

Gender Pay Gap Report

2025



What is the gender pay gap?

The Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require companies to report their gender pay gap for all legal entities in the UK with more than 250 employees. For us, that means, Cleshar Contract Services Limited.

The gender pay gap is the difference between the average (mean) and mid-point (median) pay (base salary and allowances) of men and women in the whole organisation. It does not measure equal pay, which relates to what women and men are paid for the same jobs or work of equal value

The quartile information gives the proportion of women in four pay groups, when all employees are placed in order of hourly pay from highest to lowest and split into four equal groups. It provides statistics into how the rates of pay for women and men are distributed across the organisation.

The gender pay gap figures in this report were calculated using the snapshot date of 5 April 2025

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CCS Group of Companies Overall

On 5 April 2025 CCS employed 667 employees across all our legal entities. These figures are not recorded on the UK government’s gender pay gap service website, as these are the combined figures for all our employees across all the legal entities.

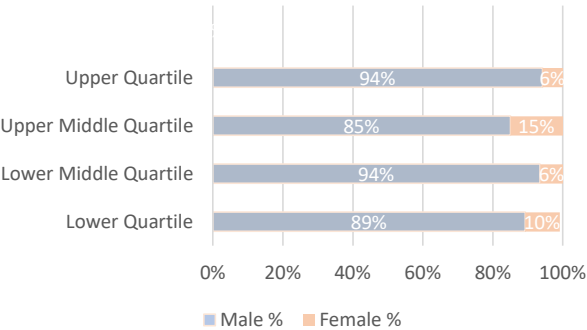
Female % of Employees 9.6%
Male % of Employees 90.4%

Median Pay Gap 1.9%
Mean Pay Gap 5.3%

PAY QUARTILE ANALYSIS

Quartile	Male %	Female %
Lower Quartile	89%	10%
Lower Middle Quartile	94%	6%
Upper Middle Quartile	85%	15%
Upper Quartile	94%	6%
Base	0%	0%

Pay Quartile Distribution by Gender



Cleshar Contract Services Limited

On 5 April 2025 Cleshar Contract Services Limited employed 467 employees. These figures are reported on UK government’s gender pay gap service website.

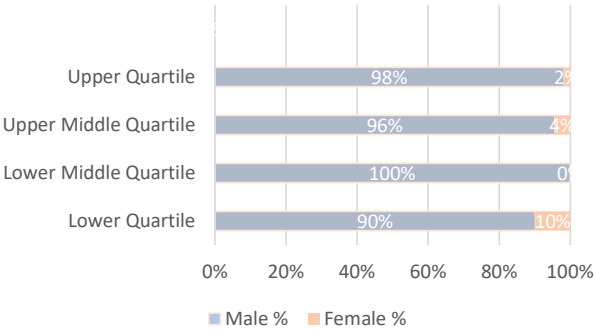
Female % of Employees 5.4%
Male % of Employees 94.6%

Median Pay Gap 11.4%
Mean Pay Gap 16.6%

PAY QUARTILE ANALYSIS

Quartile	Male %	Female %
Lower Quartile	90%	10%
Lower Middle Quartile	100%	0%
Upper Middle Quartile	96%	4%
Upper Quartile	98%	2%
Base	0%	0%

Pay Quartile Distribution by Gender



Closing the Gap

The physical nature of our work results in there being significantly more male (442) operatives than female (25) operatives; this has the effect that any small change in numbers year on year within our female operatives can have a significant effect on the difference on average hourly rates of pay.

We continue to encourage women into the rail industry. Our recent previous participation in the (WiTnE) in partnership with TfL resulted in four track operatives securing placements, with two transitioning to full-time employment.

Our 2024 WiTne programme attracted nine candidates into a two-week placement during November and December 2024, in collaboration with TfL and working closely with TfL's Skills Supplier Manager. Permanent roles in various areas of the business were offered with some of the women following completion of the programme. One of the women from the 2024 programme has also enrolled onto the rail engineering apprenticeship programme and is progressing well.

Closing the Gap with School Engagements

We also run school programmes to encourage interest in Science, Technology, Engineering, Maths (STEM) skills, and to generate effective ways to inspire tomorrow's workforce. Through our HS2 works, we partnered with our client, on its Skills, Education & Employment programme in presentations at local school.

We routinely run schools' programmes and will continue to visit schools and colleges surrounding our work sites, with the aim of making the rail sector the career of choice, not governed by gender role stereotypes, and open to young people from all backgrounds.

Cleshar is investing heavily in developing its apprenticeship programme by bringing in-house all classroom (previously college-based) and practical/on the job training and we are on the Apprenticeship Providers and Assessment Register and Ofsted Approved. Any training providers we work with externally are registered with the Education Skills Funding Agency (ESFA).

Cleshar will continue to sponsor TfL Innovate. In 2024, 23 London schools took part comprising over 1000 students, with four teams going through to the final.