

Go-Ahead

Gender pay gap report 2022

Equity, Diversity and Inclusion
at **Go-Ahead UK Bus**



Inclusion and diversity at Go-Ahead Bus



Christian Schreyer
Group Chief Executive

Today our median gender pay gap in UK Bus is 8.9%, which is significantly lower than the UK average.

(Office of National Statistics, 2022)

Improving equity, diversity and inclusion is a top priority for the Go-Ahead Group. It is vital to our success as a business and it is the right thing to do.

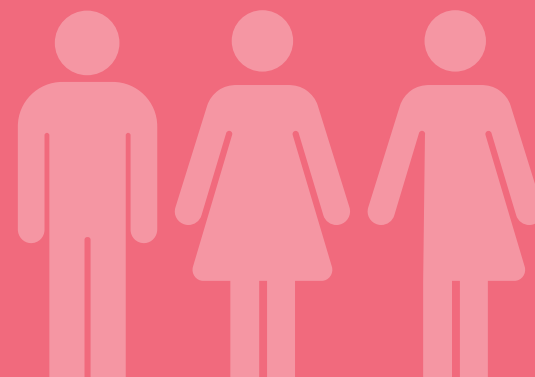
Women are underrepresented in the bus industry so we continue to innovate and introduce new ways to attract, retain and develop our female talent.

Christian Schreyer
Group Chief Executive

April 2022 workforce data



At Go-Ahead we are committed to creating a place where all our colleagues feel they belong. We are focused on recruiting and retaining women at every level across our bus operating companies, improving our gender balance and narrowing the pay gap.



What is the gender pay gap?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

The gender pay gap is different from equal pay

'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job. Along with Equal pay, Go-Ahead is committed to fostering a transparent and fair working environment, rewarding employees based on their performance.



Mean pay gap



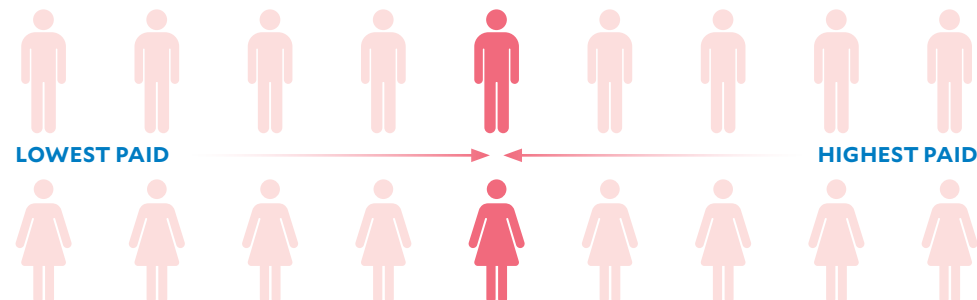
The mean gender pay gap is the difference if you added up all the hourly pay and divided it by the number of people.



Median pay gap



The median represents the middle point of a population. If you lined up all the women in a company and all the men in order of hourly pay rate, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



National average

The national median gender pay gap is

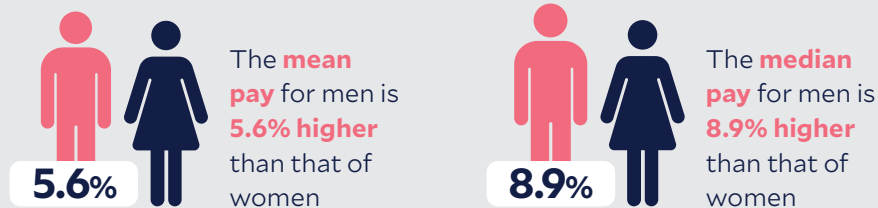
14.9%*

*Office of National Statistics 2022

Go-Ahead UK Bus results

In this report we are reporting on our nine UK bus companies. Looking at our total UK bus workforce our gender pay gap analysis shows the following:

Gender pay gap



Our UK bus mean pay gap is 5.6% (£0.72p/h) in favour of men and this is due to the high representation of men across all pay quartiles in our UK bus business. Our mean pay gap of 5.6% is significantly lower than the 14.9% national statistic. We are working to improve female representation at all levels in our bus business, from bus drivers to senior leaders..

