



# Gender Pay Gap Snapshot date 31 March 2020



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**business stream**  
A SCOTTISH WATER COMPANY



# Introduction

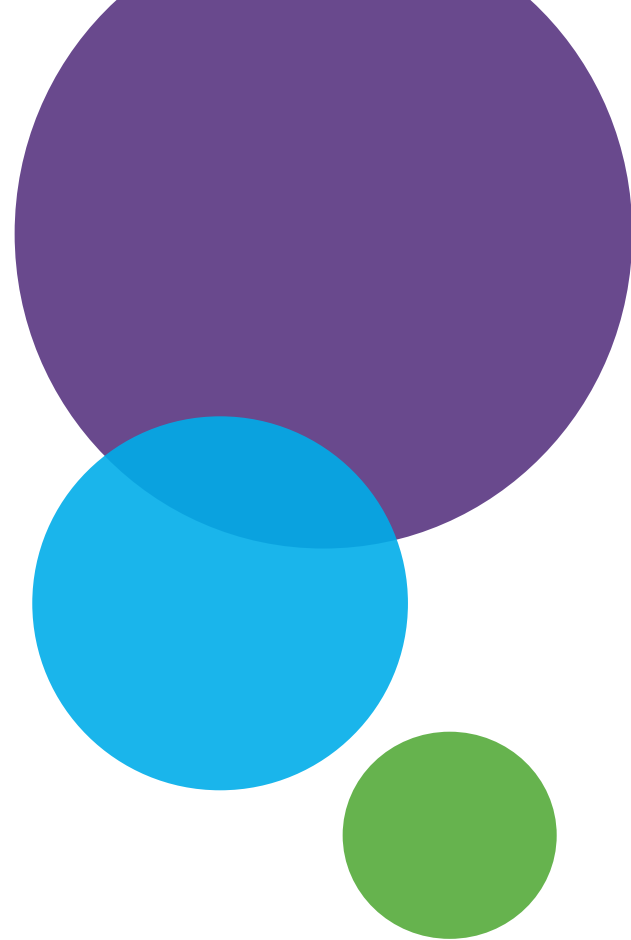
Business Stream is fully committed to providing equal opportunities for everyone to learn, develop and progress, regardless of their gender, ethnicity or age. We are passionate about providing a working environment that encourages diversity and inclusion at all levels of our organisation.

## Statement

I confirm that the details included in this report are an accurate reflection of our gender pay position as at 31 March 2020.



Johanna Dow  
Chief Executive



# Why are we reporting these numbers in this way?

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

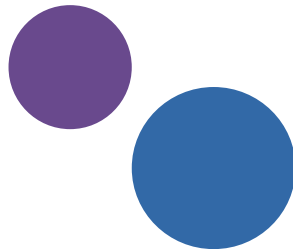
## Understanding the gap

There are six metrics that must be published annually. The figures are calculated using a 'snapshot date' which in our case is 31 March 2020.

## What is the difference between mean and median?

The **mean** gender pay gap is the difference in the average hourly rate of pay between men and women employed by Business Stream.

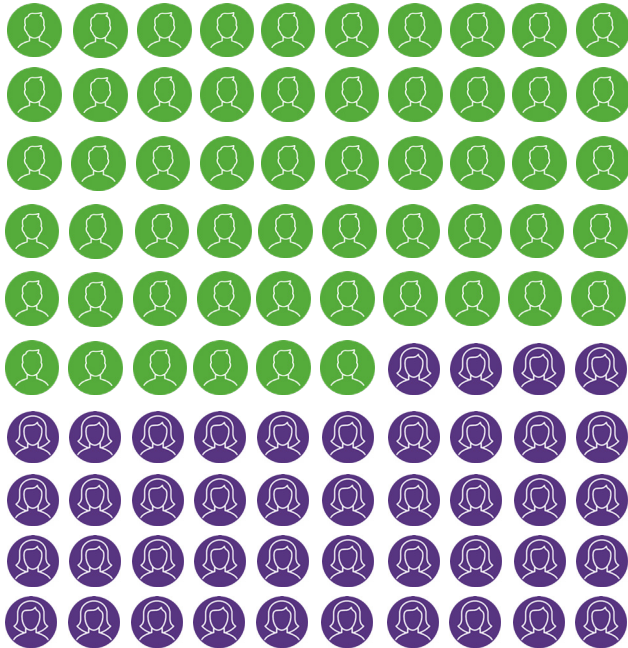
The **median** gender pay gap compares the hourly pay of the median man and the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay, ordered from highest to lowest paid.



