

Gender Pay Gap Report – 2024

Cardiff City Transport Services Ltd trading as Cardiff Bus

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Cardiff Bus is legally required to publish, on an annual basis, specified information relating to the Gender Pay Gap as we employ over 250 employees.

The gender pay gap is the difference between the average pay and bonus of men and women shown as a percentage.

We can use these results to assess:

1. The level of gender equality in our workplace.
2. The balance of male and female employees at different levels of the company.

Cardiff Bus is the major provider of bus services within the Cardiff area, with c570 employees and a fleet of 180 vehicles. One of a few remaining Municipal bus operators in the UK, wholly owned by Cardiff Council. We are committed to delivering a reliable, affordable, clean, safe, low carbon and frequent bus service, providing a friendly and high-quality customer experience and bringing communities together.

We are passionate about fairness, equality and inclusion and are committed to reducing and subsequently closing any identified gender pay disparity.

Transportation is regarded as a male dominated sector, and we are continually looking at ways to attract more females to join the bus industry. Whilst our gender split within our support functions and managerial positions is more balanced, within our core driving and engineering teams they remain heavily resourced by men.

In line with our company values, it is fundamental to us that all colleagues are equally valued, treated fairly and provided with opportunities to develop careers within our company. We offer a suite of enhanced policies including maternity/adoption and paternity pay. Where circumstances permit, we support flexible working requests to enable our workforce to balance work and personal lives as best suits them.

Gender Pay and Bonus Gap

The table below shows for the required period to/snapshot date of 5 April 2024:

1. Our overall mean (average) and median (middle) gender pay gap based on the hourly rate of pay between men and women.
2. Our mean and median differences between bonus payments made to men and women.



Hourly Rate Differential



Annual Bonus Differential

Median

-12.4%

Mean

-20.1%

Median

0%

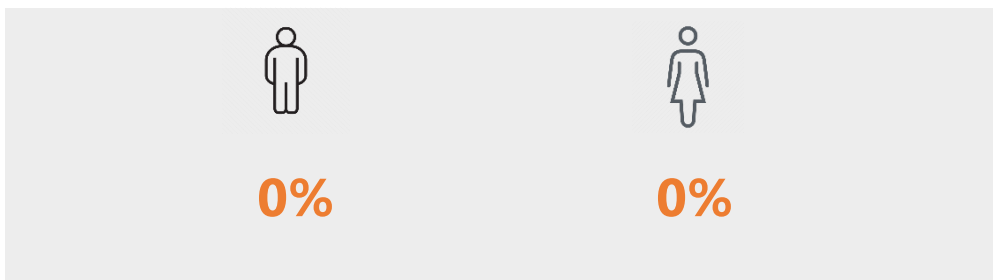
Mean

0%

The above figures are based on full-pay 'relevant' employees, therefore any colleagues who were absent on the snapshot date of 5 April 2024 and did not receive full pay due to sickness, maternity leave, and no pay etc... have been excluded.

The data shows that we have a significant proportion of our female workforce in higher earning roles (management and leadership positions).

Percentage of males and females receiving a bonus



We do not currently run a company bonus scheme.

Our gender proportions across pay quartiles

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.



The data in the above table shows a small shift in all pay quartiles from the previous year which is primarily a result of an increase in the number of 'relevant' employees included at the snapshot date of 5 April 2024; 491 versus 385 in the previous year and specifically an increase in female employees earning in the upper middle quartile (middle management).

Our data continues to demonstrate there is no pay gap relating to gender. However, we continue to be challenged on the imbalance of gender in the workforce within our core areas of Driving and Engineering, which collectively make up 85% of our overall workforce. We have seen an increase in female drivers being hired into the company in the last 12 months. This is still a relatively small percentage of the overall driver population, however a positive shift nonetheless.

We are committed to an environment where all colleagues are included and have an opportunity to develop their career.

I confirm the data reported is accurate.



Jen Doody, HR Director

Cardiff City Transport Services Ltd (t/a Cardiff Bus)