



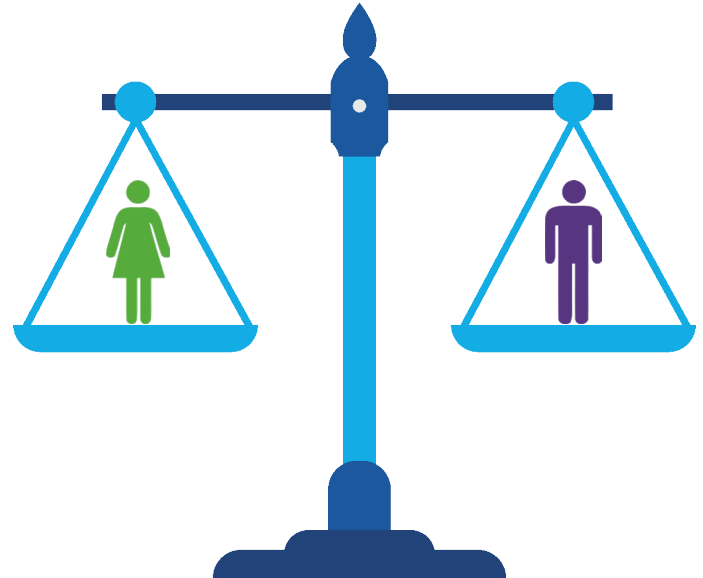
business stream

A SCOTTISH WATER COMPANY

Gender Pay Gap Reporting 2016/17

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 2017.

A handwritten signature in black ink, which reads "Johanna Dow". The signature is written in a cursive, flowing style.

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 2017.

Our Results

OUR WORKFORCE AT 31 MARCH 2017 WAS VERY WELL BALANCED FROM A GENDER PERSPECTIVE

52% male and **48% female**

WE ARE ALSO ONE OF THE FEW ORGANISATIONS WHO HAVE A

50/50 gender balance on our Board
gender balance on our Executive team

OUR GENDER PAY GAP FOR THE YEAR 2016/17 WAS LARGELY NEUTRAL.

THE MEAN GAP WAS -1.2% (IN FAVOUR OF WOMEN)

THE MEDIAN GAP WAS 1.9% (IN FAVOUR OF MEN)

What is Business Stream's gender pay gap?

Workforce

52% male and 48% female



Gender Pay Gap

Our gender pay gap for the year 2016/17 was largely neutral.

THE MEAN GAP WAS -1.2% (IN FAVOUR OF WOMEN)

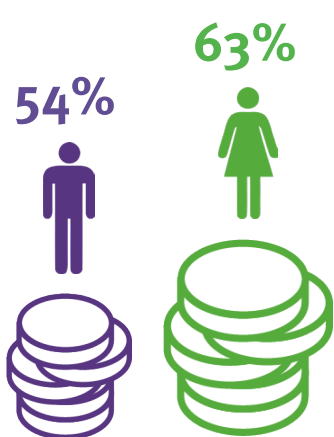


THE MEDIAN GAP WAS 1.9% (IN FAVOUR OF MEN)



Gender Bonus Gap Reporting

PROPORTION OF MALES & FEMALES RECEIVING A BONUS





The bonus figures reported reflect the bonus paid in May 2016, which relates to the 2015/16 financial year.

158 of our 379 employees at 31 March 2017 were new starts, who were not therefore eligible for the 2015/16 bonus scheme.

If we look at the bonus payments made in May 2017 to employees eligible for the 2016/17 scheme, 336 people were paid a bonus, which represents 89% of our colleagues at 31st March 2017 (52% male and 48% female).

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
	62.1%	41.1%	50.5%	55.3%
	37.9%	58.9%	49.5%	44.7%

MEAN BONUS GENDER PAY GAP



higher for females

MEDIAN BONUS GENDER PAY GAP



higher for females



Next Steps

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

Going forward we will continue to do all that we can through our recruitment processes and family-friendly policies, to help ensure that Business Stream remains a fair and inclusive place to work.

