

# Utilita Gender Pay Gap Report – 2020

This report presents the Gender Pay Gap (GPG) for 2020 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.

## GPG

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              | 772                     | 52/48               | 13.58        | 16.6           | 44/ 56  | 51/49        | 63/37        | 66/34 | 35                 | 23                   | 25  | 24  |
| UTSL             | 399                     | 57 /43              | 5.09         | 3.78           | 44/56   | 64/36        | 35/65        | 53/47 | 53                 | 47                   | 54  | 45  |

# Utilita Gender Pay Gap Report – 2020

## COMMENTARY

Utilita endeavours to ensure that there are the same opportunities for all of its' staff. Utilita are a living wage employer and have been for some years. Utilita are 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 2020 Utilita Energy saw a 1% increase in the gender split whilst Utilita Telesales remained the same as the prior year.

There was a reduction in the mean % GPG for Utilita Energy, whilst a small increase to the median GPG. Utilita Energy remains committed to its technology growth and has attracted more applications, and appointments, for women in this year. However, STEM subjects still sees a national dominance in male preference for application for technology roles. The prevalence for part time roles to be taken by more female employees than male, remains.

The proportion of male and female employees receiving bonus in Utilita Energy is almost level. Utilita Telesales has seen a shift to more men receiving bonus than women in the year, last year there was a higher proportion of women receiving bonus.

## WHAT WILL WE DO

Related benefits are relevant to the job role, not the job holder and are continually reviewed and all opportunities for personal growth are available to all. We will focus on the offer of flexible working and training arrangements and encourage and facilitate a healthy work/life balance.

Review our recruitment process to ensure it is inclusive and actively work to confirm our current practice meets this agenda.

## 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