DIVERSITY & INCLUSION in energy
From the way we generate, distribute and use energy to the increasing numbers of suppliers and choice – our sector is undergoing a rapid transition.

With this transition comes challenges, like how to ensure a sustainable, adaptable workforce and skills pipeline. But it also brings with it huge opportunities – including diversity and inclusion.

This brochure provides a snapshot of just some of the fantastic initiatives and activities underway in the energy sector; from thriving LGBT+ networks to outreach programmes working with schools and colleges to encourage girls into STEM (science, technology, engineering and maths) subject areas.

We are hopeful that together these initiatives, will have a positive impact on our sector. However, we know there is more to be done.

Utilising our unique position and a membership spanning the broad spectrum of the sector, Energy UK has been leading efforts to promote diversity and inclusion across the energy industry.

In addition to our new LGBT+ network, Pride in Energy, last year Energy UK launched a new ‘Equality and Diversity Forum’ which brings together representatives of organisations, large and small, to share best practice and foster collaboration on all issues relating to diversity and inclusion (D&I).
As well as discussing energy-specific D&I issues, the Forum also hosts external speakers such as Stonewall, who campaigns for the equality of lesbian, gay, bisexual and transgender people across Britain, who spoke at the Forum’s inaugural meeting.

The group ‘Women to Work’ also provided a free two-hour workshop for the Forum and Energy UK members to look at some of the common barriers to gender balance in the workplace as well as practical tools and advice on how to address them.

The Equality and Diversity Forum will meet regularly and membership is open to all organisations and companies operating in the UK’s energy market. Further information is available on the Energy UK website.

In addition to its work through the Equality and Diversity Forum, Energy UK has also introduced a ban on all-male panels at events, and a strong policy around participation in other organisations events where there is a lack of gender balance.
Energy UK’s ‘Pride in Energy’ network is a diversity forum for Lesbian, Gay, Bisexual and Transgender (LGBT+) members of the energy industry. The Pride in Energy network was created in 2017 in response to a need for an organisation to address LGBT+ issues in the energy industry. In the space of the past year the group has participated in and hosted a series of events including marching at the 2017 Pride in London festival.

Energy UK and Pride in Energy will be hosting a series of meetings and events to further advance equality and diversity, including for LGBT+ people, across the industry. Pride in Energy’s networking events will run in parallel with Energy UK’s Equality and Diversity Forum where attendees will have the opportunity to share and learn best practice.
POWERful Women

POWERful Women (PfW) is a professional initiative to advance gender diversity within the UK’s energy sector. Established in 2014 by Baroness Verma and Laura Sandys, we work in partnership with companies, government and aspiring women to increase female representation at senior levels. Our target is **40% of middle management, and 30% of executive board positions, to be female by 2030.** With the latest statistics showing that women occupy only 13% of all board seats and only 6% of executive board seats in the UK’s top 80 energy companies, it is clear that our sector is still missing out on a wealth of female talent, talent that is vital in meeting current and future energy challenges.

PfW works to deliver its targets in three ways:

- **Campaigning and reporting:** we encourage energy companies to improve by highlighting those actively trying to make a difference. We publish annual board statistics and ask companies to make public pledges. By showing what good looks like, and demonstrating the strong business case for gender diversity, we encourage others to follow suit.

- **Supporting women in their careers:** we help talented, aspiring women move into senior leadership roles through our active and popular mentoring scheme and by providing information on coaching and sponsorship, links to other women’s networks and a programme of events.

- **Practical support:** we provide tips and resources to those trying to improve the gender diversity of their organisation, such as business case evidence and ‘how to’ guides.

In May 2018 we launched the Energy Leaders’ Coalition, a commitment from leading CEOs to step up action in both their own companies and the sector as a whole.

To find out more about POWERful Women’s work and how you can get involved, visit [www.powerfulwomen.org.uk](http://www.powerfulwomen.org.uk)
Renewable UK’s ‘Switch List’

RenewableUK is proud to support diversity in energy through Switch. This project aims to give industry specific tools to help improve diversity in the energy industry, particularly the representation of women. The Switch List is a directory of experts from the energy sector. We strongly encourage women to join the list and recommend colleagues so that industry can engage better with female speakers, panellists and session chairs for conferences, events and workshops. The Switch List will help event organisers find expert female speakers, while simultaneously giving the women of our industry the opportunity to raise their profile and inspire the next generation of energy professionals.

