



Gender Pay Gap Report | OnSite Central Limited | 2018

“EQUALITY, FAIRNESS AND OPPORTUNITY FOR ALL”

OnSite Central Limited (OnSite) is a specialist waste water and water contractor maintaining key assets and infrastructure. It operates throughout the UK serving customers from utilities through to infrastructure owners.

The second gender pay gap analysis has illustrated the following headlines:

- On average women earn 18.89% less than men
- There are more women earning bonus when compared to the previous year, however, men still on average earn more bonus than women.
- There are more women being paid within the Upper Income Quartile from the previous year.

Comparisons between the previous year and this year have been analysed and the following have been identified:

- During 2018, OnSite introduced a bonus scheme for some of the support functions within the business. As a result of this scheme more women have received a bonus than in the previous year and the median value of the bonuses was greater for women.
- There has been an increase in the number of women working within OnSite and as a result there has been a 5.8% increase of women's average hourly earnings when compared to the previous year.
- There still remains a gap in the average earnings between women and men.

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

- The number of women employed by OnSite has increased since previous year. Since last year's report was published, 13 women have joined OnSite.
- It is evident through the investigations all part-time workers within OnSite are women.
- OnSite is in a traditional male dominated engineering sector and the majority of senior roles are carried out by men. There are only a small proportion of women in senior roles as the majority of senior roles require some engineering qualification base and it is difficult to recruit women with engineering qualifications as there is a low number of women in engineering overall:
 - o According to a survey carried out by WISE in 2017 only 11% of the engineering workforce is female
 - o According to the Skills and Demand Industry survey in 2017 the proportion of young women studying engineering and physics has remained virtually static since 2012.

The actions OnSite have taken since last year:

- In 2018, a school partnership programme was launched to engage with the local schools to encourage the future workforce to think about a career in the water industry.
- Throughout 2018 a number of job fairs were attended throughout the country to raise the profile of OnSite and promote a career within this engineering industry.
- On 1 April 2018 the UK Armed Forces Biannual Diversity Statistics identified 10.4% of females represented the UK Regular Forces. During 2018, OnSite made a pledge through the Armed Forces Covenant to support members of the Armed Forces community and their families.

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

- Develop a "Career Path" publication which identifies a clear progression path for all individuals.
- Promote flexible working by investing in ongoing communication in order to raise awareness.
- Form a project team within the business to develop greater opportunities within this engineering sector for all applicants.
- Develop the website to become more appealing to all applicants.
- Continue to ensure OnSite advertise all vacancies to a wider audience through the enhancement of the social media networks and share relevant articles which support all individuals working within the water and engineering industry.
- Understand and learn from other relevant companies that are managing to recruit women into the water industry.
- Develop a partnership with a local "engineering" university to create opportunities for all.

We are confident that women and men are paid equally for doing the same role across the business.

I confirm that the data reported is accurate.

Dave Taylor
Director
3 April 2019

OnSite Central Limited
GENDER PAY GAP REPORTING - DASHBOARD
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Fixed Pay	18.89%	13.79%
Bonus Paid	20.41%	(19.49%)
Men	£ 12.99 <small>Per Hour</small>	£ 11.27 <small>Per Hour</small>
Women	£ 10.54 <small>Per Hour</small>	£ 9.72 <small>Per Hour</small>
	£25,300 <small>Annual Estimate</small>	£22,000 <small>Annual Estimate</small>
	£20,500 <small>Annual Estimate</small>	£19,000 <small>Annual Estimate</small>

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

Proportion of employees awarded a bonus for year ending 5/4/18



Pay Quartiles

