



SSI IMPROVING THE QUALITY
AND EFFICIENCY
OF ESSENTIAL
INFRASTRUCTURE

Hydrosave
water management specialists

Hydrosave UK Ltd

Gender Pay Gap Report

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Gender Pay Gap Report | Hydrosave UK Ltd | 2017

“EQUALITY, FAIRNESS AND OPPORTUNITY FOR ALL”

Hydrosave UK Ltd (Hydrosave) is an operational consultant and specialist contractor within the water industry. It operates throughout the UK serving customers from utilities through to infrastructure owners.

This first gender pay gap analysis has illustrated the following headlines:

- On average women earn 2.22% more than men
- There are less women earning bonus than men
- On average men earn more bonus than women
- Apart from Quartile 3, women are equally represented within each pay quartile

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

- The work that Hydrosave does is mostly dominated by men but there are a number of women in more senior roles
- According to WISE (campaign for gender balance in science, technology & engineering), in 2016 only 25% of the total students graduating from university with a core STEM (science, technology, engineering and mathematics) degree were women
- According to the Office for National Statistics in November 2016, women make up around 8% of engineers in the UK

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

- Making links with local schools so that, at a much earlier age, girls can be encouraged to make a career in the water industry
- Continuing to advertise its vacancies to a wide audience through enhancing social media advertising
- Attending a planned programme of job fairs throughout the country to raise the profile of opportunities in Hydrosave for all
- Including profiles of women who have developed through the business on its website
- Continuing to encourage applications from all areas

I confirm that the data reported is accurate.

Dave Taylor
Director
3 April 2018

Hydrosave UK LTD
GENDER PAY GAP REPORTING - DASHBOARD

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Fixed Pay	(2.22%)	3.77%
Bonus Paid	32.94%	29.33%
Men	£ 10.78 <small>Per Hour</small>	£ 9.89 <small>Per Hour</small>
Women	£ 11.01 <small>Per Hour</small>	£ 9.52 <small>Per Hour</small>
	£21,000 <small>Annual Estimate</small>	£19,300 <small>Annual Estimate</small>
	£21,500 <small>Annual Estimate</small>	£18,600 <small>Annual Estimate</small>

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

Proportion of employees awarded a bonus for year ending 5/4/17



Pay Quartiles

