



Gender Pay Gap 2023



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 2023. This report is based on full time employees who have received 100% of pay.

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 2022	April 2023
Mean Gender Pay Gap	3.00%	0.42%
Median Gender Pay Gap	3.00%	0.00%

Pay Quartiles

Our pay quartiles show us what the proportion of males to females was in each of the four quartiles, based on 2078 employees.

	April 2022	April 2023
Upper pay quartile	Women (7%) Men (93%)	Women (7.5%) Men (92.5%)

Upper middle pay quartile	Women (7%) Men (93%)	Women (8.5%) Men (91.5%)
Lower middle pay quartile	Women (5%) Men (95%)	Women (2.7%) Men (97.3%)
Lower salary quartile	Women (16%) Men (84%)	Women (14.3%) Men (85.7%)

Bonus Pay Gap

Our findings show that 8.19% of female employees and 6.82% of male employees received a 'bonus'. While we do not offer traditional performance related bonuses, our sales staff receive commission against sales. These payments are documented in our annual return, in line with the gender pay gap reporting requirements.

Of the total number of employees who received a bonus 90.28% were male, 9.72% were female. The average (mean) bonus received by women was 72.66% lower than the male and the median bonus was 32.46% lower.

Tackling the Gender Pay Gap

Last year the gender pay gap among all UK employees was 14.3%. 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.

Over the years, Lothian has witnessed significant advancements and is continuing to focus on creating a workplace that is inclusive and diverse. It is worth noting that the structure of our board of directors has changed since the release of the previous year's report, including the appointment of the first female managing director.

Furthermore, as part of our commitment to further support employees within the organisation, we introduced Menopause Guidelines for Managers in 2023. The aim of this policy is to support people who are going through menopause, regardless of gender identity, and to educate managers and colleagues about the impact it can have both at work and outside of work.

Traditionally the transport industry has attracted and employed many more men than women, however, our core workforce are bus drivers and in recent years we have identified a need to reach a far wider pool of candidates and we continue to reach out to partners and attend 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.

In the year ahead we will continue to promote Lothian as an employer that welcomes and celebrates gender diversity. We will also review our policies and 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.

A handwritten signature in black ink, appearing to read "Boyd". The signature is written in a cursive, flowing style with a large initial 'B'.

Signed:
Sarah Boyd, Managing Director