



## Quotes

### **Basil Scarsella, Chair of the Energy & Utilities Skills Partnership and Chief Executive, UK Power Networks**

“The Inclusion Commitment is an opportunity for all of us in the Energy & Utilities Skills Partnership to develop workforces that reflect the communities we all serve and tackle the challenge of increasing diversity head on. We are very keen to share best practice and drive change through proactive, transparent measures.”

### **Nick Ellins, Chief Executive, Energy & Utility Skills**

“Through the inaugural Skills Strategy, led by the Energy & Utilities Skills Partnership, the UK’s utilities and their contractors have set out their ambition to enhance the diversity of their workforces and be ever more inclusive. This new commitment is a framework. It starts the collective action to help the utility sector workforce better mirror the communities it serves and secure the unquestionable benefits that result from having vibrant, truly inclusive and diverse teams.”

### **Pauline Walsh, Chief Executive Officer, Affinity Water**

“At Affinity Water we are committed to building a more inclusive culture, allowing every member of our workforce to bring their true selves to work, to enable them to thrive and to reach their full potential.

We have a vision to be the UK’s leading community-focused water company. By committing to inclusivity, we ensure that our company and its values best reflect the communities we serve and allow us to be world-class in what we do.”

### **David McLoughlin, Managing Director, Amey**

“Ensuring Amey is an attractive and inclusive place to work is really important to us. We were the first company in our sector to achieve Leaders in Diversity status for our work in this area, however we know there is still more we can do.



“A wider range of experience and a more diverse workforce will help us deliver services that better respond to the needs of the communities in which we work. We’re delighted to be supporting the Energy & Utilities Skills Partnership Inclusion Commitment to help our business and the industry change.”

### Peter Simpson, Chief Executive, Anglian Water

“At Anglian Water we are committed to reflecting the diversity of our customers in our workforce. We are striving to be inclusive in everything we do, across our workforce and with our supply chain partners to bring positive change in this area.”

### Paul Raby, HR Director, Balfour Beatty

“The launch of the Energy and Utilities Skills Inclusion Commitment is a vital step forward in ensuring that we have a workforce as diverse as the communities in which we operate.

“A diverse workforce is integral if we are to acquire the skills and innovative thinking needed to deliver the vast pipeline of key infrastructure projects on the horizon and bridge the skills gap our industry continues to face.”

### Lila Thompson, British Water, CEO

“British Water is proud to have signed the Energy & Utility Skills’ Inclusion Commitment, which aligns with our own diversity values. By making the water industry more welcoming and supportive of women and different ethnic groups, more and more people will see it as a sector they want to be a part of. This approach is vital if we want to tackle the current skills gap and make our industry more representative of the customers it serves.

As future thinkers, British Water has the next generation of leaders in mind - we want to create a place where we can help people of all backgrounds focus on and harness their strengths and understand the value they can bring to the industry.

Those already in the sector must feel supported if they are to maintain job satisfaction, develop their skills, reach their potential and explore opportunities for career progression. We have a number of initiatives in place to do this, such as our Women in Water campaign, which aims to support women with their career and personal development.

We recognise, however, that work can’t be limited to one-off events - there has to be a fundamental shift across the whole sector, which is why I urge all companies to join us in signing this important commitment.”



## Mel Karam, CEO, Bristol Water

Bristol Water is a values-based company with over 500 employees. We are extremely proud of the great service we provide to our customers and of our contribution to the wellbeing of our local communities. The area we serve is vibrant and diverse and we are committed to employing an equally diverse and inclusive workforce to form our Bristol Water family, who together deliver our ambitious plans. This is integral to our company purpose, which is to have a positive impact on the lives of our customers, communities, stakeholders and employees.

## Chris Train OBE, Chief Executive, Cadent

“There is great value to a business where a diverse workforce represents the communities it serves.”

“I am proud of the diverse workforce we have within Cadent. Through schemes such as EmployAbility and the Spring Forward programme, we can demonstrate the benefits and great value diversity and inclusion brings to our business. By being more inclusive and having a more diverse workforce, it gives us a better connection and understanding with the communities we work in and serve.

“Our EmployAbility scheme, which provides internships for young people with learning needs and disabilities, focuses on a person’s ability and helps to develop new skills. We also provide the Spring Board/Spring Forward programmes for women which develops skills and opportunities within our business. Through these programmes we hope to encourage a wider representative workforce.

“Within Cadent it is important that we continue to work to encourage and inspire a broader spectrum of people into our businesses; demonstrating the various opportunities they can have and long-term prospects within Cadent and the important skills and perspective they can bring to the company.

