

Gender Pay Gap Report 2026

Blackpool Transport

Snapshot date: 5 April 2025 | Publication date: 1 April 2026

At a glance		
Hourly pay gap	Mean: 0.99%	Median: 3.15%
Bonus pay gap	Mean: 16.37%	Median: 70.00%

Blackpool Transport is committed to fairness, equality and creating opportunities for all employees to develop and progress. This report sets out the organisation's gender pay gap position for the 2026 reporting year using the statutory snapshot date of 5 April 2025. The results reflect the distribution of male and female employees across the organisation rather than unequal pay for equivalent work.

1. Hourly pay gap

The hourly pay figures show a relatively small overall gap. The mean hourly pay gap is 0.99%, while the median hourly pay gap is 3.15%. This is reflective of the fact that there is a greater proportion of PCV drivers which are predominantly male. Both male and female drivers are equally paid and pay increments are based on time served.

Measure	Men	Women	Gap
Mean hourly pay	£15.15	£15.00	0.99%
Median hourly pay	£14.29	£13.84	3.15%

2. Pay quartiles

Men are overrepresented across each pay quartile, with the largest imbalance in the upper middle quartile. Female representation is strongest in the lower quartile and reduces through the middle and upper pay bands. This is due to the engineering workforce being made up of mostly males with the roles attracting higher pay due to being skilled or semi-skilled.

Quartile	Male	Female
Lower quartile	72.13%	27.87%
Lower middle quartile	82.79%	17.21%
Upper middle quartile	88.52%	11.48%
Upper quartile	83.74%	16.26%

3. Bonus pay gap

The bonus pay gap is more pronounced than the hourly pay gap. A greater proportion of male employees received a bonus, and bonus values were higher for men on both a mean and median basis at the snapshot date. Bonuses are not given due to any other reason than service length and are equal for both male and female counterparts.

Measure	Men	Women	Gap
Mean bonus pay	£180.69	£151.11	16.37%
Median bonus pay	£250.00	£75.00	70.00%

Bonus participation	Men	Women
Number receiving bonus	101	18
Proportion receiving bonus	21.67%	16.98%

4. Interpretation and commitment

- The hourly pay gap remains low overall, with a mean gap of 0.99% and a median gap of 3.15%.
- The quartile profile shows that women remain underrepresented in higher-paid sections of the business, particularly in the upper middle and upper quartiles. As explained, this is due to a high representation in the engineering workforce across both tram and bus services.
- The bonus pay gap is wider than the hourly pay gap, indicating differences in the profile of employees receiving bonus payments. Bonuses are provided on service length for bus and tram drivers.
- Blackpool Transport remains committed to broadening representation across operational, technical and leadership roles and to maintaining an inclusive working environment.

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