



# London Sovereign Limited

## Gender Pay Gap Report

### 2021/2022

30.03.2023

## Index

Background .....	1
Publishable Report .....	2
Assumptions & Anomalies .....	6
Calculations.....	7
Publish the Report.....	13

## Background

The gender pay gap is the percentage difference in annual pay between men and women.

Section 78 of the Equality Act 2010 was brought in to force on 22 August 2016 by the Equality Act 2010 (Commencement No 11) Order 2016 and following consultation, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") came in to force on 6 April 2017.

The Regulations require private sector organisations with 250 or more employees on 5 April each year to publish their gender pay gap in accordance with the prescribed calculations.

# Publishable Report

## 2022 Gender Pay Gap Report

London Sovereign Limited is an equal opportunities employer and we are committed to providing equal pay for equal work to all of our employees.

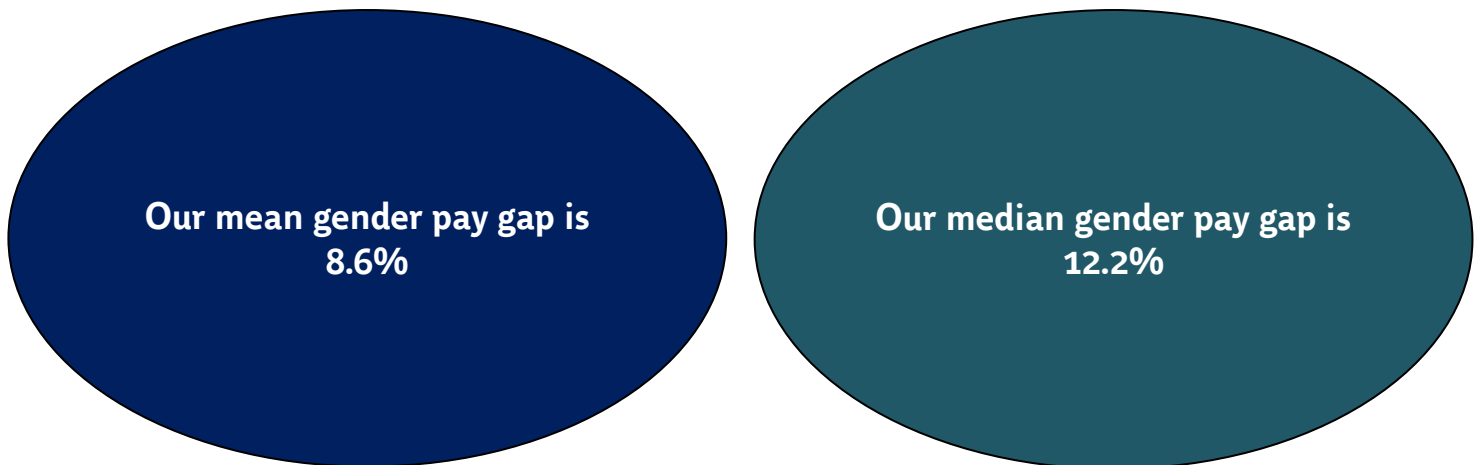
We employ staff in a variety of different roles across our business including: drivers, engineers, instructors, administrative staff and other professionals. Therefore, pay can vary depending on the role, skill and experience required.

### Composition of our workforce

At 5 April 2022, we employed 567 members of staff. This comprises 518 male employees and 49 female employees. This is reflective of the historically male dominated transport sector.

Our work on equal opportunities has meant that we employ women in a variety of crucial roles within the business, including bus drivers and garage support assistants.

Our mean and median gender pay gap is as follows:



We are pleased to report that when comparing the average hourly rate of pay, there is only a small difference in the average rate of pay received by male and female employees.

We are particularly pleased that both our mean gender pay gap and our median gender pay gap have **decreased** by 1.4% and 2.6% respectively when compared with last year's figures.

We employ a number of engineers (all of whom are male), a role which attracts a higher rate of pay. It is likely that this is a contributing factor to our mean gender pay gap.

Our pay structure is based on role only, not gender, meaning that pay differentiation only occurs as a result of an employee's position. All remuneration rates within the organisation are competitive and in line with market practices.

### Salary quartiles

The pie charts below illustrate the gender distribution at London Sovereign Limited across each of the salary quartiles. 3 of the quartiles contain 102 employees and 1 of the quartiles contains 103 employees.

Please note that the below pie charts have been rounded to the nearest percentage.

