Gender Pay Gap Inquiry

SSE

Supplementary Information

In order to achieve Living Wage accreditation from the Living Wage Foundation, Living Wage employers must guarantee their own employees the Living Wage and (according to milestones for implementation agreed with the Foundation) ensure that ‘anyone working over two hours or more in any given week, for eight consecutive weeks or more on its premises’ must also receive the Living Wage.

As part of the commitment to ‘milestones’ agreed with the Living Wage Foundation, all new standard contracts awarded by SSE since April 2014 have contained a clause that requires every supplier of services or works under the definition above to pay the Living Wage to people working on that contract. In other words, SSE has made it a contractual obligation that contracted employees who work regularly on its sites must receive a Living Wage. Because SSE has 8,000 different active suppliers and awards contracts for varying durations per year, it will take time to ensure the Living Wage is in every single applicable contract. A KPMG report on the effect of SSE’s Living Wage policy suggest that as of 1st April 2017, approximately 90% of the eligible contracts SSE awards now have the Living Wage clause in them, benefiting an estimated 600 people a year. With respect to cleaners and catering teams, the majority of SSE’s cleaning services are undertaken in-house, therefore all cleaning staff employed by SSE receive the Living Wage. In terms of catering, the Living Wage clause was negotiated into SSE’s main catering contract early in 2016.
**SSE Diversity Report - Group Overall 3 Year Trending**

**Ethnicity**
- External Hires BAME Accepted Offers
  - 2014-15: 60%*
  - 2015-16: 60%*
  - 2016-17: 71%*

**Gender Split**
- The UK Workforce is currently 53% Male, 47% Female
  - Male: 2014-15: 68.6%, 2015-16: 69.0%, 2016-17: 68.6%
  - Female: 2014-15: 31.4%, 2015-16: 31.0%, 2016-17: 31.4%

**Future Workforce**
- % of Workforce working Part Time
  - 2014-15: 10.3%, 2015-16: 11.4%, 2016-17: 11.7%

**New Starters**
- Total Male & Total Female New Starters and percentage aged under 35
  - 2014-15: Total Females hired - 845, Total Males hired - 1,438
  - 2015-16: Total Females hired - 1,166, Total Males hired - 1,652
  - 2016-17: Total Females hired - 1,260, Total Males hired - 2,075

**Leavers**
- Total Male & Total Female Leavers and percentage aged under 35
  - 2014-15: Total Female leavers - 759, Total Male leavers - 1,442
  - 2015-16: Total Female leavers - 700, Total Male leavers - 1,161
  - 2016-17: Total Female leavers - 1,047, Total Male leavers - 1,898

**High Earners**
- Salary bandings by Gender split
  - Females: 2014-15: 87.2%, 2015-16: 88.1%, 2016-17: 88.6%
  - Males: 2014-15: 11.4%, 2015-16: 10.4%, 2016-17: 10.0%

*Percentage showing completion of BAME status on application.