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Offering a range of high quality vehicles
and transport solutions



London Hire
Accessible Vehicle Rental



London Hire
Community Services

London Hire Community Services Gender Pay Gap Reporting



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We are an employer and required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using HR and PAYE payroll records.

Our business employs Bus Drivers and Passenger Assistants. Staff are employed to provide Special Needs Passenger Transport for those who may struggle with accessing mainstream transport.



London Hire Community Services Supporting Statement



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The driving role has a high proportion of male staff, whereas the Passenger Assistants are predominately female. The Bus Driving role requires a vocational qualification and compulsory personal development training, the Passenger Assistants do not.

We have 308 employees of which 184 are passenger assistants and 112 are drivers, both of which make up the majority of our workforce. Of the 184 passenger assistants 88% are female and 12% male. Of the 112 drivers 16% are female and 84% are male.

The passenger assistants and drivers have distinct pay structures which are appropriate for the role.

There are specific roles eligible for bonus payments majority of which are held by males.

London Hire Community Services Supporting Statement



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Mean gender pay gap	8.9%
Median gender pay gap	6.7%
Mean bonus pay gap	91.3%
Median bonus pay gap	76%
Proportion of males receiving a bonus payment	2.4%
Proportion of females receiving a bonus payment	0.6%
Proportion of males in lower quartile	38.9%
Proportion of females in lower quartile	61.1%
Proportion of males in lower middle quartile	11.7%
Proportion of females in lower middle quartile	88.3%
Proportion of males in upper middle quartile	44.2%
Proportion of females in upper middle quartile	55.8%
Proportion of males in upper quartile	67.5%
Proportion of females in upper quartile	32.5%

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London Hire Community Services is an equal opportunities employer.

There are a number of things that need to change in order to reduce the gender pay gap which are outside of an employer's control, such as the bias in society towards the gender in certain roles and professions. However, London Hire Community Services are committed to do what we can to address the gender pay gap.

We will review our recruitment materials and sources to reduce any bias within the recruitment processes.

We strive to continually improve our gender gap wherever possible and will publish the results as required.

Neil Donald
Director



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Nationwide coverage: London - Kent - Milton Keynes - Rotherham

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