

# 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.

Our gender pay gap of 11.6% benchmarks well against other companies in the energy sector and last year's average UK gender pay gap of 14.3%.

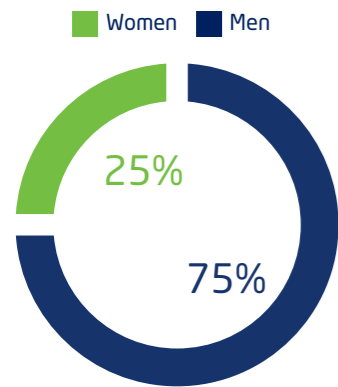
## Our progress this year

We're proud of the progress we've made on our journey to meet the commitments that we outlined in our diversity and inclusion strategy in December 2021.

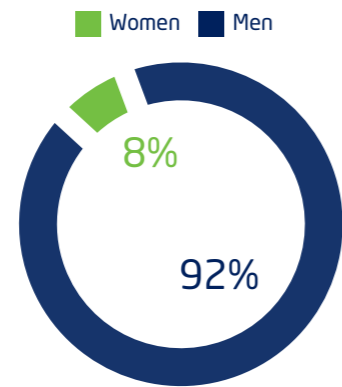
We've experienced success, recognised by our Inclusive Employers bronze standard accreditation, and we know we're on the right path. Our median hourly rate and bonus mean gap have improved,

but we anticipate that our mean gender pay gap will remain relatively similar in the short term. We're confident that our hard work and focus now, in attracting more women into our award-winning apprenticeship scheme and increasing the number of women on our leadership teams, will reduce our mean gender pay gap in the longer term.

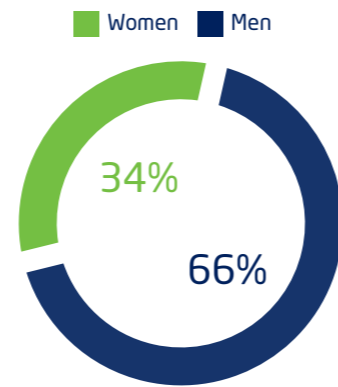
### Population by gender



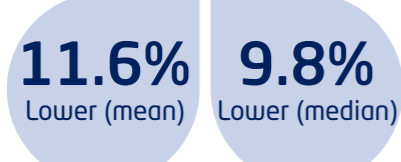
### Engineering by gender



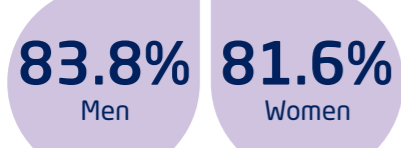
### Leadership by gender



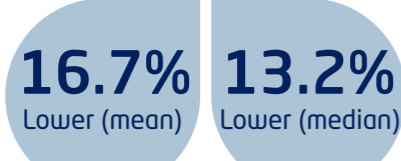
Women's hourly pay (% lower than men's)



% of men and women that receive a bonus



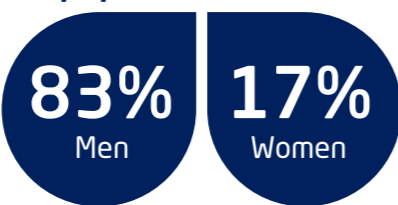
Women's bonus pay (% lower than men's)



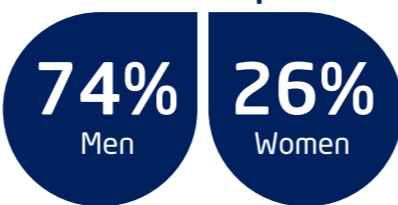
### Pay quartiles

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

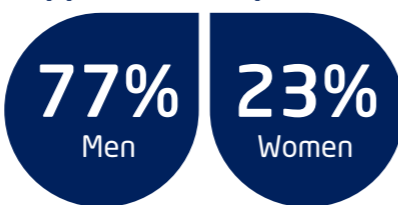
#### Top quartile



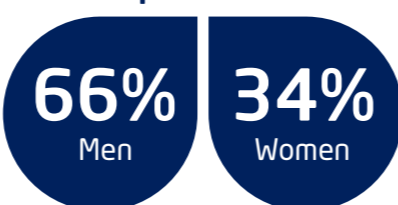
#### Lower middle quartile



#### Upper middle quartile



#### Lower quartile



## Attracting diverse talent

We have focused heavily on developing our outreach programme to ensure our career opportunities are shared more widely to increase applications from women and other marginalised groups.

