

CAF Rail UK Gender Pay Gap Report – April 2025

		TOTAL HOURLY	NO MALES		MEAN HOURLY RATE	
MEAN	MALE	8137.25	308		26.42	
MEAN	FEMALE	836.58	41		20.40	
22.77	% MEAN GENDER PAY GAP					
MEDIAN	MALE				25.18	
MEDIAN	FEMALE				20.18	
19.86	% MEDIAN GENDER PAY GAP					
QUARTILE PAY BAND	MALE NO	FEMALE NO	TOTAL	MALE %	FEMALE %	
LOWER	60	28	88	68.18	31.82	
LOWER MIDDLE	80	7	87	91.95	8.05	
UPPER MIDDLE	85	2	87	97.70	2.30	
UPPER	83	4	87	95.40	4.60	
TOTAL	308	41	349	88.31	11.69	% TOTAL

Comments and Notes

The mean gender pay gap increased from April 24 to April 25 as a number of senior appointments have been made with positions going to male applicants.

The median gender pay gap however shrunk once more and continues to drop as the median salary for female employees rose by over 12% from April 24 to 25.

The mean hourly rate of female colleagues grew slightly between April 24 to April 25.

Pleasingly the % of female colleagues within the business grew by over 1% between April 24 and April 25 as the business starts to see some evidence of an increasing female population, aligned to work undertaken to drive an increase in applications from females across our business.

CAF Rail UK remain committed to encouraging more females into the business, which is a widely acknowledged challenge within the UK railway industry, and our EDI working group continues to support the business in this regard.



Iain Taylor
Head of HR & Support Services
On Behalf of CAF Rail UK