



2024 UK Gender Pay Gap Report

March 2024

Our gender pay gap has been calculated in accordance with government regulations. The report is based on snapshot data as of 5 April 2024 when operating as National Grid Electricity System Operator Limited ('ESO').



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Foreword

People are at the centre of everything we do, and we place a strong emphasis on the breadth of our skills and people. We are committed to being inclusive and nurturing talent from all backgrounds, creating a deep sense of belonging across the organisation. Progressing our diversity, equality, inclusion and belonging commitments and improving representation will lead us towards a sustainable future.

We look forward to introducing our results for 2025 shortly, reflecting our transformation from the National Grid Electricity System Operator (ESO) to National Energy System Operator, and the significant change in the overall workforce size.

The Executive Committee of NESO has reviewed the gender pay gap results in respect of the period operating as Electricity System Operator and the reporting period ended 5 April 2024. I confirm that the information and data provided is accurate and in line with mandatory requirements.

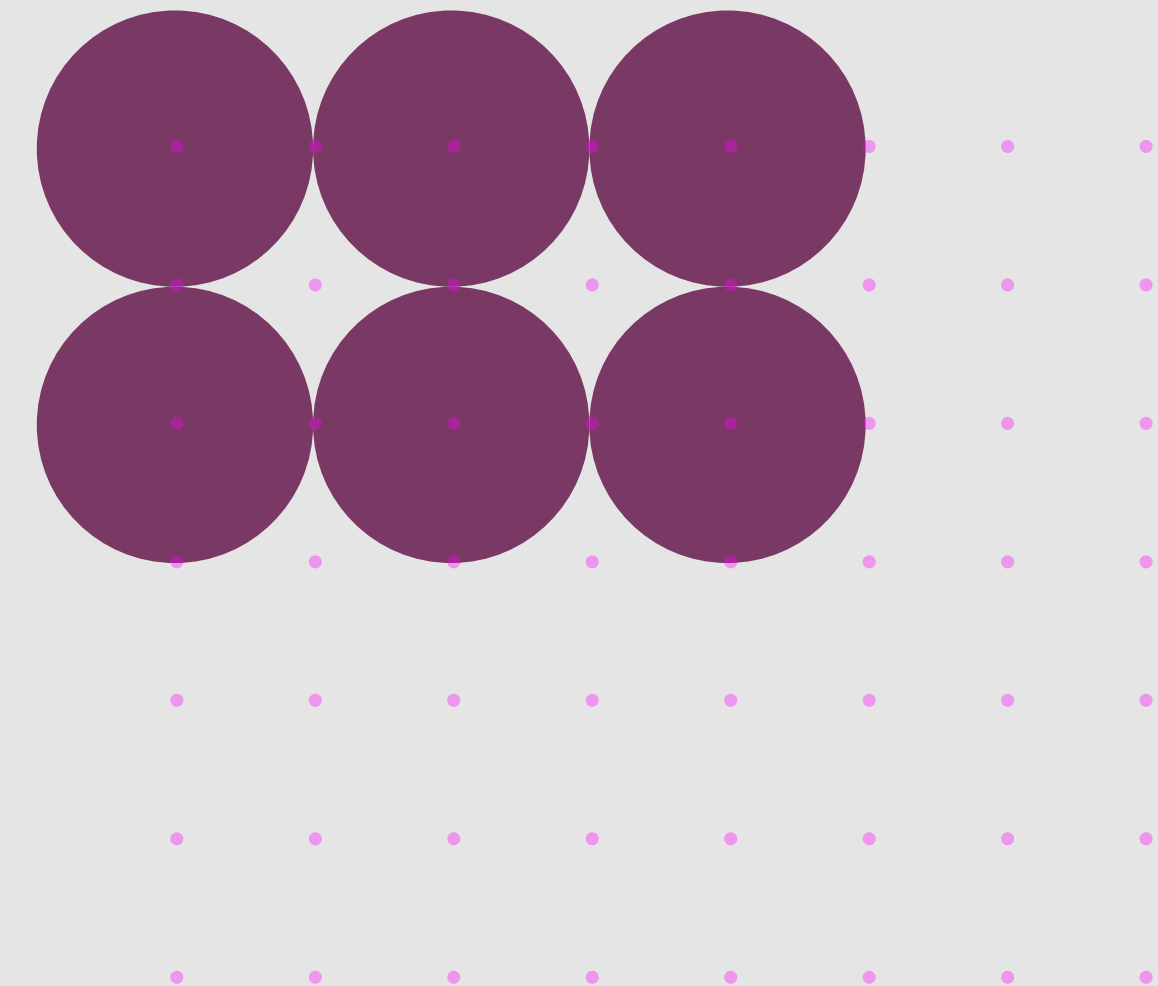


A handwritten signature in black ink that reads "Fintan Slye". The signature is fluid and cursive.

