

Gender Pay Report 2021



Abellio London Bus (comprising Abellio London Limited and Abellio West London Limited)

We at Abellio London Bus firmly believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish our Gender Pay Information.

The information was compiled as of 5th April 2021, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

Pay & Bonus Gap

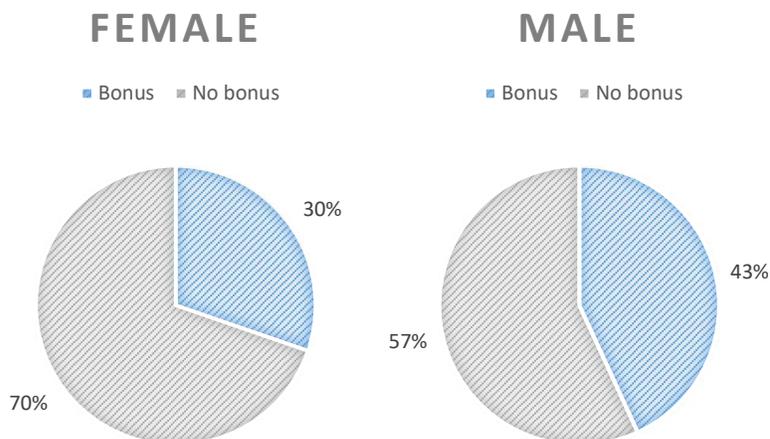
The below table shows overall mean and median gender pay gap data based on hourly rates of pay as of 5th April 2021. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2021.

Difference Between Men and Women		
	Mean	Median
Hourly Rate	3.81%	2.62%
Bonus	-29.22%	0.00%

The mean hourly rate pay gap is consistent with the prior year at +3.81%, compared to +3.65% at 5th April 2020. There has been a reduction in the median pay gap to +2.62% compared to +3.27% at 5th April 2020, which reflects a greater proportion of female drivers being paid at the higher rate of pay for established staff (>2 years service), following an increase in the number of female drivers being recruited over recent years.

The mean bonus is higher for females than males due to a greater proportion of welcome bonuses being paid to females relative to the proportion of the workforce which they represent.

Bonus Pay Proportion



Bonuses are paid to driving staff, the majority of bonuses are The Road Operators Safety Council (ROSCO) payments and a smaller number of payments under TUPE rules. ROSCO awards provide an opportunity to recognise excellence and encourage road safety.

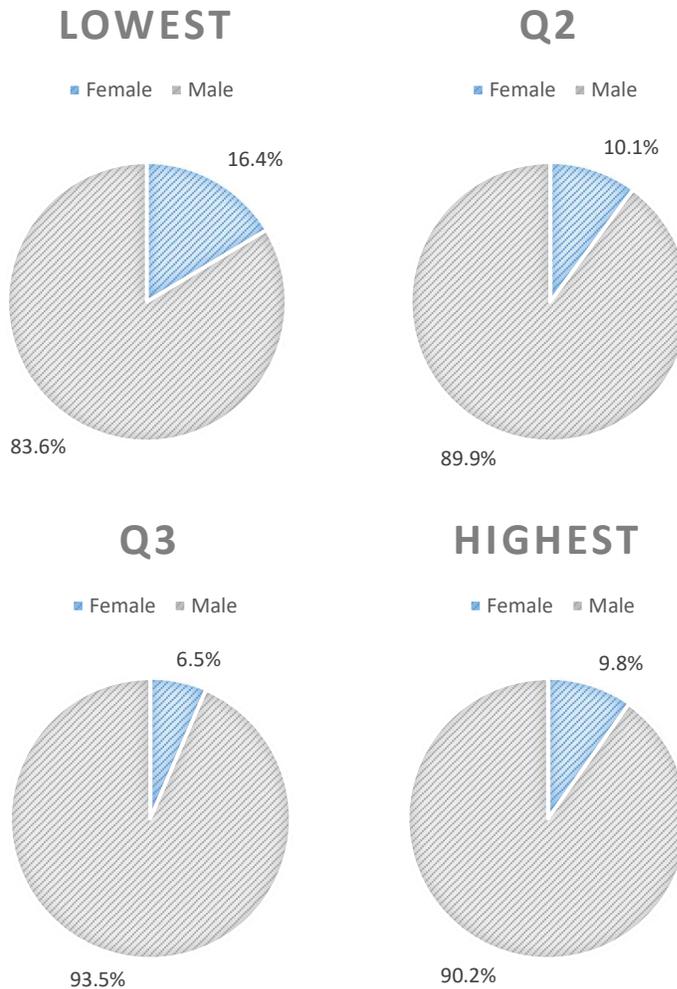
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Drivers who stay free from accidents and road traffic convictions during a period of 12 months are eligible, provided they have completed at least 40 weeks' driving. Overall, 30% (2020: 46%) of female staff received a bonus, compared with 43% (2020: 59%) of males.

Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 664 colleagues.



The gender splits in the quartile bands are broadly representative of our overall male to female ratio. The number of females in the lowest quartile has decreased from 18.6% in 2020 to 16.4% in 2021 but increased in the second quartile from 8.1% in 2020 to 10.1% in 2021, reflecting an increase in the proportion of female drivers with greater than two years service. TUPE rules apart, all drivers move on to a higher rate of pay (the establishment rate) after completing two years of service which has resulted in an increase in female representation in higher quartiles following increased recruitment of female driver in recent years.

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The lesser representation of women in the upper quartile is as expected given the industry has predominately been male-dominated across all roles, especially at higher levels falling within the operational function, general management and engineering disciplines.

The number of females in the highest quartile has remained at 9.8% during the year. In the medium-term we expect there to be a more even split across the quartiles with a further shift of female drivers on to the establishment rate.

We recognise that women are under-represented in general across Abellio London Bus and have continued to redress the balance wherever possible. We will continue to try and understand what the barriers are to female employees applying and/or progressing through all levels within the business.

I confirm that this report is accurate.

A handwritten signature in black ink, appearing to read "Jon Eardley".

Jon Eardley
Managing Director
Abellio London Bus