

BMet **Pay Gap** **Report** **2025**



Foreword

We are pleased to introduce you to BMet's Pay Gap Report for 2025 which combines the gender, ethnicity and disability pay gap reports in one document.

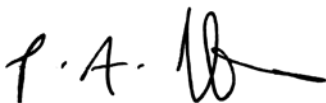
Workforce diversity and inclusion is pivotal to our vision for BMet to be a confident, highly effective learning organisation for our students and wider stakeholders in Birmingham and the region. In 2025 we continued to focus on inclusive recruitment as well as developing our college culture to ensure we are retaining and advancing a diverse workforce.

Our workforce grew in 2025 and we saw a further increase in the representation of our staff from a Black, Asian and minority ethnic background (BAME) and those who are disabled. Despite this, both of our gender and ethnicity pay gaps widened. The larger pay gaps represent small fluctuations across quartiles and the continued over-representation of both women and BAME staff in the lower quartiles of the organisation. Our Disability Pay Gap presents a positive picture although we understand the rates of 'not known' across this characteristic need further work.

Our work to close our pay gaps continue as part of a broader sustained effort to embed equity into our culture and to effect meaningful change.

We hope you find our Pay Gap Report for 2025 and our ongoing work to close our pay gaps in future informative.

I can confirm that the information in this statement is accurate and that the data has been calculated to the requirements of the Equality Act.



Pat Carvalho
Principal and CEO

2025 Pay Gap Report

CONTENTS

Foreword	3
1 Gender Pay Gap	5
2 Ethnicity Pay Gap	11
3 Disability Pay Gap	17
4 Actions we have taken	21
5 What we plan to do	22
6 Explaining pay gap calculations	24



1

GENDER PAY GAP






Workforce Profile

Figures are drawn from 793 staff who qualify as 'full pay relevant employees' ⁴ on the snapshot date of 31st March 2025. 660 are salaried employees and 133 are hourly paid associates.

453 staff are female (57%) and 340 are male (43%). There has been an increase in overall staff numbers from 2024 although female/male percentage split remains the same. **See Table 1.**

Table 1. Percentage split of genders across workforce over 3 years

			
2025	43%	57%	793
2024	43%	57%	719
2023	44%	56%	703

Male  Female 





2025 Gender Pay Gap

- The mean gender pay gap is 3.6%.
- The median gender pay gap is 9.6%.

In 2025 both the mean and median pay gaps have widened from 2024. The median gender pay gap, the indicator that is thought to be the most reflective of the earning experience of the 'typical' man and 'typical' woman, has increased 4.5% from 2024 to 9.6%. The college's mean pay gap has widened 1.2% from 2024. See **Table 2** for comparison between years.

Table 2. Mean and median pay gap over 3 years

	Mean	Median
2025	3.6%	9.6%
2024	2.4%	5.1%
2023	4.4%	7.7%

2025	Mean gender pay gap	Mean hourly pay 2024			
	3.6%		£21.14		£20.38
	Median gender pay gap	Median hourly pay 2025			
	9.6%		£22.40		£20.26

The percentage gap increase from 2024 is explained by the decrease in the proportion of women in the upper middle quartile and the increase of females in the lower quartiles. [See Table 3 and Table 4.](#)

The ongoing pay gap is explained by the over representation of women in the lower quartiles. The lower and lower middle quartiles have a much higher proportion of females (60.3% and 64.6% respectively). These quartiles see a much higher proportion of support roles, including hourly paid associates in support roles, which tend to be lower paid.

Table 3. Percentage of men and women in the 4 pay band quartiles with comparison over 3 years

Quartiles (Staff No's)	♂	♀	♂	♀	♂	♀
	2025		2024		2023	
Upper [198]	46.0%	54.0%	45.6%	54.4%	52.3%	47.7%
Upper Middle [198]	50.5%	49.5%	47.5%	52.5%	45.1%	54.9%
Lower Middle [198]	35.4%	64.6%	40.0%	60.0%	36.4%	63.6%
Lower [198]	39.7%	60.3%	40.6%	59.4%	40.3%	59.7%

