



# UK Gender and Ethnicity Pay Gap Report

**FirstGroup plc**  
2022





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# Introduction

I am pleased to present our 2022 Gender and Ethnicity Pay Gap Report. This is our sixth year reporting our gender pay gap and our second year reporting our ethnicity pay gap. While the ethnicity pay gap is not yet a legal requirement for UK employers, we believe that gender pay gap reporting has demonstrated the power of data to drive progress on diversity and fairness issues.



FirstGroup is a leading UK transport operator providing easy and convenient mobility, improving quality of life by connecting people and communities. We are committed to increasing the diversity of our workforce to better understand and meet the needs of the diverse customers and communities we serve. We recognise that attracting and retaining people with different backgrounds and experiences requires an inclusive culture where everyone feels valued and respected. While we are proud of the progress being made in many areas, we acknowledge there is still more to do, therefore, we are committed to making our workplaces inclusive for all our employees, regardless of their gender, ethnicity or any other characteristic.

In the past year we have established two separate groups to help us drive our equality, diversity and inclusion (ED&I) agenda. Internally we have an ED&I working group where we can share learnings across the business and develop strategy. Within this group we are setting ED&I targets, for all of our operating companies, and using strategic workforce planning

to help us achieve these targets. We plan to share these targets in our next Gender and Ethnicity Pay Gap Report. We have also established the Responsible Business Committee, a new committee of the Board, and one of its main duties is to review the practices and performance of the Group in supporting our people, and in particular our progress towards meeting the Group's goals and objectives with regard to inclusion and diversity.

The public transport industry remains male-dominated, so increasing gender diversity has been a key area of focus. I am pleased that, since our first Report in 2017, FirstGroup has more than doubled the number of women we employ in the UK.

We remain committed to improving the ethnic diversity of our workforces. As signatories to 'Change the Race Ratio', which is a group of senior leaders committed to increase ethnic and racial diversity at the Board and Executive Committee levels, we have taken further action this year and once again have ethnically diverse representation on our Board. This is also the second year we have

voluntarily published our Ethnicity Pay Gap Report. We are pleased that 65% of our colleagues have disclosed their ethnicity to us and recognise the importance of this data in driving progress on our ethnicity programmes. We also have various initiatives underway to encourage even more colleagues to share their ethnicity with us.

This report provides an update on our gender and ethnicity pay gaps and the respective action we are taking.

Once again we confirm our absolute determination to ensure fairness in pay and progression regardless of gender or ethnicity, and to close pay gaps where they do exist in some of our individual businesses. ED&I remains an area of focus at FirstGroup. There is, of course, still much more to do, but we are proud of our efforts so far, and the leadership team and I are personally committed to driving further progress in this vital area.

**Graham Sutherland**  
*Chief Executive Officer*

# Pay gap reporting terms explained

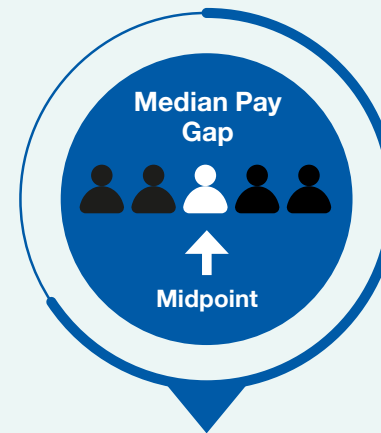


**Equal pay** means that within an organisation a person in one group and a person in a comparator group should not be paid differently for performing equal work.



A **pay gap** measures the difference between the average earnings of one group compared against the average earnings of another group.

The difference is expressed as a percentage of the first group's earnings.



The **median pay gap** is the difference in hourly pay between the **midpoints** of two groups' earnings, when their salaries are listed by size.



The **mean pay gap** is the difference between the **average** hourly pay of two groups.

Both our gender pay gap and our ethnicity pay gap have been calculated using the UK government's statutory methodology for gender pay gap reporting. Our reporting is based on pay after salary sacrifice as required by statute. Hourly pay is based on the pay period including 5 April 2022 and bonus pay is based on bonuses paid in the period 6 April 2021 to 5 April 2022.

## Interpreting the results

When calculating our pay gaps, we look at both the mean and median average. We consider that for our operating companies, some of which have relatively small numbers of women or ethnic minorities, the median average is the most representative measure, because it prevents high and low outliers distorting the results.

# Our population

## Reporting Population

Our reporting is based on a population size of

# 30,259

Nearly **90% of our colleagues work in operational roles covered by collective bargaining agreements** which determine pay rates by job,

and which are applied equally to all job holders regardless of gender or ethnicity.

