



London United Busways Limited

Gender Pay Gap Report

2021/2022

04.04.2022

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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.

Publishable Report

2021 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 2021, we employed 2,570 members of staff. This comprises 2,326 male employees and 244 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
-6.8%**

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
-6.1%**

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.

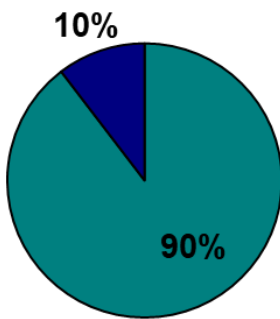
Our pay structure is based on role only, not gender, meaning that pay differentiation only occurs as a result of an employee's position. All remuneration rates within the organisation are competitive and in line with market practices.

Salary quartiles

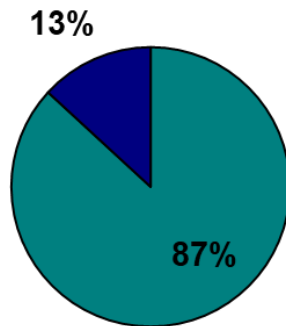
The pie charts below illustrate the gender distribution at London United Busways Limited across each of the salary quartiles. Each of the four quartiles contain 410 employees. Please note that the below pie charts have been rounded to the nearest percentage.



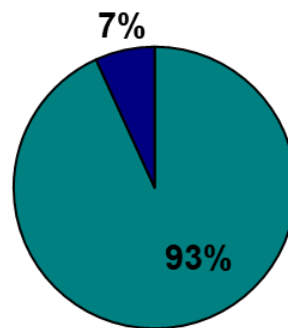
Upper Quartile



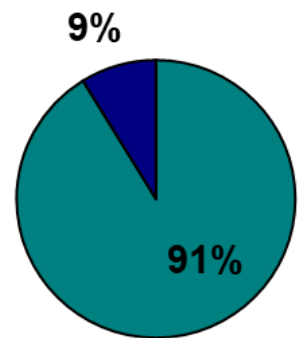
Upper Middle Quartile



Lower Middle Quartile





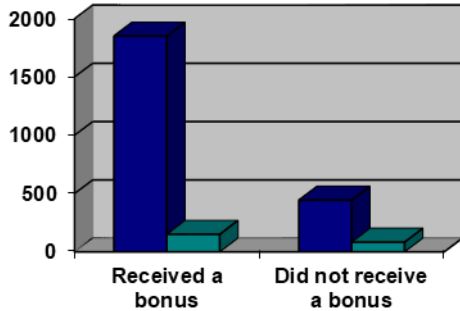
Lower Quartile



London United Busways Limited continues to have a relatively consistent split of male and female employees across each of the pay quartiles. We consider that this demonstrates that there are not any barriers in place across the business which would prevent employees from carrying out the role they choose.

Proportions of employees awarded a bonus in the relevant period

Men		The below bar chart demonstrates that 1,009 male employees received a bonus payment, this equates to 43.4% of all male employees.
Women		During the same period, 72 female employees received a bonus payment. This equates to 29.5% of all female employees.



Our mean bonus pay gap is -108.8%

Our median bonus pay gap is -900%

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 and median bonus paid to a female employee is higher than that paid to a male employee.

In the circumstances, we are very proud of our gender pay breakdown and believe that 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
4th April 2022

Assumptions & Anomalies

Assumptions

- 924 employees (840 men and 84 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), on sickness absence or on furlough. 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 2021, when many Covid-19 restrictions were still in place.
- All the data provided was accurate and captures all of the employees employed at 5 April 2021.
- All the correct variables of pay have been included in the pay data provided.
- 145 employees (136 men and 9 women) were identified as being full pay relevant employees despite their hourly rate being 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.
- Six employees, all trainee bus drivers, had a gross hourly rate of £105.50. Given that the employees held junior roles, we considered that these figures were anomalies and did not reflect the employees' correct hourly rate. We removed the six employees from the list of full pay relevant employees, but included the employees as a relevant employees.

