

Gender Distribution by Company

31st March 2017

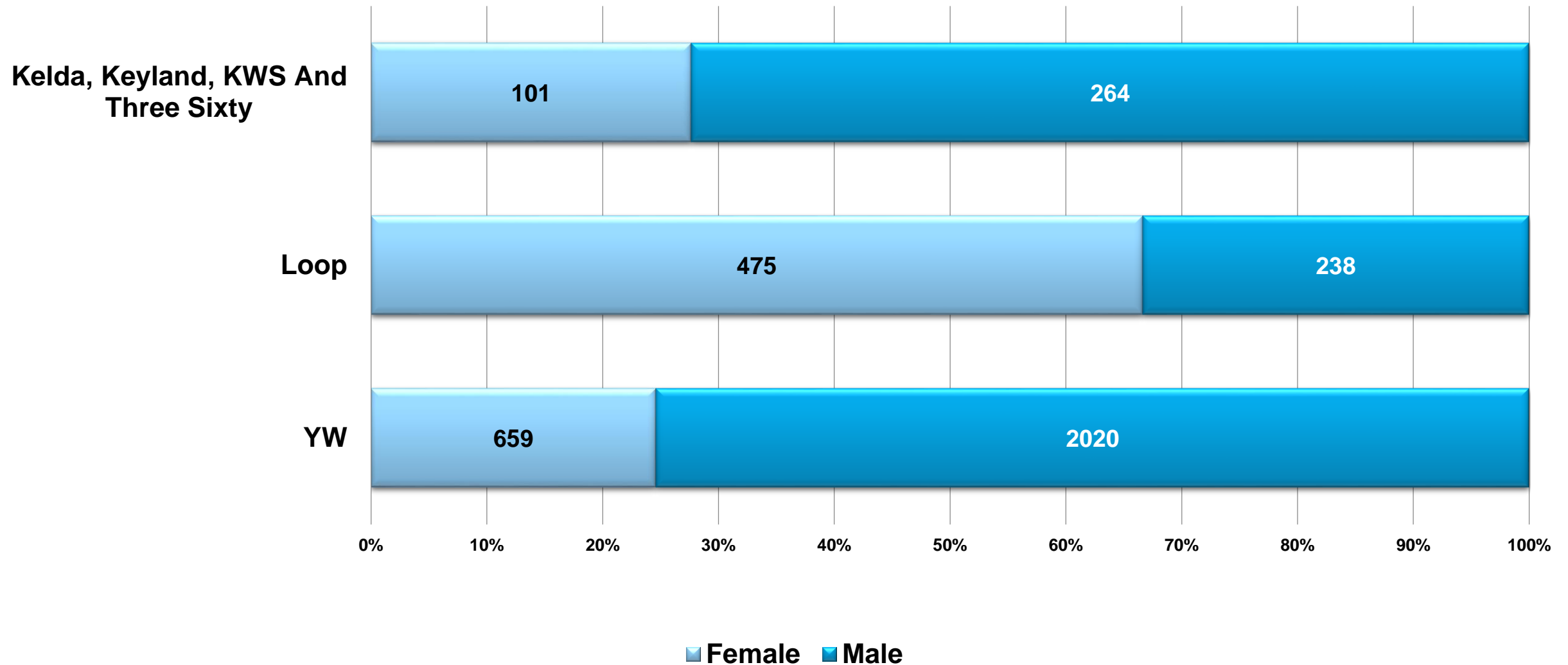
Company	Number			Percentage	
	Female	Male	Total	Female	Male
YW	659	2020	2679	24.6%	75.4%
Loop	475	238	713	66.6%	33.4%
Kelda, Keyland, KWS And Three Sixty	101	264	365	27.7%	72.3%
Total	1235	2522	3757	32.9%	67.1%

It's part of our Blueprint



Gender Distribution by Company

31st March 2017



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Gender Distribution by Band

31st March 2017

Company	Number			Percentage	
	Female	Male	Total	Female	Male
BAND01				30.8%	69.2%
BAND02	8	24	32	25.0%	75.0%
BAND03A	25	105	130	19.2%	80.8%
BAND03B	84	172	256	32.8%	67.2%
BAND04	326	668	994	32.8%	67.2%
BAND05	681	1147	1828	37.3%	62.7%
BAND06	103	418	521	19.8%	80.2%
NON-EXEC				57.1%	42.9%

