



Transport for London Gender Pay Gap Report 2017

MAYOR OF LONDON



**TRANSPORT
FOR LONDON**
EVERY JOURNEY MATTERS

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1. About this report

1.1. Purpose

- 1.1.1. The purpose of this report is to comply with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 on gender pay gap reporting (together 'the Regulations'), together with the additional reporting requested by the Mayor. In addition, this report supports Transport for London's (TfL's) objective to be open and transparent regarding our pay.
- 1.1.2. The Mayor's manifesto contained a commitment to publish a gender pay audit for the Greater London Authority (GLA) and its functional bodies including TfL, with a requirement that work should be undertaken to narrow any gaps identified.
- 1.1.3. In addition to producing this Gender Pay Gap Report, we already complete a comprehensive Equal Pay Audit every two years that enables us to identify any pay anomalies at a functional level and create local action plans to address these.

1.2. What is the gender pay gap?

- 1.2.1. The gender pay gap is an equality measure that shows the difference in average earnings across all jobs between women and men employed by the same employer.
- 1.2.2. The gender pay gap does not show difference in pay for comparable jobs as in 'equal pay'.

1.3. How is the gender pay gap measured?

- 1.3.1. The Regulations stipulate that employers with 250 or more employees are required to publish data for each employing entity using the appropriate snapshot date.
- 1.3.2. Public sector employers must use the snapshot date of 31 March and private sector employers the snapshot date of 5 April to collate the data for the report.
- 1.3.3. The Regulations stipulate the following six metrics must be published:
 - The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference between the mean bonus paid to male relevant employees and that of female relevant employees
 - The difference between the median bonus paid to male relevant employees and that of female relevant employees



- The proportion of male and female relevant employees who were paid bonus pay
- The proportion of male and female relevant employees in the lower, lower middle, upper middle and upper quartile payband

1.3.4. In addition to the regulatory requirements, the Mayor requires the GLA and other functional bodies to produce a wider set of data for all employing entities including those with less than 250 employees.

1.3.5. The additional metrics are:

- The difference in the mean hourly rate of pay for part-time and full-time full-pay relevant employees by gender
- The difference in the median hourly rate of pay for part-time and full-time full-pay relevant employees by gender
- The difference between the mean hourly rate of pay of full-pay relevant men and that of full-pay relevant women employees by grade
- The difference between the median hourly rate of pay of full-pay relevant men and that of full-pay relevant women employees by grade
- The number of full-pay relevant men and women in equally sized salary groups based on the spread of pay
- The number of full-pay relevant men and women in £10k salary bands

1.4. About TfL

1.4.1. TfL is a statutory corporation regulated under local government finance rules. We are governed by the Greater London Authority Act and have three main subsidiary companies incorporated under the Companies Act 2006.¹

1.4.2. Our subsidiary companies are:

- London Transport Insurance (Guernsey) Limited
- TfL Trustee Company Limited
- Transport Trading Limited (Transport Trading Limited also has a number of subsidiary companies)

1.4.3. TfL discharges its public functions through its subsidiaries, we are a public sector organisation and the subsidiary companies are private limited companies or a registered charity (London Transport Museum).

1.4.4. This report will contain data relating to both the public sector snapshot date of 31 March and the private sector snapshot date of 5 April.

¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/corporate-governance/subsidiary-companies>



1.4.5. Not all TfL subsidiary companies have employees. The following subsidiary companies with employees covered under the Regulations and the Mayoral requirements are (in alphabetical order):

- Docklands Light Railway Limited
- London Bus Services Limited
- London Buses Limited
- London River Services Limited
- London Transport Museum Limited
- London Underground Limited
- Rail for London (Infrastructure) Limited
- Transport Trading Limited
- Tube Lines Limited
- Victoria Coach Station Limited

1.4.6. TfL is an organisation that provides a world-class transport network and we want to be an employer of choice for Londoners. We aim to have a workforce that is as diverse as the city we serve, led by inclusive leaders.

1.5. Methodology

1.5.1. TfL is required to report gender pay gap data not only by employing entity, but also to provide a consolidated TfL view as well as a breakdown by operational and non-operational staff.

1.5.2. The presentation of the data in this report is therefore set out according to the following population groups:

- Consolidated TfL view
- Non-operational roles
- Operational roles
- Eleven employing entities

1.5.3. The consolidated TfL view covers all employees of the parent company including both operational and non-operational roles.

1.5.4. Non-operational roles do not have a fixed rate for the role. Within this group employees' pay is more flexible, with room for rewarding individual contribution and skills, and there is potentially more scope for inequity between different groups of employees.



- 1.5.5. Operational roles include those on 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Track Operative, Dial a Ride driver, Bus Station Controller, Pier Controller. By definition this is the same rate of pay for the role irrespective of gender therefore no differentials exist within each job.
- 1.5.6. In instances where individuals could be identified as part of the payband grouping we have combined pay grades to retain anonymity.
- 1.5.7. 'Employee' includes all permanent and fixed-term employees with a contract of employment with TfL or one of its subsidiary companies. This also includes Board and Committee members who receive an hourly or annual fee for their work at TfL.
- 1.5.8. A 'full-pay relevant employee' is any employee who is employed on the snapshot date and who is paid their usual full basic pay during the relevant pay period. Full-pay relevant employees are included in all gender pay gap calculations.
- 1.5.9. A 'relevant employee' is any employee employed on the snapshot date of a given year. These employees do not receive their usual full basic pay during the relevant pay period, for example, employees on long-term leave or receiving unpaid leave in the period, so are excluded from these figures but are included for the purpose of the bonus pay gap calculations.
- 1.5.10. 'Hourly pay' is calculated by taking basic pay, allowances, shift premium and any bonus earned in the snapshot period and dividing this by the actual number hours of worked in that period. Gross amounts after any salary sacrifice are used.
- 1.5.11. 'Annual basic pay' takes the full-time equivalent annual salary of all full-pay relevant employees and does not include allowances or bonuses. This also includes Board and Committee members who receive an annual fee for their work at TfL which reflects the lower number of hours worked over the year.
- 1.5.12. 'Bonus' includes individual performance related pay, London Underground's (LU's) performance bonus scheme, recognition scheme vouchers, long service awards and other one-off bonus payments such as retention bonuses.
- 1.5.13. Bonuses received and attributable to the relevant pay period in which the snapshot date falls are included in the hourly pay calculations. Bonuses paid in the 12 months prior to the relevant snapshot date are included in the bonus figures.
- 1.5.14. TfL awards individual performance related pay in the form of non-consolidated performance awards for our employees in payband 4 and above (senior management). Certain segments of our non-operational payband 2 and 3 employees also participate in an individual performance related pay framework that uses non-consolidated performance awards. London Underground also uses a corporate performance bonus scheme for all employees below senior management based on the company's operational performance (lost customer hours, LCH).
- 1.5.15. 'Mean' is the average value of all figures within the data set.
- 1.5.16. 'Median' is the middle value of all figures in the data set.



- 1.5.17. In this report, we set out the gender pay gap data by a consolidated TfL view, followed by a breakdown by operational and non-operational staff, and then by employing entity (in alphabetical order).
- 1.5.18. All percentage pay gaps are expressed as women's pay as a percentage of men's pay using the following calculation:

$$\frac{(\text{Men's hourly rate} - \text{Women's hourly rate})}{\text{Men's hourly rate}}$$

- 1.5.19. A positive percentage means men are paid more than women and a negative percentage means women are paid more than men.
- 1.5.20. 'Salary groups' also include the annual salaries or fees of Board and Committee members as well as apprentices. The inclusion of this population differs to the reporting requirements for ratios under Local Government Transparency Code 2015, and therefore explains the different figures reported in the Annual Report and statement of Accounts.



2. Summary

2.1. The table below shows the consolidated TfL median and mean hourly gender pay gap and bonus gap in line with the public sector snapshot date of 31 March 2017.

Table 1 – Summary of consolidated TfL gender pay and bonus gaps

	Hourly pay	Bonus
Median	19.7%	0.0%
Mean	10.7%	-18.1%

2.2. The table below summarises the median and mean hourly pay gap for each of TfL’s employing entities as detailed in the relevant sections of this report.

