



NOTTINGHAM TRAMS LIMITED

GENDER PAY GAP REPORT 2023

Nottingham Trams Limited is the Operator and Maintainer of Nottingham Express Transit (NET) which provides light rail public transport across the region. We are committed to providing equal opportunities at work for all irrespective of race, ethnic or national origins, religion, gender, marital status, sexual orientation, gender identity, disability or age.

From 2017 it was mandatory for all employers with 250 or more employees to report their gender pay gap figures based on statutory calculations. These aim to capture the gap in earnings between male and female employees across the entire workforce regardless of job role. The gender pay gap is the difference between the average hourly rate of pay for all males and females within an organisation. It is not the same as equal pay, which is about equality of pay for men and women in the same employment performing equal work.

The calculations below align to these requirements and are based on the snapshot date of 5 April 2023. On this date 78% of employees were male and 22% were female (2022: 78% and 22%).

PAY AND BONUS GENDER GAP

The table shows the gap between male and female. Reporting a positive pay gap percentage means males, on average, are paid more than females. A negative pay gap means females, on average, are paid more than males.

	Mean (Average)	Median (Centre Point)
Gender Pay Gap	-1.9%	1.4%
Gender Bonus Gap	1.3%	-46.9%

2023 saw a change in the mean pay gap. Our mean gender pay gap was -1.9% (2022: -1.4%). The current average UK gender pay gap is 9.4%.

Overall the % of males and females receiving a bonus was 3.8% and 8.6% respectively (2022: 4.4% and 4.9%). This reflects an increase in the number of females in senior roles.

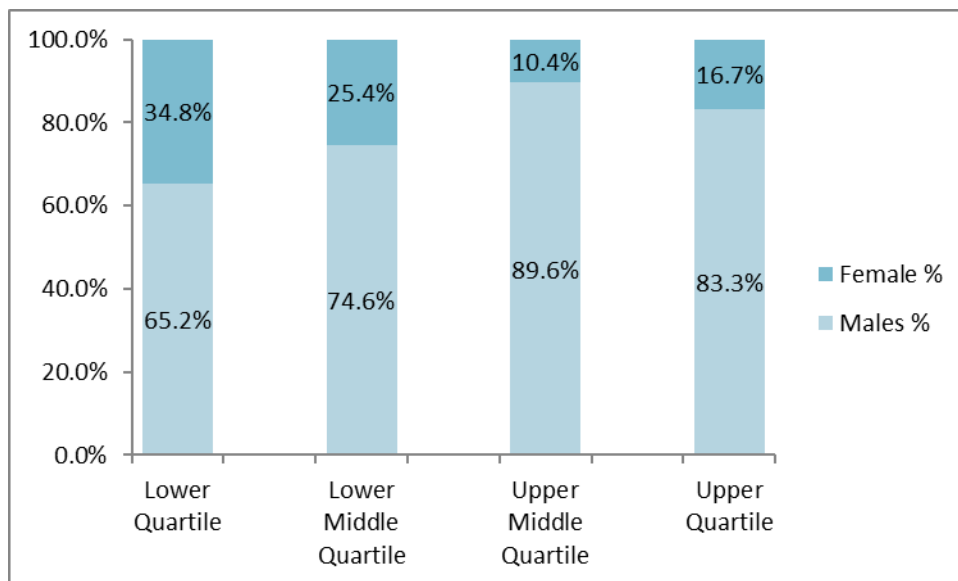


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PAY QUANTILES

The chart below ranks employees pay from lowest to highest and then divides it into four equal groups with the first group (Lower Quartile) being the lowest paid.



SUMMARY

At Nottingham Trams Ltd we continue to focus on ensuring both men and women are paid equally for doing equivalent jobs across our business. We remain committed to increasing the level of females employed within the business.

I confirm that the data reported is accurate.

Chris Wright

Managing Director

Nottingham Trams Limited