



**BRITISH  
STEEL**

# **GENDER PAY GAP REPORT**

**Snap Shot Date 5<sup>th</sup> April 2023**

**MARCH  
2024**

**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 2023 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
Mean gender pay gap	9.79%	6.96%	5.62%
Median pay gap	12.36%	10.78%	10.19%

Table 1 shows our mean and median hourly pay gender pay gap at the snapshot date of 5 April 2023.

Mean female average hourly rate is £15.95 and male average hourly rate is £16.90

Median female hourly rate is £14.36 and male is £15.99

281 female workers and 3848 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	
	2022	2023	2022	2023	2022	2023	2022	2023
Male	90%	87.5%	92.9%	95.9%	96.4%	95.6%	93.2%	93.7%
Female	10%	12.5%	7.1%	4.1%	3.6%	4.4%	6.8%	6.3%

Table 2 shows the gender distribution across British Steel in 4 equally sized quartiles arranged by hourly rate in comparison to 2022 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.

**Table 3 – Annual Bonus Pay Gap**

Bonus Pay Gap	2021	2022	2023
Mean bonus pay gap	94.1%	-11.56%	15.49%
Median bonus pay gap	5.9%	-16.83%	-95.00%

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

Mean – average bonus per employee £3000 for females and £3549.79 for males.

Median – In order the middle bonus was £3000 for females and £2000.00 for males

281 female employees and 3848 male employees data used in these calculation.  
2 of 281 females received a bonus and 61 of 3848 males received a bonuses.

Female 0.71%

Male 1.59%

### Explanation

Bonus payments commences for metrics and performance in 2021 for manager and certain job groups in operations. Therefore, this resulted in the male employees receiving more and higher YTD bonus payment as only 2 full pay relevant females received bonus within the reporting period compared to the 61 males who received it which changes this to a negative gap in 2023.

I confirm the data reported is accurate.



**Mr G Feng**  
HR Director  
March 2024