Gender Pay Gap Report

Utility Warehouse

Utility Warehouse results for FY2023

At UW, we're committed to putting people first and ensuring that everyone feels included, connected and with a sense of belonging. It's part of our DNA and is at the forefront of everything we do, because we want to make UW a great place to work for everyone, at every level.

I'm passionate about building a workplace where women can thrive and so I'm thrilled to see the efforts we've been making in recent years begin to shine through in our figures. While we know that we still have more work to do to achieve gender equality at all levels, I'm proud to share the progress we've made in narrowing our Gender Pay Gap for FY23 (April 2022 - March 2023).

Libby Townsend,
Chief People Officer

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

An overview

2023 update

We continue to take steps to attract and retain more women to work with us as we grow our team. While we have seen an increase in the headcount of both male and female employees since reporting in 2022, we have recruited more women than men. Our female population grew from 44.89% to 46.96% of our overall population.

We're pleased to share that since last year's report, the gender pay gap at UW has decreased. The median pay gap decreased from **9.00%** to **8.60%** and the mean pay gap decreased from **26.42%** to **22.45%.** The mean bonus gap has also decreased from **66.51%** in FY22 to **59.60%.**

What have we done?

As we continue to grow our business and attract more people, we're pleased to continually offer opportunities for our people to work flexibly (within a hybrid model) and on a part-time basis, enabling our teams to balance their home and work needs, such as childcare or caring commitments. This flexibility has been particularly attractive to women, and we expect the trend of women applying for, and securing roles to work in a more flexible way, to continue.

Previously, we've seen this trend within the lower quartile. However, this year we've seen a decrease in the percentage of women in the lower quartile, moving from **51.00%** to **47.00%.** We have also seen an increase in the percentage of women in the lower middle quartile, moving from **42.44%** to **51.50%,** and in the upper quartile from **30.65%** to **34.20%.**

As we have attracted a higher number of female employees working in mid to senior roles, the pay gap has decreased across the upper and upper-middle quartiles. We expect this to continue over the next 12 months and we are confident that the gender pay gap will continue to narrow as we create more opportunities for leadership positions across UW (including part-time and remote roles).

An overview

2023 update

What else are we doing?

In addition to the increased flexibility we offer in our workplace, we also have a number of actions in place to reinforce our commitment to women progressing at UW:

- In FY23, our number one business priority was the development of our culture and environment.
- We're proud to have been endorsed by Work180 and the Women in Utilities Network (WUN) as an employer that has, and continues to present an attractive employee offering for women. On top of this, we're working with WUN to offer free mentoring to women at UW.
- Our Recruitment team have embedded gender decoding - making our job adverts gender-neutral (as we know that different words resonate with different people).
- We've recently enhanced our 'becoming a parent' policy, extending our paid maternity leave entitlement to 26 weeks to better financially support our people during this time.
- We've also implemented upskilling opportunities to ease new parents back into the workplace.
- We've launched an internal menopause network to encourage regular and open discussions and ensure our education within this area continues.

I'm delighted to see that the actions we've taken in recent years to improve gender diversity within our leadership roles are beginning to shine through within our figures. While we know we still have a way to go in achieving gender balance at all levels, we're confident that our long-term plans will result in narrowing our gender pay gap even further.

Stuart Burnett, Co-CEO

Our results - snapshot of 2023

Gender split

Relevant headcount	Full-time relevant headcount (Gender pay based on full-time relevant)
2317	**1733**
Male	**Female**
968 (41% increase)	**765** (53% increase)

- Our overall headcount has increased by **46.00%** (with 731 additional employees recruited in FY23).
- This has resulted in a change in the gender split for FY23, with the percentage of females increasing from **44.89%** to **46.96%**.
- Although females have increased by **53.00%**, there is also an increase in the percentage of male employees, resulting in **11.71%** more males in our workforce.

Median hourly pay

	Midpoint figure (Median)
Male	**£15.35** (7.7% increase)
Female	**£14.03** (8.1% increase)

- Median hourly pay has increased for both males and females, compared to 2022.

Mean hourly pay

	Average hourly rate (Mean)
Male	**£23.83** (1.4% increase)
Female	**£18.48** (6.8% increase)

- Mean average hourly pay has increased for both men and females, compared to 2022.

Median hourly pay

Mean gender pay gap	Median gender pay gap
22.45% (15% reduction)	**8.60%** (3.37% reduction)

- The pay gap has decreased in comparison to FY22, with the largest reduction being seen in the mean rate, which has decreased by **15.00%** year on year.

Summary and breakdown

Our results - snapshot of 2023

Breakdown of quartiles (male vs female)

	Quartile 1 (upper)		Quartile 2 (upper middle)		Quartile 3 (lower middle)		Quartile 4 (lower)		Total
	Total	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total employee**
Male	285	66%	243	56%	210	48%	230	53%	968
Female	148	34%	190	44%	223	52%	204	47%	765
Total	**433**	**100%**	**433**	**100%**	**433**	**100%**	**434**	**100%**	**1733**

- **Quartile 1** - Gap has decreased from **38.70%** to **31.64%**.
- **Quartile 2** - Gap has decreased from **14.46%** to **12.24%**.
- **Quartile 3** - Gap now favours women, moving from **15.12%** to **-3.00%**, with more females than males in this quarter.
- **Quartile 4** - Gap has widened from **-2.90%** in 2022 to **5.99%** in 2023.

Summary and breakdown

Our results - snapshot of 2023

Bonus gap for FY23

Bonus	Total	Total number of employees	Number that received bonus	Number of employees bonus ratio	Mean bonus value	Mean bonus gap	Median bonus	Median bonus gap
Male	£6,326,926.29	1229	1029	83.73%	£6,148.62	-	£2,066.46	-
Female	£2,280,255.77	1088	918	84.38%	£2,483.94	-	£1,504.59	-
Total	**£8,607,182.06**	**2317**	**1947**	**84.03%**	-	**59.60%**	-	**27.19%**

	Total no. of employees receiving bonuses	% split by gender	Total bonuses per gender
Male	1029	52.85%	£6,326,926.29
Female	918	47.15%	£2,280,255.77

The median bonus gap has increased from **23.59%** to **27.19%**. This is largely due to the percentage of females in the part-time working bracket and their earning potential for bonuses in financial terms.

We know that this data is also skewed by some higher-than-ordinary bonus sums that are, as a result of profits on securities, held by males in senior leadership with long tenure. With the appointment of more females in senior leadership roles (with higher bonus-earning potential), we expect to see a change within these figures in the coming years.