

Waterman Aspen Gender Pay Gap Report 2020



From April 2017, any organisation with 250 or more employees must publish their gender pay gap annually, as mandated by the UK Government.

As a large and inclusive family with our own set of core values, **Waterman Aspen**, as a part of the wider, Waterman Group, is already committed to equality of opportunity in employment for all. We recognise the benefits of employing a diverse range of individuals, as this creates a workforce where creativity and valuing difference in others thrives.



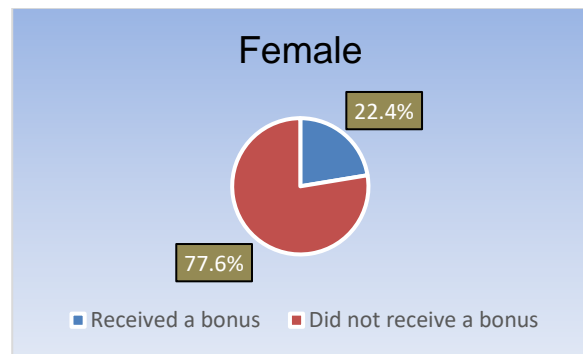
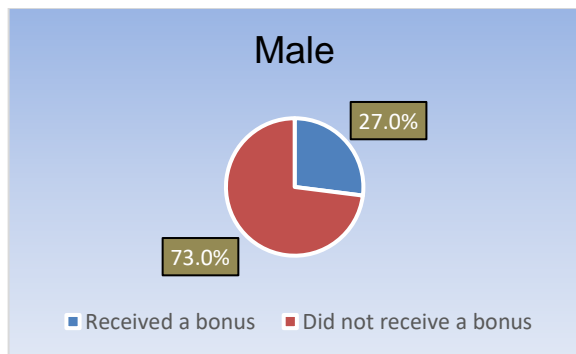
Mark Emberton
Managing Director, Waterman Aspen

Gender pay gap figures

The table below shows our mean and median gender pay gap as at the snapshot date 5 April 2020 and our gender bonus gap for bonuses received in the 12 months prior to 5 April 2020.

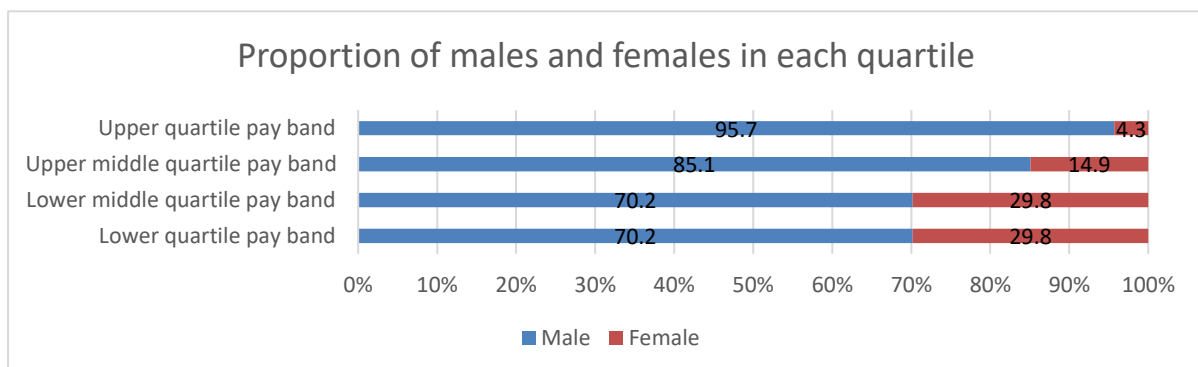
Difference between men and women		
	Mean	Median
Pay Gap	19.5%	23.4%
Bonus Gap	23.0%	-3.4%

Proportion of males and females receiving a bonus



Proportion of males and females in each quartile pay band

As required by the mandatory reporting, the chart below illustrates the gender distribution across our business in four equal size quartiles.



Understanding the gap

Our pay gap is not an equal pay issue, Waterman Aspen has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender, across the business. It is also apparent that our pay gap is considerably lower than industry comparators.

Historically, engineering has been a male dominated industry with a shortage of women entering the profession. It is pleasing to see this beginning to change, with increased awareness of STEM careers and targeted approaches to encourage women to consider a career in engineering. From analysing our pay and bonus gap, we can determine the main reason for this gap is that our business has a higher proportion of men (80.3%) than women (19.7%) overall and therefore natural progression tends to result in slightly lower female representation in more senior and consequentially higher paying roles.

There was a similar proportion of men (27.0%) and women (22.4%) at Waterman who received a bonus in the 12 months up to 5 April 2020 and this is indicative of our policy to pay bonuses to senior employees. Again, in this senior group there is a higher proportion of males to females. However, there has been an increase in female employees receiving a bonus since the previous reporting period.

Overall, the pay and bonus gap has increased since the previous reporting period. This is due to growth in organisation numbers, most of which have been male Engineers. Whilst Waterman Aspen is deeply committed to fair and inclusive recruitment practices, the shortage of women in the engineering profession has led to men being appointed to the majority of these roles.

What are we doing to address the gap?

To reduce the gap, we recognise the need to address the gender balance at all levels, and in particular the number of women holding senior roles within the organisation. In order to do this, we need to encourage more women to take up a career in engineering. With this in mind we have several initiatives underway to assist us.

Education and Awareness – We continue to increase and develop the work we currently do within our communities, schools, colleges, universities and other educational establishments including partnering with other organisations, to improve the awareness and understanding of our industry and to encourage students to choose STEM (Science, Technology, Engineering and Mathematics) subjects that lend themselves to a future career in engineering. Our STEM ambassadors are key to this aim.

Recruitment - We continuously review and monitor our recruitment processes, including actively training our managers, to ensure transparency and diversity in our recruitment shortlists.

Development – Our career development processes recognise successes and offer progression opportunities based on merit. We are proud to have visible female role models in leadership positions and will continue to develop all of our people at all levels, supported by our 'family-friendly' policies, to encourage progression into more senior roles.

Retention - Our 'family-friendly' policies include enhanced maternity/adoption pay and actively encourage women to return to work following this leave. With opportunities for part-time and flexible working, we support our employees in achieving a healthy work-life balance. We are committed to offering meaningful career development opportunities, to enable them to achieve their potential, at all levels.

As a STEM Ambassador, I have attended schools and events to show the next generation what Civil Engineering is all about. I did this to ensure that we have enough engineers coming through the ranks for the future. However, it has since become more than that for me.

Soon, I started seeing the increased involvement and enthusiasm from the students. I have seen people attend an event showing no interest at the start, but by the end they are passionately talking about wanting to be in the industry... it's so rewarding to know you may have just changed someone's path in life.

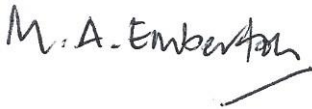
Having attended an educational event, my eyes were opened to the stigma attached to the engineering world by young women. But after explaining that there is no gender benefit from the roles within the industry, they seemed relieved and had positivity in pursuing the industry.

After the past 5 years of being a STEM Ambassador, I realise it's worth and know I have positively affected the next generation of engineers. I hope one day, when reflecting back on their career, these students will remember that STEM event or conversation that made them make their career choice into civil engineering and also decide to become a STEM Ambassador to help the generation after them.



Teresa Hylton
East Midlands Regional Director
Waterman Aspen

We are committed to closing the gap, through education and awareness and influencing future female generations to choose a career in STEM, whilst ensuring we continue to be able to attract, recruit and retain a varied workforce with the necessary skills and experience to thrive.



Mark Emberton
Managing Director, Waterman Aspen