

POWER ON 

All utilities. One provider.

Gender Pay Gap Report 2020



Electricity Water Wastewater Fibre Heat Gas

Executive Summary

At Power On, we employ talented, passionate individuals, who can bring expertise and enthusiasm to our team. We are committed to providing a diverse and inclusive workforce, and to ensure all our employees and job applicants feel respected, safe, and have the confidence to be themselves at work.

Each and every one of our employees plays a key role in the success of our business. Ensuring our culture and values are at the core of everything we do is reflected in the longevity of our employees' careers at Power On - people like working here and we ensure that hard work and the right attitude are rewarded.

We are committed to reducing our gender pay gap and ensuring we attract and recruit people from every part of our community and support our employees to achieve their full potential and feel valued and included, regardless of their gender, age, race, disability, sexuality, or social background.

We are making progress but there is more work to be done. Power On is part of BUUK and as a group, we have been recognised by our employees as a Great Place to Work[®] for the fourth consecutive year in the Super Large Best Workplaces category, and in 2021 we were ranked in the UK's Best Workplaces for Women.

We are dedicated to helping our people realise their ambitions and have a comprehensive learning and development programme – from apprenticeship schemes and soft-skills courses, to graduate schemes, degrees, and professional qualifications.

We are improving our recruitment process, to maximise diverse attraction, application, and appointment; we have launched a STEM (Science, Technology, Engineering and Maths) Ambassador Programme, we have introduced a Work Experience and Engineering Graduate Scheme across the business; and we have recently implemented a new Hybrid Working from Home Policy to encourage a better work life balance.

Having a passionate, happy, and diverse workforce is central to our continued success as a business. We will continue to ensure we deliver on our commitment to creating a more inclusive workplace, that attracts and develops its employees, and ensures they can succeed, regardless of their gender or background. There is still plenty to do, but we remain focused and committed to becoming a truly diverse and inclusive organisation.



I confirm that this statement is true to the best of my knowledge and belief.

Neil Fitzsimons
MANAGING DIRECTOR

What is meant by gender pay gap?

