



Gender Pay Gap Report

April 2024

Rail infrastructure, engineering, electrification & training specialists

QTS Group is one of the UK's leading rail contractors, providing specialist services in rail engineering, infrastructure, electrification & training.

We provide specialist services in:

- Vegetation Management
- Drainage Services
- Fencing
- Training
- Civil Engineering
- Earthworks
- Geotechnical Services
- Industrial Rope Access
- Specialist Plant Fleet
- Electrification

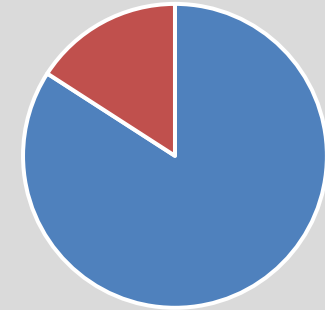
Our clients include major organisations across the rail, utilities, construction and public sectors.



At a glance...our gender pay gap

Mean	Median
Gender Pay Gap	
30.98%	32.40%
Gender Bonus Gap	
67.59%	31.32%

Proportion of employees who receive a bonus	
Male – 77.33%	Female – 76.47%



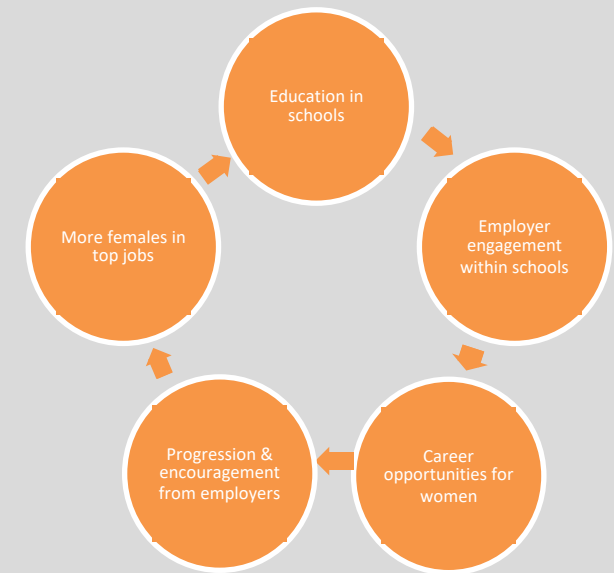
Total workforce - 520
Men – 438
Women - 82

Proportion of male and female in each pay quartile

Male	Female	Male	Female	Male	Female	Male	Female
57.69%	42.31%	85.38%	14.62%	96.92%	3.08%	96.92%	3.08%
Lower		Lower Middle		Upper Middle		Upper	

What is QTS doing to address the gender pay gap?

- QTS continues to work hard to engage with schools within our local office areas and where our works impact. We are hosting immersive events for local schools at our Drumclog HQ and also near our Linby office, Nottingham.
- QTS remains fully committed to the principle of equality in the workplace and has a clear policy to remunerate employees equally for the same or equivalent role. We have also improved our family friendly policies and employee benefits packages.
- We recognise that the industry in which we operate has historically been male dominated with many roles falling within construction site base staff
- Traditionally, engineering and construction are perceived as male roles, which consequently means that many jobs are occupied by men. We find that our applications for site-based jobs are almost exclusively applied to by men.



- Ensuring all recruitment advertising promotes the company as an equal opportunities employer promoting Diversity and Inclusion. Our website features our D&I statement and we have a D&I forum which meets quarterly.
- Ensuring advertising visuals and promotional literature includes the use of women within the workforce
- Currently, 13% of senior leaders and managers are women, which is slightly down on our previous years but we are still confident in achieving 25% by 2026, focusing on operational and leadership roles
- In 2023, QTS hosted its Future of Rail event at Midland Railway, Butterley, where we encouraged schools to bring along a mix of young people to speak to our staff about the opportunities available in the industry. We had a combination of both male and female staff speaking to the young people across the day.

However, the new applications for apprenticeships, and for the majority of site based jobs, are still predominately coming in from male applicants. This is why the education on encouraging females into the industry is so important



Women in Rail

- QTS continues its commitment to Women in Rail Scotland and has two female employees on the steering group for Women in Rail
- Training Director, Lorna Gibson, is now the the Chair of Women in Rail Scotland and Marketing & Social Value Director, Lisa McKellar, remains an active participant in the group which organises events across Scotland
- In 2023, we hosted an event at the Scottish Parliament, featuring the Cabinet Secretary for Transport, Fiona Hyslop.
- Women in Rail helps to support young people into a career in rail and provides valuable networking opportunities with other likeminded individuals
- Women in Rail is committed to improving the diversity of the sector, an ethos which QTS is firmly aligned with



Education

- QTS is committed to encouraging young women into STEM careers and is working hard to ensure that the next generation of school leavers are being educated and made aware of the opportunities that exist within this sector
- When our team attends career and STEM events, we send at least one female member of staff along to speak to young women about the reality and the opportunities that are available within the industry
- Our Workforce Development Coordinator, Jane McFadzean, is a key person when dealing with schools. She makes it a priority to liaise, not just with young people, but also with the teachers and careers advisors to educate them on the possibilities in rail for women.
- QTS is committed to ensuring our own workforce is suitably trained and aware of Equality Diversity and Inclusion and all employees receive mandatory training on EDI and unconscious bias during the onboarding process and throughout employment inline with their job role.



Progression

- Across the QTS Group, out of 87 members of staff carrying out traditional apprenticeships, modern apprenticeships, professional qualifications and undergraduate courses, 11 of these are females (12.6%).
- Women are not discriminated against when it comes to promotions and opportunities that arise within the company. Every application is considered, regardless of age, gender or ethnicity, and is filled purely on skillset and suitability for the job role.

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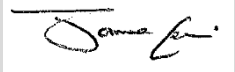


Women in Sport

- Outwith the rail industry, QTS is also a big supporter of women in sport disciplines across the UK
- We sponsor a variety of athletes throughout the UK, including weightlifting, boxing and hammer throwing
- We have three female athletes as part of our current intake of 11. We pledge to commit to taking on more female athletes through the lifespan of the programme



Authorised signature

A handwritten signature in black ink, appearing to read 'Jamie Lewis', enclosed in a white rectangular box.

Jamie Lewis, Financial Director

QTS