



General Traffic Ltd

Gender Pay Gap Report 2026

At General Traffic Ltd, our gender pay gap results for the 2026 reporting year represent the overall difference in average earnings between men and women across the business.

Gender pay gap reporting compares the average pay of men and women across an organisation; it is not the same as equal pay, which concerns paying men and women equally for equal work. General Traffic Ltd had 694 employees in the data set: 608 male employees and 86 female employees.

Government submission summary

General Traffic Ltd - Measure	Male	Female
Mean hourly pay	£14.24	£13.74
Median hourly pay	£12.78	£12.78
Mean bonus pay	£586.17	£549.54
Median bonus pay	£160.00	£120.00
Employees receiving bonus pay	400 / 608 (65.8%)	61 / 86 (70.9%)

Gender pay gap figures: The figures below represent the difference in average earnings:

General Traffic Ltd - Metric	Pay Gap Percentage Result
Mean gender pay gap	3.5%
Median gender pay gap	0.0%
Mean bonus gender pay gap	6.2%
Median bonus gender pay gap	25.0%
Overall proportion receiving a bonus	66.4%

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

Pay quartile	Male	Female
Lower quartile	87.9%	12.1%
Lower middle quartile	87.28%	12.72%
Upper middle quartile	85.06%	14.94%
Upper quartile	90.17%	9.83%

Our results explained

Hourly pay: The mean hourly pay gap is 3.5%, with female employees' mean hourly pay at £13.74 compared with £14.24 for male employees. The median hourly pay gap is 0.0%, with both male and female median hourly pay at £12.78. This means that, at the median, women and men earn the same hourly rate.

Bonus pay: The mean bonus gap is 6.2% and the median bonus gap is 25.0%. Female employees were slightly more likely to receive a bonus than male employees: 70.9% of female employees received a bonus compared with 65.8% of male employees.

Workforce composition. The data shows that 86 of 694 employees were female, representing 12.4% of the workforce. Female representation varies by pay quartile, from 9.83% in the upper quartile to 14.94% in the upper middle quartile. The overall pay gap is therefore influenced by the distribution of men and women across roles and pay bands, as well as by the relatively small number of female employees in the workforce.

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

Our gender pay gap is driven by role distribution rather than differences in pay for the same work.

Higher-paid and senior roles are more likely to be held by men, while women are more represented in customer-facing roles. Bonus differences reflect the higher proportion of men in senior positions with greater bonus potential.

Contributing Factors

Flexible and part-time working patterns can impact earnings and career progression. Lower female representation in higher pay quartiles affects overall averages.

Our Commitment

We are committed to maintaining a fair and inclusive workplace by applying fair and unbiased recruitment processes and supporting equal opportunities for progression across all roles.

Action plan

- Continue to review job adverts, role requirements and recruitment channels to widen attraction and encourage applications from women for roles across the business, including operational and technical roles.
- Monitor progression, promotion and development opportunities by gender so that employees have fair access to training and career pathways.
- Review pay and bonus outcomes annually to identify any patterns that may require further investigation and to ensure decisions are consistently applied.
- Continue to support an inclusive working environment, including flexible and family-friendly practices where operationally possible, to help retain talent across the business.

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.

Declaration

I confirm that the gender pay gap data reported for General Traffic Ltd is accurate and has been calculated in line with the statutory gender pay gap reporting requirements.

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

Signed: 

Date: 07 May 2026

Source data: General Traffic Ltd gender pay gap statistics supplied for the 2026 report.