Gender bonus pay gap



On average, women in our businesses received higher bonuses than men. This is because women tend to work in office and administrative positions where they are eligible for bonuses, as opposed to engineering and driving roles.

In Go-Ahead UK Bus the median pay for woman is

8.9% less than for men

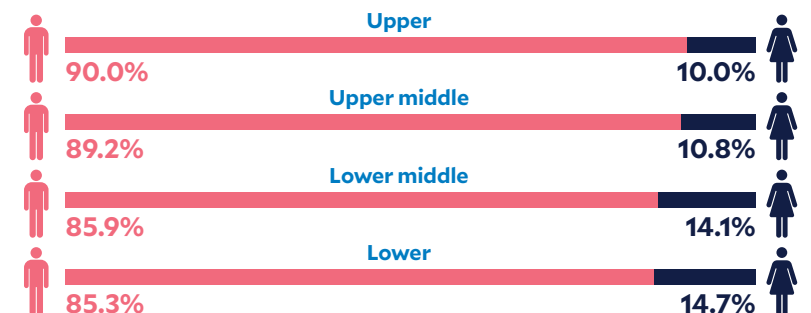
In comparison, the national median pay gap shows **14.9%** that women earn less than men

Proportion of men and women paid a bonus



Population by pay quartiles

Quartiles represent the pay rates from the lowest to the highest for our UK bus colleagues split into four equal sized groups, with the percentage of men and women in each quartile. Although there are fewer women in our UK bus business, they are represented in a more equitable way across all pay quartiles than in other companies.



Most common roles

Across all pay quartiles **Bus Driver** is the most common role

OUR REPORTING

Our bonus figures include both annual cash bonuses and vesting share awards made under our long-term incentive plan.

Closer look at our UK Bus results 1 of 6

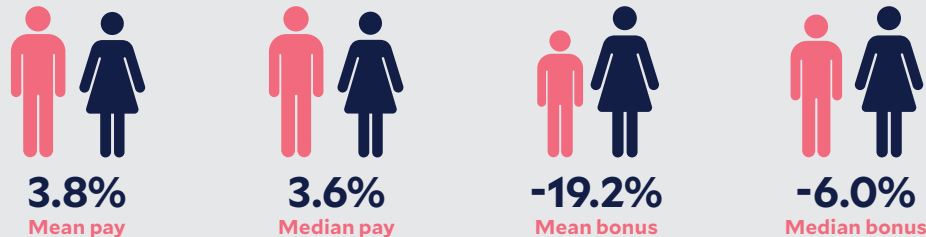
In Go-Ahead London the median pay gap of 3.5% is significantly narrower than the UK average of 14.9%.



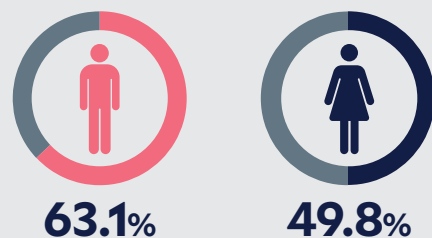
Bonus figures are broadly the same as those reported in 2021, with the mean bonus 19% higher than for males and the median bonus 6.2% higher for female colleagues.

Gender pay and bonus gap

A negative number indicates that women on average earn more than men.

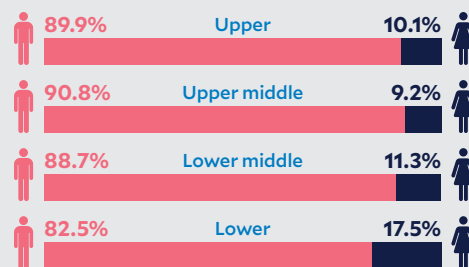


Proportion of men and women paid a bonus



This data represents our April 2022 results

Population by pay quartiles



Most Common Roles (See page 3)



Joanna Keane

General Manager at Go-Ahead London

Joanna is a true leader of people and has made a positive impact as a key part of the senior management team at Go-Ahead London.

