London United Busways Limited

Gender Pay Gap Report

2020/2021
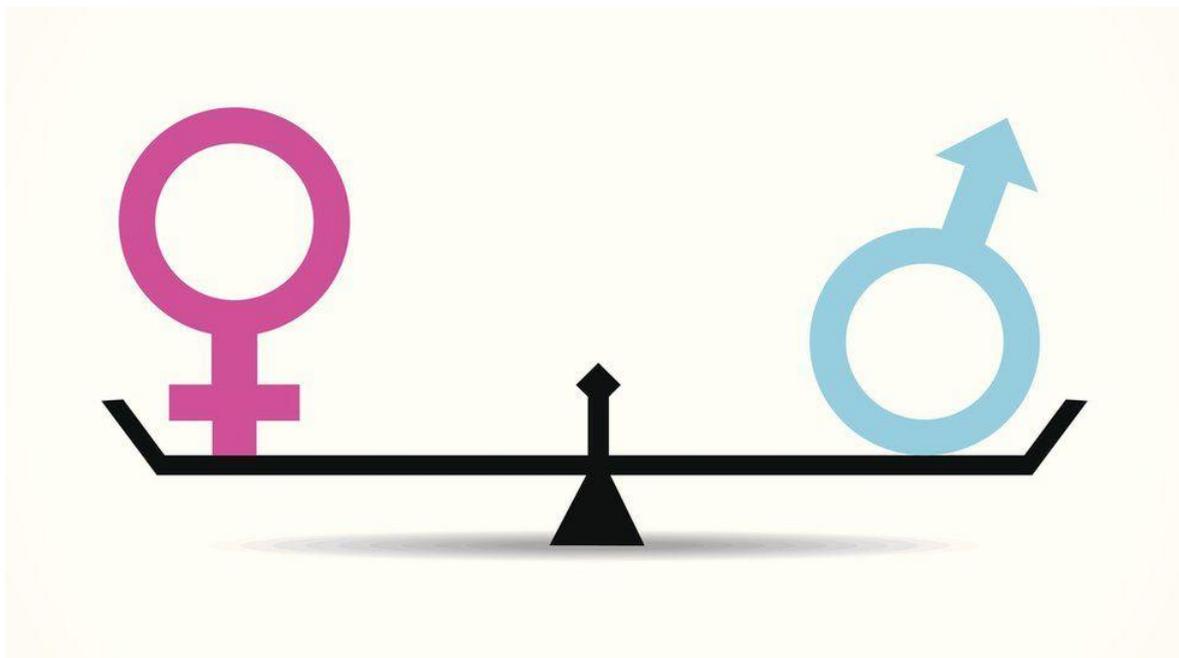
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Background

The gender pay gap is the percentage difference in annual pay between men and women.

Section 78 of the Equality Act 2010 was brought in to force on 22 August 2016 by the Equality Act 2010 (Commencement No 11) Order 2016 and following consultation, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") came in to force on 6 April 2017.

The Regulations require private sector organisations with 250 or more employees on 5 April each year to publish their gender pay gap in accordance with prescribed calculations.

As a result of the Covid-19 pandemic, the reporting deadline was extended and all employers have until 5 October 2021 to publish their gender pay gap reports.

Publishable report

2020 Gender Pay Gap Report

London United Busways Limited is an equal opportunities employer and we are committed to providing equal pay for equal work to all of our employees.

We employ staff in a variety of different roles across our business including: drivers, engineers, administrative staff and other professionals. Therefore pay can vary dependent on role, skill and experience required.

Composition of our workforce

At 5 April 2020, we employed 2,530 members of staff. This comprises 2,295 male employees and 235 female employees. This is reflective of the historically male dominated transport sector.

Our work on equal opportunities has meant that we employ women in a wide variety of roles across the business, including those traditionally occupied by male members of staff such as drivers and engineers. We also have a number of female employees in director and senior management level roles and this is something that as a business we are proud of.

We are delighted to report that:

Our mean gender pay gap is -5.77%

This means that the average hourly rate of pay for a female employee is higher than the average hourly rate of pay for a male employee.

Our median gender pay gap is -4.57%

This means that the median rate of pay for female employees is higher than the median rate of pay for male employees.

The median gender pay gap is thought to be the best representation of the typical difference between the genders as it is not distorted by the small number of very high earners. In the circumstances, we are proud of our gender pay breakdown and believe the figures demonstrate that we are likely a leading employer in the passenger transport industry.

