



**BRITISH
STEEL**

GENDER PAY GAP REPORT

Snap Shot Date 4th April 2025

**MARCH
2026**

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 2025 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	2022	2023	2024	2025
Mean gender pay gap	6.96%	5.62%	6.04%	3.77%
Median pay gap	10.78%	10.19%	10.42%	8.90%

Table 1 shows our mean and median hourly pay gender pay gap at the snapshot date of 4th April 2025.

Mean female average hourly rate is £17.38 and male average hourly rate is £18.06

Median female hourly rate is £15.56 and male is £17.08

259 female workers and 3349 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	
	2024	2025	2024	2025	2024	2025	2024	2025
Male	86.5%	86.8%	95.6%	95%	95.7%	95.8%	94.3%	93.7%
Female	13.5%	13.2%	4.4%	5%	4.3%	4.2%	5.7%	6.3%

Table 2 shows the gender distribution across British Steel in 4 equally sized quartiles arranged by hourly rate in comparison to 2024 reporting.

Explanation

The activities associated with the majority of the roles within British Steel typically attract a greater number of male employees resulting in it currently being heavily resourced by male employees who make up a large number of the core skilled Steelmaking Manufacturing and Engineering roles.

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	2022	2023	2024	2025
Mean bonus pay gap	-11.56%	15.49%	3.02%	0%
Median bonus pay gap	-16.83%	-95%	0%	0%

Table 3 shows you the mean and median of bonus payments paid within 12 months of the snapshot period of 5th April 2025.

There is no active bonus scheme and no payments made to any employee as classified as a bonus payment.

I confirm the data reported is accurate.



Mr Nicholas Ashton
HR Director
 March 2026