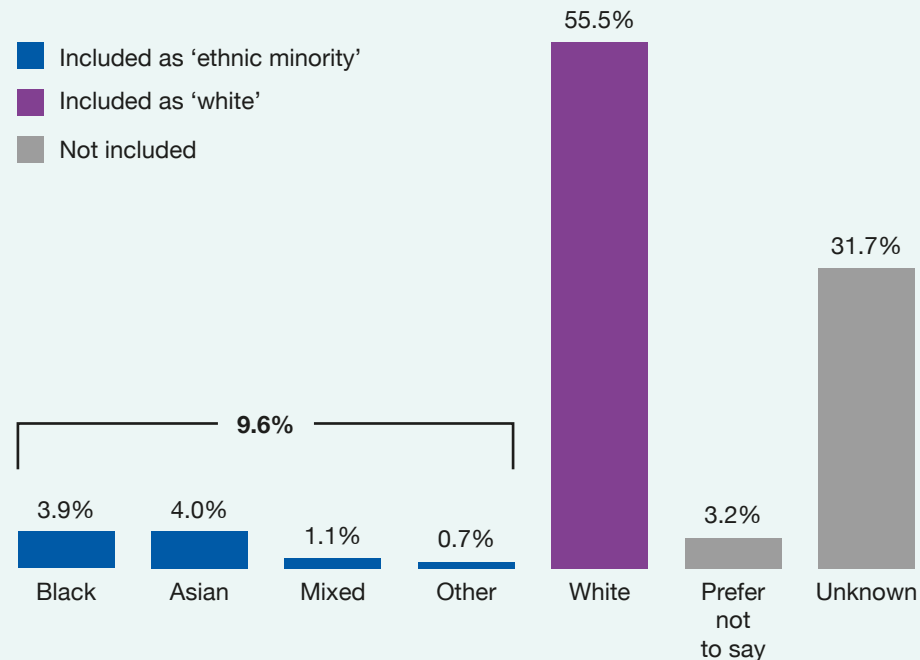
We employ people across 34 companies. Of these, 20 had 250 or more employees and are required to publish their gender pay gap data (shown on [page 17](#)).

## Gender



	Male	Female	
Average age	48	43	years
Average tenure	12	9	years

## Ethnicity

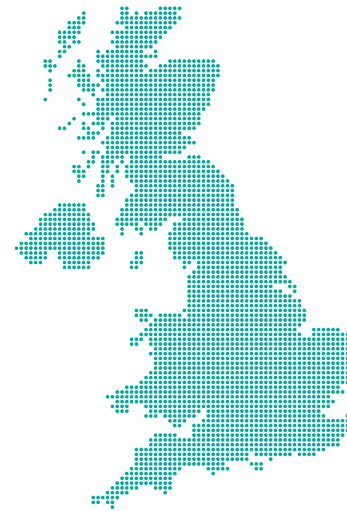


**34.9%** of our population have not yet shared their ethnicity with us. We recognise that this limits the accuracy of the reporting and caution should be used when interpreting this data and making year on year comparisons.

**Please note:** throughout this report, numbers have been rounded to one decimal place. Sometimes, this leads to what appear to be discrepancies in data. This is solely due to the limitations of rounding numbers and is not a result of inaccuracy.

# Gender pay gap 2022

Women remain under-represented in the UK public transport sector<sup>1</sup>, therefore, increasing the number of women employed at FirstGroup is a key focus area. We are pleased that since our first gender pay gap report in 2017, we have more than doubled the number of women we employ in the UK (2017: 2,937 | 2022: 6,126).



## -1.3%

Our **2022 median gender pay gap** of -1.3% in favour of women compares positively to the UK national average of 14.9% in favour of men

Additionally, 75% of our reporting companies have a median gender pay gap better than the UK national average.

Our **women's development programmes** continue to be successful and the key to our success in increasing the number of women in management roles. **Over 33%** of participants in both our programmes have been promoted since attending. More information on these programmes can be found on [page 15](#).

## Our four commitments

In our first Gender Pay Gap Report in 2017, we set out the following four commitments to increase our gender diversity:

- 1** Increase the number of female applicants for all roles
- 2** Encourage more women to stay and progress, through employment policies which make it easier to combine a career with family life
- 3** Support and develop more women to move into higher paying roles
- 4** Ensure men are more aware and equipped to play their part in creating an inclusive workplace which is welcoming to women

<sup>1</sup> 22% of the transport sector are women, ONS Transportation and storage sector data as at September 2022.

[Page 9](#) of this report provides an update on the actions we are taking against each of these commitments.

# Understanding our gender pay gap

## Our 2022 gender pay gap

For 2022, our women's median hourly pay is 1.3% higher than men's, consistent with our 2021 median pay gap. Our 2022 women's mean hourly pay gap of 7.7% is 1.3% higher than 2021. As explained on [page 4](#), we consider our median pay gap to be a more representative measure. Key takeaways about this years' figures:

- **Fifteen** reporting companies had a median gender pay gap better than the UK national average of 14.9%<sup>1</sup>

- **Five** of these either had a gender pay gap of zero, or women's average pay was higher than that for men
- **Ten** of our companies have improved their median gender pay gap since last year

## Distribution

Since 2017, we have been steadily increasing the proportion of women we employ, through our recruitment efforts and mobilisation of new rail businesses. We are also in the

process of setting diversity targets throughout the business, which we plan to disclose in next year's report.

