"EQUALITY, FAIRNESS AND OPPORTUNITY FOR ALL"

OnSite Central Limited (OnSite) is specialist waste water and water contractor maintaining key assets and infrastructure. It operates throughout the UK serving customers from all major sectors.

This first gender pay gap analysis has illustrated the following headlines:

- On average women earn 17.92% less than men
- There are less women earning bonus than men
- On average men earn more bonus than women
- There are fewer women paid in the upper quartile (Quartile 4)

On further investigation, the reasoning for some of these headlines are as follows:

- OnSite is in a traditionally male dominated waste water and water engineering sector
- According to WISE (campaign for gender balance in science, technology & engineering), in 2016 only 25% of the total students graduating from university with a core STEM (science, technology, engineering and mathematics) degree were women
- There are only a small proportion of women in senior roles

The measures that OnSite is taking to address this gap are as follows:

- Making links with local schools so that, at a much earlier age, girls can be encouraged to make a career in the waste water and water industry
- Continuing to advertise its vacancies to wide audience through enhancing social media advertising
- Attending a planned programme of job fairs throughout the country to raise the profile of opportunities in OnSite for all
- Including profiles of women who have developed through the business on its website
- Continuing to encourage applications from all areas

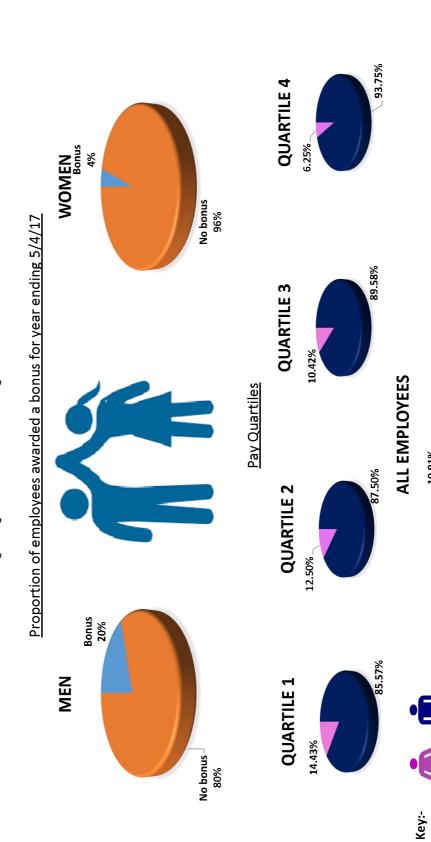I confirm that the data reported is accurate.

Dave Taylor
Director
3 April 2018

Onsite Central Limited

GENDER PAY GAP REPORTING - DASHBOARD

Pay & Bonus Gap

Difference between men and women

	Mean			Median		
Hourly Fixed Pay	17.92%			10.29%		
Bonus Paid	45.17%			(10.42%)		
Men	£ 12.14	Per Hour	£23,700 Annual Estimate	£ 10.69	Per Hour	£20,900 Annual Estimate
Women	£ 9.96	Per Hour	£19,400 Annual Estimate	£ 9.59	Per Hour	£18,700 Annual Estimate

NB: Positive %s indicate that the male average is higher than the female average

Proportion of employees awarded a bonus for year ending 5/4/17

MEN

Bonus 20%

No bonus 80%

WOMEN

Bonus 4%

No bonus 96%

Pay Quartiles

QUARTILE 1

14.43%

85.57%

QUARTILE 2

12.50%

87.50%

QUARTILE 3

10.42%

89.58%

QUARTILE 4

6.25%

93.75%

ALL EMPLOYEES

10.91%

89.09%

Key:-

Women   Men