



Gender Pay Gap Reporting

We have reviewed our gender pay gap data. As a company we have approximately 700 employees and we continue to work towards making Cardiff Bus a Company which has a more balanced gender profile.

Below are the details of our gender pay and some explanation as to what it means:

2018 to 2019 gender pay gap data		
Difference in mean hourly rate of pay	- 11.5%	
Difference in median hourly rate of pay	- 2.5%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	Male 0%	Female 0%
Employees by pay quartile	Male	Female
Upper quartile	94.3%	5.7%
Upper middle quartile	92.6%	7.4%
Lower middle quartile	91.4%	8.6%
Lower quartile	90.2%	9.8%

The person responsible in our organisation was Cynthia Ogbonna, Managing Director

Mean hourly rate of pay? This is the difference between the mean hourly rate of pay of our male employees and that of our female employees.

Median rate of pay? This is the difference between the median hourly rate of pay of our male employees and that of our female employees

Bonus pay? This is 0% because we do not have any bonus structure in place.

Employees Pay Quartile? This is the proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands within Cardiff Bus.

Join us! We welcome applications for bus drivers from across section of the community, however women are actively encouraged to apply. Find out more at [cardiffbus.com/become-bus-driver](https://www.cardiffbus.com/become-bus-driver)