All Staff. Gender Distribution by Pay Quartile

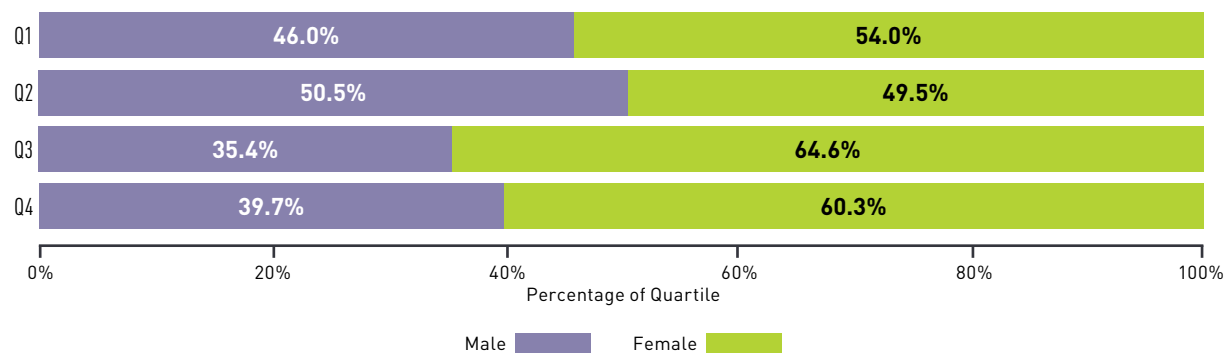


Table 4. Distribution of women across quartiles over 3 years

Quartiles	2025	2024	2023
No of women	453	407	397
Upper	23.6%	24.1%	21.2%
Upper Middle	21.6%	23.1%	24.2%
Lower Middle	28.3%	26.5%	28.2%
Lower	26.5%	26.3%	26.4%
	100%	100%	100%

For comparison of hourly pay over 3 years see [Table 5](#).

Table 5. Variance in gender pay gap between years including hourly pay

	2025	2024	2023	Variance 2024/23
Mean Gender Pay Gap	3.6%	2.4%	4.4%	-1.2%
♂	£ 21.14	£20.50	£19.17	+£0.64
♀	£20.38	£20.00	£18.32	+£0.38
Median Gender Pay Gap	9.6%	5.1%	7.7%	+4.5%
♂	£22.40	£21.85	£20.52	+£0.55
♀	£20.26	£20.73	£18.95	-£0.47

Bonus Pay Gap

The regulations require organisations to report on the proportion of male and female employees receiving a bonus (or other payment which falls within the definition), and the gap across gender in these payments.

BMet operates a bonus scheme for Curriculum Directors who have reached the top of their pay scale and meet the criteria. This is a flat rate payment that does not vary. In this reporting period 3 Directors qualified for a pay bonus which means that 0.4% of the workforce received bonus pay. All 3 Directors were female and a -100% bonus pay gap figure is therefore noted.

Further Exploring the Gap at BMet

The over representation of women in the lower quartiles is the main reason for our pay gap. Exploring this further, pay gap figures for both salaried employees and hourly paid associates have been separately calculated and are presented below.

We remain in a positive position when compared to ONS gender pay gap data for national (12.8%) and sector rates for 2025. The College's rate of 9.6% is just below the average median pay gap in the FE sector (10.8% for 'tertiary education' and 13.2% for 'post-secondary non tertiary education'). NB provisional rates for 2025







Salaried and Hourly Paid Comparisons

660 staff are salaried employees. 372 are female (56%) and 288 are male (44%). This reflects the same picture as last year and is -1% and +1% respectively compared to the whole workforce.

133 staff are hourly paid associates. 81 are female (61%) and 52 are male (39%).







