

# Gender Pay Report 2019



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

We at Abellio 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 5<sup>th</sup> April 2019, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

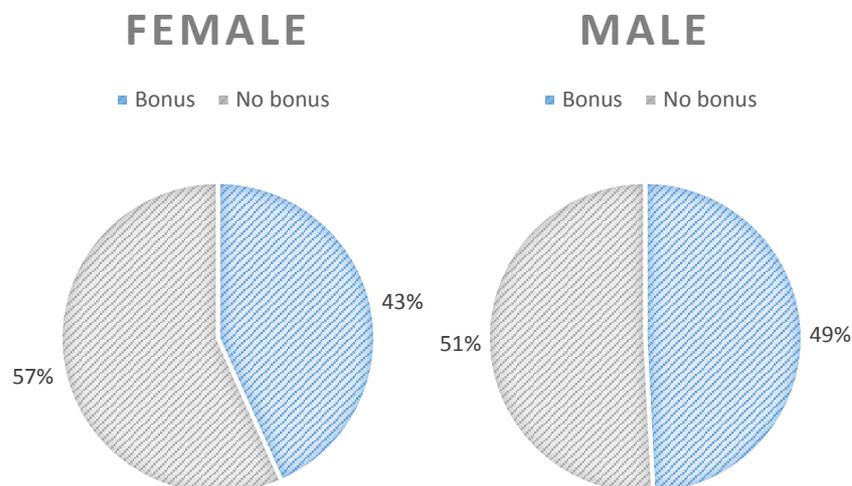
### Pay & Bonus Gap

The below table shows overall mean and median gender pay gap data based on hourly rates of pay as at 5<sup>th</sup> April 2019. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2019.

Difference Between Men and Women		
	Mean	Median
Hourly Rate	2.34%	0.78%
Bonus	-49.58%	0.00%

The movement in the mean from +1.84% as at 5<sup>th</sup> April 2018 to +2.34% as at 5<sup>th</sup> April 2019 is caused by a role change at head office during the period when, on leaving, an experienced member of staff was replaced with a new entrant on a development programme. There was minimal movement in the median from +0.76% to +0.78%.

### Bonus Pay Proportion



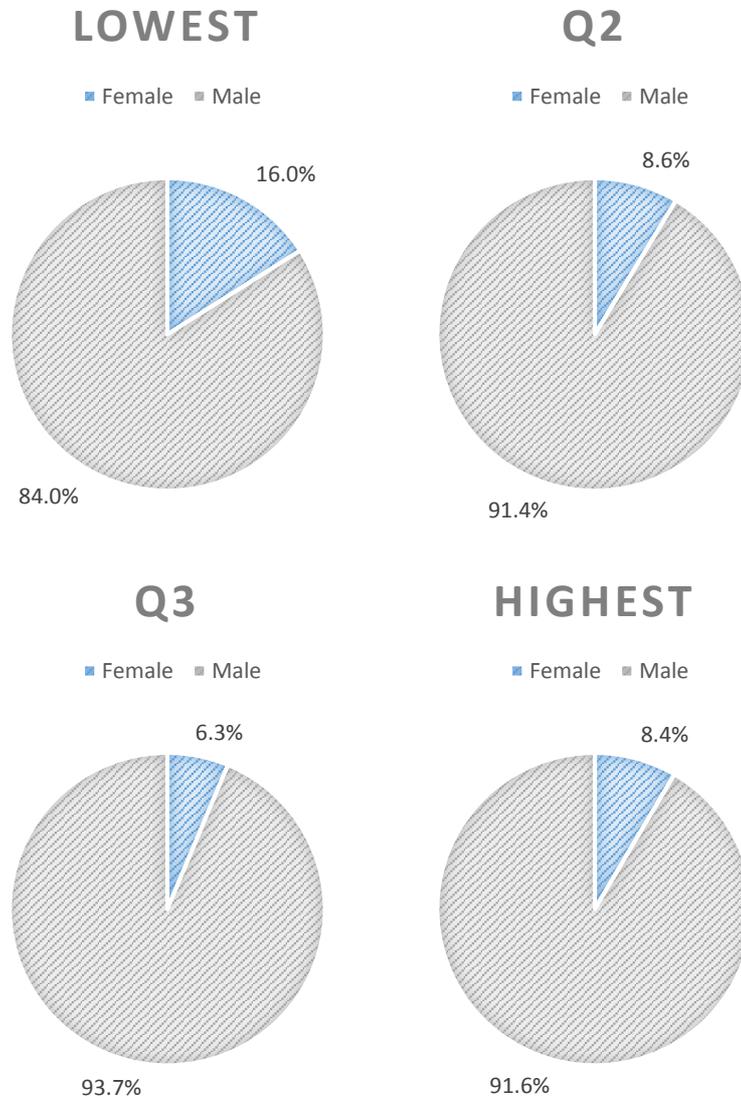
In the year to 5<sup>th</sup> April 2019, 20% of salaried females received a bonus compared to 13% of salaried males. For weekly paid driving staff, the majority of bonuses are The Road Operators Safety Council (ROSCO) payments and a smaller number of payments under TUPE rules. ROSCO awards provide an opportunity to recognise excellence and encourage road safety. Drivers who stay free from accident and road traffic convictions during a period of 12 months are eligible, provided they have completed at least 40 weeks' driving. Overall, 43% of female staff received a bonus, compared with 49% of males.

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## Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 557 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 15.3% in 2018 to 16.0% in 2019, with this shift being directly driven by our desire to recruit more females into Abellio Bus. TUPE rules apart, all drivers move on to a higher rate of pay (the establishment rate) after completing two years of service and the movement in the 2nd quartile from 5.4% in 2018 to 8.6% in 2019 is consistent with this. 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. 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.

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We recognise that women are under-represented in general across Abellio 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 "T. Wilson".

Tony Wilson  
Managing Director  
Abellio Bus