

Energus gender pay gap report: 5th April 2025

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Energus is a subsidiary of the Nuclear Decommissioning Authority (NDA). It operates in the field of training, education, and event support, and is involved in various programmes and initiatives related to nuclear safety and decommissioning.

Energus was established in 2009, offering inspiring and flexible spaces with comprehensive business support and modernistic training facilities. Energus successfully delivers apprenticeship and graduate programmes across the nuclear sector.

What is a gender pay gap?

A gender pay gap is the difference in the pay between all men and women in a workforce. In April 2017, the government introduced gender pay gap reporting for all companies with more than 250 employees.

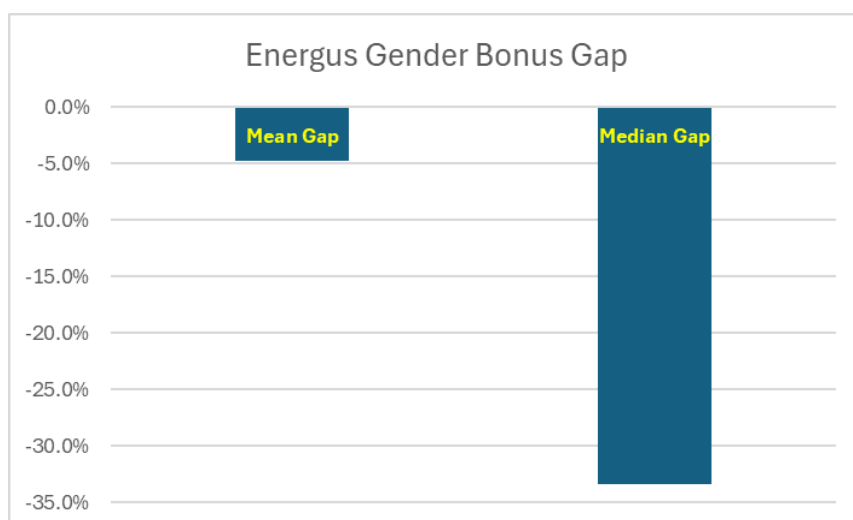
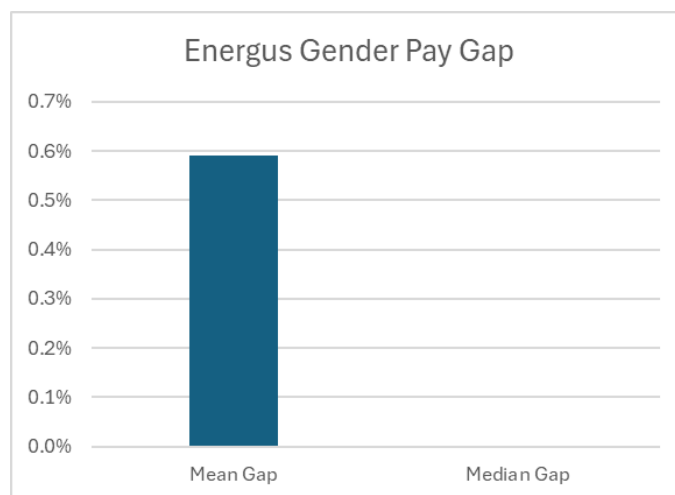
This report shows the gap on a mean (average when you add up all the numbers and divide them by the number of values) and median (mid-point when all of the numbers are listed in numerical order) basis.

