

Shepley Engineers Limited (SHEPLEY)

Annual Gender Pay Gap Report at 5 April 2018

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 second SHEPLEY report which is for the snapshot date of 5 April 2018 with annual reporting thereafter. On the snapshot date SHEPLEY employed 308 relevant individuals.

Gender Balance

Male 92.86% Female 7.14% (an increase from 6.2 % 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	28.48%	26.05%	+7.47%
Median Gender Pay Gap	38.36%	43.25%	-11.01%
Mean Gender Bonus Gap	-37.71%	6.02%	-726.41%
Median Gender Bonus Gap	14.98%	49.89%	-69.97%
Proportion of Male Employees Receiving a Bonus	69.61%	58.72%	+18.55%
Proportion of Female Employees Receiving a Bonus	12.00%	12.00%	0%

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	78.87%	21.13%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	95.77%	4.23%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	97.14%	2.86%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	97.14%	2.86%	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 two lower quartiles decreased this year whilst the % of females in the two higher quartiles increased.

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

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.10%, while in the electricity, gas, steam and air conditioning sector it is 16.20%.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.90%, while in the electricity, gas, steam and air conditioning sector it is 26.80%.

Comparisons with other organisations

	SHEPLEY	2018 ONS ASHE whole sector	2018 ONS ASHE electricity, gas, steam and air conditioning sector
Mean gender pay gap	28.48%	17.10%	16.20%
Median gender pay gap	38.36%	17.90%	26.80%

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.
- 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.

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

7th March 2019

