



# Gender Pay Gap

2019



## Lothian's Gender Pay Gap

Welcome to Lothian's third gender pay gap report, which reflects on our gender pay gap figures as at 5 April 2019.

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

This report gives us the opportunity to examine and understand our Gender Pay Gap.

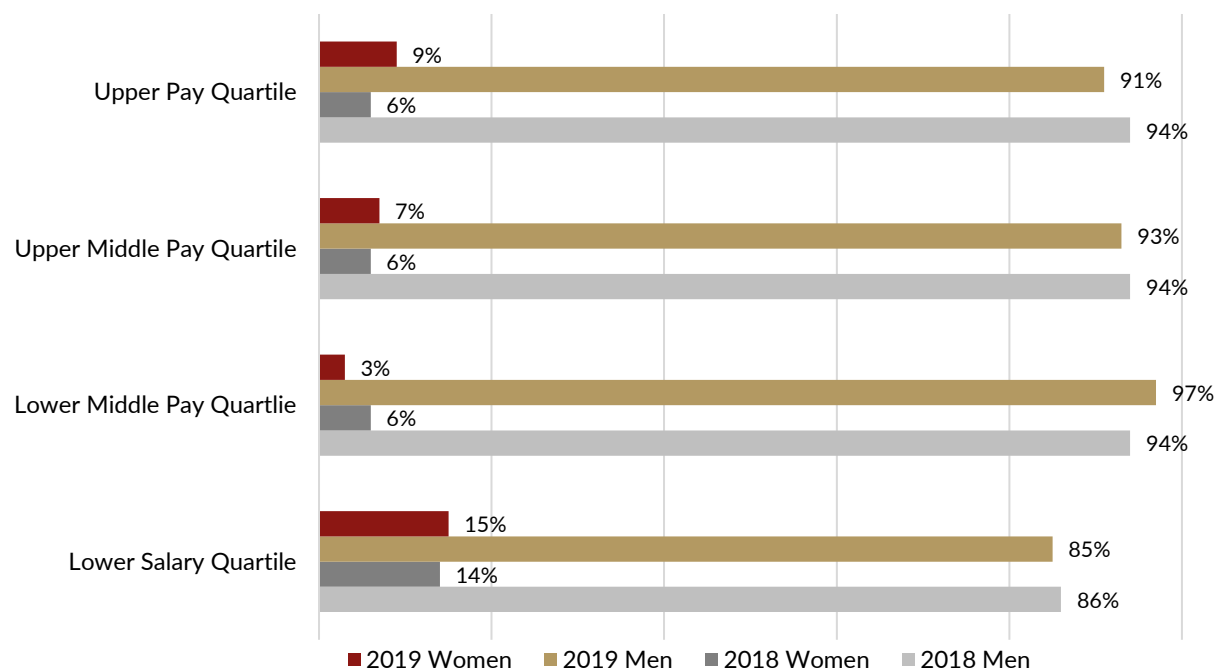
Women's earnings are lower by:

	Mean Gender Pay Gap	Median Gender Pay Gap
April 2018	4%	5%
April 2019	2%	7%

What this shows is that, on average, the hourly rate of pay for female employees within Lothian is 2% less than their male colleagues. This gap continues to narrow, which we're heartened by. When we first reported on our gender pay gap we noted a 7% gap (reflecting April 2017 figures). This fell to 4% when we reported last year and the figure for 2019 is 2%. The gender pay gap in the UK in 2019 fell slightly, to 17.3%.

## Pay Quartiles

Our pay quartiles show us what the proportion of males to females is in each of the four quartiles. At our snapshot date of 5 April 2019 there were 2150 male employees and 198 female employees. Quite clearly, Lothian has a predominantly male workforce however this is not uncommon within our industry.



## Bonus Pay Gap

Our findings show that 14% of our workforce received a bonus; 6% being female, 8% being male (for the purposes of gender pay gap analysis this includes commission).

Of the total number of employees who received a bonus 94% were male, 6% were female. The average (mean) bonus received by women was 99.1% lower and the median bonus was 71% lower.

## Tackling the Gender Pay Gap

We are heartened to note that our gender pay gap has narrowed every year since we first began reporting on it and continues to compare favourably with the UK national average however we remain conscious that only 8% of our workforce are female. As an organisation we absolutely understand the wide-reaching benefits of having a diverse workforce, which includes a better gender balance.

Over the past year we have continued our programme of developing and introducing employment policies which apply to all employees across the Lothian Group. Each policy is supported by guidance documents and templates that encourage managers to consider and apply best practice.

In 2019 we introduced our first Flexible Working policy. Since then many existing flexible working patterns have been reviewed to ensure the working arrangements continue to assist the employee as well as the business. Encouraging and supporting flexible working can present challenges however as a business we are committed to making flexible working work and this includes exploring new ways to do this. We're keen to reinforce the view we shared in our gender pay gap report this time last year; there are no roles within Lothian that cannot be undertaken by women and while we are keen to increase the number of female employees we have, those we do have are currently working in roles right across the business from bus drivers and mechanics to all levels of management including our senior leadership team.

We have over 100 years of history behind us, which we are quite rightly proud of, however our future is what drives us and we are working hard to ensure Lothian continues to be a place that people want to work.

Our new People Strategy highlights the importance we place on our people and sets out the four strategic people themes we will focus on over the next five years. The first of our strategic themes is **'Attracting and Retaining Talent'** and one of the ways in which we will achieve this is by **'creating a diverse and inclusive working environment that allows and encourages all employees to thrive and be themselves'**. Encouraging female applicants to consider a career with Lothian and evolving our employment offering so they then choose to stay with us, forms a key part of this objective.

I confirm that the information in this statement is accurate.

Signed:



**Nigel Serafini**  
Interim Managing Director

Signed:



**Tracey Bork**  
Head of People