In 2025, the median pay gap profile at 9.3% for just salaried staff is slightly less than the whole workforce. It is the higher median pay gap for hourly paid staff this year that is an additional influence on the overall increase in rates. **See Table 7.**

Table 7. Comparison of salaried and hourly paid against whole workforce for 2025 compared to 2024

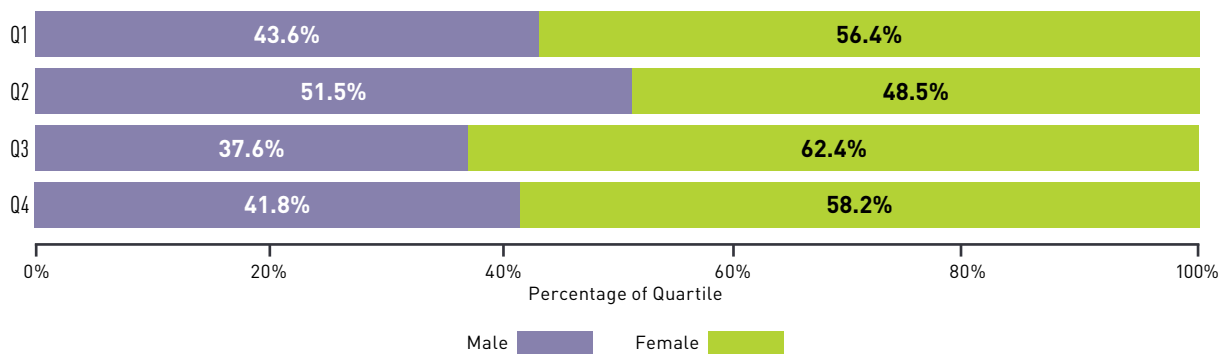
2025	Salaried		Whole Workforce		Hourly Paid	
Mean Gender Pay Gap	1.8%		3.6%		12.6%	
Median Gender Pay Gap	9.3%		9.6%		10.1%	
						
Mean Hourly Pay	£20.80	£20.44	£21.14	£20.38	£23.02	£20.12
Median Hourly Pay	£22.34	£20.26	£22.40	£20.26	£22.40	£20.14

The mean pay gap widens greatly when calculating for just the hourly paid associates with a 12.6% mean gap. This is because our hourly paid female staff are more likely to be in student support administration, additional learning support and invigilation roles rather than associate lecturer roles which secure higher rates of pay. **See Table 8.**

Table 8. Percentage of men and women in the 4 pay band quartiles; salaried, hourly paid and whole workforce

2025	Salaried Staff 165/6 staff per quartile		Whole Workforce 198/99 staff per quartile		Hourly Paid 33/34 staff per quartile	
						
Upper	43.6%	56.4%	48.0%	52.0%	57.6%	42.4%
Upper Middle	51.5%	48.5%	48.2%	51.8%	42.4%	57.6%
Lower Middle	37.6%	62.4%	35.4%	64.6%	24.2%	75.8%
Lower	41.8%	58.2%	39.9%	60.1%	32.4%	67.6%

Salaried - Gender Distribution by Pay Quartile



Hourly Paid - Gender Distribution by Pay Quartile

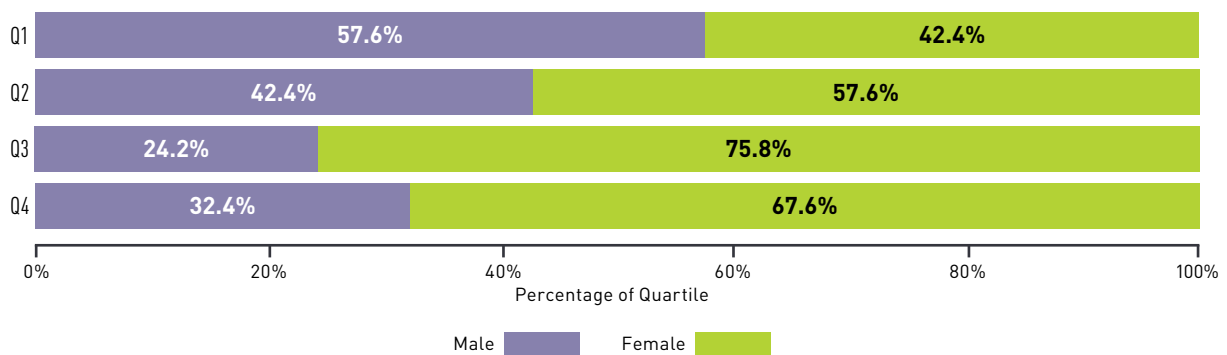


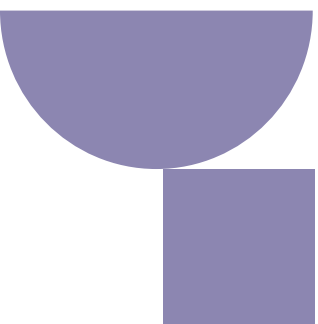
Table 9. Distribution of women across quartiles in 2025; salaried, hourly paid and whole workforce

