

Nottingham City Transport Gender Pay Gap – 2025/26

Nottingham City Transport is committed to diversity. We believe that diversity enriches our culture and we strive to create an inclusive environment for all employees. We are a strong supporter of pay gap reporting and believe it is an important step towards improving transparency and supporting progress on gender pay equality.

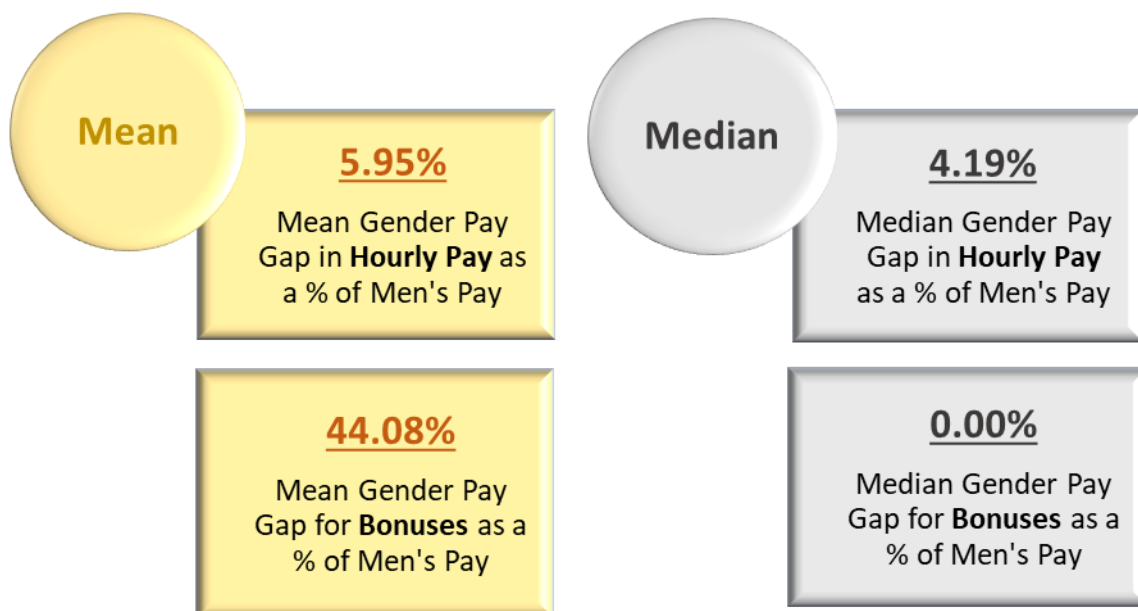
As an employer with a workforce of more than 250 employees, this report provides our gender pay data as at 5 April 2025.

Our median gender pay gap was 4.19% for the reported year.

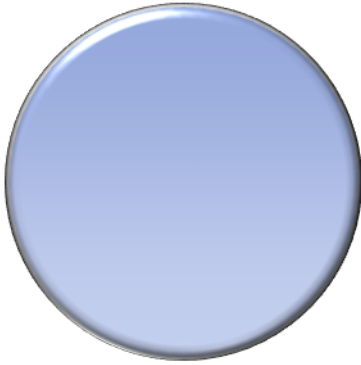
We have appropriate policies, processes and pay structures in place to ensure that men and women are paid equally for any equivalent jobs across our business.

Our industry has historically been male-dominated, which means we have fewer females in our industry than in others. Increasing the representation of women across all levels of the business, is a key component of our ongoing efforts to further reduce the gender pay gap.

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 85% of our workforce and is the largest talent pool for succession and/or further promotion within the business.



