

Gender Pay Gap Report

The gender split at Blackpool Transport is reflective of the broader bus industry, which is traditionally a male dominated one, with 500 male members of staff and 116 females.

Blackpool Transport differs from the bus industry regarding 'mean pay rates' with female pay being 3.03% higher than male. This gap has increased slightly since last year when females were paid 2.80% higher than males. Female managers are a growing proportion of Blackpool Transport's senior management team and we have a female Managing Director. An area where we want to improve is to change having a higher proportion of female staff who are paid less than males within the lowest pay band. The spread across the pay bands for both male and female is fairly even.

The Company monitors its gender pay gap and will publish data for the next three years to make comparisons and measures our progress in this area of equality.

We are continuing to develop initiatives to increase female participation in the business and their development into senior roles. Our management is encouraging a better gender balance when recruiting for roles that are traditionally male including technical apprentices as well as developing training programmes for all staff. We also support and promote family-focused options such as flexible working.

I confirm that the data and calculations contained within this report are accurate.

James Carney
Finance and Commercial Director

Snapshot Date : 05/04/2020
Description: Private Sector GPG Report

Payrolls: Engineering, Monthly, Operations

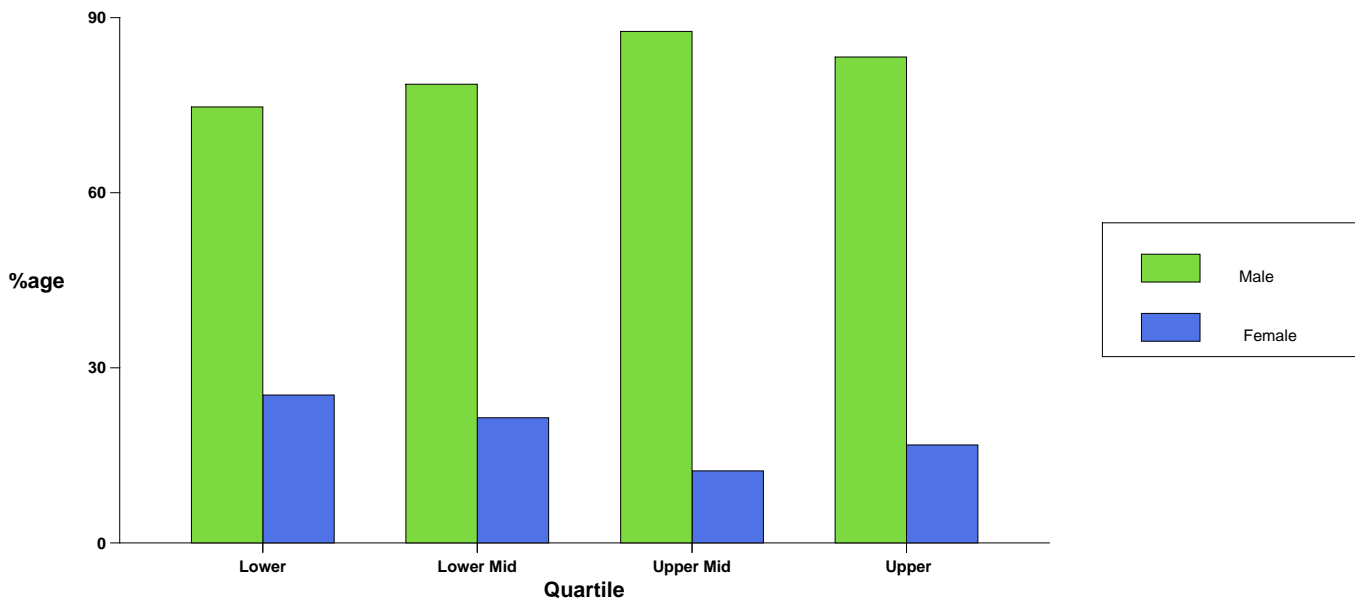
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	11.55	11.90	-3.03%
Median	11.54	10.32	10.57%

Hourly Rate Quartiles

Gender	Lower (154)		Lower Middle (154)		Upper Middle (154)		Upper (155)	
Male	115	74.68%	121	78.57%	135	87.66%	129	83.23%
Female	39	25.32%	33	21.43%	19	12.34%	26	16.77%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	126.37	153.78	-21.69%
Median	100.00	100.00	0.00%

Bonus Proportions

Number of Males receiving bonus:	452 / 531
Proportion of Males receiving bonus:	85.12%
Number of Females receiving bonus:	102 / 127
Proportion of Females receiving bonus:	80.31%