Fintan Slye
Chief Executive Officer
National Energy System Operator



“Its encouraging to see that we have reduced our hourly gender pay gap. This is reflective of the value we place on NESO being a place that everyone feels like they belong. There remains more to do to reflect the diversity of our workforce at the most senior levels, and we are committed to diversity, equity and inclusivity and to reducing the gap even further.”



Executive summary

NESO is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. The median identifies the middle point of a population. The median pay gap is the gap between the hourly pay rate for a woman at the mid-point, compared to the pay rate of a man at the mid-point.

The mean pay for men is 5.7% higher than that of women. The median pay for men is 6.7% higher than that of women.

This represents the gender pay gap as of April 2024 and the period as National Grid Electricity System Operator, prior to establishment of NESO.



Your energy, your future, our purpose

What we do

We are the National Energy System Operator for Great Britain, making sure that Great Britain has the essential energy it needs by ensuring supply meets demand every second of every day. Our increasingly complex energy system must be planned and operated in a way that considers the interactions across electricity, gas and other forms of energy. We also need to consider the interdependencies with other sectors, such as water, transport, telecommunications and industry.

Fundamental to NESO is the ability to bring an independent, impartial voice to energy system planning and operations that takes this whole system view. We'll consider all the interrelated challenges and trade-offs and ultimately work towards optimal outcomes for energy consumers. We bring together the activities required to deliver the plans, markets and operations of the energy system of today and the future. Bringing these activities together in one organisation encourages holistic thinking on the most cost-efficient and sustainable solutions to the needs of our customers.

Our history

Following the UK's 2023 Energy Act establishing an independent system planner and operator to help accelerate Great Britain's energy transition; it creating the National Energy System Operator (NESO). NESO is built on our previous experience as the Electricity System Operator (ESO), where we had extensive expertise in balancing electricity supply and demand 24/7, whilst making sure the networks we operated and the markets we served were prepared for the future.

Our 2024 UK Gender Pay Gap Report is in respect of a snapshot as National Grid Electricity System Operator ('ESO') and captures the payroll data for the twelve-month reporting period ended 5 April 2024.

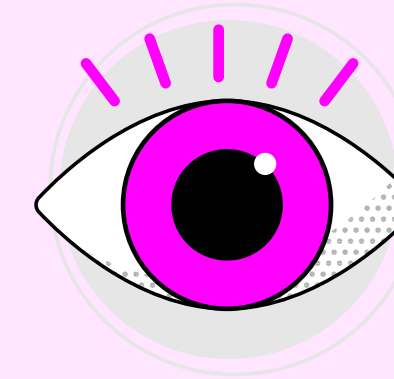




Our purpose, vision and values



Our purpose is to forge the path to a sustainable future for everyone.



Our vision is a future where everyone has access to reliable, clean and affordable energy; our work will be a catalyst for change across the global community.

Our values are what define us, setting the foundation for our purpose and guiding us as we move towards achieving our vision.



Accelerate Progress

We deliver better outcomes at pace when we take accountability, are courageous and progress the bigger picture.



Be Curious

We achieve more when we demonstrate a growth mindset, being curious, asking questions beyond and within our organisation to develop, learn and innovate.



Build Trust

We build trust when we listen to and understand the needs of our colleagues and customers, are transparent with our actions and deliver on our commitments.



Create Belonging

We perform at our best when we can be our true selves, embrace diversity and are truly inclusive.

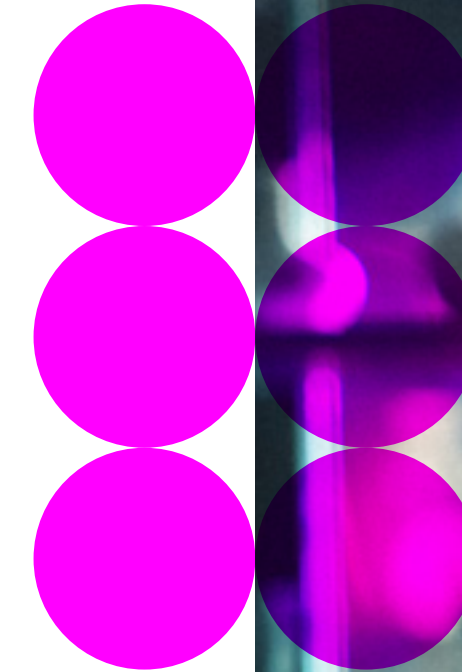
Our commitment to our people

We will invest in our people to ensure we're prepared and empowered to embrace the opportunities of the future.

