

Shepley Engineers Limited (SHEPLEY)

Annual Gender Pay Gap Report at 5 April 2019

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 third SHEPLEY report which is for the snapshot date of 5 April 2019 with annual reporting thereafter. On the snapshot date SHEPLEY employed 271 relevant individuals.

Gender Balance

Male 91.14% Female 8.86% (an increase from 7.14 % 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	32.39%	28.48%	+13.73%
Median Gender Pay Gap	37.36%	38.36%	-2.61%
Mean Gender Bonus Gap	-2.67%	-37.71%	+92.92%
Median Gender Bonus Gap	-22.22%	14.98%	-248.33%
Proportion of Male Employees Receiving a Bonus	66.35%	69.61%	-4.68%
Proportion of Female Employees Receiving a Bonus	3.33%	12.00%	-72.25%

The SHEPLEY Mean Gender Pay Gap has worsened whilst the Median Gender Pay Gap has improved.

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

Pay Quartiles by Gender

Band	Males	Females	Description
A	76.12%	23.88%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	92.65%	7.35%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	97.06%	2.94%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	98.53%	1.47%	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 % of females within the three lowest quartiles increased this year whilst the % of females in the highest quartile decreased.

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 2019 ONS figures) is 16.20%, while in the electricity, gas, steam and air conditioning sector it is 16.60%.

The median gender pay gap for the all jobs (according to the Provisional 2019 ONS figures) is 17.30%, while in the electricity, gas, steam and air conditioning sector it is 23.80%.

Comparisons with other organisations

	SHEPLEY	2019 ONS All jobs	2019 ONS Electricity, Gas, Steam and Air Conditioning
Mean gender pay gap	32.39%	16.20%	16.60%
Median gender pay gap	37.36%	17.30%	23.80%

What is SHEPLEY doing to address its gender pay gap?

SHEPLEY's gender pay gap does not currently compare favourably with that of organisations both across the whole UK economy and within the electricity, gas, steam and air conditioning sector. SHEPLEY is committed to doing everything that it can to reduce the gap.

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.

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:

- Promoting SHEPLEY, and the construction industry in general, as a an attractive career prospect regardless of gender at various educational establishments and job fairs
- Encouraging females to apply for SHEPLEY's apprenticeship scheme. To that end we have recently employed 3 female Business Administration Apprentices and 1 female pipefitting apprentice.
- 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.
- During the year we have a number of newly appointed females in various positions including post graduate Business Manager, post graduate Project Manager, post graduate Training Co-Ordinator and an Accountant. All of these posts are new posts in an attempt to improve our future gender diversity

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:

- Encouraging females to apply for all vacant positions
- Requiring recruitment agencies to actively seek suitable female applicants for all SHEPLEY vacancies they deal with (with a target of a minimum of 1 in 5 applicants being female)
- Continuing to review its policy on bonus payments (subject to the requirements of relevant National Agreements)
- Continuing to review and develop its policy on flexible working and other "family friendly" policies
- Further developing school-partnering schemes with local secondary schools, to raise young people's awareness of the different career opportunities available within construction, and to help dispel any misperceptions and stereotypes

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

I, **Nick Houghton, Managing Director**, confirm that the information in this statement is accurate.

Signed



Date

4th February 2020