

Policy Statement April 2018

Gender Pay Gap

As a leading bus operator serving London, we are proud of our incredibly diverse workforce and committed to rewarding our people fairly, irrespective of gender.

This is reflected in our 2017 Gender Pay Gap figures that show we are significantly lower than the UK National Gender Pay Gap Average of 18.1%.

At Metroline Travel, as at April 2017, the average difference in pay was 3.3% between men and women, meaning the average salary for men was 3.3% higher than for women. At Metroline West, the average difference was 6.2% between men and women, or 6.2% higher for men.

At Metroline Travel, as at April 2017, women were paid 5.4% higher bonus than men.

At Metroline West, as at April 2017, men were paid 11.0% higher bonus than women.

WHY IS THAT?

Essentially this is because we have more men than women in front-line roles. Due to the nature of our services, we have a significantly higher proportion of men in front line roles, compared to manager and specialist roles in the rest of the business. Operational roles include those of 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure e.g. Garage Manager, Garage Supervisor, Allocation Clerks, Engineers, Engineering Manager/Supervisor/Administrator and Service Delivery roles.

DOES THIS MEAN THERE IS NO EQUAL PAY IN METROLINE TRAVEL & WEST?

No, the 3.3% & 6.2% difference is reflective of how men and women are spread throughout the organisation. It does not indicate that men and women doing the same work are paid differently.

MEAN/ MEDIAN/ QUARTILES:

Metroline is required to publish the difference in 'mean', 'median' and quartiles as this is a good indication of how salaries of men and women are spread throughout an organisation. These are calculated as follows:

- Metroline's mean gender pay gap is: Travel 3.3% & West 6.2%.
- Metroline's median gender pay gap is: Travel 1.7% & West 6.1%.
- The Median Bonus Gender Pay Gap is: Metroline Travel = 9.8% & Metroline West = 12.3%.

Metroline Travel Quartiles:

- Upper Quartile – the highest paid 25% = 5.1% female and 94.9% male
- Upper Middle Quartile – the next 25% = 7.6% female and 92.4% male
- Lower Middle Quartile – the next 25% = 6.1% female and 93.9% male
- Lower Quartile – the lowest paid 25% = 8.5% female and 91.5% male

Metroline West Quartiles:

- Upper Quartile – the highest paid 25%
= 5.3% female and 94.7% male
- Upper Middle Quartile – the next 25%
= 8.3% female and 91.7% male
- Lower Middle Quartile – the next 25%
= 5.0% female and 95.0% male
- Lower Quartile – the lowest paid 25%
= 13.9% female and 86.1% male

WHAT IS METROLINE'S WORKFORCE SPLIT?**As of April 2017:**

- Metroline Travel's workforce comprised of 7% females and 93% males
- Metroline West's workforce comprised of 8% females and 92% males.

MOVING forward:

Metroline is committed to paying all its staff fairly irrespective of gender, and to closing the small Gender Pay Gap that exists in our workforce. In line with this philosophy, a review and benchmarking exercise was conducted in 2016/17 in collaboration with an external company and as a result, certain identified roles were adjusted in line with current market rates. This will be an ongoing process.



Jaspal Singh
Chief Executive Officer