

Gender pay gap report

5th April 2021



YorkshireWater

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Introduction

I am pleased to report on Yorkshire Water's gender pay gap figures for the year to 5 April 2021.

Since the first Gender Pay Gap Reports were published (2017 data), the evident pay gap, across Yorkshire Water, has, generally, decreased over the first four years of reporting. In the most recent year, this gap has increased although specific reasons can be referenced to explain this.

In the report for the year ended 5 April 2020, the mean figure was -0.5% and the median figure was -0.3%. This year the figures show a median pay gap of 5.7% and a mean figure of 4.1%. Although they have increased very slightly from 2020, they remain lower than those seen in most of the previous reporting years, and well below the national average.

Over time, and particularly in the last few years, the number of women in higher paid, more senior positions has increased between 2017 and 2020. However, in 2021, the female presentation in the higher paid jobs saw a slight decrease, and the female presentation in lower paid jobs increased, because of a large scale TUPE from Loop. Also there were other elements of pay, specific to last year, due to the pandemic which have also partially contributed, along with TUPE changes, in an overall increase in the pay gap from 2020 to 2021.

Gender pay gap data is only one part of the way in which we assess the diversity and fairness of our workforce profile. We also publish our ethnicity pay gap and this is part of a wider report which sets out data showing the profile of our workforce by gender, ethnicity and to a limited extent disability.

Showing an accurate picture depends on having high quality comprehensive data. Our gender data is comprehensive and accurate, but our ethnicity data, although stronger than many organisations has some gaps in declarations. Our objective is to improve the level of declarations. Yorkshire Water is also part of a group of employers in Leeds which have committed to publish their diversity data in a common format meaning that over time it should be possible to show a city wide position of the employment profile of the city's largest employers, meaning that collective approaches to making improvements can be made.

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



Liz Barber
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 as at the snapshot date of 5 April 2021 with a comparison to 2020, our fifth year of reporting.

We also show median and mean bonus pay data for bonuses paid up to 5 April 2021, and distribution of colleagues by the pay quartiles.

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.



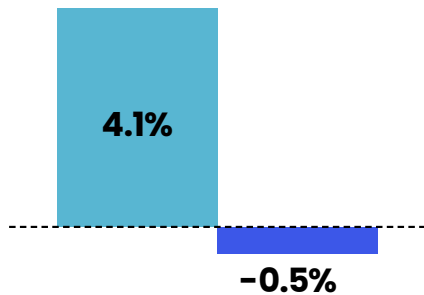
Gender pay gap

Both, the mean and the median pay gaps in 2021, have seen an increase from the 2020 mean and median pay gaps.

A change in the demographics of some specific parts of the company and the impact of the Covid pandemic on payments included in the April 2020 data, are largely behind this increase in the gap.

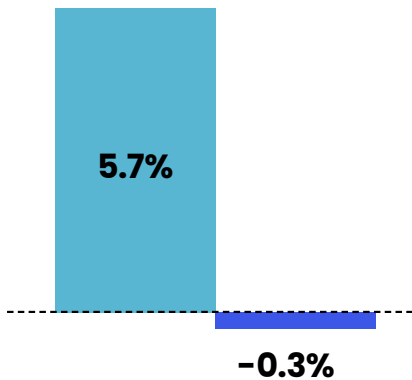
The difference between the **mean hourly rate of pay** of male full-pay relevant colleagues and that of female full-pay relevant colleagues;

- 2021
- 2020



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

- 2021
- 2020



Did you know the National Average Mean Pay Gap (2021 submissions) is **14.9%***

Our Mean Pay Gap in 2021 is now

4.1%

National Average Median Pay Gap (2021 submissions) is **15.4%***

Our Median Pay Gap is

5.7%

* Based on 2021 figures from Gender Pay Gap Service Gov UK

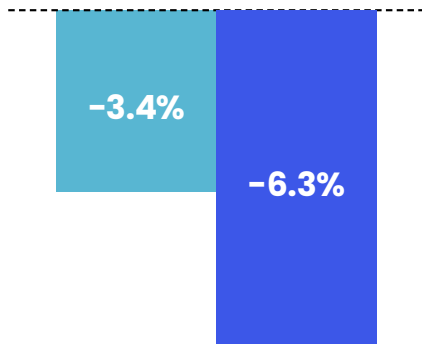
Bonus Pay Gap

The mean bonus pay gap number has narrowed from 2020 to 2021 and the median bonus pay gap has stayed the same in both years at 0%.

The median bonus pay gap has stayed at the same position as 2020 i.e. 0%.
The mean bonus pay has reduced but is still favourable for females at -3.4%.

