

Shepley Engineers Limited (SHEPLEY)

Annual Gender Pay Gap Report at 5 April 2020

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 fourth SHEPLEY report which is for the snapshot date of 5 April 2020 with annual reporting thereafter. On the snapshot date SHEPLEY employed 294 relevant individuals.

Gender Balance

Male 89.46% Female 10.54% (an increase of 18.96% since 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	21.09%	32.39%	-34.88%
Median Gender Pay Gap	18.46%	37.36%	-50.58%
Mean Gender Bonus Gap	-0.64%	-2.67%	+76.03%
Median Gender Bonus Gap	-38.83%	-22.22%	-74.75%
Proportion of Male Employees Receiving a Bonus	59.46%	66.35%	-10.38%
Proportion of Female Employees Receiving a Bonus	2.86%	3.33%	-14.11%

This reporting period has been significantly influenced by the widespread negative effects of the COVID19 pandemic and the current report therefore needs to be read bearing this in mind.

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

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	77.59%	22.41%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	89.66%	10.34%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	100.00%	0.00%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	93.10%	6.90%	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).

It is pleasing to note that the % of females within the lowest quartile decreased this year whilst the % of females in the highest quartile significantly increased.

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 2020 ONS figures) is 14.60%, while in the electricity, gas, steam and air conditioning sector it is 13.60%.

The median gender pay gap for the all jobs (according to the Provisional 2020 ONS figures) is 15.50%, while in the electricity, gas, steam and air conditioning sector it is 22.80%.

Comparisons with other organisations

	SHEPLEY	2020 ONS All jobs	2020 ONS Electricity, Gas, Steam and Air Conditioning
Mean gender pay gap	21.09%	14.60%	13.60%
Median gender pay gap	18.46%	15.50%	22.80%

What is SHEPLEY doing to address its gender pay gap?

SHEPLEY's gender pay gap has significantly improved. The mean pay gap still does not compare favourably with that of organisations across both the whole UK economy and within the electricity, gas, steam and air conditioning sector. However, although the median pay gap remains higher than the whole UK economy, for comparative purposes it is now lower than that in the electricity, gas, steam and air conditioning sector.

Although this is a much improved report, SHEPLEY is not complacent and is committed to doing everything that it can to further reduce the pay 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 although we have seen an improvement in the percentage of females in the upper quartile from 1.47% last year to 6.90% 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:

- Promoting SHEPLEY, and the construction industry in general, as an attractive career prospect regardless of gender at various educational establishments and job fairs.
- Encouraging females to apply for SHEPLEY's apprenticeship schemes and at present we have 3 female apprentices.
- 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.

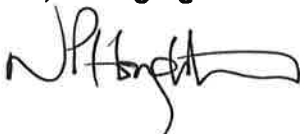
In the coming year, SHEPLEY is also committed to:

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

Signed



Date: 9th February 2021