- Women comprise 20.2% of our UK workforce, up from 19.1% in 2021 and 12.8% since we first began reporting in 2017
- Women remain under-represented in our higher paid leadership, technical and professional roles in operational management and engineering. This is affected by the low proportion of women studying STEM (science,

technology, engineering and maths) subjects at school and university, which are required in many of our higher-paid jobs. Actions we are taking to increase the number of women moving into these roles are outlined on [page 15](#)

The graph below shows the distribution of female colleagues by pay quartile compared to 2017, the first year we reported. Representation of women has increased in the past six years, particularly at the upper middle and lower middle quartiles.

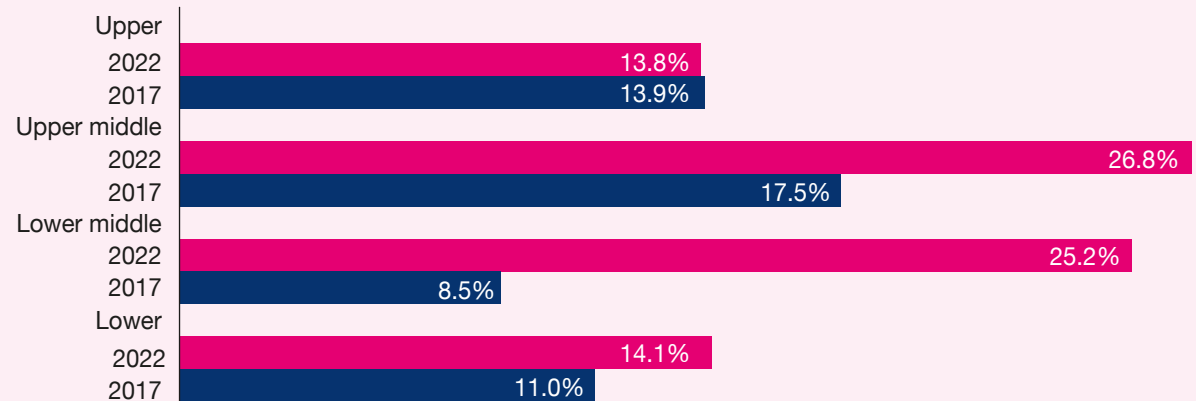
## -1.3%

2022 median gender pay gap  
(2021: -1.2%)

## 7.7%

2022 mean gender pay gap  
(2021: 6.4%)

## Female pay distribution, by quartile



<sup>1</sup> ONS data as at November 2022.

# Gender bonus gap

## Our 2022 gender bonus gap

FirstGroup operates bonus, incentive and commission schemes for different job categories across the Group.

In 2022, women's median bonus was 60% lower than that for men (2021: 8.3%). Women's mean average bonus in 2022 was 19.7% lower than men's (2021: -12.8%). The increase to both the median and mean bonus gap is a result of women being underrepresented in management roles, where a greater portion of pay is in the form of variable pay. In 2021

we did not pay bonuses to our top executives. Bonuses that were paid from our Group-wide incentive plan were smaller than in 2022 as a result of the impact the pandemic had on our business.

More men and women received a bonus in 2022 than in 2021. Below are key takeaways:

- The proportion of women receiving a bonus in 2022 is more in line with pre-pandemic levels

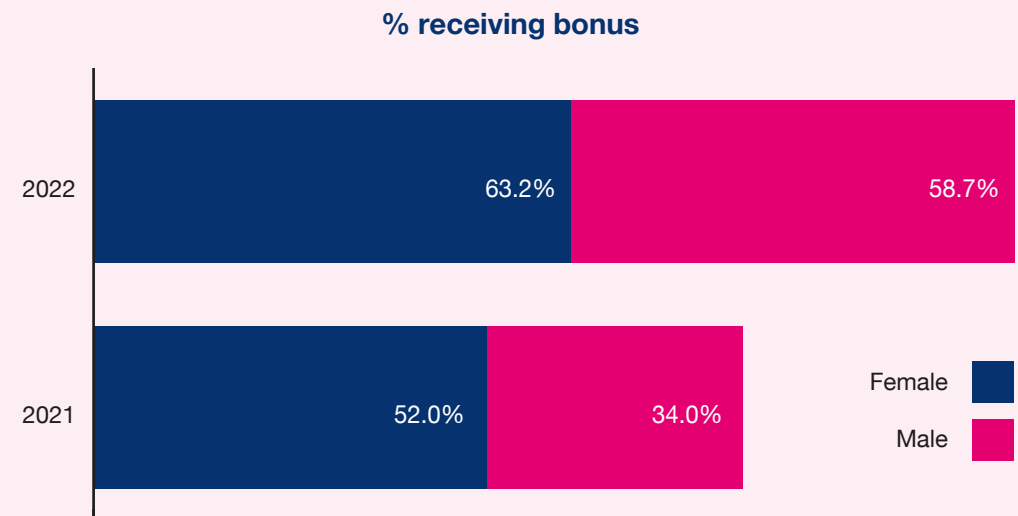
- A greater proportion of women are in roles that are bonus or commission eligible than men
- The year on year increase in men receiving a bonus is largely due to the fact that almost 8,000 First Bus colleagues (89.1% of which are male) received a £500 bonus in 2022. This bonus was in recognition of the commitment our frontline workers showed throughout the pandemic to ensure the continuation of vital bus services to our customers