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

- 2021
- 2020



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

- 2021
- 2020

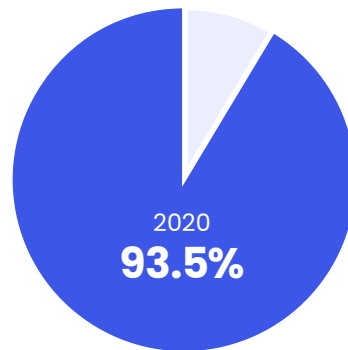
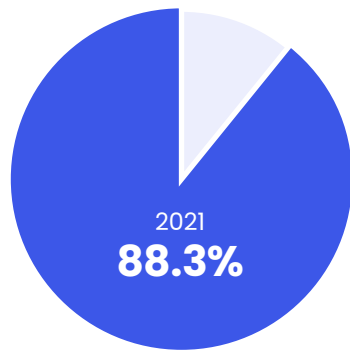
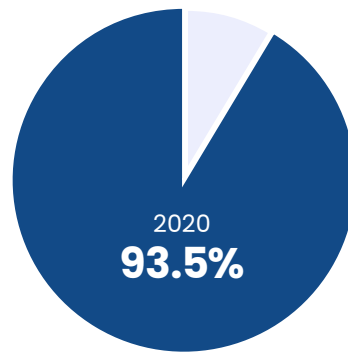
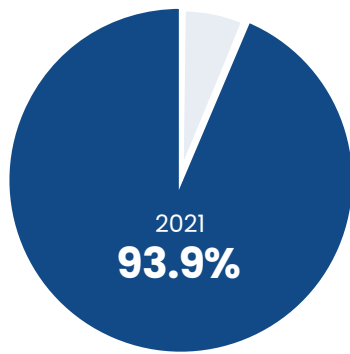


Percentage Receiving Bonus

The proportion of male colleagues receiving a bonus in 2021 has slightly increased from 2020 to 2021.

On the other hand, the proportion of female colleagues receiving a bonus in 2021 has decreased from 2020 to 2021;

- 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.

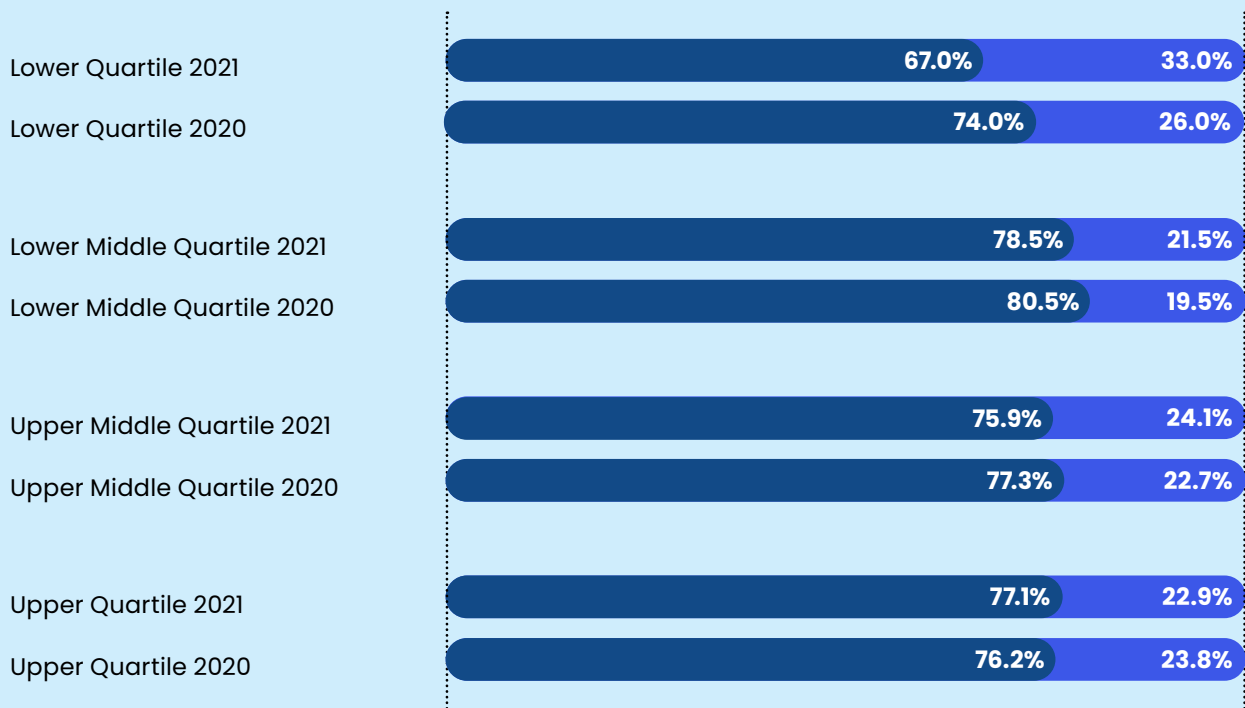
Using the 2021 gender pay gap numbers, across the whole of the business, 74.7% of colleagues were male and 25.3% female. Between 2020 and 2021 there was an increase in the overall proportion of females in the business, however, this increase was largely concentrated in the relatively lower paid roles due to a TUPE transfer from another business in the same Group.

There has been an annual increase in the proportion of females within the lower, lower middle and upper middle quartiles and a decrease within the upper quartile – specifically highlighting a relatively large increase in the composition of females within the lower quartile.

This helps, in part, explain the increase in pay gap numbers for 2021.

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.

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