

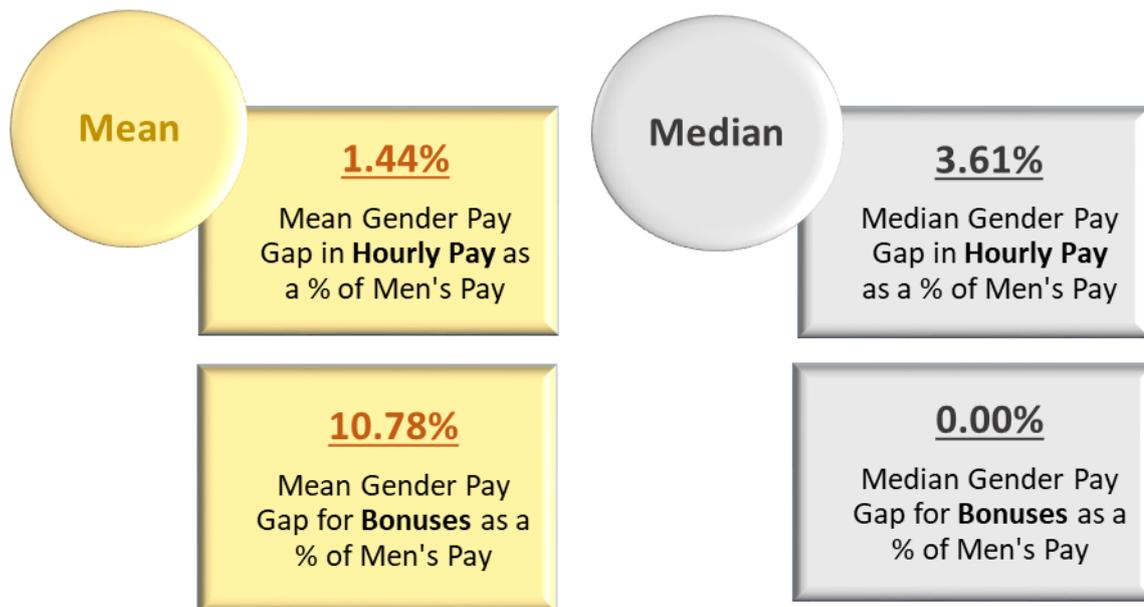
## Nottingham City Transport Gender Pay Gap – 2020

As an employer with a workforce of more than 250 employees, Nottingham City Transport is required, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to publish pay gap reporting. Nottingham City Transport is committed to diversity. We are a strong supporter of pay gap reporting and believe it is a significant step towards creating gender pay equality.

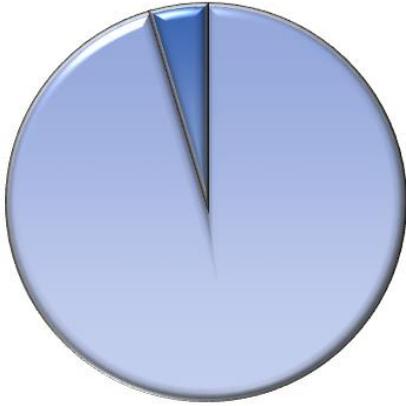
Since the introduction of gender pay gap reporting, we have seen year-on-year improvements in our median gender pay gap.

We have appropriate policies, processes and pay structures in place to ensure that men and women are paid equally for any equivalent jobs across our business. We also recognise, as a public transport operator, that our challenge is to increase the gender balance in the business. This, in turn, will positively impact on our gender pay gap.

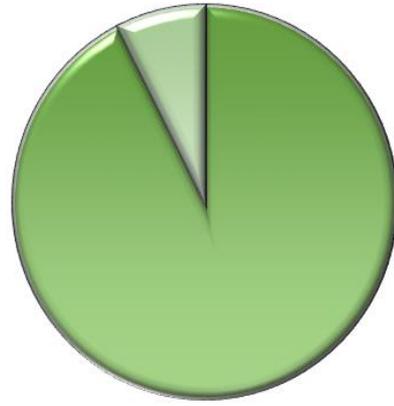
Our industry has historically been male-dominated, which means we have fewer females in our industry than in others. A key challenge we face is encouraging more females into the industry by considering a career as a bus driver or within engineering, as combined, those roles comprise more than 87% of our workforce and is the largest talent pool for succession and/or further promotion within the business.