Quartiles	Salaried	Hourly Paid	Whole Workforce	Salaried	Hourly Paid	Whole Workforce
Number of women	372	81	453	344	63	407
Upper	25.0%	17.3%	23.6%	25.3%	19.0%	24.1%
Upper Middle	21.5%	23.5%	21.6%	22.7%	22.2%	23.1%
Lower Middle	27.7%	30.9%	28.3%	26.7%	27.0%	26.5%
Lower	25.8%	28.4%	26.5%	25.3%	31.8%	26.3%

Whilst working part time does not directly impact on the actual gender pay gap calculations, we do know that societally part time work is on average lower paid and can lead to less progression. Overall, on the snapshot date, 40.2% of BMet’s workforce work part time (319 people). 70.0% of part time workers in 2025 are female. 16.6% of females working part time are in the upper quartile whilst 35.4% of males working part time are in the upper quartile. [See Table 10.](#)

Table 10. Distribution of part time employees across quartiles % (no's) in 2025

Quartiles	♂ ♀	♀	♂
Upper	22.3% (71)	35.4% (34)	16.6% (37)
Upper Middle	27.3% (87)	25.0% (24)	28.3% (63)
Lower Middle	22.3% (71)	17.7% (17)	24.2% (54)
Lower	28.2% (90)	21.9% (21)	30.9% (69)
Total	319	96	223



2

ETHNICITY PAY GAP



Workforce Profile

Figures are drawn from 793 staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2025. 660 are salaried employees and 133 are hourly paid associates. There has been an increase in staff numbers overall from 2024 (719) with those from a Black, Asian and Minority Ethnic (BAME)* background predominantly represented.

*At BMet we continue to use the phrase BAME as a collective term. We acknowledge and seek to understand the great diversity of identities and consequent experiences within the BAME community whilst also recognising the difficulties with the term itself.

In 2025:

- 425 staff are white (391 White British + 34 White Other and White Irish).
- 243 are from a Black, Asian and Minority Ethnic background.
- 25 staff ‘prefer not say’.
- 100 staff have not provided this information to the college (90 of these are hourly paid associates).

Table 1. Percentage ethnic split over 3 years

Category	2025		2024		2023	
	%	No.	%	No.	%	No.
White	53.6%	425	58.4%	420	60.3%	424
BAME	30.6%	243	29.9%	215	27.6%	194
Not known	12.6%	100	8.9%	64	8.8%	62
Prefer Not Say	3.2%	25	2.8%	20	3.3%	23
Total	100	793	100	719	100%	703

2025 Ethnicity Pay Gap

- The mean ethnic pay gap is **5.9%**.
- The median ethnic pay gap is **13.8%**.

Table 2. Mean and median pay gap with hourly rates over 3 years

Category	2025		2024		2023	
	Pay Gap	Hourly Pay	Pay gap	Hourly Pay	Pay gap	Hourly Pay
Mean	5.9%		6.1%		5.7%	
Mean White		£21.16		£20.70		£19.14
Mean BAME		£19.91		£19.45		£18.05
Median	13.8%		9.6%		9.3%	
Median White		£22.34		£21.85		£20.48
Median BAME		£19.26		£19.76		£18.57

Table 3. Percentage of white, BAME and 'not known' employees in the 4 pay band quartiles; with 2024 and 2023 comparisons

