

# Gender pay gap report

5th April 2022



YorkshireWater

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# Introduction

## **I am pleased to report on Yorkshire Water's gender pay gap numbers for the year to 5 April 2022.**

Since mandatory reporting was introduced in 2017, the pay gap data at Yorkshire water has remained low in comparison to the national average. The figures have remained relatively consistent for the 2022 reporting year, with some small changes from the 2021 data. The detail of this is referenced below and explained further throughout this report.

The report for the year ending 5 April 2022 shows a slight increase of 0.3% to the mean figure, now at 4.4% compared to 4.1% in 2021. The median figure, however, has decreased by 0.6% to 5.1% compared to 5.7% in 2021. Overall, our position for 2022 is either comparable or better than previous reporting years.

The 2022 data shows a slight shift in our demographic split. Whilst the representation of males and females has remained relatively consistent across the upper quartiles, female representation in the lowest quartile has increased, contributing in part to the changes we see in the 2022 pay gap figures.

We are proud to serve the Yorkshire region and want to be reflective of the communities we serve. We have a way to go in some areas, but we are committed to look at all areas of diversity. This, in part, is reflected through our new Equality, Diversity and Inclusion Strategy that will be launched during the course of 2023.

We welcome a dialogue with colleagues, communities, and stakeholders about our data. If you have comments, we would be delighted to hear from you.



**Nicola Shaw**  
Chief Executive Officer  
Yorkshire Water

# Gender pay gap

**On the following pages we show Yorkshire Water's overall median and mean gender pay data based on hourly rates of pay. This is based on colleagues pay at the snapshot date of 5 April 2022. Comparisons are also shown to 2021 data.**

We also show median and mean bonus pay data for bonuses paid up to 5 April, plus some additional information to explain our pay data and how we are addressing the gender pay gap.

Yorkshire Water has had a predominantly male and long-serving engineering and technical workforce. This historic workforce balance towards men will take a sustained effort, over many years, to change.

## What is the difference between mean and median?

The mean and median are two ways of calculating the average hourly pay and average bonus of women and men at Yorkshire Water. If we created two lines, one with all the women in Yorkshire Water and the other all the men:

**The mean** is adding up all the data separately for the women and the men and dividing by the number of people in the respective line.

**The median** is at exactly the half way point on each of the lines.



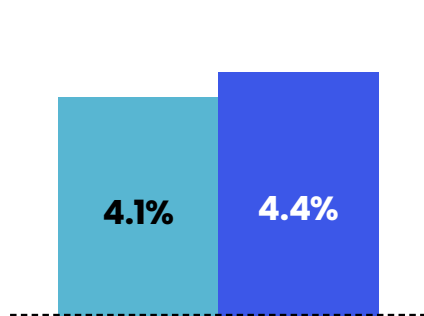
## Gender pay gap

**The data has remained relatively consistent from 2021 to 2022. The mean number has seen a slight increase, the median number a slight decrease.**

A change in the representation of male and female colleagues across the different pay quartiles contributes to the mean and median changes.

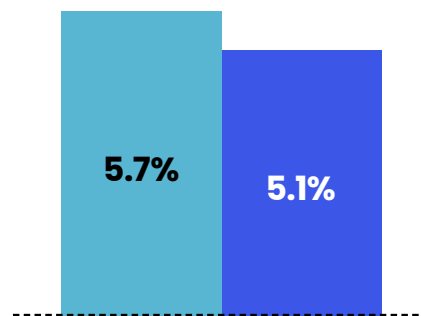
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues;

- 2021
- 2022



The difference between the **median hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues;

- 2021
- 2022



Did you know the National Average Mean Pay Gap (2022 submissions) is **11.8%\***

Our Mean Pay Gap is now **4.4%**

Did you know the National Average Median Pay Gap (2022 submissions) is **11.7%\***

