

**Sheffield Forgemasters Engineering Ltd**  
**Gender Pay Gap Report**  
**Snap shot date: 5 April 2017**



## Introduction

Sheffield Forgemasters International Ltd (SFIL) is a world leader in supplying total engineering packages to solve industry's needs. As the world's largest independently owned forgemaster, SFIL specialises in a broad range of heavy steel forgings and steel castings as well as stocking steel ingot and bar.

The Company continues to supply globally for high quality engineered products to key industries such as defence, offshore oil and gas, pressure vessels and steel processing.

As part of our business strategy, we have six pillars of focus to strengthen and develop our capabilities as an Organisation. Employee Development is an essential pillar within our strategy. We aim to engage and develop the workforce so they have the capabilities, knowledge and tools to best serve our customers.

The information contained within this report complies with current Gender Pay Gap legislative requirements. For the purpose of this report the data relates to Sheffield Forgemasters Engineering Ltd exclusively. The four other business entities (Sheffield Forgemasters International Ltd, Sheffield Forgemasters Steel Ltd, Sheffield Forgemasters RD26 Ltd and Vulcan SFM) are out of scope for the 2017 report due to having less than 250 employees. The data within this report accounts for approximately 76% of the total UK workforce.

As an Engineering business Sheffield Forgemasters Engineering Ltd (SFEL) has 96.25% males in its employ. Females therefore account for 3.75% of this entities workforce. This is not a true reflection of female employees in our Group of Companies as this is equal to 6.75%. Within SFEL a number of disciplines are represented including but not limited to Machinists, Electrical and Mechanical Engineers, Skilled & Semi-skilled production roles, Technical and Support staff.

Sheffield Forgemasters as a Group of Companies engages with a number of local schools via the Work-Wise Foundation/Tomorrow's Engineers and the Cutlers Ambassador programme to encourage engagement and participation of young females into STEM (Science, Technology, Engineering & Maths) subjects to help address the industry imbalance of gender representation.



## Results

### Mean gender pay gap in hourly pay

(the difference between the average of men's and women's pay)

12.3%

### Median gender pay gap in hourly pay

(the difference between the midpoints in the ranges of men's and women's pay)

4.4%

### Current UK national average gender pay gap

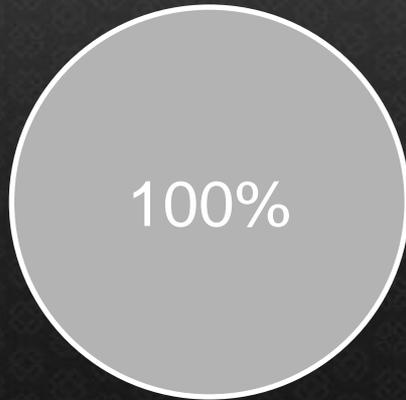
(Office for National Statistics)

18.1%

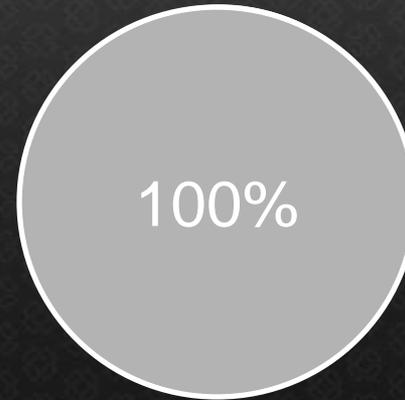
Although the results display a gender pay gap it is below the national average within the UK. Our blue collar workforce which make up a large proportion of employees in this entity are predominately male.