This includes working with local educational establishments, charities and community groups such as One Voice Blackburn where we were recently the proud sponsors of the Best Apprentice award. Last year, we hosted an open day for the One Voice Blackburn women's network to visit us at our Blackburn depot to find out more about our business.

Our education outreach programme not only serves to attract applications to our own apprentice roles, but also inspires young generations into careers in science, technology, engineering and mathematics (STEM). Last year we provided work experience opportunities for over 20 students; 60% were female and 40% from an ethnic minority group.

22% of our most recent apprentice intake were female which compares favourably with a recent report published by the National Skills Academy (EU Skills), where 11% of trainees in the industry were female. Our apprenticeship programme was awarded 'Best in Diversity and Inclusion' at the Lancashire Apprenticeship Awards.

## Developing our people

Our female leadership has increased from 32.5% (April 2022) to 33.5% (April 2023).

Our ongoing partnership with 'Women in Engineering' provides development opportunities to women engineers in our organisation.

We have established colleague resource groups to support women in the organisation including women empowered, menopause matters and a parent and carers network. We also have networks for LGBT+, disability, neurodiversity, ethnicity and armed forces.

## Other achievements in diversity and inclusion (D&I) over the past year

<h3>Ethnicity</h3> <p>We pledged our support to the 10,000 Black Intern programme. Since we started our D&amp;I strategy, the percentage of colleagues from ethnic minority groups has increased from 4% in March 2021 to 6% in February 2024.</p>	<h3>Armed forces</h3> <p>We achieved the Gold Forces Friendly award.</p>	<h3>Disability</h3> <p>We have delivered Disability Confident Committed training to over 40% of our leadership team due to complete July 2024.</p>
<h3>LGBT+</h3> <p>We marched in the Manchester Pride parade for the first time and we've seen a 3% increase of people sharing LGBT+ equality data with us.</p>	<h3>Neurodiversity</h3> <p>We've established a neurodiverse working party and set up a neurodiverse colleague network group.</p>	<h3>Menopause</h3> <p>We've delivered awareness sessions for our leaders and colleagues and have facilitated fireside chats with expert menopause consultants for our menopause colleague resource group.</p>

**Employer of choice** In October, following an intense assessment, we were proud to be awarded the Inclusive Employers bronze standard for our D&I efforts so far.



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## What's next?

We strongly believe that the foundations we're laying as part of our D&I strategy will result in a more diverse and inclusive workforce in the future. We're progressing our inclusive leadership training which will be delivered to all our leaders as part of our wider leadership development programme and will be providing a D&I refresher for all colleagues as part of our 'Include me' campaign.

Recently, our colleagues helped create a series of videos to communicate what it's like to work in our business, including one about women working at Electricity North West. These will be shared through our outreach platforms.

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

Scan the QR code to watch our video...



### Case study Sushma Garudadwajan, Business Support Team Leader



“ I feel very strongly about girls coming into the engineering profession, pursuing STEM subjects. If you've got that spark of curiosity in you, there wouldn't be any other place than Electricity North West. ”

### Case study Kate Kirkham, Talent Acquisition Manager



“ I went off to have a baby and came back on a four-day week. I did a qualification and I was promoted. In a lot of businesses if you're part time, you can't progress. But it's not like that with Electricity North West at all. ”

### Case study Rachael Parr, People & Corporate Services Director



“ I've had a great journey in terms of having opportunities for career development and to be able to influence what's happening in the rest of the business. ”

### Case study Nicola Davies, Energy Manager



“ They've always cared about my development in the company and just making me the best I can be. ”

### Case study Syeda Suckena, Higher Level Apprentice



“ In my own experience, I would have to say this place is amazing for women. ”



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