GENDER PAY GAP - 2024

Uber Boat

by thames clippers

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At Uber Boat by Thames Clippers, we take pride in shaping the future of the working community on the River Thames, encompassing our employees, partners, passengers, and the wider maritime industry. As a responsible employer, we are committed to fostering an inclusive workplace that reflects the diverse society in which we operate. We strive to create an environment where individuals of all genders, backgrounds, and abilities feel valued, treated equitably, and empowered to thrive in their careers.

This report presents our 2024 gender pay gap figures, based on data from 5th April 2024, as required by the UK Government. We are pleased to report a further reduction in our gender pay gap, now at 6%. In an industry that has historically been male-dominated, we have made significant strides in improving gender diversity and pay equity. Our investment in talent development is reflected in our apprenticeship programme, where 40% of participants are female, and in our Fleet Operations Team, which now includes six female captains. Over the last decade we have seen a further four females trained in house and progress to further career opportunities within the maritime sector.

These achievements underscore our ongoing commitment to building a more diverse and equitable workforce. While we are proud of the progress made, we recognise that there is still work to be done. We remain dedicated to fostering an inclusive culture, reducing the gender pay gap further, and creating opportunities for all employees to thrive.

Sean Collins
Co-Founder and CEO

TOTAL HEADCOUNT SPLIT BY GENDER

70.18%

29.82%

2023 comparison of 69.5% male and 30.5% female, shows a continued commitment to encourage more women into the industry.

DEFINITIONS

THE GENDER PAY GAP

The gender pay gap is a metric that quantifies the difference in median remuneration between male and female employees within an organization, irrespective of their designated roles. Organisations with a workforce exceeding 250 employees are mandated to publish and report data concerning their gender pay gap. The statistics presented in this report are based on information as of 4 April 2024.

PAY

Pay comprises the basic salary, along with regular allowances, leave compensation, bonuses, and commissions. It does not include overtime, redundancy or termination payments, payments in lieu of annual leave, or the value of non-monetary benefits.

EQUAL PAY VS. GENDER PAY GAP

Equal pay represents a legal obligation whereby individuals performing the same or similar roles must receive equivalent compensation, regardless of gender. Conversely, the gender pay gap refers to the differential in average compensation between all male and female employees within a workforce. The existence of a gender pay gap may be attributed to various factors, including a gender imbalance within organisational roles, such as a disproportionate number of one gender occupying junior or senior positions relative to the other. Contributing factors may include a lower representation of women in senior or higher-paying roles, as well as a greater prevalence of women working part-time

BONUS

A bonus refers to any additional financial compensation provided above the basic salary. This compensation may be awarded based on productivity, performance, incentives, and commissions. Bonus payments exclude overtime, redundancy or termination payments, payments in lieu of annual leave, and any form of compensation other than cash

