

**More data =
better insight**

Tackling Inclusion and Diversity in Energy

Overview



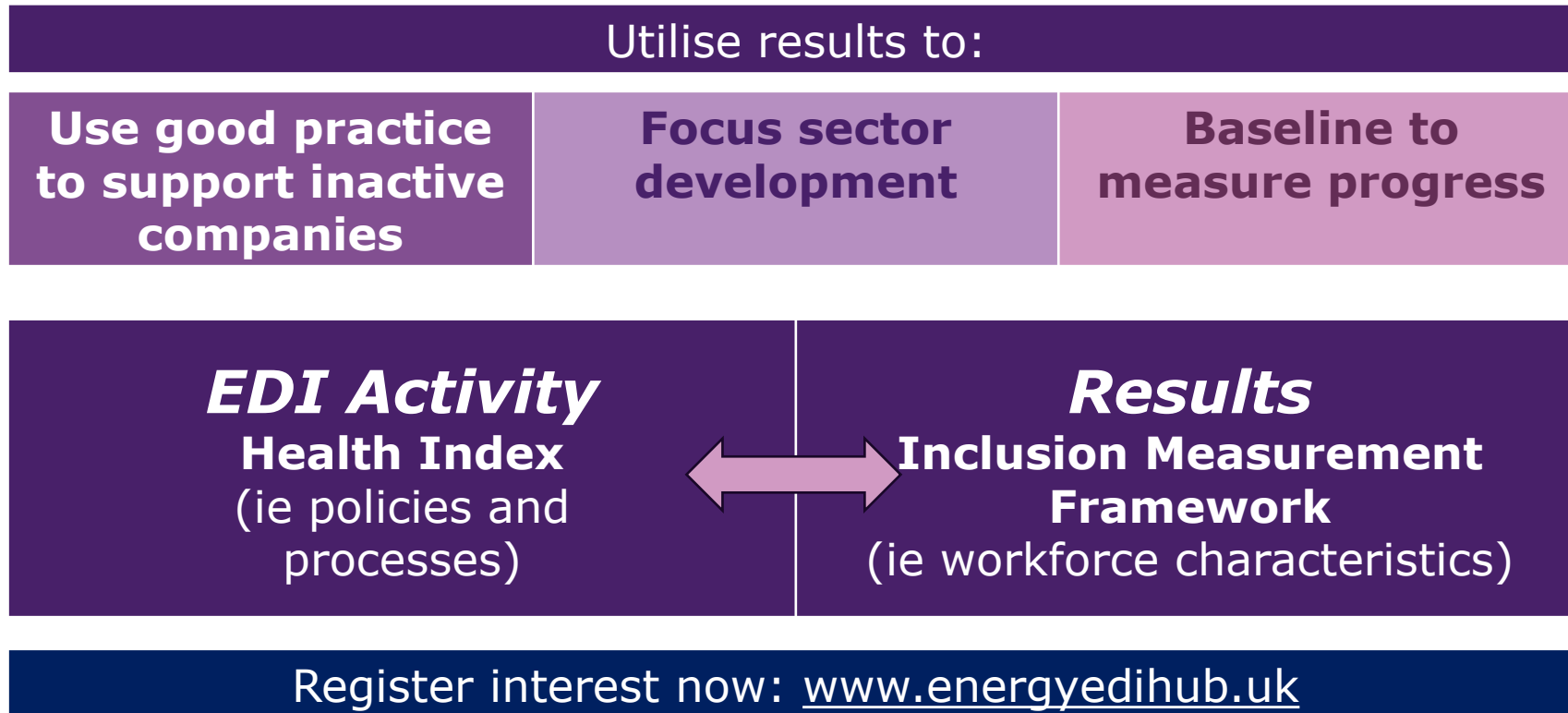
- TIDE is a group of volunteers across 40 organisations working to improve Equity, Diversity and Inclusion in Energy
- Its aim is to make it as easy as possible for energy companies to improve EDI
- 2023– 2024 priorities have been;
 - Engaging with leaders
 - Insight and data collection
 - Sharing good practice
- Find out more about TIDE: www.energyedihub.uk

Insight and data collection



- More data = better insight. Fragmented data sources will not provide rich data.
- Therefore TIDE is encouraging industry to align behind two free data collection tools:
 - **INPUTS:** In 2024, TIDE launched a **Health Index**, a benchmarking tool which measures the EDI inputs – ie policies, processes and activities to improve EDI. Made up of 24 statements, the tool takes 15 minutes to complete, and individual company results are anonymous. The aggregated data gives an indication of where companies may need further support, and also provides a benchmark from which to measure progress. The Index will launch again next year in 2025.
 - **OUTPUTS:** TIDE is also pointing companies to **Energy and Utility Skills' Inclusion Measurement Framework**, developed with The Equal Group, which measures the characteristics of the wider utilities workforce. Again, results are anonymised and companies can benchmark themselves against the wider utilities sector. The Inclusion Measurement Framework will open for 2024 submissions in September.
- This pack contains the results of the first ever Health Index, and the energy sector results of the Inclusion Measurement Framework [[wider utilities results were published in April](#)].
- To register for both tools, visit www.energyedihub.uk

Making the connection





ENERGY &
UTILITY SKILLS

Inclusion Measurement Framework

Energy Sector Results

[Full report of wider utilities can be found here](#)

2023 High Level Data



Overview

41 Companies registered interest

32 Companies Submitted Data

Individual Leaders Submissions

41 / 108 (38%)

[-24 on 2022]