Table 2 – Summary of all employing entity gender pay gaps

	Median % pay gap	Mean % pay gap
Consolidated TfL	19.7%	10.7%
Non-operational	20.5%	14.9%
Operational	19.0%	12.6%
Docklands Light Railway	27.9%	28.3%
London Bus Services	7.4%	5.4%
London Buses	4.0%	0.7%
London River Services	-23.9%	-15.2%
London Transport Museum	10.7%	14.2%
London Underground	19.3%	11.8%
Rail for London (Infrastructure)	-	-
Transport for London	10.0%	7.8%
Transport Trading	13.7%	15.9%
Tube Lines	22.8%	20.4%
Victoria Coach Station	4.8%	6.5%

2.3. Analysis of our pay gaps shows that this is primarily not linked to how we set pay, the pay gaps above are mainly a feature of having:

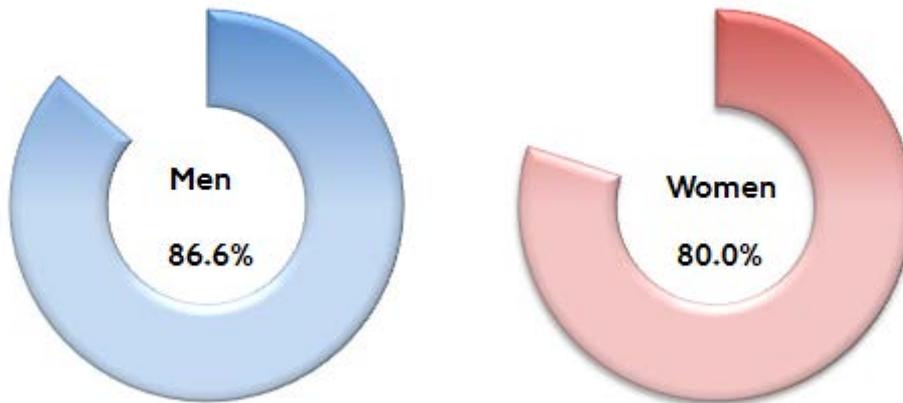
- Proportionately fewer women in higher paid senior roles
- Proportionately more men in operational roles that are far more highly paid than other roles at a similar level because of shift and unsocial working allowance that are combined into the salary
- A gender imbalance and lower numbers of senior women in the smaller employing entities
- Fewer women in the transport and engineering sector as a whole with recent research showing that only nine per cent of all engineers are female



2.4. Through our more detailed equal pay audits we continue to take any action to address any gaps identified.

2.5. The figures below show the proportion of men and women receiving a bonus.

Figure 1 – Summary of consolidated TfL proportion of men and women receiving a bonus



2.6. The table below shows the distribution of men and women across TfL in four equally sized quartiles.

Table 3 – Summary of consolidated TfL pay quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	66.1%	73.1%	84.9%	84.0%
Women	33.9%	26.9%	15.1%	16.0%

2.6.1. Addressing the gender pay gap is not a simple issue, it can be caused by different reasons and may be unconnected to pay inequity, but rather to the representation of women in an organisation and the opportunities women receive.

2.6.2. At TfL, we recognise our gender imbalance and are working with the Mayor to ensure that our organisation – especially at senior level – is more representative of the city we serve. We have a number of targeted initiatives underway or planned to help address the pipeline of women into the organisation and the demographics of TfL.

We confirm that the data included in this report is accurate.

Mike Brown MVO, Commissioner

Tricia Wright, HR Director

3. Consolidated TfL view

The following tables show the gender pay gap figures for all 27,179 TfL employees as at the 31 March 2017 snapshot date.

The overall gender split is 76.7 per cent men and 23.3 per cent women.

The difference in pay gap between the annual pay rates and the hourly pay rates is a reflection of the allowances and bonus that need to be incorporated under the hourly rates which does not necessarily reflect the true position.

The difference between the median and mean pay gaps within TfL reflects the different nature of the distribution of women's and men's pay within TfL. For women, the mean hourly rate is impacted by a longer 'tail' of highly paid outliers. For men, we see the converse: the mean rate for men is impacted by a longer 'tail' of lower paid outliers.

The median bonus gap is impacted significantly by the payment of a £200 LCH performance bonus paid out to London Underground employees in July 2016 as this group represents more than half the total TfL population. The mean bonus pay gap is influenced by a larger proportion of men within this operational area receiving the flat rate LU performance bonus compared to a higher proportion of women in non-operational roles where individual performance related pay applies and the amounts reflect a percentage of salary and tend to be greater.

Our paybands and associated pay ranges are broad which accommodates a distribution of job size, a varied range of roles, occupations and different market rates. Within band 2 we have a group of employees that have a shift allowance consolidated into their pay base therefore meaning that the pay comparison basis for this group is not the same. Within operational grades there is typically a higher proportion of men in the higher paying spot rate roles, for example, Train Operators and a greater proportion of women in the lower paid spot rate roles e.g. Customer Service Assistant.

3.1. Annual pay rates

The table below shows the median and mean comparison between the annual basic salary for full-pay relevant men and women.

Table 4 – Consolidated TfL overall annual pay rates

	Men	Women	% pay gap
Median	£47,224	£39,386	16.6%
Mean	£47,977	£42,823	10.7%



3.2. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 5 – Consolidated TfL overall hourly pay rates

	Men	Women	% pay gap
Median	£27.56	£22.14	19.7%
Mean	£27.03	£24.14	10.7%

3.3. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 6 – Consolidated TfL hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£27.56	£20.53	£27.17	£24.15
Women	£22.68	£20.53	£24.28	£23.44
Pay gap	17.7%	0.0%	10.6%	3.0%

3.4. Single figure bonus* pay gap

The table below shows the median and mean comparison between the bonuses paid to all relevant men and women.

Table 7 – Consolidated TfL single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£597.58	£705.54	-18.1%

* Bonus includes individual performance-related payments (performance awards), London Underground’s performance bonus scheme (LCH bonus), Make a Difference recognition scheme vouchers, long-service awards and other one-off bonus payments that employees may have been awarded during the course of the year.



3.5. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 8 – Consolidated TfL proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	86.6%	80.0%

3.6. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 9 – Consolidated TfL median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£142.41	11	£152.71	12	-7.2%
Director	£99.84	39	£88.71	9	11.2%
Band 5	£54.73	142	£55.84	45	-2.0%
Band 4	£41.03	799	£39.34	291	4.1%
Band 3	£31.13	3,218	£28.34	1,178	9.0%
Band 2	£27.56	4,155	£21.54	1,541	21.8%
Band 1	£17.51	615	£17.10	803	2.3%
Graduates	£16.04	213	£14.24	116	11.3%
Apprentices	£10.92	263	£10.92	40	0.0%
Operational	£25.36	10,879	£20.53	2,045	19.0%

Table 10 – Consolidated TfL mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£149.40	11	£143.70	12	3.8%
Director	£104.38	39	£95.31	9	8.7%
Band 5	£57.23	142	£57.26	45	-0.1%
Band 4	£42.02	799	£40.14	291	4.5%
Band 3	£31.98	3,218	£29.15	1,178	8.8%
Band 2	£27.62	4,155	£22.76	1,541	17.6%
Band 1	£20.81	615	£18.37	803	11.7%
Graduates	£15.13	213	£14.94	116	1.2%
Apprentices	£10.85	263	£10.72	40	1.2%
Operational	£24.42	10,879	£21.34	2,045	12.6%

3.7. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 11 – Consolidated TfL median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£35.10	84.0%	£34.54	16.0%	1.6%
Upper middle	£28.11	84.9%	£28.11	15.1%	0.0%
Lower middle	£23.07	73.1%	£22.68	26.9%	1.7%
Lower	£17.13	66.1%	£17.13	33.9%	0.0%

Table 12 – Consolidated TfL mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£37.48	84.0%	£38.33	16.0%	-2.3%
Upper middle	£28.14	84.9%	£28.10	15.1%	0.1%
Lower middle	£23.20	73.1%	£22.83	26.9%	1.6%
Lower	£16.61	66.1%	£16.80	33.9%	-1.2%

3.8. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 13 – Consolidated TfL distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£12,000- £97,986	£97,987- £183,972	£183,973- £269,958	£269,959- £355,944
Men	20,091	132	7	4
Women	6,007	34	3	-

The difference between the lowest and highest salary is £343,944. When divided equally this represents a £85,986 range per salary group.



