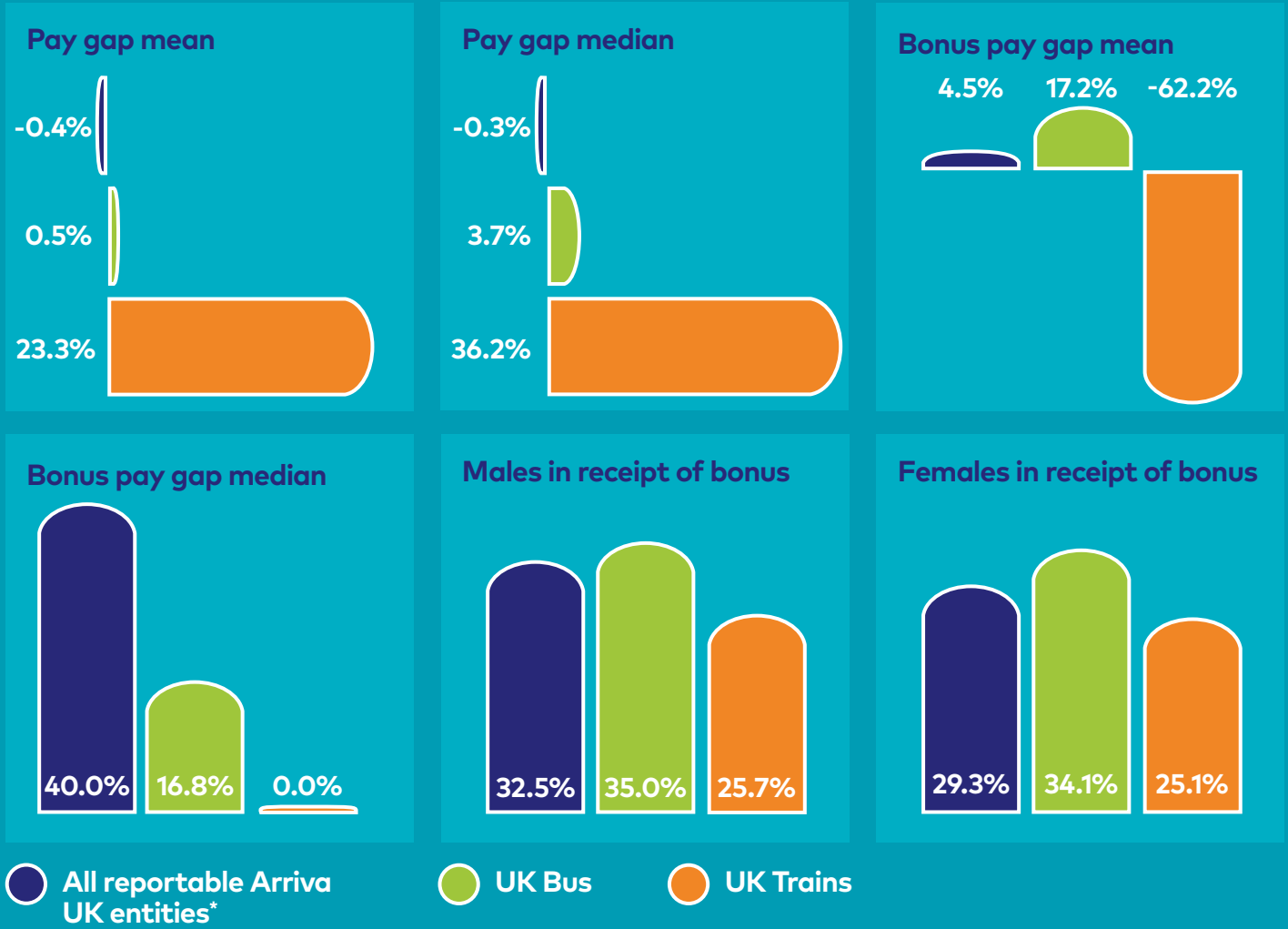


Summary of Arriva UK's 2022 gender pay gap



Quartile data

	Quartile 1 – Lowest hourly rates		Quartile 2		Quartile 3		Quartile 4 – Highest hourly rates	
	Male	Female	Male	Female	Male	Female	Male	Female
All reportable Arriva UK entities*	85.1%	14.9%	87.1%	12.9%	84.7%	15.3%	87.2%	12.8%
UK Bus	86.6%	13.4%	89.6%	10.4%	90.9%	9.1%	91.0%	9.0%
UK Trains	64.7%	35.3%	70.3%	29.7%	86.8%	13.2%	90.3%	9.7%

