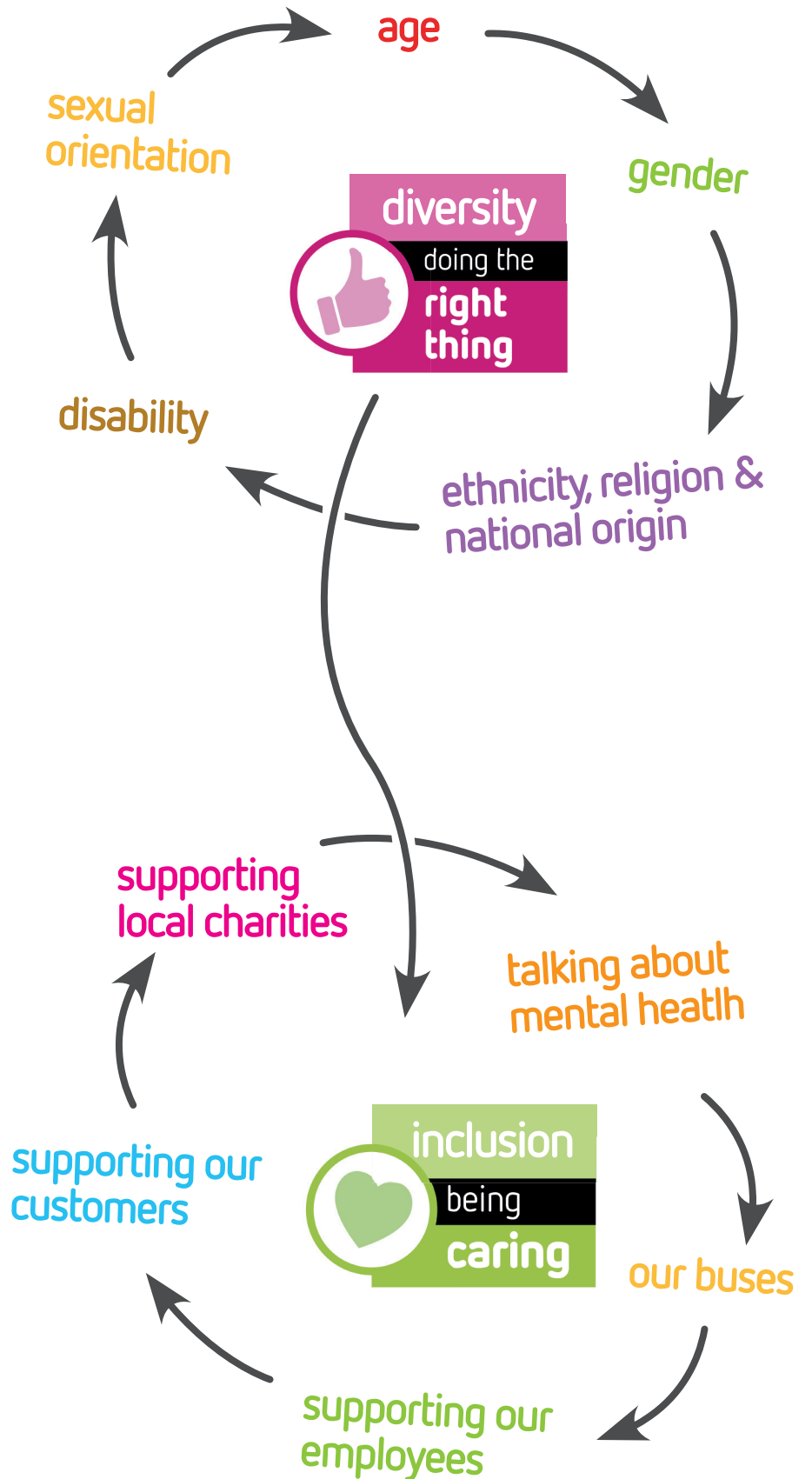


“ what is **diversity**?  
 Diversity is any dimension that can be used to differentiate groups and people from one another. It’s about empowering people by respecting and appreciating what makes them different, including: ”

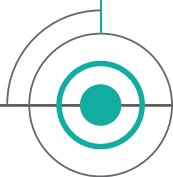
“ what is **inclusion**?  
 Inclusion is an organisational effort and practices in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and **equally treated**. ”



