

# **Gender Pay Gap**

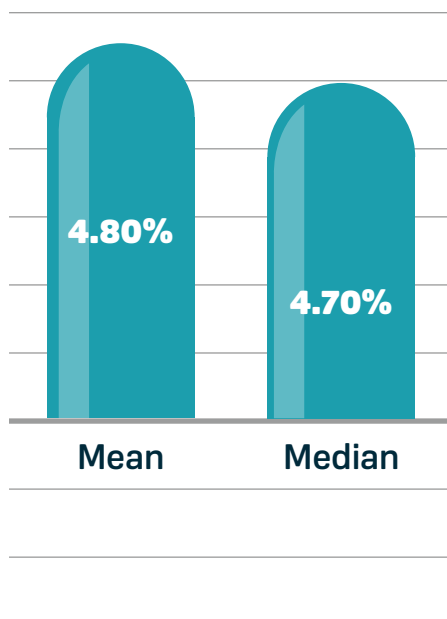
April 2018

All companies with more than 250 employees are required to publish their gender pay gap data. We provide water and sewerage services to around 5 million homes and 140,000 businesses in Yorkshire and we employ around 2800 people to help us do this.

The methodology for calculating the gender pay gap and its reporting is determined by law. The data used for the first publication must be as at 5 April 2017 and must be published on the government website and our website no later than 4 April 2018. More details about the methodology used to report our gender pay gap can be found at [genderpaygap.campaign.gov.uk](http://genderpaygap.campaign.gov.uk)

We provided our pay data for our employees to Ernst & Young to provide external verification of the calculations and reporting of the gender pay gaps.

## Yorkshire Water Ordinary Pay Gap



National Average Mean Pay Gap

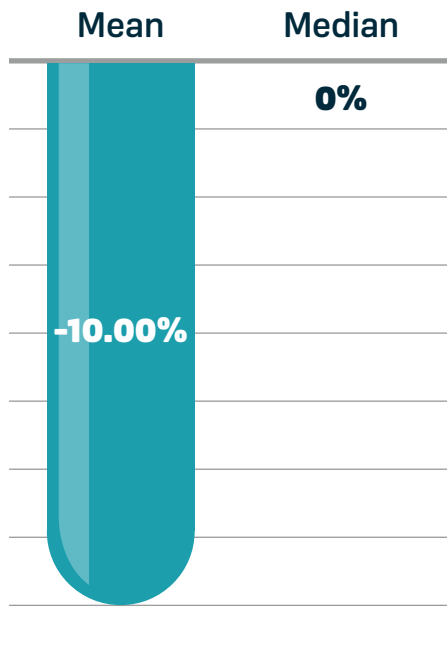
**17.4%**

National Average Median Pay Gap

**18.4%**

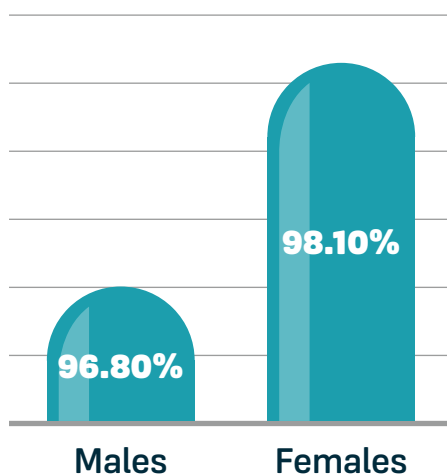
\*based on figures from 2017 Office National Statistics (ONS) Survey

## Bonus Pay Gap



On average our female colleagues received a higher bonus than our male colleagues.