It’s #TimeToSwitch

Find out more: www.renewableuk.com/page/Switchsignupform or contact Alicia Green on +44 (0)20 7901 3000.

RenewableUK is committed to leading change and has made the pledge that all RenewableUK events will feature at least 30% female speakers, panellists and chairs.

WISE campaign

Founded in 1984, WISE is a Leeds based non-profit community interest company which provides expert support to employers, educators and training providers to improve gender balance in science, technology, engineering and mathematics (STEM) in the UK. It has over 200 member organisations. It is an independent organisation with no government or charitable funding. Its activities include:

- Sharing insight and knowledge about the causes of and solutions to gender imbalance in STEM in the UK, from classroom to boardroom
- Collaborating and connecting WISE members to be leaders, role models and champions of gender balance in science, technology, engineering and mathematics
- Amplifying impact through inspirational events and campaigns
She is Sustainable started in London in February 2016, with a two-day gathering for women working in sustainability, to share their stories and take part in discussion sessions on all aspects of women’s work and life. The response was huge, and everyone involved – participants and speakers alike – valued the chance to reflect, plant, plot and support each other. From there it took on a life of its own. There have now been eight gatherings, with more planned. And most recently She is Sustainable launches a new initiative, with Green Alliance and UK Energy Research Centre (UKERC), called ‘She is Sustainable – Energy Pioneers’.

This aims to empower a group of women in the early stages of their career through a combination of network building, improving their awareness of opportunities and increasing their exposure and policy influence. Following the one-day forum event aimed at collaboration, skills sharing and development, around 20 women will have the chance to hear about how to maximise impact in policy influencing, discuss key challenges in the energy system with peers and experienced women in the energy sector and share insights from their work.

For more information contact Caterina Brandmayr, Policy Analyst at Green Alliance at cbrandmayr@green-alliance.org.uk
EDF Energy’s Pretty Curious

The UK will continue to face a significant skills shortage if the number of girls studying science and technology subjects continues to stay below that of boys. EDF Energy is working to change this and to increase the percentage of women joining its workforce. One initiative is EDF Energy’s Pretty Curious programme. Launched in 2015 it focuses on three key areas: raising awareness of the issue through advertising, introducing teens to inspirational role models and creating empowering hands-on experiences.

Since its launch, the programme has grown to deliver these experiences to more than 2,300 girls last year from just 150 in its pilot year. At these hands-on ‘hackathon’ events girls are able to experience the latest virtual reality and connected digital technology, such as droid making and artificial intelligence. To address the lack of visible role models, the events are facilitated by inspirational women working in the sector. 90% of girls attending said that the events made STEM more interesting to them.

Not forgetting the vital role parents play in influencing children’s career choices, EDF Energy created a cinema advert that has featured in film viewings with over 40 million admissions, targeting films enjoyed by parents and teens alike. This was supported by inspirational digital content that has been viewed over 6 million times. The success of the programme, led to EDF Energy partnering with Twentieth Century Fox to promote its film Hidden Figures, and Disney on Star Wars: The Last Jedi. Both films featured inspirational female STEM focused role models.

Pretty Curious is just one of many EDF Energy initiatives in place to reach girls across the UK and thanks to its commitment last year the business increased the number of female engineering apprentices by 14%, to 35%. This is compared to an industry average of just 3.4%.
EDF Energy and National Star College first partnered in 2013 to support an initiative to help students to get back into work.

‘Steps into Work’ helps disabled adults overcome some of the key employment challenges they face, such as negative attitudes, lack of awareness around the business benefits and support available. It also tackles any lack of confidence and/or skills in disabled adults wanting to find employment.

The college provides specialist further education for young adults with physical or mental learning difficulties. Those on this scheme are assigned an EDF Energy ‘Job Buddy’, to support them with work and any personal difficulties they may experience. A full-time job coach gives extra support. The students gain valuable work experience, and they all work towards – and achieve – a nationally recognised City & Guilds qualification.

During the programme the job coach is OFSTED assessed and has been rated as ‘excellent’, the partnership has also been recognised by Business in the Community as an example of best practice in its ‘Excluded Groups’ category. A recent study by Gloucestershire County Council also showed that for every £1 invested in the programme, it produces a social return of over £7. The Steps into Work programme is now ‘business as normal’ at EDF Energy’s offices in Gloucester. After five years, 32 students have completed their internship, with 80% of those going on to find paid work, several of whom are still with EDF Energy.

