



Bournemouth Transport Ltd trading as Yellow Buses

Gender Pay Gap Report – March 2020

10 September 2021

Bournemouth Transport Ltd is an equal opportunities employer and we are committed to providing equal pay for equal work to all our employees.

We employ staff in a variety of different roles across our business including drivers, engineers, administrative staff and other professionals. Therefore pay can vary dependent on role, skill and experience required.

Composition of our workforce

As at 5th April 2020, we employed 358 members of staff which comprised 314 male employees and 44 female employees. Compared to the previous year this is a decrease from 370 in total, and 327 male and 43 female staff respectively. The fact that the majority of our workforce is male is reflective of the historical male dominated transport sector. However unlike many other businesses, our work on equal opportunities has seen a number of female employees appointed to senior roles.

We are proud to report:

	Mean Gender Pay Gap	Median Gender Pay Gap
Hourly rate of Pay	-2.9%	1.9%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the date of 5th April 2020. This means that the average hourly rate of pay for female employees is higher than the average hourly rate of pay for male employees within the business.

The gender pay gap for hourly pay calculated on the mean and median measures has virtually stayed the same in comparison with the previous year on the same date of 5th April 2019, when the differences were -4.3% and 0.0%, respectively.

Proportion of employees awarded and not awarded a bonus during the year to 5th April 2020

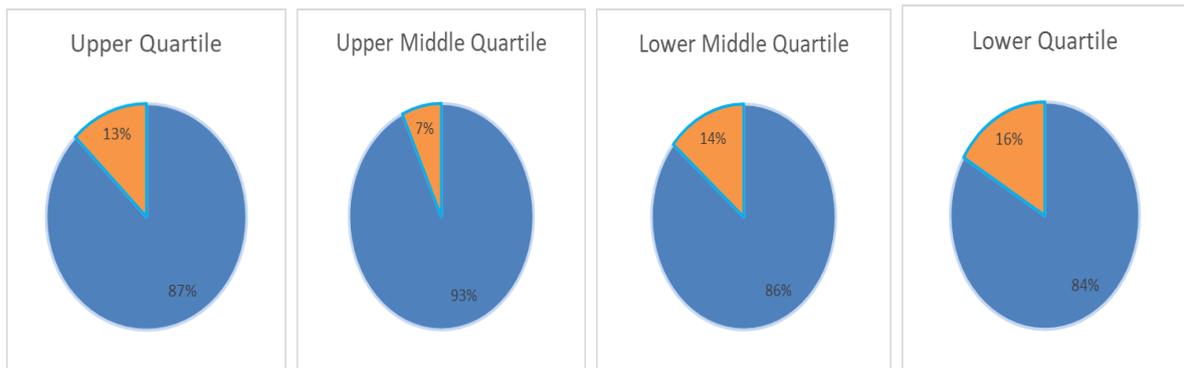
	% Awarded a Bonus	% Not awarded a Bonus
Female employees	0.0%	100.0%
Male employees	0.0%	100.0%

The data above shows that no staff members received a bonus. The previous year had shown more than 50% of staff had received a bonus, however this was for a one off event that has not been repeated since.

	Mean Gender Pay Gap	Median Gender Pay Gap
Bonus Pay	0.0%	0.0%

As a consequence the gender pay gap for bonus pay calculated on the mean and median measures has reverted to its more usual low basis as in previous years, except for 2019 when a one off bonus was awarded to a number of staff.

Salary Quartiles



As the number of female employees in the business is relatively low compared to male staff, a single female change can have a noticeable effect on the above quartiles. Despite this, all the quartiles have remained relatively unchanged from the previous years report. The Upper quartile % for females has increased slightly, whilst the the Lower Middle and Lower quartile % for females has reduced.

Summary

The company is committed to maintaining a diverse and committed workplace that gives equal opportunities to all employees, irrespective of gender.

We are proud of our gender pay breakdown and believe they demonstrate we are likely to be a leading employer in the passenger transport industry.

I confirm that the data reported is accurate.

Noel Smith
Finance Director