

Sheffield Forgemasters Engineering Ltd

Gender Pay Gap Report

Snap shot date: 5 April 2018



Introduction

Sheffield Forgemasters International Ltd (SFIL) is a world leader in supplying total engineering packages to solve industry's needs.

As part of our business strategy refresh, People & Culture underpins all that we aim to achieve as a business and is an essential pillar within our strategy. We strive to engage and develop the workforce so they have the capabilities, knowledge and tools to best serve our customers.

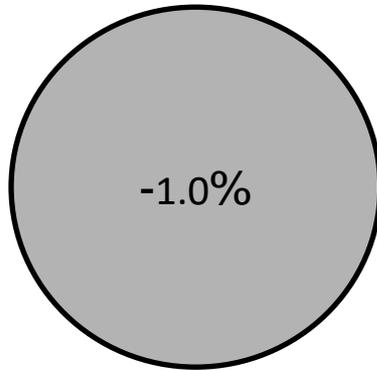
The information contained within this report complies with current Gender Pay Gap legislative requirements. For the purpose of this report the data relates to Sheffield Forgemasters Engineering Ltd (514 employees). However, a report of all employees under the Sheffield Forgemasters Group of Companies (665 employees) can be seen on the final page as these smaller business entities are currently out of scope.

As an Engineering business Sheffield Forgemasters Engineering Ltd (SFEL) has 97% males in its employ. Females therefore account for 3% of this entities workforce. Within SFEL a number of disciplines are represented including but not limited to Machinists, Electrical and Mechanical Engineers, Skilled & Semi-skilled production roles, Technical positions, Project Management and Support staff.

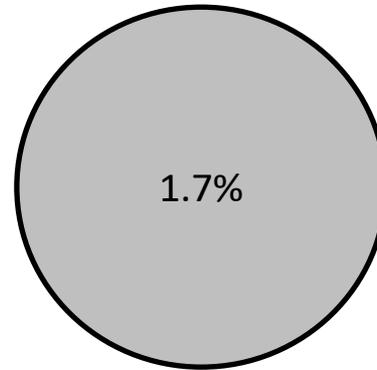
Sheffield Forgemasters as a Group of Companies engages with a number of local schools via the Work-Wise Foundation/Tomorrow's Engineers and the Cutlers Ambassador programme to encourage engagement and participation of young females into STEM (Science, Technology, Engineering & Maths) subjects to help address the industry imbalance of gender representation. In addition, a number of employees provide mentor support to young school pupils working on STEM projects as part of the Industrial Cadets/Engineering Trust initiative.

Results - Gender Pay Gap

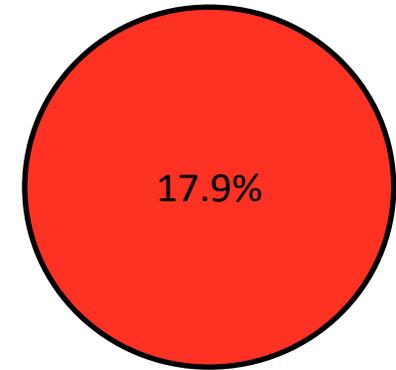
Mean gender pay gap in hourly pay
(the difference between the average
of men's and women's pay)



Median gender pay gap in hourly pay
(the difference between the midpoints
in the ranges of men's and women's
pay)



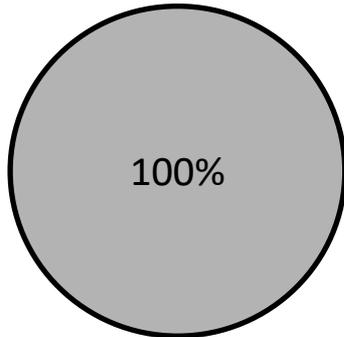
**Current UK national average gender
pay gap**
(Office for National Statistics)



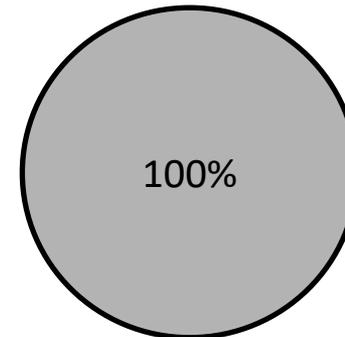
The results display a positive gender pay gap for the mean calculation and a marginal gender pay gap for the median calculation. Our manufacturing workforce which account for 62% of employees in this entity are predominately male. Overtime is not included for the purposes of this calculation, however, overtime does form a part of overall earnings for our manufacturing population.

Results – Gender Bonus Gap

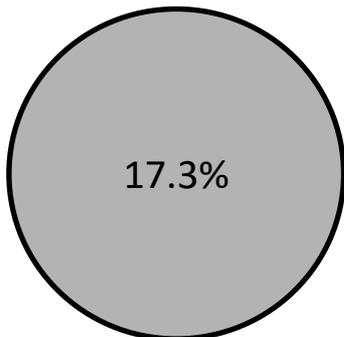
Mean Gender Bonus Gap



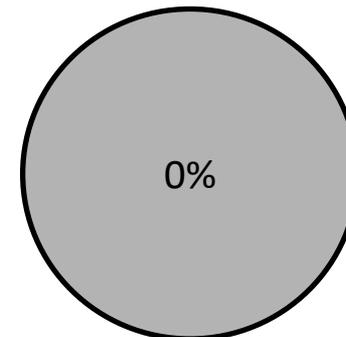
Median Gender Bonus Gap



Proportion of males receiving bonus payments



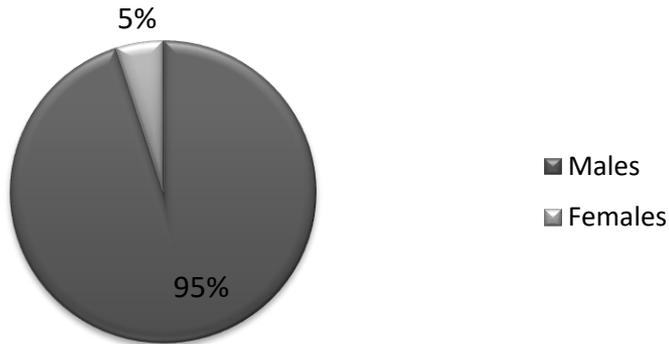
Proportion of females receiving bonus payments



