

# Gender Pay Gap 2022-23



**ERIC WRIGHT**  
WATER

PART OF **ERIC WRIGHT GROUP**

Safe, sustainable engineering excellence

100% Owned by  
the Eric Wright  
Charitable Trust

A commercially focused  
business with a social purpose





# What is the Gender Pay Gap?



This is the first time Eric Wright Water has reported its gender pay gap figures as the number of people employed reached over 250 for the first time in early 2022.

The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women. Companies with 250 or more employees are required by law to carry out gender pay gap reporting under the Equality Act 2010. We are required to publish the median and mean differences between men and women for both hourly pay and bonuses, along with the percentage of men and women in each of the four quartiles.

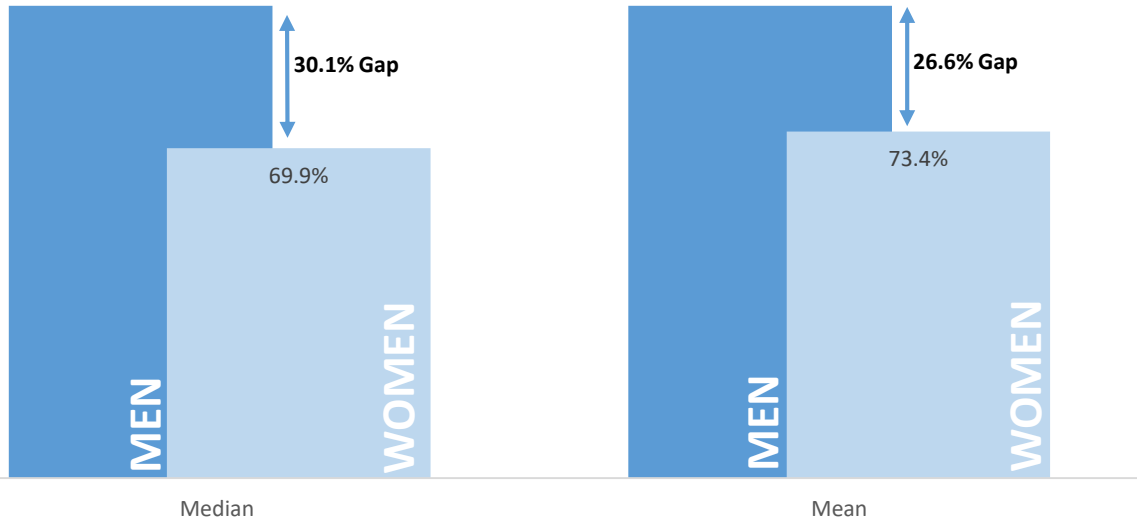
The median is the point at which half of employees earn more and half earn less. It is regarded a better measure of pay of the 'typical' employee than taking an average. The mean is calculated by adding up the hourly pay of all relevant employees and divide this figure by the total number of those employees. The gender pay gap is the difference between men and women.

The National Median pay for all employees was 14.9% less for women than for men in April 2022 (ONS).

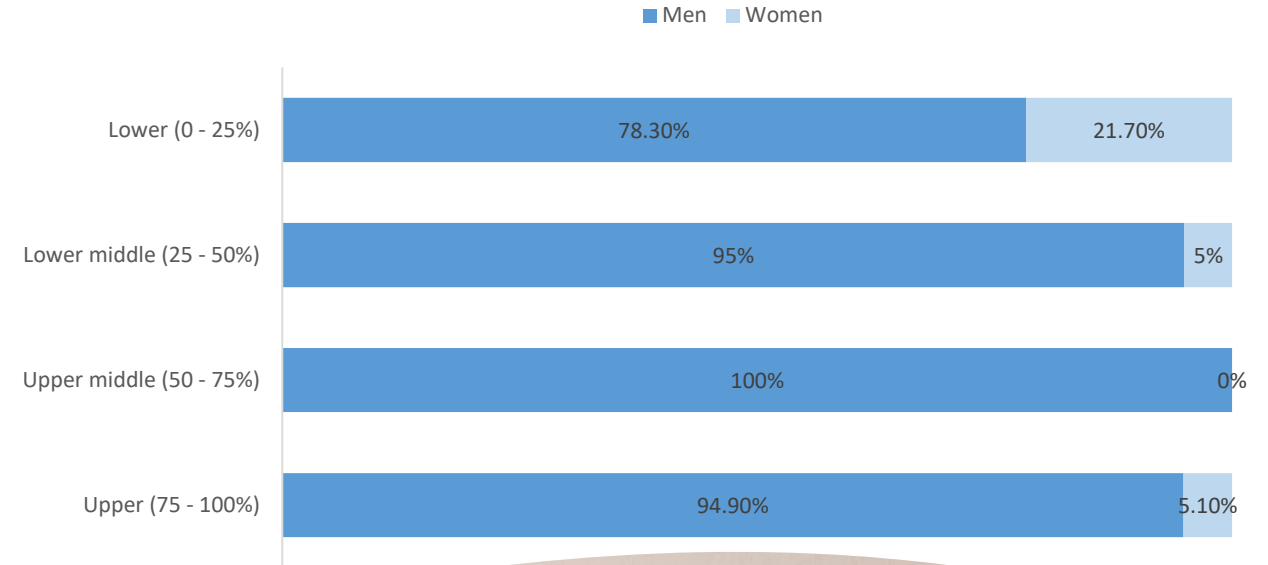
This report details our current gender pay gap for the snapshot date April 2022 along with our commitments to close this gap.

# Our data

## Gender Pay Gap



## Gender by Quartile



The bonus Gender pay gap is 0%





# Our commitment



Having a gender pay gap does not necessarily mean that as an organisation we have acted inappropriately or discriminatory. There are many reasons why a gap exists and it's important to understand such gaps in order to take appropriate action. The main reasons for our gender pay gap is more men than women are employed in senior and technical roles and we currently employ no women in roles such as mechanical / electrical fitters and general operatives, that attract additional pay such as overtime, as is common in the sector.

**Eric Wright Group**, including Eric Wright Water, is committed to doing what we can to address these gaps. We believe in creating a diverse workforce which ensures equity for all and do not discriminate. To support us in our aim to improve the gender pay gap, we have created a Group wide Equality, Diversity and Inclusion strategy, with an emphasis on gender, committing to the following actions;

- Champion gender equity at Board level.
- Create a women's network to understand more about barriers and educate the wider business.
- Through our career ambassador programme, continue to highlight, particularly to women and girls, the plethora of career opportunities available in the sector, through working with schools, colleges and other organisations in the areas we work.
- Review our recruitment processes from advertising through to on boarding and ensure they are considered, from a gender perspective, to be free from gender bias, which includes gender-based language in adverts, job descriptions and interview questions.
- Review policies and procedures to ensure they're fit for purpose and free from gender bias in an aid to attract and retain more female employees.
- Continue to raise awareness of women's health and wellbeing topics in such as menopause awareness, fertility, International Women's Day and International Women in Engineering Day.
- Carry out awareness training across the business at all levels and provide specific training as and when needed.





*“Eric Wright Group, including Eric Wright Water are committed to taking relevant actions to close the gender pay gap. Equality, diversity and inclusion is high on our agenda and we have a clear strategy in place to embrace and value differences, creating a culture of inclusion and ensuring fairness for all of our people. Aligned to the Group People Strategy, we will continue to create an environment that provides equity and equal opportunities for all our people, irrespective of gender, to reach their career ambitions and potential.”*

A handwritten signature in grey ink, appearing to be 'N Whittle'.

Neal Whittle, Managing Director