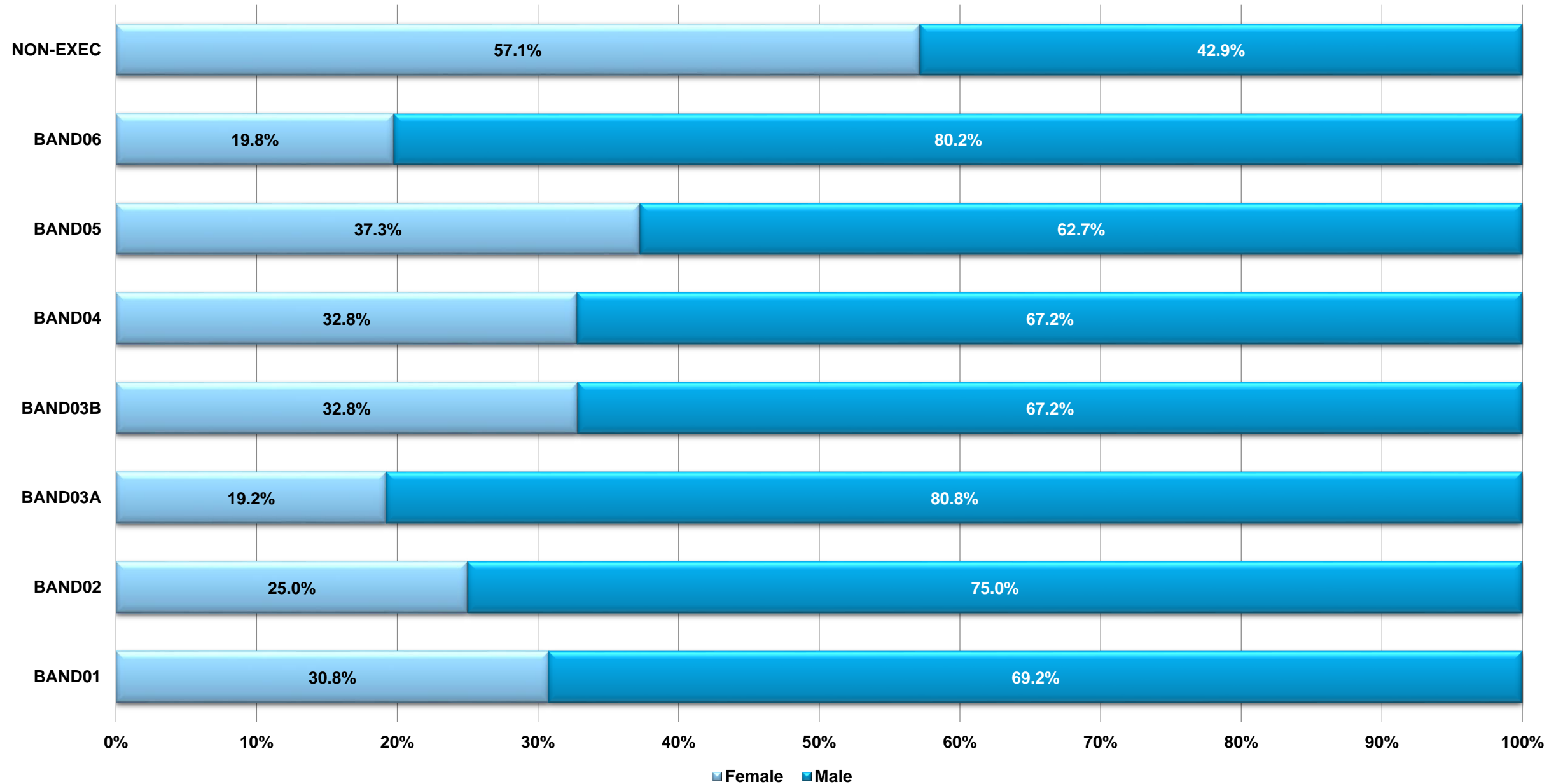
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Gender Distribution by Band

31st March 2017

Gender Distribution by Band



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Gender Distribution by Business Area