### Mean bonus gender pay gap



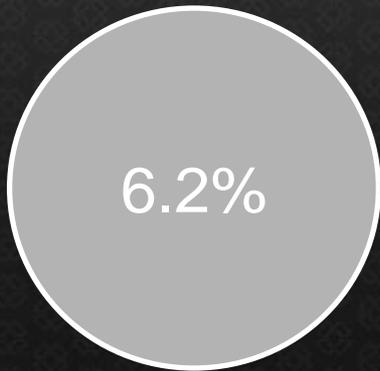
### Median bonus gender pay gap



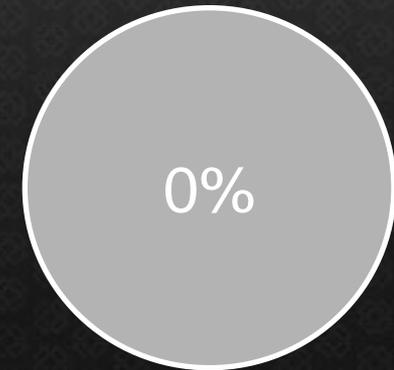
Due to zero females receiving a bonus, the gender pay gap for bonus' is 100%. The bonus' paid for the period are production incentive bonus and during this period, only males received these bonus payments.



Proportion of males  
receiving bonus  
payments



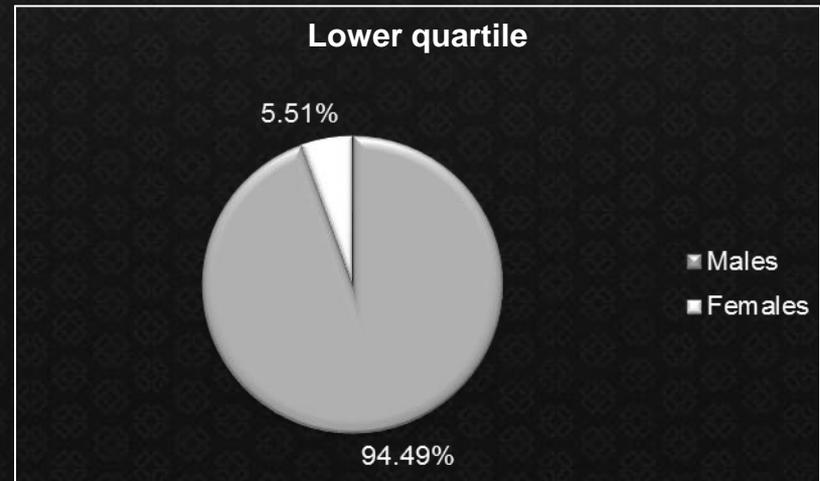
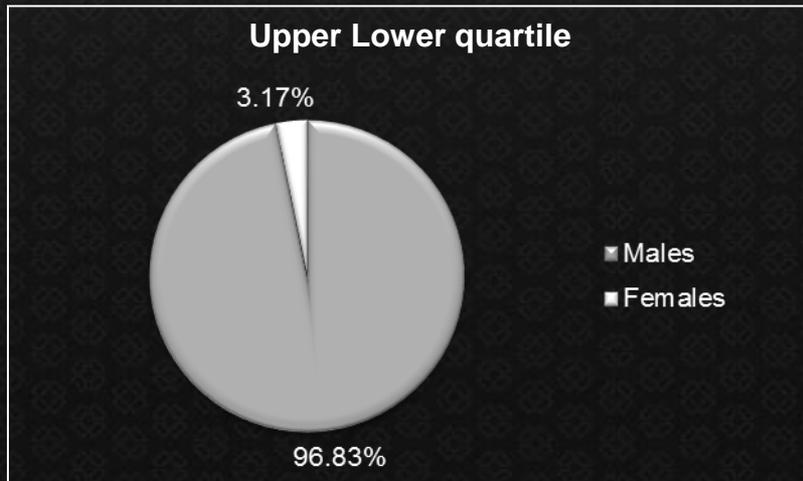
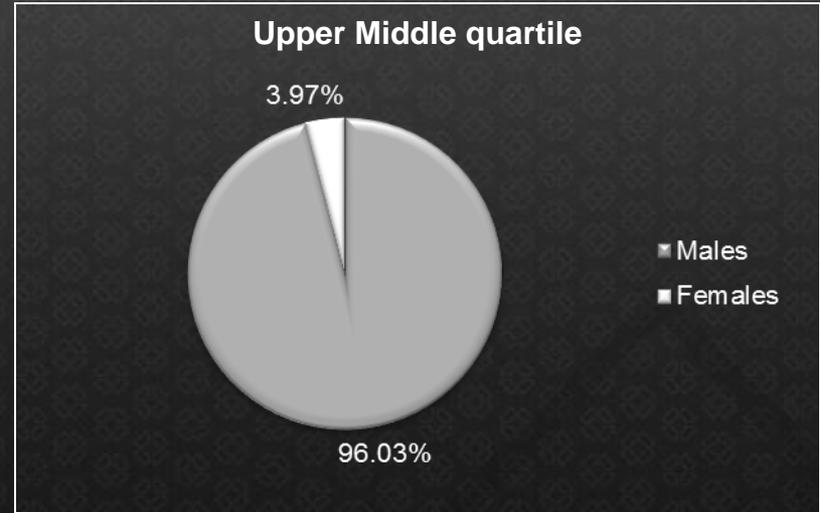
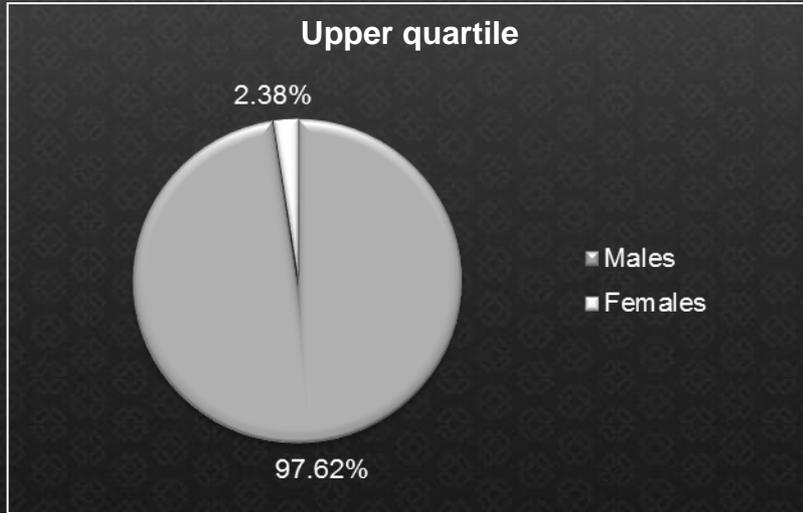
Proportion of females  
receiving bonus  
payments



