

Waterman Aspen Gender Pay Gap Report 2022



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 ever-growing inclusive family with our own set of core values, **Waterman Aspen**, as a part of the wider, Waterman Group, is committed to creating equal opportunities for all. We recognise the benefits of employing a diverse range of individuals and are already seeing an increase of women in management roles. We are striving to generate a workforce where creativity thrives, and our differences are respected and valued. Waterman Aspen has created an equity, diversity and inclusion special project group, a menopause policy and enhanced maternity and paternity policies to support our colleagues' needs.



Mark Emberton

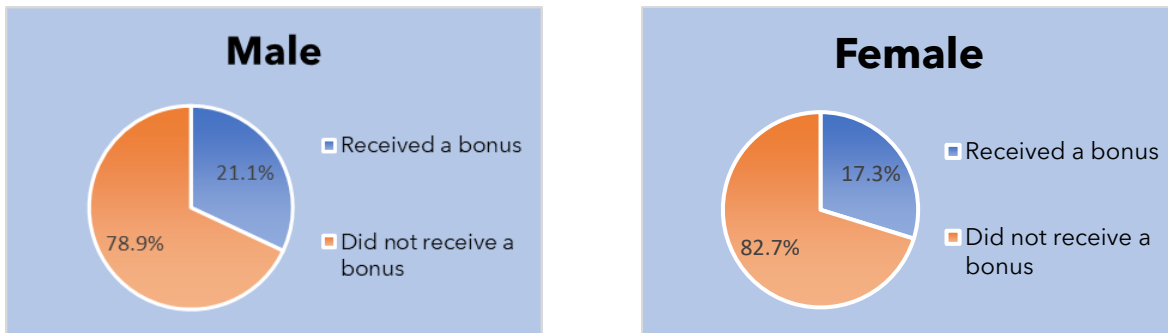
Managing Director,
Waterman Aspen

Gender pay gap figures

The table below shows our mean and median gender pay gap as at the snapshot date 5 April 2022 and our gender bonus gap for bonuses received in the 12 months prior to 5 April 2022.

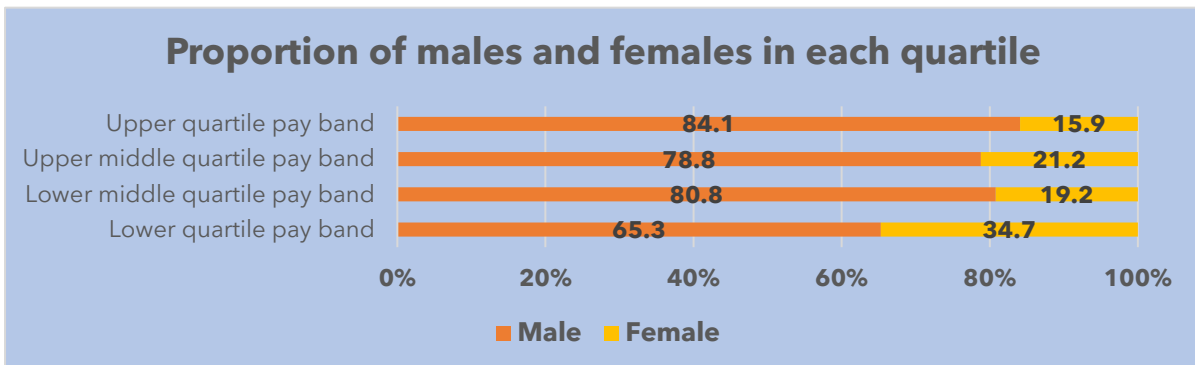
Difference between men and women		
	Mean	Median
Pay Gap	14.2	17.1
Bonus Gap	27.5	8.8

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 (77%) than women (23%) 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 (21.1%) and women (17.3%) at Waterman who received a bonus in the 12 months up to 5 April 2022 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, the percentage difference is less than 4% in regard to female employees receiving a bonus.

For the most part, the pay and bonus gap has reduced since the previous reporting period. However, we acknowledge that a gender pay gap still exists. Whilst Waterman Aspen is deeply committed to fair and inclusive recruitment practices, the shortage of women in the engineering profession presents a unique challenge to closing this gap. Waterman Aspen is taking steps to address this.

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. Educating ourselves allows us to better understand our colleagues, as an organisation this has led to us taking part in an array of initiatives, an example of this is a research project with Strathclyde University where we featured as a case study concerning enhancing gender equality in male dominated sectors. By using research and personal experience we can understand first-hand what changes need to be made to move forward. <https://www.gov.scot/publications>

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

Pay - We are proud to say we are now an accredited living wage employer. The real Living Wage is higher than the government's minimum, or National Living Wage, and is an independently calculated hourly rate of pay that is based on the actual cost of living. We have made a promise to all colleagues to support their hard work and to pay them fairly.

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 our people at all levels, supported by our 'family-friendly' policies, to encourage progression into more senior roles.

Retention - Our 'family-friendly' policies have been updated to include occupational enhanced maternity pay, and actively encourage our employees to return to work following this leave.

Updating this policy allows our employees to further their careers, with the opportunity of working from home, working 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. We make sure our employees have a voice within the workplace and recognise the working environment is constantly evolving.

My love for civil engineering began with my dad, a civil and structural engineer. I have fond memories of inquisitively rifling through his work and textbooks. With a natural love for the sciences at school deciding to study civil engineering at university was an easy choice. Financially though there were obstacles to navigate which led to a brief sabbatical and reconsideration on whether to pursue a career in engineering.

Being seen and feeling valued in the workplace has at times been challenging through my career. From my early career as an observer and through my own experience; I have often felt that women are not given the recognition and value more generously afforded to men especially through leadership and pay.

At Waterman Aspen there is a workplace culture that actively encourages open dialogue followed up by positive change in turn opening space to address inequity. I am seeing affirmative work on better transparency, representation and recognition.

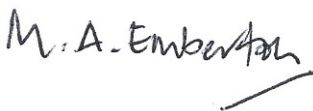
These issues must be challenged and Waterman Aspen is taking impactful steps towards systemic change.

Through work in STEM, EDI, wellbeing and mental health and a people focussed workplace culture; our staff get the best value from their secondment whilst being supported by their Waterman Aspen family.



Meshi Taka
Associate Director
Water & Environment North
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.

A handwritten signature in black ink that reads 'M. A. Emberton'.

Mark Emberton

Managing Director, Waterman Aspen