3.9. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 14 – Consolidated TfL distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	48	195	243
£20k-£30k	672	1,115	1,787
£30k-£40k	2,366	4,848	7,214
£40k-£50k	1,098	3,971	5,069
£50k-£60k	1,240	6,741	7,981
£60k-£70k	359	2,087	2,446
£70k-£80k	139	789	928
£80k-£90k	61	254	315
£90k-£100k	26	105	131
£100k-£110k	12	41	53
£110k-£120k	6	26	32
£120k-£130k	9	19	28
£130k-£140k	1	10	11
£140k-£150k	1	8	9
£150k-£160k	1	3	4
£160k-£170k	2	2	4
£170k-£180k		6	6
£180k-£190k		4	4
£190k-£200k		1	1
£200k-£210k	1	2	3
£220k-£230k	2	1	3
£230k-£240k		1	1
£250k-£260k		1	1
£270k-£280k		3	3
£350k-£360k		1	1
Grand total	6,044	20,234	26,278



4. Non-operational roles

The following tables show the gender pay gap figures for the 13,726 employees in non-operational roles as at the 31 March 2017 snapshot date.

Non-operational roles do not have a fixed rate for the role. Example roles are within human resources, finance, engineering, property development and customer contact centres.

The overall gender split is 69.7 per cent men and 30.3 per cent women.

While the hourly pay rates show a pay gap, our more comprehensive audit analysis has shown that when we group employees into similar roles then the pay gap reduces significantly. The reason for this is that the headline figures do not take into account the differences in market rates payable for different roles and specialisms.

The median performance award values are influenced by a high proportion (43.8 per cent) of employees working within London Underground in non-spot rate roles who are eligible to receive the LCH performance bonus of £200.

The mean performance award figure factors in the variance in performance awards paid throughout the remaining non-operational population. This is because the percentage of performance award payable varies depending on payband and performance rating.

Our paybands and associated pay ranges for non-operational roles are broad which accommodates a distribution of job size, a varied range of roles, occupations and different market rates. Within band 2 we have a group of employees that have a shift allowance consolidated into their pay base therefore meaning that the pay comparison basis for this group is not the same.

3.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 15 – Non-operational overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£29.59	£23.51	20.5%
Mean	£30.04	£25.57	14.9%



3.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 16 – Non-operational hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£29.58	£30.42	£29.94	£34.01
Women	£23.51	£23.74	£25.41	£26.73
Pay gap	20.5%	22.0%	15.1%	21.4%

3.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 17 – Non-operational single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£200.00	£317.00	-58.5%
Mean	£1,077.66	£993.40	7.8%

3.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 18 – Non-operational proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	86.5%	80.5%



3.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 19 – Non-operational median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Board	£142.41	11	£152.71	12	-7.2%
Director	£99.84	39	£88.71	9	11.2%
Band 5	£54.73	142	£55.84	45	-2.0%
Band 4	£41.03	799	£39.34	291	4.1%
Band 3	£31.13	3,218	£28.34	1,178	9.0%
Band 2	£27.56	4,155	£21.54	1,541	21.8%
Band 1	£17.51	615	£17.10	803	2.3%
Graduates	£16.04	213	£14.24	116	11.3%
Apprentices	£10.92	263	£10.92	40	0.0%

Table 20 – Non-operational mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Board	£149.40	11	£143.70	12	3.8%
Director	£104.38	39	£95.31	9	8.7%
Band 5	£57.23	142	£57.26	45	-0.1%
Band 4	£42.02	799	£40.14	291	4.5%
Band 3	£31.98	3,218	£29.15	1,178	8.8%
Band 2	£27.62	4,155	£22.76	1,541	17.6%
Band 1	£20.81	615	£18.37	803	11.7%
Graduates	£15.13	213	£14.94	116	1.2%
Apprentices	£10.85	263	£10.72	40	1.2%



3.6. Distribution by quartiles

The tables below show the distribution of full-pay relevant men and women in each of the pay quartiles.

Table 21 – Non-operational median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£38.57	82.7%	£38.33	17.3%	0.6%
Upper middle	£30.59	79.1%	£30.55	20.9%	0.1%
Lower middle	£25.19	66.2%	£24.42	33.8%	3.0%
Lower	£17.35	52.5%	£17.96	47.5%	-3.5%

Table 22 – Non-operational mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£41.93	82.7%	£43.66	17.3%	-4.1%
Upper middle	£30.60	79.1%	£30.46	20.9%	0.5%
Lower middle	£25.12	66.2%	£24.42	33.8%	2.8%
Lower	£16.67	52.5%	£17.67	47.5%	-6.0%

3.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 23 – Non-operational distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£12,000- £97,986	£97,987- £183,972	£183,973- £269,958	£269,959- £355,944
Men	9,223	132	7	4
Women	3,968	34	3	-

The difference between the lowest and highest salary is £343,944, when divided equally this represents a £85,986 range per salary group.



3.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 24 – Non-operational distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	43	185	228
£20k-£30k	468	551	1,019
£30k-£40k	1,295	1,289	2,584
£40k-£50k	876	1,714	2,590
£50k-£60k	718	2,785	3,503
£60k-£70k	344	1,573	1,917
£70k-£80k	139	781	920
£80k-£90k	61	254	315
£90k-£100k	26	105	131
£100k-£110k	12	41	53
£110k-£120k	6	26	32
£120k-£130k	9	19	28
£130k-£140k	1	10	11
£140k-£150k	1	8	9
£150k-£160k	1	3	4
£160k-£170k	2	2	4
£170k-£180k		6	6
£180k-£190k		4	4
£190k-£200k		1	1
£200k-£210k	1	2	3
£220k-£230k	2	1	3
£230k-£240k		1	1
£250k-£260k		1	1
£270k-£280k		3	3
£350k-£360k		1	1
Grand total	4,005	9,366	13,371



4. Operational roles

The following tables show the gender pay gap figures for the 13,453 employees in operational roles as at the 31 March 2017 snapshot date.

Operational roles include those of 'spot rate' or 'fixed rate' roles as part of the operational staff pay structure, for example, Station Supervisor, Train Operator, Customer Service Assistant, Track Operative, Dial a Ride Driver, Bus Station Controller, Pier Controller.

The overall gender split is 83.7 per cent men and 16.3 per cent women.

The mean bonus gap figures are due to the majority of operational staff only being eligible to receive the LU LCH performance bonus or the recognition awards. The number of employees receiving a LCH bonus is higher than those receiving a recognition award, which have a lower monetary value and therefore helps to explain why the mean and median figures differ.

The pay gap identified within the operational staff payband is primarily down to the wide variety of jobs within London Underground and the differing spot rates these roles attract. The pay gap is also influenced by the greater proportion of men in operational roles, which attract higher salaries.

4.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 25 – Operational overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£25.36	£20.53	19.0%
Mean	£24.42	£21.34	12.6%



4.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 26 – Operational hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£25.59	£17.13	£24.65	£21.24
Women	£20.53	£17.13	£21.67	£20.27
Pay gap	19.8%	0.0%	12.1%	4.6%

4.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 27 – Operational single figure bonus pay gap

	Performance bonus men	Performance bonus women	Performance bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£189.66	£159.05	16.1%

4.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 28 – Operational proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	86.6%	79.1%



4.5. Gender pay gap by employee group

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by employee group.

