



LEADERSHIP AND TARGETS



USING A CONSISTENT FRAMEWORK FOR MEASURING PROGRESS

SSE works alongside many other energy and utility companies as part of the EUSkills I&D Forum. Collectively, members of this forum agreed that there would be benefit in looking at a consistent measurement framework that would allow energy companies to benchmark their diversity performance against targets, in the knowledge that what gets measured gets done.

The Royal Academy of Engineering has commissioned work to create a measurement framework and it was agreed that the forum members would all look to adopt this approach as best they could.

As diversity information is volunteered and is not a mandatory reporting requirement, many companies have the same challenge in encouraging people to share their information - something that the Energy Leaders' Coalition I&D group has spent time discussing and learning from one another.



11%

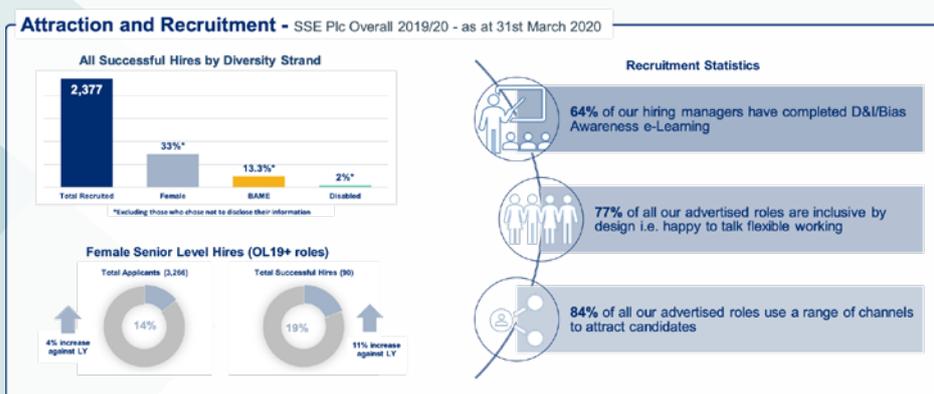
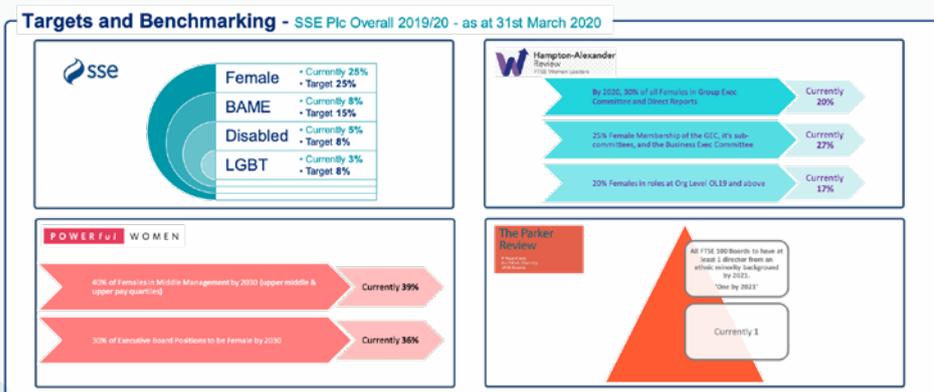
increase in female
senior level hires
in 2019/20

SSE used the Royal Academy of Engineering suggested framework to create a dashboard of data. This is shared with each Business Unit Executive Committee and there are plans to do this twice per year – to keep a focus on progress to the fore.

The completion rate of diversity information at SSE has increased over just the last 6 months from 11% to 17%, as a result of a communication drive. This remains an ongoing priority for the business as it is obvious to them that the best approach is a sustained approach at both group and local level.

Dashboard snapshots

A preview of the Targets & Benchmarking and the Attraction & Recruitment section of the dashboard gives a flavour of the level of diversity data shared and discussed within each of SSE’s Business Units.



“We want one Transmission family where all individuals are equal - data sits at the heart of this ambition – showing us what we are getting right and where we can improve, driving important discussions at the senior table around leadership behaviours.”

Alison Walker, HR Business Partner for SSE Transmission