Our Median Pay Gap is now **5.1%**

\* Based on 2022 numbers from Gender Pay Gap Service Gov UK



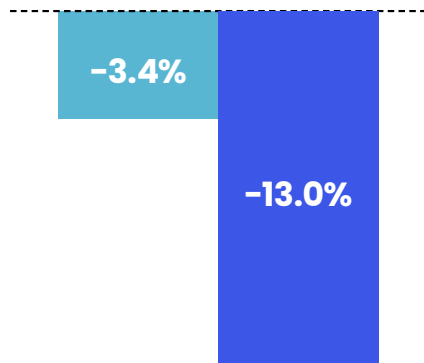
## Bonus Pay Gap

### The mean bonus pay gap number has increased from 2021 and the median number has remained the same.

The mean bonus pay gap number has increased to -13.0% in favour of the female population and the median bonus pay number is consistent at 0.0% for the third consecutive year.

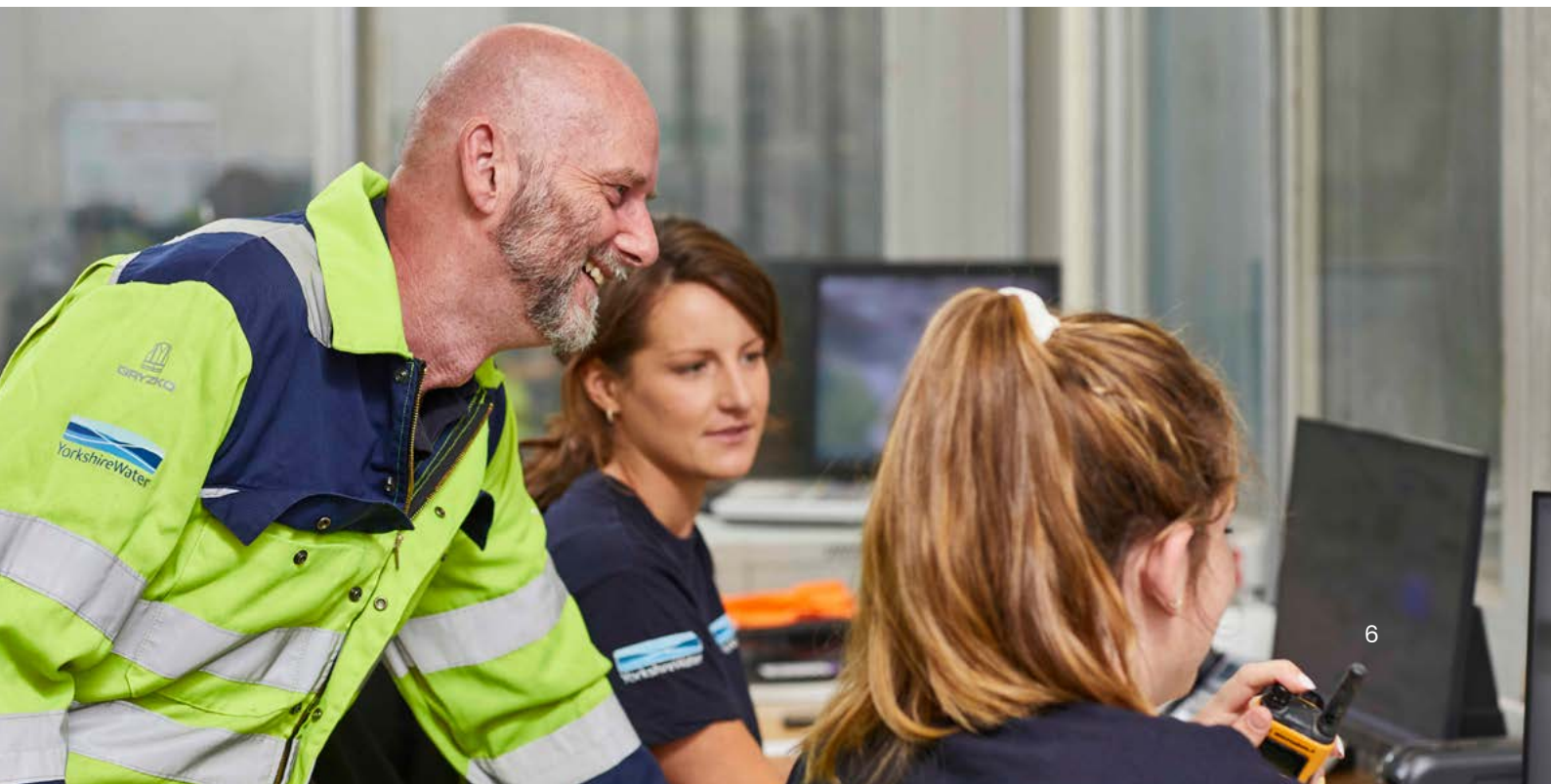
The difference between the **mean bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues;

