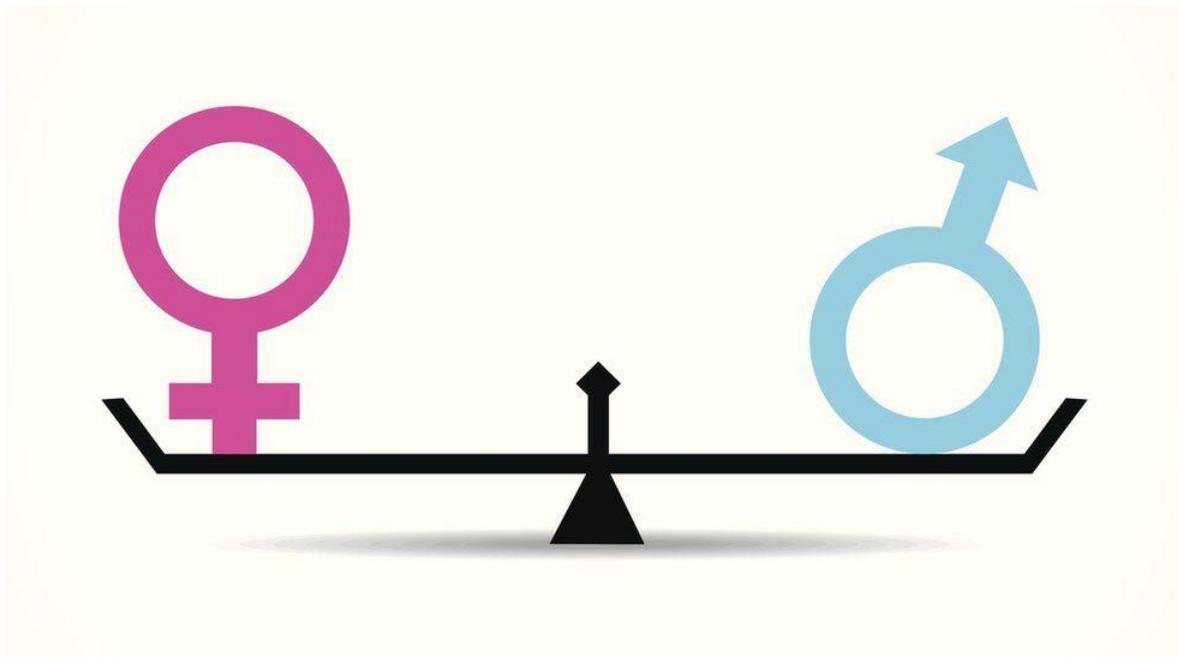


London Sovereign Ltd
Gender Pay Gap Report
2020/2021



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Background

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

The requirement to report on gender pay was introduced, following consultation, into the Equality Act 2010 by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") which 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 Sovereign 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 674 members of staff. This comprised 616 male employees and 58 female employees which is reflective of the historically male dominated transport sector.

Our work on equal opportunities has seen a number of female employees holding a wide variety of crucial roles including the roles of driver, service controller garage support operative as well as in management.

We are proud to report that:



We are pleased to report that figures remain significantly less than the national average and that our mean gender pay gap is 4.62% and our median gender pay gap is 5.89%.

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

Salary quartiles

The pie charts below illustrate the gender distribution at London Sovereign Limited across each of the salary quartiles. All four quartiles contain 113 employees. Please note that the below pie charts have been rounded to the nearest percentage.

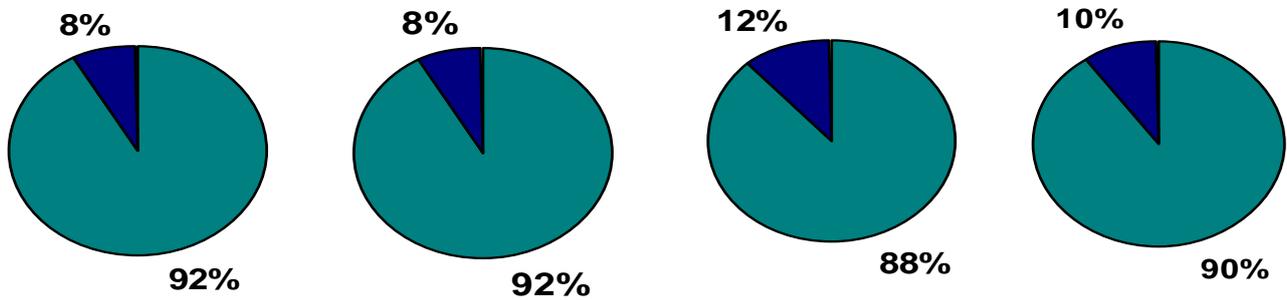


Upper quartile

Upper middle quartile

Lower middle quartile

Lower quartile

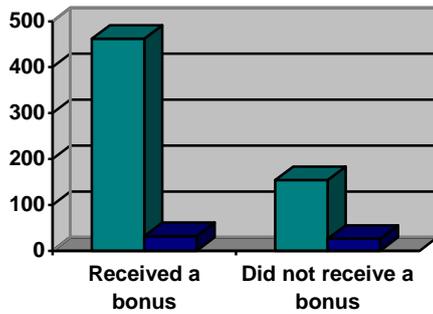


We are pleased to report that since our 2018/19 Gender Pay Gap Report, we have almost doubled the percentage of female employees in the upper quartile.

