



ACENTA STEEL LIMITED –GENDER PAY REPORTING

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2017. At this date Acenta employed 87% being male and 13% being female.

Our overall mean gender pay gap is 7.2% lower

Pay Information

Mean hourly pay difference between male and female employees 7.2%

Median hourly pay difference between male and female employees 3.4%

Bonus information

No bonuses were paid to the employees due to the poor trading conditions in industry.

Gender Split-Pay Quartiles

	Male	Female
Lower Quartile	81%	19%
Lower Middle Quartile	89%	11%
Upper Middle Quartile	90%	10%
Upper Quartile	88%	12%
Overall Total	87%	13%

Commentary

- Acenta Steel Limited gender pay gap is significantly lower than the National Average of 18%.
- There are no difference between the rates paid to men and women.
- The industry is quite heavily male dominated. This traditional industry is one in which the worker must be physical capable of handling heavily metal, also operative working conditions particular at Hot Rolled division are dirty. It is proving difficult to attract women.
- This results in the majority of the female employees at Acenta being in the more professional and administrative roles.
- Higher pay job rates to operative employees reflect the business requirement and premium for night shift and late shift.
- The females are employed in the supporting function in administrative, transport, sales and finance.

What have we done so far

In recent years in the supporting roles Acenta have appointed 3 female managers. Acenta has also appointed a female lorry driver.

What we are doing next

We are working with trade body EEF to address the absence of women working in operation. EEF undertaking a drive to recruit women into engineering apprenticeship roles.

I confirm the information published above is accurate.

Jane Withers, Financial Director