

Think, Act, Report – August 2019

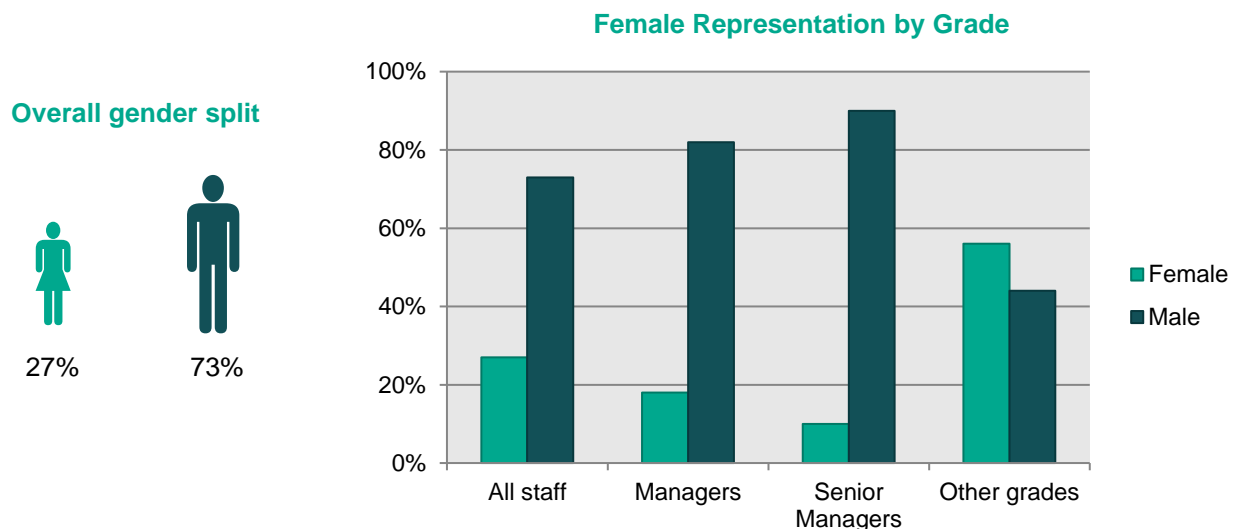
Think, Act, Report is a Government Equalities Office initiative aimed at encouraging companies to share their progress in reporting gender equality¹. In 2013 Angel Trains signed up to undertake voluntary gender equality analysis reporting by publishing an annual diversity report. This is the fourth such report.

The railway industry has traditionally been male dominated, essentially because of the long industrial and engineering culture attached to the sector, the stigma of physical strain in some jobs, irregular working hours required by shift work and a need to travel away from home.

Angel Trains recognises the benefit the industry would receive from a more gender balanced workforce and is committed to increasing the number of women throughout the organisation and, more generally, to furthering the success of women in the rail sector. Angel Trains financially supports Women in Rail², a group created by our General Counsel in 2012 and personally back by our then CEO, with our current CEO serving on the Board. Women in Rail was created to raise awareness of the issues facing women in the rail industry and to the business benefits of having a more balanced workforce. The group focuses on encouraging and supporting women in the rail sector through networking opportunities, a mentoring programme and creating strategies for engaging with young women to consider a career in rail.

Women in Angel Trains

At the time of writing 27% of Angel Trains' permanent employees are women. Whilst there is still room for improvement, this does compare very favourably to other organisations in the rail sector.



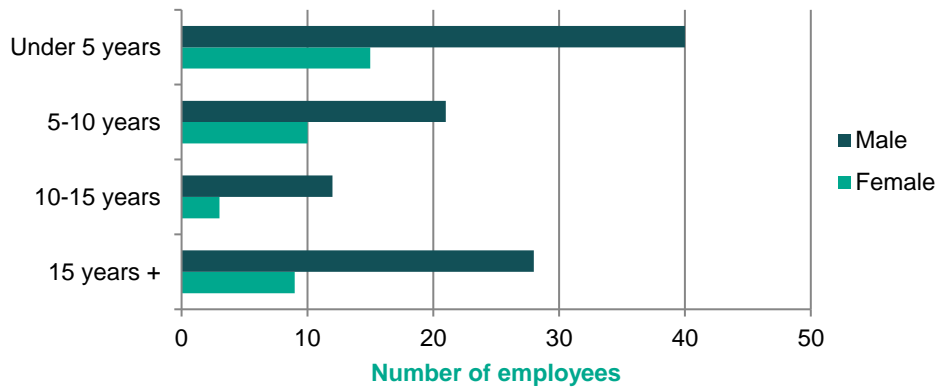
Whilst the figures above are broadly the same as the previous year, the percentage of females in Manager and Senior Manager roles has increased since 2018 which is an encouraging sign.

The average length of service for current Angel Trains employees is 9.3 years. This varies from 8.7 years for women to 9.5 years for men. The chart below provides a further breakdown of length of service by gender.

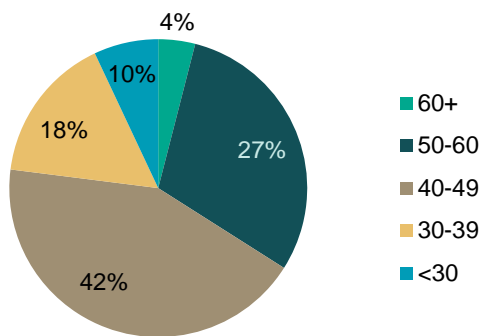
¹ For further information go to <https://www.gov.uk/think-act-report>

² Find out more about Women in Rail at <http://womeninrail.org/>

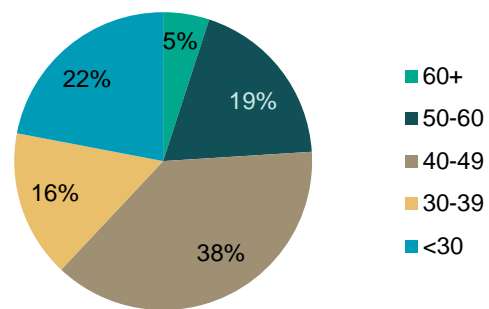
Length of Service



Composition of whole workforce by age



Female workforce by age



Flexible/part-time working

12% (2018: 12%) of Angel Trains' employees enjoy flexible or part-time working, of which 87% (2018: 76%) are female. 43% (2018: 46%) of such female employees are managers.

Maternity returners

In the last 3 years, 100% of women returned after maternity leave to their original position, with 100% returning on flexible or part-time working patterns.

100% of returning mothers are still employed at Angel Trains a year after returning from maternity leave. Angel Trains has an enhanced maternity and paternity pay policy.

Development & Training

Angel Trains is committed to the development of all its employees and spends an average of £1,000 per head on training and development each year. Coaching is available for employees and in addition, through Women in Rail, all female employees are offered the opportunity to receive mentoring from a senior industry professional.