

Gender Pay Gap: UK Bus

Report 2024



UK Bus Results

In this report, we consider our **nine UK bus companies**.

Looking at the total UK bus workforce, our gender pay gap analysis shows that the **median pay is 6.79%** in favour of men, which is significantly lower than the UK National average of 13.1%*.

- Since the 2023 Report the UK Bus **median pay gap reduced by 0.09** percentage points.
- The **median bonus is 15.78%** in favour of women, an increase of 2.62 percentage points from the previous year.
- Our mean pay gap is **5.42%** and the mean bonus gap is **-10.64%**. (A negative number indicates that women on average earn more than men.)

Population by pay quartiles:

Upper Quartile		Upper Middle		Lower Middle		Lower Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
90.44%	9.56%	87.91%	12.09%	86.67%	13.33%	84.40%	15.60%

At Go-Ahead, we are striving to achieve gender equality in our workforce and to create an inclusive environment in which all colleagues have equal opportunities, are supported, and empowered to thrive.



Most common role occupied by women across all quartiles is Bus Driver.

*Office for National Statistics 2024

A closer look at our UK Bus results by Operating Company

OpCo	2024 Pay Gap		2024 Bonus Gap		Receiving a Bonus	
	Median	Mean	Median	Mean	Men	Women
	3.72%	5.04%	-8.31%	-19.84%	58.79%	47.09%
	4.13%	6.36%	16.13%	6.38%	2.16%	2.94%
	-0.17%	2.92%	0%	15.11%	46.57%	36.54%
	12.99%	18.32%	47.15%	83.19%	1.42%	1.14%
	0.74%	0.38%	0%	46.75%	70.34%	63.16%
	0%	-0.46%	8.31%	39.64%	0.86%	2.48%
	0.19%	5.95%	0%	87.31%	3.42%	7.14%
	10.42%	9.91%	18.18%	38.57%	33.72%	19.83%
	4.77%	12.83%	0%	78.66%	7.94%	1.32%

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

Population by pay quartiles by Operating Company

OpCo	Upper Quartile		Upper Middle		Lower Middle		Lower Quartile	
	Men	Women	Men	Women	Men	Women	Men	Women
	91.38%	8.62%	88.12%	11.88%	88.59%	11.41%	81.45%	18.55%
	89.41%	10.59%	88.03%	11.97%	86.85%	13.15%	76.29%	23.71%
	85.56%	14.44%	89.33%	10.67%	89.6%	10.4%	85.87%	14.13%
	96.88%	3.13%	89.69%	10.31%	94.85%	5.15%	83.51%	16.49%
	90.05%	9.95%	90.05%	9.95%	91.71%	8.29%	85.82%	14.18%
	83.50%	16.5%	85%	15%	90.5%	9.5%	83.08%	16.92%
	86.59%	13.41%	85.54%	14.46%	83.13%	16.87%	84.34%	15.66%
	89.81%	10.19%	90.74%	9.26%	88.43%	11.57%	80.09%	19.91%
	93.33%	6.67%	90.67%	9.33%	86%	14%	83.33%	16.67%

GoAhead

The logo features the word "GoAhead" in a bold, white, sans-serif font. A red, triangular graphic element is positioned below the "Go" portion of the text, pointing towards the right.