



London Sovereign Limited

Gender Pay Gap Report

2021/2022

04.04.2022

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Background

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

The requirement to report on gender pay was introduced, following consultation, into the Equality Act 2010 by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") which 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 prescribed calculations.

Publishable Report

2021 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.

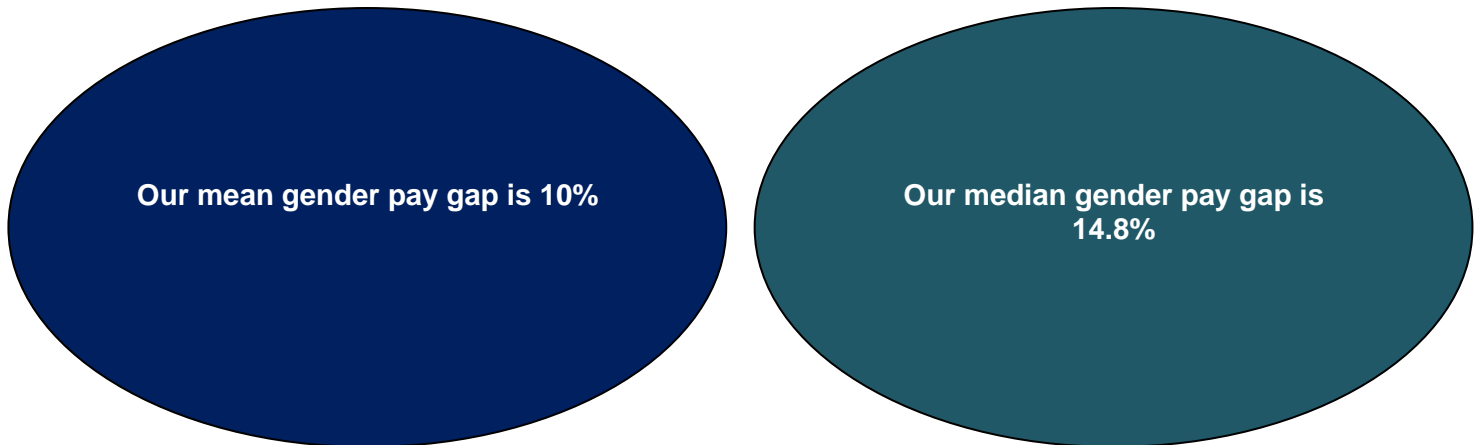
We employ staff in a variety of different roles across our business including: drivers, engineers, administrative staff and other professionals. Therefore pay can vary dependent on role, skill and experience required.

Composition of our workforce

At 5 April 2021, we employed 594 members of staff. This comprised 543 male employees and 51 female employees which is reflective of the historically male dominated transport sector.

Our work on equal opportunities has seen a number of female employees holding a wide variety of crucial roles including the roles of driver and garage support operative.

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.

The figures relate to the pay period which includes 5 April 2021. During this time, many Covid-19 restrictions were still in place and a number of our employees were on furlough or sick leave. We consider that it is likely that these anomalies have affected the 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. Three of the quartiles contain 93 employees and one quartile contains 94 employees. Please note that the below pie charts have been rounded to the nearest percentage.

