

Centaur Travel – Human Resources

Gender Pay Gap Report 2022

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1. About Centaur Travel

Centaur Overland Travel Ltd. is a passenger transport business. We provide transport services to councils, businesses, organisations, and individuals. Our staff are predominantly deployed in Driver and Passenger Assistant roles.

2. Gender pay gap analysis

Our first gender pay gap analysis has identified the following:

- i. **On average (mean), women earn 12.83% less than men.**
- ii. **The median average women earn 15.47% less than men.**

3. Reasoning

The reasoning for the above findings are:

- i. Centaur Travel is a slightly female-dominated business.
- ii. Most females are employed as Passenger Assistants. Most males are employed as Drivers.
- iii. Due to the greater responsibilities and employment market conditions, Driver wages are higher than Passenger Assistant wages.
- iv. Driver and Passenger Assistant roles are paid at the same rate irrespective of whether a male or female occupies a position.

4. Measures

The Company is taking the following measures to address the gap:

- i. Ensure Driver and Passenger Assistant vacancy material is gender-neutral.
- ii. Ensure vacancies are published to a diverse audience using recognised and established channels, such as nationwide job websites.
- iii. Ensure that there is no gender bias within our recruitment and onboarding policies and procedures.
- iv. Promote a family-friendly culture supported by robust policies.
- v. Hold a flexible approach to the childcare needs to staff.