We are committed to attracting, retaining, and developing talented people with expertise across all energy sectors, ready to tackle the significant challenges that lie ahead. New technologies will accelerate progress and change, but it is our people who will lead us towards a sustainable future. They are at the centre of everything we do.

We place a strong emphasis on the breadth of our skills. We are committed to being inclusive and nurturing talent from all backgrounds, creating a deep sense of belonging across the organisation.

More information about NESO, our purpose and our people can be found at: <https://www.neso.energy/about-neso>.

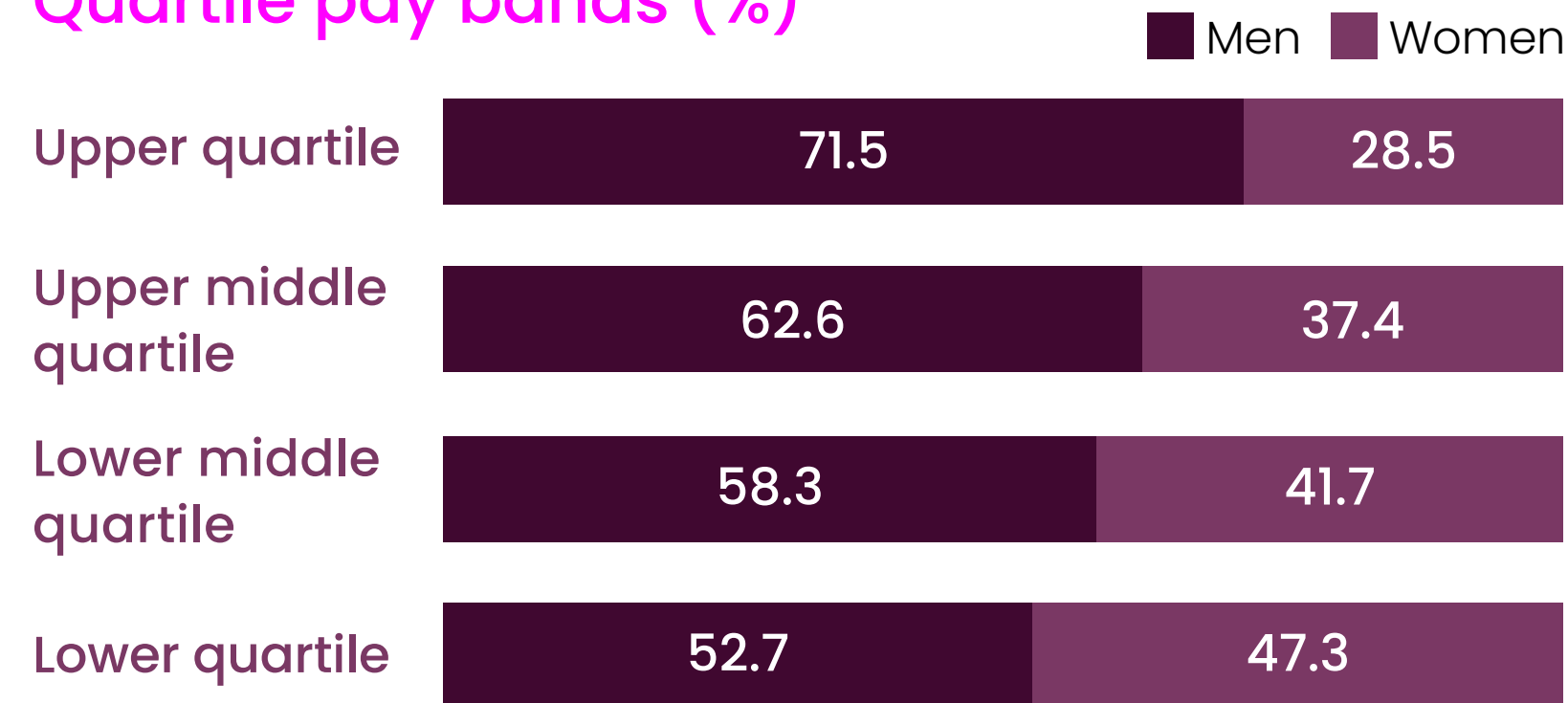


National Grid Electricity System Operator (ESO) 2024 gender pay gap

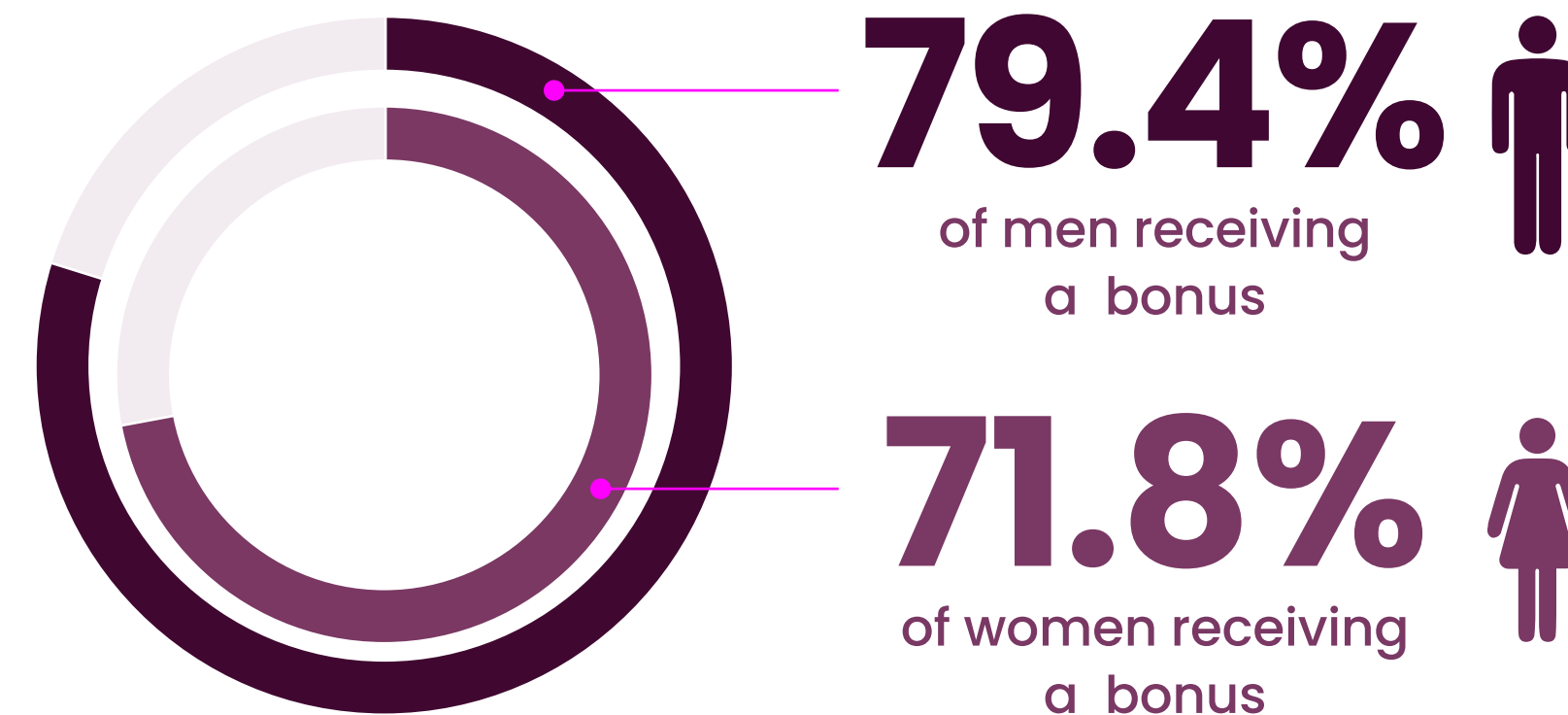
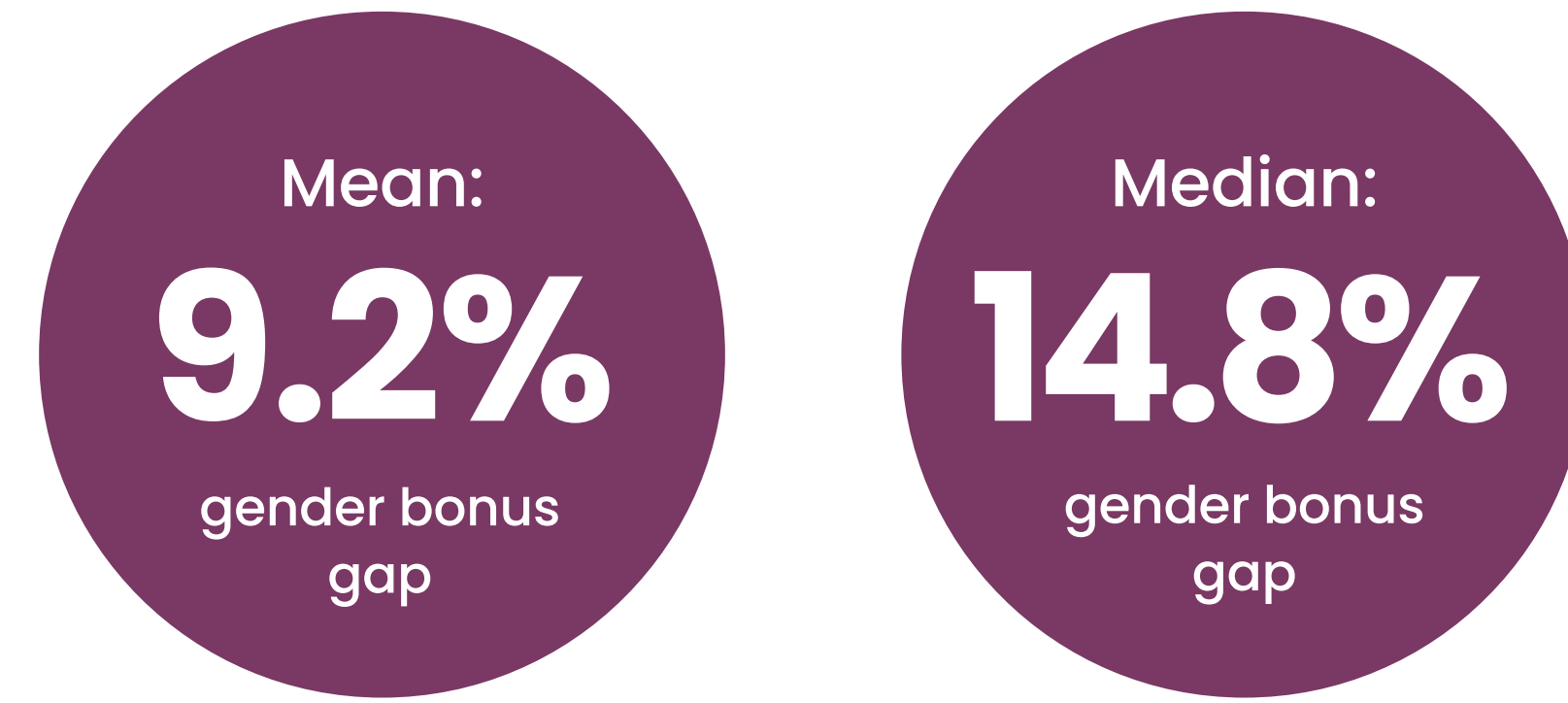
2024 gender pay gap in hourly pay



