

Utilita's Gender Pay Gap Report 2018



This report presents the Gender Pay Gap for 2018 for the relevant employer's in the Utilita Group

What is the Gender Pay Gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is not a measure of pay equality. The gap is expressed as a percentage of men's earnings.

Relevant employers

There are two companies in the Utilita Group that have to disclose their Gender Pay Gap, Utilita Energy Limited and Utilita Telesales Limited.

Gender Pay Gap

The Gender Pay Gap at 5 April 2018 and other data is set out below:

Utilita company with 250 or more employees	No. of relevant employees in entity	Proportion of men and women employed in business entity (M%/F%)	Mean gender pay gap (%)	Median gender pay gap (%)	Proportion of men and women in each quartile pay band (M%/F%)	Mean bonus gender pay gap (%)	Median bonus gender pay gap (%)	Proportion of men receiving a bonus payment (%)	Proportion of women receiving a bonus payment (%)
Utilita Energy Limited	846	55/45	9.5	4	lower 50/50 middle 50/50 upper 68/32	26.1	15.6	47.3	40.5
Utilita Telesales Limited	469	55/45	2.7	-	lower 44/56 middle 60/40 upper 60/40	51.2	18.2	52.9	56.6

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Commentary

This is the second year that Utilita has prepared its Gender Pay Gap report. In this year Utilita has increased its staff numbers by 35-40%. As an organisation Utilita is committed to fair pay, Utilita Energy Limited is a Living Wage Employer, and the group treats all employees fairly in both pay and opportunity. Many factors influence the difference in average earnings of men and women in Utilita. We know that generally men and women in the country as a whole work at different levels, with men tending to be over represented in senior roles, this is also the case in Utilita and leads as well to a larger bonus payment gap.

The proportion of male vs female staff has remained fairly constant as compared to 2017, however, both the mean and median gender pay gap for Utilita Energy Limited has increased slightly, but is still relatively low. The mean and median gender pay gap for Utilita Telesales Limited has remained the same.

The proportion of men and women in each quartile pay band has shown a levelling between male and female for all quartiles except Upper.

The payment of a bonus to staff is more equal between the genders.

What we are doing

In 2017—18 we undertook a full job evaluation of all roles across the entire business, which resulted in new pay gradings and bandings. These are based on job role not on job role holder. A new bonus package is to be rolled out to all eligible employees in 2018-19 which will depend on both company performance and individual performance. This is linked to the pay gradings and bandings and is, therefore, not influenced by gender.

We have extended the Utilita Leadership Development Plan, which is again based on job role and not gender. Wherever possible recruitment activity is carried on “in-house” and we have full control over the selection criteria being applied to ensure that gender bias is not active in our selection process. We will always recruit the best, most capable individual for any role.