Bonuses paid by SFEL are mainly production related bonuses. Within this sample, there are not any females production workers and therefore there are not any females in receipt of a bonus payment during the snap shot date period.

# Proportion of males and females in each pay quartile.

Each quartile is broadly reflective of the overall male/female employee split but variances are noted in the upper and lower quartiles.



## Action & Engagement

Sheffield Forgemasters group of Companies engages with young people to encourage them to take a career in STEM and better still, to seek employment/apprenticeships within our business. Over the last three years, 41% of school work experience placements, UK University placements and overseas college and university placements have been filled by females.

We engage in activities such as careers events, mock interviews, presentations and exhibitions in our region with local education institutes such as UTC Sheffield, Sheffield College, “Get Up to Speed” Exhibition, Springs Academy Sheffield and The Company of Cutlers in Hallamshire (Cutlers’ Ambassador Programme).

We also work with several partners to bolster our ability to engage with young people. These include Work Wise – preparing young people for the world of work, Tomorrows Engineers – national network of employers working locally to reach young people with effective interventions from STEM employers and Groundwork South Yorkshire – supporting disadvantaged communities and helping those not in employment, education and training (NEET’s) find work experience and employment.

Internally we operate a Management Development programme to promote and support future business leaders and managers. Within the last 12 months 4.5% of participants in this programme have been female.

The business has many legacy issues linked to terms and condition of employment including pay (including bonus’). This is currently under review in line with business strategy. Over the upcoming 12 months, the other entities under the Sheffield Forgemasters Group of Companies will undergo a Gender Pay gap assessment.



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I, Dr Graham Honeyman, confirm that the published information is accurate as of the snap shot date 5 April 2017.

G. A. Honeyman

