

Provider Gender Pay Report 2022

Our Gender Pay Results

Across the industry and in our Company, we recognise that our workforce is predominately male (at the snapshot date, 317 males in comparison to 61 females) with a high proportion of men in engineering roles.

With the UK average gender pay gap recorded as 15.4% for 2021, further to our analysis below we recognise we have additional steps to take to further reduce this gap. We recognise that females are under represented which is particularly pronounced in engineering roles.

We are mindful that last year's results were atypical considering the unprecedented national circumstance of the coronavirus pandemic which brought a variety of challenges to the workplace, including furlough.

The charts below demonstrate the overall median and mean gender pay gap which accounts for those employed on the 'snapshot date' of 5th April 2021. The bonus gap is based on bonuses paid in the 12 months prior to 5th April 2021.



The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 63.9% of females received a bonus (45.0% in 2020/21) in comparisons with 93% of males (74% in 2020/21) however these figures included productivity bonuses for Dual Fuel Engineers which somewhat disproportionately inflates the figures.

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being A and B, and the higher levels being C and D.

Provider		
Proportion of men/women within each pay band quartile		
Band	2021/22	2020/21
Band A	Women 58.1%	60.0%
	Men 41.9%	40.0%
Band B	Women 5.4%	42.9%
	Men 94.6%	57.1%
Band C	Women 6.8%	14.3%
	Men 93.2%	85.7%
Band D	Women 12.2%	28.6%
	Men 87.8%	71.4%

Band A = Lowest pay band. Band D = Highest pay band

In 2020/21, we promoted two female employees to Directors, who are part of our Senior Management Team and will continue to look at how we progress and promote colleagues from within. We also appointed two new members onto the Company Gender and Equality working group, to ensure that as we continue to grow, colleagues have appropriate channels of communication.

We recognise there is still significant opportunity for females to enter the Smart Metering and EV industry and therefore we will continue to review and develop our Recruitment strategy. Although not yet formally accredited, effective from the 1st January 2022, we pay all employees in line with the Real Living Wage, which we believe will further close the gender pay gap.

We will also continue to make a long-term investment in our employees with a firm commitment to reducing our gender pay gap via initiatives such as our Equality, Diversity & Inclusion steering group and Gender & Equality working group.