

# 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:

2016 to 2017 gender pay gap data		
Difference in mean hourly rate of pay	-8.5%	
Difference in median hourly rate of pay	2.6%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	<b>Male</b> 0%	<b>Female</b> 0%
Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper quartile	90.7%	9.3%
Upper middle quartile	96.3%	3.7%
Lower middle quartile	93.2%	6.8%
Lower quartile	88.3%	11.7%

The person responsible in our organisation is 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 [www.cardiffbus.com/recruitment](http://www.cardiffbus.com/recruitment)