Sector View



20 Energy Submissions
[+5 on 2022]



6 Waste Submissions



15 Water Submissions

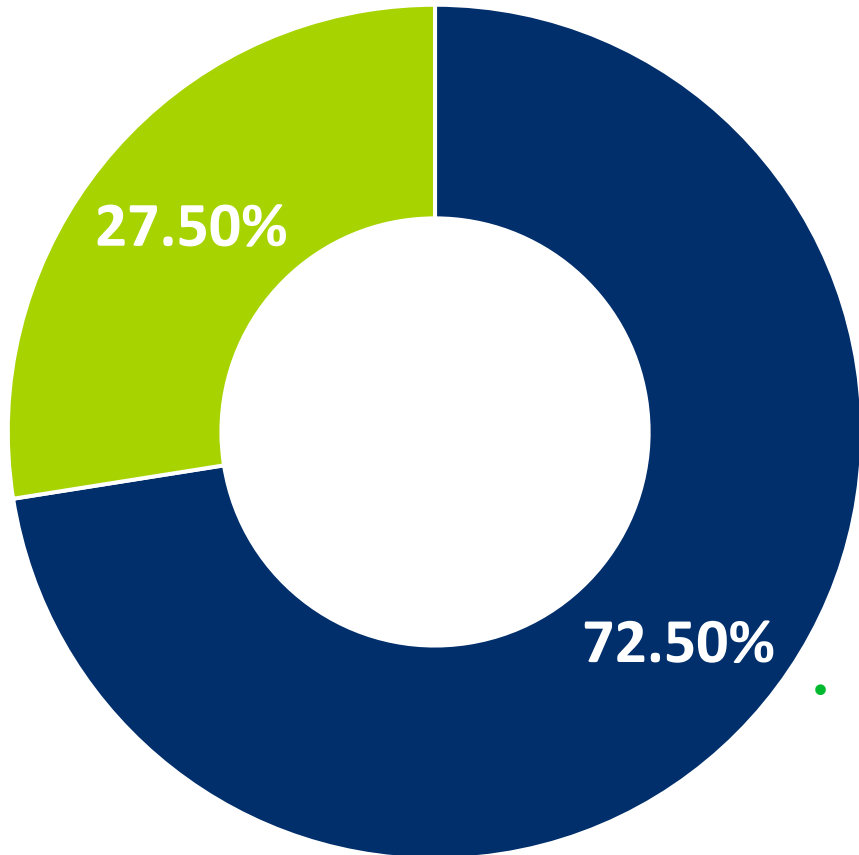


1 Supply Chain Submission

* There is overlap between sectors, due to some of the companies operating across both waste and waste-water, or power and gas, for example.

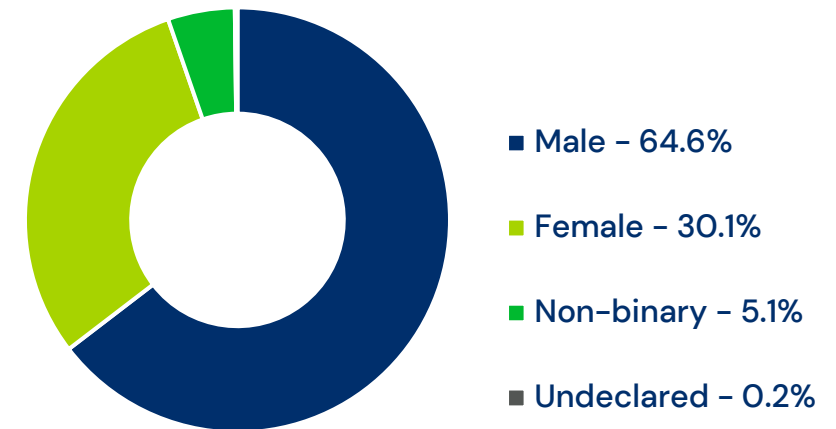
Industry Representation - Gender

Energy sector



- Male – 72.5%
- Female – 27.5%
- Non-binary – 0%
- Undeclared – 0%

Utilities-wide results
[Full report here](#)

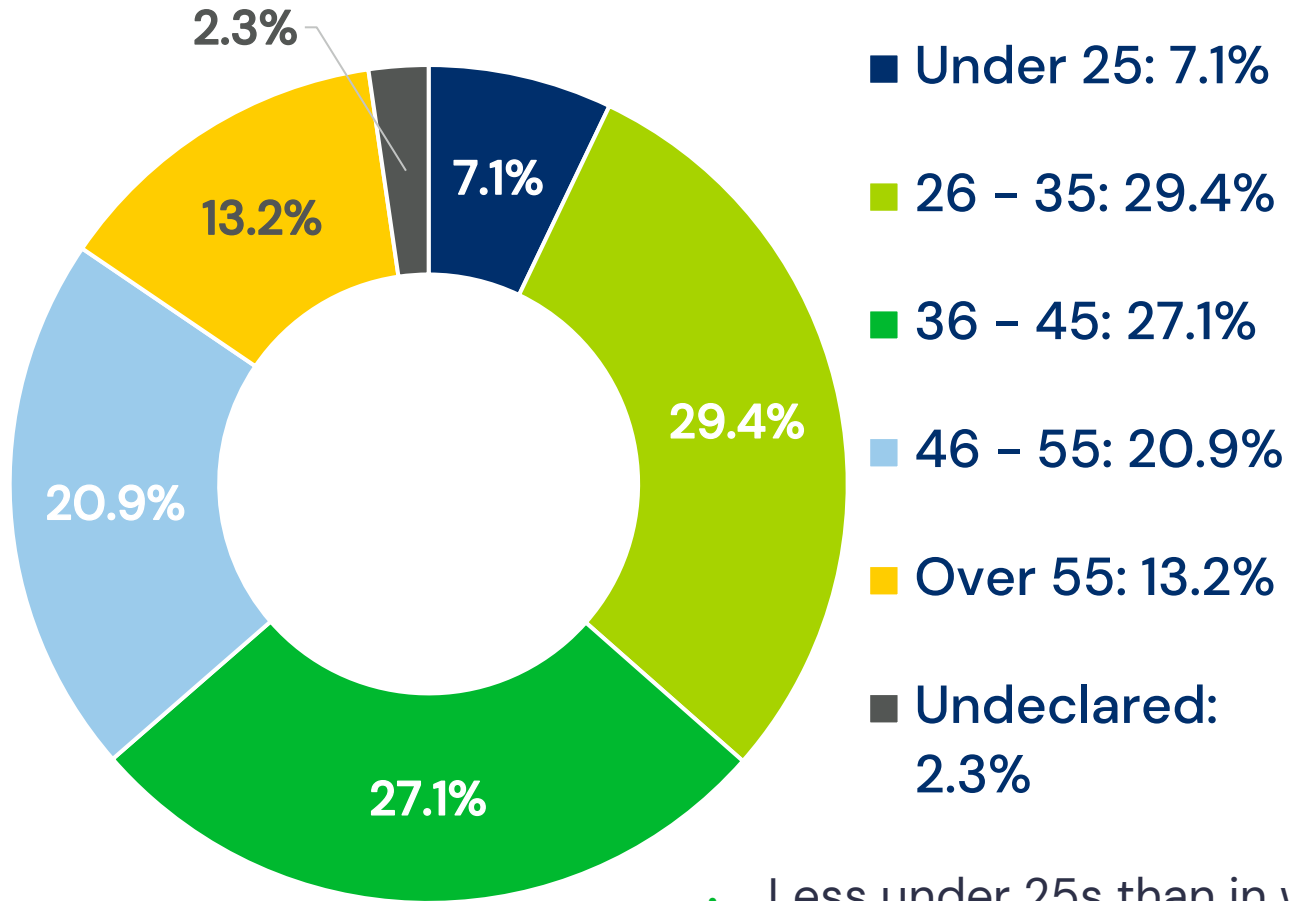


- Male – 64.6%
- Female – 30.1%
- Non-binary – 5.1%
- Undeclared – 0.2%

- Non-Binary/alternate identifier included as broad categories – no data provided. This is not to say there are not people who identify as such do not work in the energy sector; but reflects the responses of the survey participants.
- Representation of women is 2.5% behind industry as a whole [30%], and notably behind water industry at 35%.
- Significantly below the UK workforce in which women make up 48%.