31st March 2017

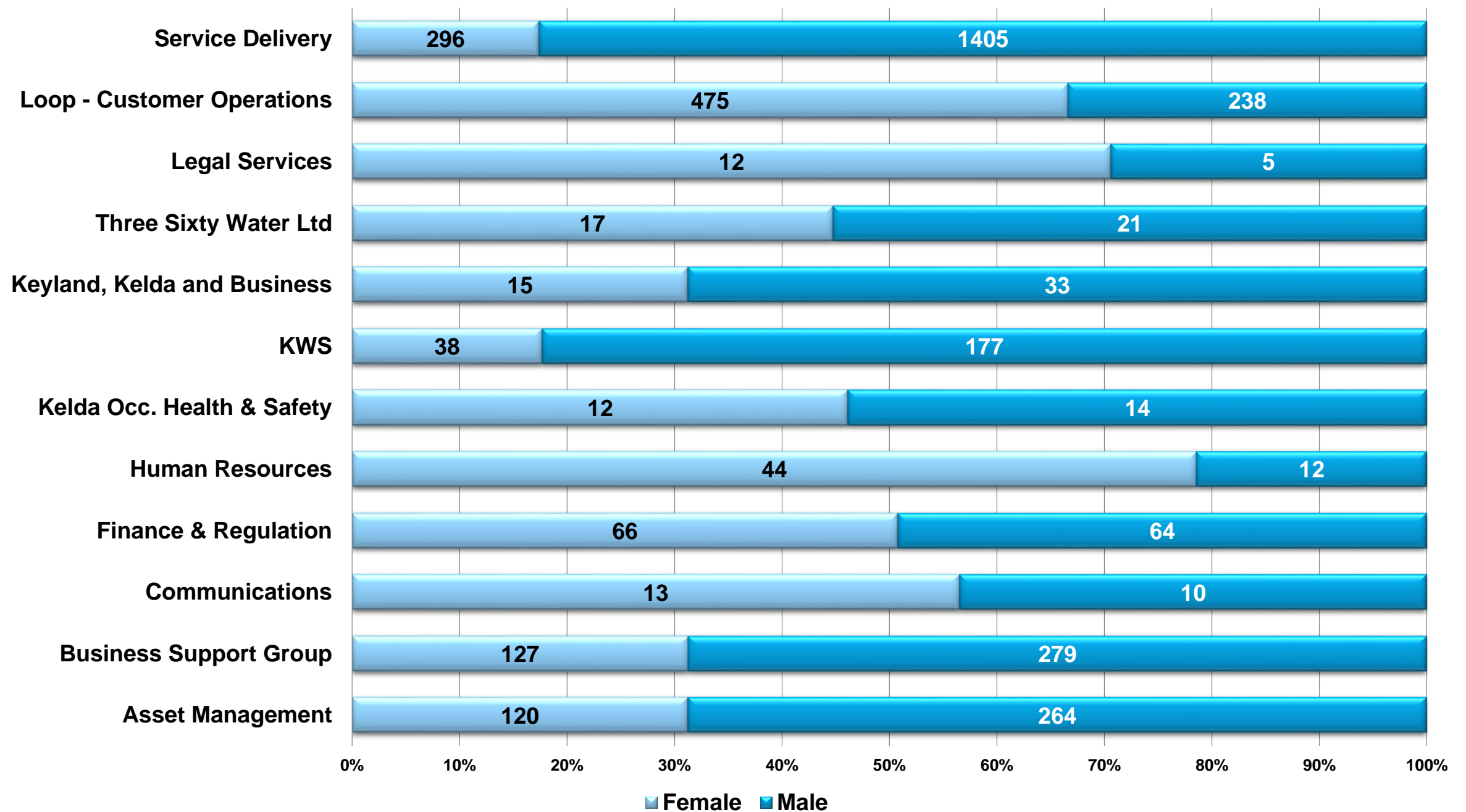
Company	Number			Percentage	
	Female	Male	Total	Female	Male
Asset Management	120	264	384	31.3%	68.8%
Business Support Group	127	279	406	31.3%	68.7%
Communications	13	10	23	56.5%	43.5%
Finance & Regulation	66	64	130	50.8%	49.2%
Human Resources	44	12	56	78.6%	21.4%
Kelda Occ. Health & Safety	12	14	26	46.2%	53.8%
KWS	38	177	215	17.7%	82.3%
Keyland, Kelda and Business	15	33	48	31.3%	68.8%
Three Sixty Water Ltd	17	21	38	44.7%	55.3%
Legal Services	12	5	17	70.6%	29.4%
Loop - Customer Operations	475	238	713	66.6%	33.4%
Service Delivery	296	1405	1701	17.4%	82.6%
Grand Total	1235	2522	3757	32.9%	67.1%

