



London Hire

Community Services

GENDER PAY GAP REPORT
2024

GENDER PAY GAP REPORTING REQUIREMENTS

London Hire Community Services employs over 250 individuals, and as such, we are required by law to publish Gender Pay Gap Reporting for the year ending 5th April 2024. The Gender Pay Gap requires us to make average (mean and median) calculations of our relevant employee's hourly pay rates and bonus payments, based on their gender.

At the time of the 'snapshot date', there were 575 individuals in our employment. 345 of these are Passenger Assistants, 198 are Drivers, and the remaining 32 are employed in Office or Management roles.

SUPPORTING STATEMENT

- London Hire Community Services specialise in home-to-school/day centre transport for children and adults with special needs. We operate in and around London with physical depot spaces in Erith, Brixton, Oxfordshire, Hertfordshire, Wiltshire, Wandsworth, and Milton Keynes.
- Throughout our recruitment process, we receive predominantly female applicants for our Passenger Assistant vacancies, whereas with our Driver roles, applicants are predominantly male. 92% of our Passenger Assistants are female (no change from 2023) compared with 27% of our Drivers (up from 25% in 2023.)
- We have set rates of pay for our Driver & Passenger Assistant roles, and both men and women are paid identically. Rates of pay may vary due to location only, as we operate in and out of London. Our Driver roles attract a higher rate of pay in recognition for the vocational qualification, annual compulsory development training required and the general market rate.
- As our Driving roles are predominantly filled by men, and our Passenger Assistants women, this creates a gender pay gap. Furthermore, the market rate for Driver roles is growing at a higher rate than Passenger Assistants, further compounding the pay gap.

SUPPORTING STATEMENT CONTINUED

- We follow the existing London Living Wage in our annual pay review conducted each September. This is used as the minimum rate of pay for Passenger Assistant Roles, with an increased rate of pay for Driver roles in recognition of their enhanced licence.
- Since our last report, we are reporting significantly decreased mean and increased median gender pay gap percentages. More female employee's received bonuses this year than males, however, the amounts received were on average hire for men. This is caused by a bonus scheme at one site being dependent on gross pay, and the Driver position is paid more than the Passenger Assistant.
- London Hire Community Services are proud to be an equal opportunities employer, and we are confident there is no bias in our recruitment and selection processes. There are natural external factors that influence our Gender Pay Gap, however, we are committed to doing what we can do reduce this ourselves.

GENDER PAY GAP RESULTS

Mean Gender Pay Gap: 15.9%

2023 Result: 16.3%

Median Gender Pay Gap: 14.6%

2023 Result: 11.6%

Mean Bonus Pay Gap: 51.8%

2023 Result: -50%

Median Bonus Pay Gap:

32.6%

2023 Result: -100%

GENDER PAY GAP RESULTS

Female Employees
in Upper Quarter:
27.7%

2023 Result: 28%

Female Employees
in Upper Middle
Quarter: 51.3%

2023 Result: 75%

Female Employees
in Lower Middle
Quarter: 94.6%

2023 Result: 93.0%

Female Employees
in Lower Quarter:
92.9%

2023 Result: 77%

Male Employees in
Upper Quarter:
72.3%

2023 Result: 72%

Male Employees in
Upper Middle
Quarter: 48.7%

2023 Result: 25%

Male Employees in
Lower Middle
Quarter: 5.4%

2023 Result: 67%

Male Employees in
Lower Quarter:
7.1%

2023 Result: 23%

ACTION PLAN

- We will continue to complete calibration of all roles at during our annual pay review process, to ensure there is no unreasonable gender pay gap.
- Continue to utilise our Applicant Tracking System to monitor demographic of applicants.
- We are shortly launching an internal Bus Driver apprenticeship. By offering this to existing Passenger Assistants, we should see an increase in Female Drivers, reducing the current pay gap.