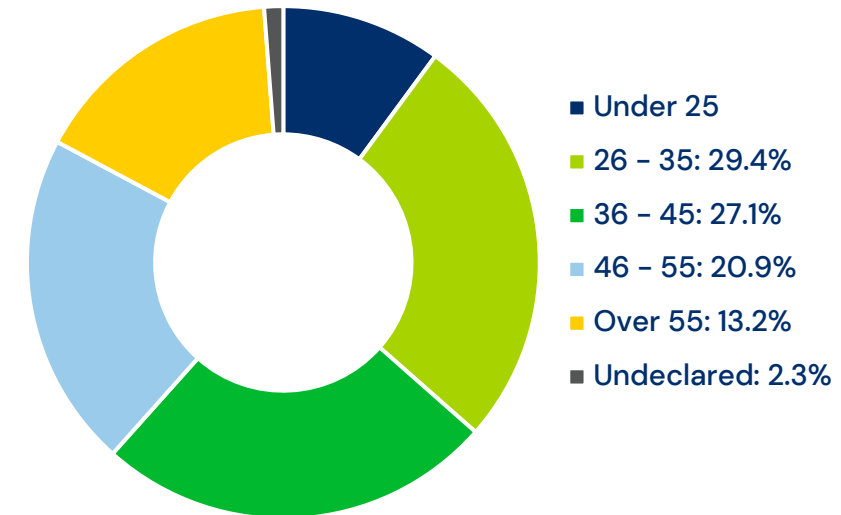
Industry Representation - Age

Energy sector



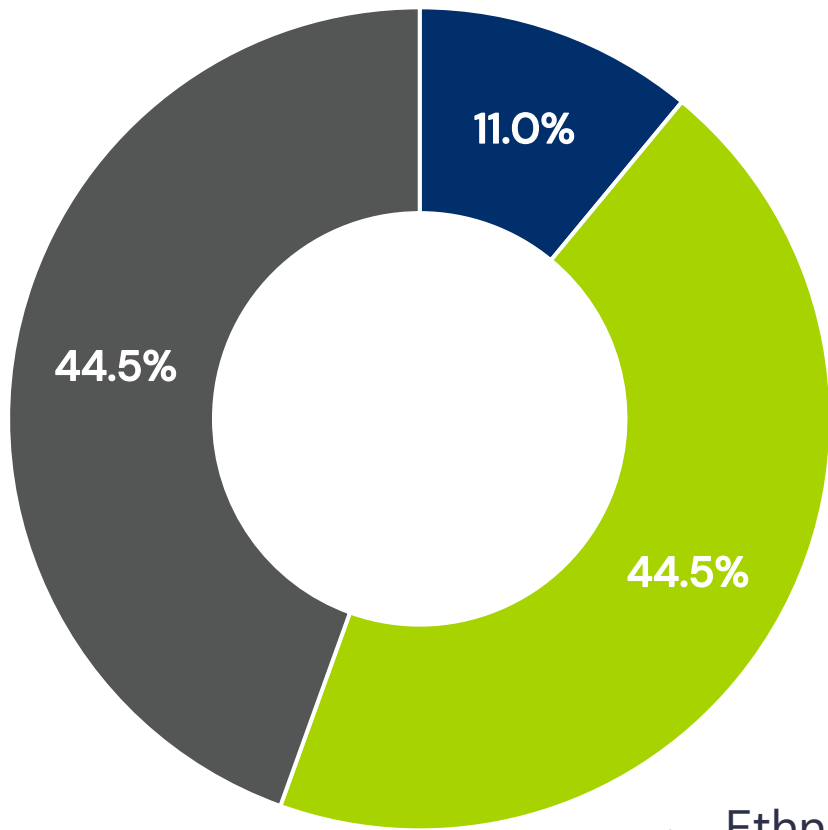
- Less under 25s than in wider sector.
- Higher population of 26-45 year olds

Utilities-wide results
[Full report here](#)



Industry Representation - Ethnicity

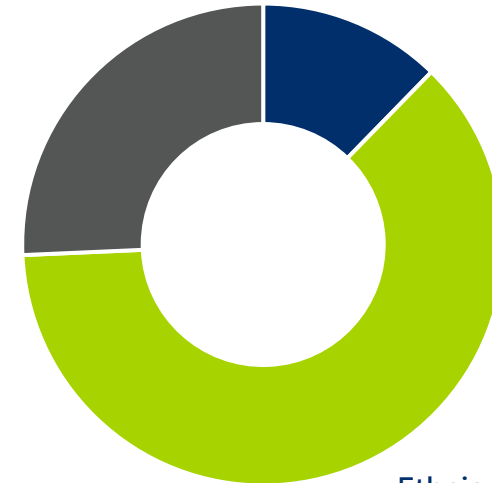
Energy sector



- Ethnic Minority – 11.0%
- White / White British – 44.5%
- Undeclared – 44.5%

Utilities-wide results

[Full report here](#)

