

Gender Pay Gap 2023-24



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 second year Eric Wright Water has reported its gender pay gap and we are encouraged by the significant progress made so far.

The gender pay gap measures the difference between average (median and mean) hourly earnings of men and women, usually shown by the percentage difference, 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.

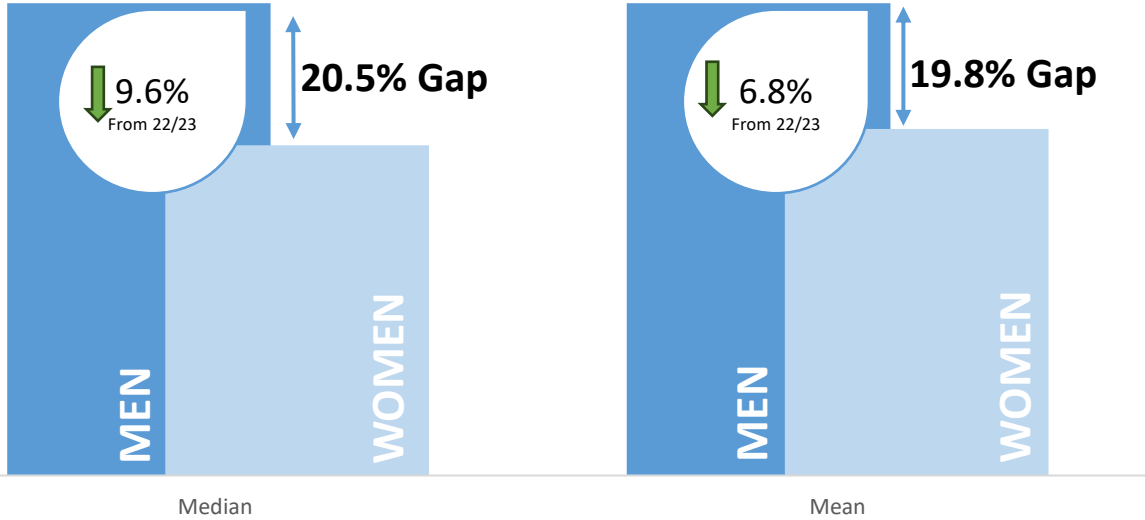
The median is the point at which half of employees earn more and half earn less. It is regarded a better measure of pay of the 'typical' employee than taking a mean average. The mean is calculated by adding up the hourly pay of all relevant employees and divide this figure by the total number of those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

The National Median gender pay gap for all employees was 14.3% less for women than for men in April 2023 (ONS).

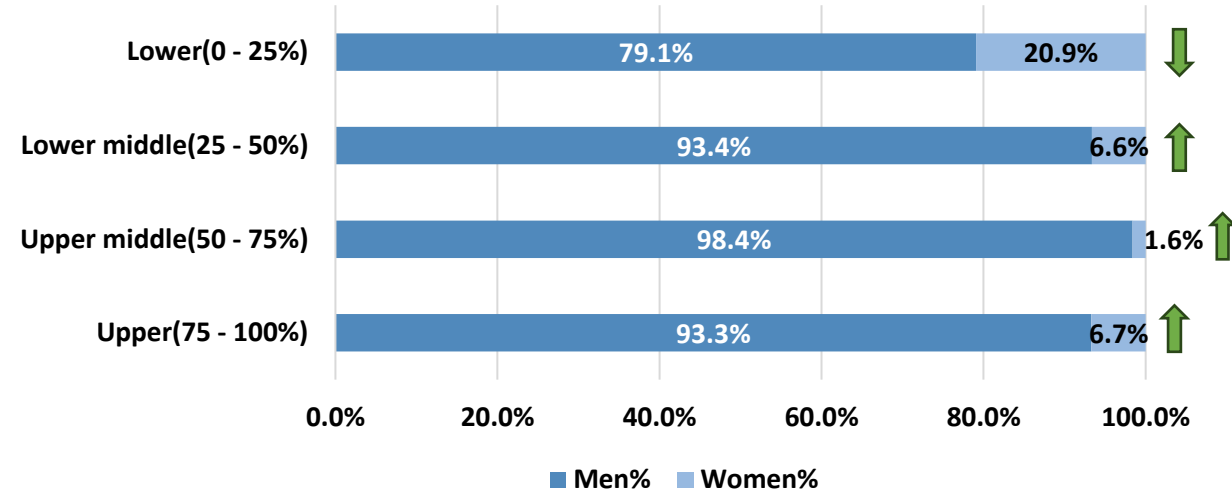
This report details our current gender pay gap for the snapshot date 5 April 2023 along with our continued commitments to close this gap.

Our data

Gender Pay Gap



Gender by Quartile



The bonus gender pay gap is 0%



Our analysis



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. We are encouraged by the significant reduction in our Gender Pay Gap from last year however we must truly understand what's driving this reduction and not rest on our laurels. The obvious 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.

We are encouraged by the increased in number of women employed in the top three quartiles which can be attributed to new appointments and career development and promotional opportunities, which has, as a result has helped reduce the gender pay gap. Targeted action to attract and retain talented women particularly in STEM roles, through raising awareness and supporting development and promotional opportunities continues to be a focus, aligned to our people strategy and social value strategy.

This along with our continued commitment to raising awareness of the plethora of roles available and improved policies such as improved employer value proposition which includes discounted childcare within our Sceptre Nursery, improved family leave policies, including paid fertility leave, go some way to help attract and retain more women in our business.



Our commitment



Eric Wright Group, including Eric Wright Water, is committed to taking targeted action and doing what we can to reduce the gender pay gap further. We believe in creating a truly diverse workforce which ensures equity for all and does not discriminate regardless of characteristic, lived experiences or background.

To further improve the gender pay gap, we are committed to the following actions;

- Continuing to champion gender equity at Board level having relevant discussions and raising awareness.
- Grow a diversity network (including gender) to understand more about the different barriers people face which will help support our decision making .
- 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.
- Continue to promote and train our people on recruitment practices ensuring they are free from gender bias, which includes gender-based language in adverts, job descriptions and interview questions.
- Continue to 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.
- Continue to carry out awareness training across the business at all levels and provide specific training as and when needed.



“We are encouraged by the significant decrease in the Gender Pay Gap this year which goes some way to achieving greater gender equity at Eric Wright Water. The Eric Wright Group, including Eric Wright Water remain committed to taking relevant targeted actions to close the gender pay gap. Gender equity and equality, diversity and inclusion remain an important high on our agenda and our strategy helps 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 equitable and equal opportunities for all our people, irrespective of gender, to reach their career ambitions and potential.”



Neal Whittle
Managing Director, Eric Wright Water

