



we are
the network

Gender pay report

As at 5 April 2017

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 compares 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 first report and it is available from April 2018.

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

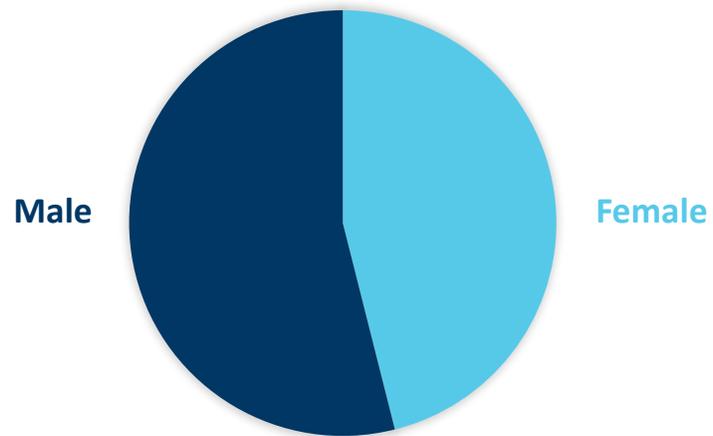
We commit to publish the report on our external website (www.northerngasnetworks.co.uk) and on (<https://www.gov.uk/report-gender-pay-gap-data>) where it will be available to upload for a period of 3 years.

Report as at April 2017

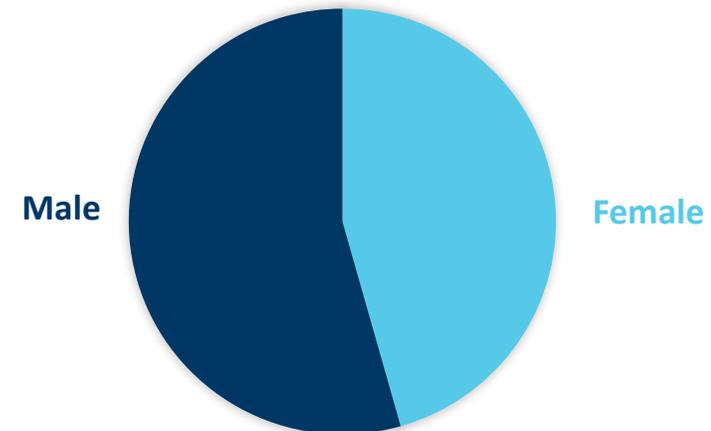
Gender Pay Gap %

Percentage difference between male and female mean and median pay for the period. Females make up 21% of the total workforce.

MEAN PAY GAP - 14.55%



MEDIAN PAY GAP - 16.2%

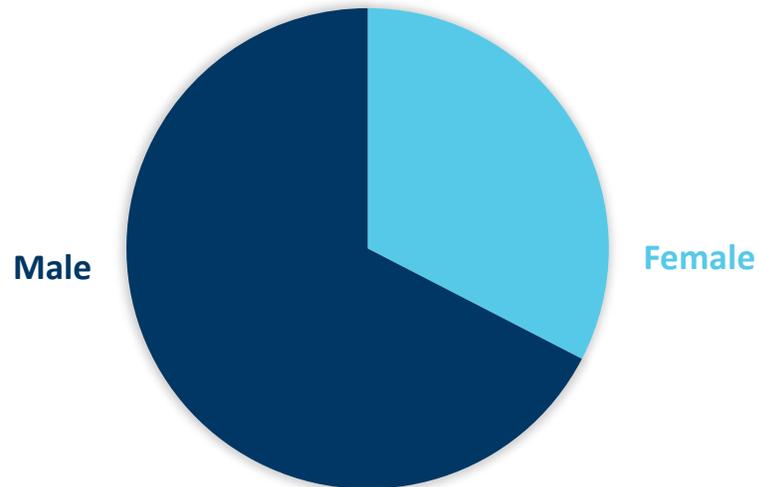


Report as at April 2017

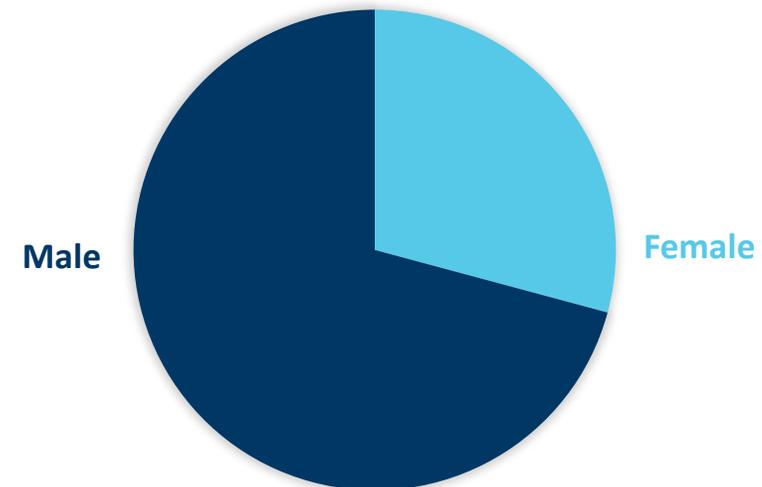
Gender Bonus Gap %

Difference between male and female mean and median bonus pay for the period. 155 females and 543 males received bonus / incentive pay in the period.

