



South Staffs Water

incorporating



# Gender pay gap

## April 2018

**All companies with 250 or more employees are required by law to publish a gender pay gap report from April 2018 (based on a snapshot date of April 2017). This will continue annually.**

This is the first report for South Staffordshire Water and Cambridge Water combined. It is based on the April 2017 snapshot date as required. We directly employed at that time around 430 employees in a directorate structure that covered the functions of Wholesale Service, Retail and Customer Service, Finance Regulation & Business Support, Water Quality & Compliance and Human Resources and Health & Safety.

Our workforce gender split overall is 75% male, 25% female.

Our gap data reports the Mean and Median difference between the **hourly pay** of our male employees and our female employees (shown as men earning more than women):



And the Mean and Median difference in **bonus pay** (shown as men earning more than women):



The proportions of male and female staff receiving a bonus (showing more women received a bonus):

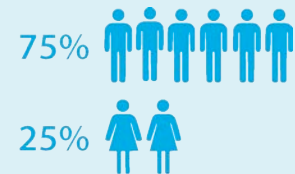


**Our Pay Distribution** - Here, our distribution of male and female employees across all pay levels is shown in pay quartiles, putting the whole of the workforce in to four pay bandings, based on hourly pay. The top quartile is the highest hourly rate, Lower quartile being the lowest hourly rate.

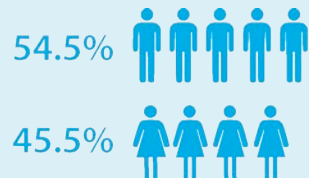
Quartile	Female	Male
<b>Top</b>	16.3%	83.7%
<b>Upper middle</b>	12.1%	87.9%
<b>Lower middle</b>	29.4%	70.6%
<b>Lower</b>	41.3%	58.7%

South Staffordshire Water and Cambridge Water are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, it is the result of the roles in which men and women undertake within the organisation and the salaries that these roles attract. We fundamentally believe that anyone has an equal opportunity to achieve.

Workforce gender split overall:



Senior management gender split:



Our industry is Engineering, Technical and direct Labour dominated, with many roles that could be perceived as being traditionally male. Across the UK economy as a whole, men are more likely than women to be in senior roles, while women are more likely than men to be in front-line roles at the lower end of an organisation. In addition, men are more likely to be in engineering, technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. As a responsible business, we have a role to play in helping the UK to change that profile.

### What are we doing to improve our gender pay gap?

As a business, we are committed to do all that we can to reduce the gender pay gap, but this will take time. Steps we are taking to promote gender diversity in all areas of our workforce include the following:

- **Our career opportunities** - We are re-thinking the way in which we attract new talent and how we present ourselves as a business in our communities. We will ensure job vacancies are written in a way that is gender neutral, focusing on skills, abilities and opportunities for development. We aim to attract more women applicants.
- **Apprenticeships, schools, colleges and universities** - We will take proactive action by working with schools, colleges and universities to communicate more on what we can offer as a business and in our Group. We can help to encourage more females in to Engineering and Technical education and can offer support through Apprenticeships and Degree sponsorships. We will actively attend school careers fairs to continue educating on the opportunities we have to offer.
- **Continue improving our flexible-working approach** - Our flexible-working policy is available to employees in all business areas and at all levels of the organisation. Anyone can apply and be considered for flexible working regardless of their role. Flexible working need not be limited to part-time working and should not be viewed as something that is deemed impossible for senior roles, when typically more women than men take a more flexible approach to work.

This statement confirms that the data reported is accurate.



**Phil Newland**  
Managing Director

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- **Our career opportunities**
- **Apprenticeships, schools, colleges and universities**
- **Continuing and improving our flexible-working approach**



Apprenticeship Careers Fair at Sheffield Academy