

integrated water services



GENDER PAY GAP REPORT

**Integrated Water Services
Ltd**

2018



Gender Pay Gap Report | Integrated Water Services Limited | 2018

“EQUALITY, FAIRNESS AND OPPORTUNITY FOR ALL”

Integrated Water Services Ltd (IWS) has two main areas of delivery – mechanical and electrical engineering services and water hygiene services. It operates throughout the UK serving customers from utilities through to infrastructure owners.

The second gender pay gap analysis has illustrated the following headlines:

- On average women earn 13.85% less than men
- There are more women earning bonus
- On average, women earn less bonus than men
- There are fewer women paid in the Upper Middle Income Quartile

Comparisons between the previous year and this year have been analysed and the following have been identified:

- During 2018, IWS introduced a bonus scheme for some of the support functions within the business. As a result of this scheme more women have received a bonus than in the previous year and the median value of the bonuses was greater for women.
- The business has promoted more women into managerial or supervisory roles. As a result the average hourly earnings for women has increased compared to the previous year by 1.8%
- The median hourly earnings for women have decreased within IWS compared to the previous year by 2.5%.
- Fewer bonuses were paid out throughout IWS compared to the previous year.
- The number of women employed by IWS has increased compared to the previous year by 1.2%

On further investigation, the reasoning for some of these headlines and differences are as follows:

- IWS is in a traditional male dominated engineering sector and the majority of senior roles are carried out by men within the mechanical and electrical engineering area of IWS. This is mainly due to these roles requiring some engineering qualification base and it is difficult to recruit women with such qualification as there is low number of women in engineering overall:
 - o According to a survey carried out by WISE in 2017 only 11% of the engineering workforce is female
 - o According to the Skills and Demand Industry survey in 2017 the proportion of young women studying engineering and physics has remained virtually static since 2012.

The actions IWS have taken since last year:

- In 2018, a school partnership programme was launched to engage with the local schools to encourage the future workforce to think about a career in the water industry.
- Throughout 2018 a number of job fairs were attended throughout the country to raise the profile of IWS and promote a career within this engineering industry.
- On 1 April 2018 the UK Armed Forces Biannual Diversity Statistics identified 10.4% of females represented the UK Regular Forces. During 2018, IWS made a pledge through the Armed Forces Covenant to support members of the Armed Forces community and their families.

The measures that IWS is taking to address this gap are as follows:

- Develop a "Career Path" publication which identifies a clear progression path for all individuals.
- Promote flexible working by investing in ongoing communication in order to raise awareness.
- Form a project team within the business to develop greater opportunities within this engineering sector for all applicants.
- Develop the website to become more appealing to all applicants.
- Continue to ensure IWS advertise all vacancies to a wider audience through the enhancement of the social media networks and share relevant articles which support individuals working within the water and engineering industry.
- Understand and learn from other relevant companies that are managing to recruit women into the water industry.
- Develop a partnership with a local "engineering" university to create opportunities for all.

We are confident that women and men are paid equally for doing the same role across the business.

I confirm that the data reported is accurate.

Dave Taylor
Director
3 April 2019

Integrated Water Services Limited
GENDER PAY GAP REPORTING - DASHBOARD

Pay & Bonus Gap

	Difference between men and women			
	Mean		Median	
Hourly Fixed Pay	13.85%		17.18%	
Bonus Paid	2.34%		(22.86%)	
Men	£ 12.63	Per Hour	£24,600	Annual Estimate
Women	£ 10.88	Per Hour	£21,200	Annual Estimate
			£ 11.19	Per Hour
			£21,800	Annual Estimate
			£ 9.27	Per Hour
			£18,100	Annual Estimate

NB: Positive %s indicate that the male average is higher than the female average

Proportion of employees awarded a bonus for year ending 5/4/18



Pay Quartiles



Key:-



Women Men

ALL EMPLOYEES