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Gender Distribution by Business Area

31st March 2017



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Rate of Maternity Return

31st March 2017

Rate of return from maternity leave - Kelda Group Financial year 13/14, 14/15, 15/16, 16/17

Financial Year	Number of colleagues scheduled to return from mat leave	Number of colleagues who did not return from mat leave	Rate of return from mat leave
2013 - 2014	120	264	384
2014 - 2015	127	279	406
2015 - 2016	13	10	23
2016 - 2017	66	64	130

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Flexible Working By Gender

31st March 2017

Part time / Full Time	Number			Percentage	
	Female	Male	Total	Female	Male
Part time Employees (Working less than 37 hours per week)	120	264	384	31.3%	68.8%
Full Time Employees (Working 37 or more hours per week)	127	279	406	31.3%	68.7%
Kelda	13	10	23	56.5%	43.5%

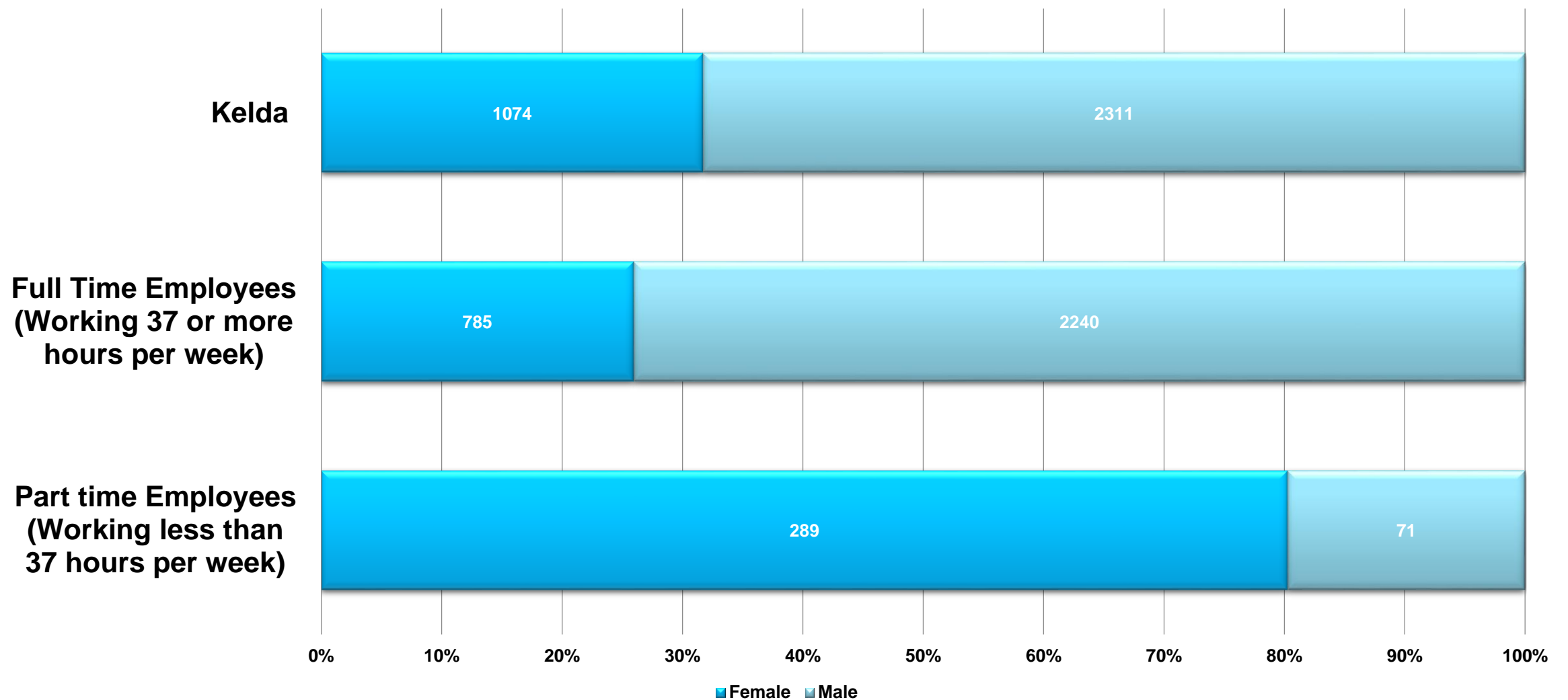
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Flexible Working By Gender

