

# Gender Pay Gap report

5 April 2025



Service, a fresh direction

# How to view this document

1 This button takes you to the previous page.

2 This button takes you to the next page.

There are also many other clickable links within this document which we've made easy to spot by underlining and **highlighting** them in red.

**Accessibility matters.**  
**That's why we want all of our customers to be able to engage, navigate, and understand our Gender Pay Gap report.**

By using assistive technology like screen readers, text-to-text speech programmes and Braille displays, we can provide equal access to anyone with visual, mobility, or cognitive impairments.

**We've taken steps to ensure this document supports additional accessibility needs:**

- Screen readers will recite content in a logical order, as well as identifying headers and providing alternative text for images.
- Table of contents and bookmarks to aid navigation.
- Easy-to-read text that's structured using headings, clear paragraphs and tables.
- Comfortable colour contrast.

# Introduction

**At Loop, we are committed to creating an inclusive workplace where everyone has equal opportunity to succeed. Each year, our Gender Pay Gap report gives us an opportunity to reflect on the progress we've made, track progress year on year and look towards the work still ahead.**

I'm pleased to share that in 2025 we have seen significant improvement in our gender pay gap figures. The mean pay gap has reduced to just 0.7%, down from 2.5% in 2024, bringing us close to complete parity. The median pay gap remains negative at -3.4%, which means women at the midpoint continue to earn slightly more than men—a reflection of strong female representation across roles.

This year's results show meaningful improvements, demonstrating the positive impact of strong female representation, while these results are encouraging and show we are in a strong position, maintaining this progress requires continued focus, so we remain committed to developing talent, supporting careers and ensuring that our policies and practices promote equality at every level allowing us to build a culture where colleagues of all genders are supported to grow and thrive.



**Nicola Shaw, CBE**  
**Chief Executive Officer,**  
**Yorkshire Water**



# Gender Pay Gap

**On the following pages we show Loops overall median and mean gender pay gap data based on hourly rates of pay at the snapshot date of 5 April 2025 with a comparison to 2024, our ninth year of reporting.**

We also show median and mean bonus pay gap 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.

## **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 Loop. 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 halfway point on each of the lines.

## Gender Pay Gap

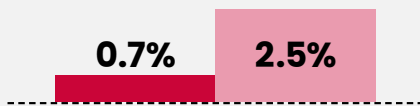
# The 2025 figures demonstrate meaningful improvement, showing a clear narrowing of the mean and median gender pay gaps.

Significant progress was achieved in 2025, particularly in reducing the mean gender pay gap. The Loop mean gap fell sharply from 2.5% in 2024 to just 0.7% in 2025, representing near parity between male and female employees and marking one of the most positive shifts in recent years.

The median gender pay gap has also narrowed and remains negative at -3.4% from 4.0% in 2024, highlighting that women continue to be well represented across roles at the midpoint.

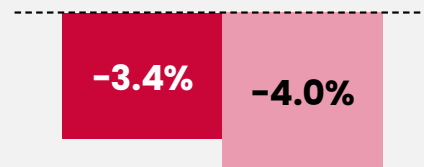
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues.

■ 2025  
■ 2024



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

■ 2025  
■ 2024



## National Pay Gap Statistics

**National Average Mean Pay Gap Figure 2025 submissions (To Date)**

**10.8%\***

(Compared to 11.9% in 2024)

**National Average Median Pay Gap Figure 2025 submissions (To Date)**

**11.3%\***

(Compared to 11.2% in 2024)

\*Based on 2025 figures from Gender Pay Gap Services Gov UK as at Feb 2026.

## Bonus Pay Gap

# While the mean bonus pay gap remains elevated, the reduction in the median bonus pay gap highlights progress.

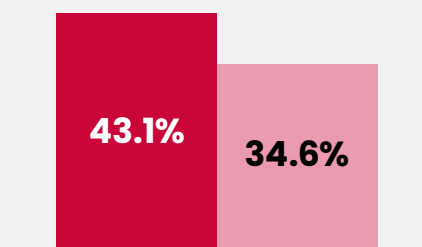
In 2025 the mean gender pay gap stands at 43.1%, an increase from 34.6% in 2024.