Quartiles (no's in each quarter)	2025			2024			2023		
	White	BAME	NK	White	BAME	NK	White	BAME	NK
Upper (198)	57.1%	26.3%	16.7%	66.1%	25.6%	8.3%	72.8%	20.5%	6.8%
Upper Middle (198)	57.6%	25.3%	17.2%	57.0%	28.5%	14.5%	56.6%	29.1%	14.3%
Lower Middle (198)	50.5%	36.4%	13.1%	55.0%	33.3%	11.7%	56.3%	33.5%	10.2%
Lower (199)	49.2%	34.7%	16.1%	55.6%	32.2%	12.2%	55.7%	27.3%	17.0%

All Staff - Ethnicity Distribution by Pay Quartile

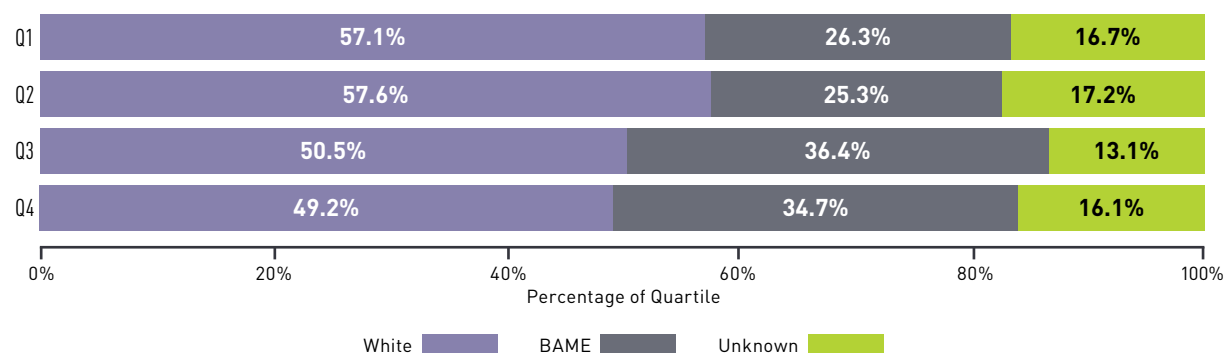


Table 4. Distribution of white and BAME employees across quartiles in 2025; with 2024 and 2023 comparisons

Quartiles	2025			2024			2023		
	White	BAME	NK	White	BAME	NK	White	BAME	NK
No of staff	425	243	125	420	215	84	424	194	85
Upper	26.6%	21.4%	26.4%	28.3%	21.4%	17.8%	30.2%	18.6%	14.1%
Upper Middle	26.8%	20.6%	27.2%	24.3%	23.7%	31.0%	23.3%	26.3%	29.4%
Lower Middle	23.5%	29.6%	20.8%	23.6%	27.9%	25.0%	23.3%	30.4%	21.2%
Lower	23.1%	28.4%	25.6%	23.8%	27.0%	26.2%	23.1%	24.7%	35.3%

Salaried and Hourly Paid Comparisons

In 2025 660 staff are salaried employees. 60.5% of these are white (-2.5% from 2024), 34.4% BAME (+2.1%), 1.5% not known and 3.6% prefer not to say.

133 staff are hourly paid. 19.5% are white (-10.5% from 2024) and 12.0% are BAME (-3.0%) with a large percentage of 'not known', 68.5%.

In a similar picture to last year, the median pay gap profile for just salaried staff is higher than the whole workforce although the mean pay gap is almost aligned. The pay gap narrows greatly when calculating just the hourly paid staff with an -0.3% median gap and -4.6 % mean gap. This arises because our hourly paid BAME staff are most concentrated in the upper quartile in associate lecturer roles.

