London United Busways Limited

Gender Pay Gap Report

2023/2024

02.04.2025

Index

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 the prescribed calculations.

Publishable Report

2024 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, service controllers, driving instructors, traffic managers, administrative staff and other professionals. Therefore, pay can vary depending on the role, skill and experience required.

Composition of our workforce

At 5 April 2024, we employed 2,574 members of staff. This comprises 2,313 male employees and 261 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 variety of crucial roles within the business including: bus drivers, traffic managers, garage support assistants, driving instructors, service controllers 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:

Mean Gender Pay Gap: 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.

Median Gender Pay Gap: This means that when comparing the median hourly rate of pay, there is only a small difference in the median rate of pay received by male and female employees. We are pleased to report that our median gender pay gap has decreased by 4.7% when compared to last year's report.

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.

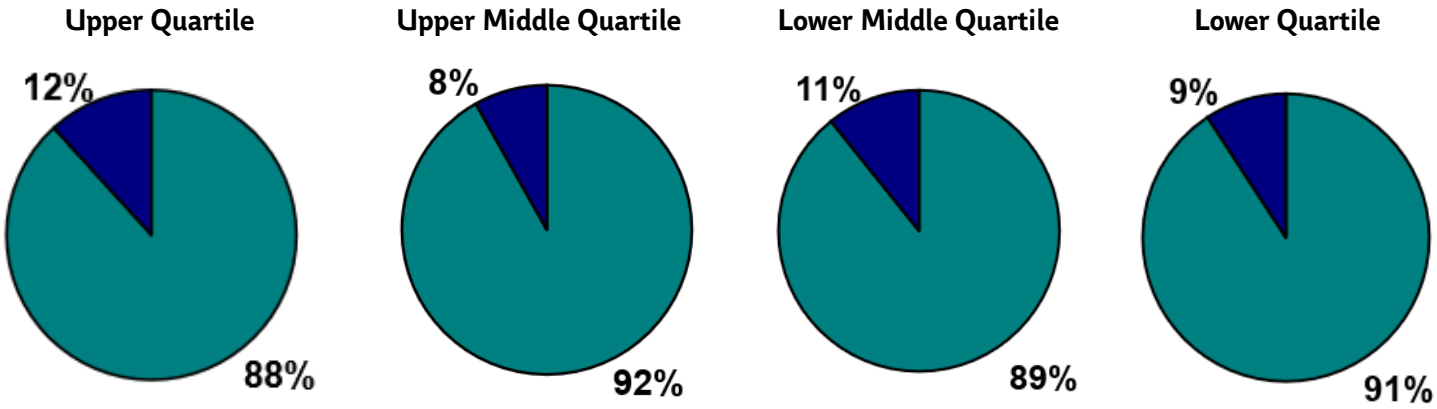
Salary quartiles

The pie charts below illustrate the gender distribution at London United Busways Limited across each of the salary quartiles. 2 of the quartiles contain 612 employees and 2 of the quartiles contain 613 employees.

Please note that the below pie charts have been rounded to the nearest percentage.

Male

Female

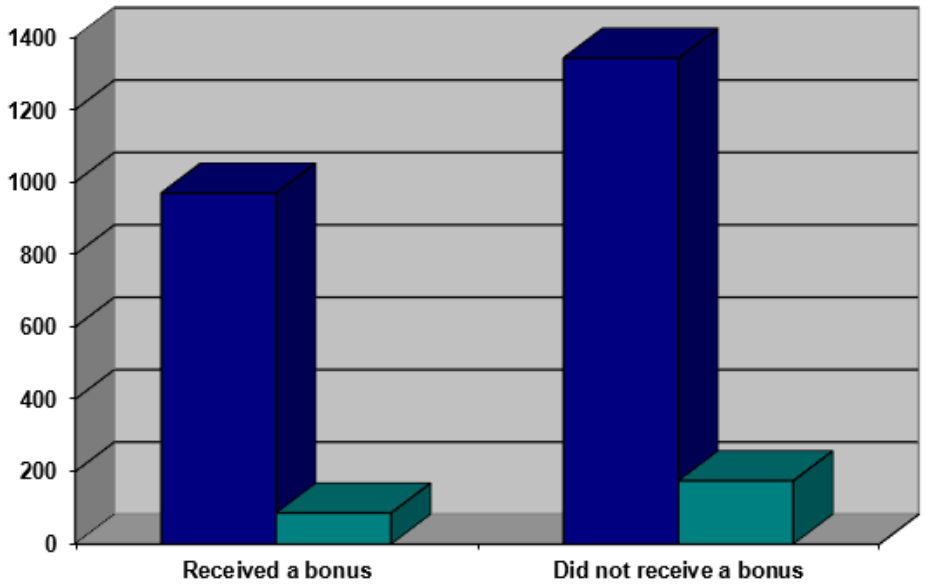


The salary quartiles reflect that the majority of our employees are male. This is reflective of the historically male dominated transport sector. We are pleased that the number of female employees in the upper quartile has increased when compared to last year's report.

