

CT Plus (CIC) is a wholly owned subsidiary of HCT Group and its principal trading arm.

HCT Group is a social enterprise in the transport industry, safely providing over 23 million passenger trips on our buses every year. We deliver a range of transport services – from London red buses to social services transport, from school transport to whole bus networks, from community transport to education and training. We reinvest the profits from our commercial work into further transport services or projects in the communities we serve.

Our gender pay gap figures for 2018 are:

- Mean pay gap: 16.2%
- Median pay gap: 25.9%
- Mean bonus gap: 3.2%
- Median bonus gap: 5.1%
- Proportion of M/F receiving a bonus: 21% / 16%
- Percentage of M/F in lower quartile: 71.5% / 28.5%
- Percentage of M/F in lower-middle quartile: 71.5% / 28.5%
- Percentage of M/F in upper-middle quartile: 71.5% / 28.5%
- Percentage of M/F in upper quartile: 71.1% / 28.9%

The CT Plus employees covered that fall under the requirement for Gender Pay Gap Reporting are extremely varied. They include

- Passenger Assistants who support children/adults on our Special Needs and Adult Social Care services
- PSV/Category D1 qualified bus drivers on mainstream and specialist services
- Site support staff
- Depot management and directors.

We operate transparent pay policies. All staff performing the same roles receive the same or equivalent pay whether they are male or female. We are confident that we do not have an equal pay problem.

The transport industry has typically been viewed as a 'male dominated' industry and this is reflected in some of our reporting figures. However, we do see significant progress in the representation of women in senior and support level roles - the better paid Upper Middle and Upper Quartiles of our reporting Data.

We have seen a change in the number of women represented throughout our data, again this is down to the workforce that we currently have, an increase in TfL Red Bus contracts has meant that men predominately chose to work in these types of roles and we find fewer women who wish to do so. We have however achieved a small decrease in the overall gap % despite this situation.

In line with our ethos, we have run recruitment programmes which aim to attract more women joining the company, as well as internal programmes to encourage Passenger Assistants to pursue better paid driving roles within the organisation, with appropriate training and support.

In line with our ethos as a social enterprise and our aim to reinvest profits into our social mission, we run no formal bonus programme. The only elements of pay that may be considered as a bonus under the rules of data reporting are such things as

- working over Christmas and New Year's Eve which Red Bus staff have the opportunity to do if their routes are operational
- prizes paid to staff who excel in randomly chosen assessments by TfL Inspectors – however we have no control over who is chosen or when.
- Contractual entitlements to bonuses from staff who have transferred to our employment under TUPE Regulations.

Where women have received this type of 'bonus' during the qualifying period, then it has been on par with those of their male counterparts.

As can be seen by the overall % quoted above HCT is proud to see an improvement and will continue to strive where possible to achieve a difference over the next financial year.

I confirm the data reported is accurate and has been calculated according to the legal requirements.



Mr Darren Rees

Head of People & Talent