

UK Gender Pay Gap Report 2025



About the Gender Pay Gap report

The Gender Pay Gap is the difference between the average earnings of men and women across all jobs and levels in a company. It's not the same as Equal Pay which relates to men and women being paid equally for the same or similar work and is a legal requirement in the UK.

Companies with more than 250 employees in the UK have to report their gender pay gap data every year.

Mean Pay Gap

The percentage difference in average hourly pay of women compared to men

Median Pay Gap

The percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men

Pay Quartiles

Four groups of employees from the lowest to the highest paid, with the percentage of men and women in each group

Bonus Pay

The percentage of men and women who received bonus pay in the 12 months leading up to the reporting date (5 April) and the mean and median bonus pay gaps.

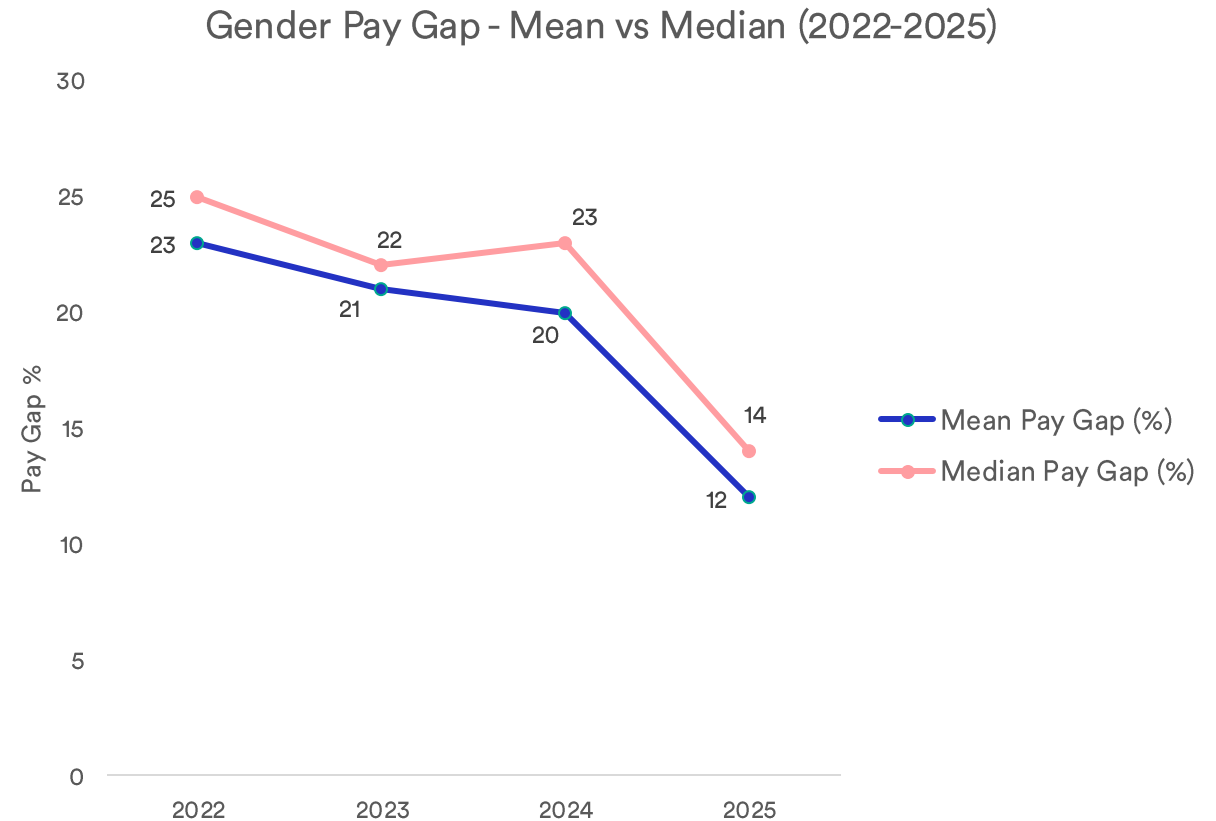
We've made strong progress in closing the gap

Mean pay gap: 12%

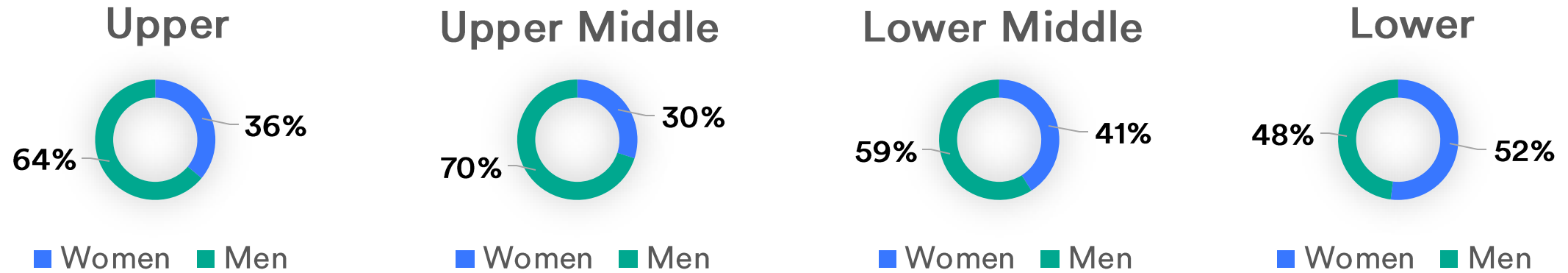
This is the percentage difference in average hourly pay of women compared to men. It has reduced from 20% to 12% over the last year continuing the downward trend.

Median: 14%

This is the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men. It is down from 23% to 14%.



We're improving representation of women at Trainline at senior levels



The pay quartiles put all Trainline employees into four equal-sized groups from the lowest to the highest paid, with the percentage of men and women in each group.

Representation of women in the top quartile rose to 36% (from 30%), while women are less concentrated in the lowest-paid roles compared to last year (52% vs 59%).



We've seen positive shifts in bonus outcomes

Who received bonus pay

Women: 31%

Men: 31%

In the 12 months leading up to the reporting date (5 April 2025), bonus pay was equally distributed: 31% of men received a bonus and 31% of women received a bonus.

Bonus pay gap

Mean bonuses for women were 5% higher than bonuses paid to men

The median bonus for women was 4% higher than the median bonus for men.



What we've done

Attraction

- Strengthened senior female representation through hiring: **65% of leadership hires were women (Apr 2024–Apr 2025)** , supported by:
 - Balanced final-stage candidate slates
 - Targeted TA sourcing sessions to address pipeline imbalance
 - Promotion of family-friendly benefits and ways of working
 - Advertised salaries on job adverts

Development

- Introduced the **Level 3 Women in Leadership apprenticeship** for aspiring high performing females to get them ready for future leadership roles, **driving increased female representation in mid level manager positions**. We have also launched the Level 5 version of this apprenticeship for experienced female managers.

Pay transparency

- Implemented **pay range transparency**, helping to reduce negotiation bias and ensure **fairer starting salaries and progression decisions**

