

We've continued to deliver our inclusion and diversity plan

Here are some of the activities of which we're most proud...

Our award winning gender equality network

Our thriving gender equality network (GENEq) continues to grow year on year, supporting, mentoring, developing, inspiring and promoting the benefits of gender equality across the organisation.



Celebrating female role models

An impressive four of our graduates were included in the Top 50 Future List at the Northern Power Women Awards. We also have a female award-winning Chartered Management Institute Apprentice of the Year.



Aspiring manager programme

We're continuing to develop our future talent through our annual aspiring manager programme, succession planning for the future and preparing our people for potential leadership roles. We're developing a more gender-balanced pipeline, with a promising 44% of females on the scheme.

Recommending United Utilities as a place to work

In response to our annual employee opinion survey, 98% of females said they would recommend working at United Utilities.



Target for 33% of females on the board by 2020

As a member of the 30% Club, we have publicly indicated our support for females holding at least 30% of board positions, and in fact we are on track to achieve our own target of females making up 33% of our board by 2020. We are also taking action in our succession plans to improve the representation of females at our executive and senior management levels.



Pioneering youth programme

Our pioneering youth programme, developed in collaboration with our supply chain partners, helps to give young people not in education, employment or training (NEETs) the chance to realise their potential and gain hands-on experience and basic skills training in a real workplace environment. Since starting the programme we've supported over 81 young people, with a fantastic 76% of them going into paid employment.



Social mobility

In 2018, we signed the Social Mobility Pledge in recognition of the work we do to support people in our communities find a pathway out of poverty, ensuring we're attracting females from diverse communities.



Award-winning apprentice scheme

18% of our apprentices who are currently on scheme are female, which is almost double the number we had in 2014. Research from the Sector Skills Council for Science, Engineering and Manufacturing Technologies shows that the average number of women in apprenticeships is between 5% and 7%.



Graduate scheme

We have a high number of females currently on our graduate scheme. 17 of our 41 graduates are female (41%).



Inspiring future generations

Our Engineering Masterclass, run with The Challenge Academy Trust schools in Warrington, aims to inspire future generations and educate them about STEM-related careers. The programme has won two prestigious awards which recognised the female representation on the programme; 67% of the students who took part were female. It's also helped change perception of STEM-related careers, with nearly half of the attendees saying they would consider a job in this field. Our aim is to build relationships in harder to reach communities and attract a diverse mix students from a wider pool.