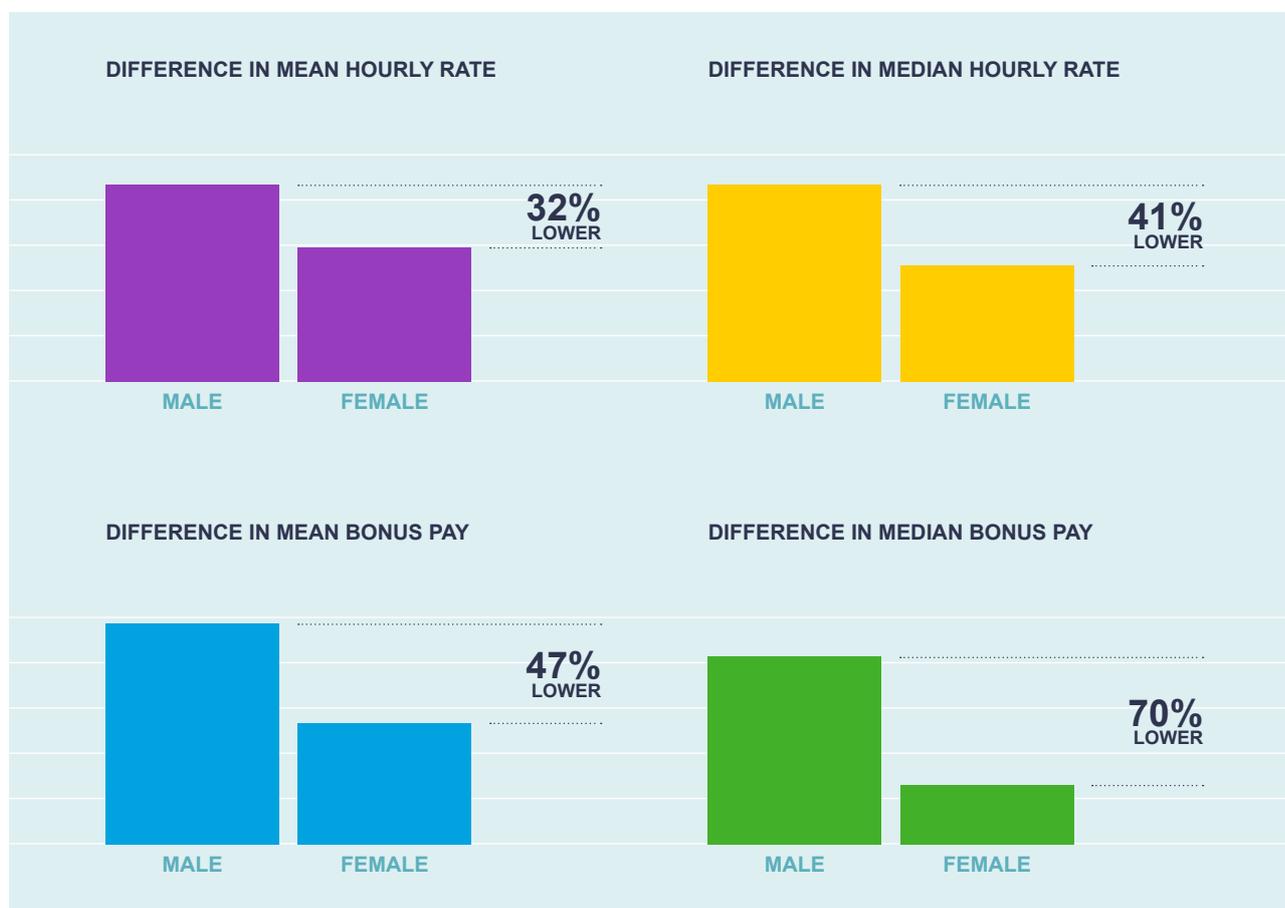
Employers with over 250 employees are required to publish statutory calculations every year showing their pay gap between male and female employees.

The gender pay gap is the difference in the average earnings between men and women, regardless of the roles they perform. Gender pay differs from 'equal pay', which looks at pay differences between people carrying out the same or comparable work.

The calculations carried out by the Company are shown in the document below and are based on the snapshot date of 05 April 2020. They have been completed in line with the Government regulations (available through the ACAS website).

How much is our gender pay gap?

As at 05 April 2020 the gender pay gap in Power On was 32%. The mean and median gender pay, and bonus gap can be seen in the graphs below:



% of Males vs Females receiving a bonus



of female employees and



of male employees received a bonus

Quartile pay band distribution

This is calculated by ranking the hourly rate of all employees from the highest to the lowest paid, dividing this list into four equal parts and working out the percentage of males and females in each of the four parts.

LOWER QUARTILE

Female 44%

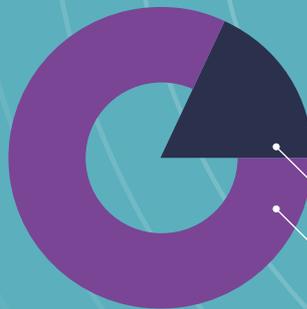
Male 56%



LOWER MIDDLE QUARTILE

Female 18%

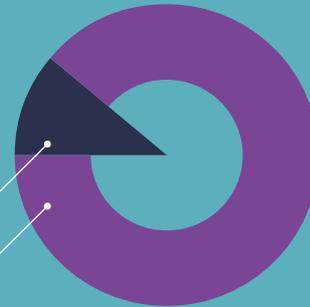
Male 82%



UPPER MIDDLE QUARTILE

Female 11%

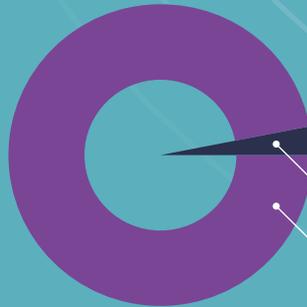
Male 89%



UPPER QUARTILE

Female 3%

Male 97%



Why is Power On's gender pay gap higher than average?

