



**BRITISH
STEEL**

GENDER PAY GAP REPORT

Snap Shot Date 4th April 2024

**MARCH
2025**

BUILDING STRONGER FUTURES

Gender pay gap

Overview

As of April 2017, if you employ more than 250 employees and operate within the public, private or voluntary sectors there has been a requirement to report gender pay gaps.

The aim is to establish how large or small the pay gap is between female and male workers. This data will be published on both the company website and the Government website to encourage employers to plan to improve where practically possible.

This report is based on 4th April 2024 payroll for consistent reporting as pay and headcount fluctuate radically throughout the year.

The results below will show:

- **Mean and median pay gap** – difference in hourly rate between male full pay relevant and female full-pay relevant employees
- **Mean and median bonus gap** - difference in paid bonus between male relevant and female relevant employees
- **Bonus proportions** – the percentage of male and female full pay relevant employees who received a bonus during the bonus snapshot year
- **Quartile pay bands** – the percentage of male and female full pay relevant employees falling into the 4 equal sections sorted by hourly rate
- **Annual bonus pay gap** – difference in bonus payments made over the 12 month period prior to the snapshot date. Mean and median figures based on payments and percentage of female and male who received bonus payment out of the divide of gender groups.

Our results

Table 1 – Mean and median pay gap

Hourly Pay	2021	2022	2023	2024
Mean gender pay gap	9.8%	93.7%	93.7%	93.7%
Median pay gap	12.4%	6.3%	6.3%	6.3%

Table 1 shows our mean and median hourly pay gender pay gap at the snapshot date of 4th April 2024.

Mean female average hourly rate is £16.81 and male average hourly rate is £17.89

Median female hourly rate is £15.30 and male is £17.08

274 female workers and 3654 male workers who have relevant earning in April for this analysis.

Table 2 – Quartiles by pay bands

	Lower quartile		Lower middle quartile		Upper middle quartile		Top quartile	
	2023	2024	2023	2024	2023	2024	2023	2024
Male	87.5%	86.5%	95.9%	95.6%	95.6%	95.7%	93.7%	94.3%
Female	12.5%	13.5%	4.1%	4.4%	4.4%	4.3%	6.3%	5.7%

Table 2 shows the gender distribution across British Steel in 4 equally sized quartiles arranged by hourly rate in comparison to 2023 reporting.

Explanation

The nature of the work undertaken by British Steel dictates that it is typically heavily resourced by male employees who make up a large number of the core skilled Steelmaking Manufacturing and Engineering roles. These roles on average demand the higher rates of pay within the business due to the skills and experience level and type, and are remunerated in line with industry benchmark. Whilst we also employ relatively large numbers of female employees, the majority of these are typically in support and functional type roles, which on average command a lower pay rate in line with industry benchmark.

Although the employee numbers from 2023-2024 have reduced slightly on both female and male headcount the recording stats are fairly static from the previous year as the nature of the roles and job skills remain the same

Table 3 – Annual Bonus Pay Gap

Bonus Pay Gap	2021	2022	2023	2024
Mean bonus pay gap	94.1%	-11.56%	93.7%	3.02%
Median bonus pay gap	5.9%	-16.83%	6.3%	0%

Table 3 shows you the mean and median of bonus payments paid within 12 months of the snapshot period of 5th April 2023.

Mean – average bonus per employee £504.84 for females and £520.56 for males.

Median – In order the middle bonus was £500 for females and £500 for males

274 female employees and 3654 male employees data used in these calculation.
235 of 274 females received a bonus and 3245 of 3654 males received a bonuses.

Female 85.8%

Male 88.8%

Explanation

Within her reporting 12 months back from 4th April 2024 all eligible employees received a bonus payment in line with union agreements. Additional payments for bonus payment on KPI's but this was very few.

I confirm the data reported is accurate.



Mr G Feng
HR Director
March 2024