

Gender Pay Gap Report 2025

General Traffic Ltd

At General Traffic Ltd, our gender pay gap represents the overall difference in average earnings between men and women across the business.

For the snapshot date of 5 April 2025, this report outlines our gender pay gap figures, showing the factors influencing the gap and detailing our commitment to addressing any disparities within the company.

- Gender Pay Gap (mean and median)
- Gender Bonus Gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Gender Pay Gap Figures: The figures below represent the difference in average earnings:

General Traffic Ltd.	Pay Gap Percentage
Mean Gender Pay Gap	0.3%
Median Gender Pay Gap	0.3%
Mean Gender Bonus Gap	19.9%
Median Gender Bonus Gap	43.8%
The proportion of male employees within General Traffic Ltd. who received a bonus was 70.1% and the proportion of female employees who received a bonus was 70.9%	

Pay Distribution by Quartile: The table highlights the proportions in each pay quartile:

Band	Male	Female	Description
A	87.8%	12.2%	This includes all employees whose standard hourly rate places them at or below the lower quartile.
B	87.31%	12.69%	This includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	89.85%	10.15%	This includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	91.28%	8.72%	This includes all employees whose standard hourly rate places them above the upper quartile.

These figures have been calculated in accordance with the standard methodologies set out by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding the Gender Pay Gap at General Traffic Ltd.

The results indicate that while pay between men and women is broadly equal on average, there is still a notable gap in bonus payments and the distribution of roles across the business, rather than unequal pay for similar roles.

Causes of the Gender Pay Gap

The gender pay gap within our organisation is primarily influenced by the distribution of roles rather than unequal pay for the same work.

- Role Distribution: higher-paid technical and managerial positions are predominantly held by men, while women are more often occupied in customer-facing roles with lower pay rates.
- Bonus Gap: bonus differences reflect the higher proportion of men in senior roles with greater bonus potential.

Contributing Factors

Several structural factors continue to influence our gender pay gap:

- Work Patterns: women are more likely to work part-time due to caring or family responsibilities, which may affect earnings and possible progression.
- Representation: There is a lower proportion of women in the upper pay quartile, which impacts overall averages.

Our Commitment to Addressing the Gender Pay Gap

We remain dedicated to building a fair, inclusive workplace by:

- Recruitment: continuing bias-free hiring processes, including anonymising CVs and balanced interview panels.
- Equal Career Development: Actively monitoring progression to ensure all employees have equal opportunities for advancement.

Future Actions

We will focus on the following in the coming year:

- Policy Review: Ensuring fairness and transparency in bonus allocation.
- Development: Encouraging more women into higher-paid technical and leadership roles.
- Equal Pay Audits: Monitoring and addressing any unjustified pay discrepancies.
- Engagement: Attending recruitment fairs to attract a diverse candidate pool.

Conclusion

General Traffic Ltd will continue to report annually on our gender pay gap and take concrete steps to close it and create a workplace where everyone has equal opportunities to succeed.

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

Signed: 

Date: 13/08/2025