Quartile pay bands (%)



2024 gender bonus gap



Key statistics

We employed

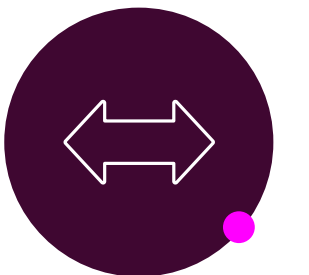
1,348



relevant employees in ESO on 5 April 2024.

The ESO mean hourly pay gap improved to

5.7%



Female representation increased to

39.2%



from 36.4% last year.

Commentary

In April 2024 and as National Grid ESO, our hourly gender pay gap has improved.

Our mean gender pay gap has reduced since 2023.

Female representation increased to 39.2% from 36.4% last year, a rise of 2.8%.

Our median gender pay gap has slightly increased.

The results show that there are proportionally more men with higher salaries than women. The proportion of females in the top pay quartile has increased.

Our upper pay quartile includes specialised engineering roles, a traditionally male dominated profession. Inclusion efforts such as the introduction of flexible working opportunities as well as internal development are slowly improving the representation of women in this environment.

We continue to focus on the attraction and retention of women into our business, through our developmental programmes, our inclusion strategy and the establishment of our Employee Resource Group, Women in NESO (WiN). We continue to address our learnings from the Gender Pay Gap Report and we outline this in the [‘Our Commitment’](#) section.



Our diversity, equity, inclusion and belonging objectives 2024- 2028

We want everyone to belong and be able to reach their full potential at NESO. We have committed to four key objectives to guide us in reaching our purpose.