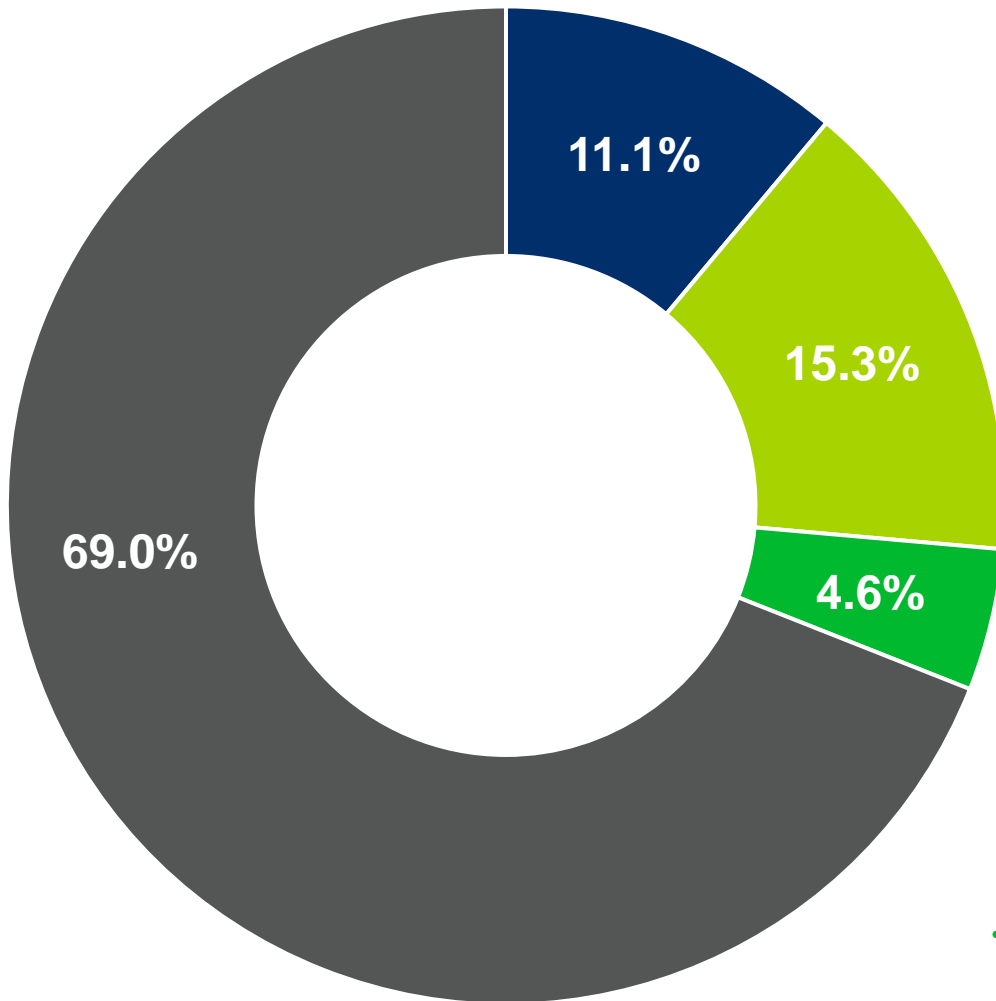


- Ethnic Minority – 12.3%
- White / White British – 62.0%
- Undeclared – 25.7%

- Ethnic minority representation slightly behind wider sector
- Wider sector has seen its representation nearly double from 7.5% to 12.3%
- Undeclared rate significantly higher than wider sector

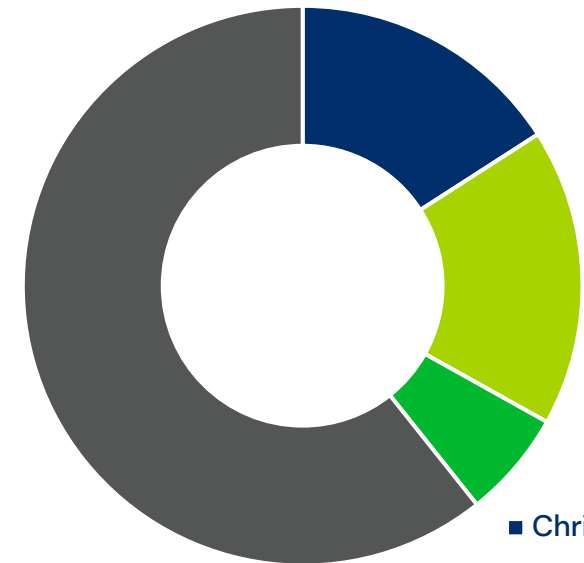
Industry Representation - Religion

Energy sector



- Christian: 11.1%
- No religion: 15.3%
- Other: 4.6%
- Undeclared: 69.0%

Utilities-wide results
[Full report here](#)

