



NOTTINGHAM TRAMS LIMITED

GENDER PAY GAP REPORT 2017

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.

Under new laws all employers with 250 or more employees must now report gender pay gap figures based on statutory calculations. These aim to capture the gap in earnings male and female employees across the entire workforce regardless of job role.

The calculations below align to these requirements and are based on the snapshot date of 5th April 2017. On this date 82% of employees were male and 18% were female.

PAY AND BONUS GENDER GAP

	Mean (Average)	Median (Centre Point)
Gender Pay Gap	2.5%	3.1%
Gender Bonus Gap	26.3%	25.6%

Our median gender pay gap of 3.1% is better than the UK average of 18.1%. The median gender pay gap is largely attributed to the fact that more males are working in more senior roles which are higher paid. This is shown in the chart below which ranks employees pay from lowest to highest and then divides it into four equal groups with the first group (Quartile 1) being the lowest paid. This analysis shows that there are proportionally more male colleagues than female colleagues in the highest paid quartile.

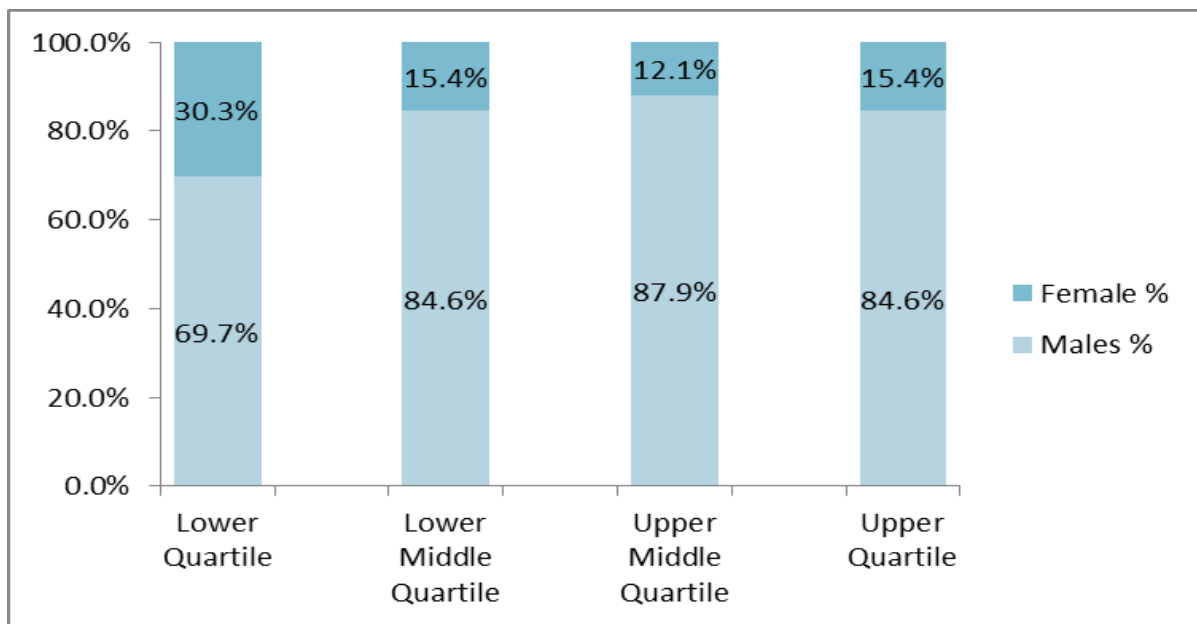
Overall the % of males and females receiving a bonus was 1.3% and 5.5% respectively.



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PAY QUANTILES



SUMMARY

At Nottingham Trams Ltd we are confident that both men and women are paid equally for doing equivalent jobs across our business. We are continually striving to increase the level of females employed within the business.

I confirm that the data reported is accurate.

Paul Robinson

Director and General Manager

Nottingham Trams Limited