# Our workforce

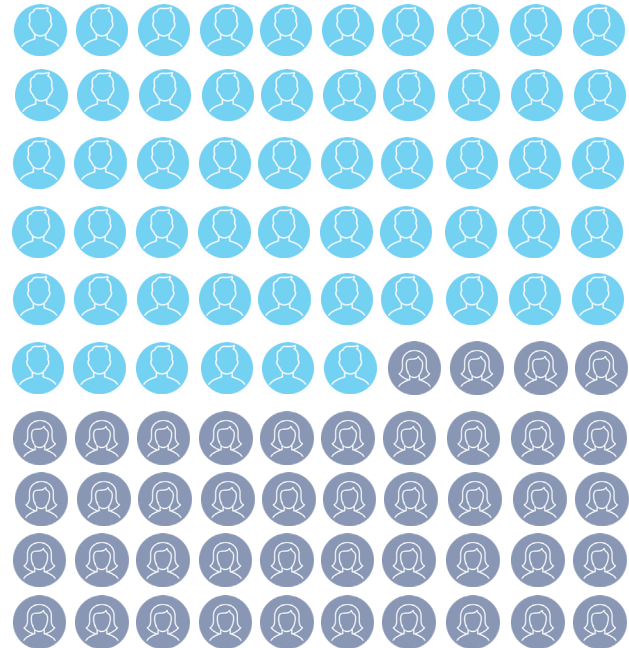
Workforce 31 March 2020

**56% male** and **44% female**



Workforce 31 March 2019

**56% male** and **44% female**



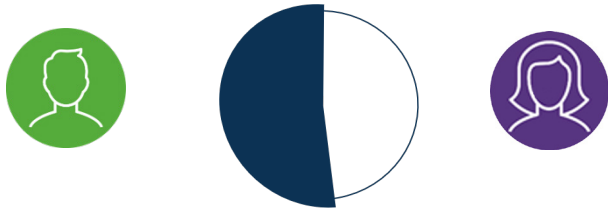
# What is Business Stream's gender pay gap?

## Gender pay gap 31 March 2020

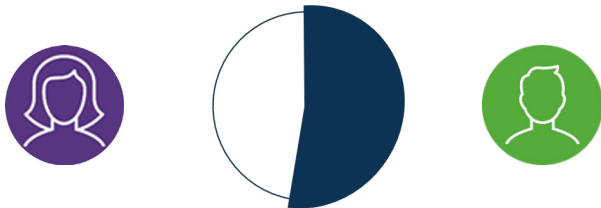
Our gender pay gap results for the year 2019/20 are shown below:

The mean gap was **2.5%** (in favour of males)

COMPARED TO A NATIONAL AVERAGE OF 17.4%\* (IN FAVOUR OF MALES)



The median gap was **4.2%** (in favour of males)



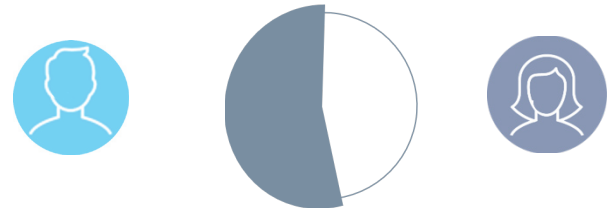
\*Office for National Statistics 2019 estimated Gender Pay Gap

## Gender pay gap 31 March 2019

Our gender pay gap results for the year 2019/20 are shown below:

The mean gap was **9.9%** (in favour of males)

COMPARED TO A NATIONAL AVERAGE OF 17.3%\* (IN FAVOUR OF MALES)



The median gap was **6.1%** (in favour of males)



\*Office for National Statistics 2018 estimated Gender Pay Gap

# What is Business Stream's gender bonus gap?

## Proportion of males & females receiving a bonus

The bonus figures reported reflect the bonus paid in May 2020, which relates to the 2019/20 financial year.

The proportion of females receiving a bonus was higher than males at 84% versus 72%.

The average bonus paid was 6.2% higher for males than females. The median bonus pay gap was 19.4% higher for males.

Mean bonus gender pay gap on 31 March 2020



higher for females

Median bonus gender pay gap on 31 March 2020



higher for males

31 March 2020

72% 84%



31 March 2019

76% 84%



Mean bonus gender pay gap on 31 March 2019



higher for females



Median bonus gender pay gap on 31 March 2019



higher for males



# Pay quartiles

## Proportion of males & females in each pay quartile at 31 March 2020

	LOWER QUARTILE PAY BAND	LOWER MID QUARTILE PAY BAND	UPPER MID QUARTILE PAY BAND	UPPER QUARTILE PAY BAND
	53%	53%	62%	57%
	47%	47%	38%	43%

Our gender pay gap was positive in favour of females in all of the pay quartiles with the exception of the upper mid quartile where the gap was 6.2% in favour of males. We had 34 males in the upper quartile pay band at 31 March 2020 versus 26 females, although the pay band gap for that quartile was 4.8% higher for females.

## Proportion of males & females in each pay quartile at 31 March 2019

	LOWER QUARTILE PAY BAND	LOWER MID QUARTILE PAY BAND	UPPER MID QUARTILE PAY BAND	UPPER QUARTILE PAY BAND
	58%	50%	52%	65%
	42%	50%	48%	35%

**We're 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.**

## Next steps

Whilst our gender pay statistics continue to compare favorably against the national average, at 2.5% in favour of males versus a national average of 17.4%, we can't afford to be complacent.

Our next steps will be to:

- Review and refine our candidate attraction and selection strategies to improve our gender balance in areas where we have traditionally had a higher proportion of males in role.
- Ensure our talent management and succession processes and our leadership development programmes drive action that helps to reduce our gender pay gap.

- Ensure our leaders and line managers are encouraging inclusion by attracting, promoting and retaining a diverse workforce.
- Create more opportunities for part-time and flexible working across our organisation.

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