

Gender Pay Report 2020



Abellio London Bus (comprising Abellio London Limited and Abellio West London Limited)

We at Abellio London Bus firmly believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish our Gender Pay Information.

The information was compiled as at 5th April 2020, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

Pay & Bonus Gap

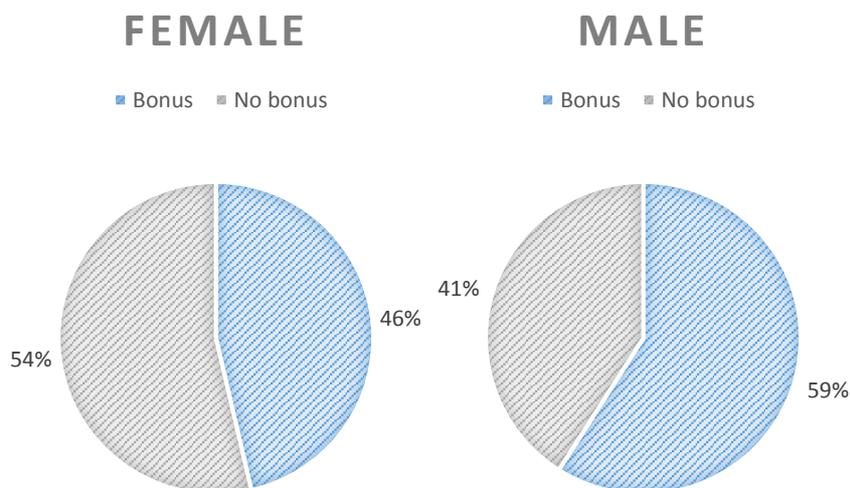
The below table shows overall mean and median gender pay gap data based on hourly rates of pay as at 5th April 2020. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2020.

Difference Between Men and Women		
	Mean	Median
Hourly Rate	3.65%	3.27%
Bonus	-82.27%	-57.26%

The movement in the mean from +2.34% as at 5th April 2019 to +3.65% as at 5th April 2020 is caused by an increase in the number of female drivers who have been recruited within the last two years and therefore are yet to be on the higher rate of pay for established staff (>2 years service). This also resulted in an increase in the median from +0.78% to +3.27%.

The mean and median bonus is higher for females than males due to a greater proportion of female bonuses being paid to non-driving (salaried) staff, representing 16% of the people who received bonuses compared to 4% for males.

Bonus Pay Proportion



In the year to 5th April 2020, 28% (2019: 20%) of salaried females received a bonus compared to 25% (2019: 13%) of salaried males. For weekly paid driving staff, the majority of bonuses are The Road Operators Safety Council (ROSCO) payments and a smaller number of payments under TUPE rules. ROSCO awards provide an opportunity to recognise excellence and encourage road safety.

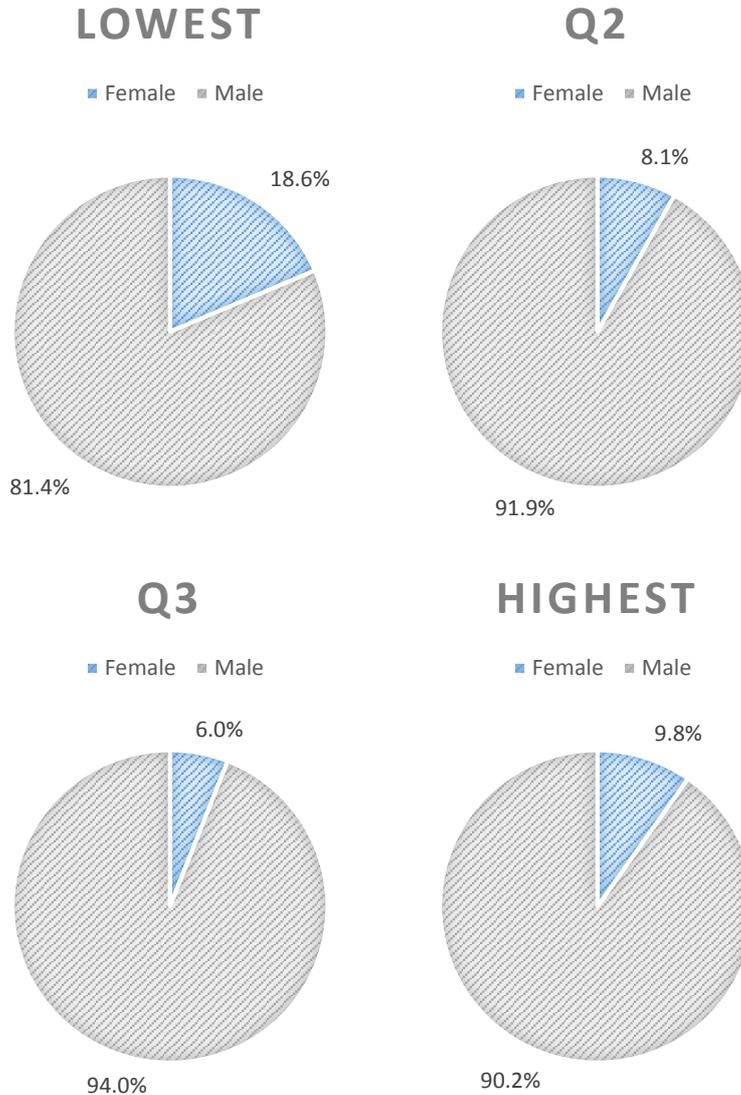
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Drivers who stay free from accidents and road traffic convictions during a period of 12 months are eligible, provided they have completed at least 40 weeks' driving. Overall, 46% (2019: 43%) of female staff received a bonus, compared with 59% (2019: 49%) of males.

Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 554 colleagues.



The gender splits in the quartile bands are broadly representative of our overall male to female ratio. The number of females in the lowest quartile has increased from 16.0% in 2019 to 18.6% in 2020, with this shift being directly driven by our desire to recruit more females into Abellio London Bus. TUPE rules apart, all drivers move on to a higher rate of pay (the establishment rate) after completing two years of service which will result in an increase in female representation in higher quartiles as they become established drivers. The lesser representation of women in the upper quartile is as expected given the industry has predominately been male-dominated across all roles, especially at higher levels falling within the operational function, general management and engineering disciplines.

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However, the number of females in the highest quartile has increased from 8.4% to 9.8% during the year, with an increase in the number of females in the HR department. In the medium-term we expect there to be a more even split across the quartiles with a further shift of female drivers on to the establishment rate.

We recognise that women are under-represented in general across Abellio London Bus and have continued to redress the balance wherever possible. We will continue to try and understand what the barriers are to female employees applying and/or progressing through all levels within the business.

I confirm that this report is accurate.

A handwritten signature in black ink, appearing to be "Tony Wilson".

Tony Wilson
Managing Director
Abellio London Bus