The scheme changes lives – not just for the students, but for the job buddies and the teams they work with. Employee surveys shows that those involved in the schemes felt more motivated, understood far more about our diversity and inclusion agendas and had gained a better understanding of equality and social issues.
One of the truly exciting things about the energy industry is the potential for transformative change, particularly as more challengers with fresh perspectives enter the market - including many who’ve risen out of the tech world. As well as underpinning the transition to a clean, flexible energy system, this combination of technology and challenger thinking can present opportunities for whole new ways of working.

Through the proprietary Customer Relationship Management (CRM) technology upon which we’ve built our business, Octopus Energy has been able to create one such opportunity: Our Digital Operations (DigiOps) team.

Built around parents re-entering the workforce after having children, Octopus Energy’s DigiOps team takes advantage of our extensive digital resources to work flexibly from home while getting access to all the same tools and expertise as our full-time office staff. This has been embraced enthusiastically by a really excellent, but often untapped, resource – highly educated professional women navigating the workforce with young children.

The team works remotely to respond to out-of-office customer enquiries sent via email and social media messenger. We are able to deliver speedy onboarding and training which can be done entirely remotely, while our software means we can optimise the team’s remote working requirements to ensure universal access to the resources necessary to provide full, active customer support.
We have 19 people in the DigiOps team dotted across the country, from the Isle of Wight to North Scotland. The flexibility DigiOps provides equally ensures we’re able to attract the best talent to help our customers quickly and intelligently. They are motivated, extremely educated and excellent communicators - all much-prized qualities in anyone in a customer-facing role.

DigiOps allows these stellar employees to work in a mode suitable to their needs, allowing them new access to roles more traditionally tethered to an office and confined to the nine to five working day. We ensure they’re still bonafide members of the team, too, through hosting regular ‘DigiOps days’ at the office, and including them in Octopus Energy social events. The DigiOps team are able to feel like part of the family through our third party internal messaging software, which allows them to chat to anyone, anywhere, at a moment’s notice, and stay up-to-date on anything from the latest industry news to the tastiest new food spots.

DigiOps is a financially smart operationally efficient and customer friendly service, exemplifying some of the innovation happening for workers in this rapidly changing industry.
Breaking Barriers at ScottishPower

ScottishPower is dedicated to the promotion of diversity and inclusion across all sectors of our workforce. In May 2018, as part of its commitment to equality, the business proudly joined ENABLE Scotland and the University of Strathclyde to launch Breaking Barriers; a new programme that aims to help young people with learning difficulties access higher education and employment opportunities.

Working in partnership with the University of Strathclyde and learning disability charity, ENABLE Scotland, ScottishPower welcomed eight learners to become interns at the company’s HQ in Glasgow. The HR team met one-on-one with each learner to identify their strengths and understand where they would be most effective within the business. Each learner was also matched with a buddy to guide them through their internship and offer advice and support. On site support for the learners and staff was provided by a specialist Employment Coordinator from ENABLE Scotland.

Over the course of the eight-week internship, the learners developed a range of transferable skills from IT and administration to communication and established themselves as valuable members of the ScottishPower team.

Sarah McNulty, HR Operations Director, said: “At the heart of this initiative is giving these young people the shot they want in life and helping them develop as learners and job candidates. But equally, it’s about making sure our office is open and accessible, ensuring that if you work hard and are passionate about your role – nothing can hold you back.”
The project is already generating results with some candidates starting permanent roles and putting their skills to work. Others are continuing to consider opportunities invigorated by their new sense of self-belief. Breaking Barriers learner Andrew said: “Breaking Barriers is giving opportunities to people from all backgrounds but specifically those with learning disabilities, opening doors to a range of career choices. I’ve worked in customer service, the legal team and digital - I’ve felt really involved. Thanks to the programme and the people I’ve met, I’ve managed to find a job with a web development company.”

**National Grid**

We already have a workforce whose diversity is above industry standard but we recognise that there is still more that can and must be done. The focus on the diversity debate in the workplace tends to be solely on recruitment but the status quo will not be changed if a company does not proactively work to create a culture that values diversity by being inclusive. So National Grid’s approach is to work on not only recruiting but, more importantly, retaining talented staff from different backgrounds. This includes offering flexible work and leave options for employees of all genders and creating a business culture that emphasises the importance of having a good work-life balance.