Joanna started her career as a trainee bus driver. Demonstrating her pioneer characteristics, Joanna was one of only five female drivers at Orpington Garage, out of total workforce of 300. In recognition of her abilities and with Joanna's desire to develop, she has progressed through the business, gaining ever more responsibility and experience, and was appointed to her current General Manager position last year.

In this role, Joanna has successfully led multiple projects, including the introduction of the pantograph-charged electric bus fleet on Route 132. This innovative and ground-breaking project saw Joanna leading her team to ensure drivers were trained, informed and enthused about the route's conversion.

She is currently leading multiple electric vehicle conversion projects, over two garages, that will see over 40 new electric vehicles on the capital's roads by the end of 2023 – another key step in the company's sustainability objectives.

Closer look at our UK Bus results 2 of 6

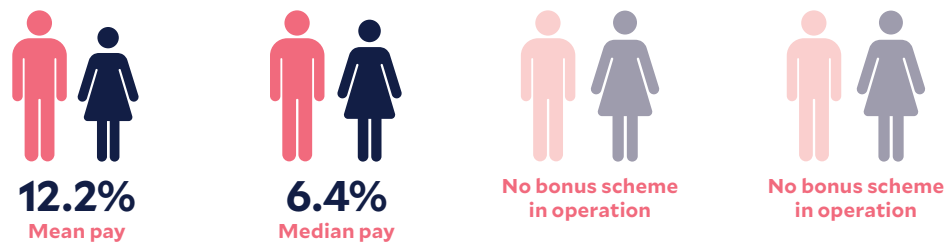
The mean gender pay gap is 12.2% which is 6 percentage points lower than 2021.
The median pay gap is 6.4%



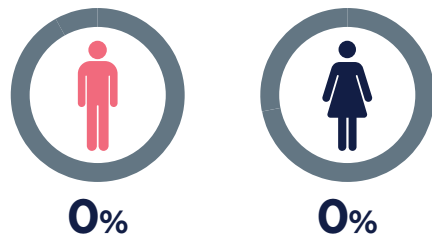
In Go South Coast the mean gender pay gap is 4.7% and the median gender pay gap is 3.0% in favour of men, significantly lower than the UK average of 14.9%.



Gender pay and bonus gap

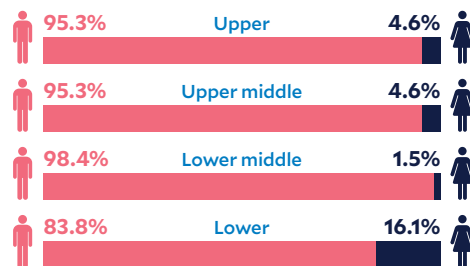


Proportion of men and women paid a bonus



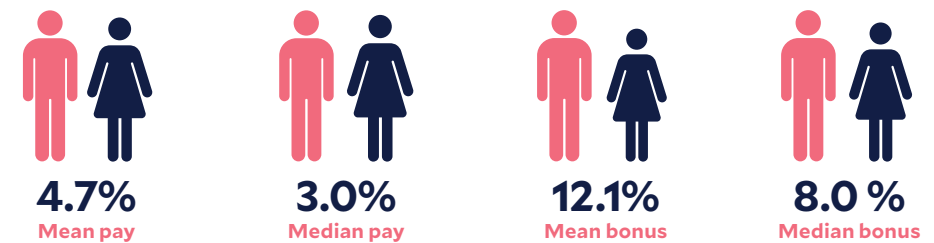
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Population by pay quartiles

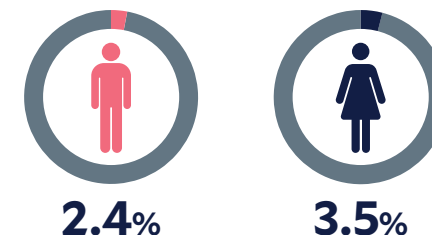


Most Common Roles (See page 3)

