

Building and Maintaining an Inclusive Workforce



In 2023, So Energy launched multiple initiatives to create the culture of belonging they are striving for and to promote conscious inclusion. They recognise that it is great to have a diverse workforce but that it takes ongoing, sustainable efforts to achieve a culture where everyone can thrive.

As part of their conscious inclusion journey, in 2023 they launched So Energy's first Diversity and Belonging Strategy outlining a three-part, five-year approach to this work where they commit to:



Create a conscious culture of belonging; be an equitable, diverse, and inclusive employer.



Attract and develop the talent of today and tomorrow to shape the future of energy.



Work in partnership with their energy community to create a gender-balanced, diverse and inclusive UK energy sector representative of the customers and communities they serve.

In addition to Empow(HER), as part of a commitment to long term personal and professional development, the organisation has supported two female 'So Energists' through the Oxford Women's Leadership Development Programme. They also launched So Shine, a six-session leadership development course for senior leaders to enhance their leadership skills in areas such as emotional intelligence, inclusivity, and resilience. So Energy continues to provide opportunities for fully paid learning and development to all employees and hopes to offer these more targeted opportunities again in the future.

The company was also excited to announce the start of two external partnerships this year – one with Code First Girls and one with Circl – to connect with future leaders from underrepresented backgrounds. Fifteen Circl coaches have been trained on the So Energy team and these have mentored 15 participants. An application was received from a participant before the programme even finished!

Supporting women and developing leadership skills

As part of their strategy, 2023 also marked the beginning of their first ever Women's Affinity Group – Empow(HER). The group currently has 49 members between their London and Manchester offices and meets monthly to discuss current events, create a safe space to address challenges, and brainstorm how they can make So Energy a more supportive workplace for everyone. So far, Empow(HER) has already begun working with the So Energy Talent Acquisition Team to ensure hiring processes are as inclusive as possible and has participated in events like their Internal Careers Fair to keep diversity top of mind.

45%

A record 45%
vacancies filled by internal
candidates in May



“At So Energy, we know that to do our part and deliver our net zero target by 2040, we must reflect the customers and communities we serve. Building a diverse team is half the battle but making people from all walks of life feel included, appreciated, and celebrated is the other half. I’m proud to be on a team that fosters a culture of belonging where everyone knows they’re respected and making an impact toward something bigger than any one of us.”

Amanda Drugnick
People Director



Positive results

After a year heavily focused on championing diversity and belonging, So Energy is thrilled to report that they are already seeing the positive impact of these initiatives. With women making up 41% of their workforce, they are also above the industry average. In line with POWERful Women’s targets, they also have a goal to reach 40% women in leadership by the end of the decade.

Finally, So Energy has seen their internal mobility skyrocket, with a record 45% of vacancies being filled by internal candidates in May, promoting upward mobility across the organisation.