96.4% of males received a bonus in the 2019 - 2020 Financial Year

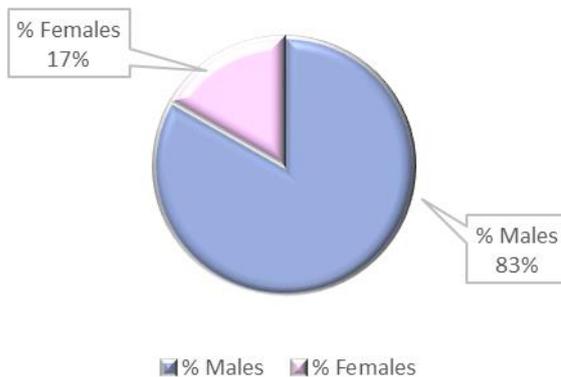


95.2% of females received a bonus in the 2019 - 2020 Financial Year

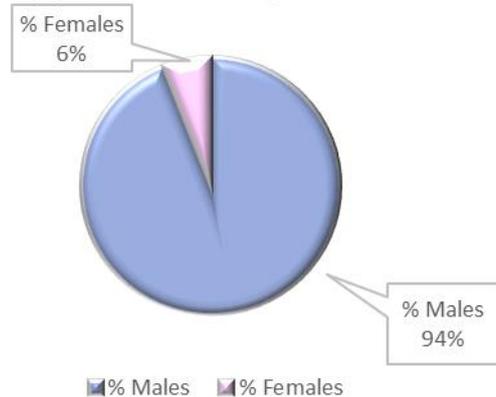


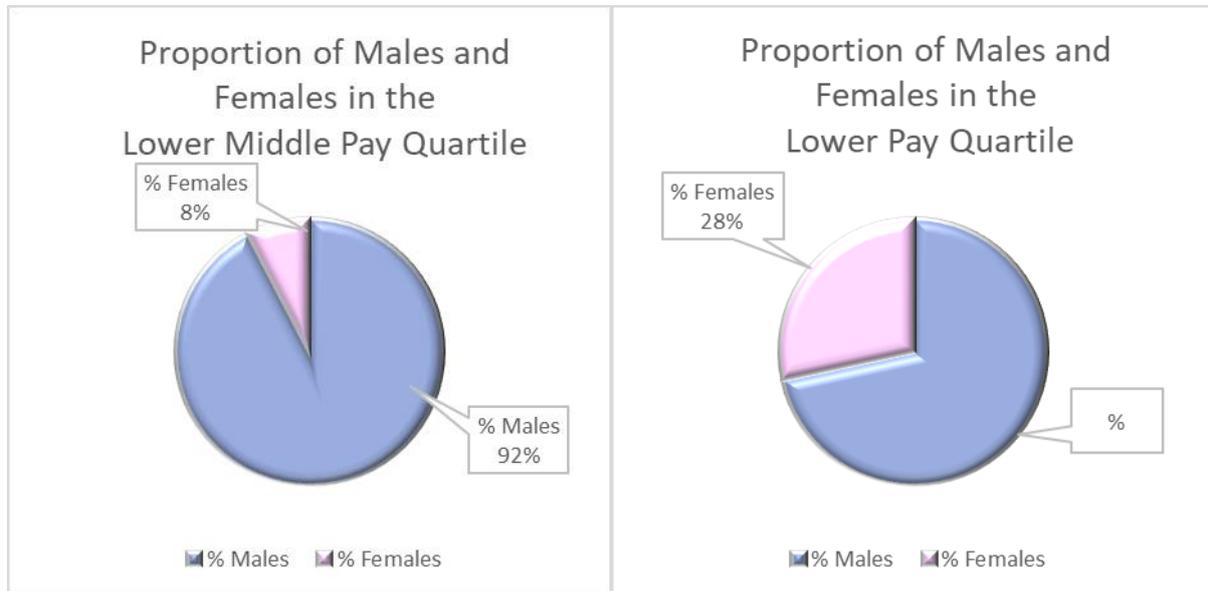
The above shows a 1.2% difference between the number of men and women being paid a bonus in the 2019 - 2020 financial year at Nottingham City Transport. The difference in the 2018-19 financial year was 2.92%. The above information is based on their being 1113 relevant Nottingham City Transport employee's included within the calculation.

Proportion of Males and Females in the Upper Pay Quartile



Proportion of Males and Females in the Upper Middle Pay Quartile





The above image illustrates the gender distribution at Nottingham City Transport across four equally sized pay quartiles.

## Closing the Gap

### ✓ Inclusive Recruitment

Increasing the representation of women across our business is a key way in which we can close the gender pay gap.

Over recent years our recruitment campaigns have been centred around women in the industry. Our ambition is to increase awareness of the careers available within public transport irrespective of your previous experience or background.

Please click on the links below for some of our media campaigns:

<https://www.youtube.com/watch?v=YQHN27aez4A>

<https://www.youtube.com/watch?v=Q7bPdNYsWs0>



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## ✓ Early Careers

We believe that facilitating early talent diversity is a great way to bring diversity of thought, approaches and innovation across the business and tackle the skills shortage in our industry. Early careers are therefore the focus of many of our recruitment activities, allowing us to grow our own talent.

By not requiring any industry experience to become a bus driver or apprentice we open our vacancies to the most diverse pool of candidates possible.

Candidates with no bus driving experience or PCV licence are supported by our in-house Training Team to obtain all the necessary qualifications and skills to get on the road.

## ✓ Agile Working

For the vast majority of our workforce, working hours will always be subject to our service level commitments and the reality that our peak trading hours are often unsociable. Notwithstanding that, the Company accommodates flexible working wherever possible. Increasing flexible working opportunities reinforces that we support those with commitments outside of work and helps us to create a more inclusive culture, improving our ability to attract and retain the right people from more diverse talent pools.



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