UK gender pay gap reporting data

	Pay gap mean	Pay gap median	Bonus pay gap mean	Bonus pay gap median	% males in receipt of bonus	% females in receipt of bonus	Quartile 1 – Lowest hourly rates (male)	Quartile 1 – Lowest hourly rates (female)	Quartile 2 (male)	Quartile 2 (female)	Quartile 3 (male)	Quartile 3 (female)	Quartile 4 – Highest hourly rates (male)	Quartile 4 – Highest hourly rates (female)
All reportable Arriva entities*	-0.4%	-0.3%	4.5%	40.0%	32.5%	29.3%	85.1%	14.9%	87.1%	12.9%	84.7%	15.3%	87.2%	12.8%
Arriva plc	12.9%	-13.0%	15.3%	-29.2%	3.3%	3.6%	65.8%	34.2%	72.2%	27.8%	60.8%	39.2%	66.7%	33.3%
UK Bus reportable entities	0.5%	3.7%	17.2%	16.8%	35.0%	34.1%	86.6%	13.4%	89.6%	10.4%	90.9%	9.1%	91.0%	9.0%
Arriva UK Bus Limited	37.8%	37.8%	N/A	N/A	0.7%	0.0%	23.2%	76.8%	47.8%	52.2%	58.0%	42.0%	73.9%	26.1%
Arriva Cymru Ltd	0.9%	-0.8%	N/A	N/A	0.0%	0.0%	96.1%	3.9%	91.2%	8.8%	94.1%	5.9%	91.3%	8.7%
Arriva Durham County Ltd	0.3%	1.3%	81.2%	50.0%	2.7%	2.0%	93.1%	6.9%	93.1%	6.9%	94.3%	5.7%	93.7%	6.3%
Arriva Kent & Surrey Ltd	9.3%	0.6%	N/A	N/A	1.0%	0.0%	78.0%	22.0%	87.9%	12.1%	89.4%	10.6%	91.8%	8.2%
Arriva Kent Thameside Ltd	4.1%	3.4%	-200.0 %	-200.0 %	0.1%	0.8%	82.9%	17.1%	90.5%	9.5%	88.2%	11.8%	89.2%	10.8%
Arriva London North Ltd	4.7%	6.9%	15.6%	29.8%	94.6%	88.3%	85.9%	14.1%	89.5%	10.5%	92.0%	8.0%	93.0%	7.0%
Arriva London South Ltd	4.2%	7.5%	13.0%	9.3%	95.3%	94.1%	83.9%	16.1%	86.7%	13.3%	88.1%	11.9%	90.9%	9.1%
Arriva Merseyside Ltd	4.7%	2.2%	N/A	N/A	0.0%	0.0%	90.9%	9.1%	92.7%	7.3%	93.7%	6.3%	97.0%	3.0%
Arriva Midlands Ltd	-1.6%	2.7%	N/A	N/A	0.3%	0.0%	86.2%	13.8%	88.3%	11.7%	94.5%	5.5%	91.2%	8.8%
Arriva Midlands North Ltd	1.2%	1.9%	N/A	N/A	0.0%	0.0%	82.5%	17.5%	87.5%	12.5%	90.0%	10.0%	88.8%	11.2%

UK gender pay gap reporting data

Continued

	Pay gap mean	Pay gap median	Bonus pay gap mean	Bonus pay gap median	% males in receipt of bonus	% females in receipt of bonus	Quartile 1 – Lowest hourly rates (male)	Quartile 1 – Lowest hourly rates (female)	Quartile 2 (male)	Quartile 2 (female)	Quartile 3 (male)	Quartile 3 (female)	Quartile 4 – Highest hourly rates (male)	Quartile 4 – Highest hourly rates (female)
Arriva North West Ltd	1.1%	5.4%	N/A	N/A	0.1%	0.0%	86.4%	13.6%	94.2%	5.8%	94.7%	5.3%	93.3%	6.7%
Arriva Northumbria Ltd	-8.9%	-1.1%	N/A	N/A	0.9%	0.0%	95.0%	5.0%	95.0%	5.0%	97.0%	3.0%	91.0%	9.0%
Arriva The Shires Ltd	1.7%	5.6%	N/A	N/A	0.0%	0.0%	86.5%	13.5%	90.8%	9.2%	93.9%	6.1%	94.5%	5.5%
Arriva Yorkshire Ltd	0.8%	0.0%	86.5%	90.0%	0.9%	2.2%	88.4%	11.6%	91.0%	9.0%	87.8%	12.2%	91.1%	8.9%
UK Trains reportable entities	23.3%	36.2%	-62.2%	0.0%	25.7%	25.1%	64.7%	35.3%	70.3%	29.7%	86.8%	13.2%	90.3%	9.7%
Arriva Rail London Ltd	15.8%	38.8%	-38.7%	10.0%	20.0%	31.4%	73.3%	26.7%	74.6%	25.4%	89.0%	11.0%	89.9%	10.1%
XC Trains Ltd	26.5%	19.3%	-52.3%	-52.3%	0.1%	0.2%	57.3%	42.7%	62.3%	37.7%	75.4%	24.6%	93.1%	6.9%
London and North Western Railway Company Ltd	-14.8%	5.7%	14.8%	21.0%	3.7%	23.8%	92.2%	7.8%	90.6%	9.4%	98.4%	1.6%	86.6%	13.4%
The Chiltern Railway Company Ltd	27.5%	37.5%	21.9%	0.0%	92.6%	90.5%	60.5%	39.5%	75.9%	24.1%	91.4%	8.6%	94.6%	5.4%

I confirm that this statement is true to the best of my knowledge and belief.

Signed:



Alison O'Connor
Chief People Officer
Arriva Group