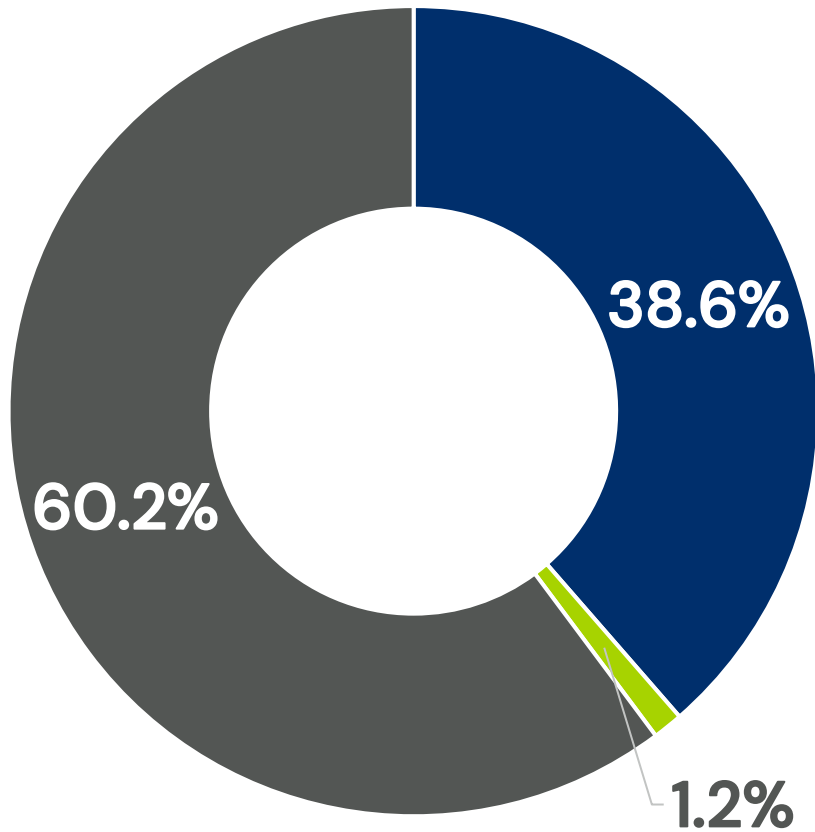


- Christian: 15.9%
- No religion: 17.2%
- Other: 6.2%
- Undeclared: 60.7%

- Proportionally similar to wider sector
- Undeclared rates again higher

Industry Representation - Sexuality

Energy sector



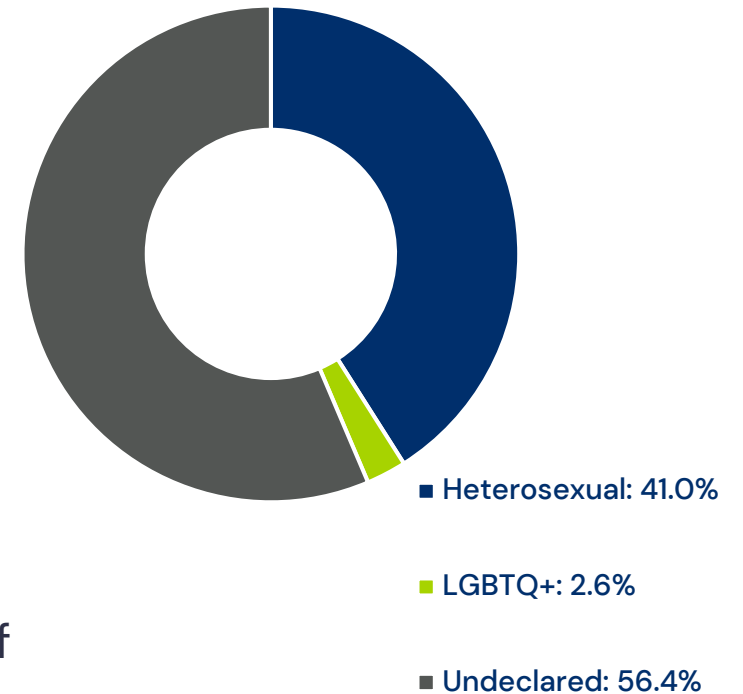
■ Heterosexual: 38.6%

■ LGBTQ+: 1.2%

■ Undeclared: 60.2%

- Undeclared rate similar to wider sector
- Those who declared LGBTQ+ representation, less than half of wider sector and behind UK workforce

Utilities-wide results
[Full report here](#)