01

Increase diversity at all organisational levels, encouraging and attracting talent from a range of backgrounds and ensuring everyone can reach their full potential.

02

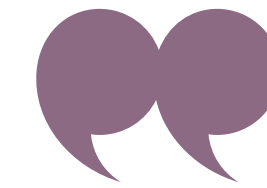
Provide a sense of belonging and psychological safety to all employees throughout the employee lifecycle.

03

Ensure that all employees understand their responsibility to help others to belong and fully contribute and to fully engage in DEIB activities.

04

Seek to be a leading voice in the whole energy system, through our engagement with the diverse energy customer base and how this should inform our broader role as NESO.



“Our purpose is to forge the path to a sustainable future for everyone. In order to achieve this we will aim to be an organisation that creates belonging.”



Our commitment to diversity, equity, inclusion and belonging in action in 2024

Throughout 2024 we drove several key initiatives to improve our gender pay gap. Here are a sample and we look forward to sharing more on these in our 2025 Gender Pay Gap Report to illustrate the progress we're making as NESO.

- We have introduced our Women in NESO (WiN) Employee Resource Group to help support the retention and progression of women in the workplace. Supporting access to opportunities for career growth.
- We have introduced DEIB Champions across the business who help support and drive a culture of belonging, equity and inclusion.
- We have partnered with Women's Utilities Network (WUN) to help further gender equality. WUN provide networks across the utilities sector, building networks and supporting career development.
- We continue to use imagery of women within our recruitment marketing and on social media including LinkedIn and Instagram.
- We held DEIB days, which were deep dives into topics such as unconscious bias and how these bias' can impact us whilst at work.
- We launched our Belonging Forum to help support Belonging at NESO. The Belonging Forum aim to remove barriers to belonging and ensuring that everyone feels seen, heard and respected.
- Inclusive Employers, established in 2011, helps organisations to embed workplace inclusion, ensuring all employees are valued and contribute to success. These partnership supports NESO's commitment to diversity and inclusion.



What is the gender pay gap?

