

Gender pay gap

At Electricity North West we have a long and proud history of providing a reliable electricity network to our customers in the North West. We know our people will be the key to achieving the aspirations of the North West's future.

The North West is changing, and our need for electricity will only grow. We embrace the need for change and we are committed to serving our communities.

It is vital that we are representative of the communities in which we serve, so we hear and take account of their voices in our

decision making and adapt to their requirements.

We know we have a long way to go. With women making up only a quarter of our population, gender diversity is a key focus for us, but the need to diversify goes beyond gender. We are working hard to create a diverse and inclusive environment where everyone can thrive and reach their full potential.

This provides us with a workforce that is committed, live our Purpose and Principles and dedicate their considerable abilities to drive our success.

Case study

Victoria Turnham, Strategic Planning Manager, said:

“ At Electricity North West, just as with many businesses, new technology is having a big impact and is setting a fast pace of change for us as a network operator. We need talented engineers to analyse and creatively problem solve to realise the business opportunities these technological advances offer us. My interest in maths and science at school naturally lead to a further education and career path in engineering. That path was underpinned by these core subjects, but enabled me to engage in hands-on tasks and work at developing solutions to problems.

I started work for Electricity North West ten years ago as a graduate electrical engineer and I have had great opportunity to undertake a number of fantastically varied and challenging roles. This experience has seen me progress from engineering into a technical manager with line management responsibility into a senior leader in the business. I have been supported and mentored to ensure I have been able to maximise my potential and grow my experience and capabilities. At Electricity North West, and many other companies, women in engineering and leadership are not minorities, but becoming greater represented at all levels.

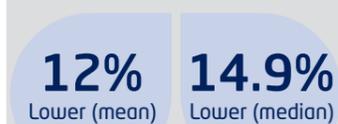
I believe engineering and technology careers for women are limitless with more opportunities than ever before, particularly in a flexible and inclusive modern workplace.”

Case study

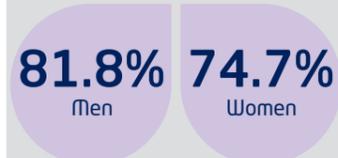
Jen Carter, Head of Risk, Control and Assurance, said:

“ I've worked in the energy industry since I finished university in 2006. Over the years, it's not been uncommon for me to attend meetings, both internal and external, where I'm the only woman in the room. That's not something that's ever fazed me. I know I'm good at my job and that's what I've been judged against.”

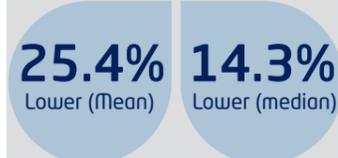
Women's hourly rate (% lower than men's)



% of men and women that receive a bonus



Women's bonus pay (% lower than men's)



Focus for the year ahead

We recognise that our challenges will not be resolved overnight; they are going to require continued progress, review and effort to see the results we want. This section outlines our plans for the year ahead.

Diversity is a key part of our new Responsible Business Framework. This has dedicated actions and business owners with progress reported to our Executive Leadership Team and our Board to ensure the business continues to drive the necessary change as a business to take us forward.

We are an engineering company, an occupation typically associated with men, and as a result becomes more attractive to that gender in society. Our engineering population is 94% male and this needs to change but only 9% of the engineering workforce in the UK is female and only 6% of registered engineers and technicians (i.e. CEng, IEng, EngTech) are women. We therefore cannot rely on simply recruiting more female engineers.

Our focus is to train more women as engineers. This is a long term ambition which will require working to support more women to choose to study STEM subjects and then choose a career with us. By working with schools and colleges and gaining advice from BITC and EU Skills Network we hope to contribute to a long term shift in what young women see as an attainable career and encouraging them to choose us.

We will use every opportunity to change how women see us, the roles we offer and the sector in general. Our publications (including this one) and website will feature our female engineers and apprentices so we contribute to challenging stereotypes and instead inspire young women to think "I can do that too".

We have a population that is 25% female and we must work to grow that number and support those that are here to progress. We acknowledge the challenge that recruitment can be influenced by bias and stereotyping and are working to ensure our processes, whether that's recruitment, performance review or promotion, are fair, transparent and free from bias.