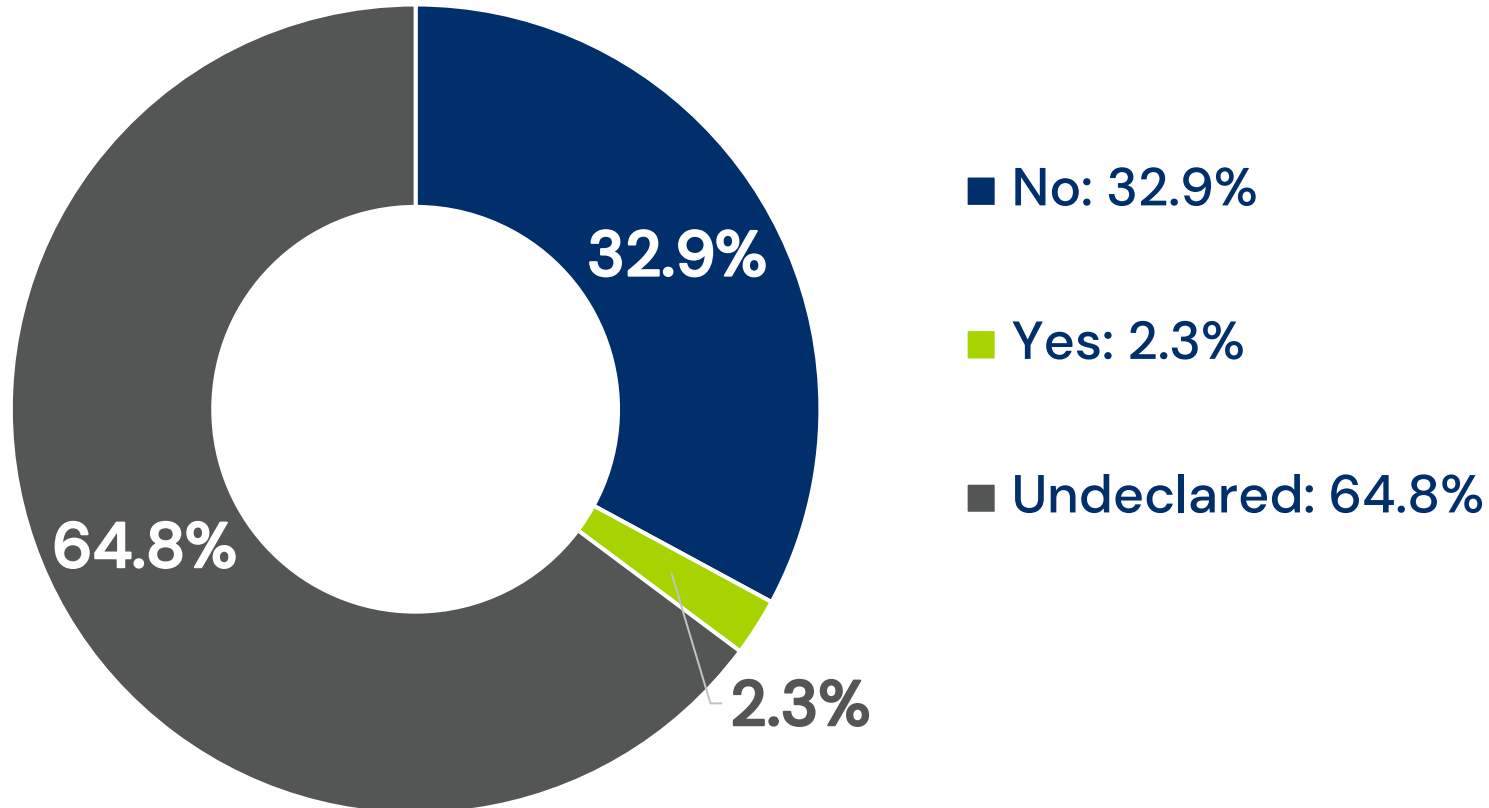
■ Heterosexual: 41.0%

■ LGBTQ+: 2.6%

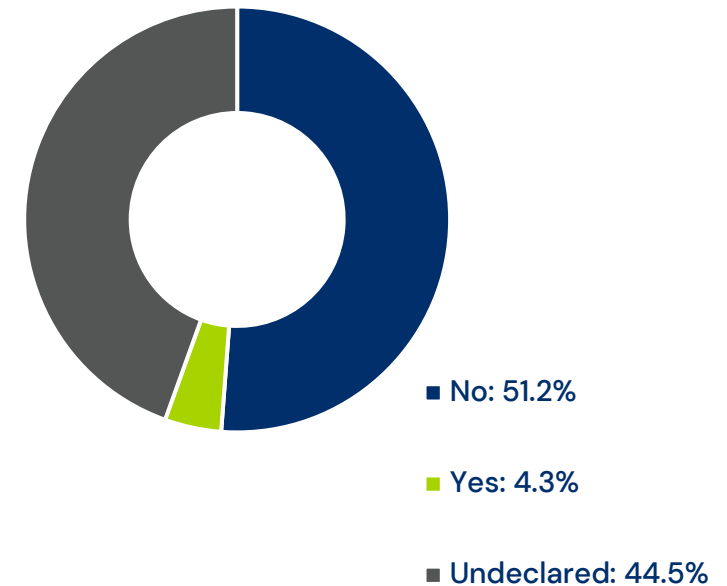
■ Undeclared: 56.4%

Sector Representation - Disability

Energy sector



Utilities-wide results
[Full report here](#)



- Undeclared data significantly behind wider sector
- Proportion of people declaring a disability in the energy workforce nearly half of that of wider sector

Additional Industry Insights



Women make up 25% of formal leadership development programmes, ethnic minorities just 4%

Increasing levels of representation of women being promoted and in leadership positions

Filtering out of ethnically diverse candidates in recruitment process

Ethnic minority employees make up 10% of promotions and 4% of leadership positions

Just 3% of leaders have declared they have a disability

Women and ethnic minorities leaving at higher levels than being recruited and represented

Leadership Survey – Key Findings



In 2023, 41 leaders responded to the survey, down from 65 in 2022.

The survey continues to show high levels of confidence in leaders' EDI awareness and understanding.

There remains under representation of all minority groups at leadership level in the energy and utilities sector.

More than three and a half times as many leaders attended a private/fee-paying school than their parents, at 28.57%.

Increase in the proportion of neutral / negative responses to whether leaders personally ensure EDI is prioritised within their organisations.

Representation of women appears to be increasing YoY - 22% in 2021, and 30.8% in 2022. In 2023, 35.29% of leaders identify as women.

Recommendations



1. Increased accountability for leaders and leadership engagement in EDI
2. Wider and more consistent participation from across the sector
3. Actionable insight from participating organisations to evaluate and deliver best practice.
4. Direct data collection, with all organisations using the same collection method
5. Increased sector and organisational accountability for progress

Next steps and call to action



- Full sector report and recommendations available at <https://www.euskills.co.uk/inclusion-measurement-framework/>
- Continued support of the Inclusion Measurement Framework as preferred framework to collate and track energy industry EDI data
- Collective and continued participation to ensure the increasing robustness of data leading to more sustainable change
- 2024 data submissions go live in September
- Energy results will be made available
- Register interest here www.energyedihub.uk

EDI Health Index Results

EDI Health Index

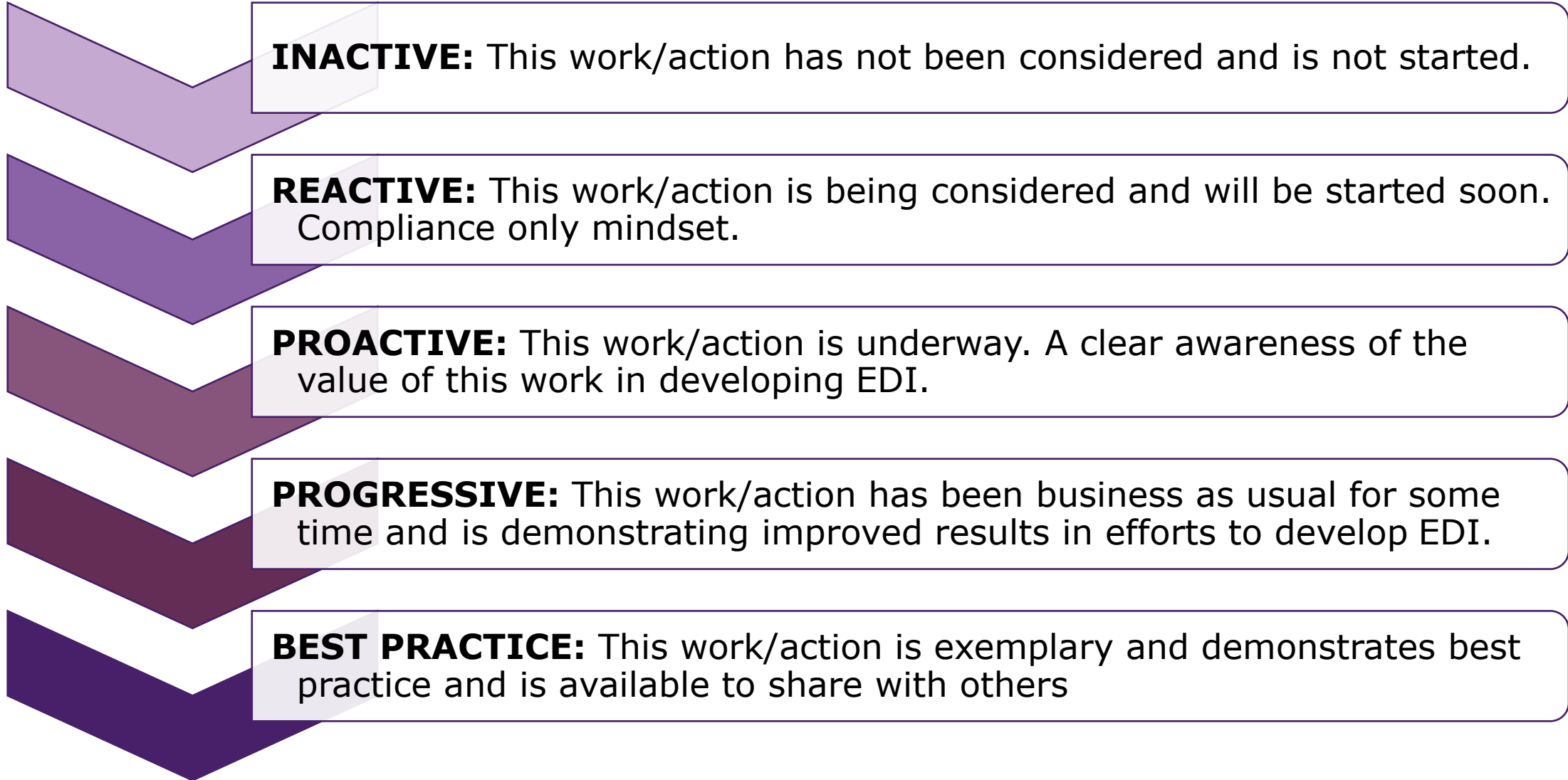


Principles:

