





# Wessex Water Services gender pay gap report

Wessex Water Services is a regional water and sewerage business serving 2.8 million customers across the south west of England, including Dorset, Somerset, Bristol, most of Wiltshire and parts of Gloucestershire and Hampshire. It employs 2,475 people, of whom 79% are men and 21% women.

The gender pay gap shows the difference between average hourly pay for men and women across all ages, roles, and levels within the company.

Gender pay is different to equal pay, which is the right for men and women to be paid at the same rate of pay for work that is of an equal or equivalent value. We have a robust job assessment process and operate a framework of grades and pay ranges within each pay grade – gender has no bearing on what employees are paid for the role they perform.

The water industry, in common with many businesses with a predominance of STEM skills, such as engineering, continues to be male dominated. We recognise that diversity is a strength and is helping to create an inclusive environment to improve the representation of women within the industry and our own business. We are working to attract more women into our business, and we value them and the skills, knowledge, experience, and ideas they bring.

In this report, we explain:

- · our gender pay and gender bonus gaps
- why there is a pay and bonus gap
- what we are doing about our gender pay gap.

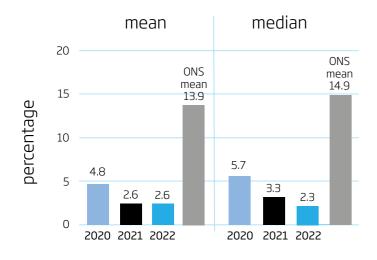
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## Our gender pay gap

The gender pay gap is the difference in the average hourly pay received by men and women at Wessex Water on 5 April 2022.

Our mean gender pay gap has reduced from 4.8% in April 2020 and remains unchanged at 2.6% in April 2022.

Our median pay gap has reduced from 5.7% in April 2020 to 2.3% in April 2022.



## What is the mean?

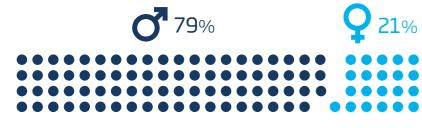
The mean gender pay gap is the difference in average hourly pay for men compared to women at all levels across Wessex Water.

## What is the median?

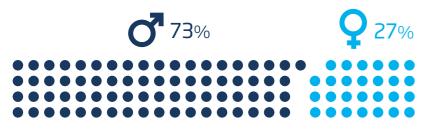
The median represents the middle number point across a list of values. If we list all women and all men, the median is the middle number.

The median pay gap is the percentage difference in average hourly pay for the middle man compared to the middle woman working for Wessex Water.





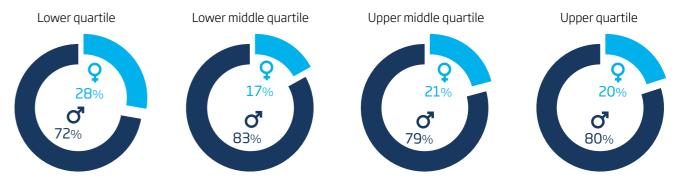
Proportion of women and men in leadership grades





## Pay quartiles by gender

The distribution of men and women is shown in pay quartiles which are calculated by splitting the whole workforce into four equal parts based on hourly pay from highest to lowest. The percentage of men and women is then calculated for each quartile.



Our workforce, including those in leadership roles, is heavily male dominated with 79% of employees being men.

There continues to be a higher percentage of women in the lower salary quartile compared to the other salary quartiles.

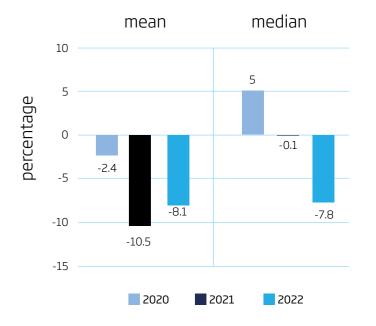
## Our gender bonus gap

The gender bonus gap is the difference in the average bonus payments received by women and men at Wessex Water during 2021-2022.

Over the last three years, our mean bonus gap has decreased from 2.4% in April 2020 in favour of women to 8.1% in April 2022 in favour of women.

Our median bonus gap has decreased from 5% in April 2020 in favour of men to 7.8% in favour of women in April 2020.

48.5% of men and 46.3% of women employed by Wessex Water on 5 April 2022 received a bonus during the previous year. This is a decrease from 74.9% of men and 54.1% of women in the year to 5 April 2021.



## Understanding our gender pay and bonus gaps

Our gender pay differences are significantly lower than the UK average. In two of the four headline measures, specifically the measures on bonus payments, the average rate of pay for women is higher than that of men.

The two gender pay gap measures are higher for men than women because more men are in leadership roles earning higher salaries, on average, than women and this has an impact on mean and median gender pay gap figures.