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Salary quartiles

The pie charts below illustrate the gender distribution at London United Busways across each of the salary quartiles. Each of the four quartiles contain 414 employees. Please note that the below pie charts have been rounded to the nearest percentage.
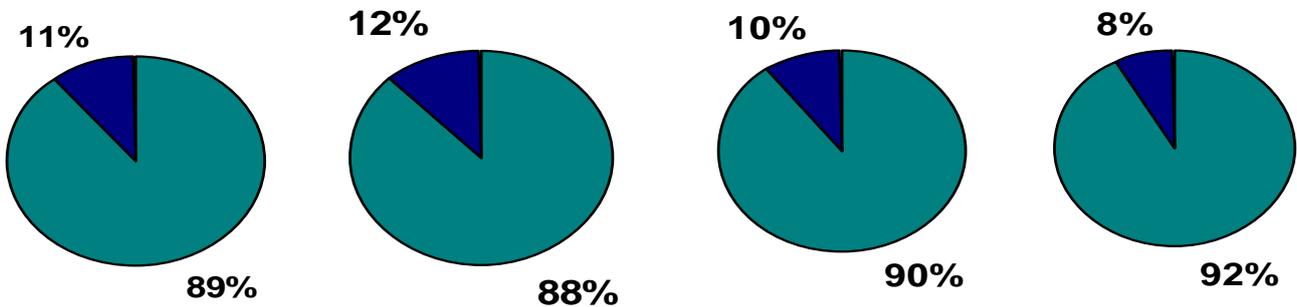
Male ▮

Female ▮

| Upper quartile | Upper middle quartile | Lower middle quartile | Lower quartile |

11% **89%** **12%** **88%** **10%** **90%** **8%** **92%**

London United Busways continues to have a relatively even split of male and female employees across each of the pay quartiles. This demonstrates that there are no barriers in place across the business which would prevent employees of either sex from carrying out the role they choose.

In addition, we have made progress in increasing the percentage of female employees in the upper and upper middle quartiles.

Proportions of employees awarded a bonus in the relevant period

Men	▮	The below bar chart demonstrates that 1,851 male employees received a bonus payment, this equates to 80.65% of all male employees.
Women	▮	During the same period, 151 female employees received a bonus payment. This equates to 64.26% of all female employees.
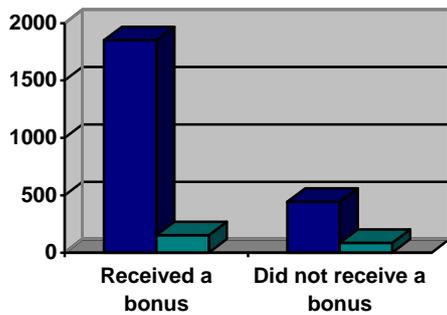
Our mean bonus pay gap is -11.09%

Our median bonus pay gap is 0%

As a result of the higher number of male employees working in roles which are eligible for frequent, low value bonuses, and there being a number of female employees in senior positions who are eligible for higher value bonuses, the average bonus paid to a female employee is higher than that paid to a male employee.

Notwithstanding this, the median bonus of both male and female employees was identical. The median bonus pay gap is thought to be the best representation of the typical difference between the genders as it is not distorted by the small number of employees receiving a high bonus payment.

In the circumstances, we are very proud of our gender pay breakdown and believe this demonstrates that we are likely a leading employer in the passenger transport industry.

I confirm that the data within this report is accurate:

Fiona Guthrie
HR Director
London United Busways Ltd
5 October 2021

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Assumptions & Anomalies

Assumptions

➢ 792 employees (733 men and 59 women) were, during the pay period, being paid at a reduced or nil rate as a result of them being on leave (annual, maternity or paternity) or on sick leave. There were a significant number of employees who were noted as being on leave. We suspect that this is due to the snapshot date being 5 April 2020, a week after the UK entered a national lockdown following the outbreak of the Covid-19 pandemic.

➢ All the data provided was accurate and captures all of the employees employed at 5 April 2020.

➢ All the correct variables of pay have been included in the pay data provided.

➢ 170 employees (155 men and 15 women) were identified as being full pay relevant employees despite their hourly rate being at or below £8.36 per hour.

Anomalies

➢ Any employee receiving no pay during the relevant pay period has been regarded as a relevant employee, rather than a full pay relevant employee.

➢ One employee (male) had an hourly rate of £0.68 (using the figures provided). We consider that this figure was an anomaly and did not reflect the employee's correct hourly rate. We removed the employee from the list of full pay relevant employees, but included the employee as a relevant employee.

Calculations

Mean gender pay gap	Median gender pay gap
Mean gender bonus gap	Median gender bonus gap
Proportions of men and women getting a bonus	Proportion of men and women in each of four pay quartiles

Mean gender pay gap

This is the difference between the mean hourly rate of pay for men and women and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

➢ A is the mean hourly rate of pay of all male full pay relevant employees; and

➢ B is the mean hourly rate of pay of all female full pay relevant employees.

Median gender pay gap

This is the difference between the median hourly rate of pay for men and women and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

➢ A is the median hourly rate of pay of all male full pay relevant employees; and

➢ B is the median hourly rate of pay of all female full pay relevant employees.

Mean gender bonus gap

This is the difference between the mean bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

➢ A is the mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and

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➤ B is the mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

Median gender bonus gap

This is the difference between the median bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

➤ A is the median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and

➤ B is the median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

Proportions of men and women getting a bonus

This is the proportions of male and female employees who received a bonus.

The proportion of male relevant employees who were paid bonus pay must be expressed as a percentage of male relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

➤ A is the number of male relevant employees who were paid bonus pay during the relevant period; and

➤ B is the number of male relevant employees.