- 2021
- 2022



The difference between the **median bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues;

- 2021
- 2022

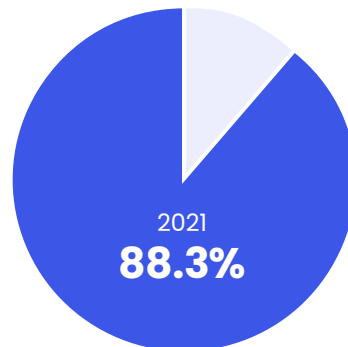
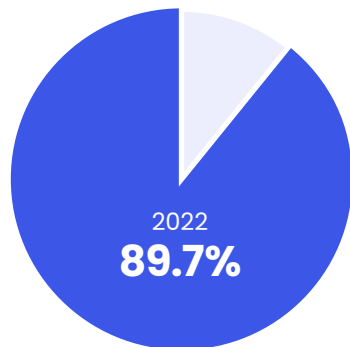
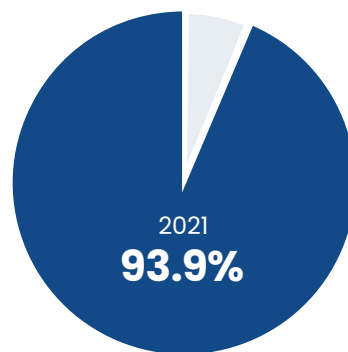
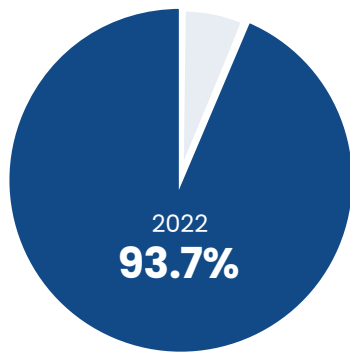


## Percentage Receiving Bonus

The proportion of female colleagues receiving a bonus in 2022 has increased, whilst there has been a slight decrease for male colleagues.

The proportions of male and female relevant colleagues who were paid bonus pay;

- Males
- Females



## Distribution of colleagues by Quartile

### Gender pay gap numbers are often a reflection of a greater proportion of one gender in more senior and, therefore, better paid roles.