2024 – GENDER PAY GAP DATA

Median

£15.30

£14.36

2024 – 6.1%

2023 – 15%

Mean

£18.53

£16.46

2024 – 11.2%

2023 – 19.2%
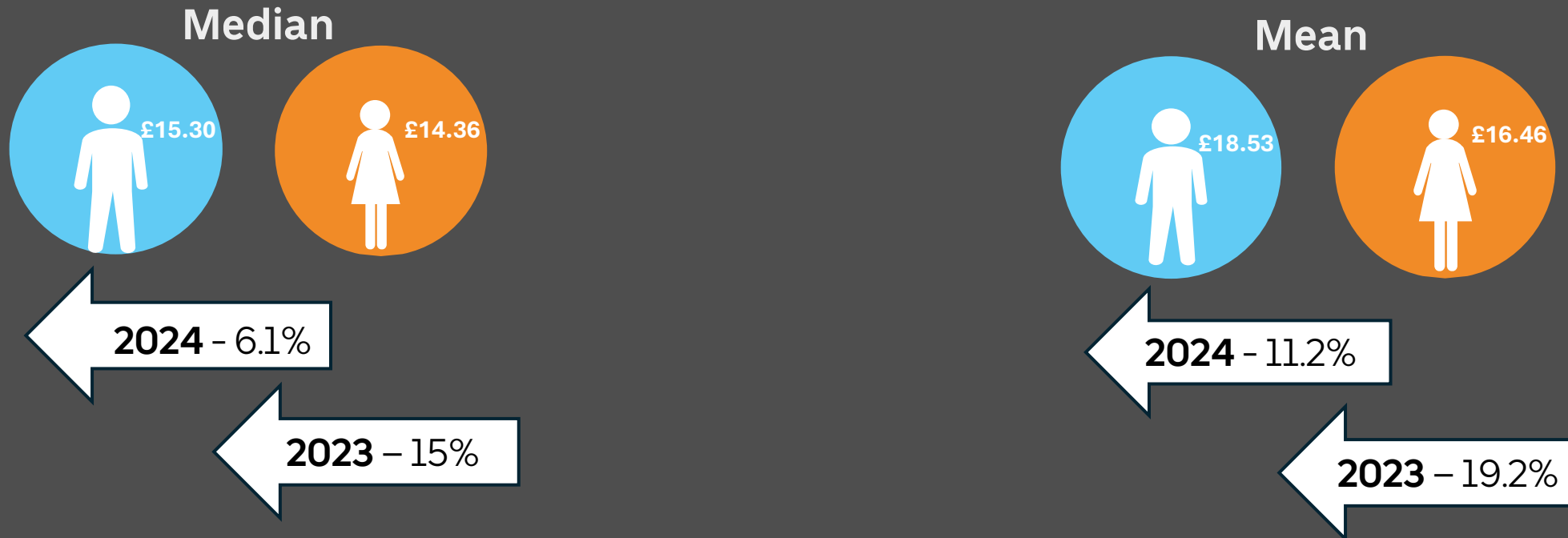
MEDIAN HOURLY RATES are calculated by identifying the midpoint salaries of male and female employees and analysing the differences in their compensation.

MEAN HOURLY RATES represent the average hourly pay for male and female employees. This calculation is influenced by the proportion of male and female employees within the organisation and the disparities in their respective salary levels.

BONUSES

	Male (£)	Female (£)	Pay Gap (%)
Mean Bonus	6,195.90	2,963.76	52%
Median Bonus	3,063	2,500	18%

MEAN BONUS shows the difference in the average bonus between a male employee and a female employee, taking an average of those employees who have received a bonus

MEDIAN BONUS is calculated by identifying the middle male and middle female colleague and comparing the difference in bonus , taking an average of those employees who have received a bonus

10% MALE
(Out of 353 males)

9% FEMALE
(Out of 150 females)

