

# Gender Pay Gap: UK Bus

Report 2023\*

**GoAhead**

\* A full narrative report will follow shortly

# GoAhead UK Bus Results

In this report, we consider our **nine UK bus companies**.

Looking at the total UK bus workforce, our gender pay gap analysis shows that the **median pay is 6.7%** in favour of men, which is significantly lower than the UK National average of **14.3%\***

\*Office of National Statistics 2023

Since the 2022 Report the UK Bus **median pay gap reduced by 2.2** percentage points.

The **median bonus is 13.2% in favour of women**, an increase of 7 percentage points from the previous year.

Our mean pay gap is 4.7% and the mean bonus gap is 5.4%.










## Population by pay quartiles:

Upper Quartile		Upper Middle		Lower Middle		Lower Quartile	
Men	Women	Men	Women	Men	Women	Men	Women
90.1%	9.9%	88.3%	11.7%	87.2%	12.8%	85.1%	14.9%










**Most common role occupied by women across all quartiles is Bus Driver.**

At Go-Ahead, we are striving to achieve gender equality in our workforce and to create an inclusive environment in which all colleagues have equal opportunities, are supported, and empowered to thrive.

## A closer look at our UK Bus results by Operating Company

Operating Company	2023 Pay Gap		2023 Bonus Gap		Receiving a Bonus	
	Median	Mean	Median	Mean	Men	Women
 GoAhead LONDON	4.6%	5.3%	-24.1%	-1.3%	66.8%	55.1%
 GoSouthCoast	3.6%	5.5%	21.2%	14.2%	2.2%	3.3%
 BRIGHTON HOVE & buses.co.uk	0.7%	3.5%	0%	-5.9%	88.8%	86%
 GoNorthWest	22%	8.6%	18.1%	79%	1%	2.6%
 GoNorthEast	0.7%	0.5%	16.7%	7.6%	92.2%	80.9%
 GoSouthWest	0%	1.5%	0%	64.5%	1.8%	5%
 GoEastAnglia	-3.3%	7.6%	95.7%	98.6%	1.9%	1.8%
 oxford bus company	3.6%	8%	4.4%	54.4%	65.4%	67.4%
 EastYorkshire	0.7%	5.6%	0%	86%	17.5%	12.8%

# Population by pay quartiles by Operating Company

Operating Company	Upper Quartile		Upper Middle		Lower Middle		Lower Quartile	
	Men	Women	Men	Women	Men	Women	Men	Women
 GoAhead LONDON	90.8%	9.2%	89.5%	10.5%	88.3%	11.7%	81.7%	18%
 GoSouthCoast	89.5%	10.5%	88%	12%	87%	13%	78%	22%
 BRIGHTON HOVE & buses.co.uk	86.9%	13.1%	91.1%	8.9%	87.2%	12.8%	85.8%	14.2%
 GoNorthWest	97%	3%	94.7%	5.3%	96.2%	3.8%	84.3%	15.7%
 GoNorthEast	92.5%	7.5%	91.5%	8.5%	90.7%	9.3%	88.1%	11.9%
 GoSouthWest	85.9%	14.1%	86.4%	13.6%	85.9%	14.1%	83.8%	16.2%
 GoEastAnglia	85.1%	14.9%	78.4%	21.6%	85.1%	14.9%	81.3%	18.7%
 oxford bus company	89.9%	10.1%	92.3%	7.7%	89.3%	10.7%	83.5%	16.5%
 EastYorkshire	88.8%	11.2%	91.1%	8.9%	86.6%	13.4%	81.5%	18.5%

**GoAhead**  
LONDON

**GoNorthEast**

**Flexbuss**

**GoNorthWest**

**GoEastAnglia**

**Go-Ahead**  
Singapore

**GoSouthCoast**

**GoAhead**  
IRELAND

**GoAhead**

**BRIGHTON &  
HOVE**  
buses.co.uk

**GoAhead**  
AUSTRALIA

**GoSouthWest**

**GoAhead**  
NORDIC

**EastYorkshire**

**oxford**  
bus company

**GTR**

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BAHN & BUS