## 60.0%

2022 median gender bonus gap  
(2021: 8.3%)

## 19.7%

2022 mean gender bonus gap  
(2021: -12.8%)





# Progress against our four commitments

In 2022 we have made further progress on the four commitments we set out in 2017 to increase gender diversity. Below is a brief summary of some of the actions being taken throughout the Group in support of these commitments. More information on our ED&I agenda can be found on [pages 13-16](#).

## Our four commitments

### 1 Increase the number of female applicants for all roles

Female applicants and female hires in 2022 remained consistent with 2021 (20.7% and 23.7%, respectively). Improvement on 2021 was hampered due to turnover in our bus driver population, which remains male dominated. In 2022 Great Western Railway (GWR) ensured a minimum of 50/50 gender split in interview panels and an even gender split in shortlisting candidates. This has resulted in 31% of new hires, of which 43.1% were management roles, being filled by women at GWR.

We continue to use targeted social media campaigns and ensure our websites and recruitment materials include more images of under-represented groups.

We are in the process of conducting strategic workforce planning, with gender and ethnicity targets for all of our operating companies and will share these in next year's report. See [page 14](#) for more information.

### 2 Encourage more women to stay and progress, through employment policies that make it easier to combine career life with family life

First Bus is in midst of a major resourcing transformation. With the assistance of an external consultancy, that specialises in developing innovative flexible working solutions to attract talent, they are looking for ways to attract and retain women to careers at First Bus.

First Bus is also continuing part-time bus driver trials, which have been taking place for multiple years, throughout the network and gaining feedback on a number of different shift patterns with the aim of attracting more women into the workforce.

### 3 Support and develop women to move into higher paying roles

We are keen to see more women moving into our higher paid management roles, which will help close the gender pay gaps where they exist in some of our businesses.

See [page 15](#) for information on our development programmes focused on progressing women in their careers at FirstGroup. These programmes have helped us increase the gender diversity in our management teams.

Between 2017 and 2022, the number of female managers in our First Bus division has risen from 18% to 26% and in First Rail from 29% to 33%.

We are also committed to increase gender diversity in our higher paid engineering roles, see [page 15](#) for more information.

### 4 Ensure men are more aware and equipped to play their part in creating an inclusive workplace which is welcoming to women

We have various programmes across the Group aimed at creating an inclusive environment. First Bus has launched an inclusion programme spanning various ED&I topics and the importance of diversity and inclusion. To date the programme has reached approximately 1,300 colleagues. We have also conducted unconscious bias training across several of our operating companies.

See [page 16](#) for more information on inclusiveness training occurring throughout the Group.

# Ethnicity pay gap 2022

While there is no statutory requirement to publish our ethnicity pay gap we are committed to our ED&I agenda and believe that gender pay gap reporting has demonstrated the power of data to drive progress on diversity and fairness issues.

Therefore, for the second year, we are voluntarily disclosing our ethnicity pay gap.

We have made progress in collecting ethnicity data from our colleagues over the past year, up from 61.1% in

2021 to 65.1% in 2022 and we are committed to increasing ethnicity disclosure across the Group by the end of 2023. Across our rail division we have 77% disclosure, however, in First Bus our disclosure is currently at only 49%. In order to increase disclosure we have launched a First Bus census that is simple and easily accessible.

Consistent with the 2021 ethnicity pay gap report, we present data at

a UK-level only, as there is currently insufficient data for meaningful reporting by operating company. As we increase the proportion of colleagues who share their ethnicity data we may be able to report at a more granular level. While we still have low levels of reporting, caution must be taken when interpreting the ethnicity pay gap. Once we reach greater ethnicity disclosure we will be in a position to draw more meaningful conclusions and comparisons.

In 2022, 9.6% of our workforce have disclosed that they are from an ethnic minority background (up by 8% over 2021), 55.5% white and 34.9% are unknown (3.2% prefer not to say and 31.7% have not disclosed). We anticipate fluctuations in this breakdown as more people disclose their ethnicity to us.



The proportion of applicants from ethnic minorities increased for the fourth successive year, from 24.8% in 2018, to 25.6% in 2022, and hires from 13.1% to 16.6%. This compares positively to the ethnic diversity of the UK population (13%; ONS 2011 Census).

## 8.4%

Our **2022 median ethnicity pay gap of 8.4%** shows that at FirstGroup, ethnic minorities average hourly pay is 8.4% lower than white colleagues.

