



business stream

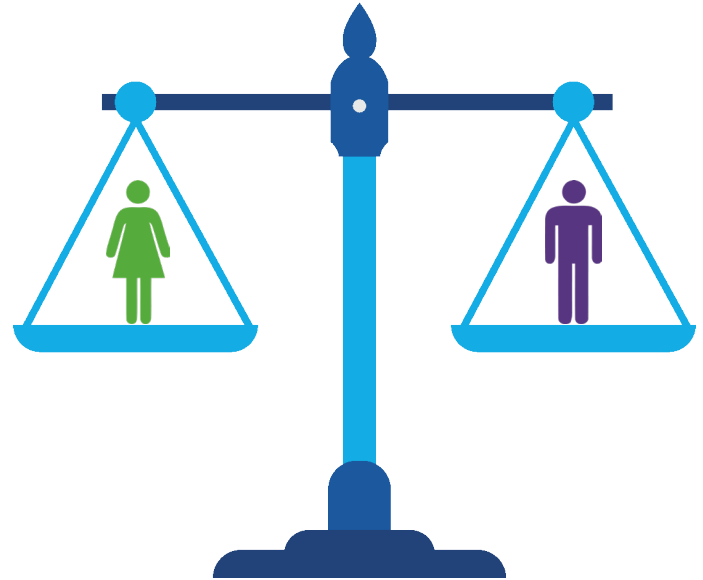
A SCOTTISH WATER COMPANY



Gender Pay Gap Reporting 2017/18

Introduction

Business Stream is fully committed to providing equal opportunities for everyone to learn, develop and progress, regardless of their gender. We are passionate about providing a working environment that encourages diversity and inclusion at all levels of our organisation.



Statement

I confirm that the detail included in this report is an accurate reflection of our position as at 31 March 2018.

A handwritten signature in black ink, which reads "Johanna Dow". The signature is fluid and cursive.

Johanna Dow
Chief Executive

Why are we reporting these numbers in this way?

From 2017, organisations who employ 250 or more people, are required to publish statistics on their gender pay gap annually.

The gender pay gap shows the difference between the average hourly pay of men and women in an organisation.

There are six metrics that must be published annually. The figures are calculated using a 'snapshot date' which in our case is the 31st March 2018.

Our Results

**OUR WORKFORCE AT 31 MARCH 2018
WAS WELL BALANCED FROM A GENDER
PERSPECTIVE**

53% male and **47% female**



**OUR GENDER PAY GAP RESULTS FOR
THE YEAR 2017/18:**

THE MEAN GAP WAS **5%** (IN FAVOUR OF MEN)

THE MEDIAN GAP WAS **3%** (IN FAVOUR OF MEN)

What is Business Stream's gender pay gap?

Workforce

53% male and 47% female



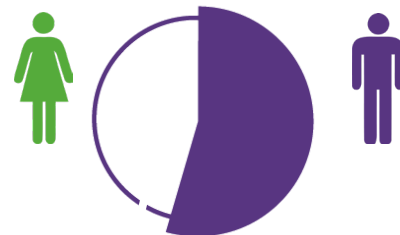
Gender Pay Gap

Our gender pay gap results for the year 2017/18 are shown below:

THE MEAN GAP WAS 5% (IN FAVOUR OF MEN)



THE MEDIAN GAP WAS 3% (IN FAVOUR OF MEN)
COMPARED TO A NATIONAL AVERAGE OF 17.9%* (IN FAVOUR OF MEN)



*Office for National Statistics 2018 estimated Gender Pay Gap

Gender Bonus Gap Reporting

PROPORTION OF MALES & FEMALES RECEIVING A BONUS



The bonus figures reported reflect the bonus paid in May 2017, which relates to the 2016/17 financial year.

Although the balance of bonus payments remains largely neutral, due to the higher proportion of men in the upper pay quartile, the median bonus for males is higher.

MEAN BONUS GENDER PAY GAP



MEDIAN BONUS GENDER PAY GAP



Pay Quartiles

PROPORTION OF MALES & FEMALES IN EACH PAY QUARTILE

	LOWER QUARTILE PAY BAND	LOWER MID QUARTILE PAY BAND	UPPER MID QUARTILE PAY BAND	UPPER QUARTILE PAY BAND
Male	54%	46%	54%	57%
Female	46%	54%	46%	43%

Next Steps

We are passionate about providing a working environment that encourages diversity and inclusion, where all employees have access to the same opportunities and are encouraged to reach their full potential.

Our next steps will be to:

- Introduce attraction strategies to improve our gender balance in areas where we have traditionally had a higher proportion of males in role.
- Review our policies and practices to ensure that our colleague experience is truly inclusive from beginning to end.
- Equip and empower our leaders and line managers to own and encourage inclusion by attracting, promoting and retaining a diverse workforce.

