

Accelerating diversity and inclusion



This year ScottishPower has been strengthening its diverse team through its biggest ever recruitment drive – creating 1,000 new green jobs in the UK and putting D&I high on the agenda for its leadership team.

The organisation wants to recruit the best new talent and support all its employees. It recognises that requires investment in the right tools, training and programmes to create an inclusive, supportive and innovative environment. ScottishPower knows that to be truly inclusive the business must continually evolve and adapt.

Launch of an Executive D&I Committee

ScottishPower's new Executive Diversity and Inclusion Committee is a group of senior executives created to lead and champion diversity across the business. For example, it is driving progress on the organisation's work to reduce the gender pay gap and challenge unconscious bias. The committee aims to inspire change that will benefit the customers and the communities that ScottishPower serves.

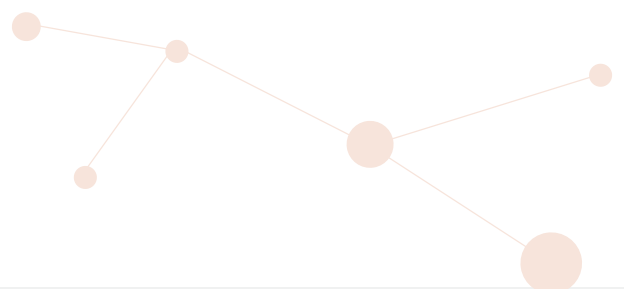
Engaging influential senior leaders on the design and delivery of a Diversity and Inclusion Roadmap, with an initial focus on recruitment and retention, will ensure that the company's ambitious D&I targets are achieved.

The committee meets quarterly to discuss and debate D&I issues and progress towards targets. This year the focus has been on gender inclusion – agreeing goals and initiatives to increase the number of women in senior roles across the business. It is now looking at expanding priority areas of diversity and inclusion in the future.

Supported by an employee-led D&I Working Group

A Diversity and Inclusion Working Group was also set up to inform the committee. It provides executives with in-depth insights and support on inclusion initiatives that will drive positive changes in the business for years to come. It ensures experts are always at the heart of the committee's decision-making and that the right data is available when it comes to discussions.

The committee provides a valuable opportunity for learning and growth across the business – paving the way for practical and targeted initiatives being deployed in the future.





“I’m proud to be part of a business that’s taking diversity and inclusion so seriously. This committee has been set up to ensure that we always consider and represent as many viewpoints as possible to remain at the forefront of our industry, as we know that there is a strong link between high-quality performance and more diverse teams.”

Gillian Noble
MD Offshore Development & Operations
and Chair of the Executive D&I Committee



“Visible leadership is a powerful tool for truly driving change. It’s about listening and learning then applying that to action. The new committee has provided a safe space for discussion, debate and for tough questions to be explored. As visible senior leaders we can play a vital role in encouraging individuals to think about what actions they can take to positively impact our inclusive workplace culture”.

Andrew Ward, CEO of UK Customer Business
and Executive Sponsor of the Connected Women’s Network



“This year we’ve created 1,000 new green jobs and ensured that diversity and inclusion continue to remain deeply integrated into every stage of the recruitment process. We’re hiring the best people and cutting through to talent in a competitive recruitment market. I’m proud to see so many inspiring, experienced and passionate women joining our teams throughout the business.”

Helen Gaier-Laidlaw, Commercial Director (UK General Services)
and Chair of the Connected Women’s Network

