

Building diversity and belonging – within the company and in the supply chain



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.

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 34 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.

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.



25%

Staff turnover rate
dropped by 25%
in 2023



“The supply chain is a critical but often overlooked part of ED&I work. Our Contract Beyond the Contract is a commitment by our partners to share their diversity data openly and work together to make energy a sector where everyone can thrive.”

Julie-Ann Wyatt
Head of People



Contract Beyond the Contract – pushing ED&I through the supply chain

In August, So Energy extended their Diversity and Belonging strategy throughout their supply chain, in a piece of work they are calling their ‘Contract Beyond the Contract’: a four-year commitment for their partners to share their diversity data openly. Since launch, So Energy has already received an amazing response from partners throughout the supply chain who are keen to sign up, as well as potential future So Energists excited to join their team.

Finally, the company was 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 from was received from a participant before the programme even finished!

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. Turnover rate has dropped by an outstanding 25% over the last year. With women making up 28% of their workforce, they are also above the industry average, and they have a goal to reach 40% by the end of the decade, in line with POWERful Women’s targets. Finally, So Energy has seen their internal mobility skyrocket, with a record 42% of vacancies being filled by internal candidates in July, promoting upward mobility across the organisation.