

Gender Pay Gap Report at 5th April 2022.

Shepley Engineers Limited (hereafter referred to as SHEPLEY), based in Cumbria, was founded in the late 1940's and has been working in highly regulated environments, delivering projects to the highest quality standards ever since.

SHEPLEY operates as a major multi-discipline contractor and project manager specialising in term contract works. SHEPLEY have developed a breadth of services through both acquisition and organic growth and now operate in the Nuclear Engineering and asset care, Decommissioning and decontamination, and Restoration and renovation sectors.

This is the SHEPLEY report for the snapshot date of 5 April 2022. On the snapshot date SHEPLEY employed 319 relevant individuals.

Gender Balance

Male 85.6%

Female 14.4%

(33% increase from last year)

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	Percentage	% Last Year	% Change
Mean Gender Pay Gap	25.8%	18.9%	+36.5%
Median Gender Pay Gap	32.1%	21.4%	+50.0%
Mean Gender Bonus Gap	40.7%	100%	-59.3%
Median Gender Bonus Gap	24.7%	100%	-75.3%
Proportion of Male Employees Receiving a Bonus	51.6%	56.1%	-8.0%
Proportion of Female Employees Receiving a Bonus	8.0%	0%	+8.0%

It is disappointing to note that this year's report shows a significant worsening in both the SHEPLEY Mean and Median Gender Pay Gaps.

Due to the relatively small numbers of females employed by SHEPLEY, small movements in the female population (especially senior employees), have a significant effect on the gender pay gap calculations.

Pay Quartiles by Gender

Band	Males	Females	Description
A	73.0%	27.0%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	83.8%	16.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	93.2%	6.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.9%	4.1%	Includes all employees whose standard hourly rate places them above the upper quartile

SHEPLEY is committed to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The overall % of females within the two lowest quartiles increased significantly this year whilst in the two highest quartiles the overall % of females decreased. The % of females in the overall workforce increased significantly to 14.4% but many of these were in support roles in the lower quartiles.

While the proportion of female staff has increased very significantly over the past few years (doubling in fact between 2019 and 2022) we are typically bringing in female talent as apprentices and in trainee positions. In the short term this has actually worsened the Gender Pay Gap, as the proportion of females in lower paying roles has increased. In the medium to long term, however, as these new staff progress their careers with SHEPLEY, hopefully to the most senior levels, this should go some way to addressing current pay gaps.

How does SHEPLEY's gender pay gap compare with that of other organisations?

The mean gender pay gap for all jobs (according to the Provisional 2022 ONS figures) is 13.9%, while in the electricity, gas, steam and air conditioning sector it is 15.1%.

The median gender pay gap for the all jobs (according to the Provisional 2022 ONS figures) is 14.9%, while in the electricity, gas, steam and air conditioning sector it is 26.9%.

Comparisons with other organisations

	Shepley	2022 ONS All Jobs	2022 ONS Electricity, Gas Steam and Air Conditioning
Mean Gender Pay Gap	25.8%	13.9%	15.1%
Median Gender Pay Gap	32.1%	14.9%	26.9%

What is SHEPLEY doing to address it's gender pay gap?

The SHEPLEY mean gender pay gap has significantly worsened and compares poorly with that of organisations across both the whole UK economy and within the electricity, gas, steam and air conditioning sector.

The median pay gap also worsened significantly and remains higher than the whole UK economy and for comparative purposes is now higher than that in the electricity, gas, steam and air conditioning sector.

SHEPLEY is committed to doing everything that it can to further reduce all the gender pay gaps.

However, SHEPLEY also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

SHEPLEY is successful in attracting women applicants for roles in its support functions. However, the proportion of women applying for operational, technical and senior management roles is relatively small and we have seen a small worsening in the % of females in the combined two upper quartile from 11.9% last year to 10.9% this year.

SHEPLEY believe that, in the main, this is due to the fact that women do not generally see the electricity, gas, steam and air conditioning sector, and especially SHEPLEY's specialist engineering activities, as an attractive career option and there are limited numbers of suitably qualified or experienced women available to recruit for such roles.

To date, the steps that SHEPLEY has taken to promote gender diversity in all areas of its workforce include the following:

- Local outreach to encourage females into apprentice and trainee engineering positions at ground level (e.g. school leavers), with over 50% of the 2022 apprentice intake being female.
- Undertaking a Diversity and Inclusion survey to highlight specific problem area's to focus on.
- Introducing a Diversity and Inclusion employee forum.
- Promoting SHEPLEY, and the construction industry in general, as an attractive career prospect regardless of gender at various educational establishments and job fairs.
- Continuing the development of gender monitoring activities within SHEPLEY and creating an evidence base to identify any barriers to gender equality and immediate priorities for action.
- Developing and promoting female staff from within the company.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all.

In the coming year, SHEPLEY is also committed to:

- Refreshing and updating our EDI Strategy and the EDI training given to all employees.
- Reviewing and developing our Performance, Development and Talent Management programmes.
- Encouraging females to apply for all our vacant positions.
- Reviewing our recruitment processes, including how we advertise roles, to reduce unintended gender bias in our adverts or job descriptions.
- Challenging recruitment agencies to actively seek suitable female applicants for all SHEPLEY vacancies they deal with.
- Reviewing and improving our flexible working policies.
- Further developing partnering schemes with local secondary schools, to raise the awareness of pupils, parents and teachers, of the different career opportunities available within our industry and to help dispel any misconceptions and stereotypes.
- Continuing to review our policy on bonus payments (subject to the requirements of relevant National Agreements).

Any further initiatives launched throughout the year will be reported on the company intranet.

I, **Gavin Jakubowski, Managing Director**, confirm that the information in this statement is accurate.

SIGNED:  DATE: 09.03.2023

Contact Us.

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