31st March 2017

Gender Distribution by Business Area



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Promotion Rates by Gender

31st March 2017

Promotion Rates by Gender - Kelda Group - Financial Year 2016/2017

Promotion Statistics	Unit of measurement	Female	Male	Comments
None management to management level	%	0.35%	1.36%	12 Women out of 1034 in bands 4 to 6, were promoted to 3b band between 1st April 2016 and 31st March 2017. 28 men out of 2064 4 to 6, were promoted to 3b band between 1st April 2016 and 31st March 2017
Management level to senior management level	%	0.17%	0.23%	6 Women out of 118 in bands 3b to 3a, were promoted to either 3a or band 2 between 1st April 2016 and 31st March 2017. 8 men out of 241 in bands 3b to 3a, were promoted to either 3a or band 2 between 1st April 2016 and 31st March 2017
All Promotions	%	2.97%	5.43%	103 Women out of 1154 across various bands, were promoted between 1st April 2016 and 31st March 2017. 188 men out of 2311 across various bands, were promoted between 1st April 2016 and 31st March 2017

Ethnicity Distribution by Company

31st March 2017

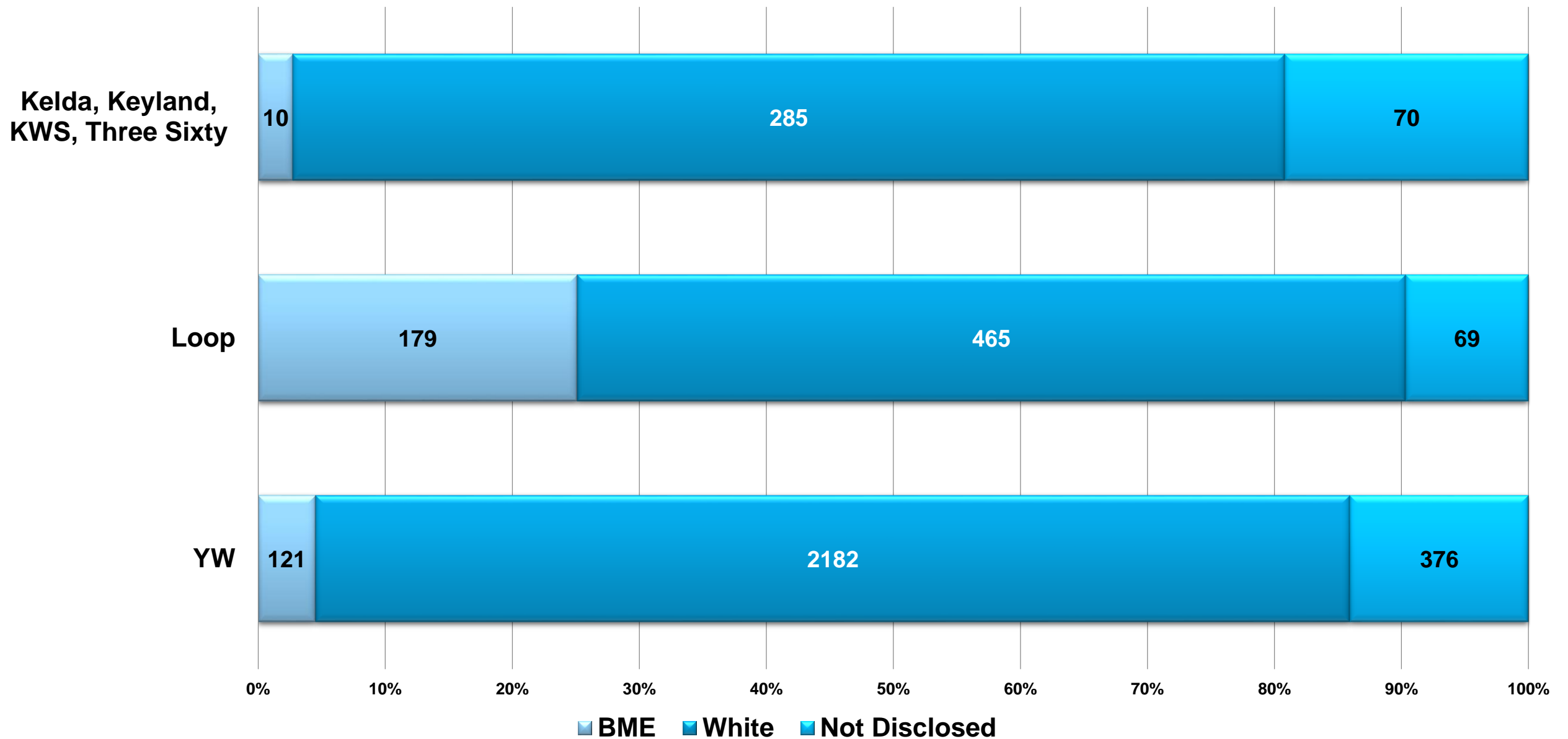
Company	Number				Percentage		
	BME	White	Not Disclosed	Total	BME	White	Not Disclosed
YW	121	2182	376	2679	4.5%	81.4%	14.0%
Loop	179	465	69	713	25.1%	65.2%	9.7%
Kelda, Keyland, KWS, Three Sixty	10	285	70	365	2.7%	78.1%	19.2%
Total	310	2932	515	3757	8.3%	78.0%	13.7%