Table 29 – Operational median gender pay gap by employee group

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Operational staff	£26.91	10,122	£17.13	1,752	36.3%
Supervisors	£20.89	1,143	£20.53	436	1.7%

Table 30 – Operational mean gender pay gap by employee group

	Men		Women		Hourly pay % pay gap
	Hourly pay men mean	No of employees	Hourly pay women mean	No of employees	
Operational staff	£24.63	9,764	£21.07	1,625	14.5%
Supervisors	£23.04	1,115	£22.52	420	2.3%

4.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 31 – Operational median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£29.01	90.8%	£28.11	9.2%	3.1%
Upper middle	£27.92	88.5%	£28.11	11.5%	-0.7%
Lower middle	£20.83	84.6%	£20.53	15.4%	1.5%
Lower	£17.13	72.9%	£17.13	27.1%	0.0%



Table 32 – Operational mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£30.86	90.8%	£29.05	9.2%	5.9%
Upper middle	£27.20	88.5%	£27.26	11.5%	-0.2%
Lower middle	£21.38	84.6%	£21.01	15.4%	1.7%
Lower	£16.63	72.9%	£16.49	27.1%	0.9%

4.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 33 – Operational distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£19,022- £31,782	£31,783- £44,542	£44,543- £57,302	£57,303- £70,062
Men	2,572	2,286	5,446	564
Women	953	339	732	15

The difference between the lowest and highest salary is £51,040, when divided equally this represents a £12,760 range per salary group.



4.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 34 – Operational distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	5	10	15
£20k-£30k	204	564	768
£30k-£40k	1,071	3,559	4,630
£40k-£50k	222	2,257	2,479
£50k-£60k	522	3,956	4,478
£60k-£70k	15	514	529
£70k-£80k		8	8
Grand total	2,039	10,868	12,907



5. Docklands Light Railway Limited

The following tables show the gender pay gap figures for the 51 employees in Docklands Light Railway Limited (DLR) as at the 5 April 2017 snapshot date.

Docklands Light Railway Limited owns the land on which the DLR is built and is responsible for the operation of the railway.

The overall gender split is 74.5 per cent men and 25.5 per cent women.

DLR is a small organisation and its structure does not reflect the normal hierarchy within a larger organisation. The higher proportion of men in more senior roles greatly impacts the overall pay gaps between men and women as the roles are primarily concerned with managing the commercial operations of the DLR.

The bonus gap is greatly influenced by the demographics of DLR and the greater proportion of men in more senior roles, whose bonus potential is greater than those roles at lower levels within the organisation.

The proportion of employees receiving bonuses is weighted more towards men due to the eligibility for performance awards only being offered at bands 2 and above.

5.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 35 – Docklands Light Railway overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£34.07	£24.58	27.9%
Mean	£34.97	£25.09	28.3%



5.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 36 – Docklands Light Railway hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£34.07		£34.97	
Women	£24.58		£25.09	
Pay gap	27.9%		28.3%	

There are no full-pay relevant employees within Docklands Light Railway working part-time.

5.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 37 – Docklands Light Railway single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£1,013.00	£250.00	75.3%
Mean	£1,962.82	£487.31	75.2%

5.4. Proportion of employees receiving bonuses

The table below shows the proportion of men and women receiving bonuses.

Table 38 – Docklands Light Railway proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	73.7%	53.8%

5.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 39 – Docklands Light Railway median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 4 & 5	£44.66	10		-	
Band 3	£30.41	23	£30.12	7	1.0%
Band 2	£19.58	3	£22.49	2	-14.8%
Band 1		-	£16.57	3	

Table 40 – Docklands Light Railway mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 4 & 5	£46.76	10		-	
Band 3	£31.67	23	£29.48	7	6.9%
Band 2	£20.92	3	£22.49	2	-7.5%
Band 1		-	£16.57	3	

5.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 41 – Docklands Light Railway median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£43.36	100.0%		0.0%	
Upper middle	£34.74	75.0%	£35.59	25.0%	-2.4%
Lower middle	£27.93	91.7%	£30.12	8.3%	-7.8%
Lower	£21.70	33.3%	£22.49	66.7%	-3.6%

Table 42 – Docklands Light Railway mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£45.54	100.0%		0.0%	
Upper middle	£34.73	75.0%	£33.87	25.0%	2.5%
Lower middle	£28.35	91.7%	£30.12	8.3%	-6.2%
Lower	£21.99	33.3%	£21.16	66.7%	3.7%

5.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 43 – Docklands Light Railway distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£28,937- £46,509	£46,510- £64,081	£64,082- £81,653	£81,654- £99,225
Men	4	16	12	4
Women	7	3	2	-

The difference between the lowest and highest salary is £70,288, when divided equally this represents a £17,572 range per salary group.

5.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 44 – Docklands Light Railway distribution by deciles

Decile	Women	Men	Grand total
£20k-£30k	1		1
£30k-£40k	3	2	5
£40k-£50k	4	3	7
£50k-£60k	2	12	14
£60k-£70k	2	9	11
£70k-£80k		5	5
£80k-£90k		3	3
£90k-£100k		2	2
Grand total	12	36	48



6. London Bus Services Limited

The following tables show the gender pay gap figures for the 542 employees in London Bus Services Limited as at the 5 April 2017 snapshot date.

London Bus Services Limited is responsible for regulating the London bus network, including planning bus routes and setting bus service levels. The company also monitors service quality. It is responsible for providing bus infrastructure and for certain support services regarding the bus network.

The overall gender split is 76.8 per cent men and 23.2 per cent women.

London Bus Services is a small organisation and its structure does not represent the normal hierarchy within a larger organisation. The higher proportion of men in more senior roles greatly impacts the overall pay gaps between men and women.

The bonus gap is greatly influenced by the large proportion of men in operational roles, who would typically only receive recognition awards, whereas there is a larger proportion of women who would be eligible to receive a performance award based on their individual performance rating. The performance award values are higher than those granted under recognition awards.

6.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 45 – London Bus Services overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£21.45	£19.85	7.4%
Mean	£22.90	£21.67	5.4%



6.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 46 – London Bus Services hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£21.45	£25.31	£22.89	£25.31
Women	£19.85	£17.74	£21.74	£18.98
Pay gap	7.4%	29.9%	5.0%	25.0%

6.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 47 – London Bus Services single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£37.50	£504.00	-1244.0%
Mean	£545.79	£594.67	-9.0%

6.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 48 – London Bus Services proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	51.0%	61.1%



6.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 49 – London Bus Services median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 4 & 5	£40.75	13	£38.10	5	6.5%
Band 3	£27.51	72	£28.13	21	-2.3%
Band 2	£20.71	99	£19.34	44	6.6%
Band 1	£17.60	13	£16.51	15	6.2%
Operational	£21.45	215	£19.85	38	7.4%

Table 50 – London Bus Services mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 4 & 5	£41.75	13	£43.09	5	-3.2%
Band 3	£28.20	72	£28.21	21	0.0%
Band 2	£20.77	99	£19.71	44	5.1%
Band 1	£17.87	13	£16.90	15	5.5%
Operational	£21.33	215	£19.40	38	9.1%

6.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 51 – London Bus Services median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£27.02	85.1%	£32.08	14.9%	-18.7%
Upper middle	£21.89	79.1%	£23.03	20.9%	-5.2%
Lower middle	£20.32	81.3%	£19.85	18.7%	2.3%
Lower	£17.83	62.7%	£17.08	37.3%	4.2%

Table 52 – London Bus Services mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£29.43	85.1%	£33.24	14.9%	-13.0%
Upper middle	£22.61	79.1%	£23.06	20.9%	-2.0%
Lower middle	£20.55	81.3%	£20.21	18.7%	1.7%
Lower	£17.44	62.7%	£17.00	37.3%	2.6%

6.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 53 – London Bus Services distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£17,802- £43,352	£43,353- £68,901	£68,902- £94,451	£94,452- £120,000
Men	277	124	10	2
Women	95	25	2	1

The difference between the lowest and highest salary is £102,198, when divided equally this represents a £25,550 range per salary group.



6.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 54 – London Bus Services distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k		1	1
£20k-£30k	17	22	39
£30k-£40k	64	156	220
£40k-£50k	28	190	218
£50k-£60k	7	26	33
£60k-£70k	6	8	14
£70k-£80k		8	8
£90k-£100k		1	1
£100k-£110k		1	1
£120k-£130k	1		1
Grand total	123	413	536



7. London Buses Limited

The following tables show the gender pay gap figures for the 506 employees in London Buses Limited as at the 5 April 2017 snapshot date.

