



Hydrosave
Water Network Efficiency

GENDER PAY GAP REPORT

Hydrosave UK Ltd

2018

Gender Pay Gap Report | Hydrosave UK Ltd | 2018

“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.

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

- On average women earn 3.05% less than men
- There are less women earning bonus than men
- There are more women being paid within the Lower Middle Income and Upper Middle Income Quartiles.

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

- Fewer women have received a bonus than in the previous year - this appears to be due to a change in external clients contracts
- The annual median estimate of women’s hourly rate has increased from the previous year by 2%.
- Whilst on average women earn less than men within Hydrosave, when comparing the pay quartiles from the previous year there has been a steady increase of women’s pay within Hydrosave. This is illustrated by the Upper Middle Income Quartile seeing the largest increase of 4.64%.
- Overall fewer bonuses were paid out throughout Hydrosave compared to the previous year.

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

- The amount of men employed by Hydrosave has increased since the previous year, whereas the amount of women has remained the same.
- Hydrosave is in a traditional male dominated engineering sector and the majority of senior roles are carried out by men. There are only a small proportion of women in senior roles as the majority of senior roles require skilled technical knowledge in leak detection and it is difficult to recruit women with this experience as there is a low number of women in the water industry overall:
 - o According to a survey carried out by Labour Force Survey, only 15% of women represented the Mining, Energy, Water, Electricity, Gas & Air industry in 2018.
 - o According to the annual WISE statistics for 2018 has a slight year-on-year drop in the number of women working skilled trade roles.

The actions Hydrosave 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 Hydrosave 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, Hydrosave made a pledge through the Armed Forces Covenant to support members of the Armed Forces community and their families.

The measures that Hydrosave 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 Hydrosave advertise all vacancies to a wider audience through the enhancement of the social media networks and share relevant articles which support all 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

Hydrosave UK LTD
GENDER PAY GAP REPORTING - DASHBOARD
Pay & Bonus Gap

Difference between men and women

	Mean		Median
Hourly Fixed Pay	3.05%		3.21%
Bonus Paid	(50.17%)		(125.00%)
Men	£ 11.00 <small>Per Hour</small>	£21,400 <small>Annual Estimate</small>	£ 10.03 <small>Per Hour</small>
Women	£ 10.66 <small>Per Hour</small>	£20,800 <small>Annual Estimate</small>	£ 9.71 <small>Per Hour</small>

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

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



Pay Quartiles