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

Male		The below bar chart demonstrates that 970 male employees received a bonus payment, this equates to 41.9% of all male employees.
Female		During the same period, 86 female employees received a bonus payment. This equates to 33% of all female employees.



Our mean bonus gap is -187.3%

Our median bonus gap is -412.7%

As a result of the higher number of male employees working in roles which are eligible for frequent, low 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 & Deputy Managing Director
April 2025

Assumptions & Anomalies

Assumptions

- 124 employees (111 male and 13 female) were, during the pay period, being paid at a reduced or nil rate as a result of them being on statutory leave or on sickness absence.
- All the data provided was accurate and captures all of the employees employed at 5 April 2024.
- All the correct variables of pay have been included in the pay data provided.

Anomalies

- 285 employees had pay anomalies which did not reflect the employees' correct hourly rate. We therefore used the employees' weekly hours from the pay period containing the snapshot date to calculate their hourly rate, rather than the average number of hours worked over the preceding 12 weeks. We considered that this provided a more representative hourly rate.
- Any employee receiving no pay during the relevant pay period has been regarded as a relevant employee, rather than a full pay relevant employee.
- Any employees with no contracted hours were removed from the list of full pay relevant employees but were included as 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

- 248 female full pay relevant employees
- Total hourly rate of pay for 248 female employees = £4,885.89
- Mean female hourly rate of pay (£4,885.89/248) = £19.70

Male

- 2,202 male full pay relevant employees
- Total hourly rate of pay for 2,202 male employees = £40,885.34
- Mean male hourly rate of pay (£40,885.34/2,202) = £18.57

Mean gender pay gap ((£18.57 - £19.70) / £18.57) * 100 = -6.09% (-6.1% when rounded to one decimal place)

Median Gender Pay Gap

Female

- 248 female full pay relevant employees
- Median hourly rate of pay (average of entries 124 and 125 in the list of female full pay relevant employees) = £17.33

Male

- 2,202 male full pay relevant employees
- Median hourly rate of pay (average of entries 1,101 and 1,102 in the list of male full pay relevant employees) = £17.37

Median gender pay gap ((£17.37 - £17.33) / £17.37) * 100 = 0.23% (0.2% when rounded to one decimal place)

Salary Quartiles

- 2,450 full pay relevant employees
- 2 quartiles of 612 employees and 2 quartiles of 613 employees

	Upper	Upper Middle	Lower Middle	Lower
Total number employees in the quartile	612	613	613	612
Male	537 male employees	566 male employees	544 male employees	555 male employees
	(537/612)*100 = 87.75%	(566/613)*100 = 92.33%	(544/613)*100 = 88.74%	(555/612)*100 = 90.69%
Female	75 female employees	47 female employees	69 female employees	57 female employees
	(75/612)*100 = 12.25%	(47/613)*100 = 7.67%	(69/613)*100 = 11.26%	(57/612)*100 9.31%

Mean Gender Bonus Gap

Female

- 261 female relevant employees
- 86 female relevant employees received a bonus
- Total bonus for 86 female employees = £221,270.83
- Mean female bonus (£221,270.83/86) = £2,572.92

Male

- 2,313 male relevant employees
- 970 male relevant employees received a bonus
- Total bonus for 970 male employees = £868,732.16
- Mean male bonus (£868,732.16/970) = £895.60

Mean gender bonus gap ((£895.60 - £2,572.92) / £895.60) * 100 = -187.28% (-187.3% rounded to 2 decimal places)

Median Gender Bonus Gap

Female

- 86 female relevant employees received a bonus
- Median bonus (average of entries 43 and 44 in the list of female relevant employees) = £600

Male

- 970 male relevant employees received a bonus
- Median bonus (average of entries 485 and 486 in the list of male relevant employees) = £117.04

Median gender bonus gap ((£117.04 - £600) / £117.04) * 100 = -412.65% (-412.7% rounded to 1 decimal place)

Proportion of Male and Female Employees Receiving a Bonus

Female

- 261 female relevant employees
- 86 female relevant employees received a bonus

Proportion of female employees receiving a bonus (86 / 261) * 100 = 32.95% (33% when rounded to one decimal place)

Male

- 2,313 male relevant employees
- 970 male relevant employees received a bonus

Proportion of male employees receiving a bonus (970 / 2,313) * 100 = 41.93% (41.9% when rounded to one decimal place)

Publish the Report

- The report and figures need to be published by 4 April 2025.
- 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 = **-6.1%**
  - Median gender pay gap = **0.2%**
  - Mean gender bonus gap = **-187.3%**
  - Median gender bonus gap = **-412.7%**
  - Proportion of male employees receiving a bonus = **41.9%**
  - Proportion of female employees receiving a bonus = **33%**
  - Proportions of male and female in each salary quartile =

	Upper	**Upper Middle**	**Lower Middle**	**Lower**
Male	87.8%	92.3%	88.7%	90.7%
Female	12.2%	7.7%	11.3%	9.3%

- 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 – 5 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.