



we are
the network

Gender pay report

As at 5 April 2018

Annual Gender Pay Reporting

Section title

What is the gender pay gap?

It is the difference between women's and men's average monthly (full time equivalent) earnings which is expressed as a percentage of men's earnings.

It is different from "equal pay" which looks at pay for men and women who perform the same role.

Why is NGN reporting on its gender pay gap?

Parliament introduced new legislation (Equality Act 2010 Regulations 2017) which requires large employers like ours to publish their Gender Pay information with effect from April 2017. This is our second report and it is available from April 2019.

The report considers direct employees of NGN Limited and NGN Operations Limited. Our calculations follow the guidance set out in the Government legislation.

We commit to publish the report on our external website and on (<https://www.gov.uk/report-gender-pay-gap-data>) where it will be available to upload for a period of 3 years.

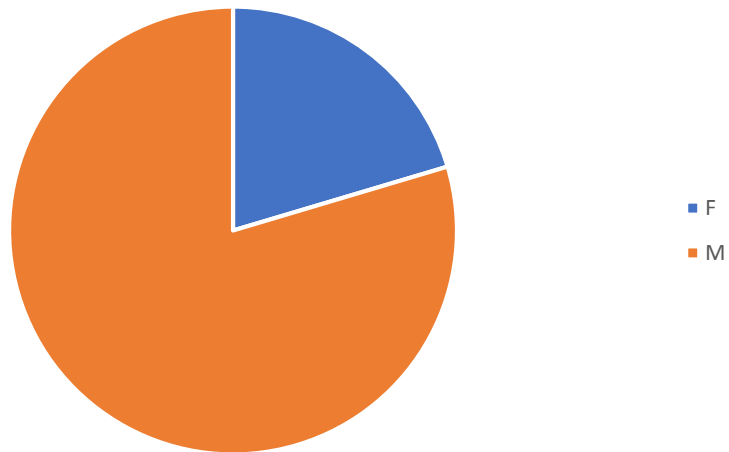
Report as at 5th April 2018

Section title

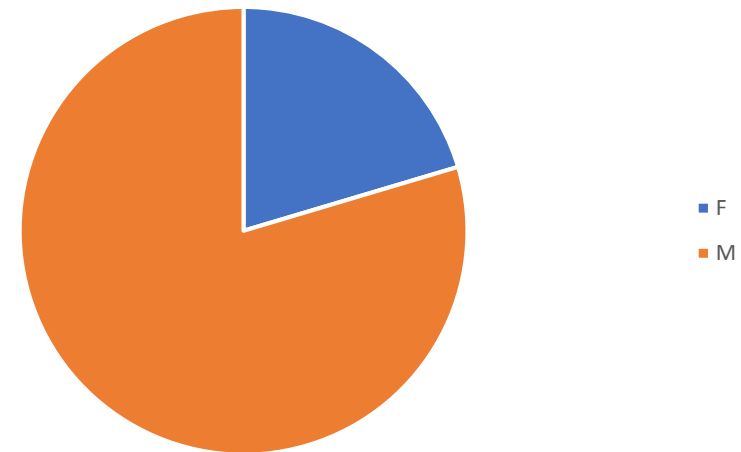
Gender Pay Gap %

Percentage difference between male and female mean and median pay for the period. Females make up 20% of the total workforce.

Mean Hourly Rate = 7%



Median Hourly Rate = 11.9%



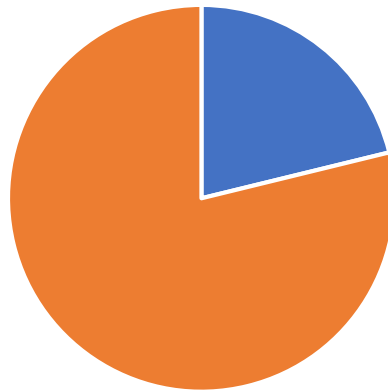
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Gender Bonus Gap %

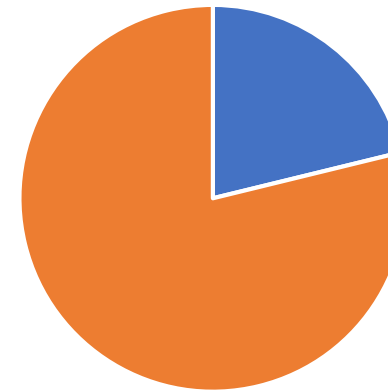
Difference between male and female mean and median bonus pay for the period. 186 females and 692 males received bonus / incentive pay in the period.