### Reach programmes

We are now also in our third year of our 'Reach Up' and 'Reach Forward' programmes. As with our women's development programmes, they support the career progression of employees from minority ethnic

backgrounds in our rail division. As a result of these programmes, more of our minority ethnic colleagues are progressing into managerial roles; of the 75 colleagues who have taken part so far, 25% have already been promoted since attending.

# Understanding our ethnicity pay gap

## Our 2022 ethnicity pay gap

The ethnicity pay gap shows the difference between the average hourly rate of pay of all Black, Asian and Minority Ethnic (BAME) employees in the organisation, as a percentage of the average hourly rate of pay of white employees.

Our median ethnicity pay gap shows that white employees' median hourly pay is 8.4% higher than for those of an ethnic minority background. This

is a bigger gap than the UK national average of 1.9%<sup>1</sup> and an increase over 2021. We expect there to be fluctuations in our ethnicity pay gap as we are in the process of collecting ethnicity information from our employees.

## Distribution

The biggest contributing factor to our pay gap is under-representation of ethnic minorities in senior roles. The graph below shows the distribution

of ethnic minority colleagues by pay quartile. The following is a breakdown by our two divisions:

- **First Rail:** 11.9% of our colleagues disclosed that they are from an ethnic minority background, 66.7% of whom are in the lower middle and lower pay quartiles
- **First Bus:** 6.4% of our colleagues disclosed that they are from an ethnic minority background, and are

distributed fairly evenly across our four pay quartiles

Increasing the number of colleagues who share their ethnicity with us is a key part of our action plan, as the graph below shows we have been taking steps to increase reporting since 2021 with the decrease in proportion of colleagues whose ethnicity is unknown. See [page 14](#) for more information on what action we are taking to encourage employees to share this information.

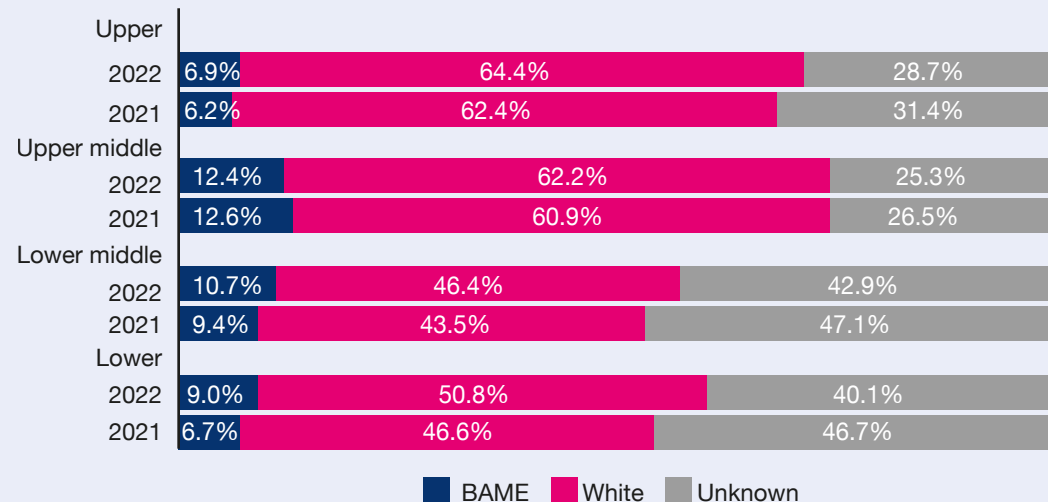
# 8.4%

**2022 median ethnicity pay gap**  
(2021: 4.7%)

# 10.4%

**2022 mean ethnicity pay gap**  
(2021: 9.7%)

## Pay distribution, by ethnicity



<sup>1</sup> ONS Annual Population Survey 2019.

# Ethnicity bonus gap

## Our 2022 ethnicity bonus gap

FirstGroup operates bonus, incentive and commission schemes for different job categories across the Group.

In 2022, the median bonus for white colleagues was 44.2% higher than that of colleagues from an ethnic minority background, and the mean bonus was 20.1% higher.

Both the median and mean ethnicity bonus gaps are driven by the fact that ethnic minorities remain under-represented in management roles, where a greater proportion of pay is in the form of variable pay. See [page 15](#) for information on what we are doing to support and encourage colleagues from an ethnic minority background into management roles.

The proportion of both ethnic minority and white colleagues who received a bonus increased over 2021. The significant increase in white colleagues receiving a bonus is primarily because of a £500 special bonus paid to almost 8,000 First Bus colleagues, in recognition of the commitment our frontline workers showed throughout the pandemic.