Hall of fame: Women's awards



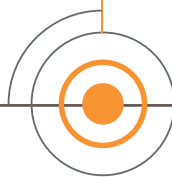
2013



Jacqui Gavaghan  
Woman of the Year  
Everywoman Women  
in Transport



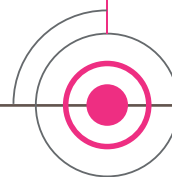
2015



Kerryn Hedley  
Woman of the Year  
Everywoman Women  
in Transport



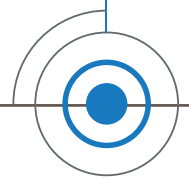
2017



Company of the Year  
Venus Women's Awards



2018



Nikki Ball, Marketing and PR  
Venus Women's Awards Finalist  
Thames Valley

100 years of women in transport



**getreading**  
Reading Buses celebrate the "fare" sex

The Reading bus company marks 100 Years of Women in Transport

The women of Reading Buses celebrate the 100 Years of Women in Transport campaign

The 48 women drivers at Reading Buses have plenty to cheer about in celebration of the fare sex.

They marked the 100 Years of Women in Transport Campaign with a special event on Wednesday, August 19, to motivate and inspire both current and future generations of transport workers.

Reading Buses says it is at the forefront of gender diversity with one of the highest levels of female representation in the UK bus industry.

They have women driving, supervising, cleaning, engineering, administrating, managing and directing.

Celebrate 100 years of Women in Transport

Next Wednesday, 19th August, we'll be holding a special lunchtime event at GKS to celebrate 100 Years of Women in Transport. This is an industry wide celebration being championed by TFL and we're keen to play our part, having one of the highest levels of female representation in the UK bus industry. We want to achieve even more, so the event will include a commemorative photo and press release which we will use to raise further awareness. We've issued special badges for our front line staff (and hope to secure some more soon for everyone else!) which can be worn on the collar of t-shirts or on jumpers (but please don't pierce the waterproof lining of your coat or softshell!). If you are free and would like to take part in this event next Wednesday at 12:00 then please let Dolores know. There will also be a history display in the canteen.

International Women's day

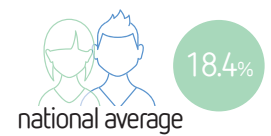
2017

2018

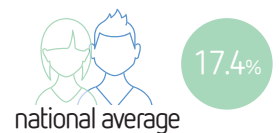


Gender pay gap report 2018

Median mid point



Mean average



Recruiting new bus drivers

Readingbuses



view our awards

Trainee Bus Drivers

Reading Buses is a great place to work so why not think about a career with us - It's all about people! We are looking for some friendly, caring and confident people who are passionate about customer service to join our team as trainee bus drivers.

All you need is a can-do, customer focused attitude and a car licence. Our Academy will train you to help you get your PCV licence and your professional development will continue throughout your employment.

Average basic pay starts at over £23,000 rising to £26,500-. Other benefits include a performance bonus, a pension scheme, generous holiday, free travel on Reading Buses and a smart uniform.

Reading Buses is an equal opportunity employer and we would love to hear from you.

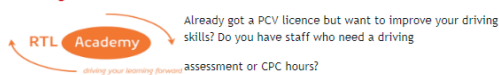
[Download an information sheet here](#)

[Download an application form here](#)

For more information, call us on 0118 959 4000 or email [jobs@reading-buses.co.uk](mailto:jobs@reading-buses.co.uk)

Come and be a star at Reading Buses!

Training



Here are the courses we have available for drivers with a full PCV licence.

Drivers CPC Course

Safe and Efficient driving 7 hours. Includes:

- Eco-friendly driving
- Accident damage/repair costs

Course costs 1 - 5 drivers £85.00 + VAT per driver per day.