Mean Bonus Pay = 42.5%



■ F ■ M

Median Bonus Pay = 39.4%



■ F ■ M

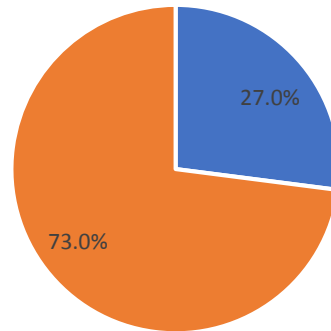
Report as at 5th April 2018

Quartiles %

Proportion of males and females across four equal size quartiles for the pay period including 5 April 2018.

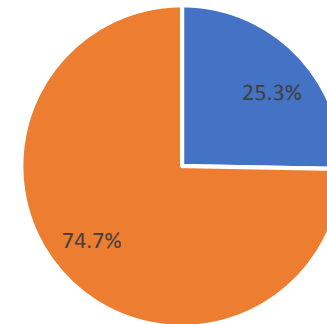
280 females and 1096 males total 1376 employees.

Lower



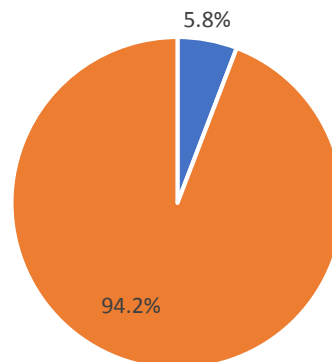
■ Female ■ Male

Lower-Middle



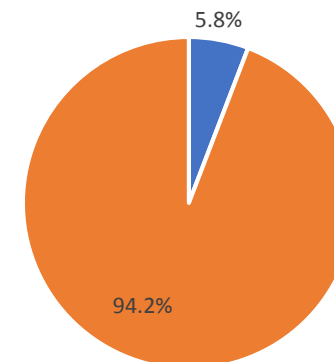
■ Female ■ Male

Upper-Middle



■ Female ■ Male

Upper



■ Female ■ Male

Our story ...

Section title

Why do we have a gender pay gap?

- NGN's median Gender Pay Gap for 2018 is 11.9 %. This is a reduction from April 2017 which was reported at 16.2%.
- Whilst we have a workforce made up of 80% men and 20% women, our business is typical of many others in engineering and has historically attracted a higher percentage of males.
- Our analysis shows that there are significantly fewer women in the professional, engineering and senior management levels of the organisation. It is also widely acknowledged that there is a shortage of female students progressing into STEM subjects (Science, Technology, Engineering and Maths) through the formal education system, schools and universities/colleges.

How we are closing the gap?

- Although our industry is traditionally perceived as a male dominated one, we are taking a range of actions to try and close the gender gap, building on the work of last year. Work is being done through schools engagement to attract more women into our organisation. We have partnered with Northumbrian Water and Northern Powergrid and joined 29 other energy and utilities employers to launch a long-term commitment to attract more diverse and inclusive talent into our industry, including women, reflecting the communities we serve.
- In addition, we have made changes to our advertising for operational recruits to encourage more women to apply.
- We have generous family friendly policies including paid keeping in touch days, six months full maternity pay, and a flexible working policy to encourage more women to join NGN and stay with us.

We are committed to making sure that all colleagues meet their potential and continue to make Northern Gas Networks a great place to work.

Declaration

Section title

I confirm that the data contained in this report has been generated by NGN systems; checked and validated as accurate and fully audited.

A handwritten signature in black ink that reads "Mark Horsley". The signature is written in a cursive style with a horizontal line underneath the name.

Mark Horsley, Chief Executive Officer, Northern Gas Networks

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