Calculations

Mean gender pay gap	Median gender pay gap
Mean gender bonus gap	Median gender bonus gap
Proportions of men and women receiving a bonus	Proportion of men and women in each of the 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

- 160 female full pay relevant employees
- Total hourly rate of pay for 160 female employees = £2,499.70
- Mean female hourly rate of pay (£2,499.70/160) = £15.62

Male

- 1,480 male full pay relevant employees
- Total hourly rate of pay for 1,480 male employees = £21,639.20
- Mean male hourly rate of pay (£21,639.20/1,480) = £14.62

Mean gender pay gap ((£14.62 - £15.62) / £14.62) * 100 = -6.84% (-6.8% when rounded to one decimal place)

Median Gender Pay Gap

Female

- 160 female full pay relevant employees
- Median hourly rate of pay (average of entries 80 and 81 in the list of female full pay relevant employees) = £13.44

Male

- 1,480 male full pay relevant employees
- Median hourly rate of pay (average of entries 740 and 741 in the list of male full pay relevant employees) = £12.67

Median gender pay gap ((£12.67 - £13.44) / £12.67) * 100 = -6.08% (-6.1% when rounded to one decimal place)

Salary Quartiles

- 1,640 full pay relevant employees
- Four quartiles of 410 employees

	Upper	Upper Middle	Lower Middle	Lower
Total number	410	410	410	410

employees in the quartile				
Male	368 male employees	356 male employees	382 male employees	374 male employees
	$(368/410)*100 = 89.76\%$	$(356/410)*100 = 86.83\%$	$(382/410)*100 = 93.17\%$	$(374/410)*100 = 91.22\%$
Female	42 female employees	54 female employees	28 female employees	36 female employees
	$(42/410)*100 = 10.24\%$	$(54/410)*100 = 13.17\%$	$(28/410)*100 = 6.83\%$	$(36/410)*100 = 8.78\%$

Mean Gender Bonus Gap

Female

- 244 female relevant employees
- 72 female relevant employees received a bonus
- Total bonus for 72 female employees = £78,737.65
- Mean female bonus (£78,737.65/72) = £1,093.58

Male

- 2,326 male relevant employees
- 1,009 male relevant employees received a bonus
- Total bonus for 1,009 male employees = £528,373.24
- Mean male bonus (£528,373.24/1,009) = £523.66

Mean gender bonus gap ((£523.66 - £1,093.58) / £523.66) * 100 = -108.83% (-108.8% when rounded to one decimal place)

Median Gender Bonus Gap

Female

- 72 female relevant employees received a bonus
- Median bonus (average of entries 36 and 37 in the list of female employees) = £600

Male

- 1,009 male relevant employees received a bonus
- Median bonus (entry 505 in the list of male employees) = £60

Median gender bonus gap $((£60 - £600) / £60) * 100 = -900\%$

Proportion of Male and Female Employees Receiving a Bonus

Female

- 244 female relevant employees
- 72 female relevant employees received a bonus

Proportion of female employees receiving a bonus $(72 / 244) * 100 = 29.51\%$ (29.5% when rounded to one decimal place)

Male

- 2,326 male relevant employees
- 1,009 male relevant employees received a bonus

Proportion of male employees receiving a bonus $(1,009 / 2,326) * 100 = 43.38\%$ (43.4% when rounded to one decimal place)

Publish the Report

- The report and figures need to be published by 4 April 2022.
- 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 = - **6.8%**
 - Median gender pay gap = - **6.1%**
 - Mean gender bonus gap = - **108.8%**
 - Median gender bonus gap = - **900%**
 - Proportion of men getting a bonus = **43.4%**
 - Proportion of women getting a bonus = **29.5%**
 - Proportions of men and women in each salary quartile =

	Upper	Upper Middle	Lower Middle	Lower
Men	89.8%	86.8%	93.2%	91.2%
Women	10.2%	13.2%	6.8%	8.8%

- 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.