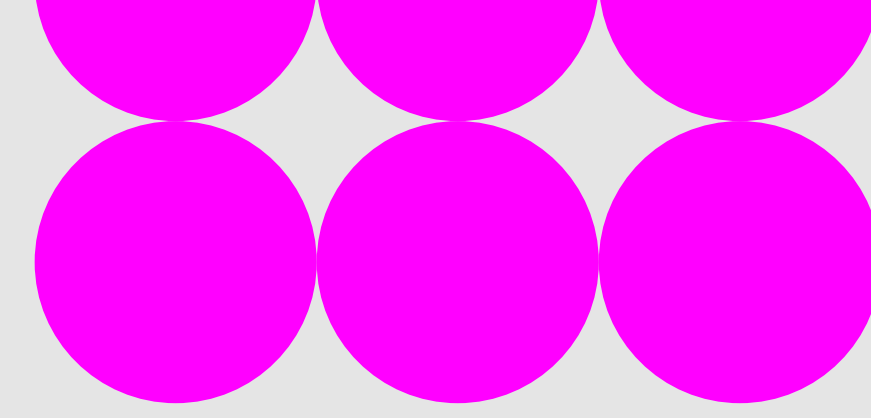
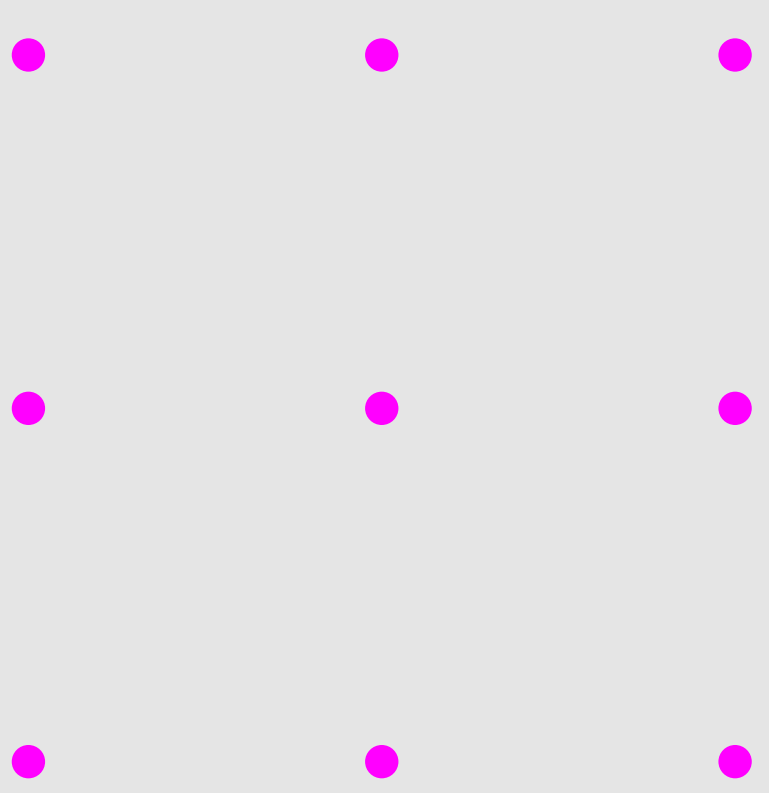
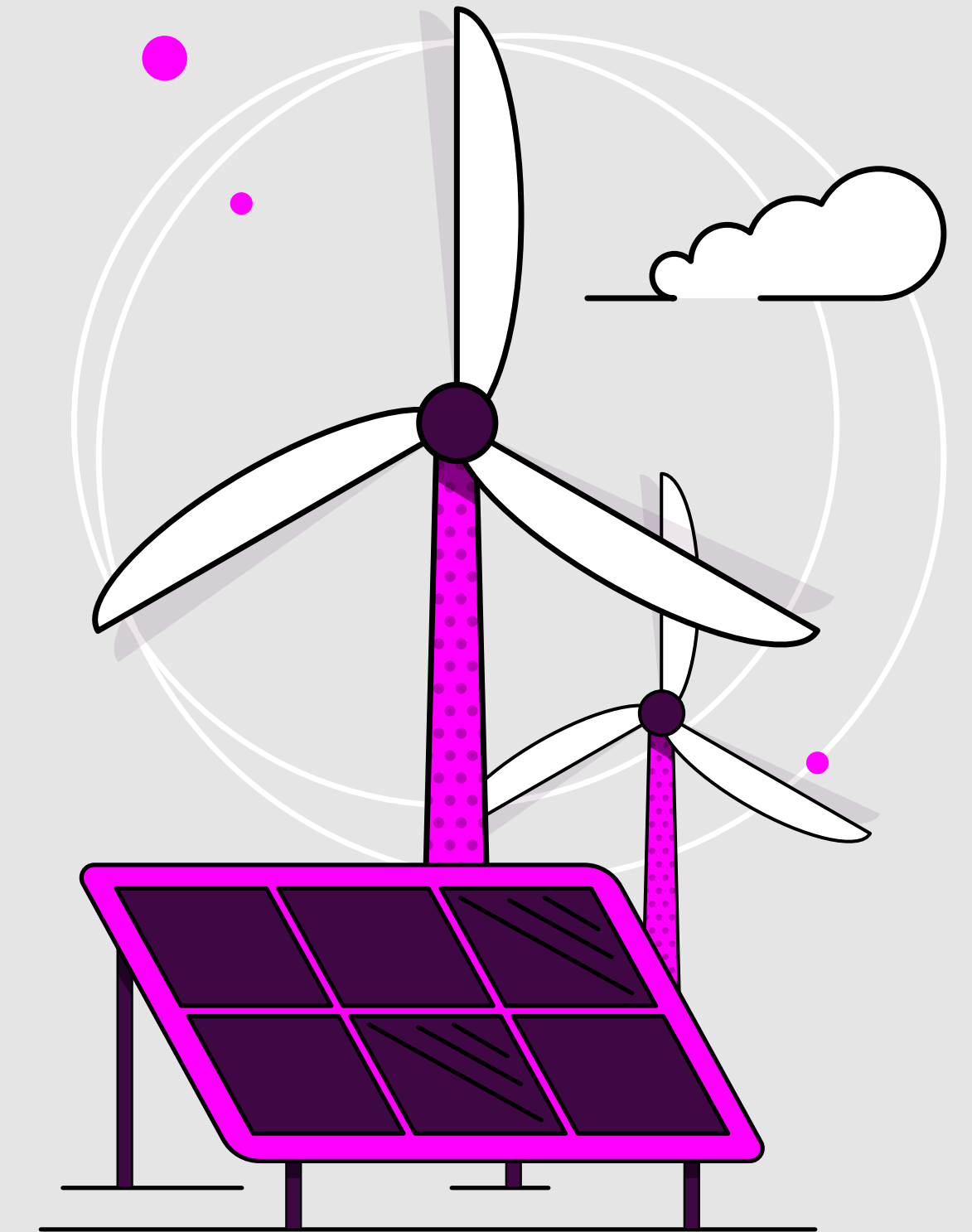
The gender pay gap is a measure that shows the difference in average earnings between women and men. This report uses the payroll snapshot for the reporting period ended 5 April 2024.

