

Gender pay gap

Introduction

At Electricity North West we're committed to creating a diverse and inclusive environment where everyone feels they belong and can reach their full potential.

We have been moving in the right direction since the requirement to publish our gender pay gap and

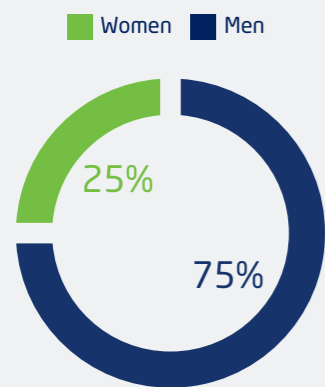
benchmark well against other energy companies and the UK average and are committed to closing the gap further. The latest average UK gender pay gap available is 14.9% (mean) and Electricity North West is more than 4% better than this.

Our progress this year

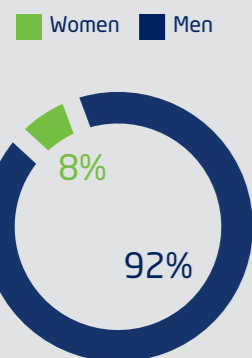
We have made positive progress in the mean hourly rate, providing our best result since we first published our first gender pay gap in 2018. This is partly down to our investment in talent programmes in which females made up 48% of participants.

The data highlights a slight decrease in the mean bonus but remains our second best result in the last five years, while the median bonus rate has improved.

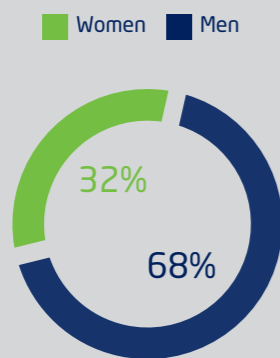
Population by gender



Engineering by gender



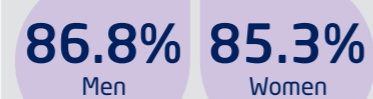
Leadership by gender



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



% of men and women that receive a bonus



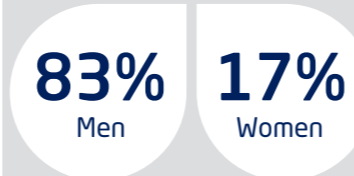
Women's bonus pay (% lower than men's)



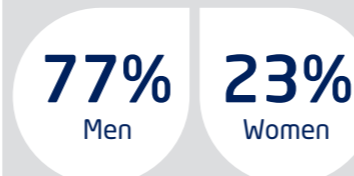
Pay quartiles

The proportion of full-pay men and women in each pay quartile.

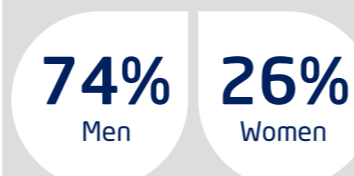
Top quartile



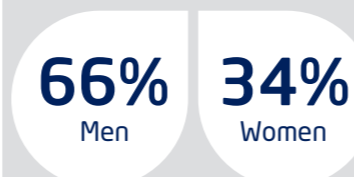
Upper middle quartile



Lower middle quartile



Lower quartile



Attracting diverse talent

In the past year we've made great progress with our goal to be representative of the communities we serve. We've launched our D&I strategy to help increase the diversity of our workforce and to help create an environment where colleagues can be themselves, reach their full potential and build long-lasting careers.

We have set targets to achieve a diverse workforce to

support our journey to become an employer of choice over the next five years. We are proud that we are the only DNO to have committed to publicly sharing our targets in this space. You can see them [here](#).

Our commitment to diversity and inclusion in our apprenticeship programme won recognition as Diversity and Inclusion Programme of the Year at the Lancashire Apprenticeship Awards.

Developing our people

Our overall female leadership remained at 32% as at April 2022 and are on course to achieve our target of 37% female leaders by 2028.

To attract female engineers at entry level, we have created partnerships within the local community to promote the value of STEM careers and secure a pipeline of future female talent. We're also partnering with the Women in Engineering Society.

Our 2022 apprentice programme focused on ensuring we attract a diverse candidate pool that reflects the local community and of 35 new apprentices who started in September 2022, 23% were female and 17% were from an ethnic minority background. We are focused on ensuring that these numbers translate into our longer-term engineering workforce.

Last year's key achievements

- Gender**
Worked with Girl Guides to create a 'Girl Power' challenge badge
- Ethnicity**
Signed the Race at work charter
- Disability**
Achieved level 2 disability confident employer and provided training to our HR teams
- LGBT+**
Introduced transgender support guidance and grown our LGBT+ internal network
- Armed Forces**
Achieved Silver forces friendly award
- Age**
Early signatories on the Ageing better pledge
- Employer of choice**
Delivered a company wide conscious inclusion programme
- Employer of choice**
Achieved Investors in People certification
- Employer of choice**
Built D&I into our procurement process
- Employer of choice**
Established six colleague resource networks to support inclusion

What's next?

We are seeing positive signs that our D&I Strategy is landing culturally within Electricity North West. We want to empower employees to share their individuality with us, giving them a sense of belonging, and have seen a steady increase in people declaring disabilities and declaring they are LGBTQ+ as part of our strategy to be an inclusive employer.

There are still significant challenges to overcome before our business can become a truly diverse and inclusive place to work. We currently have low representation of ethnic minorities in leadership positions and opportunities for external recruitment from diverse candidates is limited due to low attrition rates of around 8%.

We have had strong female representation on one of our leadership programmes 'Into the Blue', which has been successful within the business.

We will continue to build on our work experience programme launched in 2022 to encourage a diverse workforce of the future. We'll also be providing inclusive leadership training and disability confident training to our people leaders.

We will monitor progress against our D&I ED2 targets regularly and work with inclusive employers to achieve their standard, to help us further develop our D&I strategy.

We will also continue to work with our existing partners and community groups, and to identify and develop new connections in our communities.

Case study

Annela is a Business Support Team Leader and has worked with us for four years.

Annaka Iqbal,
Business Support
Team Leader



“It's important to have women in our leadership teams because it shows aspiring women leaders that these positions are open to everyone, and that's attractive to new recruits too.”

Into the Blue gave me the confidence to apply for my first leadership role. ”

Case study

Joanna is a Data Manager and has worked with us for seven years.

Joanna Whiteley,
Data Manager



“It's essential to see women in leadership roles to inspire women of the future and should be the norm rather than the exception.”

I believe you often have to work harder to prove yourself as a woman in leadership.

Into the Blue has helped me to deal with challenging circumstances when leading my team so i can support them to be their best. ”

Case study

Caroline is a Programme Manager and has worked for us for three years.

Caroline Hughes,
Product Change
Manager



“Having a strong and supportive leader is empowering and I've been lucky enough to work with many fantastic mentors and great role models.”

Into the Blue has enabled me to reflect on my own leadership style, learning and ways of working and how to identify these things in my team to help mentor them too. ”

Case study

Lauren is a Trainee Design Engineer and has worked for us for two years.

Lauren Summers,
Trainee Design
Engineer



“As a woman in engineering I feel empowered and confident, and incredibly proud of the work I do in our organisation. It has been hard work but made enjoyable thanks to the opportunities and support of my colleagues and the apprenticeship scheme.”

I have been given every tool I need to succeed and I feel confident that starting my career with ENWL will take me where ever I wish to go in the future. ”



If you'd like to know about working at Electricity North West please visit our [Careers](#) page.

Statement

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

Ian Smyth, CEO