As per previous reporting years, the significance in favour of males is entirely driven by the male representation at the most senior level in the business, this coupled with the increase in bonus percentage accounts for the increase in mean bonus figure. *While a greater proportion of females received bonuses (88% vs. 73% for males), the presence of high male bonus earners continues to inflate the mean gap.*

Although the median bonus gap has narrowed in 2025, we would normally expect this figure to be 0%, as most colleagues receive the same bonus amount. The reported 9.2% gap is due to the median point this year comparing a part-time female colleague with a full-time male colleague. Because the calculation does not adjust for part-time working, it creates an apparent gap that does not reflect actual entitlement. If pro-rata adjustments were applied, the median bonus gap would be 0%, accurately showing that bonus payments are generally equal across the workforce.

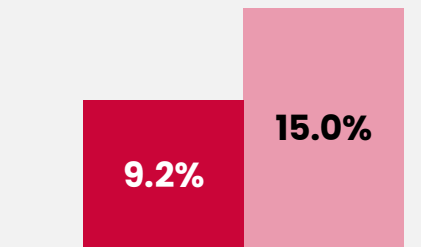
The difference between the **mean bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues.

■ 2025  
■ 2024



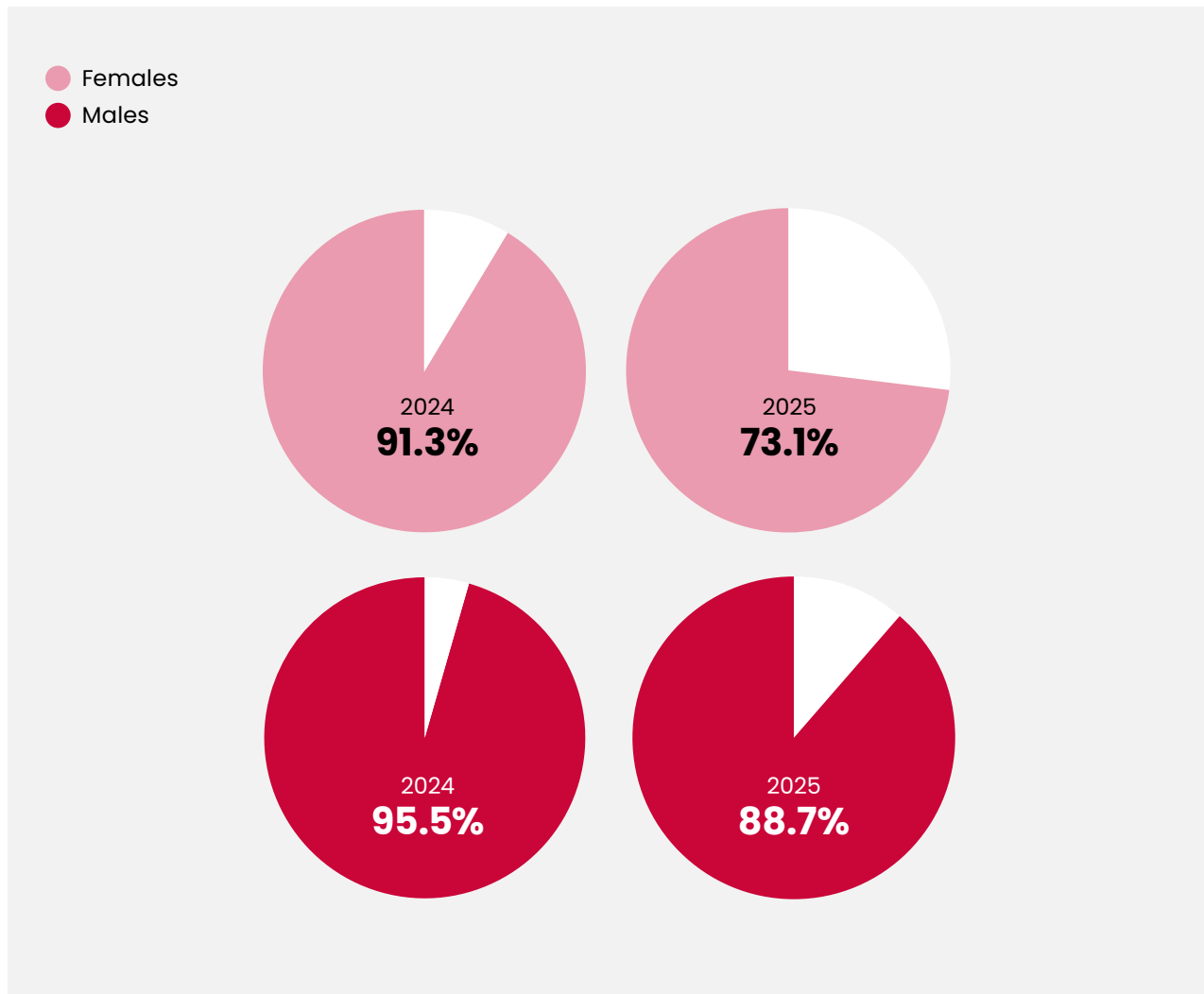
The difference between the **median bonus pay** paid to male relevant colleagues and that paid to female relevant colleagues.