- The Health Index is designed to provide a simple 'snapshot' of EDI maturity across the UK's energy industry
- Provides an understanding of how the industry is performing and to also identify areas of focus
- Opportunity for individual organisations to benchmark against wider industry
- A simple structure, with two key statements in 12 categories within 4 groups: **Strategy, People, External and Internal Factors**
- Run on an annual basis to track progress



EDI Health Index - Scoring



Summary



In its first year: 37 participating organisations

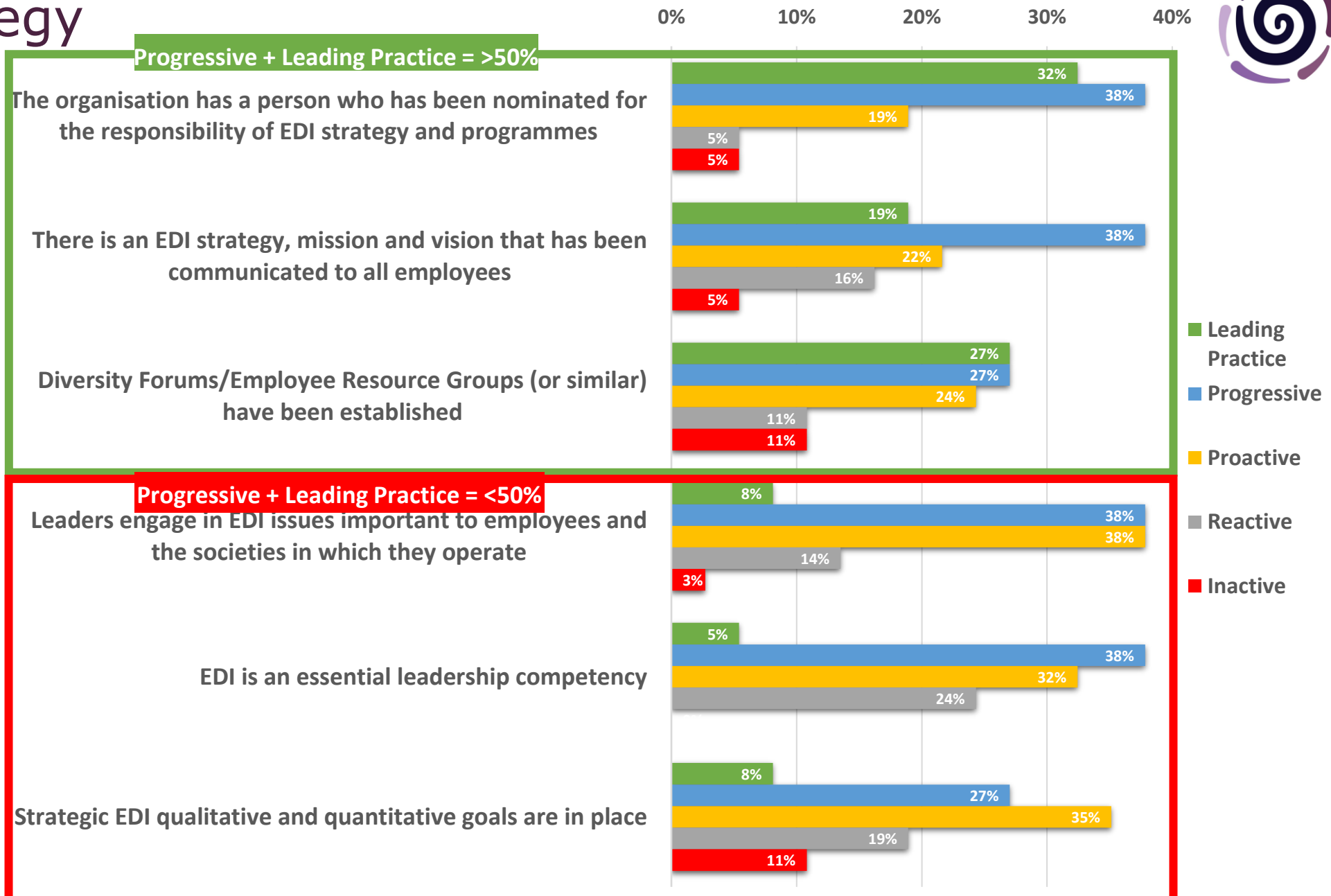
***Best Practice* performance in areas including:**

- Having in place a nominated person/strategy for EDI
- Embracing opportunities for flexibility
- Encouraging employees to be involved in EDI
- Inclusive communications