Our job assessment process is robust and thorough. We operate a framework of pay grades and within these there are a number of pay ranges. Gender has no bearing on what employees are paid for the role they perform.

A higher proportion of men compared to women received a bonus during the year. There are more men in leadership roles, and eliqible for participation in a bonus scheme than women. However, the mean and median bonus paid to women was higher than that paid to men during the year.

## What are we doing about our pay gap?

We value the differences a diverse workforce brings and are committed to creating, and promoting, an inclusive workplace for employees and others who work with the company as suppliers and contractors.

We have a strong, friendly, and engaging culture and colleagues enjoy working for us and with each other. Our people are important to us, and we listen to their feedback and have put action plans in place to address key areas of feedback.

Addressing our gender pay gap will take time and we are committed to improving diversity and inclusion and achieving a better gender distribution, particularly at a senior level. This will have a positive influence in reducing our gender pay gap over time.

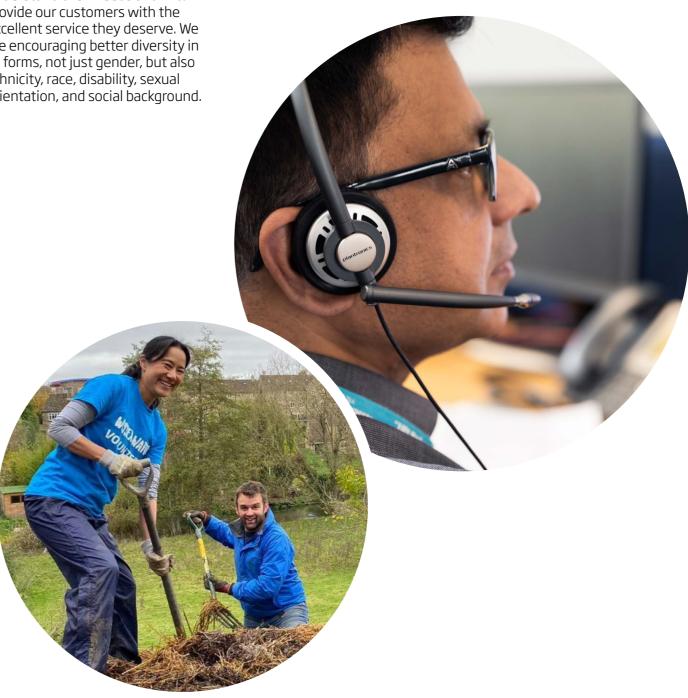
There are clear areas of focus which we believe will contribute to reducing our gender pay

Current areas include the following.

#### Reflecting the community that we serve

We endeavour to have a workforce that reflects the community we serve, so that we can better understand their needs and in turn provide our customers with the excellent service they deserve. We are encouraging better diversity in all forms, not just gender, but also ethnicity, race, disability, sexual orientation, and social background.





#### Community education

Every year, our education team visits hundreds of educational establishments, including nurseries, primary and secondary schools, colleges, and universities, to raise awareness of Wessex Water, the work we do and the job opportunities we offer. As part of our strategy to provide access to opportunities from all areas of the community we particularly focus on attracting women and girls to careers with Wessex Water.

We have continued to enhance our usual schools and careers fair attendance with the addition of online engagements. These have included company overviews, apprenticeship opportunities, and work skills such as CV building and interview techniques.

We are now one of the Careers and Enterprise Company's Cornerstone Employers, focusing some of our work on the government's Opportunity Area of West Somerset, helping ensure that every young person has access to opportunities, no matter what their background.

We joined Wiltshire Youth Hub as a lead employer to support our recruitment needs in the south of our region. In addition to our new routes to engagement, we have seen young people proactively contact us with regard to our career opportunities

#### Early careers

Our apprentices, industrial placements and graduates are fundamental to the longterm success of the business and maintaining our excellent reputation of early careers attraction secures that talent pipeline.

#### **Apprenticeships**

It is essential that we continue to develop our talent, particularly in the sectors where we know there are skills shortages and a lack of females – engineering, utilities, and construction. Apprenticeships remain a key element of our resourcing strategy to build and maintain a competent sustainable workforce.

We continue to develop and grow our apprentice programmes and strive to attract female apprentices, working with the local community to promote apprenticeships as a valued and respected career pathway.

The new YTL Wessex Academy runs an innovative recruitment process, with accessibility for all candidates supported by our main provider, Weston College. The application process focuses on personality traits, personal requirements, and technical potential, identified through an online portal that is both informative for the candidate and provides effective and relevant

assessment for recruiting managers.

Our process was recognised in 2021 by the National Apprenticeship Service, gaining a Recruitment Excellence award at the regional awards ceremony. This award distinguishes employers who use innovative recruitment processes to ensure diversity in their workforce.