“Cadent is working hard to encourage women, BAME, those with disabilities and under 24s into the company and as well as the energy industry. By signing up to this Diversity and Inclusion commitment through the Energy & Utilities Skills Partnership, we are showing a united front to improve and to share best practise throughout the gas and energy industry.”



### Simi Dubb, Global Diversity Director, Centrica

“We must be an inclusive employer to attract and retain a diverse and skilled. Inclusion is about making sure that people feel valued, respected, listened to and able to challenge. Inclusion also drives innovation and better business outcomes through fresh ideas and different perspectives to problem solving.

As we position ourselves to be a 21st Century energy and services organisation, we must all value difference, support inclusion within the workplace and use our range of channels and tools to drive innovation and quality of service for our customers.”

### Matt Cannon, Chief Executive, Clancy Group

“At the Clancy Group we strongly believe that our direct employment model is what sets us apart. Addressing both our own and the sector’s historic diversity challenge is a focus area for us as an organisation. As a result, we are working hard to increase our own demographic mix as well as working with industry bodies to influence the wider utilities and infrastructure workplace”.

### Chris Jones, Chief Executive, Dŵr Cymru Welsh Water

“Our aim is to develop a workforce that not only reflects the diverse communities we serve - but is made up of the best talent available, regardless of who you are or what your background is.

“We know that some parts of the water industry have traditionally been male dominated - and tackling this perception head-on is a priority for us as we plan for the future. We know developing a diverse and multi-skilled workforce is crucial to ensuring we realise our vision of earning the trust of our customers, and meet the expectations they have of us in the coming decades.

“I am therefore proud to be working with the Energy & Utilities Skills Partnership and so many companies across the utilities sector to help drive this change across our sector.”

### Michael Lewis, Chief Executive, E.ON UK

“We are working to fundamentally transform the wider energy system for and with consumers and to do that it’s critical our workforce represents the diversity of the customers and communities we serve. I’m proud of the work being done across E.ON to improve the diversity of our workforce and ensure we continue to be an inclusive sector in which to work. We’ve been recognised as a Top 50 inclusive employer for the past two years running and we understand we have more work to do. Signing up to the sector commitment helps us challenge ourselves to keep improving.”



## Paul Taylor, Group Chief Executive, FCC Environment

“As one of the UK’s leading resource and waste management businesses employing some 2400 staff, we have always been a fair and equal employer. Working collaboratively with peers including the Energy & Utilities Skills Partnership on The Inclusion Commitment has brought into sharp focus our achievements to date and the need to go ever further to encourage diversity in its many forms and recognising the contribution all members of our team make to meeting the objectives of our business. We are delighted to be supporting this initiative which will support us in achieving this aim.”

## Chris Ambler, Chief Executive, Jersey Electricity

‘As Jersey’s leading energy supplier with a 95-year history, we have a special place in the community and huge responsibility to our customers. We are constantly seeking to deepen our relationships with them ‘beyond the meter’ and that requires not only a highly skilled and committed workforce but also employees who reflect and can empathise with the community they serve. We therefore aim to be an employer of choice in Jersey, where employees are engaged, supported and developed by being respected, included and heard.

I am convinced that inclusion and diversity leads to better ideas sharing, debate and decision making. The Inclusion Commitment provides an opportunity to share best practice, collaborate and build on our existing diversity and inclusion approaches.’

## Barry McNicholas, Executive Director, Kier Utilities

“We are proud to be supporting the Energy & Utilities Skills Partnership Inclusion Commitment as it looks to unite the industry and tackle the lack of diversity within our workforces. As a sector, it is critical that we come together and act now.

“We launched our Shaping Your World™ campaign to challenge perceptions and inspire the next generation of talent to consider a career within the built environment. To date, we have engaged with over 15,000 schoolchildren across the country and we are delighted that Energy & Utilities Skills Partnership has joined as a partner. Working collaboratively, it is the only way we will create more balanced businesses that are reflective of the communities we serve.”



### Jim Arnold, Chief Executive, M Group Services

“Morrison Utility Services, as part of M Group Services, is committed to creating an inclusive and diverse workforce for the benefit of our people, our clients and the communities we work in.

“We recognise that we share this goal with others in the energy and utilities sector and we welcome the strength we will gain through collaboration to promote our sector to underrepresented groups.

“As our business grows we want to attract people with new ideas, perspectives and experiences which will enrich our culture. Everyone should have the opportunity to reach their potential and have their contribution recognised.”