Gender pay and bonus gap

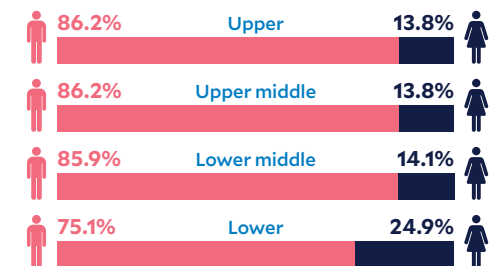


Proportion of men and women paid a bonus



This data represents our April 2022 results

Population by pay quartiles

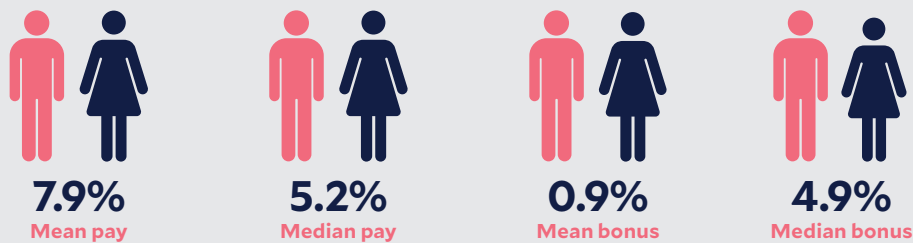


Closer look at our UK Bus results 3 of 6

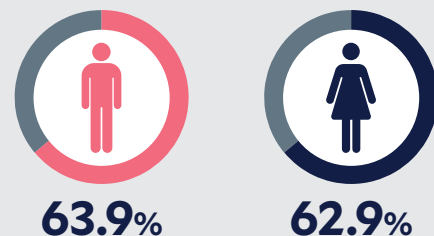
Oxford Bus Company has a 7.9% (£1.31 p/h) mean gender pay gap and a median gap of 5.2% (£0.83 p/h).



Gender pay and bonus gap

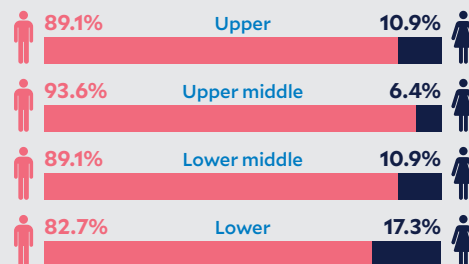


Proportion of men and women paid a bonus



This data represents our April 2022 results

Population by pay quartiles



Shelley Townsend

Controller at Carousel Buses (part of Oxford Bus Company)

Shelley joined Carousel Buses in September 2022 as a PickMeUp High Wycombe Controller, having previously worked at Reading Buses.

From the start, Shelley has made a positive impact on the company and local community. Shortly after joining, Shelley was challenged by working double shifts as the company, unfortunately, was let down by the second service controller. She did this with passion and a strong willingness to make PickMeUp a success.

Shelley was a big part of helping to on-board a new set of PickMeUp drivers and went above and beyond to help promote the service, showing her passion and eagerness for success even further. She continues to distribute publicity materials to local schools, libraries, medical centres and many other locations in order to make it even more successful. Since starting, Shelley created strong relationships with regular customers and became the friendly 'voice' of the company. Proof of this can be seen by the large volume of Christmas cards she received from incredibly happy customers. Some of the messages within the cards (especially from elderly and disabled customers) explained that before discovering PickMeUp, they wouldn't be able to leave the house and now they're starting to regain their independence.

In the first five months of operation, PickMeUp High Wycombe carried just over 20,000 riders, which is a fantastic result, and Shelley undoubtedly contributed to this achievement.

