



Gender Pay Gap Report | Integrated Water Services Limited | 2020

“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 third gender pay gap analysis has illustrated the following headlines:

- On average women earn 10% less than men
- The number of women earning bonus has lowered
- On average, men are earning more bonus than women

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

- There has been a slight increase of women being paid within each of the Income Quartile in comparison to last year, with women being paid more than men in the Upper Quartile.
- The business has recruited more women into managerial or technical roles. As a result the average hourly earnings for women has increased compared to the previous year by 2.72%
- The median hourly earnings for women has increased within IWS compared to the previous year by 6.2%.
- The number of women employed by IWS has decreased compared to the previous year by 3.2%

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 UCAS reported 148,450 applications were received for Engineering courses during 2020, only 29,200 of these were female.
 - o According to the Skills and Demand Industry survey in 2019 only 11% of the UK engineering and technical workforce is female.
- IWS adjusted some geographical reporting locations during the year which did impact the overall employee numbers.

The actions IWS have taken since last year:

- During 2020 IWS targeted specific water industry and engineering conferences for women to raise the profile and promote a career within IWS
- The use of social media and the ongoing development of IWS's career page to attract a wider audience of applicants

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

- Continue with the development of IWS's career page and focus rewording adverts to ensure they are gender neutral
- Develop a partnership with The Sector's Inclusion Commitment via the Energy & Utility Skills
- Promote family friendly policies by investing in ongoing communication in order to raise awareness
- Continue to ensure IWS advertises all vacancies to a wider audience through the enhancement of the social media networks and share relevant articles which support women's advancement within the water and engineering industry.
- Raise the profile of women working in IWS by celebrating their stories and promoting key awareness events.
- Conduct an inclusion and diversity survey across the business
- Develop a new recruitment system which aids both with the selection and onboarding process.
- Create an internal forum which focuses on women in engineering.

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

Integrated Water Services Gender Pay Gap Reporting

Difference between male and female

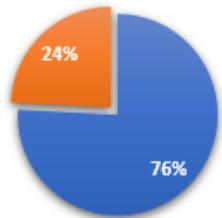
	Mean				Median					
Pay Gap	10%				13%					
Bonus Gap	8%				67%					
Male	£	13.45	Per Hour	£26,200.00	Annual Estimate	£	11.16	per hour	£21,800.00	Annual Estimate
Female	£	12.10	Per Hour	£23,600.00	Annual Estimate	£	9.71	per hour	£18,900.00	Annual Estimate

NB: A positive % indicates that the male average is greater than the female average

NB: Annual salary estimate based on 37.5 hours per week

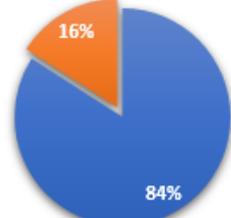


Proportion of males and females in each pay quartile



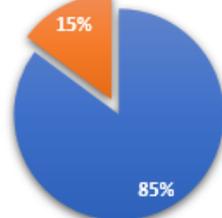
Lower Quartile

1.11% Pay gap



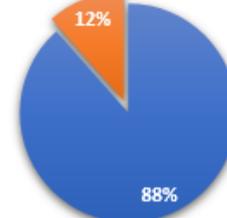
Lower Middle Quartile

0.56% Pay gap



Upper Middle Quartile

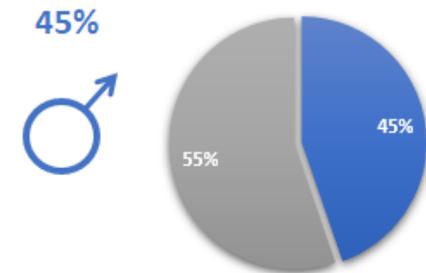
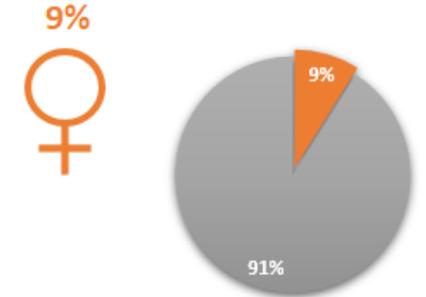
-0.01% Pay gap



Upper Quartile

-0.88% Pay gap

The proportion of males and females receiving a bonus payment



■ Received a bonus
■ Did not receive a bonus