London Buses Limited is responsible for London Dial-a-Ride, which provides door-to-door transport for disabled people.

The overall gender split is 69.6 per cent men and 30.4 per cent women.

London Buses is a small organisation with a large proportion of operational staff therefore its structure does not represent the normal hierarchy within a larger organisation.

The bonus gap is greatly influenced by the large proportion of men in operational roles who would typically only receive recognition awards whereas there are a larger proportion of women who would be eligible to receive a performance award based on their individual performance rating. The performance award values are higher than those granted under recognition awards.

7.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 55 – London Buses overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£17.46	£16.76	4.0%
Mean	£17.18	£17.05	0.7%

7.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 56 – London Buses hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£17.46	£14.31	£17.36	£14.12
Women	£16.94	£15.12	£17.19	£16.57
Pay gap	3.0%	-5.7%	0.9%	-17.3%



7.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 57 – London Buses single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£0.00	£0.00	
Mean	£93.03	£117.13	-25.9%

7.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 58 – London Buses proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	11.4%	15.6%

7.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 59 – London Buses median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 3,4 & 5	£26.87	10	£27.64	5	-2.9%
Band 2	£20.10	16	£21.12	7	-5.1%
Band 1	£15.49	4	£15.77	22	-1.8%
Operational	£17.46	308	£16.83	109	3.6%



Table 60 – London Buses mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 3,4 & 5	£30.53	10	£28.90	5	5.3%
Band 2	£20.56	16	£22.18	7	-7.9%
Band 1	£15.18	4	£15.63	22	-3.0%
Operational	£16.59	308	£16.47	109	0.7%

7.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 61 – London Buses median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£19.08	65.0%	£19.60	35.0%	-2.7%
Upper middle	£17.46	85.8%	£17.46	14.2%	0.0%
Lower middle	£16.83	65.0%	£16.01	35.0%	4.9%
Lower	£14.31	65.3%	£13.47	34.7%	5.9%

Table 62 – London Buses mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£20.72	65.0%	£21.14	35.0%	-2.0%
Upper middle	£17.46	85.8%	£17.46	14.2%	0.0%
Lower middle	£16.55	65.0%	£16.18	35.0%	2.2%
Lower	£13.92	65.3%	£13.67	34.7%	1.8%



7.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 63 – London Buses distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£21,300- £39,225	£39,226- £57,150	£57,151- £75,075	£75,076- £93,000
Men	318	17	2	1
Women	132	10	1	-

The difference between the lowest and highest salary is £71,700, when divided equally this represents a £17,925 range per salary group.

7.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 64 – London Buses distribution by deciles

Decile	Women	Men	Grand total
£20k-£30k	105	287	392
£30k-£40k	27	31	58
£40k-£50k	9	16	25
£50k-£60k	1	1	2
£60k-£70k	1	2	3
£90k-£100k		1	1
Grand total	143	338	481

8. London River Services Limited

The following tables show the gender pay gap figures for the 15 employees in London River Services Limited as at the 5 April 2017 snapshot date.

London River Services Limited operates and manages eight piers on the River Thames. It licenses boat services using those piers and subsidises multi-stop commuter services provided by a private operator.

The overall gender split is 86.7 per cent men and 13.3 per cent women.

London River Services is a small organisation with a large proportion of operational staff therefore its structure does not represent the normal hierarchy within a larger organisation.

The pay and bonus gaps are due to there being no women within the lower paid operational roles.

8.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 65 – London River Services overall hourly pay rates

	Hourly pay men mean	Hourly pay women mean	Hourly pay % pay gap
Median	£20.24	£25.08	-23.9%
Mean	£21.77	£25.08	-15.2%

8.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 66 – London River Services hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£20.24		£21.77	
Women	£25.08		£25.08	
Pay gap	-23.9%		-15.2%	

8.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 67 – London River Services single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£0.00	£1,081.00	
Mean	£274.38	£1,081.00	-294.0%

8.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 68 – London River Services proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	23.1%	100.0%

8.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 69 – London River Services median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 5		-		-	
Band 4		-		-	
Band 2 & 3	£26.28	3	£25.08	2	4.6%
Band 1		-		-	
Operational	£20.24	10		-	



Table 70 – London River Services mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 5		-		-	
Band 4		-		-	
Band 2 & 3	£27.51	3	£25.08	2	8.9%
Band 1		-		-	
Operational	£20.04	10		-	

8.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 71 – London River Services median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£26.28	75.0%	£32.97	25.0%	-25.5%
Upper middle	£20.24	100.0%		0.0%	
Lower middle	£20.24	100.0%		0.0%	
Lower	£19.48	75.0%	£17.18	25.0%	11.8%

Table 72 – London River Services mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£27.51	75.0%	£32.97	25.0%	-19.8%
Upper middle	£20.24	100.0%		0.0%	
Lower middle	£20.24	100.0%		0.0%	
Lower	£19.59	75.0%	£17.18	25.0%	12.3%



8.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 73 – London River Services distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£31,377- £37,457	£37,458- £43,537	£43,538- £49,617	£49,618- £55,697
Men	10	-	2	1
Women	1	-	-	1

The difference between the lowest and highest salary is £24,320, when divided equally this represents a £6,080 range per salary group.

8.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 74 – London River Services distribution by deciles

Decile	Women	Men	Grand total
£30k-£40k	1	10	11
£40k-£50k		2	2
£50k-£60k	1	1	2
Grand total	2	13	15



9. London Transport Museum Limited

The following tables show the gender pay gap figures for the 100 employees in London Transport Museum Limited as at the 5 April 2017 snapshot date.

London Transport Museum Limited was incorporated in 2008 and has charitable status. It runs the London Transport Museum in Covent Garden.

The overall gender split is 62 per cent men and 38 per cent women.

London Transport Museum is a small organisation responsible for the day-to-day running of the museum with both front of house and back office staff. The structure of the museum does not represent the normal hierarchy within a larger organisation.

The bonus gap is impacted by the lack of women in higher level roles and the eligibility for performance awards, this is reflected in the proportion of women receiving a bonus.

9.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 75 – London Transport Museum overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£18.93	£16.91	10.7%
Mean	£21.71	£18.64	14.2%

9.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 76 – London Transport Museum hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£18.99	£17.43	£21.74	£21.34
Women	£18.08	£16.00	£19.27	£16.97
Pay gap	4.8%	8.2%	11.4%	20.5%

9.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 77 – London Transport Museum single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£679.50	£552.50	18.7%
Mean	£1,034.45	£695.52	32.8%

9.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 78 – London Transport Museum proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	76.3%	58.1%

9.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 79 – London Transport Museum median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 3,4 & 5	£32.36	10	£26.99	8	16.6%
Band 2	£18.93	16	£18.66	30	1.4%
Band 1	£16.00	9	£15.69	19	2.0%

Table 80 – London Transport Museum mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 3,4 & 5	£32.08	10	£27.62	8	13.9%
Band 2	£19.44	16	£18.62	30	4.2%
Band 1	£15.56	9	£15.35	19	1.4%



9.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 81 – London Transport Museum median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£30.88	50.0%	£25.27	50.0%	18.2%
Upper middle	£19.21	34.8%	£19.27	65.2%	-0.3%
Lower middle	£17.14	47.8%	£16.07	52.2%	6.3%
Lower	£13.83	20.8%	£15.52	79.2%	-12.2%

Table 82 – London Transport Museum mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£31.28	50.0%	£26.22	50.0%	16.2%
Upper middle	£19.29	34.8%	£19.45	65.2%	-0.8%
Lower middle	£16.93	47.8%	£16.34	52.2%	3.5%
Lower	£13.13	20.8%	£14.65	79.2%	-11.6%

9.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 83 – London Transport Museum distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£17,802- £35,568	£35,569- £53,334	£53,335- £71,100	£71,101- £88,866
Men	21	8	6	1
Women	40	15	3	-

The difference between the lowest and highest salary is £71,064, when divided equally this represents a £17,766 range per salary group.