Closer look at our UK Bus results 4 of 6

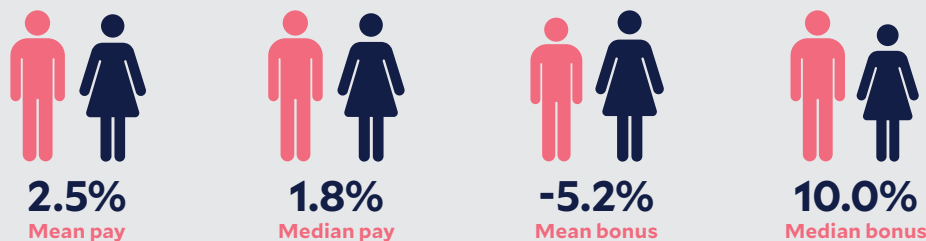
In Go North East the mean gender pay gap is 2.5% and the median pay gap is 1.8%, significantly lower than the national average.



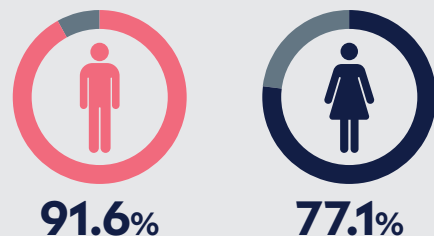
In Go-South West there is very little difference in pay between males and females. The median pay gap is zero while the mean pay gap is 2.5% in favour of men.



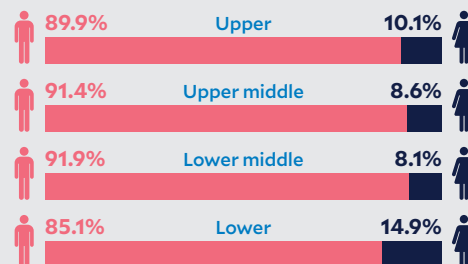
Gender pay and bonus gap



Proportion of men and women paid a bonus

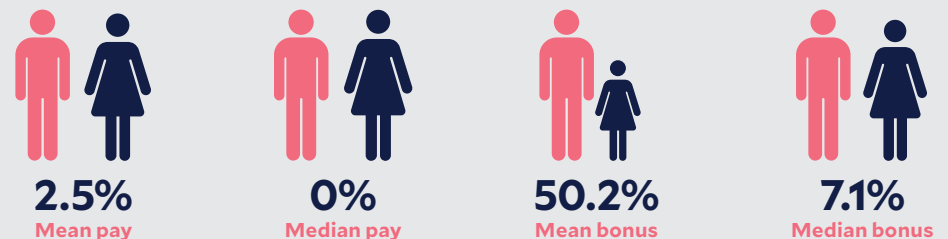


Population by pay quartiles

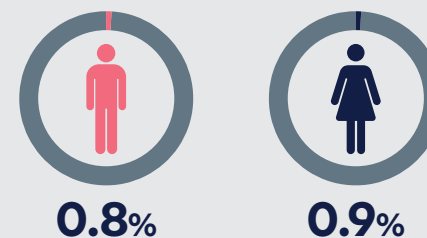


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Gender pay and bonus gap

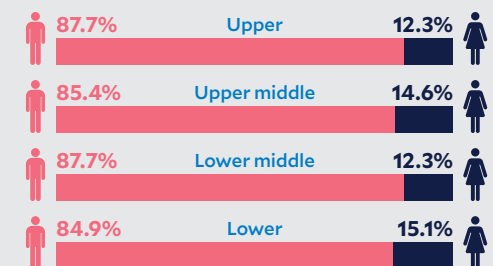


Proportion of men and women paid a bonus



This data represents our April 2022 results

Population by pay quartiles



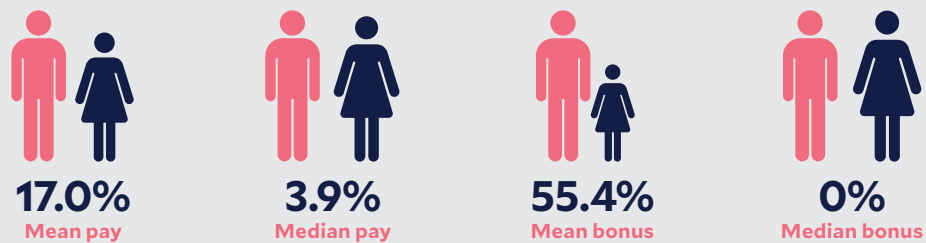
Closer look at our UK Bus results 5 of 6

In Brighton & Hove the mean pay gap is 17.0% and the median is 3.9%.