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Ethnicity Distribution by Company

31st March 2017



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Ethnicity Distribution by Band

31st March 2017

Band	Percentage		
	BME	White	Not Disclosed
BAND01	7.7%	61.5%	30.8%
BAND02	3.0%	90.9%	6.1%
BAND03A	4.8%	82.9%	12.4%
BAND03B	1.6%	88.7%	9.8%
BAND04	6.2%	79.7%	14.1%
BAND05	12.0%	72.9%	15.0%
BAND06	3.3%	87.1%	9.6%
NON-EXEC	0.0%	14.3%	85.7%
Total	8.3%	78.0%	13.7%

*Only percentages included to ensure data remains anonymous

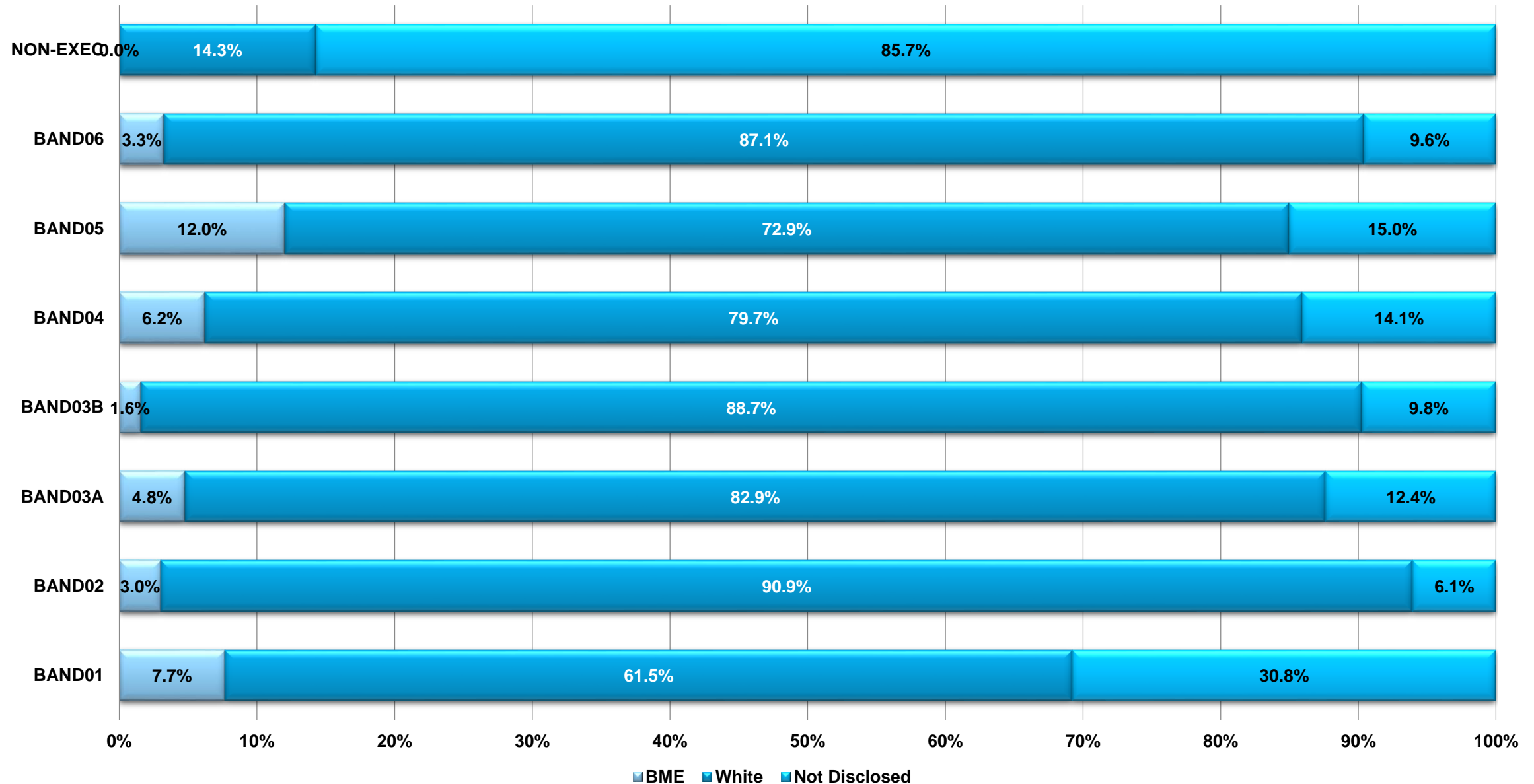
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Ethnicity Distribution by Band

31st March 2017

Ethnicity Distribution by Band



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Ethnicity Distribution by Business Area

31st March 2017

Business area	Percentage		
	BME	White	Not Disclosed
Asset Management	3.1%	81.3%	15.6%
Business Support Group	9.6%	75.9%	14.5%
Communications	0.0%	87.0%	13.0%
Finance & Reg	5.4%	78.5%	16.2%
Human Resources	10.7%	71.4%	17.9%
KWS	2.3%	81.4%	16.3%
Kelda Other	6.2%	69.8%	24.0%
Loop - Customer Operations	25.1%	65.2%	9.7%
Service Delivery	3.2%	83.5%	13.3%
Total	8.3%	78.0%	13.7%

