

Nottingham City Transport Gender Pay Gap – 2022

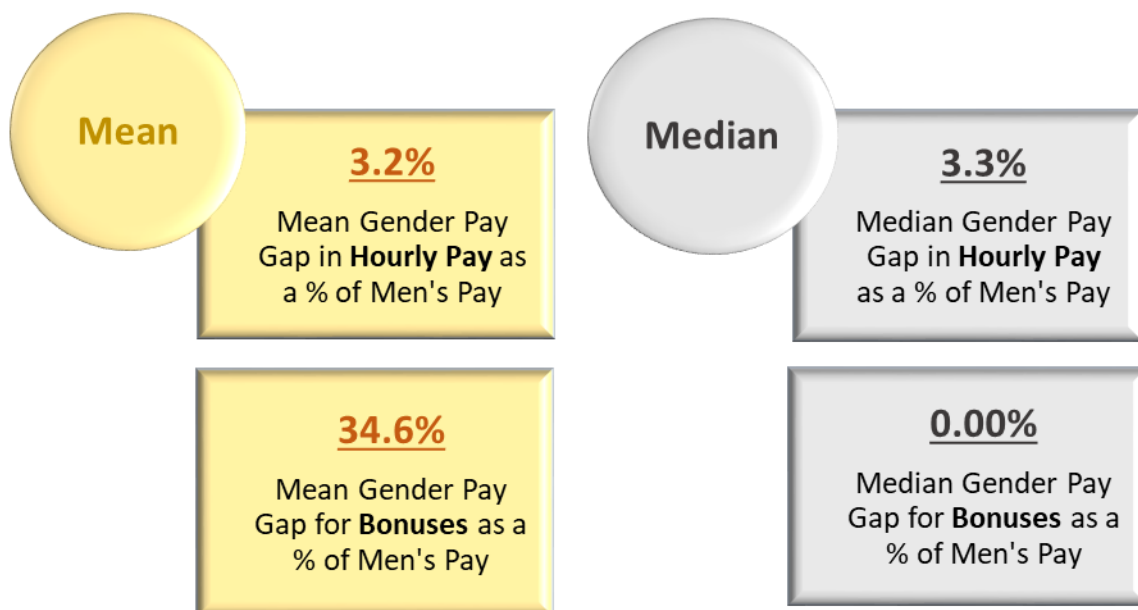
As an employer with a workforce of more than 250 employees, Nottingham City Transport is pleased to publish its gender pay gap report.

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.

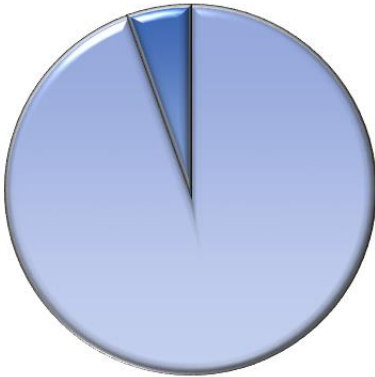
We are pleased to report that our median gender pay gap has reduced from 6.6% in 2021 to 3.3% in 2022.

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.

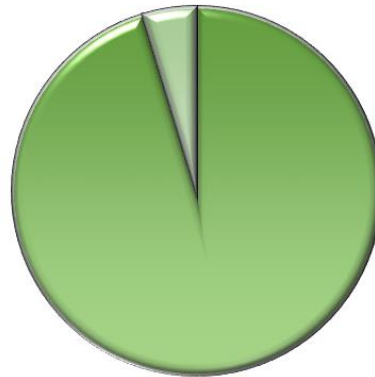
Our industry has historically been male-dominated, which means we have fewer females in our industry than in others. A key challenge we face is encouraging more females into the industry by considering a career as a bus driver or within engineering, as combined, those roles comprise more than 80% of our workforce and is the largest talent pool for succession and/or further promotion within the business.