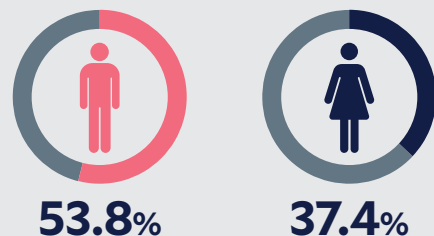


There is a mean bonus gap of 55.4% in favour men and a median gap of 0.0% which has remained consistent since 2017.

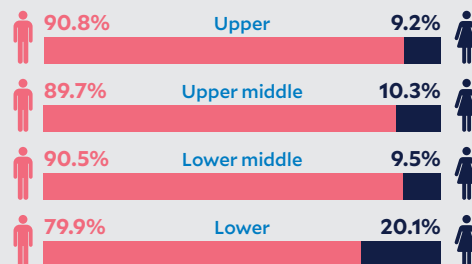
Gender pay and bonus gap



Proportion of men and women paid a bonus



Population by pay quartiles

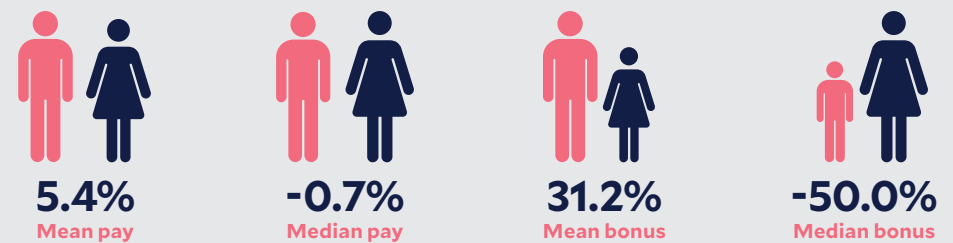


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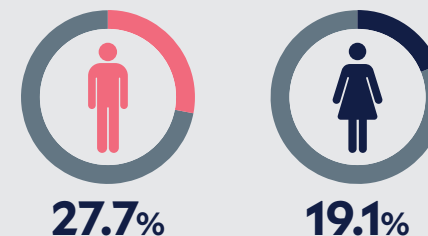
In East Yorkshire the mean gender pay gap is 5.4% (£0.56) which is significantly better than 2021 gap of 10.4%. The median gap is -0.7% (£0.06) in favour of women.



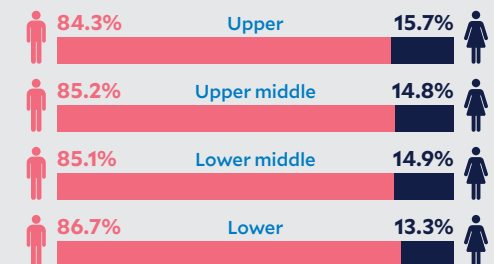
Gender pay and bonus gap



Proportion of men and women paid a bonus



Population by pay quartiles



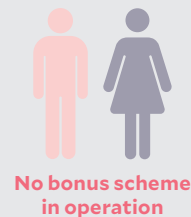
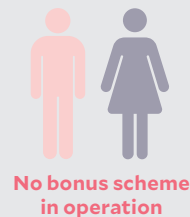
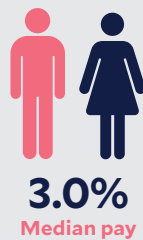
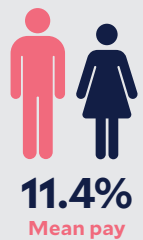
This data represents our April 2022 results