*Only percentages included to ensure data remains anonymous

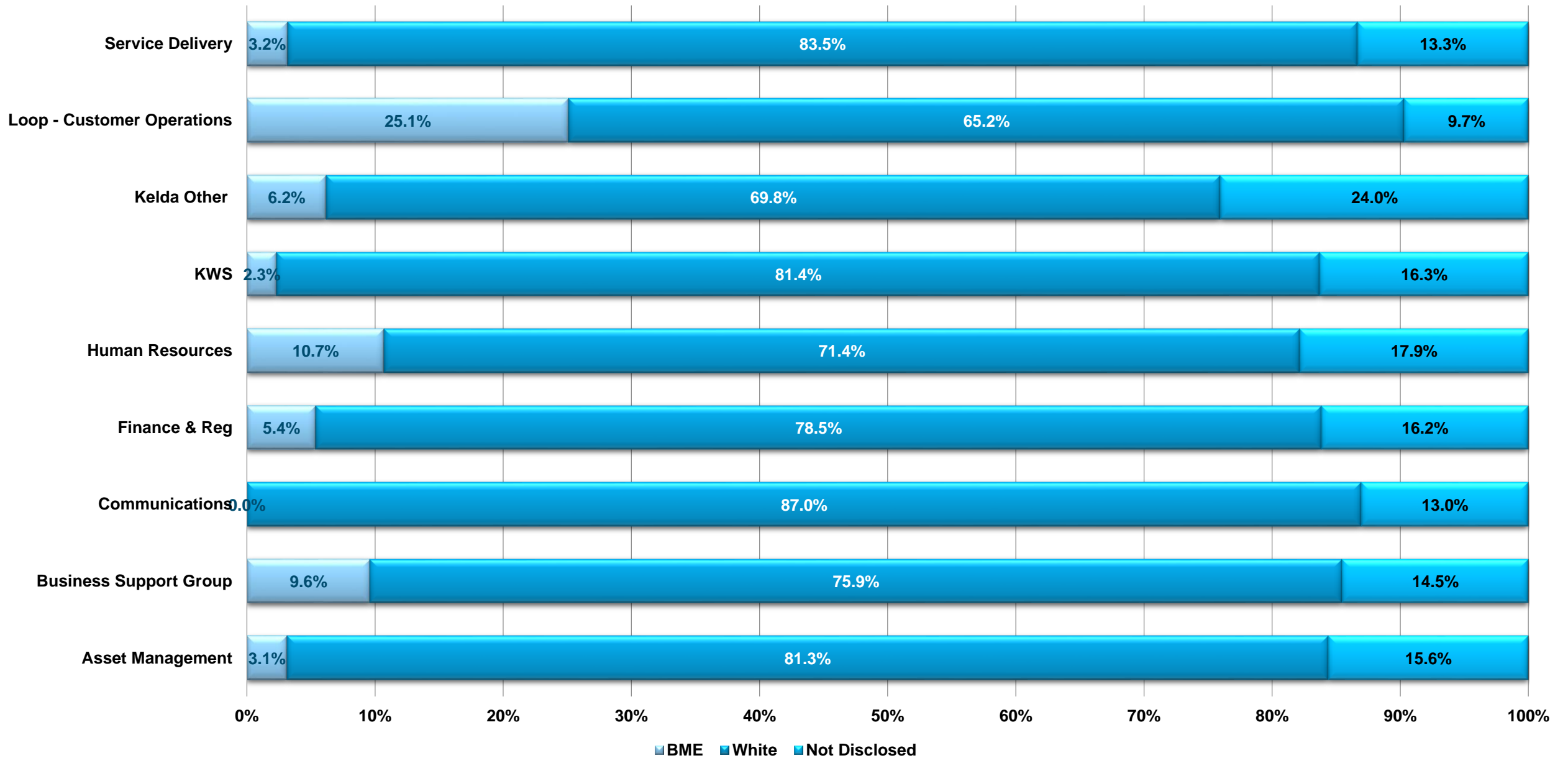
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Ethnicity Distribution by Business Area

31st March 2017

Ethnicity by Business Area



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Ethnicity by promotion

Band Changes / Employee Promotions – Kelda Group Period - 01.04.2016 to 31.03.2017

Ethnicity : Overall, the proportion of White employees changing band upwards is more than the proportion of BME employees and employees who haven't disclosed ethnicity. However, there are patches where BME promotion rate has been higher than the White promotion rate in the 12 month period starting 1st April 2016 to 31st April 2017.

Employee Bands	BME Promotion Rate	Not Disclosed Promotion Rate	White Promotion Rate
BAND02	0%	0%	3%
BAND03A	0%	0%	3%
BAND03B	0%	14%	3%
BAND04	5%	5%	5%
BAND05	15%	6%	11%
BAND06	15%	11%	10%
Grand Total	13%	7%	8%

*As per BITC CR Index suggested calculations, the promotion rate is not benchmarked against all colleagues, but within each group. Therefore the BME promotion rate is only of promotions within the BME workforce and not across colleagues as a whole. Also we have only shown percentages to ensure anonymity.

Rate of Return from Shared Parental Leave

Rate of return from maternity leave - Kelda Group Financial year 13/14, 14/15, 15/16, 16/17

Financial Year	No of colleagues split parental leave	% of colleagues split parental leave
2013 – 2014	0	0%
2014 – 2015	0	0%
2015 – 2016	0	0%
2016 - 2017	0	0%

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