### John Pettigrew, Chief Executive, National Grid

“For me, the importance of being diverse and inclusive as an organisation and sector, comes down to three very simple things. The moral argument - it’s the right thing to do. The economic argument - organisations that are diverse and inclusive perform better than those that aren’t. And finally, I believe that a business needs to be purpose led - it needs to reflect the communities in which it works and serves. It’s really important to me that everyone across National Grid brings their full, authentic selves to work, each and every day.”

### Paul Stapleton, Managing Director, NIE Networks

“The launch of the Energy & Utilities Skills Partnership Inclusion Commitment is an important step in ensuring that we have a workforce as diverse as the communities in which we operate.

A diverse workforce is essential if we are to ensure we have the appropriate skills and innovative thinking needed to deliver for our customers and bridge the skills gap our industry continues to face.”



## Mark Horsley, Chief Executive, Northern Gas Networks

“The UK energy sector is undergoing huge change and diversifying the workforce is an important part of that transition.

Here at Northern Gas Networks, we’re firmly focused on building a diverse and inclusive workforce where colleagues can make the most of their potential regardless of gender, age, disability, sexuality or background.

We’re committed to working closely with schools across our network to encourage greater uptake of STEM subjects, and to encourage more women and colleagues from different backgrounds into our business. We are currently talking to our school stakeholders to determine how we do this better.

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

## Sara Venning, Chief Executive, Northern Ireland Water

“NI Water is accredited by Diversity Charter Mark NI and is fully committed to supporting a diverse and inclusive culture giving all our people the equal opportunity to reach their full potential at work. We believe that NI Water is best able to understand and meet the needs of our customers if our organisation reflects the diverse communities we serve.”

## Phil Jones, Chief Executive, Northern Powergrid

“We’re proud to be part of this industry-wide commitment. Welcoming people from a diverse range of backgrounds with different ideas, views and approaches enriches our business and builds a workforce that reflects the communities we serve.”

## Heidi Mottram, Chief Executive, Northumbrian Water

“I strongly believe that attracting, supporting and retaining a diverse workforce and being an organisation which is truly inclusive for all is essential for us to achieve the ambitious goals we have set ourselves for the next few years. These include delivering unrivalled customer experiences, offering affordable and inclusive services and aspiring to be leading in innovation for our sector. We’re delighted to be signing up to this commitment and look forward to continuing our collaborative approach to drive change in the sector”.





### Bob Taylor, Chief Executive Officer, Portsmouth Water

“I am delighted to add our name to the Energy & Utilities Skills Partnership Inclusion Commitment. It is important that as we drive towards a stronger social purpose within our sector we have a diverse and talented workforce that truly represents the communities we serve. It is incumbent on all of us in the industry to work together to ensure we are truly representative of our communities. I want people to be proud to work for Portsmouth Water and equally be part of a community that is proud to have Portsmouth Water as its water supplier - supporting this Inclusion Commitment will help us achieve that.”

### Keith Anderson, Chief Executive, ScottishPower

“We are proud to support the Energy & Utilities Skills Partnership’s Inclusion Commitment and we hope to lead by example, showing how teams with greater diversity and strong leadership can offer much higher levels of innovation, creativity and success for our business and the sector as a whole.”

### Douglas Millican, Chief Executive, Scottish Water

“Scottish Water has long recognised that diversity in the workplace makes good business sense and leads to fresh thinking, better decision-making and strong performance. Creating an inclusive environment helps everyone to feel that their contribution is valued and that they are able to reach their full potential. We endorse the Energy & Utilities Skills Partnership’s sector wide commitment to Diversity and Inclusion and we will work collaboratively with other employers to attract and retain a more diverse and inclusive workforce for our sector, and to support a flourishing Scotland.”

### Anthony Ferrar, Managing Director, SES Water

“At SES Water we are committed to creating a diverse and balanced workforce with a working environment where we can attract and retain diverse talent, that is reflective of the communities and customers we serve. This is while also strengthening our contribution to our local communities and enhancing our legitimacy with those we are privileged to serve. We are proud to be part of the Energy & Utilities Skills Partnership inclusion commitment, where we can challenge ourselves and share sector best practice to drive change.”

### John Morea, Chief Executive, SGN

“At SGN, diversity and inclusion are priorities. We’ve been making some positive changes over the past two years and we’re proud of the progress made. However, we recognise the journey is slow and there’s much more to do to allow inclusion to thrive. There’s no one size fits all approach but by working collaboratively as a sector, we can learn from others, knowing that great ideas come from having many voices in the conversation.”





