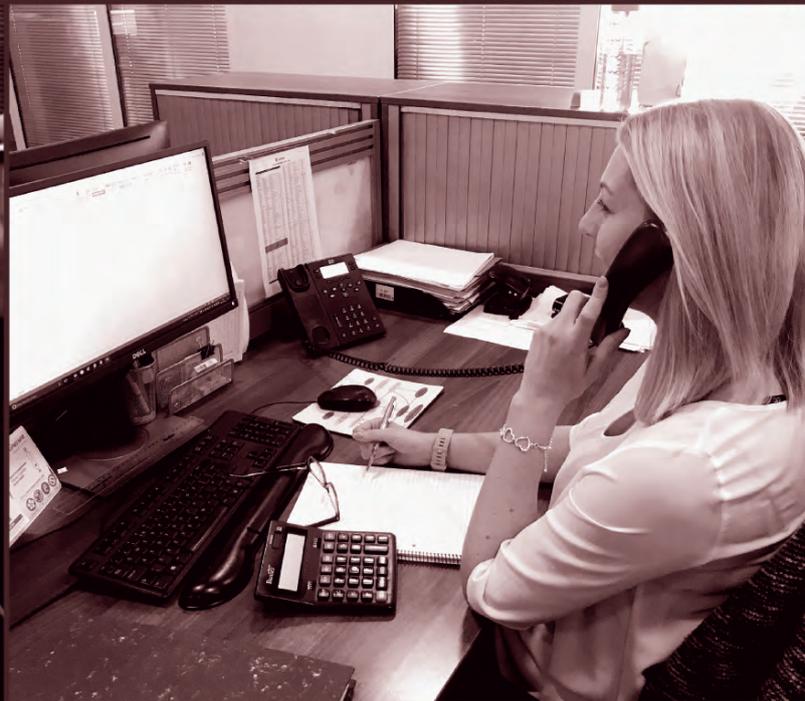




# Gender Pay Gap 2021



## Lothian's Gender Pay Gap

Welcome to Lothian's latest gender pay gap report, which reflects on our gender pay gap figures as at 5 April 2021. Like many other organisations, in April 2021 a number of colleagues were furloughed and not in receipt of full pay. For the purposes of gender pay gap reporting these colleagues have not been included in this report.

This report focuses on Lothian Buses. Other companies within the Lothian Group, with fewer than 250 employees, are not included in this report.

The aim of gender pay gap reporting is to illustrate how large the pay gap is between an organisation's male and female employees. This report uses six different measures to do this:

- Our 'mean' gender pay gap: the difference between the mean hourly rate of pay of male employees and that of female employees.
- Our 'median' gender pay gap: the difference between the median hourly rate of pay of male employees and that of female employees.
- Our 'mean' bonus gap: the difference between the mean bonus pay paid to male employees and that paid to female employees.
- Our 'median' bonus gap: the difference between the median bonus pay paid to male employees and that paid to female employees.
- Bonus proportions: the proportions of male and female employees who were paid bonus pay during the relevant period.
- Quartile pay bands: the proportions of male and female employees in lower, lower-middle, upper-middle and upper quartile pay bands.

## Our Findings

Women's earnings are lower by:

	April 2020	April 2021
Mean Gender Pay Gap	4%	3%
Median Gender Pay Gap	9%	4%

What this shows is that, on average, the hourly rate of pay for female employees within Lothian who were not furloughed on 5 April 2021, was 3% less than their male colleagues and the median was 4% less.

## Bonus Pay Gap

Our findings show that 1% of female employees and 3% of male employees received a 'bonus'. While we do not offer traditional performance related bonuses our sales staff receive commission against sales and under our 'Refer a Friend' scheme colleagues can receive a bonus for referring potential applicants who subsequently join the business.

**Of the total number of employees who received a bonus 97% were male, 3% were female. While the average (mean) bonus received by women was 15% lower, the median bonus was 72% higher.**

## Pay Quartiles

Our pay quartiles show us what the proportion of males to females was in each of the four quartiles, based on the 1,986 employees who were not furloughed at the 2021 snapshot date.

	April 2020	April 2021
Upper pay quartile	Women (9%) Men (91%)	Women (7%) Men (93%)
Upper middle pay quartile	Women (4%) Men (96%)	Women (6%) Men (94%)
Lower middle pay quartile	Women (7%) Men (93%)	Women (6%) Men (94%)
Lower salary quartile	Women (17%) Men (83%)	Women (13%) Men (87%)

## Tackling the Gender Pay Gap

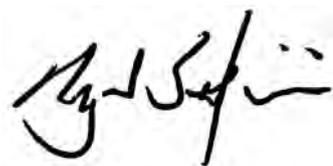
Last year the gender pay gap among all UK employees remained static, at 15%. Lothian's gender pay gap is significantly lower however as a business we recognise that a good workforce gender split is healthy and something to strive for.

Traditionally the transport industry has attracted and employed many more men than women. Our core workforce are bus drivers and in 2021 a full review of the driver recruitment process was undertaken. Having identified a need to reach a far wider pool of candidates we reached out to partners and began attending careers events, providing an opportunity to speak to people who may not have previously considered a career in our industry or who were unaware of the wide variety of positions available within Lothian.

In the year ahead, we will continue to promote Lothian as an employer that welcomes and celebrates gender diversity. We will also review our working practices for opportunities to further support women within the organisation while encouraging more women to join us.

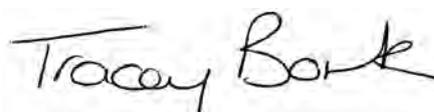
I confirm that the information in this statement is accurate.

Signed:



Nigel Serafini, interim Managing Director

Signed:



Tracey Bork, People Director