For more details call Mick Hughes, RTL Academy Team Leader on 0118 959 4000 or e-mail [mhughes@reading-buses.co.uk](mailto:mhughes@reading-buses.co.uk)



More female drivers

80% more female drivers than six years ago

Female friendly uniform



CLIL Young people in transport

Promoting careers in transport and logistics to young people



Fourteen younger members of team Reading Buses attended a special event held in the Town Hall on Monday night, organised by the Chartered Institute of Logistics and Transport. Focussed on 'Managing your Career in Logistics and Transport,' the event, aligned to it's 'Young Professionals Forum' aimed at those aged 35 and under either working in or looking to join the industry, was supported by a number of organisations including AEB supply chain logistics software, Canterbury Christ Church University, Cranfield School of Management, John Lewis, Oracle and ourselves.

20% of our workforce fall into the target age range of the event and an invitation was extended to any of them who were interested in finding out more about developing their career, as well as having an opportunity to network with, and hear from, those working right across the industry and at all levels. Key note speakers included Ms Beverley Bell who, as well as the President of the Institute, is the Senior Traffic Commissioner with lead responsibility for bus and truck Operators Licences, as well as any vocational (PCV and HGV) driver licence conduct matters.

Ms Bell visited our Great Knollys Street depot and offices earlier in the afternoon for a tour of the workshop and control room. She then joined some of our younger employees travelling upstairs on one of our claret spritzer student themed buses to the event at the Town Hall.

As well as providing a development opportunity for our own people, we also had a small stand at the event to promote career options in the bus industry. A special 'sportsperson sticker card' style display showcased the large number of roles undertaken by younger people in our company, setting out to demonstrate that the passenger transport industry is a great place to work. It also showed that Reading Buses is at the forefront of recruiting and developing some of the very best young people, supported by an equal mix of very experienced, knowledgeable and long serving employees who are also probably some of the longest serving in our sector.



Internal employee bulletin

It's great to have such a diverse and inclusive workforce who help us to meaningfully engage our base, enabling us to deliver the best possible services to them each and every day.

getreading

Young Reading Buses employees learn more about the transport industry



Some of Reading Buses' younger employees were given a career development opportunity at a special event organised by industry experts.

The event, put on by the Chartered Institute of Logistics and Transport (CLIL), was aimed at those aged 35 and under either working in - or looking to join - the transport and logistics industry.

Reading Buses' workforce fall into the category of 35 and under.

local press

Panini style cards - celebrating our young employees

|   |  |  |   |  |   |   |  |   |   |
|---|--|--|---|--|---|---|--|---|---|
| <b>Hannah Foster</b> 23<br>Driver<br>After 12 months of an apprenticeship at our depot, Hannah is now a fully qualified driver. She is looking forward to the next steps in her career. | <b>Ed Love</b> 24<br>Driver<br>Ed has been driving for 2 years and is looking forward to the next steps in his career.             | <b>Dan Bassett</b> 28<br>Operations Manager<br>Dan has been working for 10 years and is looking forward to the next steps in his career. | <b>Tim Gould</b> 23<br>Bus Shop Supervisor<br>Tim has been working for 1 year and is looking forward to the next steps in his career. | <b>Kerryn Hedley</b> 37<br>Driver<br>Kerryn has been driving for 15 years and is looking forward to the next steps in her career.        | <b>Jake Osman</b> 23<br>Marketing Manager<br>Jake has been working for 1 year and is looking forward to the next steps in his career. | <b>Kim Ottaway</b> 22<br>Driver<br>Kim has been driving for 1 year and is looking forward to the next steps in her career.                          | <b>Vesh Thapa</b> 28<br>Vehicle Technology Technician<br>Vesh has been working for 5 years and is looking forward to the next steps in his career. | <b>Richard Edwards</b> 27<br>Engineer<br>Richard has been working for 3 years and is looking forward to the next steps in his career. | <b>Joe Wood</b> 23<br>Scheduler<br>Joe has been working for 1 year and is looking forward to the next steps in his career.          |
| <b>Martijn Gilbert</b> 33<br>CEO<br>Martijn has been working for 10 years and is looking forward to the next steps in his career.   | <b>Jamie Richardson</b> 24<br>Driver<br>Jamie has been driving for 2 years and is looking forward to the next steps in his career. | <b>Simon Gold</b> 23<br>Commercial Officer<br>Simon has been working for 1 year and is looking forward to the next steps in his career.  | <b>Dan Moss</b> 23<br>Master Technician<br>Dan has been working for 1 year and is looking forward to the next steps in his career.    | <b>John Bickerton</b> 34<br>Chief Engineer<br>John has been working for 10 years and is looking forward to the next steps in his career. | <b>Kyle Boothroyd</b> 23<br>Driver<br>Kyle has been driving for 1 year and is looking forward to the next steps in his career.        | <b>Harley Spindelov</b> 30<br>Control Room Assistant<br>Harley has been working for 5 years and is looking forward to the next steps in his career. | <b>Zara Murphy</b> 24<br>Engineer<br>Zara has been working for 3 years and is looking forward to the next steps in her career.                     | <b>Tyla Lynch</b> 23<br>Driver<br>Tyla has been driving for 1 year and is looking forward to the next steps in her career.            | <b>Leandra Fisher</b> 32<br>Driver<br>Leandra has been driving for 10 years and is looking forward to the next steps in her career. |

