



Gender Pay Gap 2020



Lothian's Gender Pay Gap

Welcome to Lothian's latest gender pay gap report, which reflects on our gender pay gap figures as at 5 April 2020. These figures reflect a point in time when the Coronavirus global pandemic had impacted our business in a way that could not have been predicted. Like many other organisations around the world the impact of the pandemic was, and continues to be, significant. On 5 April 2020 we were rapidly rethinking how we operated our services while the country adjusted to life in lockdown and 1,359 of our 2,456 colleagues were furloughed.

Against this backdrop the statistics within this report may look a little different from those contained in our previous gender pay gap reports. This is because we are required to exclude from our calculations anyone not in receipt of full pay and those employees who were furloughed under the Coronavirus Job Retention Scheme on the 2020 snapshot date, were receiving less than full pay.

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

Women's earnings are lower by:

	April 2019	April 2020
Mean Gender Pay Gap	2%	4%
Median Gender Pay Gap	7%	9%

What this shows is that, on average, the hourly rate of pay for female employees within Lothian who were not furloughed on 5 April 2020, is 4% less than their male colleagues and the median is 9% less. A significant proportion of our workforce were furloughed at the time

of the 2020 snapshot meaning their pay data would not have been included in these calculations.

Pay Quartiles

Our pay quartiles show us what the proportion of males to females was in each of the four quartiles, based on the 1,097 employees who were not furloughed at the 2020 snapshot date.

	April 2019	April 2020
Upper pay quartile	Women (9%) Men (91%)	Women (9%) Men (91%)
Upper middle pay quartile	Women (7%) Men (93%)	Women (4%) Men (96%)
Lower middle pay quartile	Women (3%) Men (97%)	Women (7%) Men (93%)
Lower salary quartile	Women (15%) Men (85%)	Women (17%) Men (83%)

Bonus Pay Gap

Our findings show that 7% of female employees and 7% of male employees received a 'bonus'. While we do not offer traditional performance related bonuses our sales staff receive commission against sales and 'sign on'/retention bonuses are paid to drivers within our coaching business. These payments are documented in our annual return, in line with the gender pay gap reporting requirements.

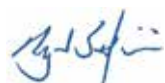
In line with government guidance we have included all furloughed employees when calculating the total percentage of employees in receipt of bonus pay and both the mean and the median gender pay gap using bonus pay.

Of the total number of employees who received a bonus 97% were male, 3% were female. The average (mean) bonus received by women was 77% lower while the median bonus was 27% lower.

Tackling the Gender Pay Gap

Last year the gender pay gap among all UK employees fell to 15.5%. While Lothian's gender pay gap is significantly lower we continue to face the same challenges as many other organisations in our sector when trying to address the imbalance. Over the past 16 months we have rightly focussed on navigating our way through unprecedented and uncertain times however as we start the process of recovery we will explore opportunities to address the gender imbalance.

I confirm that the information in this statement is accurate.



Signed:

Nigel Serafini, interim Managing Director



Signed:

Tracey Bork, People Director

