

COMPANY CASE STUDY



nationalgrid



National Grid is a top performer at the leadership level and **one of the few companies to achieve gender parity** at this level.

National Grid believes that no single activity, action, or initiative is the answer to achieving representation of women.

They believe in a holistic approach that considers the whole life cycle of women at work and a balanced approach, where alongside intentional activity on an underrepresented group there is also a broader plan to target inclusion, equity, and psychological safety for all.

Some of the activities they are undertaking highlight good practice for the sector to emulate:

- » **leadership focus and commitment**, e.g., intentional focus from the CEO and chief people officer to ensure gender equity at executive, board, and senior leadership so women can see role models;
- » **targets**, e.g., setting whole workforce and management targets for women and early talent targets for women for apprentices and graduates to boost pipelines;
- » **inclusion**, e.g., focusing on inclusion for women in the field facilities, flexible working and equitable family provisions, and ensuring the external brand “superpower” is inclusive in its language and visuals to attract women and girls to the sector;
- » **development opportunities for women**, e.g., mentoring opportunities; fostering connection, community, and networking; and creative initiatives to support people at different stages in their lives and careers; and
- » **listening**, e.g., focussing on investing in and elevating gender equity focused employee resource groups; and focus groups with women in operations.



Fundamentally, they believe this work is a continuum not a tick-box exercise. They still see work needed on themes such as managers feeling unsure about DEI; inclusive mindsets and environments, particularly in the field and ops-based business; micro aggressions and banter; and a still widespread “What about me” syndrome.

They advocate that everyday acts can make all the difference and driving inclusivity is a day-to-day activity. They are unequivocal that having dedication to this topic from the top is important and pushing for DEI prioritisation, leadership accountability, and role modelling is key.