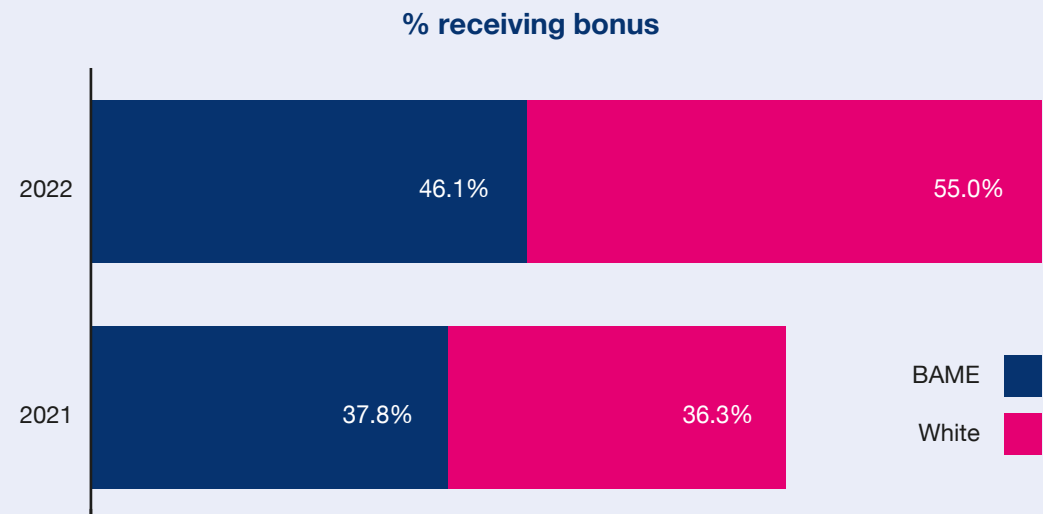
As explained on [page 9](#), our employees in First Bus are predominantly white.<sup>1</sup>

## 44.2%

2022 median ethnicity bonus gap  
(2021: 8.3%)

## 20.1%

2022 mean ethnicity bonus gap  
(2021: 10.1%)



<sup>1</sup> 6.4% of our First Bus colleagues have reported that they are from an ethnic minority background.

# Supporting our people

We employ more than 30,000 people in depots, stations and offices, providing vital services which connect people and communities. Our people are at the heart of our business.

## Our aims



### Diversity and inclusion

We value diversity and inclusion, and our workforce represents the communities we serve, increasing effective participation and equal opportunities.



### Skills for the future

Our people have the skills, expertise and knowledge to drive the transition to a sustainable future.



### Wellbeing

Our culture means that our employees are supported towards good mental and physical wellbeing.

## Our commitments

- 1 To develop and implement a plan to attract, recruit and retain a diverse workforce and foster a culture of inclusion
- 2 To increase the diversity of employees reaching management roles by investing in programmes to support the development of under-represented groups
- 3 To provide employment opportunities for people from disadvantaged or underprivileged backgrounds to promote social mobility and economic development, while increasing workforce diversity
- 4 To build the necessary skills within our workforce to support the transition to a low-carbon economy
- 5 To promote and invest in STEM (science, technology, engineering and mathematics) education, increasing the number of young people with the skillsets needed by the transport sector of the future
- 6 To engage and empower employees to become ambassadors for the business and advocates of sustainable transport
- 7 To provide a proactive employee wellbeing plan with programmes for all, which promote and enable mental, physical and social wellbeing, including industry-specific needs
- 8 To pay our employees a competitive wage and encourage others within our sphere of influence to do the same

# What we are doing

## Collecting data



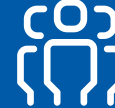
In order to set appropriate targets we need sufficient data. In First Bus, only 49% of employees have shared their ethnicity data with us. As such, we are in the process of conducting a census and are committed to increasing disclosure by the end of 2023.

## Developing our people



We have been running women's development programmes that focus on promoting women since 2018 and have had more than 200 participants. More recently we have developed similar programmes for ethnically diverse colleagues. See [page 15](#) for more information.

## Creating an inclusive workplace



We have policies in place that aim to eliminate any form of discrimination or inappropriate behaviour. We also have campaigns, networks and training programmes to help foster an inclusive workplace for all employees. See [page 16](#) for more information.

## Setting targets



We are in the process of setting gender and ethnic diversity targets across the Group based on the communities we serve. We intend to publish these next year.

# Developing our people

We invest in both internal and external development programmes to increase representation of both women and ethnic minorities in our management and higher paid engineering roles.

## Engineering programmes

We have pledged our support for the **Tomorrow's Engineers Code**, a campaign that brings together employers, education and professional bodies to increase the number and diversity of young people choosing careers in engineering. By targeting inspiring activities at under-served and under-represented groups, including women, the Tomorrow's Engineers Code seeks to ensure all

young people have the opportunity to consider a career in engineering.

First Bus is a founding sponsor of **Equal Engineers' Pathways Programme**, designed to connect engineering students from diverse backgrounds with employment opportunities across the UK. In 2022, three First Bus senior engineering managers have been part of the mentoring programme.

## Step Up/Reach Up

Since 2018 our **Step Up and Reach Up** development programmes support women and ethnic minorities, respectively, in non-management roles to prepare for and attain their first management or supervisory role.

