

# London United Busways Limited Gender Pay Gap Report 2024/2025

23.03.2026

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## Background

The gender pay gap is the percentage difference in annual pay between male and female employees.

Section 78 of the Equality Act 2010 was brought in to force on 22 August 2016 by the Equality Act 2010 (Commencement No 11) Order 2016 and following consultation, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") came in to force on 6 April 2017.

The Regulations require private sector organisations with 250 or more employees on 5 April each year to publish their gender pay gap in accordance with the prescribed calculations.

## Publishable Report

### 2025 GENDER PAY GAP REPORT

London United Busways Limited is an equal opportunities employer and we are committed to providing equal pay for equal work to all of our employees.

We employ staff in a variety of different roles across our business including: drivers, engineers, controllers, allocators, driving instructors, auditors, HR professionals, traffic managers and other professionals. Therefore, pay can vary depending on the role, skill and experience required.

### Composition of our workforce

As of 5 April 2025, we employed 2,400 members of staff. This comprises 2,160 male employees and 240 female employees. This is reflective of the historically male dominated transport sector.

Our work on equal opportunities has meant that we employ women in a variety of crucial roles within the business, including bus drivers, engineers, driving instructors and controllers. We also have a number of female employees in director and senior management level roles and this is something that as a business we are proud of.

Our mean and median gender pay gap is as follows:

Our mean gender  
pay gap is -3.7%

Our median gender  
pay gap is 0.6%

Our mean gender pay gap means that the average hourly rate of pay for a female employee is higher than the average hourly rate of pay for a male employee.

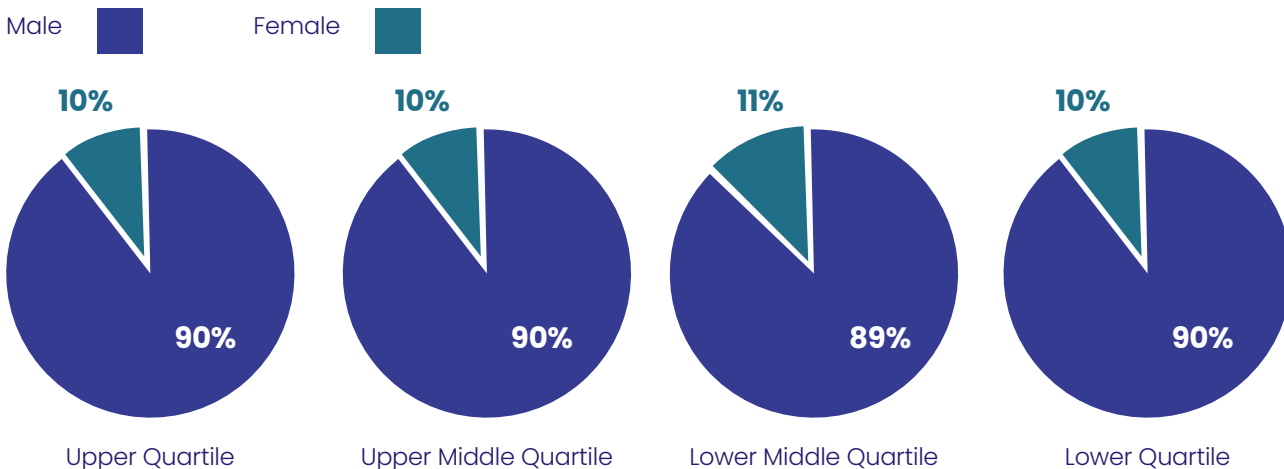
We are pleased to report that when comparing the average and median hourly rates of pay, there is only a small difference between the average and median rates of pay received by male and female employees.

Our pay structure is based on role only, not gender, meaning that pay differentiation only occurs as a result of an employee's position. All remuneration rates within the organisation are competitive and in line with market practices.

**Salary quartiles**

The pie charts below illustrate the gender distribution at London United Busways Limited across each of the salary quartiles. 3 of the quartiles contain 577 employees and 1 of the quartiles contains 578 employees.

Please note that the below pie charts have been rounded to the nearest percentage.

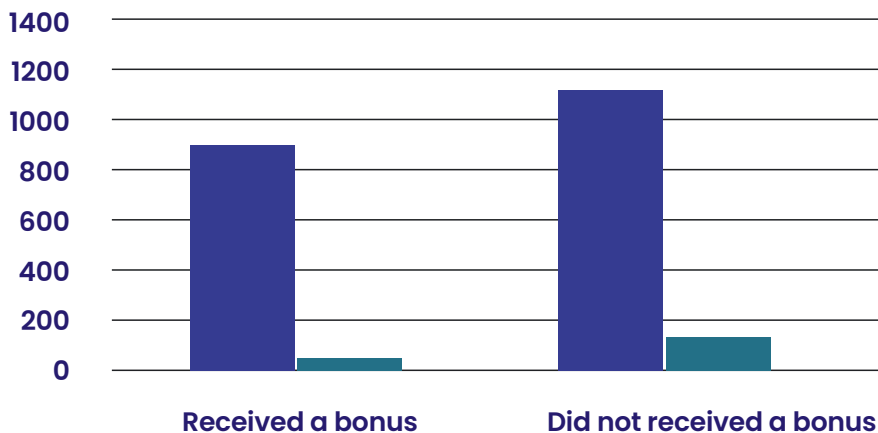


The salary quartiles reflect that the majority of our employees are male. This is reflective of the historically male dominated transport sector.