MEAN BONUS GAP - 51.65%



MEDIAN BONUS GAP - 59%



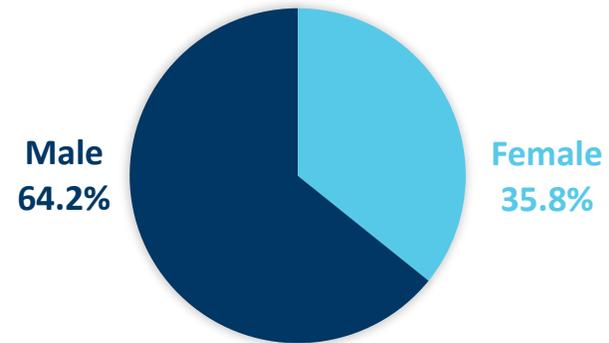
Report as at April 2017

Quartiles %

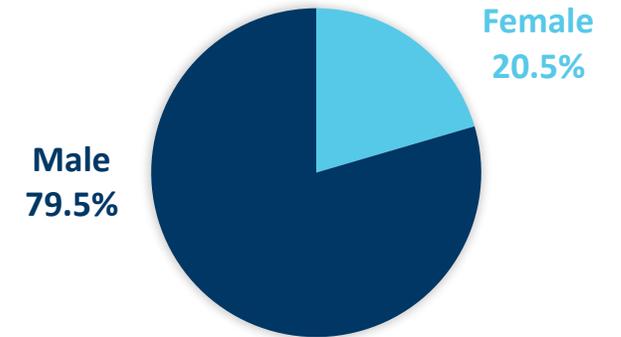
Proportion of males and females across four equal size quartiles for the pay period including 5 April 2017.

296 females and 1114 males total 1410 employees.

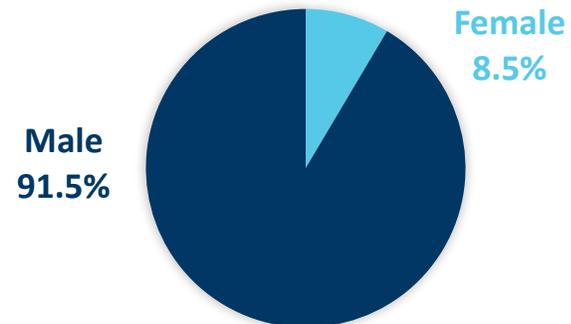
LOWER



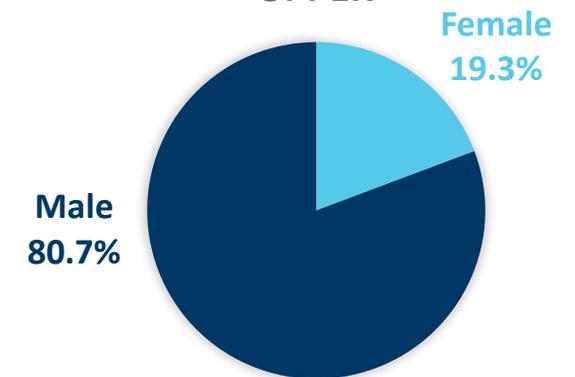
LOWER-MIDDLE



UPPER-MIDDLE



UPPER



Our story ...

Section title

Why do we have a gender pay gap?

The UK's median national gender pay gap is currently 18.1%. NGN compares well to this figure at 16.2%.

Whilst we have a workforce made up of 79% men and 21% women, our business is typical of many others in engineering and has historically attracted a higher percentage of males, with more males in more senior roles.

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?

Northern Gas Networks acknowledges that more needs to be done to encourage women to join the organisation at all levels, including entry level operational roles. Much work is being done through school engagement including careers events, 1 to 1 presentations, employer workshops and careers advice. We are also working in collaboration with Energy and Utility Skills on a wide range of initiatives to attract more women in to the industry and to promote STEM subjects to a wider pool of applicants.

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 "Fiona Sweeting". The signature is written in a cursive style with a large, looping 'F' and 'S'.

Fiona Sweeting, HR Director, Northern Gas Networks

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