

# Gender pay gap

## Introduction

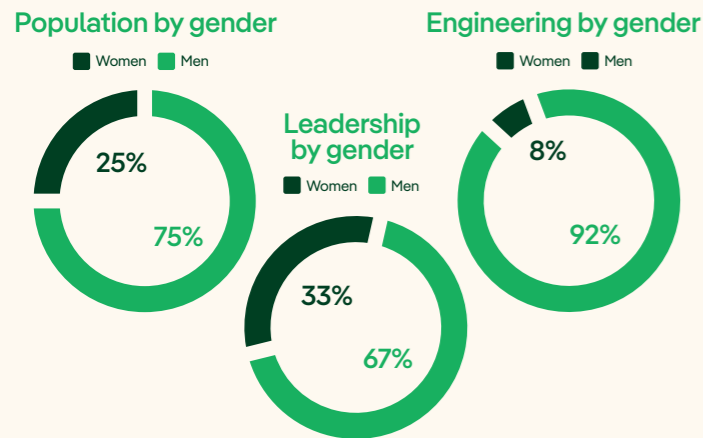
At SP Electricity North West we are committed to creating a diverse and inclusive environment where everyone feels that they belong and can reach their full potential.

As noted in our previous years submission, we expect our gender pay gap to remain around the current rate in the short to medium term. However, when compared to submissions within the electricity, gas, steam and air conditioning supply on the gender pay website, we are still more favourable than the average pay gap of 14%. We are pleased that our Median position has improved this year, and when we review our pay gap for employees under 30, the gap is minimal (2.3%). We are confident that this gap for employees under 30 will positively impact our overall pay gap in the longer term, as engineering roles are generally higher paid jobs.

## Our diversity and inclusion (D&I) progress this year

This year we have appointed our very first female Chief Operating Officer Stephanie Trubshaw, a great milestone for representation of women in our industry. Stephanie joined the business in 2008 in our customer team and has experienced several promotions during this period including Director of Customer before being appointed as COO in July

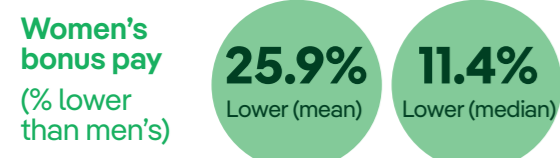
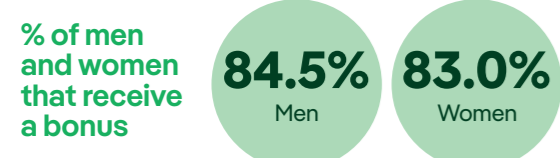
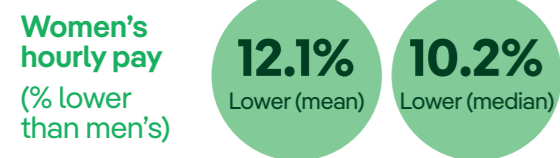
2025. "Our industry is changing and we're becoming more inclusive and diverse in our workforce, with more opportunities available to everyone". We are confident that this appointment will inspire more females into Senior Leadership, which is something we promote and encourage.



We have continued to excel in inclusion, in November 2025 we achieved our highest ever agreement score of 85.6% with a response rate of 92%.

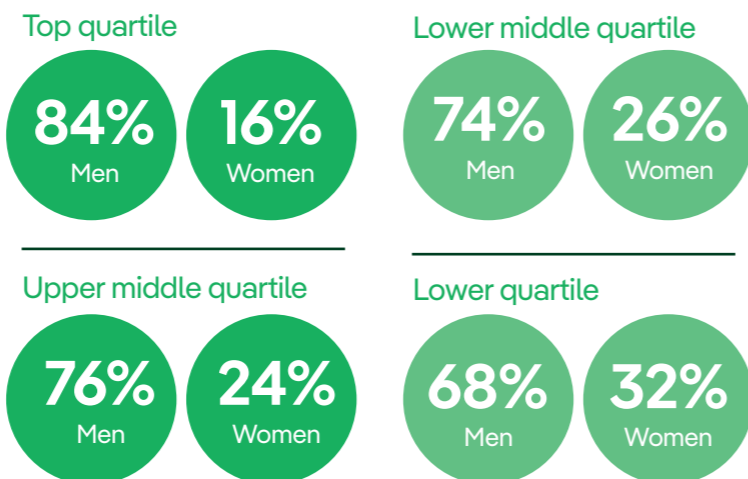
This was our third consecutive year of high agreement scores.