For our talent programmes and for apprentice recruitment we use skill-based assessment rather than relying only on interviews. This means candidates perform tasks from the role they are applying for to determine suitability. All our interviews are structured to ensure that assessment is fair and transparent. Guidance and training is being rolled out to managers to ensure their criteria for selection is robust and free of unconscious bias.

Women are less likely than men to apply for a role if they don't feel they can do 100% of a job. How we support women to put themselves forward for roles and promotion is vital. We have a range of training and support on offer that support all of our people to thrive. Within our training offering we provide focused additional support on building confidence and self-belief; recognising, understanding and growing capabilities; developing contacts and networks.

We have signed up to the North West Business Leadership goal to achieve 30% female Senior Leadership Team by 2020 – a goal that we are working hard to achieve. We also recognise that women hold the majority of the caring responsibilities in our society which can lead to a slowing of their progression to more senior and better paid roles.

We will undertake a review of the roles we advertise and challenge whether they can be offered on a flexible basis. This is important to not only give women an opportunity to balance life and work, but men too.

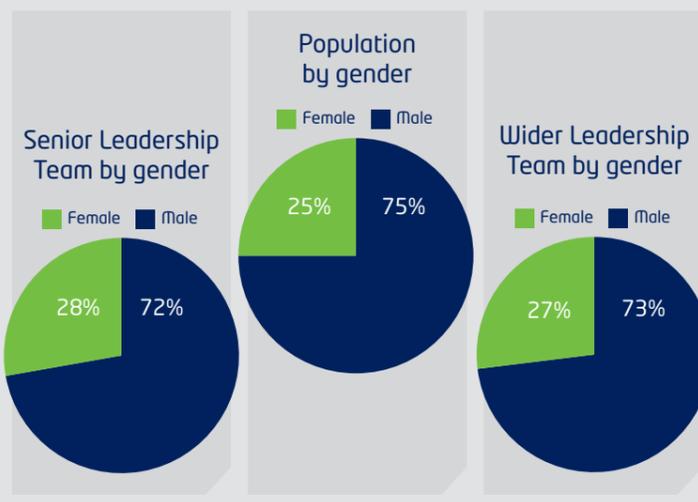
Our progress this year

The number of women in our business is increasing. Between April 2017 and April 2018 48% of all our new starters were female. This has led to a 1% increase in the female representation across our business which now stands at 25%.

In 2018, we launched our Amplify Programme to develop talented individuals in Electricity North West. This is essential not only to grow our business, but also to grow our leaders of the future. 12 candidates were nominated by their directorates

to embark onto Amplify with a 50/50 split between female and male. As a result two males and four females have already been promoted into senior leadership roles.

Female representation at senior levels across our business has grown with 28% of all direct reports to directors being female (an increase of 2% since our last report). Our focus for the year ahead is to maintain the pipeline of talent throughout our organisation and build on progress to date.

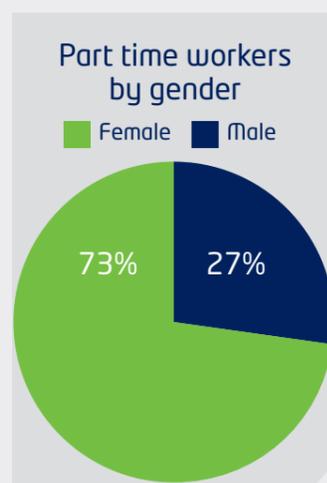


We are working to identify more flexible working opportunities and where existing roles could be undertaken on a more flexible basis. This will encourage women to apply, but also allow greater flexibility for all of our employees.

Encouragingly we have seen a 2% increase in men electing to work part time. This is a vital step for employee wellbeing as we promote to men and women the need for work life balance.

We offer a range of flexible working options and as part of our employee wellbeing agenda we are working harder on promoting these to new applicants and our existing employees.

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Case study

Ellie Chandler, Higher Level Apprentice, said:

“ I applied to be an apprentice because I felt that university wasn't for me, and this is a great opportunity to learn and get paid to do so. Electricity North West wants to help you progress and improve your skills. It makes me proud that I'm contributing to my community.”

Case study

Rachel Stanley, Infrastructure Solutions Project Manager, said:

“ Engineering companies make great workplaces. Engineers, male or female, are great people to work with and there's never a dull day. As a female engineer, I've always been outnumbered, but I'm lucky to nearly always have other women in my workplace, to chat to and someone who sees things from my point of view.”

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Peter Emery
Peter Emery, CEO