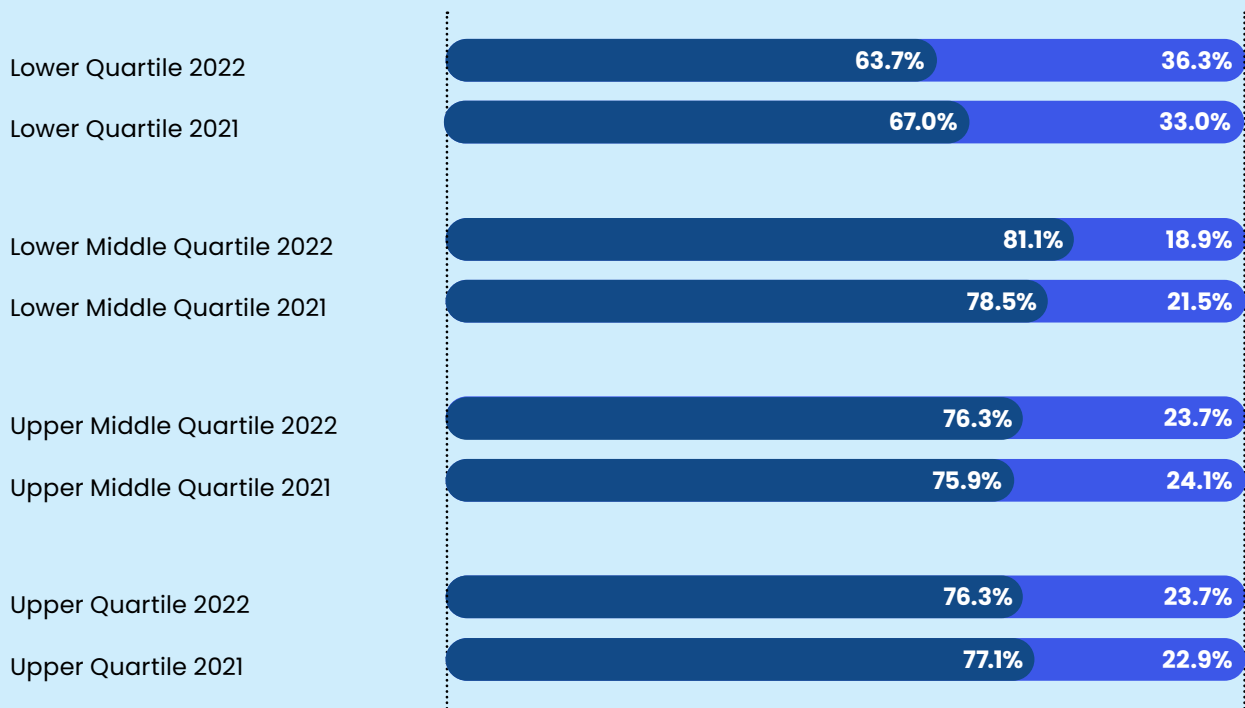
As we can see from the pay gap numbers provided in this report, there has been minimal change to both the mean and median for 2022.

The 2022 data shows only slight change in the representation of both males and females across all of the quartiles, as a result, the mean and median pay gap numbers have remained similar to those reported in 2021.

In addition, the gender split across the business for 2022 remains comparable to previous reporting years at 74.3% male and 25.7% female. We can see that our male colleagues continue to make up three quarters of the overall workforce and this pattern is generally repeated across the quartiles. The result being the minimal change we see to the 2022 pay gap numbers.

The proportions of male and female full-pay relevant colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

- Males
- Females



Proportion of males and females when divided into four groups (quartiles) ordered from lowest to highest paid.



# Equality, Diversity & Inclusion at Yorkshire Water

**We are committed to providing an equal, diverse and inclusive working environment. We have had a review of how we're doing across ED&I in the last year and we're aware that we need to drive progress.**

Our new strategy is due to be launched soon which focuses on three key areas: building an inclusive culture where our people feel a sense of belonging, embracing the diversity we have in the business and ensuring we recruit diversely, we want to ensure we're reflective of the vast diversity of our customers and community. Finally, that we equip our colleagues with the awareness and confidence to discuss ED&I openly.

We will have a new inclusion framework for People Leaders rolled out and will continue the end-to-end look at our people processes to identify any areas of inequity. We are also reviewing our diversity data monitoring by broadening our question set, alongside a campaign to encourage colleagues to tell us about themselves. This will help to understand our colleagues and focus areas and our next steps.



