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Go North East sets out gender pay statistics

The company operates within the public transport industry, which historically has had a high proportion of male employees. The management team has put measures in place to improve gender representation, but Go North East recognises that more needs to be done to ensure that men and women are equally represented and rewarded.

Go North East's key gender pay statistics are as follows:

- Median pay for men is 4.4% higher than that of women, compared to the national average of 18.4%. Mean pay for men is

- 6.9% higher than that of women.
- Median bonus pay is 61.7% higher for women, while mean bonus pay for women is 5.3% higher than that of men.
- Among male employees, 1.8% receive a bonus. Among female employees, the proportion receiving a bonus is 3%.
- In Go North East the median gender pay gap is 4.4% (or 48p) which is substantially lower than the 18.4% national average. The median bonus pay gap shows a variance of 61.7% (or £1,450) in favour of women. Although a smaller number of women receive a bonus compared to men, the results can be ascribed to the women who receive a bonus are in upper and upper middle pay quartiles.

Kevin Carr, managing director of Go North East, said: “We pride ourselves on being an equal and fair employer and are always looking at ways to support each of our 2000-strong workforce through training and development. Having examined pay across our business, we are looking at how to remedy these differences to ensure complete balance for all team members.”

Go North East is a part of [Go-Ahead Group](#), which has established a group-wide action plan to address and improve gender diversity.

Initiatives include mentoring and learning programmes, with specific training in gender inclusivity. Flexible working policies and shared parental leave have been introduced. Over the last two years, Go-Ahead has begun implementing a culture change programme, intended to improve communication between leadership teams and customer-facing staff with a view to building an open and agile environment.

Go-Ahead Group has changed the imagery used in recruitment campaigns to reflect the improving diversity both of its business and of the communities it serves, and specific recruitment initiatives have been introduced to target female graduates. Targeted action plans are being developed for “hot spot” areas that require particular attention.

In the future, Go-Ahead intends to introduce purpose-driven, development-focused career conversations alongside succession plans. Mentoring and development programmes are to be provided for women managers and executives, and unconscious bias training is to be made mandatory for all managers.

[Full Gender Pay Gap Report](#)

[Go North East website](#)