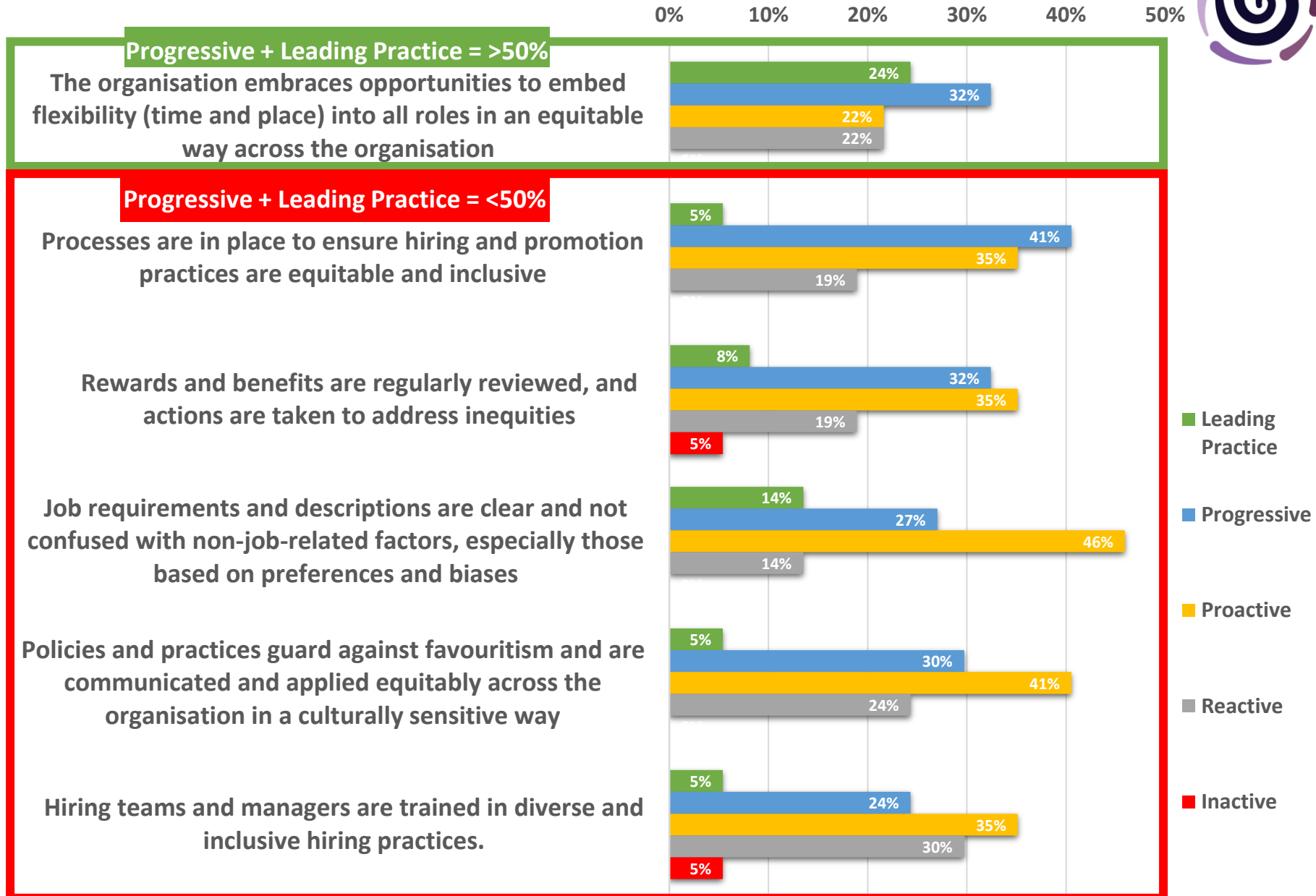
HOWEVER

- 1 in 10 respondents are inactive in setting strategic EDI goals as a priority
- 1 in 3 respondents are reactive in training hiring teams and managers in inclusive hiring practices
- High levels of inactivity in ensuring diversity in the supply chain

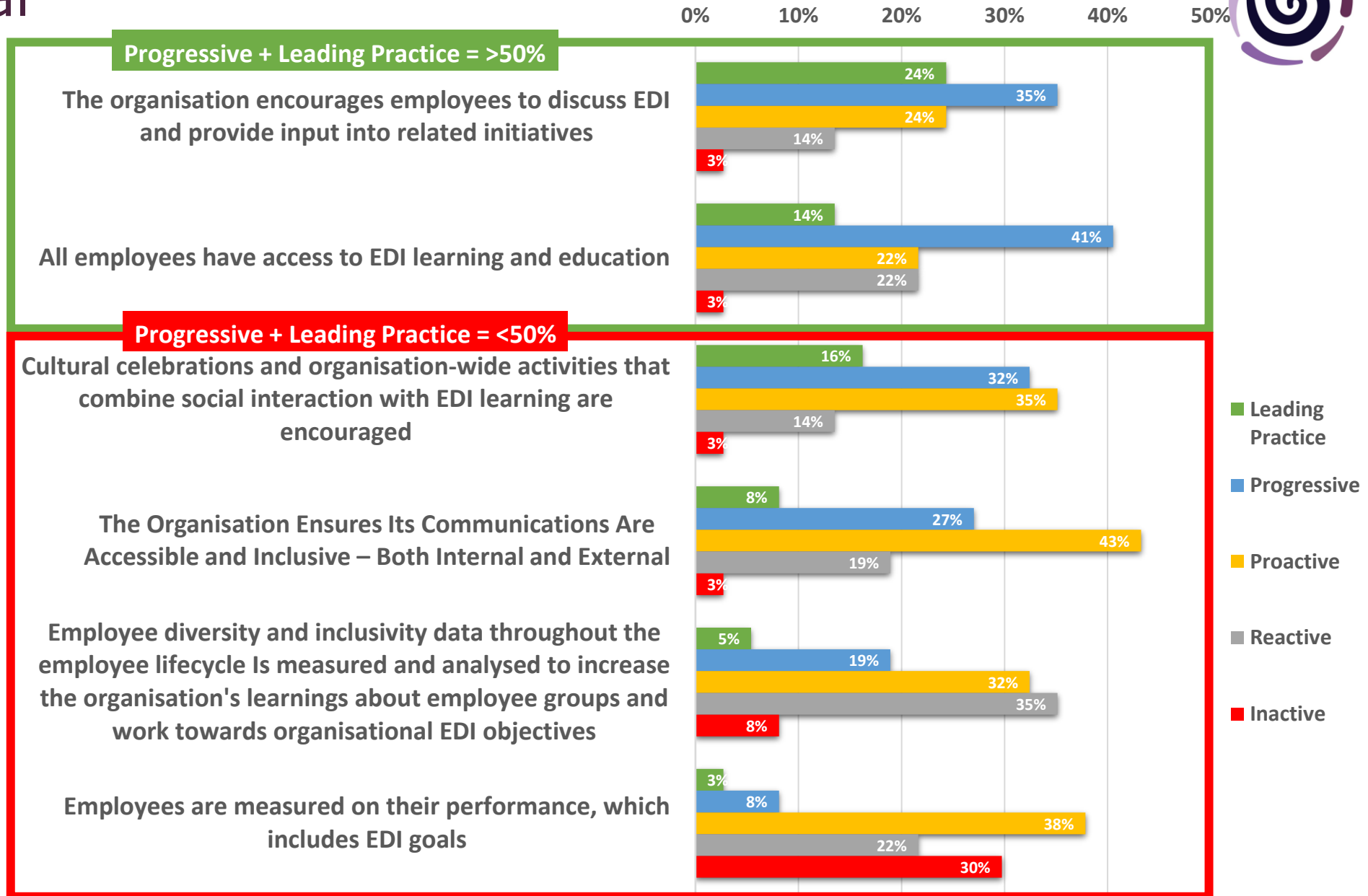
Strategy



People



Internal



External