9.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 84 – London Transport Museum distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	1	1	2
£20k-£30k	22	7	29
£30k-£40k	22	16	38
£40k-£50k	9	5	14
£50k-£60k	3	3	6
£60k-£70k	1	3	4
£80k-£90k		1	1
Grand total	58	36	94



10. London Underground Limited

The following tables show the gender pay gap figures for the 16,954 employees in London Underground Limited as at the 5 April 2017 snapshot date.

London Underground Limited (LU) is responsible for operating the London Underground train network and owns (in whole or in part) more than 250 stations.

The overall gender split is 81.8 per cent men and 18.2 per cent women.

The demographics of LU are very different to TfL and the pay gaps are largely influenced by the greater proportion of men, especially as many of them are in the higher paid roles.

The part-time pay gaps within LU are minimal due to the fact that the majority of part-time employees work in similar roles as part of the spot rate population where there is a fixed rate for the role.

The median bonus gap of zero per cent reflects the value of the LU LCH bonus paid in 2016 which was £200 and all employees below senior manager level working within LU are eligible to receive this. The mean bonus gap is influenced by the larger proportion of men in more senior roles eligible for performance awards which represent a percentage of salary with higher levels of award.

The pay gaps within band 2 are a result of part of the population receiving an element of shift allowance consolidated into their base pay so the basis for comparison is not the same. The pay gap within the operational roles is due to the wide variety of roles and the prevalence of men in the higher paid operational roles.

10.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 85 – London Underground overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£28.11	£22.68	19.3%
Mean	£26.72	£23.55	11.8%



10.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 86 – London Underground hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£28.11	£17.21	£26.99	£22.24
Women	£24.23	£17.13	£23.98	£21.61
Pay gap	13.8%	0.4%	11.1%	2.8%

10.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 87 – London Underground single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£339.94	£290.70	14.5%

10.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 88 – London Underground proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	98.2%	97.7%



10.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 89 – London Underground median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Director	£113.65	5		-	
Band 5	£54.36	46	£49.28	5	9.3%
Band 4	£42.64	240	£42.24	37	0.9%
Band 3	£32.83	1,451	£30.66	270	6.6%
Band 2	£30.38	2,629	£26.13	536	14.0%
Band 1	£20.99	153	£18.42	284	12.3%
Apprentices	£10.96	162	£10.96	10	0.0%
Operational	£25.86	8,767	£20.53	1,771	20.6%

Table 90 – London Underground mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Director	£105.24	5		-	
Band 5	£58.34	46	£51.91	5	11.0%
Band 4	£43.18	240	£44.51	37	-3.1%
Band 3	£33.23	1,451	£30.93	270	6.9%
Band 2	£30.13	2,629	£26.42	536	12.3%
Band 1	£20.26	153	£18.86	284	6.9%
Apprentices	£11.14	162	£10.87	10	2.4%
Operational	£24.36	8,767	£21.87	1,771	10.2%

10.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 91 – London Underground median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£33.68	89.4%	£32.63	10.6%	3.1%
Upper middle	£28.11	86.8%	£28.11	13.2%	0.0%
Lower middle	£25.02	81.8%	£24.54	18.2%	1.9%
Lower	£17.13	70.8%	£17.13	29.2%	0.0%

Table 92 – London Underground mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£34.86	89.4%	£34.15	10.6%	2.0%
Upper middle	£28.18	86.8%	£28.14	13.2%	0.2%
Lower middle	£24.52	81.8%	£23.78	18.2%	3.0%
Lower	£17.19	70.8%	£17.47	29.2%	-1.6%

10.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 93 – London Underground distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£19,202- £64,402	£64,403- £109,601	£109,602- £154,801	£154,802- £200,000
Men	11,882	1,549	17	5
Women	2,790	122	1	-

The difference between the lowest and highest salary is £180,798, when divided equally this represents a £45,200 range per salary group.



10.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 94 – London Underground distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	4	58	62
£20k-£30k	97	271	368
£30k-£40k	1,303	3,092	4,395
£40k-£50k	475	2,087	2,562
£50k-£60k	818	5,813	6,631
£60k-£70k	154	1,412	1,566
£70k-£80k	41	504	545
£80k-£90k	14	136	150
£90k-£100k	6	46	52
£100k-£110k		12	12
£110k-£120k	1	6	7
£120k-£130k		7	7
£130k-£140k		2	2
£140k-£150k		2	2
£160k-£170k		1	1
£170k-£180k		1	1
£180k-£190k		1	1
£200k-£210k		2	2
Grand total	2,913	13,453	16,366



11. Rail for London (Infrastructure) Limited

The following tables show the gender pay gap figures for the 14 employees in Rail for London (Infrastructure) Limited as at the 5 April 2017 snapshot date.

Rail for London (Infrastructure) Limited (RfLI) is a wholly owned subsidiary of Transport Trading Ltd. It will be the infrastructure manager for the Elizabeth line central operating section and will grant access to rail operators.

The overall gender split is 100 per cent men and no women.

RfLI is a new organisation set up in 2016 with employees commencing employment in January 2017. To date there are only men employed by RfLI in technical engineering roles.

11.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 95 – Rail for London overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£31.04		
Mean	£31.08		

11.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 96 – Rail for London hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£31.04		£31.08	
Women				
Pay gap				



11.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 97 – Rail for London single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£0.00		
Mean	£42.86		

11.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 98 – Rail for London proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	21.4%	

11.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 99 – Rail for London median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 5		-		-	
Band 4		-		-	
Band 3	£30.96	11		-	
Band 2		-		-	
Band 1		-		-	
Operational	£33.54	3		-	



Table 100 – Rail for London mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 5		-		-	
Band 4		-		-	
Band 3	£30.53	11		-	
Band 2		-		-	
Band 1		-		-	
Operational	£33.12	3		-	

11.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 101 – Rail for London median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£33.90	100.0%		0.0%	
Upper middle	£31.11	100.0%		0.0%	
Lower middle	£30.96	100.0%		0.0%	
Lower	£27.76	100.0%		0.0%	

Table 102 – Rail for London mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£34.23	100.0%		0.0%	
Upper middle	£31.39	100.0%		0.0%	
Lower middle	£30.96	100.0%		0.0%	
Lower	£27.79	100.0%		0.0%	

11.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 103 – Rail for London distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£36,000- £43,250	£43,251- £50,500	£50,501- £57,750	£57,751- £65,000
Men	3	9	-	2
Women	-	-	-	-

The difference between the lowest and highest salary is £29,000, when divided equally this represents a £7,250 range per salary group.

11.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 104 – Rail for London distribution by deciles

Decile	Men	Grand total
£30k-£40k	2	2
£40k-£50k	10	10
£60k-£70k	2	2
Grand total	14	14



12. Transport for London

The following tables show the gender pay gap figures for the 6,304 employees in Transport for London as at the 31 March 2017 snapshot date.

TfL consists primarily of the corporate functions such as finance, human resources and marketing as well as areas of our Surface Transport business area including Road Space Management and Enforcement & On-Street Operations.

The overall gender split is 61.8 per cent men and 38.2 per cent women.

The overall pay gaps exist due to the broad spectrum of roles covered within this employing entity and the different skills and market salaries each role commands.

The bonus gaps are influenced by the greater proportion of men in the higher paybands who have a greater performance bonus potential than those in the lower paybands where there are a greater number of women. The proportion of employees receiving bonuses however shows that more women receive bonuses than men reiterating the point above about the different bonus earnings potential by payband.

The median pay gaps for graduates and apprentices are impacted by the different salaries depending on which year of the scheme they are in. We aim to increase the proportion of women appointed onto our schemes each year.