National Grid also provides training courses specifically aimed at removing the barriers to career development and progression, such as unconscious bias awareness and a BAME Leaders programme that is focused on supporting the achievement of career goals.

Highlighting successful colleagues from different backgrounds internally in dedicated internal communications also helps to inspire others. We also have employee groups that support staff and promote diversity by providing the chance to network with colleagues, engage with senior management, develop career-building skills through tailored workshops and mentoring.

Finally we have signed up to a number of different initiatives, both in and outside the energy industry, such as POWERful Women, to help us maintain our momentum in driving forward diversity.
Diversity and Inclusion at E.ON

E.ON’s diversity and inclusion strategy is incorporated throughout our business, beginning with the recruitment process itself. We design many of our recruitment streams to target untapped potential in NEETs (Not in Education, Employment or Training), the over fifties and people with disabilities.

We have been ‘CLEAR Assured’ since 2010, and have been continually improving our recruitment process, ensuring accessibility of our careers website and tackling unconscious bias. As a business, we’ve also backed the Good Recruitment Charter and the RIDI One in a Million Campaign. These improvements have allowed us to recruit an increasingly diverse workforce. Our recruitment of BAME Smart Metering technicians, for example, has risen to 38%.

Our commitment to diversity and inclusion is also represented in our onboarding and training practices, where we have successfully shown ourselves to be a Level 2 Disability Confident Employer offering activities to recruit, develop and retain the right people for our business.

In addition, E.ON supports our colleagues through a series of internal networks, including groups focusing on Christianity, Disability, LGBT+ and BAME employees. We also provide additional support schemes for our colleagues who act as carers, as well as a wider support hotline for all employees.
Our internal #Awkward campaign has also sought to develop awareness and understanding amongst our current workforce on issues around disability (both visible and non-visible), faith and religion, LGBT+, Women, and carers.

We were proud to receive an NSAP award (National Skills Academy for Power) for this campaign, and have more topics such as menopause, ethnicity and work/life balance to come in the future. At E.ON we have shown commitment beyond our own workforce, supporting important initiatives such as the Black Achievers Awards and the Women In Business Awards, which celebrate the diversity and talent of people living in the communities in which we operate.

We recognise there is always more to do to enhance our business with a diverse workforce, that’s why we’ve committed to improve BAME, Women and Disability representation at all levels of our company’s hierarchy.
RWE Women’s Network – Stronger Together

The RWE Women’s Network has been an integral part of the organisation for years, and is just one example of diversity in action at RWE. One of the key missions of the Women’s Network is to help women navigate their career.

A merger of the network groups of RWE’s operating companies in the UK, RWE Generation UK (RWEG UK) and RWE Supply & Trading (RWEST) took place this year to improve collaboration on gender diversity issues across the business.

The new RWE UK Women’s Network kick-off event took place in Swindon on 1 May 2018. In a relaxed atmosphere, the members networked during lunch. Through a series of sessions, everyone had the opportunity to contribute their ideas for future events and initiatives. They also had the opportunity to find out more about wider diversity activities planned by both companies diversity working groups. These activities are managed by volunteers from across the businesses reporting into Diversity Steering Committees.

Three of the network’s sponsors, Steve Glover – Director of Hard Coal and Gas Power Plant UK RWEG, Tom Glover – Chief Commercial Officer of RWEST, and Clare Dunn – Executive Origination & Gas Supply Operations RWEST, attended the event and were impressed with what they saw.
“I am very pleased that the Women’s Network also encourages men to attend events,”
Tom also encouraged the network to maximise the opportunities presented by RWE’s Women in Science and Engineering (WISE) membership.

Clare Dunn underlined the mission of the Women’s Network: “The challenges that one woman faces will be very different from the next, as will their aspirations. It is important that we recognise this individuality and use each other’s individual strengths to grow stronger together”. Her challenge to the network: Be brave, be kind, be unstoppable!