**Over 30%** of attendees in both programmes have been promoted since attending.

## Step Forward/Reach Forward

Our **Step Forward and Reach Forward** development programmes support women and ethnic minorities, respectively, in managerial or professional roles to prepare for 'Head of' or equivalent role.

**45%** of Step Forward and **25%** of Reach Forward participants have been promoted since attending.



### Reach Forward

**Hassan Khalil – promoted to Head of Performance Evaluation, GWR**

“ Key lessons I took away included the importance of making time for relationships and networking, making time for my own personal development, and seeing my career as a project with risks and opportunities. Collectively, the programme influenced my time planning, stakeholder management and decision making. I have been very fortunate in being surrounded by colleagues who support and believe in me, but personal responsibility is also paramount. The programme helped me to reflect on my career pathway and helped me to make better decisions. It gave me the confidence to 'put my hat in the ring' and take a leap of faith in myself. ”



### Step Forward

**Claire Morgan – promoted to Regional Station Manager, GWR**

“ The Step Forward programme challenged my way of thinking and, in turn, how I approached my new role. I learned through the shared knowledge and experience of fellow participants, and I developed relationships with colleagues that I would not normally have had the opportunity to meet. I appreciated the time built into the course which allowed me to reflect on my own personal career journey. ”

# Creating an inclusive workplace

It is crucial that not only do we increase the diversity of our workforce but that we have an inclusive workplace where all colleagues feel that they belong and are respected in order to attract and retain employees from diverse backgrounds. Throughout the Group we have policies in place that aim to eliminate discrimination and inappropriate behaviour. The following are other ways in which we are fostering an inclusive workplace.

## Training



We have several training programmes centred around ED&I. Below are some of the things we are doing:

- Unconscious bias training
- South Western Railway (SWR) has trained 20 Menopause Advocates from across the business to raise awareness and provide support
- We are working towards Bronze accreditation through the Clear Company Assured Diversity & Inclusion Programme
- First Bus is continuing their journey to building awareness, knowledge, understanding and confidence in ED&I through the 'Celebrating our Differences Inclusion Programme' for supervisors and above. So far over 70% of the 1,800 employees eligible have participated
- First Bus is contributing to the development of 'The Inclusive Employment Journey' which aims to share good practice across the UK bus industry

## Networks and communication



Each of our businesses have several inclusive networks that employees can belong to. These networks act as a safe space for employees to support each other and raise issues affecting them.

Throughout the Group we also have several campaigns celebrating and bringing awareness to topics such as Black History Month, Pride, Mental Health Awareness and Menopause Awareness.

## Measuring



Throughout the Group we conduct regular pulse and engagement surveys where we measure employee engagement. For example:

- At TransPennine Express (TPE), engagement scores, for under-represented groups were higher than overall employee scores in the 2022 Annual Engagement Survey, suggesting that under-represented groups feel included at TPE
- In 2022, First Bus introduced an inclusion index into the quarterly Employee Engagement Survey. The index comprises five questions around inclusion (e.g. I feel I can be myself at work) which are then aggregated to an overall score. Each quarter, line managers receive an anonymised dashboard for their team. This is important so we not only review our journey to being a diverse organisation, but a truly inclusive organisation too