12.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 105 – Transport for London overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£25.64	£23.07	10.0%
Mean	£27.99	£25.81	7.8%



12.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 106 – Transport for London hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£25.46	£29.27	£27.71	£34.76
Women	£22.67	£26.16	£25.39	£28.63
Pay gap	10.9%	10.6%	8.4%	17.7%

12.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 107 – Transport for London single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£829.00	£757.00	8.7%
Mean	£1,534.67	£1,274.61	16.9%

12.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 108 – Transport for London proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	70.6%	73.7%



12.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 109 – Transport for London median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay men median	No of employees	Hourly pay women median	No of employees	
Board	£142.41	11	£152.71	12	-7.2%
Director	£98.16	30	£88.71	9	9.6%
Band 5	£54.76	74	£56.12	34	-2.5%
Band 4	£40.07	477	£38.89	220	2.9%
Band 3	£29.60	1,379	£28.06	755	5.2%
Band 2	£20.84	974	£20.31	789	2.6%
Band 1	£16.08	259	£16.20	278	-0.8%
Graduates	£16.04	213	£14.24	116	11.3%
Apprentices	£9.99	99	£10.79	30	-8.0%
Operational	£18.86	307	£18.63	91	1.2%

Table 110 – Transport for London mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay men mean	No of employees	Hourly pay women mean	No of employees	
Board	£149.40	11	£143.70	12	3.8%
Director	£105.12	30	£95.31	9	9.3%
Band 5	£56.53	74	£57.38	34	-1.5%
Band 4	£41.29	477	£39.97	220	3.2%
Band 3	£30.11	1,379	£28.74	755	4.5%
Band 2	£21.15	974	£20.69	789	2.2%
Band 1	£23.81	259	£18.71	278	21.4%
Graduates	£15.13	213	£14.94	116	1.2%
Apprentices	£10.38	99	£10.69	30	-3.1%
Operational	£18.88	307	£18.01	91	4.6%



12.6. Distribution by quartiles

The tables below show the median and mean distribution of men and women in each of the pay quartiles.

Table 111 – Transport for London median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£37.78	70.2%	£37.06	29.8%	1.9%
Upper middle	£27.71	62.8%	£27.37	37.2%	1.2%
Lower middle	£21.07	57.2%	£21.11	42.8%	-0.2%
Lower	£16.43	57.0%	£16.43	43.0%	0.0%

Table 112 – Transport for London mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£41.98	70.2%	£42.81	29.8%	-2.0%
Upper middle	£27.80	62.8%	£27.49	37.2%	1.1%
Lower middle	£21.50	57.2%	£21.47	42.8%	0.2%
Lower	£15.58	57.0%	£16.15	43.0%	-3.7%

12.7. Distribution by salary groups

The table below shows the distribution of men and women in each of the equally sized salary groups based on the spread of pay.

Table 113 – Transport for London distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£12,000- £97,986	£97,987- £183,972	£183,973- £269,958	£269,959- £355,944
Men	3,900	64	1	4
Women	1,906	37	4	-



The difference between the lowest and highest salary is £343,944, when divided equally this represents a £85,986 range per salary group.

12.8. Distribution by deciles

The table below shows the distribution of men and women in £10,000 salary bands.

Table 114 – Transport for London distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	38	123	161
£20k-£30k	282	325	607
£30k-£40k	796	1,085	1,881
£40k-£50k	468	710	1,178
£50k-£60k	363	609	972
£60k-£70k	180	407	587
£70k-£80k	88	263	351
£80k-£90k	44	90	134
£90k-£100k	18	50	68
£100k-£110k	11	22	33
£110k-£120k	4	15	19
£120k-£130k	7	9	16
£130k-£140k	1	5	6
£140k-£150k	1	6	7
£150k-£160k	1	2	3
£160k-£170k	2	1	3
£170k-£180k		4	4
£180k-£190k		2	2
£200k-£210k	1		1
£220k-£230k	2	1	3
£230k-£240k		1	1
£250k-£260k		1	1
£270k-£280k		3	3
£350k-£360k		1	1
Grand total	2,307	3,735	6,042



13. Transport Trading Limited

The following tables show the gender pay gap figures for the 917 employees in Transport Trading Limited as at the 5 April 2017 snapshot date.

Transport Trading Limited is the holding company for all the operating transport companies owned by us. It also carries out certain other trading activities. It receives the revenues from the sales of Travelcards in connection with all forms of transport operated by us. By law, we cannot carry out certain activities except through a limited liability company which is a subsidiary of ours or which we formed or joined with others in forming.

The overall gender split is 58.7 per cent men and 41.3 per cent women.

The pay gaps within Transport Trading are due to the diverse nature of roles undertaken by employees in this entity. We have a large population of men and women customer focused employees in our contact centre operations looking after customer queries related to travel enquiries and Oyster cards compared to more teams dominated by men within the commercial development business area responsible for our commercial revenue streams such as advertising deals and property development. The difference of skills and market rates for these roles is vast, which explains the higher headline gap.

This is also evident when looking at the pay of men and women in £10k salary bands as we can see there is a larger proportion of men in the higher deciles.

The difference in these roles and the band at which these operate explains the bonus gap figures as those within the contact centre would receive lower monetary amounts of performance awards compared to those in higher bands within commercial development as they are based as a percentage of salary.

13.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 115 – Transport Trading overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£24.11	£20.81	13.7%
Mean	£27.69	£23.30	15.9%



13.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 116 – Transport Trading hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£24.03	£30.81	£27.02	£52.38
Women	£20.85	£20.75	£23.26	£23.45
Pay gap	13.3%	32.7%	13.9%	55.2%

13.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 117 – Transport Trading single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£854.50	£700.00	18.1%
Mean	£1,871.64	£1,012.10	45.9%

13.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 118 – Transport Trading proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	74.5%	68.9%



13.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 119 – Transport Trading median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Director	£98.56	4		-	
Band 5	£59.77	18	£56.45	6	5.6%
Band 4	£41.03	59	£38.47	30	6.3%
Band 3	£30.38	174	£27.38	95	9.9%
Band 2	£20.81	118	£19.98	104	4.0%
Band 1	£17.42	152	£16.51	131	5.2%
Apprentices	£10.92	5	£9.75	1	10.7%

Table 120 – Transport Trading mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Director	£97.93	4		-	
Band 5	£61.53	18	£58.05	6	5.7%
Band 4	£47.15	59	£39.58	30	16.1%
Band 3	£30.43	174	£28.09	95	7.7%
Band 2	£20.96	118	£20.47	104	2.3%
Band 1	£16.95	152	£16.84	131	0.6%
Apprentices	£10.45	5	£9.75	1	6.7%



13.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 121 – Transport Trading median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£37.41	73.2%	£36.68	26.8%	2.0%
Upper middle	£25.85	57.1%	£25.16	42.9%	2.7%
Lower middle	£19.25	54.0%	£19.55	46.0%	-1.6%
Lower	£16.00	52.0%	£16.00	48.0%	0.0%

Table 122 – Transport Trading mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£43.38	73.2%	£39.00	26.8%	10.1%
Upper middle	£26.31	57.1%	£25.78	42.9%	2.0%
Lower middle	£19.56	54.0%	£19.80	46.0%	-1.2%
Lower	£15.63	52.0%	£15.70	48.0%	-0.4%

13.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 123 – Transport Trading distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£17,802- £62,602	£62,603- £107,401	£107,402- £152,201	£152,202- £197,000
Men	424	91	11	4
Women	328	37	2	-



The difference between the lowest and highest salary is £179,198, when divided equally this represents a £44,800 range per salary group.

13.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 124 – Transport Trading distribution by deciles

Decile	Women	Men	Grand total
£10k-£20k	1	6	7
£20k-£30k	107	136	243
£30k-£40k	110	110	220
£40k-£50k	67	71	138
£50k-£60k	34	80	114
£60k-£70k	22	59	81
£70k-£80k	16	23	39
£80k-£90k	4	16	20
£90k-£100k	3	11	14
£100k-£110k	1	3	4
£110k-£120k	1	4	5
£120k-£130k	1	3	4
£130k-£140k		3	3
£150k-£160k		1	1
£160k-£170k		1	1
£170k-£180k		1	1
£180k-£190k		1	1
£190k-£200k		1	1
Grand total	367	530	897



14. Tube Lines Limited

The following tables show the gender pay gap figures for the 1,871 employees in Tube Lines Limited as at the 5 April 2017 snapshot date.