Building on our 'We Invest in People' Silver recognition in 2024 we are delighted to share we recently achieved 'We invest in Apprentices' Gold recognition.



## Pay quartiles

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



## Attracting diverse talent

Job offers to females have continued to trend above 30% for the last three years which is inline with our EDI target of 30% women (overall) by 2028. Our data shows that women perform strongly in our recruitment process (better than men) and this year over 27% of our apprentice intake and 50% of our first year graduate intake

were female. We continue to develop our outreach utilising women centric job boards, attending Women in Stem events and ensuring that at least 50% of our Work Place Safari education programme are female. With a relatively low attrition of less than 8% we are hopeful that performance of this nature lead to a lower gender pay gap.

## Our award winning Apprenticeship programme achieves Investors in people Gold

Utilising external assessment practices provides us with unbiased feedback to help us continually improve and build our brand as an Employer of choice for our communities. Our Early Careers programmes are instrumental in creating greater diversity in our future teams. We were thrilled that our very first assessment in this area achieved a gold standard which is a reflection of the commitment we dedicate to our early careers.

“Apprentices feel empowered to give feedback and know that their voice matters with various feedback channels in place”

“SPENW is committed to apprentice education & learning going beyond the minimum training requirements, ensuring flexibility for college work”

“Apprentices individual successes are recognised and celebrated, with appreciation shown in various ways”

## Other achievements over the past year

<b>Ethnicity</b> Over 12% of our offers over the last 3 years have been to applicants from an ethnic minority background. Our overall population has increased over 3% since the launch of our EDI strategy in 2021.	<b>Armed forces</b> we have a dedicated page accessible on our careers pages to those wanting to transition into civilian careers. Applicants are invited to connect with our Armed forces CRG.	<b>Women Empowered</b> Our women empowered group has facilitated events around domestic violence and Imposter syndrome.
<b>LGBT+</b> We were headline sponsors for Preston Pride this year, and proud to lead the parade through the city.	<b>Neurodiversity</b> Our colleague resource group created a toolkit for leaders to help them support neurodivergent colleagues.	<b>Overall</b> We have over 250 people participating in our colleague resource groups.

Proudly supporting those who serve Armed Forces employer	disability confident Disability Confident employer	Living Wage Real Living Wage employer since 2019	INVESTORS IN PEOPLE Silver Investors in People organisation	Inclusive Employer Standard Bronze Inclusive employer
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## What's next?

New company ownership by Iberdrola has provided us with exciting new opportunities including development for our leaders, investment and growth. We will be exploring these opportunities throughout the next year and while any significant change has the potential to disrupt a workforce, we are proud to share that we continue to go from strength to strength to be an Employer of Choice for people in our communities.

We will continue to expand our efforts to attract a diverse workforce, building on our 'Women at SP ENW' careers pages.

We will continue to develop our leaders in their inclusive practice, including sexual harassment training, inclusive recruitment training and training to ensure our leaders are equipped for the changes through the Employment Right Act 2025.

Scan the QR code to watch our video...



Here's what some of our female colleagues have to say about working here from around the business...

**Katie Rignall**, Capital Reporting Accountant & Women Empowered Lead



I'm excited to welcome new faces to our next event and continue building a community that recognises, and actively addresses, the challenges faced by women.

**Nadia Ratchford**, Programme Coordinator, South Ops & Women Empowered Lead



A memorable moment for me was an event we held which focused on raising awareness of domestic abuse. The support shown by Women Empowered to the guest speaker and fellow group members was astounding and really reflects what the group stands for.

**Jacqueline Shalks-White**, Internal Communications Manager



I think we are our biggest blocker. We're capable of so much and have great allies in both men and women in the industry. So lean into that, believe in yourself, go for everything you get the opportunity to do, and go for it!

**Sushma Garudadwajan**, SCADA Engineer



In the last 24 years of my engineering career, I've taken every opportunity to encourage school students, especially girls, to pursue a career in STEM subjects. Women can shape, lead and redefine the future of innovation.

**Irina Krumova**, Head of Financial Control & Women Empowered SLT Sponsor



It's important to create opportunities for women to feel empowered and continue the progress for future generations.



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.

Stephanie Trubshaw, COO