The proportion of female relevant employees who were paid bonus pay must be expressed as a percentage of female relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

➤ A is the number of female relevant employees who were paid bonus pay during the relevant period; and

➤ B is the number of female relevant employees.

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This is the proportions of male and female employees in each of the company's lower, lower middle, upper middle and upper pay quartiles and this is calculated as follows:

➢ To determine the four pay quartiles, rank all of the full pay relevant employees from lowest hourly rate to highest hourly rate and divide the full pay relevant employees into four sections, each comprising (so far as possible) an equal number of employees, to determine the lower, lower middle, upper middle and upper pay quartiles.

➢ Where employees receiving the same hourly rate of pay fall within more than one pay quartile, so far as possible, ensure that, when ranking them from lowest to highest, the relative proportion of male and female employees receiving that rate of pay is the same in each of those pay quartiles.

The proportion of male full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

➢ A is the number of male full pay relevant employees in a pay quartile; and

➢ B is the number of full pay relevant employees in that pay quartile.

The proportion of female full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

➢ A is the number of female full pay relevant employees in a pay quartile pay; and

➢ B is the number of full pay relevant employees in that pay quartile.

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Summary of Calculations

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Mean gender pay gap

Female

- 171 female full pay relevant employees

- Total hourly rate of pay for 171 female employees = £2,572.38

- Mean female hourly rate of pay (£2,572.38/171) = £15.04

Male

- 1,485 male full pay relevant employees

- Total hourly rate of pay for 1,485 male employees = £21,123.51

- Mean male hourly rate of pay (£21,123.51/1,485) = £14.22

Mean gender pay gap ((£14.22 - £15.04) / £14.22) * 100 = - 5.77%

Median gender pay gap

Female

- 171 female full pay relevant employees

- Median hourly rate of pay (entry 86 in the list of female full pay relevant employees) = £14.19

Male

- 1,485 male full pay relevant employees

- Median hourly rate of pay (entry 743 in the list of male full pay relevant employees) = £13.57

Median gender pay gap ((£13.57 - £14.19) / £13.57) * 100 = - 4.57%

Salary quartiles

- 1,656 full pay relevant employees

- Four quartiles of 414 employees

	Upper	Upper Middle	Lower Middle	Lower
Total number employees in the quartile	414	414	414	414

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Male	369 male employees	364 male employees	371 male employees	381 male employees
	(369/414)*100 = 89.13%	(364/414)*100 = 87.92%	(371/414)*100 = 89.61%	(381/414)*100 = 92.03%
Female	45 female employees	50 female employees	43 female employees	33 female employees
	(45/414)*100 = 10.87%	(50/414)*100 = 12.08%	(43/414)*100 = 10.39%	(33/414)*100 = 7.97%

Mean bonus pay gap

Female

- 235 female relevant employees

- 151 female relevant employees received a bonus

- Total bonus for 151 female employees = £255,250

- Mean female bonus (£255,250/151) = £1,690.40

Male

- 2,295 male relevant employees

- 1,851 male relevant employees received a bonus

- Total bonus for 1,851 male employees = £2,816,584.76

- Mean male bonus (£2,816,584.76/1,851) = £1,521.66

Mean gender bonus gap ((£1,521.66 - £1,690.40) / £1,521.66) * 100 = - 11.09%

Median gender bonus gap

Female

- 151 female relevant employees received a bonus

- Median bonus (entry 76 in the list of female employees) = £1,600

Male

- 1,851 male relevant employees received a bonus

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- Median bonus (entry 926 in the list of male employees) = £1,600

Median gender bonus gap ((£1,600 - £1,600) / £1,600) * 100 = 0%

Proportion of male and female employees receiving a bonus

Female

- 235 female relevant employees

- 151 female relevant employees received a bonus

Proportion of female employees receiving a bonus (151 / 235) * 100 = 64.26%

Male

- 2,295 male relevant employees

- 1,851 male relevant employees received a bonus

Proportion of male employees receiving a bonus (1,851 / 2,295) * 100 = 80.65%

Publish the Report

- The report and figures need to be published by 5 October 2021.

- The following figures need to be published on the gov.uk site which can be accessed here (https://www.gov.uk/report-gender-pay-gap-data):

    - Mean gender pay gap = **- 5.8%**

    - Median gender pay gap = **- 4.6%**

    - Mean gender bonus gap = **- 11.1%**

    - Median gender bonus gap = **0%**

    - Proportion of men getting a bonus = **80.7%**

    - Proportion of women getting a bonus = **64.3%**

    - Proportions of men and women in each salary quartile =

	Upper	Upper Middle	Lower Middle	Lower
Men	89.1%	87.9%	89.6%	92%
Women	10.9%	12.1%	10.4%	8%

- The figures above have been rounded to the nearest decimal place in line with the gov.uk guidance.

- The gender pay at pages 2 - 4 of this document needs to be signed by a director and include their name and job title and confirm that the information provided is accurate.

- The report then needs to be uploaded to the company's website.

- The figures above need to be uploaded to the government's website, using the same log in details as used in the past.

- The report must remain available online for three years.