# Gender pay gap: data as at 5 April 2022

Division	Employing Entity	Ordinary pay		Bonus		% Receiving Bonus		Quartile							
		Median	Mean	Median	Mean	Male	Female	Upper		Upper Middle		Lower Middle		Lower	
								Male	Female	Male	Female	Male	Female	Male	Female
First Bus	First Aberdeen Ltd	0.8%	4.8%	0.0%	54.7%	93.7%	100.0%	91.6%	8.4%	91.6%	8.4%	92.7%	7.3%	85.5%	14.5%
First Bus	First Bristol Ltd	-1.6%	-5.0%	3.8%	10.2%	98.2%	92.9%	90.4%	9.6%	91.0%	9.0%	92.9%	7.1%	94.9%	5.1%
First Bus	First Bus Central Services Ltd	34.1%	42.6%	0.0%	88.9%	68.9%	73.7%	77.8%	22.2%	64.2%	35.8%	42.0%	58.0%	33.3%	66.7%
Rail - FCC	First Customer Contact Ltd	0.0%	12.0%	0.0%	-165.9%	8.1%	4.4%	65.2%	34.8%	36.9%	63.1%	46.2%	53.8%	39.4%	60.6%
First Bus	First Cymru Buses Ltd	-0.7%	-5.6%	0.0%	3.9%	24.7%	38.1%	87.9%	12.1%	94.7%	5.3%	96.2%	3.8%	92.4%	7.6%
First Bus	First Eastern Counties Ltd	1.1%	4.0%	0.0%	2.7%	91.2%	79.7%	95.2%	4.8%	91.5%	8.5%	93.9%	6.1%	86.1%	13.9%
First Bus	First Essex Buses Ltd	0.1%	4.7%	0.0%	0.0%	89.7%	83.3%	94.0%	6.0%	85.2%	14.8%	90.7%	9.3%	88.5%	11.5%
First Bus	First Glasgow (No.1) Ltd	4.8%	8.2%	0.0%	0.3%	93.4%	93.9%	95.8%	4.2%	95.4%	4.6%	94.7%	5.3%	89.0%	11.0%
First Bus	First Glasgow (No.2) Ltd	0.4%	-3.7%	0.0%	7.4%	90.1%	91.3%	92.8%	7.2%	96.9%	3.1%	96.9%	3.1%	92.8%	7.2%
Rail - GWR	Great Western Railway Ltd	24.2%	21.1%	-2.7%	40.2%	49.0%	65.0%	90.6%	9.4%	82.4%	17.6%	66.6%	33.4%	58.5%	41.5%
First Bus	First Hampshire & Dorset Ltd	0.0%	0.9%	0.0%	17.4%	79.2%	86.7%	87.9%	12.1%	87.0%	13.0%	87.8%	12.2%	86.4%	13.6%
First Bus	First Manchester Ltd	2.5%	2.3%	-455.6%	-71.9%	58.3%	71.2%	88.0%	12.0%	95.3%	4.7%	93.5%	6.5%	79.6%	20.4%
Rail - SWR	First MTR South Western Trains Ltd	15.3%	19.7%	56.3%	56.0%	27.1%	36.3%	93.3%	6.7%	83.2%	16.8%	78.7%	21.3%	73.5%	26.5%
First Bus	First Scotland East Ltd	0.9%	7.0%	0.0%	10.5%	84.3%	78.0%	90.4%	9.6%	88.9%	11.1%	90.3%	9.7%	80.8%	19.2%
First Bus	First South West Ltd	1.8%	3.9%	0.0%	18.2%	89.3%	84.2%	89.9%	10.1%	92.4%	7.6%	89.8%	10.2%	86.6%	13.4%
First Bus	First South Yorkshire Ltd	0.4%	4.9%	0.0%	-2.9%	44.0%	62.7%	95.0%	5.0%	90.1%	9.9%	92.3%	7.7%	92.3%	7.7%
Rail - AWC	First Trenitalia West Coast Rail Ltd	19.9%	24.0%	26.4%	40.2%	70.5%	80.0%	83.8%	16.2%	61.2%	38.8%	53.0%	47.0%	41.3%	58.7%
First Bus	First West of England Ltd	-0.6%	-4.3%	0.0%	2.1%	92.6%	91.2%	83.9%	16.1%	88.0%	12.0%	91.1%	8.9%	85.4%	14.6%
First Bus	First West Yorkshire Ltd	3.7%	5.5%	0.0%	-21.7%	77.2%	82.5%	96.1%	3.9%	93.5%	6.5%	90.2%	9.8%	86.1%	13.9%
Rail - TPE	TransPennine Express Ltd	38.4%	17.6%	-6.5%	-84.4%	31.6%	37.0%	89.4%	10.6%	87.1%	12.9%	74.2%	25.8%	64.6%	35.4%

# Gender pay gap trend data

Gender Pay Gap	2022	2021	2020	2019	2018	2017
Median	-1.3%	-1.2%	4.4%	-11.6%	-5.1%	-9.1%
Mean	7.7%	6.4%	9.0%	3.4%	3.1%	-2.2%

Gender Bonus Gap	2022	2021	2020	2019	2018	2017
Median	60.0%	8.3%	-81.2%	-32.5%	-33.3%	-97.6%
Mean	19.7%	-12.8%	-2.5%	-11.8%	-22.2%	-33.2%

% employees receiving a bonus	2022	2021	2020	2019	2018	2017
Female	63.2%	52.0%	77.1%	61.2%	54.6%	37.6%
Male	58.7%	34.0%	65.3%	46.0%	47.3%	34.0%

Number of employees	2022	2021	2020	2019	2018	2017
Female	6,126	5,780	5,903	4,081	3,994	2,937
Male	24,133	24,426	25,158	23,591	24,074	20,062
Total	30,259	30,206	31,061	27,672	28,068	22,999
% Female	20.2%	19.1%	19.0%	14.7%	14.2%	12.8%

## % employees in each pay quartile

	2022	2021	2020	2019	2018	2017
Female	Upper	13.8%	13.4%	11.6%	12.5%	13.9%
	Upper middle	26.8%	26.1%	26.6%	24.9%	19.9%
	Lower middle	25.2%	25.2%	31.8%	9.7%	12.0%
	Lower	14.1%	12.0%	13.5%	11.3%	12.5%
Male	Upper	86.2%	86.6%	88.4%	87.5%	88.5%
	Upper middle	73.2%	73.9%	73.4%	75.1%	80.1%
	Lower middle	74.8%	74.8%	68.2%	90.3%	88.0%
	Lower	85.9%	88.0%	86.5%	88.7%	87.5%