



## 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.”

### **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.



## 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.”

## 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.”

## 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

“M Group Services, as a responsible business, is committed to creating a diverse workforce for the benefit of our people, our clients and the communities we work in.

“We recognise that MUS, as part of M Group Services, shares this goal with others in the energy and utilities sector and welcome the strength we will gain through collaboration to promote this 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.”

## 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.”



### 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”.

### 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.”

### 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.”

### Colin Nicol, Managing Director, SSE

“SSE has learned there is no quick fix or one-off initiative that will build a more diverse workforce. It requires systemic change in the way we do things in the everyday that will give us the best opportunity to attract, retain and progress the broadest range of talent available.

We are in year 2 of a three year I&D strategy within which we’re applying an inclusion lens to every stage of an employee’s journey with SSE - from before they join to how they exit. We are making changes to ensure that everything we do is open, fair and transparent to all. I fully support this sector wide commitment to Inclusion & Diversity which will see us working better together and we are excited to share SSE’s learnings and also to bring new insights from what is working elsewhere back in house.

It’s action not words alone that will drive more diversity and knowing that the commitment is backed up with each company agreeing to deliver against a set of operating principles makes sure we are all accountable for taking real tangible action 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.”

### Steve Fraser, Chief Executive, United Utilities

“I’m proud of the work we do at United Utilities to attract and recruit people from the most diverse talent pool. We want our workforce to represent the community that we operate in and by tailoring our recruitment process to focus on equality and inclusion, we can ensure that we have a highly skilled workforce, now and in the future.”

### 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.”