

West Midlands Travel (WMT) LTD – Gender Pay Reporting

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Introduction

This report provides statistics to meet the legal obligation on gender pay gap reporting for all companies with over 250 employees.

Key reporting requirements:

- 1 Gender pay gap (GPG) - pay mean and median
- 2 Bonus pay mean and median
- 3 Bonus eligibility male and female
- 4 Quartile Analysis male and female

Analysis includes those on full pay at the reference date of 5th April 2017.

Definitions:

Pay is defined within the regulations and now includes: basic pay, paid leave, area allowances, shift premium pay, bonus pay and other pay (including allowances paid via payroll, on call and standby allowances, clothing, first aider or fire warden allowances).

Bonus pay is defined as: *payments received and earned in relation to profit sharing, productivity, performance and other bonus or incentive pay, piecework and commission, long term incentive plans and shares.* Bonus data has been collected for the 12 months that ends on 4th April 2017.

Analysis : Workforce Composition

Table 1	Male % of workforce	Female % of workforce	Notes
West Midlands Travel Ltd (WMT)	90%	10%	Total 5,002 employees (500 female).

West Midlands Travel Ltd (WMT) is our Midlands based bus operation. This business includes frontline roles such as drivers, customer service advisors, contact centre advisors as well as depot and divisional administrative and professional roles. The gender split is reflective of the broader transport industry which has traditionally been a male dominated one.

1 GPG Pay Mean and Median

The table 2 below shows the mean and median difference between male and female pay in WMT. The percentages shown are the % by which female pay is lower than male pay in the business (the “gender pay gap”):

Table 2: Business Unit:	Mean	Median
West Midlands Travel Ltd (WMT)	4.30%	13.48%

While at a headline level the figures would suggest a pay gap between males and females, we are satisfied that the issue is one of female representation in higher paying roles, rather than of equal pay for equivalent roles.

The average gender pay gap in WMT is below the UK average of 18% (as per the Institute of Fiscal Studies) and 19.2% as per the ONS.

Gender Pay Reporting – Continued

2 GPG Bonus Mean and Median

The table 3 below shows the mean and median difference between male and female bonus payments in WMT. The percentages shown are the % by which female bonus is lower than male bonus in the business:

Table 3 Business Unit:	Mean	Median
West Midlands Travel Ltd (WMT)	30%	-34%

WMT mean gap at 30% and median gap at -34% therefore showing median bonus payments slightly in favour for our female employees. This is due to the distribution of male and female employees in bonus eligible roles.

3 Bonus Eligibility

The table 4 below shows the percentage of male and female employees who are eligible to take part in the bonus scheme.

Table 4 – Business Unit	Male	Female
West Midlands Travel Ltd (WMT)	1%	4%

In WMT, the percentage of total women eligible to be in the bonus scheme is higher than men. This is because there is a greater concentration of women in head office roles (more of which are bonus eligible) than in front line roles (like driver – which are not bonus eligible).

4 Gender Spilt – Pay Quartiles

The pay quartiles show the proportion of male and female employees in the upper, upper middle, lower middle and lower quartile pay bands.

Quartile	% Male (WMT)	% Female (WMT)
Upper	92.97	7.03
Upper Middle	96.4	3.6
Lower Middle	92.48	7.52
Lower	78.16	21.84

Like other transport companies, we have a lower proportion of females employed in our senior roles/ higher pay quartile than men – and this is the main driver of the gender pay gap. This situation has in main part arisen due to the traditional demographics of the transport industry in the UK which primarily attracts male employees – especially in front-line roles such as drivers and mechanics.

Within the more senior roles as represented by upper quartile pay, 80 roles are filled by women out of the 1234 available. Whilst we have seen increases in female representation at all levels across the business in recent years, there is still significant differences in the male/female split.

Gender Pay Reporting – Continued

Next Steps:

- Continue to monitor our gender pay gap and activity.
- Provide and publish data for the next 3 years as required in order to make comparisons.
- Continue to inject momentum and initiatives to increase female participation in the broader workspace and to support development in to senior roles. Our action plan will include activities such as: developing and encouraging more female applicants for senior posts through our high potential programme; reviewing how effective our recruitment processes are in generating female applicants; ensure gender balance when recruiting graduates; providing robust career development programmes with role model mentoring; supporting and promoting family-focused options such as flexible working; acknowledging and challenging unconscious bias and inappropriate behaviors; and, ensuring our NX competency framework is utilised to support staff.