

Gender Pay Gap Report – 2025

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 c600 employees and a fleet of 176 vehicles. One of the 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 long 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 2025:

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

-2.4%

Mean

-6.8%

Median

0%

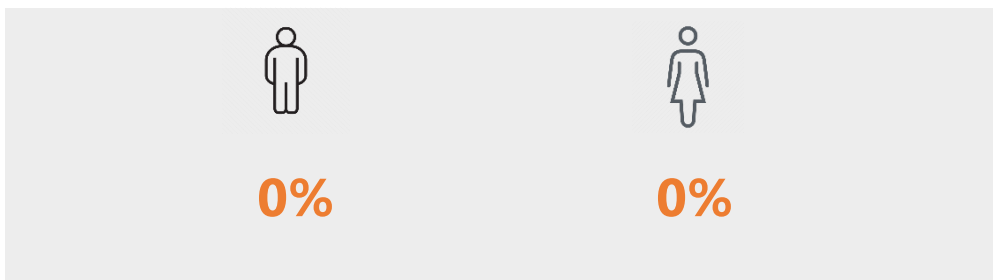
Mean

0%

Our gender pay gap analysis for the reporting period (table above) shows a **small negative gender pay gap in favour of women**. This indicates that, on average, women’s hourly pay is slightly higher than men’s across the organisation.

However, this headline position must be considered alongside workforce composition.

Percentage of males and females receiving a bonus



A bonus gap is not applicable as no bonus scheme is in operation.

Our gender proportions across pay quartiles

Women represent a small proportion of our workforce across all pay quartiles:



This demonstrates that our organisation is heavily male dominated at all levels.

Key Drivers of Our Gender Pay Gap

Our analysis shows that our gender pay gap is primarily driven by workforce composition rather than unequal pay. The main factors are:

- Low overall representation of women in the workforce
- Very small numbers of women in technical and operational roles
- Under-representation of women in middle and senior level roles
- Occupational segregation typical of the transport sector

We are confident that men and women are paid equally for work of equal value. Our priority is therefore to increase female representation across all levels of the organisation.

Our Commitment

We are committed to improving gender diversity and increasing the representation of women in our workforce. We recognise that improving gender balance will strengthen our organisation through broader skills, perspectives and talent.

Gender Pay Gap Action Plan

Our gender pay gap is driven primarily by the low representation of women across our workforce rather than unequal pay. We are committed to increasing the number of women joining, progressing and remaining in our organisation. Our action plan focuses on attraction, recruitment, progression and retention to improve gender balance at all levels.

I confirm the data reported is accurate.



Jen Doody | HR Director

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