



Gender Pay Gap 2024



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 2024. 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 2023	April 2024
Mean Gender Pay Gap	0.4%	2.0%
Median Gender Pay Gap	0.0%	7.5%

Pay Quartiles

Our pay quartiles show us what the proportion of males to females was in each of the four quartiles, based on 2293 employees.

	April 2023	April 2024
Upper pay quartile	Women (7.5%) Men (92.5%)	Women (7.14%) Men (92.86%)
Upper middle pay quartile	Women (8.46%) Men (91.54%)	Women (5.41%) Men (94.59%)
Lower middle pay quartile	Women (2.7%) Men (97.3%)	Women (6.11%) Men (93.89%)
Lower salary quartile	Women (14.26%) Men (85.74%)	Women (15.01%) Men (84.99%)

Bonus Pay Gap

Our findings show that 4.66% of female employees and 9.10% of male employees received a 'bonus'. While we do not offer traditional performance related bonuses, our sales employees 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. 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 96% were male, 5% were female. The average (mean) bonus received by women was 13% lower than the male. The median bonus received by women was 2% higher.

Tackling the Gender Pay Gap

Targeted action to reduce and close the gender pay gap

Lothian has continued to attract women to roles within the organisation through 2023 to 2024 with all vacancies open to flexible working, part time or full time. It is worth noting that the Senior Leadership team, which is led by a female Managing Director has now increased to 30% female.

Over the past 12 months the organisation has had an increased focus on equality and diversity training through the organisation online eLearning platform.

As an employer we aim to employ a workforce that is truly representative of all sections of society and for each employee to feel respected and valued. To supplement the organisations Lothian's policies on Sexual Harassment and Diversity & Inclusion, a "Be kind" campaign was introduced alongside and sexual harassment awareness training for managers.

Lothian recruitment team, work with external partners to ensure Lothian takes a proactive approach in fostering a diverse workforce, working alongside,

- Edinburgh Capital City Partnership, who aim to tackle inequality and poverty, support job growth, and help people into employment.

- DYW Scotland – Developing young workforce, supporting young people to prepare for the world of work, through inspirational opportunities helping them understand and develop the skills they need to succeed.
- CTP Careers Transition Partnership, helping ex-service and personnel leaving the military after Service to receive support and opportunities to transition into civilian life.

The recruitment team regularly attend local career fairs including those organised by the DYW (Developing the Young Workforce) and DWP local employability events which has been beneficial in recruiting and developing a diverse workforce.

The recent introduction of the SQA accredited Driver Training Award recognises the skilled work of our Drivers and aims to encourage young people to consider a career in the sector as a bus driver. Developing the award demonstrates the commitment Lothian has to continuous development of employees, and the future workforce.

Lothian has continued to review and update recruitment and selection processes and provide and encourage the uptake of learning and development opportunities.

The organisation has introduced a carers passport to support carers with a potentially positive impact on women and men who hold these responsibilities. The aim of the carers passport is for managers to be aware of the employee's caring responsibilities and support them where possible by providing flexibility at work. Our flexible working policy has been updated in line with changes to legislation.

The organisation continues to grow the Women in Transport network to provide development opportunities to women through networking.

Lothian introduced a menopause policy to support anyone experiencing menopause, regardless of gender identity, and also recognises the potential indirect impact on employees who are supporting a partner, friend, family member or colleague through menopause. The organisation continues to raise awareness of the menopause in the workplace to ensure women are supported through all life stages.

New analysis reported by the Living Wage Foundation has found that almost 2.2 million women in the UK are earning less than the real Living Wage compared to almost 1.5 million men. As a Living Wage accredited employer, the organisation has positively impacted those in roles which are lower paid and Lothian will continue to address gender inequality as a living wage employer.

I confirm that the information in this statement is accurate.



Signed:
Sarah Boyd, Managing Director