

General Traffic Statutory Gender Pay Gap Report 2018

General Traffic Ltd. is required, by law, to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

General Traffic Ltd.	Pay Gap Percentage
Mean Gender Pay Gap	-2.1%
Median Gender Pay Gap	1.3%
Mean Gender Bonus Gap	-224.7%
Median Gender Bonus Gap	-50%
The proportion of male employees within General Traffic Ltd. who received a bonus was 47.7% and the proportion of female employees who received a bonus was 13.5%	

Pay quartiles by gender

Band	Male	Female	Description
A	90.0%	10.0%	This includes all employees whose standard hourly rate places them at or below the lower quartile.
B	86.3%	13.8%	This includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	86.3%	13.8%	This includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	91.3%	8.8%	This includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of General Traffic Ltd.'s gender pay gap?

Under UK legislation, men and women must receive equal pay for work rated as 'equivalent' under their job description. General Traffic Ltd. is committed to providing equal opportunities and equal treatment for all employees. This is regardless of sex; race; religion or belief; age; marriage / civil partnership; pregnancy (including maternity or paternity); sexual orientation, gender reassignment or disability. We are therefore confident that the gender pay gap does not stem from paying men and women differently for equivalent work, but is rather the result of the roles in which men and women work within the organisation and the salaries that are given as financial recompense for these roles.

Across the UK economy, it is clear that men are more likely than women to be in senior roles and women are more likely than men to be in front line roles at the lower end of organisations. In addition to this, men are more likely to be in technical and IT related roles, which attract higher rates of pay than other roles of similar levels of seniority. Women are also more likely than men to have had breaks from work that may have affected their career progressions, to be the family's primary care - giver, for example. They (women) are also more likely to work part time and many available part - time roles that are deemed family friendly are relatively low paid.

This pattern as a whole is reflected in the make-up of our organisations' workforce, where the majority of the female workforce work within customer facing roles; whilst the majority of line manager and senior manager roles are held by men. In addition to this, the majority of the higher paid roles are held by men and not women.

This can be seen above in the table portraying pay quartiles by gender. This shows our workforce divided into four groups based on hourly pay rates. Band A includes the lowest paid 25% of employees (lower quartile) and Band D includes the highest paid 25% (upper quartile). In order for there to be no gender pay gap an equal ration of men to women in each band is required. However, within General Traffic Ltd. 10% of the employees in Band A are women and 90% are men. This percentage remains approximately the same in the remaining bands.

The mean gender bonus gap demonstrates that whilst the majority of managerial roles are male dominated, the percentage of bonus that women receive is more to that of their male counterparts at a rate of -224.7%. The proportion of men at General Traffic Ltd. who received a bonus in the 12 months up to 5th April 2017 was 47.7%, whilst for women this was 13.5%. This reflects the higher proportion of men in management roles and sales representative roles that, under our current policy, attract a performance bonus.

What are we doing as a company to address our gender pay gap?

Gender pay is not a subject about which General Traffic Ltd. is complacent and we are committed to doing everything we can to reduce the gap. However, we are aware that our scope is limited in some areas, for example, we have no control over the subjects that individuals choose to study or whether individuals choose to apply for higher skilled roles that become available.

Going forward, we aim to monitor:

- The proportions of men and women applying for jobs and being recruited.
- The proportions of men and women applying for and obtaining promotions.
- The proportions of men and women leaving the organisation and their reasons for leaving.
- The numbers of men and women in each role.
- The proportions of men and women who take up flexible working arrangements by gender and level within our organisation.
- The proportion of men and women who return to their original role after a period of maternity / paternity / parental leave.

- The proportion of men and women still within their post, a year on, from a return to work after a period of maternity / paternity / parental leave.
- We will be developing new guidelines for managers on supporting employees prior to, during and on return from maternity / paternity / parental leave for all line managers and senior managers. Roll-out of said guidelines will commence in September 2018.
- The proportions of male and female apprentices taken on by General Traffic Ltd.
- We aim to attract and hire more women into our business, especially for sales and managerial roles through inclusive and bias-free recruitment practices.
- We aim to enable more women to progress to senior management levels through mentoring.

Whilst the above may not remove the gender pay gap, (and it may take several years before any impact is made), we are committed to reporting on an annual basis on what we are doing to reduce our gender pay gap as well as the progress that we are making.

Any further initiatives that we launch throughout the year will be reported within the company quarterly newsletter.

I, A Umarji, Director, confirm that the information in this statement is accurate.

Signed



Date

15/03/18