The business works across the construction, engineering and utilities sectors which are historically dominated by male employees. One of the big factors for the under representation of women in the utilities, engineering and construction sectors is that historically fewer women both in general and at a senior level have studied the STEM subjects (Science, Technology, Engineering and Maths) at school, college and university, meaning fewer women apply for roles in these sectors.

Power On is a mixture of field-based and office based employees. The majority of roles are technical within engineering disciplines. The field work does not lend itself to part time or flexible working arrangements, which is traditionally more attractive to women.

Following an analysis of the data, the key reasons for our gender pay gap are:



The industry we work in, is historically dominated by male employees.



A number of roles in Power On are field based carried out by manual technical workers. Such roles are not traditionally attractive to females.



The field-based roles do not lend themselves to flexible working arrangements.

More of our female employees are working flexibly in part time and support and administration roles.

How are we addressing the gap?

Great Place to Work[®]

Our ongoing commitment to the Great Place to Work[®] scheme ensures we remain focused on the business benefits of high employee engagement, resulting in our business being an employer of choice for both existing and new colleagues.



Our commitment to reducing the gender pay gap is reinforced through this commitment and by continuous improvement of our working practices and policies by listening to the voice of our colleagues. We have ranked for four consecutive years for the UK's Best Workplaces™ and in 2021 we have ranked in the UK's Best Workplaces™ for Women.

Recruitment Process

Our employees are our most valued asset and each employee plays a key role in our success. We are mindful of the need to actively support and encourage women into management, engineering and technical roles within the company, this is a key issue which we are tackling.

Power On engaged a third party to carry out a diversity and inclusion audit to actively seek out ways to help address the Gender Pay Gap. As a result, along with the third party, Power On are carrying out a review of our recruitment process to see how we can maximise diverse attraction, application and appointment to our roles and specifically to ensure our adverts appeal to both genders. We are working towards a 50/50 gender split on applications for all roles. We will also train our teams and managers with recruitment best practice. We aim to select the best candidate for our roles, ensuring an inclusive and equal process is followed.

Each and everyone of our employees plays a key role in our success. We are mindful of the need to actively support and encourage women into the technical and field-based roles within the company, this is a key issue which we are tackling.

We ensure that our job adverts use gender neutral language to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm.



STEM Ambassador Programme

We continue to work in the communities in which we operate to encourage females to choose a career within our industry. We have a STEM (Science, Technology, Engineering and Maths) Ambassador Programme which builds relationships with local educational institutions to further encourage and promote the opportunities that are available for females to pursue a career in a STEM related subject and challenge stereotypes. We are introducing a work experience programme next year which aims to encourage young people to gain experience within the engineering industry. We will aim to recruit a 50/50 split of male and female students into the programme.



Training and Development

We have an Engineering Graduate Scheme across the business and of those appointed 30% were female. We continue to promote this programme and aim to attract a higher number of female graduates to apply for our scheme each year.

We have introduced a hybrid working from home policy for certain roles in the business. This is to encourage a better work life balance for our employees.

We have a specific first line management training programme to equip employees with the necessary skills to apply for more senior roles and therefore encourage female employees to apply for management level positions. This training course provides specific unconscious bias coaching, in both the recruitment and selection module and the performance management module, which also includes fair treatment and equal opportunities.

We have introduced a Leadership and Management Programme for middle managers, senior managers and directors to ensure there is a consistent approach to managing people and to equip managers with the skills/competencies they need to lead their teams. This provides equality, diversity and inclusion training and will ensure that we are giving the same message of our commitment to be an all-inclusive employer to all our leadership team.



POWER ON

All utilities. One provider.

Electricity Water Wastewater Fibre Heat Gas