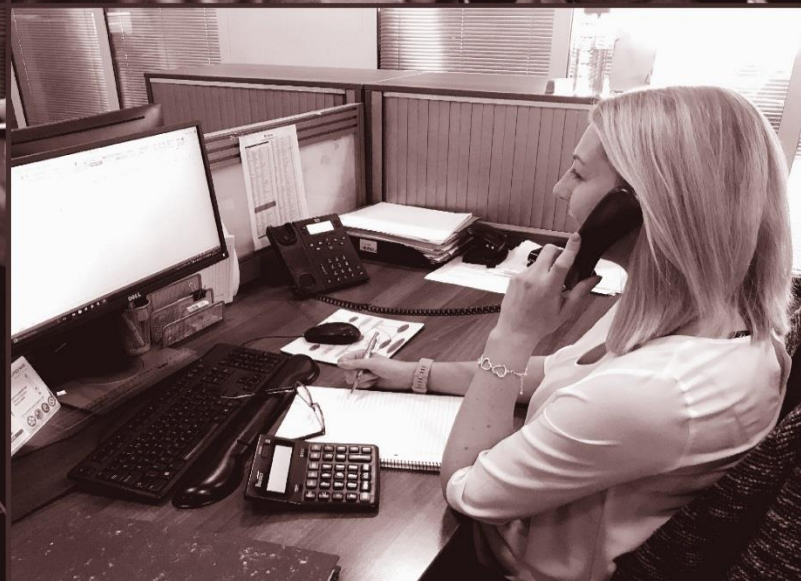




Lothian

Gender Pay Gap

2018



Lothian's Gender Pay Gap

Welcome to Lothian's second gender pay gap report. In line with our legal obligations we first reported on the gender pay gap in April 2018, reflecting on figures taken from April 2017. One year on we're reporting on gender pay gap figures as at 5 April 2018.

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

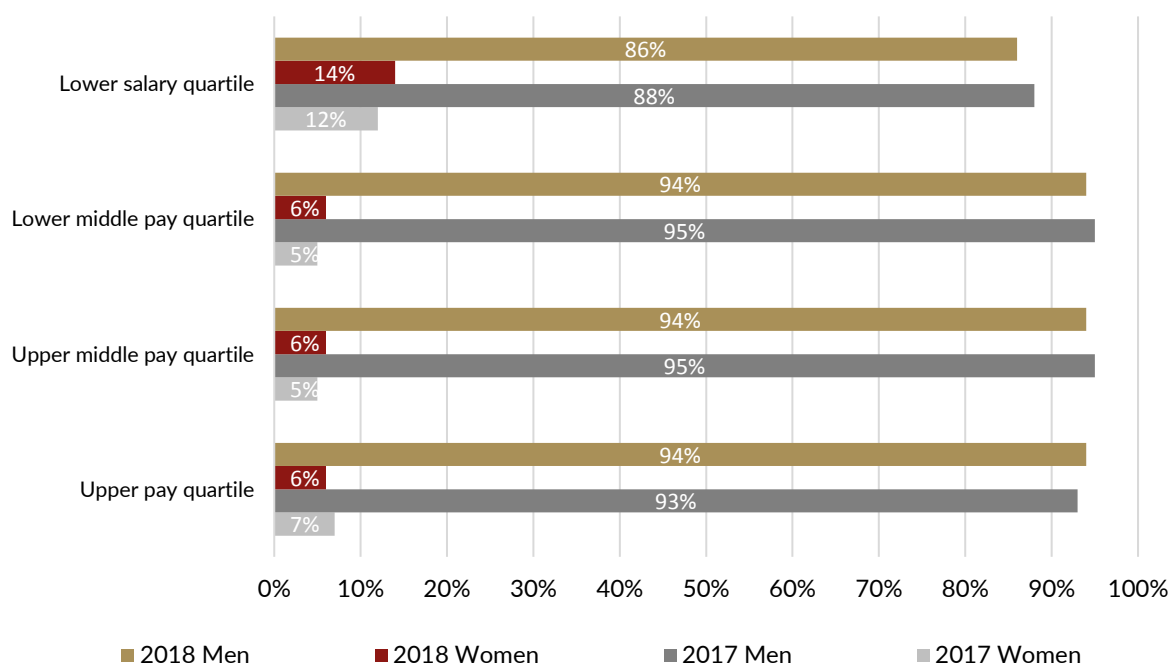
	Mean Gender Pay Gap	Median Gender Pay Gap
April 2017	7%	4%
April 2018	4%	5%

What this effectively tells us is, on average, the hourly rate of pay for female employees within Lothian is 4% less than their male colleagues.

We are heartened to note that the gap has narrowed when compared with our 2017 figure of 7% and when we compare ourselves with other organisations our gender pay gap is far narrower. Figures from March 2018 tell us that the national average across the public and private sector was 17.9%.

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 2018 there were 2033 male employees and 179 female employees.



The figures between April 2017 and 2018 have remained relatively static. Lothian has a predominantly male workforce, which is not uncommon within our industry.

Bonus Pay Gap

Our findings show us that a total of 8% of our workforce received a bonus; 2% being female, the remaining 6% being male (for the purposes of gender pay gap analysis this includes commission).

Of the total number of employees who received a bonus 97% were male, 3% were women. The average (mean) bonus received by women was 9% higher and the median bonus was 16% lower.

Tackling the Gender Pay Gap

We are again heartened to note that Lothian's gender pay gap compares favourably with the UK national average however we are aware that a very small percentage (8 %) of our workforce are female and we are keen to continue addressing this. The main challenge for us as a company lies in the fact that traditionally, the bus industry has not attracted the same number of females as other industries therefore breaking down the barriers is crucial. There are no roles within our company that cannot be undertaken by women, indeed we have women working all across the company, from bus drivers and apprentice mechanics to the senior leadership team.

Readers may also be interested to note:

- We continue to review roles before advertising to ensure the requirements listed are absolutely necessary and there are no barriers that may discourage women from applying.
- We have been developing our first policy on Flexible Working which will apply to all our employees and this will be published shortly. We have also reviewed existing flexible working patterns to ensure they still work for the employee as well as the organisation, as this helps to illustrate to all that flexible working can and does work well.
- Over the past year we have taken significant steps towards having a suite of employment policies that are fit for purpose. As well as working on family friendly policies we will shortly be launching our first maternity policy with newly agreed and enhanced maternity pay for our female employees.

We believe that Lothian is a great place to work, irrespective of gender, and as the business approaches its 100th anniversary we continue to develop working practices that help us demonstrate this, bringing about a culture of inclusivity and opportunity for all.

I confirm that the information in this statement is accurate.

Signed:



Richard Hall
Managing Director

Signed:



Tracey Bork
Head of People