Proportion of employees who received a bonus

Bonuses in the company comprise of annual one-off payments and quarterly commission/sales payments. The mean pay gap of 52% is largely due to a bonus that is paid to a certain rank of our fleet that is over 80% male. We continue to drive gender parity across the business, including the mentioned rank in Fleet, which will have a positive effect of reducing the mean bonus pay gap.
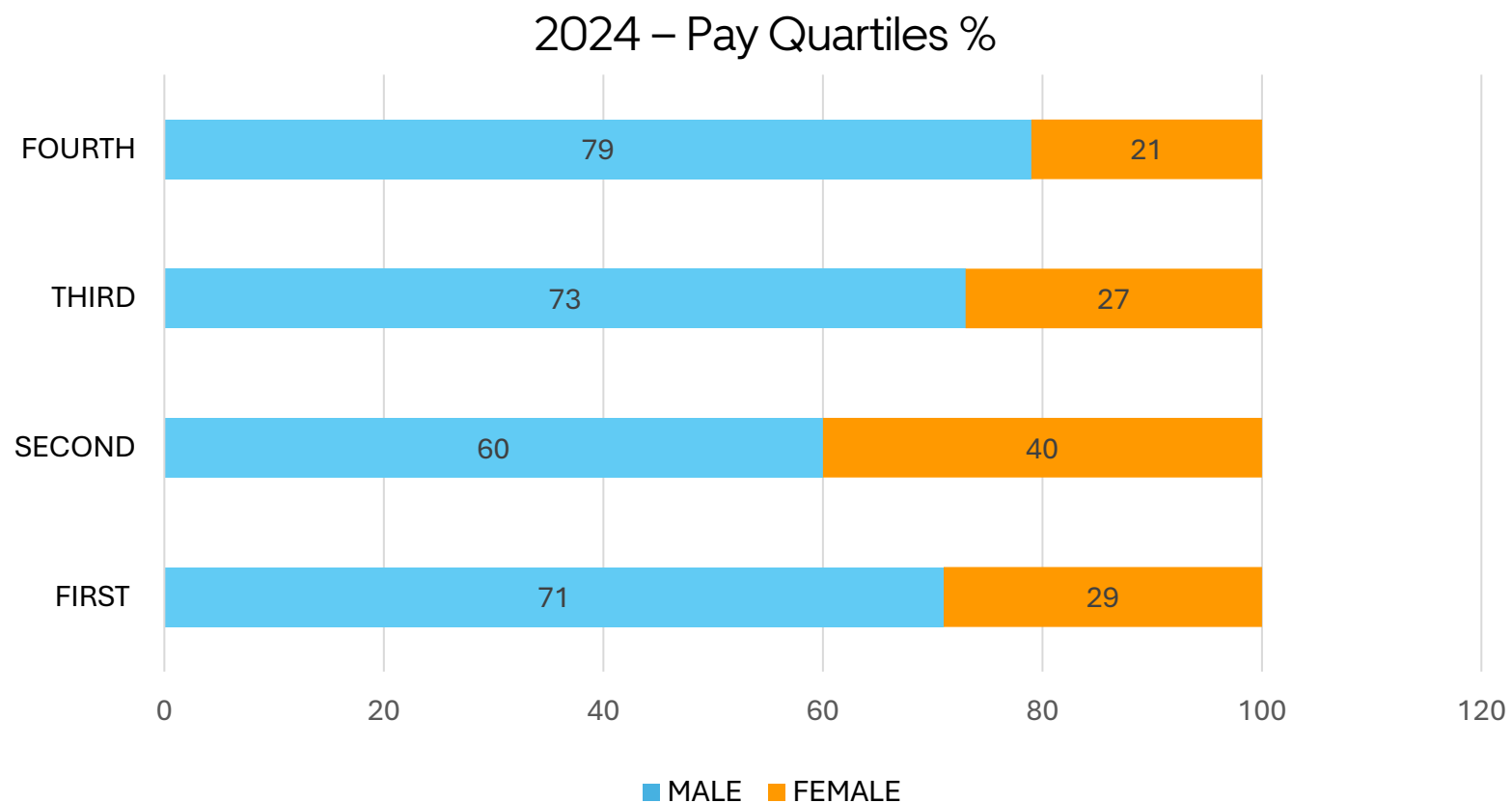
The pay quartiles presented here illustrate the distribution of male and female employees across four pay bands. Employees were ranked by remuneration and divided into four quartiles, allowing us to calculate the percentage of men and women in each quartile.

At Uber Boat by Thames Clippers, we are dedicated to creating an inclusive and diverse environment in which every employee is recognised for their contributions, loyalty, and commitment to our core values.

We are resolute in our commitment to providing equal opportunities for all individuals to advance in their careers, develop professionally, and receive equitable compensation. We pride ourselves on a robust internal promotion and secondment programme which saw circa 20% of our workforce have a positive move in 2024.

One area of focus is ensuring our resourcing practices are fair and encourage candidates of all backgrounds. A key focus is increasing female representation in entry-level roles through employer branding and community outreach.

In 2023 and 2024 we undertook significant measures to enhance our understanding of our employees' engagement, ensuring to measure engagement by gender.

We look forward to a continued focus on equality and equity in our workplace.