London United Busways Limited has a relatively consistent split of male and female employees across each of the pay quartiles. We consider that this demonstrates that there are not any barriers in place across the business which would prevent employees from carrying out the role they choose.

**Proportions of employees awarded a bonus in the relevant period**

|               |                                                                                                                                 |
|---------------|---------------------------------------------------------------------------------------------------------------------------------|
| <b>MALE</b>   | The below bar chart demonstrates that 942 male employees received a bonus payment, this equates to 43.6% of all male employees. |
| <b>FEMALE</b> | During the same period, 72 female employees received a bonus payment. This equates to 30% of all female employees.              |



Our mean and median gender bonus gap is as follows:

Our mean gender bonus gap is -215.2%

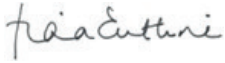
Our median gender bonus gap is 0%

As a result of the higher number of male employees working in roles which are eligible for frequent, low value bonuses, the average bonus paid to a female employee is higher than that paid to a male employee.

We are delighted that our median bonus gap is 0%. The median bonus gap is thought to be the best representation of the typical difference between the bonuses received by male and female employees.

In the circumstances, we are very proud of our gender pay breakdown and, whilst we will continue to build upon our progress, we believe that we are likely a leading employer in the passenger transport industry.

I confirm that the data within this report is accurate.



**Fiona Guthrie**

**HR Director & Deputy Managing Director**

**April 2026**

## Assumptions & Anomalies

### ASSUMPTIONS

- 90 employees (8 female and 82 male) were, during the pay period, being paid at a reduced or nil rate as a result of them being on statutory leave, unpaid leave or on sickness absence.
- All the data provided was accurate and captures all of the employees employed at 5 April 2025.
- All the correct variables of pay have been included in the pay data provided.

### ANOMALIES

- 336 employees had pay anomalies which did not reflect the employees' correct hourly rates. We therefore used the employees' weekly hours from the pay period containing the snapshot date to calculate their hourly rates, rather than the average number of hours worked over the preceding 12 weeks. We considered that this provided a more representative hourly rate.
- Any employee receiving no pay, or hours, during the relevant pay period has been regarded as a relevant employee, rather than a full pay relevant employee.

## Calculations

|                                                            |                                                                           |
|------------------------------------------------------------|---------------------------------------------------------------------------|
| Mean gender pay gap                                        | Median gender pay gap                                                     |
| Mean gender bonus gap                                      | Median gender bonus gap                                                   |
| Proportions of male and female employees receiving a bonus | Proportion of male and female employees in each of the four pay quartiles |

### MEAN GENDER PAY GAP

This is the difference between the mean hourly rate of pay for male and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

- A is the mean hourly rate of pay of all male full pay relevant employees; and
- B is the mean hourly rate of pay of all female full pay relevant employees.

### MEDIAN GENDER PAY GAP

This is the difference between the median hourly rate of pay for male and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

- A is the median hourly rate of pay of all male full pay relevant employees; and
- B is the median hourly rate of pay of all female full pay relevant employees.

### MEAN GENDER BONUS GAP

This is the difference between the mean bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

- A is the mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and
- B is the mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

### MEDIAN GENDER BONUS GAP

This is the difference between the median bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A-B)}{A} \times 100$$

- A is the median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and
- B is the median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

### **PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS**

This is the proportions of male and female employees who received a bonus.

The proportion of male relevant employees who were paid bonus pay must be expressed as a percentage of male relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of male relevant employees who were paid bonus pay during the relevant period; and
- B is the number of male relevant employees.

The proportion of female relevant employees who were paid bonus pay must be expressed as a percentage of female relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of female relevant employees who were paid bonus pay during the relevant period; and
- B is the number of female relevant employees.

### **PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY QUARTILES**

This is the proportion of male and female employees in each of the company's lower, lower middle, upper middle and upper pay quartiles and this is calculated as follows:

- To determine the four pay quartiles, rank all of the full pay relevant employees from lowest hourly rate to highest hourly rate and divide the full pay relevant employees into four sections, each comprising (so far as possible) an equal number of employees, to determine the lower, lower middle, upper middle and upper pay quartiles.
- Where employees receiving the same hourly rate of pay fall within more than one pay quartile, so far as possible, ensure that, when ranking them from lowest to highest, the relative proportion of male and female employees receiving that rate of pay is the same in each of those pay quartiles.

The proportion of male full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of male full pay relevant employees in a pay quartile; and
- B is the number of full pay relevant employees in that pay quartile.