Tube Lines Limited provides maintenance services on the Jubilee, Northern and Piccadilly lines.

The overall gender split is 94.8 per cent men and 5.2 per cent women.

As can be seen from the demographics of Tube Lines there is an underrepresentation of women within this entity. The structure of Tube Lines does not reflect a typical hierarchy with mainly maintenance and engineering employees in spot rate roles.

The pay gaps exist due to the very few women within Tube Lines and the dominance of men in the higher paid spot rate roles and bands.

The median bonus figure is due to the LU LCH bonus for 2106 which was £200 which employees of Tube Lines are eligible to receive. The mean bonus figure is impacted by the higher proportion of men in the band 3 and 4 roles which attract larger monetary performance awards.

14.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 125 – Tube Lines overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£29.27	£22.61	22.8%
Mean	£30.55	£24.32	20.4%

14.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 126 – Tube Lines hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£29.27	£23.50	£30.57	£25.79
Women	£23.71	£21.34	£24.68	£21.87
Pay gap	19.0%	9.2%	19.2%	15.2%



14.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 127 – Tube Lines single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£200.00	£200.00	0.0%
Mean	£316.93	£253.78	19.9%

14.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 128 – Tube Lines proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	93.5%	94.9%

14.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 129 – Tube Lines median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 5		-		-	
Band 4	£51.16	14		-	
Band 3	£35.36	159	£29.80	16	15.7%
Band 2	£29.81	304	£24.34	27	18.3%
Band 1	£18.49	19	£19.40	40	-4.9%
Operational	£29.10	1,201	£31.59	11	-8.6%



Table 130 – Tube Lines mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 5		-		-	
Band 4	£53.17	14		-	
Band 3	£36.87	159	£30.68	16	16.8%
Band 2	£30.88	304	£25.27	27	18.2%
Band 1	£18.84	19	£18.80	40	0.2%
Operational	£29.55	1,201	£32.86	11	-11.2%

14.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 131 – Tube Lines median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£39.60	97.8%	£39.57	2.2%	0.1%
Upper middle	£31.96	98.0%	£31.59	2.0%	1.2%
Lower middle	£25.77	95.5%	£25.35	4.5%	1.6%
Lower	£22.25	87.8%	£20.26	12.2%	8.9%

Table 132 – Tube Lines mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£41.34	97.8%	£40.61	2.2%	1.8%
Upper middle	£32.11	98.0%	£31.69	2.0%	1.3%
Lower Middle	£26.48	95.5%	£25.72	4.5%	2.9%
Lower	£21.18	87.8%	£19.65	12.2%	7.2%



14.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 133 – Tube Lines distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£24,969- £48,248	£48,249- £71,526	£71,527- £94,805	£94,806- £118,083
Men	716	917	58	6
Women	72	22	-	-

The difference between the lowest and highest salary is £93,114, when divided equally this represents a £23,279 range per salary group.

14.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 134 – Tube Lines distribution by deciles

Decile	Women	Men	Grand total
£20k-£30k	10	32	42
£30k-£40k	31	146	177
£40k-£50k	36	612	648
£50k-£60k	8	489	497
£60k-£70k	7	256	263
£70k-£80k	2	126	128
£80k-£90k		28	28
£90k-£100k		4	4
£100k-£110k		3	3
£110k-£120k		1	1
Grand total	94	1,697	1,791

15. Victoria Coach Station Limited

The following tables show the gender pay gap figures for the 85 employees in Victoria Coach Station Limited as at the 5 April 2017 snapshot date.

Victoria Coach Station Limited operates Victoria Coach Station, which is responsible for providing an arrival and departures facility for coaches in London.

The overall gender split is 65.9 per cent men and 34.1 per cent women.

Victoria Coach Station is a small organisation with a large proportion of operational staff therefore its structure does not represent the normal hierarchy within a larger organisation.

The mean bonus gap is influenced by the higher proportion of females receiving a bonus than men due to the differing eligibility for operational and non-operational roles.

15.1. Hourly pay rates

The table below shows the overall median and mean comparison between the hourly rates of pay for full-pay relevant men and women.

Table 135 – Victoria Coach Station overall hourly pay rates

	Hourly pay men	Hourly pay women	Hourly pay % pay gap
Median	£15.87	£15.11	4.8%
Mean	£17.92	£16.76	6.5%

15.2. Hourly pay rates (part-time and full-time)

The table below shows the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out between full-time and part-time.

Table 136 – Victoria Coach Station hourly pay rates

	Hourly pay full-time median	Hourly pay part-time median	Hourly pay full-time mean	Hourly pay part-time mean
Men	£15.87		£17.92	
Women	£15.11		£16.76	
Pay gap	4.8%		6.5%	



15.3. Single figure bonus pay gap

The table below shows the median and mean comparison between the bonuses paid to relevant men and women.

Table 137 – Victoria Coach Station single figure bonus pay gap

	Bonus men	Bonus women	Bonus % pay gap
Median	£0.00	£0.00	
Mean	£184.84	£254.03	-37.4%

15.4. Proportion of employees receiving bonuses

The table below shows the proportion of relevant men and women receiving bonuses.

Table 138 – Victoria Coach Station proportion of employees receiving bonuses

	Men	Women
Proportion of employees receiving bonus	19.6%	20.7%

15.5. Gender pay gap by payband

The tables below show the median and mean comparison between the hourly rates of pay for full-pay relevant men and women split out by payband.

Table 139 – Victoria Coach Station median gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay median	No of employees	Hourly pay median	No of employees	
Band 2,3,4 & 5	£26.21	3	£17.69	5	32.5%
Band 1	£14.78	9	£15.89	4	-7.5%
Operational	£15.74	42	£15.11	18	4.0%



Table 140 – Victoria Coach Station mean gender pay gap by payband

	Men		Women		Hourly pay % pay gap
	Hourly pay mean	No of employees	Hourly pay mean	No of employees	
Band 2,3,4 & 5	£30.70	3	£21.76	5	29.1%
Band 1	£16.24	9	£16.25	4	0.0%
Operational	£17.37	42	£15.48	18	10.9%

15.6. Distribution by quartiles

The tables below show the median and mean distribution of full-pay relevant men and women in each of the pay quartiles.

Table 141 – Victoria Coach Station median distribution by quartiles

	Men		Women		Pay gap
	Median hourly pay	Proportion of employees	Median hourly pay	Proportion of employees	
Upper	£23.15	84.6%	£29.08	15.4%	-25.6%
Upper middle	£18.59	50.0%	£16.85	50.0%	9.3%
Lower middle	£15.11	69.2%	£15.18	30.8%	-0.4%
Lower	£14.19	69.2%	£14.65	30.8%	-3.2%

Table 142 – Victoria Coach Station mean distribution by quartiles

	Men		Women		Pay gap
	Mean hourly pay	Proportion of employees	Mean hourly pay	Proportion of employees	
Upper	£24.46	84.6%	£29.08	15.4%	-18.9%
Upper middle	£18.00	50.0%	£16.99	50.0%	5.6%
Lower middle	£15.19	69.2%	£15.27	30.8%	-0.5%
Lower	£14.30	69.2%	£14.60	30.8%	-2.1%

15.7. Distribution by salary groups

The table below shows the distribution of full-pay relevant men and women in each of the equally sized salary groups based on the spread of pay.

Table 143 – Victoria Coach Station distribution by salary groups

	Salary grouping			
	1	2	3	4
Range	£25,271- £40,703	£40,704- £56,136	£56,137- £71,568	£71,569- £87,000
Men	33	1	-	1
Women	14	1	1	-

The difference between the lowest and highest salary is £61,729, when divided equally this represents a £15,432 range per salary group.

15.8. Distribution by deciles

The table below shows the distribution of full-pay relevant men and women in £10,000 salary bands.

Table 144 – Victoria Coach Station distribution by deciles

Decile	Women	Men	Grand total
£20k-£30k	10	20	30
£30k-£40k	4	13	17
£40k-£50k	1	1	2
£50k-£60k	1		1
£80k-£90k		1	1
Grand total	16	35	51



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