

Utilita Gender Pay Gap Report – 2019

This report presents the Gender Pay Gap (GPG) for 2019 for the relevant employer's in the Utilita Group.

WHAT IS THE GPG?

The GPG 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 EMPLOYING COMPANIES

Utilita Energy and Utilita Telesales are the required reporting entities for the purposes of this report.

GP

See table below.

RELEVANT COMPANY	NUMBER OF RELEVANT EE'S	PROPORTION OF M%/F%	MEAN GPG (%)	MEDIAN GPG (%)	PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND (M%/F%)				MEAN BONUS GPG (%)	MEDIAN BONUS GPG (%)	PROPORTION OF MEN RECEIVING A BONUS PAYMENT (%)	PROPORTION OF WOMEN RECEIVING A BONUS PAYMENT (%)
					LOWER	LOWER MIDDLE	UPPER MIDDLE	UPPER				
UEL	756	51 / 49	14.23	14.41	43.88 / 56.12	45.32 / 54.68	57.55 / 42.45	66.91 / 33.09	47.47	9.76	64.75	52.55
UTSL	354	57 / 43	3.85	0.36	52 / 48	62.16 / 37.84	51.35 / 48.65	64 / 36	38.15	56.71	61.00	69.28

Utilita Gender Pay Gap Report – 2019

COMMENTARY

Utilita endeavours to ensure that there are the same opportunities for all of its staff. Utilita is a living wage employer and has been for some years. Utilita is committed to diversity and inclusion in all areas. Utilita's pay structure remunerates job roles rather than individuals. Thus ensuring that gender bias, or any other bias, is not applicable.

In 2019 Utilita Energy saw an increase in the gender split whilst Utilita Telesales saw a small decrease in the gender split.

Whilst it is disappointing to see the increase in the GPG for Utilita Energy, this can be equated to the significant investment in our technology functions, which are historically more male oriented than preferred. STEM roles suffer from a systemic lack of female engagement throughout the UK. Alongside the prevalence for part time roles to be taken by more female employees than male.

The proportion of male and female employees receiving bonus has seen a significant levelling in the year.

WHAT WILL WE DO

Continue to ensure all related benefits are relevant to the job role, not the job holder and that all opportunities for personal growth are available to all.

Continue to build robust relationships with education and further education facilities to encourage all to apply for STEM based roles, along with aiming to attract all with open recruitment advertising and development opportunities to suit a healthy work/life balance.

Continue to monitor all processes to ensure no bias is present.

STATEMENT

We confirm the information and data contained within this report is accurate and in line with mandatory requirements, along with Utilita's own very high standards.



W.N. Bullen
Chief Executive Officer



M.D.E. Smith
Chief Financial Officer