The proportion of female full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of female full pay relevant employees in a pay quartile pay; and
- B is the number of full pay relevant employees in that pay quartile.

## SUMMARY OF CALCULATIONS

### Mean Gender Pay Gap

- Female

- 231 female full pay relevant employees
- Total hourly rate of pay for 231 female employees = £4,691.07
- Mean female hourly rate of pay (£4,691.07/231) = £20.31 (rounded to 2 decimal places)

- Male

- 2,078 male full pay relevant employees
- Total hourly rate of pay for 2,078 male employees = £40,687.55
- Mean male hourly rate of pay (£40,687.55/2,078) = £19.58

**Mean gender pay gap ((£19.58 - £20.31) / £19.58) \* 100 = -3.7% (rounded to 1 decimal place)**

### Median Gender Pay Gap

- Female

- 231 female full pay relevant employees
- Median hourly rate of pay (entry 116 in the list of female full pay relevant employees) = £18.53

- Male

- 2,078 male full pay relevant employees
- Median hourly rate of pay (average of entries 1,039 and 1,040 in the list of male full pay relevant employees) = £18.64

**Median gender pay gap ((£18.64 - £18.53) / £18.64) \* 100 = 0.6% (rounded to 1 decimal place)**

### Salary Quartiles

- 2,309 full pay relevant employees
- 3 quartiles of 577 employees and 1 quartile of 578 employees

|                                        | Upper                           | Upper Middle                    | Lower Middle                    | Lower                           |
|----------------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Total number employees in the quartile | 577                             | 578                             | 577                             | 577                             |
| Male                                   | 517 male employees              | 523 male employees              | 516 male employees              | 522 male employees              |
|                                        | $(517/577) \times 100 = 89.6\%$ | $(523/578) \times 100 = 90.5\%$ | $(516/577) \times 100 = 89.4\%$ | $(522/577) \times 100 = 90.5\%$ |
| Female                                 | 60 female employees             | 55 female employees             | 61 female employees             | 55 female employees             |
|                                        | $(60/577) \times 100 = 10.4\%$  | $(55/578) \times 100 = 9.5\%$   | $(61/577) \times 100 = 7.9\%$   | $(55/577) \times 100 = 9.5\%$   |

**Mean Gender Bonus Gap**

- Female

- 240 female relevant employees
- 72 female relevant employees received a bonus
- Total bonus for 72 female employees = £368,625.29
- Mean female bonus ( $£368,625.29/72$ ) = £5,119.80 (rounded to 2 decimal places)

- Male

- 2,160 male relevant employees
- 942 male relevant employees received a bonus
- Total bonus for 942 male employees = £1,530,096.47
- Mean male bonus ( $£1,530,096.47/942$ ) = £1,624.31 (rounded to 2 decimal places)

**Mean gender bonus gap ( $(£1,624.31 - £5,119.80) / £1,624.31$ ) \* 100 = -215.2% (rounded to 1 decimal place)**

**Median Gender Bonus Gap**

- Female

- 72 female relevant employees received a bonus
- Median bonus (average of entries 36 and 37 in the list of female relevant employees) = £70

- Male

- 942 male relevant employees received a bonus
- Median bonus (average of entries 471 and 472 in the list of male relevant employees) = £70

**Median gender bonus gap ( $(£70 - £70) / £70$ ) \* 100 = 0%**

**Proportion of Male and Female Employees Receiving a Bonus**

- Female

- 240 female relevant employees
- 72 female relevant employees received a bonus

**Proportion of female employees receiving a bonus ( $72 / 240$ ) \* 100 = 30%**

- Male

- 2,160 male relevant employees
- 942 male relevant employees received a bonus

**Proportion of male employees receiving a bonus ( $942 / 2,160$ ) \* 100 = 43.6% (rounded to 1 decimal place)**

## Publish the Report

- The report and figures need to be published by 4 April 2026.
- The following figures need to be published on the gov.uk site which can be accessed here (<https://www.gov.uk/report-gender-pay-gap-data>):
  - Mean gender pay gap = -3.7%
  - Median gender pay gap = 0.6%
  - Mean gender bonus gap = -215.2%
  - Median gender bonus gap = 0%
  - Proportion of male employees receiving a bonus = 43.6%
  - Proportion of female employees receiving a bonus = 30%
  - Proportions of male and female employees in each salary quartile =

|        | Upper | Upper Middle | Lower Middle | Lower |
|--------|-------|--------------|--------------|-------|
| MALE   | 89.6% | 90.5%        | 89.4%        | 90.5% |
| FEMALE | 10.4% | 9.5%         | 10.6%        | 9.5%  |

- The figures above have been rounded to the nearest decimal place in line with the gov.uk guidance.
- The gender pay report at pages 2 – 4 of this document needs to be signed by a director and include their name and job title and confirm that the information provided is accurate.
- The report then needs to be uploaded to the company's website.
- The figures above need to be uploaded to the government's website, using the same log in details as used in the past.
- The report must remain available online for three years.