97.7% of Males Receiving a Bonus in the 2021 - 2022 Financial Year

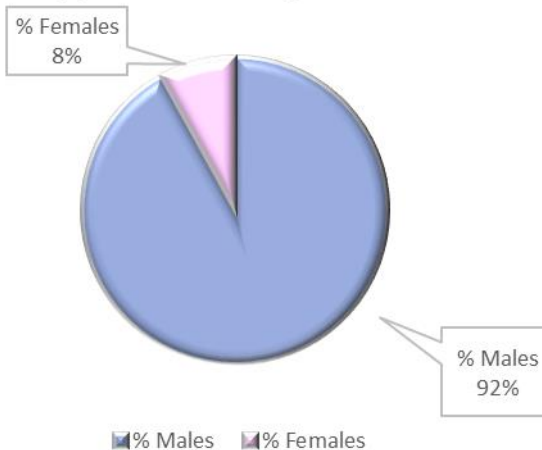


97.50% of Females Receiving a Bonus in the 2021 - 2022 Financial Year

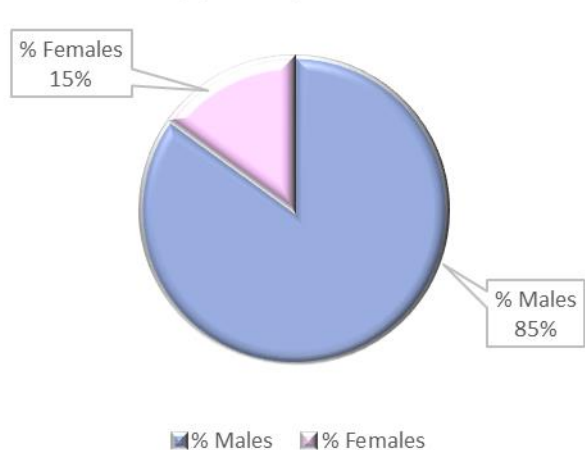


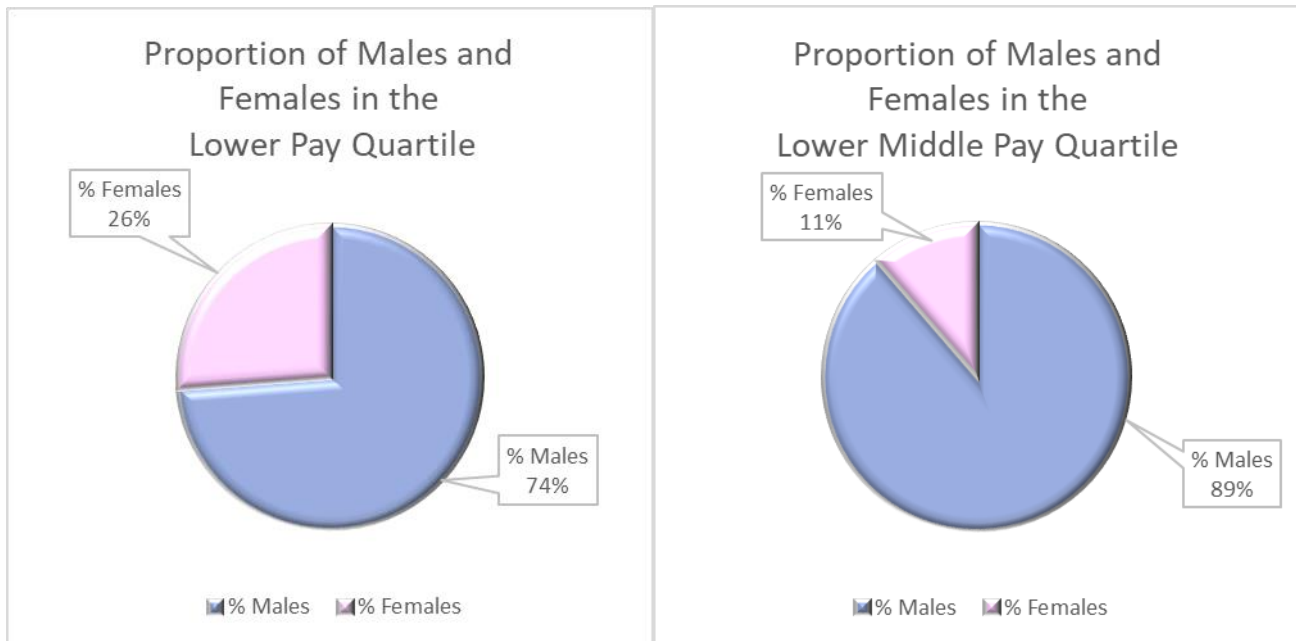
The above shows a 0.2% difference between the number of men and women being paid a bonus in the 2021 - 2022 financial year at Nottingham City Transport. The above information is based on their being 1000 Nottingham City Transport employees included within the calculation.

Proportion of Males and Females in the Upper Middle Pay Quartile



Proportion of Males and Females in the Upper Pay Quartile





The above image illustrates the gender distribution at Nottingham City Transport across four pay quartiles, containing 853 Nottingham City Transport employees in total.

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.

✓ 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.

In 2023 the Company is committed to conducting a further review of its shift patterns with a view to diversifying the type of shifts and options available for staff to work.



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