

## Gender Pay Gap Report - Annual Report at 5th April 2025

**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 2024. On the snapshot date SHEPLEY employed 321 relevant individuals.

### Gender Balance

Male 86%

Female 14%

(19.5% decrease 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	24.6%	30.6%	-19.6%
Median Gender Pay Gap	29.0%	37.9%	-25.5%
Mean Gender Bonus Gap	19.1%	-5.7%	Worsened
Median Gender Bonus Gap	7.2%	-43.9%	Worsened
Proportion of Male Employees Receiving a Bonus	42.0%	58.1%	-27.7%
Proportion of Female Employees Receiving a Bonus	8.9%	3.8%	+134.2%

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

### Pay Quartiles by Gender

Band	Males	Females	Description
A	67.1%	32.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	88.6%	11.4%	includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	92.8%	7.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	92.8%	7.2%	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 and 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 lowest quartile decreased significantly this year whilst the % in the higher quartiles marginally increased.

The % of females in the overall workforce significantly decreased to 14.0%.

## Contact Us.

### Shepley Engineers

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**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 2024 ONS figures) is 11.3%, while in the electricity, gas, steam and air conditioning sector it is 8.6%.

The median gender pay gap for the all jobs (according to the Provisional 2024 ONS figures) is 7.0%, while in the electricity, gas, steam and air conditioning sector it is 9.5%.

**Comparisons with other organisations**

	Shepley	2024 ONS All Jobs	2024 ONS Electricity, Gas Steam and Air Conditioning
Mean gender pay gap	24.6%	11.3%	8.6%
Median gender pay gap	29.0%	7.0%	9.5%

**What is SHEPLEY doing to address its gender pay gap?**

The SHEPLEY mean gender pay gap has significantly improved but still 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 has significantly improved but also still 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 remains dedicated to taking proactive steps 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, although we have seen a small improvement in the % of females in the combined two upper quartiles from 13.8% last year to 14.4% this year and a significant decrease in females in the lowest quartile from 44.4% last year to 32.9% 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 areas 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 and recently appointed the first female to the board of Directors.
- Enhanced our maternity leave policy across the business.

*Contact Us.*

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## The Shepley Group

# Developing high performing people, building a legacy of excellence.

While no single initiative will eliminate the gender pay gap immediately, these combined efforts will contribute to long-term change. 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).
- Working towards Investors in Diversity award, recognised as the industry standard for improving Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) practices in the workplace.

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: 19<sup>th</sup> MARCH 2025

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