Long service



Black History Month



Black history month, starts today!



Starting today and every Wednesday in October we are celebrating Black History month with great food from around the world in Busfare, served from 12:00-15:00.

On the menu today is chicken madras curry (hot) with rice £4.50; chicken tikka masala (mild) curry with rice £4.50; vegetable samosa 50p; 2x onion bhajis 50p; curry served with naan bread. A big thank you to chef Mick Shillingford, pictured right, in action today, with Mark, Linda and Sharon.



ROUTE ONE

Sharing food from around the world

2017

Reading Buses will be celebrating Black History Month this October, with the opportunity for employees to share food from around the world. Black History Month sharing food celebrations is the idea of Unite BAME rep Mark Adams and has been a hugely successful event for the past two years.

Chefs Riandy Bancroft, Jay Dhalwani and Mick Shillingford, all bus drivers, will work alongside the company's Bus Fare canteen team of Linda Linton, Sharon Shillingford and Janet Banks to prepare the dishes.

Caroline Ancombe, Reading Buses HR Director, says: "We are delighted to support initiatives such as this to help encourage a sharing of ideas and culture."

Dishes will be served on Wednesdays throughout October, starting on 4 October with an Indian theme meal.

Sikh Nagar Kirtin parade, Vaisakhi



fourth year running!



70 years Pakistan community celebration



Ghurkha community

getreading

Free bus trips for Gurkha veterans

Gurkha veterans and wives took their hats off to Reading Buses after collecting passes for free travel around the town for a year.



The Gurkhas collect their new bus passes at the Great Knolly Street depot

Local press

We honour a Gurkha veteran

Last Friday we were honoured to welcome the last surviving Gurkha holder of the Victoria Cross – indeed one of only 9 living holders of this prestigious honour. Mr Rambahadur Limbu took a ride on a purple 17 bus with a guard of honour of Gurkha veterans, politicians and lots of local press. After his trip, he was honoured at a small ceremony at the Forgotten British Gurkha centre in Queens Walk, where Reading Buses representatives were also honoured for their support of the local Gurkha community. Organised by our driver Gyanraj Rai, the event attracted many onlookers and was a wonderful way to recognise how important local com

WuDuo-friendly wash facility

allowing washing to be performed by Muslim employees before prayer



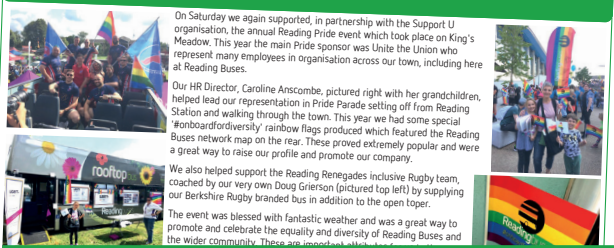
Internal employee bulletin

Reading Pride

2015



Supporting Reading Pride



On Saturday we again supported, in partnership with the Support U organisation, the annual Reading Pride event which took place on King's Meadow. This year the main Pride sponsor was Unite the Union who represent many employees in organisations across our town, including here at Reading Buses.

Our HR Director, Caroline Anson, pictured right with her grandchildren, helped lead our representation in the Pride Parade setting off from Reading Station and walking through the town. This year we had some special '#onboardfordiversity' rainbow flags produced which featured the Reading Buses network map on the rear. These proved extremely popular and were a great way to raise our profile and promote our company.

