

Gender pay gap

Introduction

At Electricity North West we recognise that to pursue our goal of ‘having the energy to transform our communities’ we must truly represent the communities in which we serve. We are proud of the essential service we provide to every customer across the North West and we understand that our people are the ones that make that happen today and in the future.

Every person, family and business rely on electricity and the way we all use it is changing rapidly. We’re leading the North West on this change and it is vital we engage, inspire and listen to

our communities and fully embed their thoughts in our decision making to ensure we continue to provide a cleaner, greener and smarter power network for generations to come.

We are only in year three of reporting our Gender Pay Gap and we know we have a long way to go, with women making up only a quarter of our population, but we also believe diversity goes beyond gender. We are on a long journey and we are working hard and we are committed to creating a diverse and inclusive environment where everyone can thrive and reach their full potential.

Case study

Stephanie Trubshaw, Customer Director

“ I have worked in the industry for over 20 years and through this time I have seen the industry and society change in relation to female leaders. I am proud to work for Electricity North West and be a member of the Executive Leadership Team, where the focus is on ensuring the individual is right for the job and they are viewed on their merits and performance and not their gender, age, ethnicity or personal circumstances.



Case study

Sam Loukes, EHV Control Manager

“ Female or male, Electricity North West is a great place to work. Every day brings something different and it is great knowing that you are contributing to the future success of the North West. The advice I would give to a woman considering a career in an engineering organisation is to believe in yourself and don’t make choices based on fear. The women who inspire me are those with a strong sense of worth who live their lives with integrity and to high ethical standards.



Focus for the year ahead

It’s important to recognise that our goal of fully representing the communities in which we operate will not be resolved overnight. This is a long journey and one we are committed to.

We have clear goals for the year ahead, which not only develops the actions we have put in place, but they also ensure we look at new ways, new partnerships and new ways of working.

Diversity continues to be a key part of our Responsible Business Framework, with progress reported to our Executive Leadership Team and our Board to ensure we remain on the right path to drive necessary change.

Our colleagues have a passion for making a difference with fresh, practical suggestions, and we are delighted that these have been enriched through our new Diversity and Inclusion Steering Group and this will continue to be a focus for the year ahead.

One focus is around becoming ambassadors of science, technology, engineering, and mathematics (STEM) in schools to inspire the next generation of engineers and employees.

Our goal is to have a workforce that represents our community, but analysis revealed that we were receiving relatively few Apprentice applications from hard-to-reach communities and females. One action included reaching out to two local mosques in communities with a relatively high concentration of ethnic minorities, the Madina Institute in Oldham and Masjid-eSajedeen in Blackburn. We heard a misconception that applications are sought mainly from qualified engineers, so we spoke to the community directly. Around 300 people attended our open evenings and received careers information and CV support at job fairs. Job opportunities are now promoted directly on the mosques social

media channels. Members of our Diversity and Inclusion Steering Group have also worked alongside our recruiting managers to deliver unconscious bias training to improve decision-making during recruitment processes and this will be an ongoing focus for the year.

As an engineering company we have a legacy associated with mainly attracting and retaining men. Our engineering population remains at 94% male and this needs to change. Due to the actions we have taken we are already witnessing the turnaround this year with 9% of our Higher Level Apprentices shortlisted being female. This is a small step in the right direction given that only 6% of females are represented within our current engineering population.

Women are less likely than men to apply for a role if they don’t feel they can do 100% of a job, so it’s important that we provide the relevant training and support to ensure they put themselves forward for roles and promotion. We have a range of training on offer that supports our colleagues to thrive. This includes our Into the Blue training, which provides training on leadership behaviour and skills to colleagues who want to develop. We also provide in-house bite size courses which focuses on topics such as, influencing skills, personal resilience, building confidence and much more. It is encouraging to see that 44% of the total number of attendees on the bite size courses are female, when you consider that 25% of our workforce is female. This highlights how our female colleagues are focusing on self-development and progress within the business.

Our progress this year

Although this is only the third year of reporting, the trends suggest we are going in the right direction and we are dedicated to building on the progress we have made to date.

The number of women in our business has maintained at 25% in 2018/2019, however we have seen some positive developments, including women moving into more senior roles across the business.

Female representation at our senior leadership level has increased by two percentage points to 30% and female representation at our wider leadership level has increased by ten percentage points to 37%.

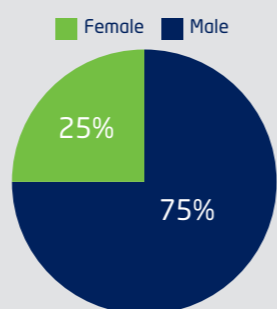
Since April 2018, female representation at senior leadership level has increased and we are on course to meet our commitment to have 30% female representation at our senior leadership by 2020, which is line with the North West Business Leadership goal.

This development has been underpinned by a number of proactive initiatives, including a review and update of key in-house training to include management development modules, which support females in leadership roles.

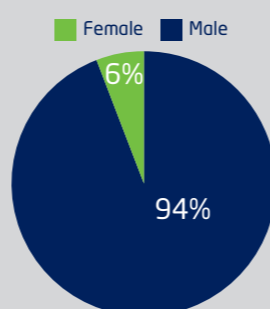
In 2019, we also created a new Diversity and Inclusion Steering Group to ensure the provision of strategic direction in attracting and retaining more females into our organisation and engineering roles.

Our key focus has been around creating partnerships within the local communities to help improve our employer brand and support the attraction of candidates from a more diverse background. We have seen great progress in this area, including our new ongoing partnerships with local mosques, becoming a Real Living Wage employer and being recognised as one of only six regional employers to be awarded membership of the Greater Manchester Combined Authority (GMCA) Good Employment Charter.

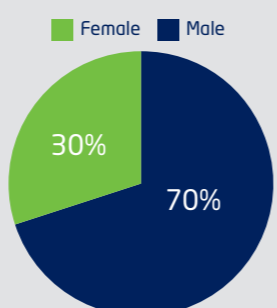
Population by gender



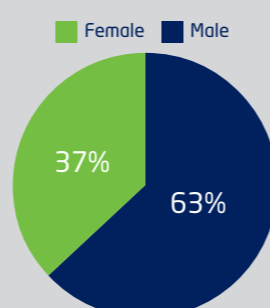
Engineering by gender



Senior Leadership Team by gender



Wider Leadership Team 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



Case study

Barb White, Learning and Development Manager

“ Being surrounded by a mostly female team, I’m inspired every day by the drive, passion and commitment of my team. I’d actively encourage any women considering a career in an engineering organisation to apply and consider the possibilities. ”

Statement

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

Peter Emery, CEO