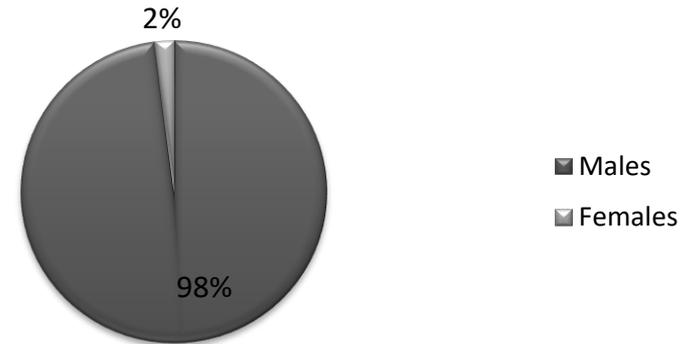
The bonus' paid for the period are production related bonus' and during this period, only males received these bonus payments. Due to zero females receiving a bonus, the gender pay gap for bonus' is 100%.

Proportion of males and females in each pay quartile.

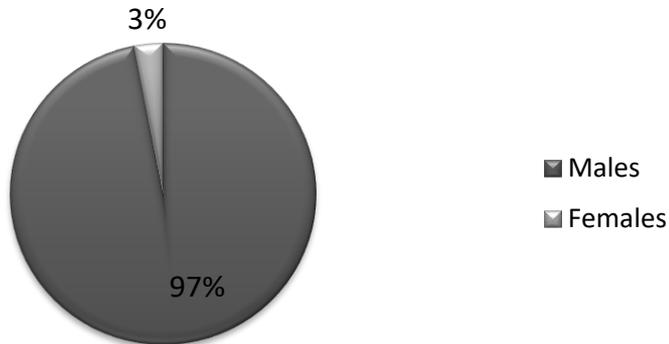
Upper Quartile



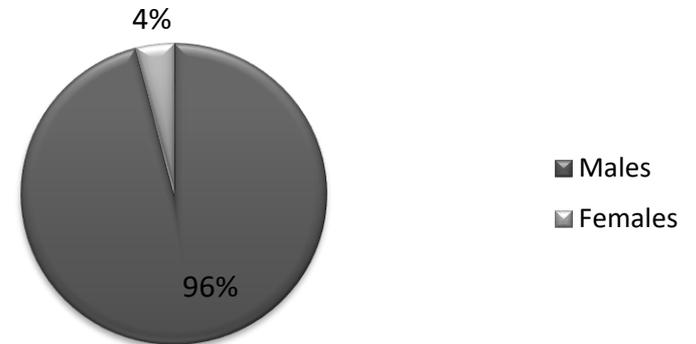
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Action and Engagement

Diversity & Inclusion Strategy

The business has recently devised a Diversity & Inclusion strategy that historically has been absent from the organisational strategy. This is underpinned and supported by the new Company Values & Behaviours of Safety & Wellbeing, Working Together, Trust & Respect and Quality & Innovation.

Under the D&I Strategy, the Company aims to improve the numbers of females that are recruited into the business as well as looking for ways to improve retention of our current female workforce.

Work will commence with the introduction of guidelines for candidate pools relating to gender balance. This will include setting guidelines for external recruitment providers that the business may choose to work with from time to time. In addition to this, work will take place regarding the employee value proposition and how we position ourselves as an employer in the local market place.

For retention topics such as flexible working and family friendly benefits will be reviewed and proposals for change recommended to ensure that SFIL is competitively placed in the market to encourage flexibility and improve retention (particularly thinking about females returning from maternity leave). This activity will also highlight the options available for male employees and it is important to appreciate that not all primary care givers are female.

Our performance management systems and talent planning reviews will also seek to encourage the development of female talent within our business.

STEM & Work Experience

Sheffield Forgemasters 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, c.40% 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, The Company of Cutlers in Hallamshire (Cutlers' Ambassador Programme) and "Be Inspired" an event organised by Sheffield City Council.

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, Tomorrow's 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.

Gender Pay Gap for Sheffield Forgemasters Group Of Companies

	Gender Pay Gap		Gender Bonus Gap		Percentage of population receiving a bonus		Percentage of male and female employees in pay quartiles							
	Mean	Median	Mean	Median	Male	Female	Lower quartile		Lower Middle Quartile		Upper Middle quartile		Upper quartile	
Legal Entity							Male	Female	Male	Female	Male	Female	Male	Female
SFIL Group*	1.2%	-0.9%	100%	100%	26.2%	0%	91%	9%	96%	4%	96%	4%	93%	7%
SFEL	-1.0%	1.7%	100%	100%	17.3%	0%	95%	5%	98%	2%	97%	3%	96%	4%

*SFIL Group includes all entities within the Group of Companies incorporating those which do not qualify under Gender Pay Gap reporting requirements due to employing under 250 people.

I, Stephen Hammell, Chief Finance Officer, confirm that the published information is accurate as of the snap shot date 5 April 2018.