We also helped support the Reading Renegades inclusive Rugby team, coached by our very own Doug Grierson (pictured top left) by supplying our Berkshire Rugby branded bus in addition to the open top.

The event was blessed with fantastic weather and was a great way to promote and celebrate the equality and diversity of Reading Buses and the wider community. These are important values for us.

Supporting Reading Pride



Working with the 'Support U' adverts on both sides, attendance at Kings

If you'd like to represent parade from Central then please let Sue

Reading Pride Parade on 3 September



I will be taking part again this year – and would love it if some other employees would like to join me!!

Contact me beforehand on my email address [canscombe@reading-buses.co.uk](mailto:canscombe@reading-buses.co.uk) or meet me at the assembly point on the day – the train station at 11.00. #onboardfordiversity. Thanks Caroline

2016

getreading

Local press

Reading Buses back LGBT charity in run-up to Reading Pride

Reading's bus company donates free advertising to the charity Support U



Reading Buses - sporting the Support U advertising

Reading Caribbean community carnival



Supporting Reading Pride and the Caribbean Carnival

We were delighted to once again be a part of Reading's 41st Anniversary Reading Carnival on Bank Holiday Monday (29). Floats, dancers, performers and musicians made up the incredible procession which weaved its way towards Prospect park. A very special thanks to Douglas Grierson for driving our open top bus "Fernanda", for the Reading Pride procession and thanks also to Caroline for providing the photo.



The carnival brought the community together through delicious cuisines from around the world, energetic music and the carnival's contagious spirit.

hosting Reading Pride

Reading Renegades Rugby Club

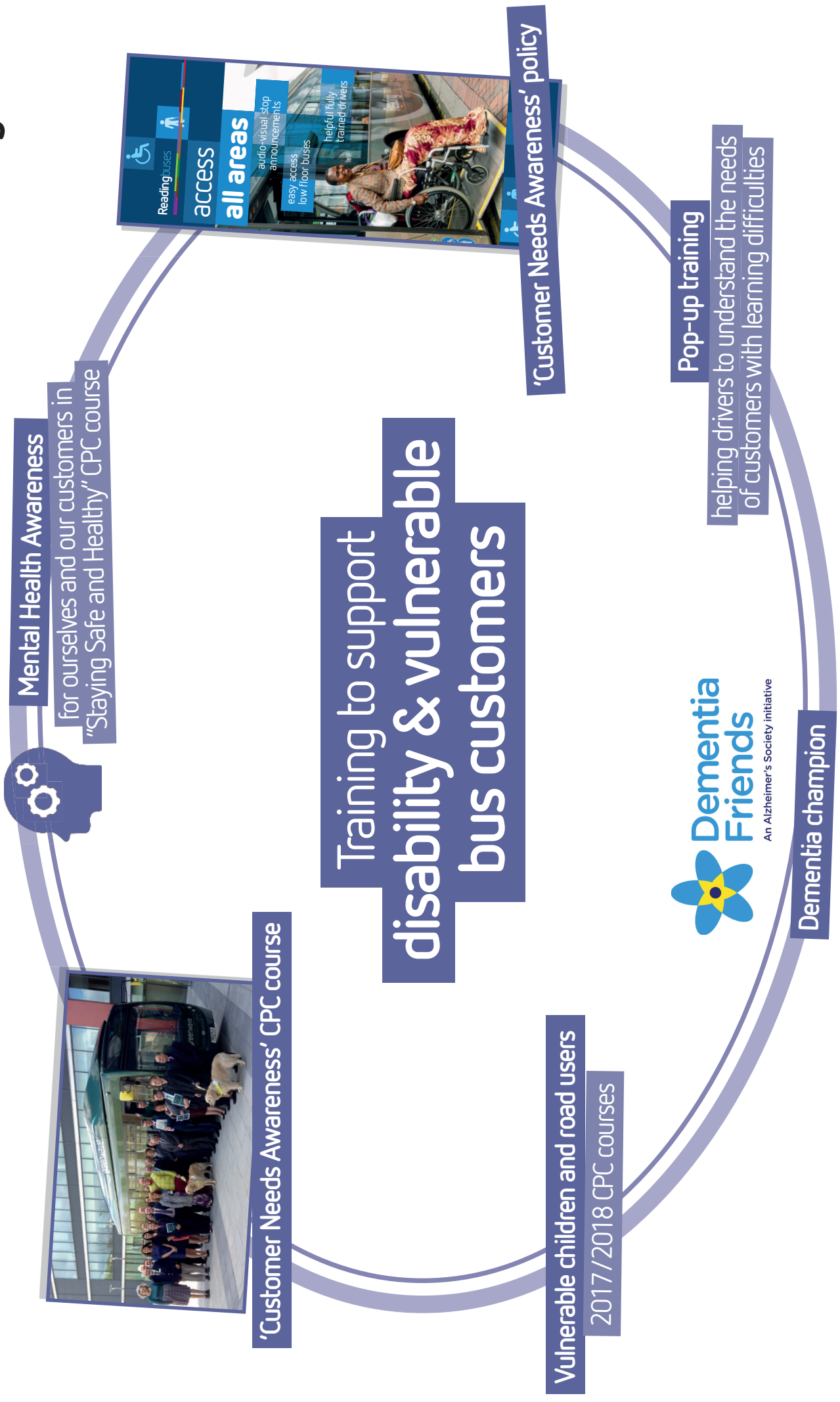
allowing men of any sexual orientation, age or experience to play without fear of prejudice