## Percentage Receiving Bonus



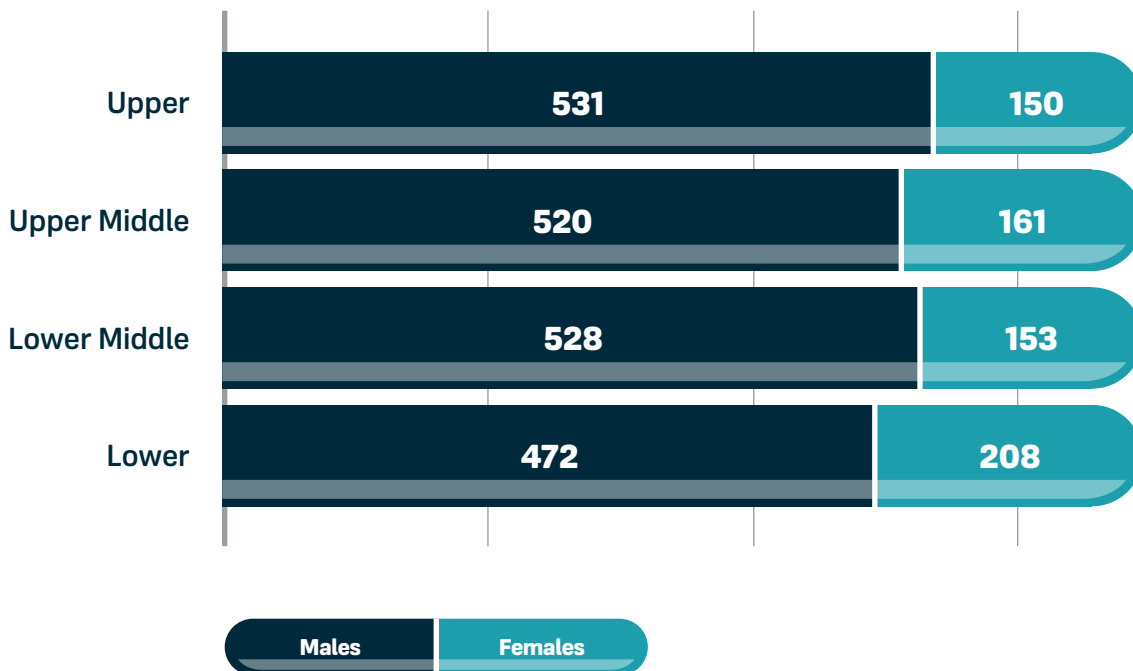
The percentage of females receiving a bonus is marginally higher than that for males.



## Distribution of Employees by Quartile

Our overall workforce profile is 75 per cent male and 25 per cent female. Female representation is slightly higher in the lower quartile.

This is an area of focus for further work and analysis to ensure we have the right programmes and development in place to ensure we attract, retain and progress female talent.



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



## What we're doing to close the gap:

1. We will continue to work to understand the causes of the gender pay gap. We'll take action on pay, management training and attracting, developing and promoting female talent to ensure that people are not treated differently at work because of their gender.
2. We will continue with our bespoke female Talent Development programmes. Over recent years we've supported over 100 colleagues in specific female talent development programmes. 79 have been on the Pearls and GEM programme and through this delegates mentored up to five colleagues each as part of this specific programme. A further 30 colleagues have participated in our STEM Forward Ladies development programme. On average around 50% of female colleagues who complete the programmes have a sideways or upwards move. We have committed to putting more colleagues through the next cohort of the programme. The Pearls and GEM Programme was a series of events, development workshops and online support, run by An Inspirational Journey. The programme was designed to guide and inspire more women from middle through to senior and executive management. The main themes of the programme were building confidence, understanding and building capabilities and developing networks and contacts. Each colleague on the programme mentored up to 5 other colleagues (GEMs) from across the business.
3. As the first water company to be awarded the National Equality Standard, the accepted standard for inclusiveness in business across the UK, we've demonstrated our commitment to long term sustainable change and we have a detailed action plan with recommendations to help us improve further.
4. Our well-established Diversity and Inclusion Group has gender as a key workstream and actively engages and improves business performance in this area. As part of their work they created our Working Families group.
5. All our managers complete Diversity and Inclusion training including unconscious bias.
6. Whilst open to all our colleagues we actively encourage females, particularly when returning from maternity leave, to get matched with a mentor.
7. Each year for National Women in Engineering day we run a weeks' worth of workshops with female students in years 5, 6 and 7 (10, 11 and 12-year olds) at our education centres. We celebrate events such as International Women's day and we have recently sponsored Forward Ladies in their research into bridging the gender pay gap in STEM. Forward Ladies are a Yorkshire based organisation who aim to develop, connect and inspire women in STEM industries. They do this through research, events, networking and development programmes and workshops.

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