

Utilita's Gender Pay Gap Report

2017



This report presents the Gender Pay Gap for 2017 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. We have chosen to also disclose the gap for the group as a whole, and certain other information relating to employee numbers.

Gender Pay Gap

The Gender Pay Gap at 5 April 2017 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 (%)
					lower	lower-middle	upper-middle	upper				
Utilita Group Limited - Consolidated	1,104	60/40	16.7	3.8	54/46	64/36	64/36	80/20	30.6	28.7	62.8	50.8
Utilita Energy Limited	628	56/44	7.5	2.6	54/46	55/45	55/45	64/36	30.7	38.5	67.2	65.0
Utilita Telesales Limited	333	52/48	3.1	-	31/69	64/36	64/36	50/50	35.8	11.3	33.5	24.4

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Commentary

This is the first year that Utilita has prepared its Gender Pay Gap report. 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.

What we are doing

In 2017-18 we have undertaken a full job evaluation of all roles across the business, which will result in pay grading and bandings. These will be based on job role not on job role holder. A new bonus package is to be rolled out to all eligible employees. We fully support and actively seek and encourage part time workers. We are committed to ensuring that part time working is not a barrier to progression. We will always recruit the best, most capable individual for any role.

Statement

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

W.N. Bullen
Chief Executive Officer

M.D.E. Smith
Finance Director