Reading Pride 2017



Open Day 2017



Talking about Mental Health



Supporting The Campaign Against Living Miserably (CALM), our 2016 Charity of the Year  
 Raising awareness of male suicide and of CALM with a full bus wrap, our Charity Open Day and **over £14,375 raised**  
 Mental health first aid training for three managers



Supporting our employees



Key Worker scheme, giving employees access to affordable housing, homing over 130 employees  
 Shaw Trust Helping help two employees with disabilities to return to work  
 First Assist our Employee Assistance Programme, free and confidential advice for employees, by phone and online 24/7

Our buses

'Talking buses inside and out'  
 Over 80% with 'next stop' audio and display screens. 80 buses with external destination repeaters  
 Double wheelchair bays on two routes  
 100% low-floor DDA fleet, well in advance of deadlines  
 Introduced larger buggy zones to reduce the conflict between parents with children in buggies and older people  
 Supporting RNIB's 'Talking Buses' and CPT's mobility scooter code



Supporting our customers

Lower income groups: offering cheaper and more affordable fares  
 Job Seekers: reduced rate travel for a month, on single and day tickets  
 Young people with BOOST, an innovative scheme allowing young 18 and unders to travel at child prices without ID



Inclusion

Supporting local charities

Annual Charity Open Day  
 Charity of the Year celebrating diversity in the community including Alzheimer's Society, CALM, Autism Berkshire, LaunchPad (Reading's Homeless Support Charity) and many more





## 2017/18 Community engagement plan

### Aims

Aligning with the community to engage with and embed the bus into the town and regional development, by connecting people with places

### Key objectives

To increase the number of community involvement events and activities in the next 12 months

To proactively engage with and energise the wider community to grow and promote bus use

### Actions

Working with local authorities and property developers to get the best deal and embed sustainable transport in their plans

Charity of the Year – continue work with local charity (2017 Charity is Red Balloon Learner Centre for severely bullied children)

Sponsoring local awards schemes – Pride of Reading Awards and Reading Retail Awards

Maximise impact of contracted Partnership with Reading FC – new opportunities available due to contra-deal as part of newly signed contract

Festival of the Dark (Outrider Anthems) – May 2017 event to have a bus drive-in movie with the film also projected on the side of the bus

Reinvigorate partnership with Reading Rep theatre

Continue involvement with Reading Fringe Festival

Christmas 2017 – work with local businesses in the town to cross promote services (following successful 2016 campaign)

Connect Reading – repeated support of Giving Tree campaign, screens on buses for their charity work plus potential new opportunities

University of Reading – support of Welcome Week activities including pass selling and app promotions, alongside ongoing support of green travel plans

Royal Berkshire Hospital – travel to work Direct Debit scheme

Increase the number of school visits and tours – supporting National Curriculum content

Attendance at various Disability events and forums

Investigate possibility of involvement with our contacts from the Reading Year of Culture.