



CALEDONIAN  
SLEEPER

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# Gender Pay Gap Report 2024-2025

March 2025



## Document Control

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## Terms and Definitions

The following definitions apply throughout this procedure and will be used in interpreting the meaning of terms used in this document.

### Terms and Definitions

Abbreviation	Definition
CSL	Caledonian Sleeper Limited
RMT	National Union of Rail, Maritime and Transport Workers

## 1. Report Overview

### 1.1. Introduction

At Caledonian Sleeper (CSL), we are committed to promoting fairness, equality, and inclusion across our workplace, ensuring that all employees receive fair and equal pay. CSL commenced operations in June 2023, and this Gender Pay Gap Report presents our first snapshot of pay data as of March 2024.

### 1.2. Understanding the Gender Pay Gap

Under UK government regulations, companies with more than 250 employees must publish details of their gender pay gap. This measures the differences between the average hourly pay for men and women across the whole company, regardless of role.

This report includes:

- The mean and median gender pay gaps in hourly pay.
- The mean and median gender pay gaps in bonus pay.
- The proportion of male and female employees in each pay quartile.
- Detail of interventions put in place to improve the gender pay gap.

## 2. CSL 2024 Gender Pay Gap Data

The following data outlines CSL's gender pay gap for the 2024 reporting period. The report includes the mean and median gender pay gap in both hourly pay and bonus pay, the proportion of male and female employees receiving a bonus, and the gender distribution across the pay quartiles. These figures provide an overview of CSL's current gender pay gap and will serve as a baseline for future reporting, allowing us to monitor changes and improvements year on year.

### 2.1. Overall Gender Pay Gap

The overall gender pay gap is:

Overall Gender Pay Gap	%
Mean (average)	6.42%
Median (middle)	7.99%

This means that, on average, female employees earn **6.42% less** than male employees. The median gender pay gap, which represents the middle value when salaries are arranged in order, is **7.99%**. Future reporting will allow us to track trends and progress.

### 2.2. Bonus Pay Gap

Proportion of employees receiving a bonus:

Gender	%
Male	29.49%
Female	40.65%

This shows a % difference between the proportion of male and female employees paid a bonus.

The bonus gender pay gap is:

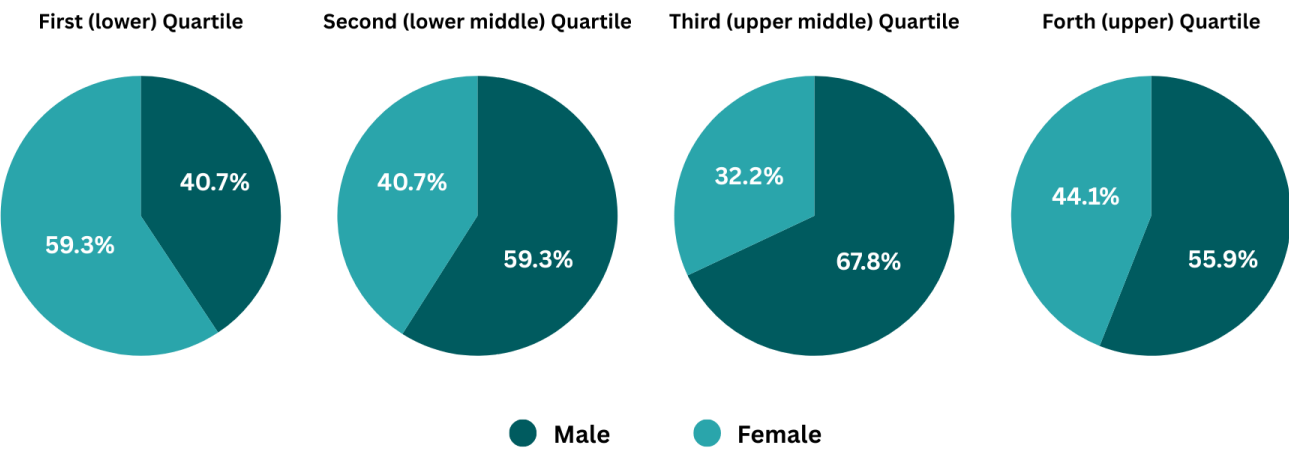
Bonus Gender Pay Gap	%
Mean (average)	19.76%
Median (middle)	-37.58%

*All bonus payments are for commission payments to onboard staff.*

2.3. Pay Quartiles

The table below shows the distribution of male and female employees across CSL’s pay quartiles:

Proportion of employees in each quartile



This breakdown highlights the proportion of male and female employees within different salary bands.

We will continue to look to address any gender imbalance throughout our business as we develop our gender pay gap reporting to address any pay differential which may be caused by gender.

### 3. Analysis & Contributing Factors

- The figures broadly reflect the organisational and pay structure carried across when Caledonian Sleeper commenced operating Sleeper services during the reporting period. Subsequent reporting will allow us to review the wider impact of CSL's transition into public sector.
- The higher proportion of men in the lower middle quartile suggests there may be a concentration of male employees in certain roles, affecting the overall gender pay gap.



## 4. Actions to Address the Gender Pay Gap

CSL is actively working to promote gender equality and close the gender pay gap through several initiatives:

### 3.1. Equality Forum

We have established an Equality Forum, which actively promotes equality and diversity in all aspects of our business. This group plays a key role in supporting our Diversity and Inclusion Strategy.

### 3.2. Trade Union Partnership

We are working in partnership with our recognised Trade Union, RMT, to advance equality, diversity, and inclusion initiatives within CSL.

### 3.3. Employee Networks

The launch of Women on Track, our internal employee network, will provide support and empowerment for female colleagues across the company.

### 3.4. Equal Opportunity Data Review

We are reviewing how we collect Equal Opportunity data to ensure it follows best practices and captures the characteristics of our workforce accurately.

## 4. Future Commitments & Reporting

To ensure long-term progress, CSL is committed to:

- Conducting year-on-year gender pay gap analysis to track improvements.
- Developing targeted action plans to address key gender pay gap drivers.
- Strengthening policies and initiatives that support career progression for women within the organisation.

## 5. Conclusion

At CSL, our dedication to reducing the gender pay gap is closely aligned with our commitment to "Our People," one of our core strategic pillars. CSL is dedicated to reducing our gender pay gap and fostering an inclusive workplace. While progress takes time, we are committed to ongoing improvement and transparency in our reporting. Future reports will track trends and assess the impact of our interventions, ensuring CSL remains a fair and equitable employer for all.

We recognise that achieving gender balance in all areas of our business requires sustained effort. Through our Equality Forum, partnerships with trade unions, and targeted interventions, we are proactively working to create a more equitable future for all employees.

Our next steps will focus on refining our approach, setting measurable targets, and ensuring that all employees, regardless of gender, have equal opportunities to thrive at CSL.