**"It's fantastic to see so many incredibly capable women breaking the gender stereotypes associated with construction and engineering. The support for each other is fantastic to see and I am determined that can continue to build on what we have started this year to make this a genuinely inclusive environment."**

**Rachael Fox, Head of Programme Delivery**

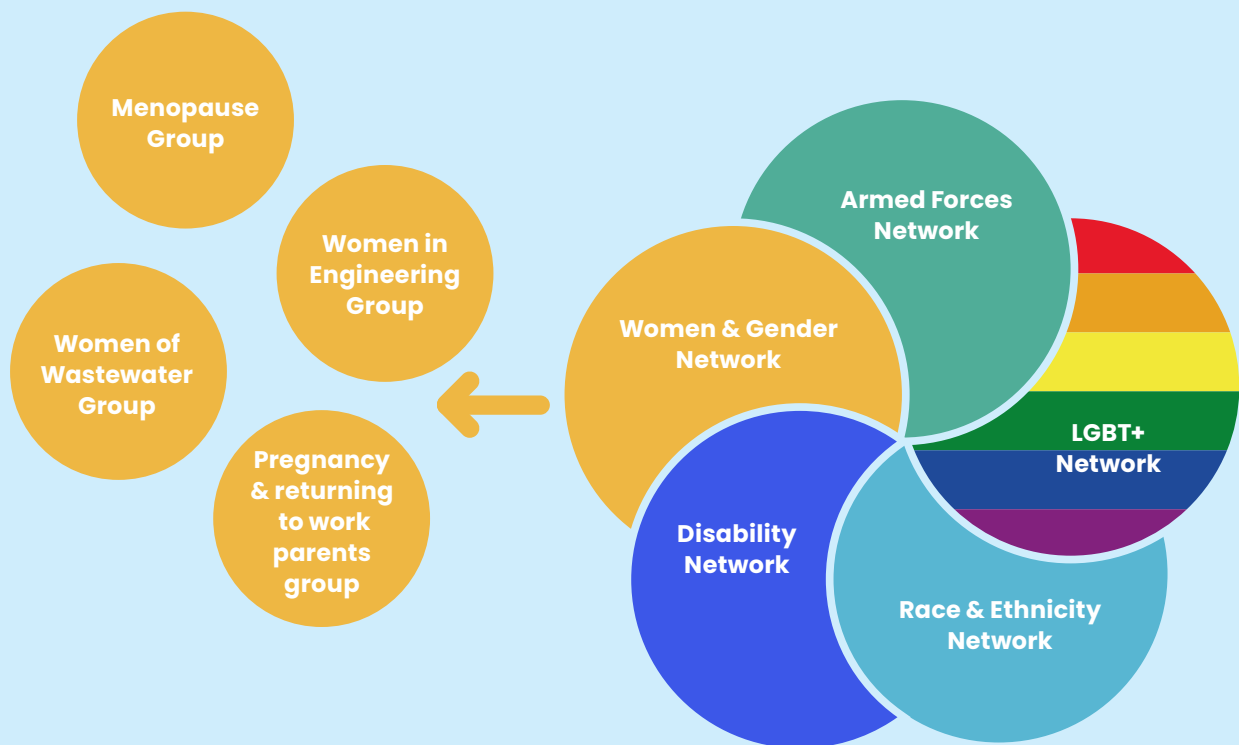
# Equality, Diversity & Inclusion at Yorkshire Water

## Our Networks and Groups

We are proud to have five employee led Networks: Disability, LGBT+, Race & Ethnicity, Armed Forces and Women & Gender. In addition, as part of our Women in Gender Network we also have four groups – Women in Engineering, Women of Wastewater, Menopause and Pregnancy & Returning to work parent’s group.

Throughout, the last year our Women & Gender Network have ran some virtual events with both our Chair Vanda Murray and our CEO as speakers. We discussed career journeys, some of the challenges faced and tips for career success.

Our new Women in Engineering group has had three events with attendees and speakers from the Partnership for Yorkshire group. We’ve covered topics such as: attracting and retaining women in engineering and operation roles, the highlights, and challenges of working in engineering, male allyship, as well as learning sessions delivered by our Leadership and Development Coaches on resilience, mentoring and Imposter Syndrome.



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