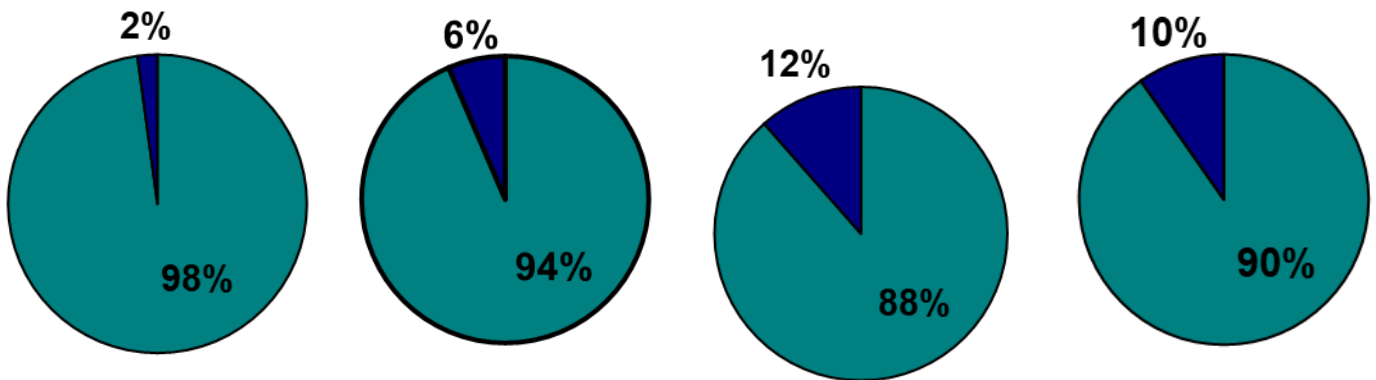


Upper Quartile

Upper Middle Quartile



Lower Middle Quartile

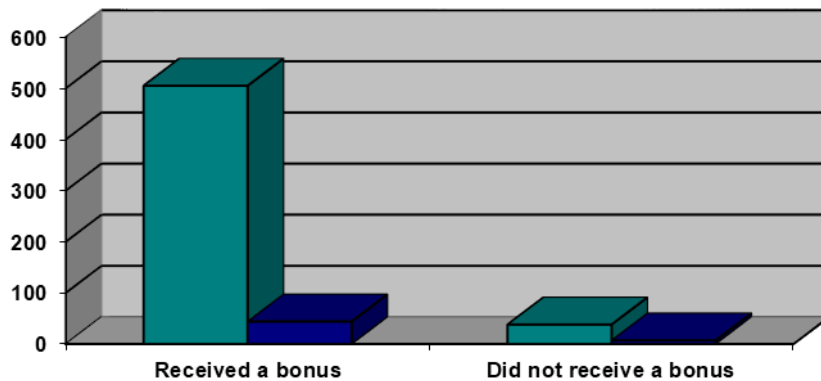
Lower Quartile



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 chart shows that 93% of male employees received a bonus for their performance in the period between 6 April 2020 and 5 April 2021.
Women		86.3% of female employees received a bonus during the same period.



**Our mean bonus pay gap
is 2.1%**

**Our median bonus pay gap
is 0%**

We are delighted to report that our mean bonus pay gap has decreased significantly to 2.1% and that our median bonus pay gap has remained at 0%. The median bonus pay 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 they demonstrate 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
4th April 2022

Assumptions & Anomalies

Assumptions

- 221 employees (198 men and 23 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), on sickness absence or on furlough. There were a large number of employees who were noted as being on leave; we suspect that this is due to the snapshot date being 5 April 2021, when many Covid-19 restrictions were still in place.
- All the data provided was accurate and captures all of the employees employed at 5 April 2021.
- All the correct variables of pay have been included in the pay data provided.
- 18 employees (18 men) were identified as being full pay relevant employees despite their hourly rate of pay being below £8.36 per hour.

Anomalies

- Employees with no contracted hours were removed from the number of full pay relevant employees but were included as relevant employees.
- Any employee receiving no pay during the relevant pay period has been regarded as a relevant employee, rather than a full pay relevant employee.

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

- 28 female full pay relevant employees
- Total hourly rate of pay for 28 female employees = £361.67
- Mean female hourly rate of pay ($£361.67/28$) = £12.92

Male

- 345 male full pay relevant employees
- Total hourly rate of pay for 345 male employees = £4,951.04
- Mean male hourly rate of pay ($£4,951.04/345$) = £14.35

Mean gender pay gap ($(£14.35 - £12.92) / £14.35 * 100$) = 9.97% (10% when rounded to one decimal place)

Median Gender Pay Gap

Female

- 28 female full pay relevant employees
- Median hourly rate of pay (average of entries 14 and 15) = £12.40

Male

- 345 male full pay relevant employees
- Median hourly rate of pay (entry 173) = £14.56

Median gender pay gap ($(£14.56 - £12.40) / £14.56 * 100$) = 14.84% (14.8% when rounded to one decimal place)

Salary Quartiles

- 373 full pay relevant employees
- Three quartiles of 93 employees and one quartile of 94 employees

	Upper	Upper Middle	Lower Middle	Lower
Total number employees in	93	93	93	94

the quartile				
Male	91 male employees	87 male employees	82 male employees	85 male employees
	$(91/93)*100 = 97.85\%$	$(87/93)*100 = 93.55\%$	$(82/93)*100 = 88.17\%$	$(85/94)*100 = 90.43\%$
Female	2 female employees	6 female employees	11 female employees	9 female employees
	$(2/93)*100 = 2.15\%$	$(6/93)*100 = 6.45\%$	$(11/93)*100 = 11.83\%$	$(9/94)*100 = 9.57\%$

Mean Gender Bonus Gap

Female

- 51 female relevant employees
- 44 female relevant employees received a bonus
- Total bonus for 44 relevant employees = £28,740
- Mean female bonus ($£28,740/44$) = £653.18

Male

- 543 male relevant employees
- 505 male relevant employees received a bonus
- Total bonus for 505 male employees = £336,838
- Mean male bonus ($£336,838/505$) = £667.01

Mean gender bonus gap ($(£667.01 - £653.18) / £667.01 * 100 = 2.07\%$ (2.1% when rounded to one decimal place))

Median Gender Bonus Gap

Female

- 44 female relevant employees received a bonus
- Median bonus (average of entries 22 and 23) = £500

Male

- 505 male relevant employees received a bonus
- Median bonus (entry 253) = £500

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

Proportion of Male and Female Employees Receiving a Bonus

Female

- 51 female relevant employees
- 44 female relevant employees received a bonus

Proportion of female employees receiving a bonus $(44 / 51) * 100 = 86.27\%$ (86.3% when rounded to one decimal place)

Male

- 543 male relevant employees
- 505 male relevant employees received a bonus

Proportion of male employees receiving a bonus $(505 / 543) * 100 = 93\%$

Publish the Report

- The report and figures need to be published by 4 April 2022.
- 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 = **10%**
 - Median gender pay gap = **14.8%**
 - Mean gender bonus gap = **2.1%**
 - Median gender bonus gap = **0%**
 - Proportion of men getting a bonus = **93%**
 - Proportion of women getting a bonus = **86.3%**
 - Proportions of men and women in each salary quartile =

	Upper	Upper Middle	Lower Middle	Lower
Men	97.8%	93.5%	88.2%	90.4%
Women	2.2%	6.5%	11.8%	9.6%

- The figures above have been rounded to the nearest decimal place in line with the gov.uk guidance.
- The gender pay report 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.
- This report then should 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**.