

Our gender pay and ethnicity pay gaps

Our gender pay gap as at 5 April 2024

We've delivered 0.8 percentage point reduction in our median gender pay gap and a 0.5 percentage point reduction in our median ethnicity pay gap.

The gender pay gap is the difference in the average earnings between men and women, regardless of the work they do. The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man. Similarly, the ethnicity pay gap shows the difference in average earnings of employees of ethnic minority backgrounds, regardless of their jobs.

Gender pay differs from equal pay, which looks at pay differences between men and women carrying out the same or comparable work.

On 5 April 2024, which is the date we capture the data each year, our results were:

Mean gender pay gap
5.2% (2022/23: 5.3%)

Mean ethnicity pay gap
9.2% (2022/23: 10.0%)

Median gender pay gap
10.0% (2022/23: 10.8%)

Median ethnicity pay gap
7.3% (2022/23: 7.8%)

Mean gender bonus gap
-2.5% (2022/23: -53.1%)

Median gender bonus gap
0% (2022/23: 25%)

Leadership female on 31 March 2024
40% (2023: 42%)

Leadership Ethnic Diversity on 31 March 2024
2% (2023: 3%)

Proportion of females (of relevant employees) who received a bonus/incentive payment was 90.7% (2022/23: 40.4%). Proportion of males (of relevant employees) who received a bonus/incentive payment was 95.0% (2022/23: 46.6%).

In terms of base pay, the gender pay gap has improved from last year to a median of 10% and mean of 5.2%. Female representation is greater in lower paid roles, for example Customer Service Agents, than higher paid roles, for example Process Controllers. Our gender pay gap will reduce further as we attract more women into technical roles. We continue to make good progress with our strategies for Skills and equity, diversity and inclusion (EDI) aims to support the attraction and retention of women into these roles.

In terms of bonus, the mean gender pay gap is now -2.5% from -53.1%, which is primarily as a result of the former CEO not taking a bonus payment. The change in the median gap from 25% to 0% is driven mainly by the payment introduced last year related to the bonus scheme for colleagues at the two lowest grades in our structure.

Gender diversity across Thames Water as of 31 March 2024

