

Gender Pay Gap Report



The gender split at Blackpool Transport is reflective of the broader transport industry, which is traditionally a male dominated one, with 551 male members of staff and 127 female members of staff. Whilst we have seen increases in female representation at all levels across the business in recent years, there is still a significant difference in the male/female split.

Blackpool Transport differs to the industry in the calculation of 'mean pay' – with female pay being 2.31% higher than male. This gap has closed slightly since last year at with females being paid 5.01% higher than males. This is due to the senior management team being well represented by women and BTS having a female Managing Director. Despite this we still have a higher proportion of staff who are female paid more within the lower pay bands. The spread across the pay bands for both male and female is fairly even.

We will continue to monitor our gender pay gap and we provide and publish data for the next 3 years as required in order to make comparisons.

We continue to develop initiatives to increase female participation in the business and development into senior roles. We will ensure gender balance when recruiting apprenticeships and develop training programmes for all staff. We will also support and promote family-focused options such as flexible working.

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

Sally Shaw

Director of People and Stakeholders

Blackpool Transport Services

Gender Pay Gap Extract Report



Snapshot Date : 05/04/2018

Description: Private Sector GPG Report

Payrolls: Engineering, Monthly, Operations

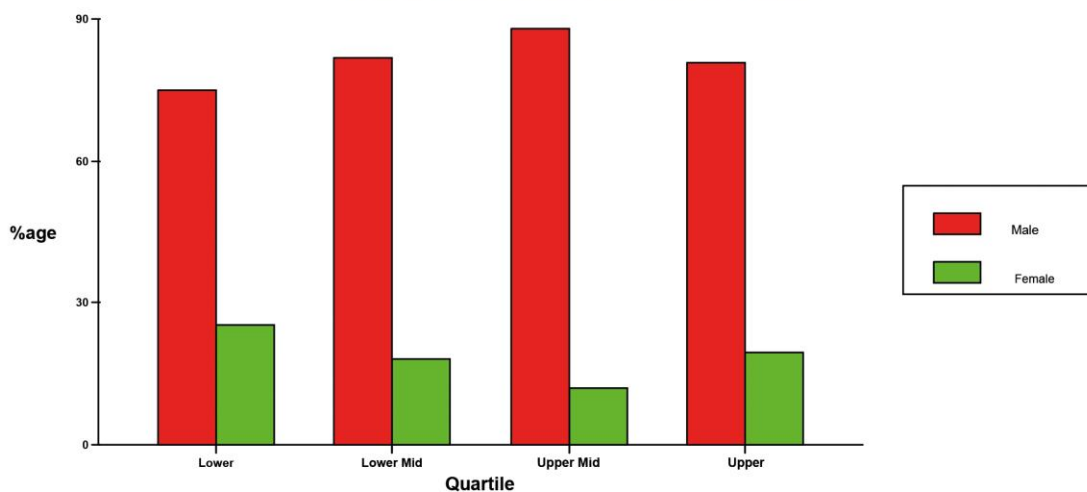
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	11.25	11.51	-2.31%
Median	10.99	10.05	8.55%

Hourly Rate Quartiles

Gender	Lower (15,9)		Lower Middle (15,9)		Upper Middle (15,9)		Upper (16,0)	
Male	119	74.84%	130	81.76%	140	88.05%	129	80.63%
Female	40	25.16%	29	18.24%	19	11.95%	31	19.38%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	124.36	131.11	-5.43%
Median	100.00	100.00	0.00%

Bonus Proportions

Number of Males receiving bonus:	451 / 551
Proportion of Males receiving bonus:	81.85%
Number of Females receiving bonus:	104 / 127
Proportion of Females receiving bonus:	81.89%