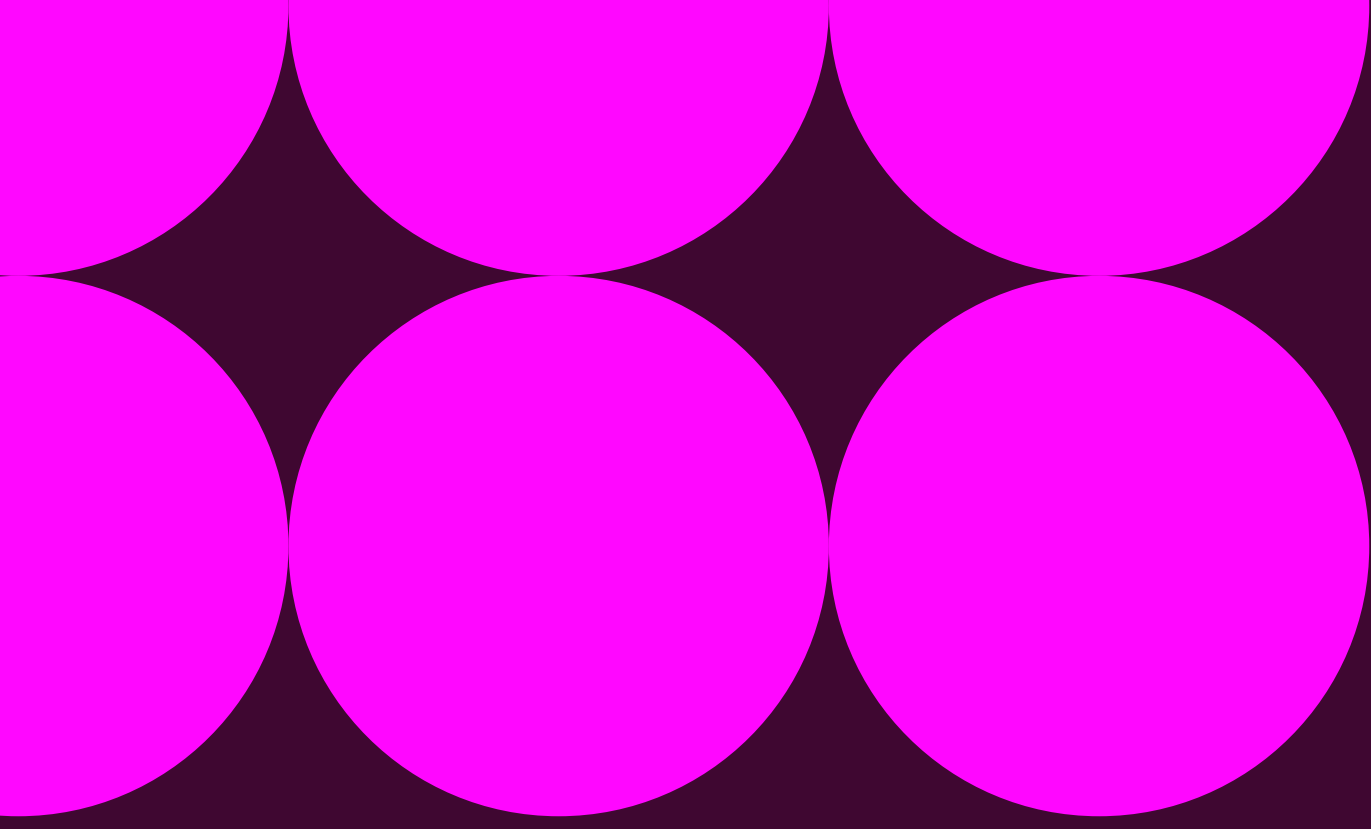
Gender pay gap measures

Mean gender pay gap	Difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median gender pay gap	Difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
Mean bonus gap	Difference between the mean bonus pay of male relevant employees and that of female relevant employees
Median bonus gap	Difference between the median bonus pay of male relevant employees and that of female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the period

The **mean** is calculated by adding up the relevant pay/bonus and dividing that figure by the number of employees.

The **median** is the number that falls in the middle of a range when everyone's relevant pay/bonus is lined up from smallest to largest and can be more representative when there is a large variation.





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