The percentage split in the other quartiles has remained largely the same.

Proportions of employees awarded a bonus in the relevant period

Men		The below chart shows that 75% of male employees received a bonus for their performance in the period between 6 April 2019 and 5 April 2020.
Women		55.17% of female employees received a bonus during the same period.



Our mean bonus pay gap is 5.8%

Our median bonus pay gap is 0%

We are delighted to report that our mean bonus pay gap has decreased significantly to 5.8% and that our median bonus pay gap has decreased to 0%. 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 that they demonstrate 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 Sovereign Ltd
5 October 2021

Assumptions & Anomalies

Assumptions

- 221 employees (205 men and 16 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 sickness absence. There were a large 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.
- 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.
- 54 employees (49 men and 5 women) were identified as being full pay relevant employees despite their hourly rate of pay being at or below £8.36 per hour.

Anomalies

- Employees with no contracted hours were removed from the number of full pay relevant employees but were included as relevant employees.
- 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 £341.17 (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

- 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.

Proportion of men and women in each of four pay quartiles

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.

Summary of Calculations

Mean gender pay gap

Female

- 42 female full pay relevant employees
- Total hourly rate of pay for 42 female employees = £520.08
- Mean female hourly rate of pay (£520.08/42) = £12.38

Male

- 410 male full pay relevant employees
- Total hourly rate of pay for 410 male employees = £5,322.70
- Mean male hourly rate of pay (£5,322.70/410) = £12.98

Mean gender pay gap ((£12.98 - £12.38) / £12.98 * 100) = 4.62%

Median gender pay gap

Female

- 42 female full pay relevant employees
- Median hourly rate of pay (average of entries 21 and 22) = £12.31

Male

- 410 male full pay relevant employees
- Median hourly rate of pay (average of entries 205 and 206) = £13.08

Median gender pay gap ((£13.08 - £12.31) / £13.08 * 100) = 5.89%

Salary quartiles

- 452 full pay relevant employees
- Four quartiles of 113 employees

	Upper	Upper Middle	Lower Middle	Lower
Total number employees in the quartile	113	113	113	113
Male	104 male employees	104 male employees	100 male employees	102 male employees
	(104/113)*100	(104/113)*100	(100/113)*100	(102/113)*100

	= 92.04%	= 92.04%	= 88.50%	= 90.27%
Female	9 female employees	9 female employees	13 female employees	11 female employees
	$(9/113)*100 = 7.96\%$	$(9/113)*100 = 7.96\%$	$(13/113)*100 = 11.50\%$	$(11/113)*100 = 9.73\%$

Mean bonus pay gap

Female

- 58 female relevant employees
- 32 female relevant employees received a bonus
- Total bonus for 32 relevant employees = £42,130.75
- Mean female bonus (£42,130.75/32) = £1,316.59

Male

- 616 male relevant employees
- 462 male relevant employees received a bonus
- Total bonus for 462 male employees = £645,731.78
- Mean male bonus (£645,731.78/462) = £1,397.69

Mean gender bonus gap ((£1,397.69 - £1,316.59) / £1,397.69) * 100 = 5.80%

Median gender bonus gap

Female

- 32 female relevant employees received a bonus
- Median bonus (average of entries 16 and 17) = £1,600

Male

- 462 male relevant employees received a bonus
- Median bonus (average of entries 231 and 232) = £1,600

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

Proportion of male and female employees receiving a bonus

Female

- 58 female relevant employees
- 32 female relevant employees received a bonus

Proportion of female employees receiving a bonus $(32 / 58) * 100 = 55.17\%$

Male

- 616 male relevant employees
- 462 male relevant employees received a bonus

Proportion of male employees receiving a bonus $(462 / 616) * 100 = 75\%$

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 = **4.6%**
 - Median gender pay gap = **5.9%**
 - Mean gender bonus gap = **5.8%**
 - Median gender bonus gap = **0%**
 - Proportion of men getting a bonus = **75%**
 - Proportion of women getting a bonus = **55.17%**
 - Proportions of men and women in each salary quartile =

	Upper	Upper Middle	Lower Middle	Lower
Men	92%	92%	88.5%	90.3%
Women	8%	8%	11.5%	9.7%

- The figures above have been rounded to the nearest decimal place in line with the gov.uk guidance.
- The gender pay report 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.
- This report then should 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.