

Metroline

Policy Statement April 2020

Gender Pay Gap

Metroline

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

The figures calculated for our businesses continue to show a gender pay gap that is significantly lower than the UK National Average of 15.5% for all employees and 7.4% for full time employees. The national figures were compiled from the latest update from the Office for National Statistics.

At Metroline Travel, as at April 2020, the average difference in pay was 7.4% between men and women, which means the average salary for men is 7.4% higher than the average salary for women. At Metroline West, the average difference in pay was 3.5% between men and women, or 3.5% higher for men.

At Metroline Travel, as at April 2020, the average difference in bonuses was 3.0% between men and women, which means the average bonus for men is 3.0% higher than the average bonus for women. At Metroline West, the average difference in bonuses was 16.8% between men and women, or 16.8% higher for men.

WHY IS THAT?

Simply because we have more men than women in front-line roles. Historically we have employed significantly more men than women

in driving and engineering roles. Efforts to encourage women to take up driving roles has resulted in a relatively significant increase in one of our businesses, Metroline Travel but we recognise that there is still more work to be done.

The sheer numbers of drivers as a proportion of the workforce of both businesses means that this male dominated grade features in all quartiles.

We have also traditionally, but not exclusively, promoted staff from within the company. Whilst Metroline has a much higher proportion of men in front line roles, the balance changes when, analysing manager and specialist roles in the rest of the business.

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

On the contrary; the 7.4% and 3.5% 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. Analysis of this year's figures shows that our male colleagues generally work longer hours. Therefore a factor in the gender pay gap is generated by overtime premiums that are paid for working longer than normal hours in the same grade.

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 7.4% and West 3.5%.
- Metroline's median gender pay gap is: Travel 1.8% and West 5.0%.
- The Median Bonus Gender Pay Gap is: Metroline Travel 0.0% and Metroline West 8.6%.

Metroline Travel Quartiles:

- Upper Quartile – the highest paid 25%= 5.6% female and 94.4% male
- Upper Middle Quartile – the next 25%= 6.0% female and 94.0% male
- Lower Middle Quartile – the next 25%= 9.3% female and 90.7% male
- Lower Quartile – the lowest paid 25% = 15.0% female and 85.0% male

Metroline West Quartiles:

- Upper Quartile – the highest paid 25%= 9.6% female and 90.4% male
- Upper Middle Quartile – the next 25%= 5.1% female and 94.9% male
- Lower Middle Quartile – the next 25%= 5.1% female and 94.9% male
- Lower Quartile – the lowest paid 25% = 12.5% female and 87.5% male

WHAT IS METROLINE'S WORKFORCE SPLIT?**As of April 2018:**

- Metroline Travel's workforce comprised of 9% females and 91% males
- Metroline West's workforce comprised of 8% females and 92% males.

MOVING forward:

Metroline is committed to paying all of its staff fairly irrespective of gender, and to closing the Gender Pay Gap that exists in our workforce. We have a disproportionate number of male staff throughout our business but we actively encourage new female recruits in all areas.

Sean O'Shea

Chief Executive Officer