**npower**

npower is committed to providing a working environment where everyone is respected and valued. This has been a core focus for the company over the past few years, with a review and renewal of our diversity and inclusion activities with an emphasis on training. An extensive training programme for people managers and employees was introduced, to make sure they fully understand the company’s position on discrimination in the workplace and the benefits of Diversity & Inclusion; over 7,000 employees, including people managers, undertook the training. To embed the training and support ongoing cultural change, npower used an online tool that asks daily multiple-choice questions.

npower has also launched an LGBT and friends network as part of its wider diversity and inclusion agenda. The network is open to everyone in the company, regardless of whether employees identify as LGBT themselves.
The aims of the network are:

- To support plans to create a diverse and inclusive culture, where working practices are cohesive with LGBT principles
- To promote npower as an LGBT friendly employer
- To educate and reduce prejudice against those who identify as LGBT or support the cause
- To foster acceptance and empower LGBT employees, customers, business owners and potential new recruits.

The network has held a number of events to highlight LGBT+ issues and to provide a forum for sharing experiences. They’ve also contributed to the wider Innogy company D&I agenda, by supporting a recent Diversity Day in the Swindon office. npower will also be partnering with Stonewall as part of its commitment to supporting LGBT+ employees and the wider LGBT+ community.
Drax Group believes that a commitment to diversity is critical to achieving strategic goals. The business is determined to be a place where employees, customers and suppliers alike feel respected, comfortable and supported in all their diversity.

Drax realises that the energy sector as a whole must do more to attract, engage and progress women. This is why Drax will lead the way, and has pledged that by the year 2020, it is the business’s aim to have 40% of the senior leadership roles across Drax Group held by women. Drax is an active member of groups promoting diversity and inclusion, including POWERful Women, of which Drax is a sponsor. Furthermore, two executive committee members, including the group CEO, are POWERful Women Ambassadors. Drax is also a member of Women in Science and Engineering (WISE) and Women in Technology. Alongside these two initiatives, Drax is also a keen protagonist in supporting events such as International Women’s Day and Women in Engineering.

In Westminster, Drax is sponsoring the All-Party Parliamentary Group (APPG) on Diversity & Inclusion in STEM led by the British Science Association, in a bid to encourage government, parliamentarians, academics, businesses and other stakeholders to work towards a STEM sector that is representative of the population. Chi Onwurah MP chairs the APPG, and 10 cross-party peers and MPs are members so far.

Further actions within Drax Group include the ‘Count me in’ diversity and inclusion forums involving colleagues in identifying the best ways to encourage more diversity and greater inclusion; unconscious bias training for all managers to understand the role unconscious bias has on their own behaviours and the impact it has on our ability to create an open, fair and inclusive workplace culture for all; colleagues will have access to learning to improve awareness of unconscious bias and its detrimental impact; and a new “Talent review” process ensuring that talented colleagues are fairly identified across the business and continue to build a more diverse talent pipeline.
Power Up

In May this year, UK Power Reserve launched Power Up. This internal initiative is designed to highlight and empower the diverse workforce we have.

UK Power Reserve already boasts a diverse workforce representing 14 nationalities. However, we recognise the need to continue to promote diversity and ensure there is a route to the top for all employees. Power Up is designed to give them the skills they need to reach their full potential. Power Up is a committee run by employees for employees. Co-chaired by two senior women, committee members suggest and drive forward their ideas – these have ranged from getting employees to share their cultural traditions and explaining what they mean to facilitating confidence building workshops. By sharing cultural traditions and language skills we are helping to foster an inclusive environment where all employees feel valued.

Later in the year the committee will be bringing in external professionals – within energy or not – to share their experiences on making it to the top, the desire for these sessions is to bring in a diverse range of speakers from different nationalities and backgrounds to show the many routes, obstacles and opportunities to be successful.

Plans are also in place to broaden this outreach into schools. Inspiring and encouraging the next generation to reach their full potential or take a career in STEM is an underlying focus of the group.
Centrica creating a diverse and inclusive workplace

Centrica is committed to ensuring that it fosters a more diverse and inclusive work environment. As part of this, we challenge recruiters to provide more diverse candidates, offer flexible working to balance work with family life or further learning, and have mentoring programmes to help our people thrive.

Earlier this year we launched our Diversity and Inclusion strategy to drive a more purposeful approach to D&I. We have set out some aspirational targets which include:

- Ensuring all senior leaders having diversity performance objectives by end 2018.
- Resourcing diversity shortlists for all senior positions from 2018 as well as diverse interview panels.
- Unconscious bias training to be made available to all employees by the end of 2018.
- A 10% improvement on industry benchmarks by 2018 and engagement survey by 2019.