Closer look at our UK Bus results 6 of 6

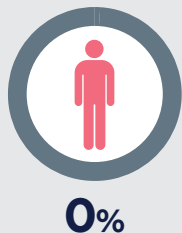
In Go East Anglia the mean pay gap is 11.4% (£2.68p/h) and the median pay gap is 3.0% £0.70p/h).

goeastanglia

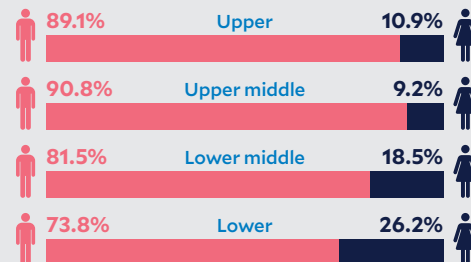
Gender pay and bonus gap



Proportion of men and women paid a bonus



Population by pay quartiles



This data represents our April 2022 results



Davina Langley

Head of Marketing at Go East Anglia

Davina first joined Go East Anglia in 2019, having enjoyed a short career break working in a school, to return to her passion for Marketing and the challenge a new industry would bring.

Over the past 23 years, Davina has worked for many companies, in both the UK and abroad, to deliver strategic marketing plans and was first attracted to the role with Go East Anglia as it offered the opportunity to use her knowledge and skills to help a local business to grow.

On her role at Go East Anglia, Davina says “I enjoy the challenge that every day brings, and the unprecedented support I receive from my colleagues to develop my role. Despite the bus industry still being perceived from the outside as a male dominated industry, the culture of this business exceeds my own experiences gained within other companies through the level of support and opportunity provided to develop and grow my own career”.

“The bus is so much more than a way to get people from A to B, it is a community connector, a hub which brings a wealth of people together, enabling them to meet new people. GEA's brands are now integrated within a host of community projects to support individuals' wellbeing and I am enormously proud of the way this has been achieved”.

Our progress and plans

Go-Ahead Group has ambitious plans for performance innovation and business growth as outlined in our strategy, **The Next Billion Journeys**. Our people are at the heart of our success and so we aim to develop an even more inclusive and equitable culture, with an ever more diverse workforce. Increased gender diversity is central to these plans. Our people strategy of “A Place to Belong” is built on the pillars of diversity, inclusion and equity.

Diversity

Commitment to build a workforce representative of the communities we serve

- Female bus driver representation has increased from 10% to 12% and we continue towards our target of 20% female drivers across UK Bus by 2025.
- Targeted recruitment activity and positive promotion of female role models in the industry
- Our **award winning apprenticeship** programmes are key to investing in diverse female talent and will be developed into a national programme
- We continue to commit to **50%** female graduates on our annual **graduate programmes**

Inclusion

Developing a culture where our people can come to work to be themselves and do their best

- Development of a Colleague Inclusion Network Group called **Evolve** – championed by colleagues and senior leadership to develop shared understanding and acceptance of difference and inclusion
- Female network called **Go-Ahead Women** – open to all colleagues across our Group focused on identifying potential barriers for women in Go-Ahead, providing learning opportunities and a place for allyship and support

Equity

Ensuring that our colleagues have what they need to succeed

- Overhaul of our people policies and procedures to ensure that they are fit for purpose in a modern, inclusive operating environment
- Development and learning programmes that support underrepresented groups in our teams, for example women and underrepresented ethnicities





Carolyn Ferguson
Group Company Secretary

At Go-Ahead, two of our core values are transparency and open-mindedness. The publication our gender pay gap data is a welcome opportunity to share with others where we are doing well and where we need to work differently to succeed.

At Go-Ahead we are committed to doing the hard work that makes our Group a place where all our colleagues feel they can belong. Public transport has, for a long time, been a male dominated industry but we know that this can and is changing, and at Go-Ahead we are excited to be on this journey.

Carolyn Ferguson
Group Company Secretary