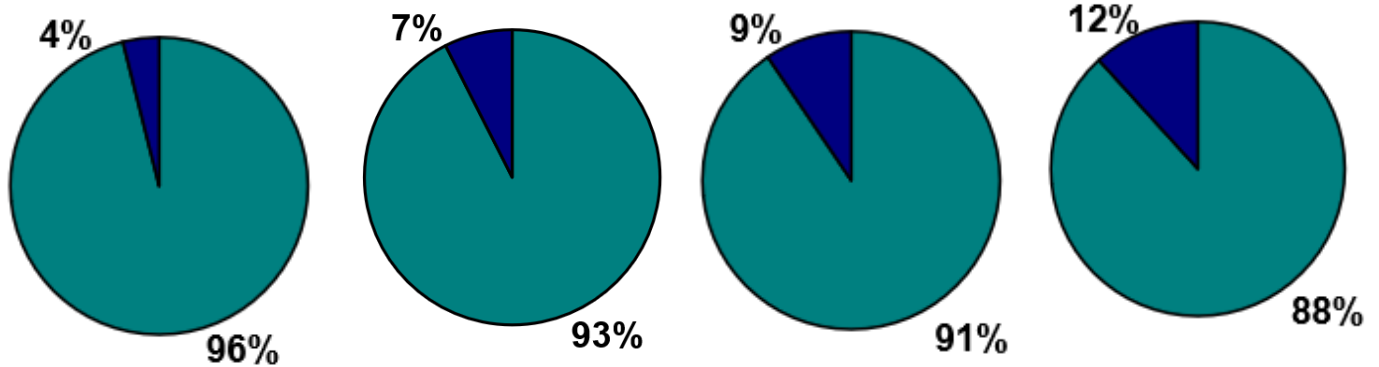


**Upper Quartile**

**Upper Middle Quartile**



**Lower Middle Quartile**

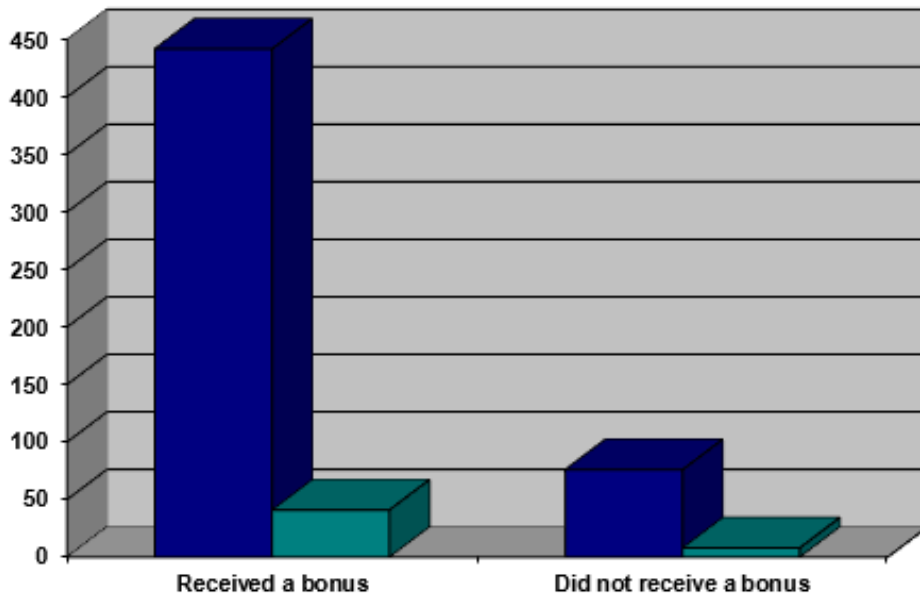
**Lower Quartile**



The salary quartiles reflect that the majority of our employees are male. This is reflective of the historically male dominated transport sector.

Proportions of employees awarded a bonus in the relevant period

Men		The below bar chart demonstrates that 442 male employees received a bonus payment, this equates to 85.3% of all male employees.
Women		During the same period, 41 female employees received a bonus payment. This equates to 83.7% of all female employees.



**Our mean bonus gap is  
-8.3%**

**Our median bonus gap is  
0%**

As a result of the higher number of male employees working in roles which are eligible for frequent, low value bonuses, the average bonus paid to a female employee is higher than that paid to a male employee.

We are delighted that our median bonus gap has remained at 0%. The median bonus gap is thought to be the best representation of the typical difference between the genders as it is not distorted by the small number of employees receiving a high bonus payment.