■ 2025  
■ 2024



## Percentage Receiving Bonus

**In 2025, bonus participation fell for both genders, with a sharper decline for men compared to women.**



Male bonus eligibility decreased by 18.2%, while female eligibility fell by 6.8%. This decline is primarily due to the significant number of new starters included in the snapshot data who were not eligible for the reported bonus. These new hires account for approximately 18% of the total workforce. As a result, the eligibility figures reflect the impact of recent recruitment rather than a change in bonus policy or practice.

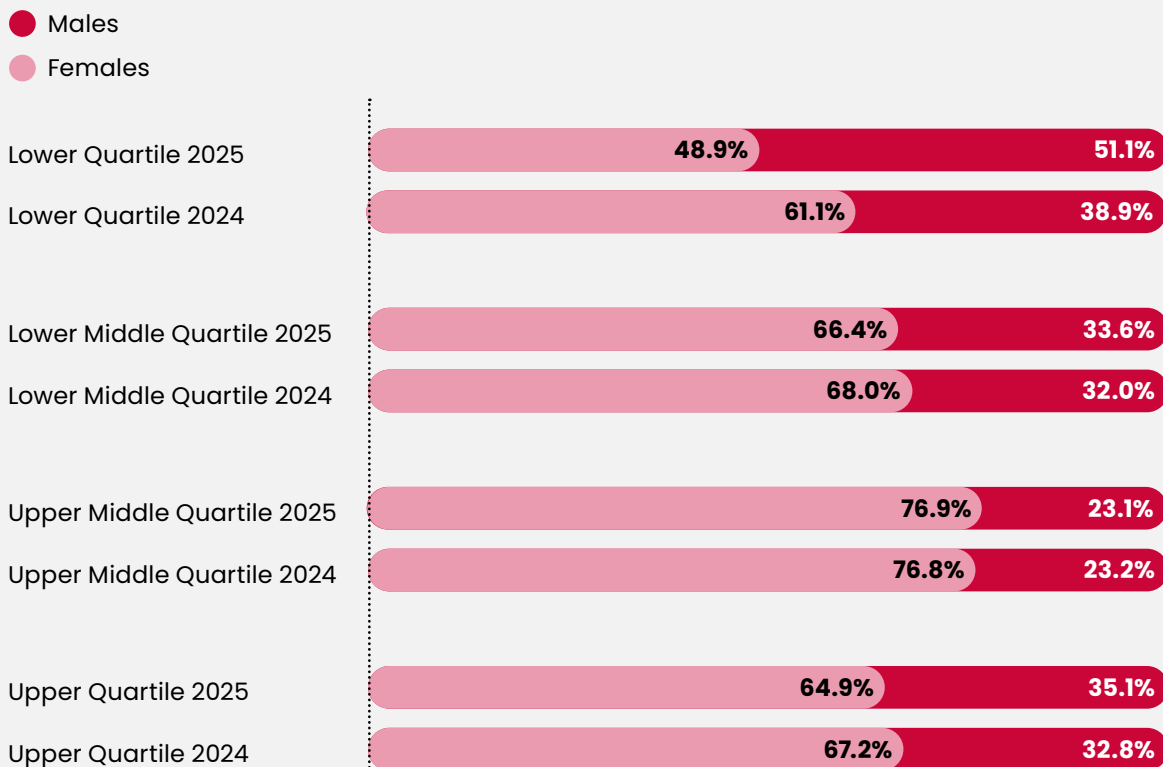
*Bonus pay proportions were further reduced this year due to the introduction of bonus pension salary sacrifice. Employees who chose to sacrifice their entire bonus into pension are treated as not receiving a bonus.*

