women 25.47%	Men 72.83%	Women 27.17%

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