In the circumstances, we are very proud of our gender pay breakdown and believe that this demonstrates that we are likely a leading employer in the passenger transport industry.

I confirm that the data within this report is accurate.

**Fiona Guthrie**  
**HR Director**  
**3 April 2023**



## Assumptions & Anomalies

### Assumptions

- 158 employees (141 men and 17 women) were, during the pay period, being paid at a reduced or nil rate as a result of them being on leave (annual, maternity or paternity) or on sickness absence.
- All the data provided was accurate and captures all of the employees employed at 5 April 2022.
- All the correct variables of pay have been included in the pay data provided.

### Anomalies

- 67 employees (63 men and 4 women) were identified as receiving less than the National Minimum Wage (from 1 April 2022, the National Minimum Wage was £9.50 for employees aged 23 and over). We considered that these figures were anomalies and did not reflect the employees' correct hourly rate. We therefore used the employees' weekly hours from the pay period containing the snapshot date to calculate their hourly rate, rather than the average number of hours worked over the preceding 12 weeks. We considered that this provided a more representative hourly rate.
- 4 employees (all male) had an hourly rate in excess of £45. These employees had worked for the Company for less than 12 weeks. As these employees were bus drivers, we did not consider that this hourly rate was representative of their normal hourly rate. We therefore used the employees' weekly hours from the pay period containing the snapshot date to calculate their hourly rate, rather than the average number of hours worked since their employment commenced. We considered that this provided a more representative hourly rate.
- Any employee receiving no pay during the relevant pay period has been regarded as a relevant employee, rather than a full pay relevant employee.
- Employees with no contracted hours were removed from the list of full pay relevant employees but were included as relevant employees.



## Calculations

Mean gender pay gap	Median gender pay gap
Mean gender bonus gap	Median gender bonus gap
Proportions of men and women receiving a bonus	Proportion of men and women in each of the four pay quartiles

### Mean gender pay gap

This is the difference between the mean hourly rate of pay for men and women and is calculated as follows:

$$\frac{(A - B)}{A} \times 100$$

- A is the mean hourly rate of pay of all male full pay relevant employees; and
- B is the mean hourly rate of pay of all female full pay relevant employees.

### Median gender pay gap

This is the difference between the median hourly rate of pay for men and women and is calculated as follows:

$$\frac{(A - B)}{A} \times 100$$

- A is the median hourly rate of pay of all male full pay relevant employees; and
- B is the median hourly rate of pay of all female full pay relevant employees.

### Mean gender bonus gap

This is the difference between the mean bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A - B)}{A} \times 100$$

- A is the mean bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and
- B is the mean bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

#### Median gender bonus gap

This is the difference between the median bonus pay paid to male employees and female employees and is calculated as follows:

$$\frac{(A - B)}{A} \times 100$$

- A is the median bonus pay paid during the relevant period to male relevant employees who were paid bonus pay during that period; and
- B is the median bonus pay paid during the relevant period to female relevant employees who were paid bonus pay during that period.

#### Proportions of men and women getting a bonus

This is the proportions of male and female employees who received a bonus.

The proportion of male relevant employees who were paid bonus pay must be expressed as a percentage of male relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of male relevant employees who were paid bonus pay during the relevant period; and
- B is the number of male relevant employees.

The proportion of female relevant employees who were paid bonus pay must be expressed as a percentage of female relevant employees and is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of female relevant employees who were paid bonus pay during the relevant period; and
- B is the number of female relevant employees.

### Proportion of men and women in each of four pay quartiles

This is the proportions of male and female employees in each of the company's lower, lower middle, upper middle and upper pay quartiles and this is calculated as follows:

- To determine the four pay quartiles, rank all of the full pay relevant employees from lowest hourly rate to highest hourly rate and divide the full pay relevant employees into four sections, each comprising (so far as possible) an equal number of employees, to determine the lower, lower middle, upper middle and upper pay quartiles.
- Where employees receiving the same hourly rate of pay fall within more than one pay quartile, so far as possible, ensure that, when ranking them from lowest to highest, the relative proportion of male and female employees receiving that rate of pay is the same in each of those pay quartiles.

The proportion of male full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of male full pay relevant employees in a pay quartile; and
- B is the number of full pay relevant employees in that pay quartile.

The proportion of female full pay relevant employees within each pay quartile must be expressed as a percentage of the full pay relevant employees within that quartile and this is calculated as follows:

$$\frac{A}{B} \times 100$$

- A is the number of female full pay relevant employees in a pay quartile pay; and
- B is the number of full pay relevant employees in that pay quartile.