We are committed to meeting the targets set by both the Hampton-Alexander Review and the Parker Review. We are members of Business in the Community and were pleased to achieve Bronze in both the Gender and Race BITC benchmark in 2017.

This year, we will implement several initiatives including, reinvigorating our flexible working policy, improving the maternity experience to increase retention and engagement and relaunching our Returners programme in early 2019. We have also set up an Ethnicity Working Group who are focussing on providing support for employees from ethnic minority backgrounds as well as contributing to ways for us to increase our ethnic minority representation.

We are proud to have employee network groups, all of which have senior sponsorship and a great reputation for the work they do. These include:

- Centrica Women’s Network - promotes the development of capabilities and leadership qualities to give women the skills and confidence to grow in their careers
- Spectrum - Centrica’s network for LGBT+ employees
- DAWN - Centrica’s Network for Disability and Wellbeing
- Carers Network - Supports employees who have, or are affected by caring responsibilities
Centrica’s Myrtle Dawes shares the secrets of her career success – Myrtle Dawes, who was one of the first black female offshore engineers in the North Sea and now works as Transformation Director for Customer Planning and Field Operations at Centrica, shares her career journey.

How did you get into your role?

I was working for a mining company when I decided to make a career change. My work was good but there weren’t enough opportunities for progression or challenges for me. I decided to test myself and reach for the unknown – that’s why I took a job at Centrica in Norway building a project team that would be responsible for billions of pounds worth of oil and gas production.

Now I work at Centrica as transformation director for customer planning and field operations, giving strategic direction for a team of more than 1,200 people.

What do you love most about your job?

I’ve been lucky enough to go to some great places in my career and see some breath-taking sights. In Norway I saw icebergs floating by as I helped build a ship strengthened against ice, and I’ve also been wildlife-watching in South Australia.

But it isn’t just the travel I’ve enjoyed – leading a team is also really rewarding, especially when we are able to work together to help customers across the country.
Each year Centrica successfully complete around 11 million customer visits, from boiler breakdowns to fitting smart meters and installing Hive technology, and it’s wonderful to know we’ve helped so many people. Day to day, the most rewarding thing about my job is the people I work with, from the accountants to the team of engineers, they’re all fantastic people.

**What has inspired you the most in your career?**

My teachers at school were a positive force that helped me get where I am today. It wasn’t just about the exams, but the extra tutoring they gave me and the encouragement to be ambitious. They taught me the benefit of seeing beyond my own goals and that’s why I now volunteer as a STEM ambassador. I want to inspire young women to become the engineers of the future.

**What advice would you give women who are new to the sector?**

You will shine if you’re a team player and ask questions – nothing is too stupid! And test yourself, too. I hate flying, but at one time I made regular helicopter trips to different oil rigs. To make it worse, once every four years we had to practice a drill that involved escaping from an upside-down helicopter that was submerged in water! It was a challenge but allowed me to do more in my career – and made me think, if I can do that, I can do anything.
Ørsted has one of the lowest Gender Pay gaps within the sector and is working hard to reduce this further. Their internal programme, Spotlight, is aimed at ensuring women have access to talent and development programmes across the company and their policies on flexible working means mothers returning to work are well supported; the company has a high retention and post-pregnancy return rate. Ørsted were a founding member of POWERful Women and Matthew Wright, the UK Managing Director, sits on the Energy Leaders Coalition – formed earlier this year.

Women in Ørsted, a group of passionate and motivated individuals across various roles in the company, have organised events to ensure employees have access to information about gender diversity and how this may affect their careers. In 2016 they organised an “Unconscious Bias” event, with Harvard University Professor Iris Bonet for employees to understand the concept and how to ensure they don’t fall into it. This year the group organised a Breakfast Briefing on Parenting and Working featuring former Ørsted Wind Power CEO Samuel Leupold, Barbara Vest, Director of Generation at Energy UK, Nick Wilkie, CEO of the National Childbirth Trust and Christine Brown Quinn, the author of “Step Aside Super Woman Career & Family is for Any Woman” who talked about their experiences and choices around working and having a family.

**Inspiring young women**

Ørsted ran a competition with social enterprise Stemettes, offering one lucky winner a helicopter flight around the newly opened Race Bank offshore wind farm, the fifth largest wind farm in the world. To enter the competition, users of the Stemette app had to submit which renewable energy scientist inspires them and why.
Winner, 19-year-old Cynthuja Ramanan, who studies bio-medical engineering at Kings College, London, said she was inspired by Dr Elizabeth Gibson, lecturer in Physical Chemistry at Newcastle University. Cynthuja came across Dr Gibson’s research into designing solar cells with as part of a school research project.

