



**BRITISH
STEEL**

GENDER PAY GAP REPORT

Snap Shot Date 5th April 2020

**OCTOBER
2021**

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 April 2020 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) **NOT APPLICABLE FOR THIS YEARS SUBMISSION**
- **Quartile pay bands** – the percentage of male and female full pay relevant employees falling into the 4 equal sections sorted by hourly rate

Our results

Table 1 – Mean and median pay gap

Hourly Pay	2020
Mean gender pay gap	6.15%
Median pay gap	4.52%

Table 1 shows our mean and median hourly pay gender pay gap at the snapshot date of 5 April 2020.

Mean female average hourly rate is £16.03 and male average hourly rate is £17.08

Median female hourly rate is £15.41 and male is £16.14

186 female workers and 2712 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
	2020	2020	2020	2020
Male	90.3%	95.0%	95.3%	93.7%
Female	9.7%	5%	4.7%	6.3%

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

I confirm the data reported is accurate.



Derek Scott
HR Director
5th October 2021



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