### Juergen Maier, Chief Executive, Siemens UK

“A truly inclusive workforce is vital to success at an individual and a company-wide level and it is important for UK business to proactively contribute to improving the diversity of the workforce. Siemens is committed to embracing different points of view, characters and experiences, as this will lead to the vibrant culture that creates the best ideas and innovation for a new generation.”

### Paul Butler, Chief Executive, South East Water

“Our vision for South East Water is to be the water company people want to be supplied by and want to work for. We know that to achieve this it is vital our workforce includes the diverse community we supply water to. Working collaboratively across the industry is the best way to encourage an inclusive workplace for all so we are proud to support the Energy & Utility Skills Partnership’s Inclusion Commitment.”

### Ian McAulay, CEO of Southern Water

“The challenges we face as a society and a business can best be addressed by working collaboratively with the customers and communities we serve. By doing that we succeed together.

“A diverse workforce which truly represents these communities is an essential step towards our becoming a more resilient, innovative and inclusive company.

“On behalf of Southern Water, I am proud to support the Energy & Utilities Skills Partnership Inclusion Commitment.”

### Dr Stephen Bird, Managing Director, South West Water

“It’s hugely important that, as we attract new talent to the sector, we retain, recruit and develop people from the widest possible range of backgrounds. Ensuring a diverse and inclusive workforce that reflects the customers and communities we serve, and with a variety of perspectives, leads to more rounded and representative decision-making and a more vibrant company culture. There should be no barriers to realising one’s potential and making a full contribution at work.

“We look forward to developing our work with the energy and utilities sector, helping to plug the skills gap in a socially inclusive way.”



## Phil Newland, Managing Director, South Staffs Water / Cambridge Water

“Our guiding purpose is to provide clean wholesome water to 1.7 million people and around 45,000 businesses across our South Staffs and Cambridge regions. Our people very much count in the services we deliver to our communities. We’re passionate about being a workplace that promotes and values inclusion and diversity. More importantly, being an environment where anyone, from any background, can do their best work. We fully support the principles of the sector’s inclusion commitment”.

## Colin Nicol, Managing Director, Networks, SSE

“There’s no quick fix or one-off initiative to build a more diverse workforce. It requires systemic change to give the best opportunity to attract, retain and develop the broadest range of talent.

“Action not words alone will drive diversity and this commitment is backed up with tangible outputs from all organisations involved to bring about the change we need.”

## Steve Robertson, Chief Executive, Thames Water

“Supporting diversity and inclusion is not just something that’s clearly the right thing to do but is vital to ensure that the best available talent contributes to our business and that we reflect the communities that we serve.”

## Andrew Pace, HR Director, UK Power Networks

“For us to best serve our customers it’s crucial that our workforce reflects the diverse communities we operate in, and we recently achieved the National Equality Standard. The Energy & Utilities Skills Partnership Inclusion Commitment is a valuable opportunity for companies like us to share best practice and drive change, to promote diversity and inclusion practices that are meaningful and become embedded in the culture of the company.”



## Marguerite Ulrich, Chief Human Resources Officer, Veolia UK and Ireland

“We welcome this new initiative and the opportunity to close the future skills gap. At Veolia we have been working towards an inclusive organisation by growing diverse teams and we see it as a business imperative. Studies have shown diversity of thought improves problem-solving, decision-making and even financial performance; we know that by leveraging our people’s differences we can drive innovative growth in our company and the industry.”

## Graham Edwards, Chief Executive, Wales & West Utilities

“Being a gas engineer isn’t about your gender, race or sexuality: it’s about your skills, the way you do things and your dedication to your work. Through proactive recruitment campaigns, we saw more female and BAME applications to our award-winning apprenticeship scheme this year than ever before - and we will continue to review our strategies to keep improving and making our opportunities accessible to all.

“We want to reflect the diversity of the people we serve, and are proud to be supporting the Energy & Utilities Skills Partnership Sector Inclusion Commitment. It will help the utilities industry as a whole deliver for the communities that rely on us every day.”

## Richard Flint, Chief Executive, Yorkshire Water

“We’re committed to providing a diverse and inclusive working environment which reflects our equally diverse customer base. This is integral to delivering against our Strategic Business Objectives and our vision of ‘Taking responsibility for the water environment for good’. We also believe that an innovative and effective Equality and Diversity Strategy is an essential ingredient in maintaining sector leading performance, promoting equality of opportunity amongst all existing and future employees.”