Gender pay is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

1. Main Gender pay gap figures

In this organisation:

- women earned £1.00 for every £1 that men earned (comparing median hourly pay)
- women made up 42.5% of employees in the highest paid quarter, and 40.3% of employees in the lowest paid quarter
- 29.0% of women received bonus pay, compared with 14.0% of men
- women's bonus pay was 33.3% higher than men's (comparing median bonus pay)



Pay Gap	Mean Gap	Median Gap
Energus Gender Pay Gap	0.6%	0.0%
Energus Gender Bonus Gap	-4.7%	-33.3%

2. Hourly Pay

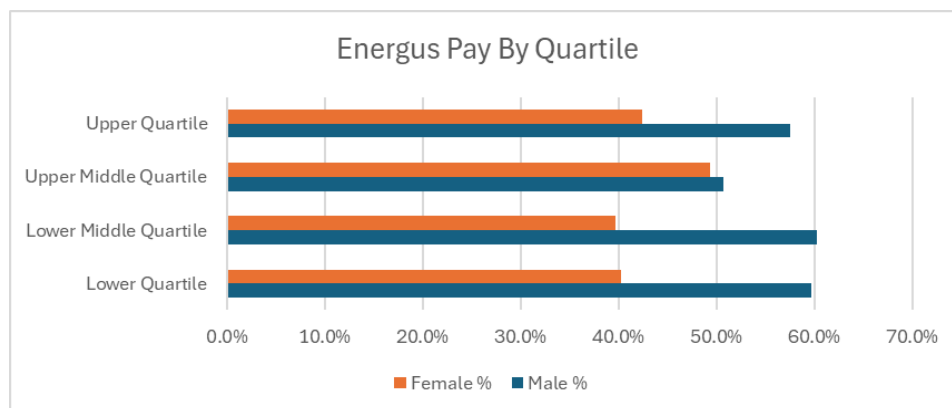
In this organisation:

- women's median hourly pay was 0.0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay
- women's mean (average) hourly pay was 0.6% lower than men's

3. Pay quarters

In this organisation, women made up:

- 42.5% of employees in the upper hourly pay quarter (highest paid jobs)
- 49.3% of employees in the upper middle hourly pay quarter
- 39.7% of employees in the lower middle hourly pay quarter
- 40.3% of employees in the lower hourly pay quarter (lowest paid jobs)



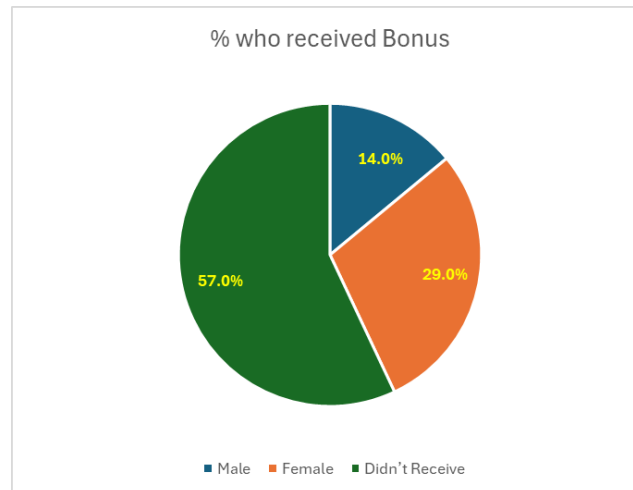
Quartile	Male %	Female %	Difference %
Lower Quartile	59.7%	40.3%	19.4%
Lower Middle Quartile	60.3%	39.7%	20.5%
Upper Middle Quartile	50.7%	49.3%	1.4%
Upper Quartile	57.5%	42.5%	15.1%

No. Male	No. Female	Total
43	29	72
44	29	73
37	36	73
42	31	73
166	125	291

4. Bonus pay

In this organisation:

- women's median bonus pay was 33.3% higher than men's – this means they earned £1.33 for every £1 that men earn when comparing median bonus pay
- women's mean (average) bonus pay was 4.7% higher than men's
- 29.0% of women and 14.0% of men received bonus pay



Energus Bonus	Male	Female	Total
Total No. Employees	166	125	291
Employees who received a bonus	24	36	60
% who received Bonus	14.0%	29.0%	43.0%

Energus have recently surpassed the legally required number of employees (250) to publicly report the gender pay gap. This page will be updated annually on the snapshot date of the 5th April in accordance with the Government Equalities Office gender pay gap reporting guidance.