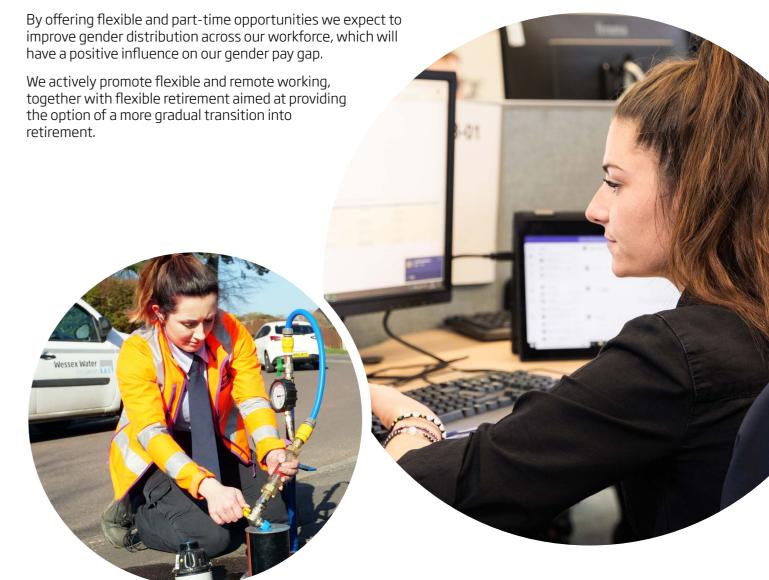
We remain a member of the government's 5% club which recognises that as an employer, we provide opportunities to develop the skills and talents people need to become more employable and to create meaningful careers. Of our workforce, 10% currently undertake learning and development through apprenticeships, further or higher education.

As intended, we recruited several one-year university industrial placements across the business and more than 10% of our placement students are from BAME backgrounds. In addition to our own website recruiting platform, we now promote our opportunities through 45 relevant universities across the country, focusing on those institutions that not only deliver relevant degree courses but also, through their widening participation activities, have higher numbers of students from underrepresented groups.

#### Flexible working

We provide a supportive culture that enables people to continue to work at all levels as their lives progress and circumstances change, and we ensure that people have the support they require to adapt.

We pride ourselves on having a strong flexible working culture which creates role models and trust among employees that working part-time or flexibly does not hinder career development or career advancement. Where operationally feasible, we strongly promote flexible working and seek to attract high quality candidates who wish to work part-time, job share or flexibly, including in senior management roles.



### Improving all forms of diversity

Our executive leadership team is focused on ensuring that in addition to gender, all forms of diversity are being strengthened and further developed. We are building a workforce that reflects the diversity of the community we serve, and we will continue to focus on improving all areas of diversity and inclusion.

We are making good progress with culture, inclusion, and diversity (CID) initiatives. Some of the highlights this year include:

- National Inclusion Week 2022 holding our own inclusive week with the theme "Time to Act The Power of Now"
- Taking feedback from our people surveys of all new starters and leavers during 2022 asking specific questions about our diversity and inclusion
- External partnerships
  - Bristol Future Talent Partnership a week-long career insight programme for two schools in Bristol which included an overview of career opportunities
- Seetec Plus promoting Wessex Water as an inclusive employer and delivered employability support, advice and guidance to individuals who are not employed, helping them to find sustainable employment.
- Menopause Network an internal networking group to discuss experiences and ideas for how we can support people better in the workplace.

We have continued to make positive progress with a number of internal CID initiatives.

- Working Families Group who delivered several initiatives, including the Maternity and Paternity Buddy Scheme offering support for new parents by providing them with a more experienced buddy to help navigate through the early stages of parenthood.
- Family leave policy improvements upgrading our family leave policies to help attract talent, improve our employer brand, and build our reputation as an employer of choice, especially in male dominated sectors. Improvements were made to our family friendly policies, including:
- neonatal pay and leave
- maternity and adoption leave and pay
- paternity pay.

Our culture, inclusion and diversity vision is now the core of our commitment to inclusion and diversity and will drive our programme of work. The vision has been fully endorsed by our leadership team and outlines what both the team and culture champions want to achieve for the business:

- celebrate diversity and encourage inclusion
- enable everyone to take ownership and accountability through empowerment
- listen to our people's views, ideas and concerns, and act on them
- reject any form of discrimination or bias
- reflect the diversity of the communities we serve.

The continued success of the Wessex Water Group businesses depends on us attracting and retaining the very best talent. We need to be a business that appeals to the widest and most diverse range of potential employees.

We aim to be a place where everyone enjoys working and feels they are treated fairly and given every opportunity to further their career. As an equal opportunities employer, we respect and value everyone's contribution. We are committed to providing an environment that supports and encourages the many skills, interests, backgrounds, and experiences that people from different social groups can bring.

#### **Assurance statement**

I confirm that the published information has been appropriately assured and is accurate.

Chi Rellon

Colin Skellett Chief Executive





Wessex Water Services Limited gender pay gap report 2022