## Distribution of colleagues by quartile

**In 2025, the lower quartile saw a notable shift, with male representation rising from 38.9% to 51.1%, while female representation fell from 61.1% to 48.9%.**

The lower middle quartile remained broadly stable, with females continuing to hold the majority at 66.4%. At the upper middle and upper quartiles, female representation stayed strong at around 76–67%, showing continued progress in higher-paid roles.

Overall, the gender split across quartiles still remains in favour of females, particularly in the upper quartiles. This plays a key role in the mean gender pay gap narrowing from 2.5% in 2024 to 0.7% in 2025, as women continue to occupy more senior positions. The median gap remains negative (-3.4% vs. -4.0%), meaning women at the midpoint still earn slightly more than men, reflecting balanced pay across most roles despite shifts at the lower quartile.



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

# Equality, Diversity and Inclusion at LOOP

**We are committed to creating an inclusive workplace where everyone can thrive.**

We are committed to creating an inclusive workplace where everyone can thrive. Through dedicated networks and wellbeing initiatives, we are driving meaningful change that supports women at every stage of their careers. From inspiring the next generation of female engineers to improving facilities and championing health and wellbeing, our efforts reflect a holistic commitment to equity and inclusion.

## Women in Engineering Network

**Our Women in Engineering network continues to lead change through three key areas:**

- Supporting women to join the industry, including participation in STEM Fest to showcase Yorkshire Water and inspire young girls.
- Ensuring female-friendly PPE and facilities are available across our sites.
- Promoting male allyship as a core part of our inclusion strategy.

## Health and Wellbeing Initiatives

Our Women's Network partnered with the Wellbeing team on International Women's Day to spotlight the health and wellbeing of female colleagues, highlighting the diverse lived experiences of ethnically diverse women. We launched our **Menopause Action Plan** and introduced **Me&MyMenopause**, an evidence-based information portal accessible to all colleagues.

## National Inclusion Week

We hosted a panel discussion on mentoring and navigating careers in male-dominated workplaces, featuring inspiring female leaders from Yorkshire Water.

## Investing in Future Leaders

We continue to invest in aspiring women leaders by sponsoring attendance at key industry events, including British Water's *Women on Water* conference, to support professional development.

## Data-Driven Inclusion

Our **AllTogether Different** inclusion campaign is evolving to provide deeper data insights, enabling us to identify opportunities to promote inclusion and address disparities in engagement scores by gender and ethnicity through listening groups.

## Improving Facilities

We have commenced an organisation-wide programme of improvements to upgrade facilities and sanitary provision, ensuring better support for female colleagues working in the field.

# Thank you for reading



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