As part of the prize Cynthuja got a tour of the Edda Passat Service Operations Vessel (SOV), then had a unique opportunity to take a helicopter over Race Bank offshore wind farm which can power half a million UK homes with clean energy.

Following on from the competition, Ørsted put Cynthuja in touch with Dr Elizabeth Gibson to arrange a visit of her laboratory in Newcastle.

Matthew Wright, Ørsted’s UK Managing Director, said;

“It was our pleasure to welcome Cynthuja to our site in Grimsby, and show her different aspects of offshore wind in action. As a leading company with a growing demand for engineers, it’s extremely important that we continue to inspire young people to work with us in generating green energy. To promote diversity in the industry we are engaging with more women and girls to show them the exciting opportunities available. Diverse workforces are more innovative and more productive, and we want to attract the best talent from all backgrounds to keep us ahead in the transition to renewable energy.”
EDF Energy’s BAME network

The Black, Asian and Minority Ethnic (BAME) Network is an EDF Energy-wide network and was established in November 2010. Its key ambition is ‘to grow an inclusive network of people from different backgrounds; to champion diversity by inspiring our members and support EDF Energy’s ambitions and aspirations.’

Its main role is to discuss the prevailing issues and assist EDF Energy to reach creative solutions to challenges around race and ethnicity that affect BAME employees, customers and suppliers. The BAME Network Steering Group is made up of passionate and committed individuals who volunteer their time and expertise, supported by senior champions across the business and an executive sponsor.

The BAME Network was recognised as a leader in developing diverse workforces after winning the Employee Network of the Year at the Race of Opportunity Awards in 2013. The Race for Opportunity (RfO) is the race equality campaign from Business in the Community, a charity dedicated to promoting responsible business and corporate social responsibility.

EDF Energy’s BAME Network is aligned to the company’s Diversity & Inclusion Strategy and delivers a cohesive programme of events and activities to its members.

Through a campaign run several years ago the BAME Network played an active role in promoting disclosure rates on the company’s HR systems. This has meant that nearly 90% of EDF Energy’s employees have filled in their diversity details around ethnicity.

This enables the measurement of progress in recruitment, progression and so the setting of ‘ambitions’ to increase the number of people from a minority ethnic group in the employee base, management teams and at a senior level by 2030, something we could not have achieved without this high level of disclosure. We can now track the number of people from an ethnic background in our talent pools and succession plans, ensuring we have fair representation for all.
SSE - Valuing Difference

SSE is committed to promoting inclusive economic growth which sustains skilled jobs for people of all backgrounds, with positive outcomes for shareholders and society. Its ability to create and retain long-term value is dependent on the skills and talents of the people that work for it. Core to SSE’s business is therefore a responsible and inclusive approach to employment and progression, underpinned by the understanding that SSE’s workforce is what enables its success.

A truly inclusive workplace culture goes beyond just seeking to improve the diversity of specific characteristics such as gender, race, disability or age. Inclusion in its widest sense means creating an environment that is open and encouraging of all types of difference, including physical differences, social backgrounds and ways of thinking. SSE believes an inclusive culture unlocks the potential of every employee.

In 2017, SSE worked with inclusion specialists Equal Approach to calculate the financial return from investing in gender diversity initiatives, finding there was a £4.52 return for every £1 spent. More importantly, the analysis also showed that a wider Inclusion Strategy could deliver a £15 return for every £1 invested by 2020. SSE therefore established a new Inclusion Strategy for 2017-2020 which focuses on ensuring its foundations, policies, processes, learning and development and recruitment practices are wholly inclusive for all.

This approach requires trust that by investing in getting the basics right to create an inclusive workplace, the diversity of candidates will come to, and want to stay with, SSE. We monitor three things when looking at the diverse mix of our employees – how much difference is coming IN; how much difference is staying ON and how much is progressing UP.

In early 2018, SSE was ranked number 1 on The Good Economy Job Ratings Index 2017 by social advisory firm The Good Economy. This rating is an independent assessment of FTSE 350 companies’ contribution to inclusive job growth in Britain, and acknowledges that some economic growth has more social value than others.