96.94% of Males Receiving a Bonus
in the 2024 - 2025 Financial Year

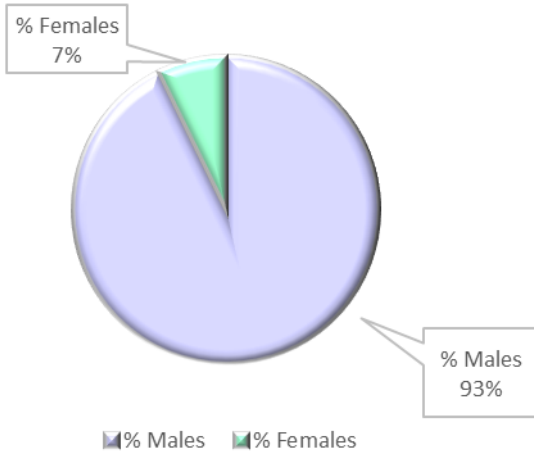


94.71% of Females Receiving a Bonus
in the 2024 - 2025 Financial Year

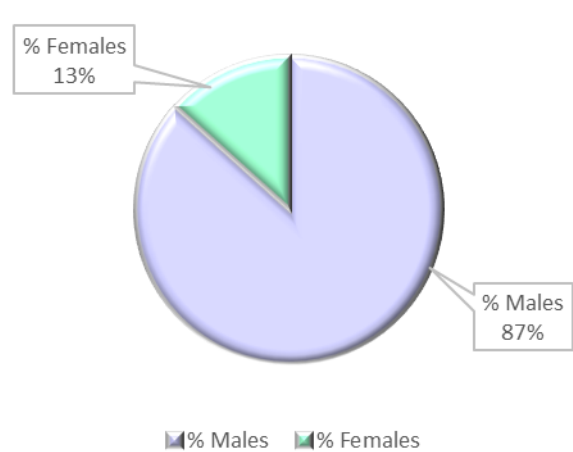


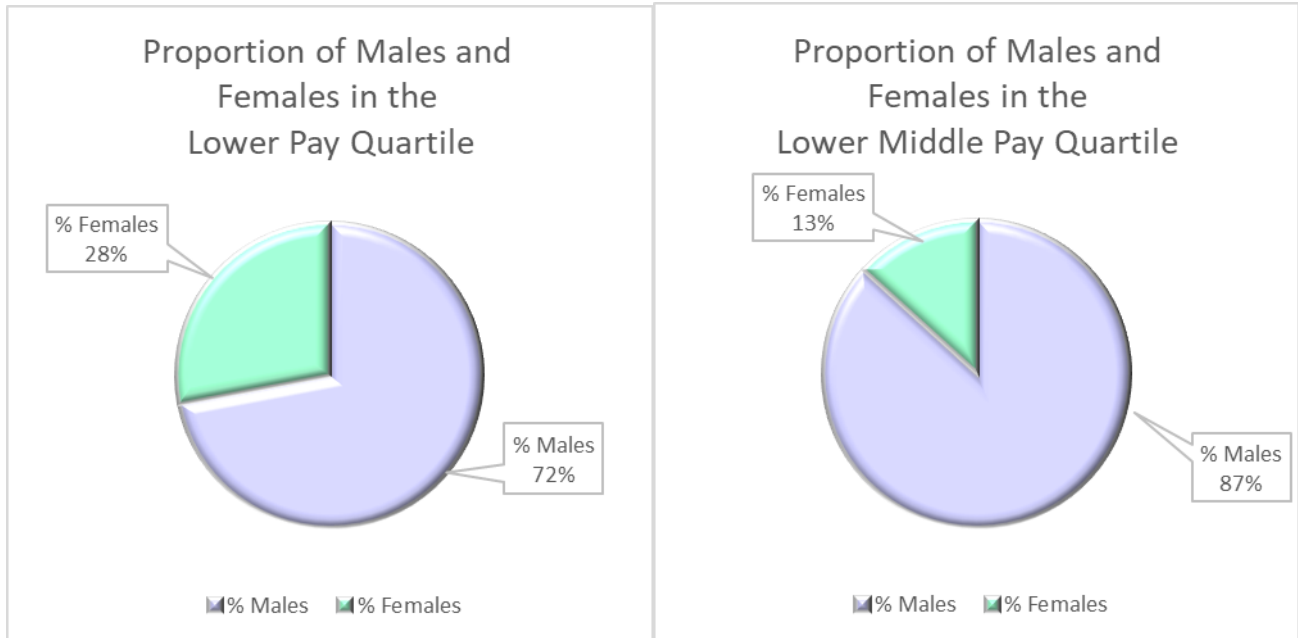
The above shows a 2.23% difference between the number of men and women being paid a bonus in the 2024 - 2025 financial year at Nottingham City Transport. The above information is based on there being 1,117 Nottingham City Transport employees included within the calculation.

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 999 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.

Our recruitment campaigns can feature more employee testimonials and targeted outreach designed to increase the visibility of women working within the business, promote awareness of career opportunities in the industry, and encourage more women to consider careers within public transport irrespective of their previous experience or background.

In our 2021 report, our median gender pay gap was 6.6%. Since that time we have reduced our median gender pay gap and increased the number of female drivers we employ. The number of female drivers on the highest rate of driver pay has also increased. There is more work that can be done, as recruiting and retaining more women across the business will be key to our continued progress.



✓ **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. We continue to target early careers as a way of improving the diversity and inclusivity of our business, as well as the gender pay gap, by attracting diverse groups to our business and then supporting them with structured development as part of their roles.

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.

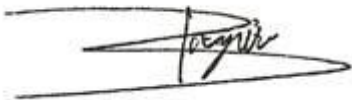
✓ **Agile Working**

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 and part time working wherever possible.

The Company operates a mix of 3-day, 4-day and 5-day working weeks. Offering flexible and part time 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.

✓ **Internal Mobility**

We recognise that employees' circumstances and working preferences can change over time. We continue to support internal mobility opportunities across the business, enabling employees to apply for roles in other departments where this better aligns with their personal circumstances, working preferences or career goals. Supporting internal mobility across the business helps NCT to retain skills and experience by providing access to alternative roles where appropriate.



Benjamin Potgieter
HR Director