## Summary of Calculations

### Mean Gender Pay Gap

#### Female

- 32 female full pay relevant employees
- Total hourly rate of pay for 32 female employees = £440.82
- Mean female hourly rate of pay ( $£440.82/32$ ) = £13.78

#### Male

- 377 male full pay relevant employees
- Total hourly rate of pay for 377 male employees = £5,681.73
- Mean male hourly rate of pay ( $£5,681.73/377$ ) = £15.07

**Mean gender pay gap ( $(£15.07 - £13.78) / £15.07$ ) \* 100 = 8.56% (8.6% when rounded to one decimal place)**

### Median Gender Pay Gap

#### Female

- 32 female full pay relevant employees
- Median hourly rate of pay (average of entries 16 and 17 in the list of female full pay relevant employees) = £13.33

#### Male

- 377 male full pay relevant employees
- Median hourly rate of pay (entry 189 in the list of male full pay relevant employees) = £15.18

**Median gender pay gap ( $(£15.18 - £13.33) / £15.18$ ) \* 100 = 12.19% (12.2% when rounded to one decimal place)**

### Salary Quartiles

- 409 full pay relevant employees
- 3 quartiles of 102 employees and 1 quartile of 103 employees

	Upper	Upper Middle	Lower Middle	Lower
<b>Total number employees in the quartile</b>	102	102	103	102
<b>Male</b>	98 male employees	95 male employees	94 male employees	90 male employees
	$(98/102)*100 = 96.08\%$	$(95/102)*100 = 93.14\%$	$(94/103)*100 = 91.26\%$	$(90/102)*100 = 88.24\%$
<b>Female</b>	4 female employees	7 female employees	9 female employees	12 female employees
	$(4/102)*100 = 3.92\%$	$(7/102)*100 = 6.86\%$	$(9/103)*100 = 8.74\%$	$(12/102)*100 = 11.76\%$

#### Mean Gender Bonus Gap

##### Female

- 49 female relevant employees
- 41 female relevant employees received a bonus
- Total bonus for 41 female employees = £30,550
- Mean female bonus (£30,550/41) = £745.12

##### Male

- 518 male relevant employees
- 442 male relevant employees received a bonus
- Total bonus for 442 male employees = £304,223.11
- Mean male bonus (£304,223.11/442) = £688.29

**Mean gender bonus gap  $((£688.29 - £745.12) / £688.29) * 100 = -8.26\%$  (-8.3% when rounded to one decimal place)**

#### Median Gender Bonus Gap

##### Female

- 41 female relevant employees received a bonus
- Median bonus (entry 21 in the list of female relevant employees) = £500

Male

- 442 male relevant employees received a bonus
- Median bonus (average of entries 221 and 222 in the list of male relevant employees) = £500

**Median gender bonus gap  $((£500 - £500) / £500) * 100 = 0\%$**

Proportion of Male and Female Employees Receiving a Bonus

Female

- 49 female relevant employees
- 41 female relevant employees received a bonus

**Proportion of female employees receiving a bonus  $(41 / 49) * 100 = 83.67\%$  (83.7% when rounded to one decimal place)**

Male

- 518 male relevant employees
- 442 male relevant employees received a bonus

**Proportion of male employees receiving a bonus  $(442 / 518) * 100 = 85.33\%$  (85.3% when rounded to one decimal place)**

## Publish the Report

- The report and figures need to be published by 4 April 2023.
- The following figures need to be published on the gov.uk site which can be accessed here (<https://www.gov.uk/report-gender-pay-gap-data>):
  - Mean gender pay gap = **8.6%**
  - Median gender pay gap = **12.2%**
  - Mean gender bonus gap = **- 8.3%**
  - Median gender bonus gap = **0%**
  - Proportion of men getting a bonus = **83.7%**
  - Proportion of women getting a bonus = **85.3%**
  - Proportions of men and women in each salary quartile =

	<b>Upper</b>	<b>Upper Middle</b>	<b>Lower Middle</b>	<b>Lower</b>
<b>Men</b>	96.1%	93.1%	91.3%	88.2%
<b>Women</b>	3.9%	6.9%	8.7%	11.8%

- The figures above have been rounded to the nearest decimal place in line with the gov.uk guidance.
- The gender pay at pages 2 - 5 of this document needs to be signed by a director and include their name and job title and confirm that the information provided is accurate.
- The report then needs to be uploaded to the company's website.
- The figures above need to be uploaded to the government's website, using the same log in details as used in the past.
- The report must remain available online for three years.