Table 5 and 6. Comparison of salaried and hourly paid against whole workforce

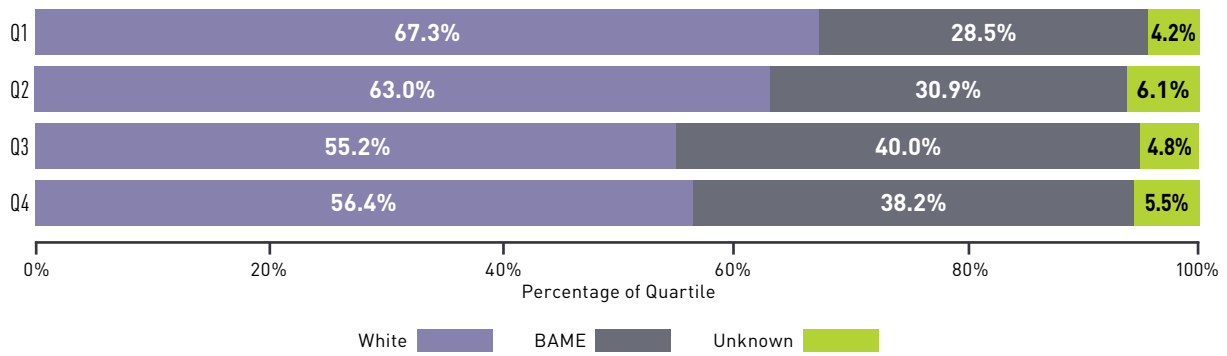
	Salaried (660)	Whole Workforce (793)	Hourly Paid (133)
% White	60.5% (399)	53.6%	19.5% (26)
% BAME	34.4% (227)	30.6%	12.0% (16)
% Not known	1.5% (10)	12.6%	67.7% (90)
% Prefer Not Say	3.6% (24)	3.2%	0.8% (1)

	Salaried		Whole Workforce		Hourly Paid	
Mean Pay Gap	6.6%		5.9%		-4.6%	
Median Pay Gap	13.8%		13.8%		-0.3%	
	White	BAME	White	BAME	White	BAME
Mean Hourly Pay	£21.17	£19.77	£21.16	£19.91	£20.93	£21.89
Median Hourly Pay	£22.34	£19.26	£22.34	£19.26	£22.33	£22.40

Table 7. Percentage of White and BAME in the 4 pay band quartiles; salaried, hourly paid and whole workforce

2025	Salaried Staff 165 staff per quartile		Whole Workforce 198/199 staff per quartile		Hourly Paid 33/34 staff per quartile	
Quartiles	White	BAME	White	BAME	White	BAME
Upper	67.9%	28.5%	57.1%	26.3%	12.1%	18.2%
Upper Middle	63.6%	29.7%	57.6%	25.3%	21.2%	6.1%
Lower Middle	53.9%	41.8%	50.5%	36.4%	27.3%	6.1%
Lower	56.4%	37.6%	49.2%	34.7%	17.6%	17.6%

Salaried - Ethnicity Distribution by Pay Quartile



Hourly Paid - Ethnicity Distribution by Pay Quartile

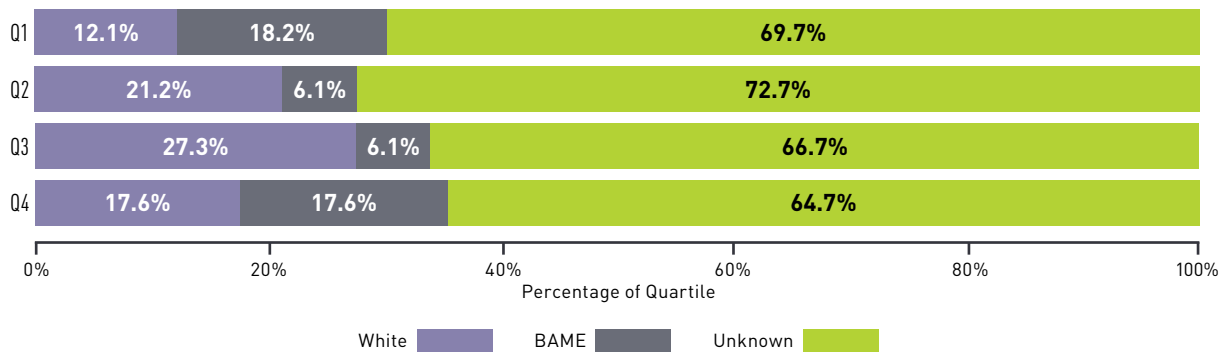


Table 8. Distribution of BAME staff across quartiles in 2025; salaried, hourly paid and whole workforce

Quartiles	Salaried (227)	Whole Workforce (16)	Hourly Paid (243)
Upper	20.7%	37.5%	21.4%
Upper Middle	21.6%	12.5%	20.6%
Lower Middle	30.4%	12.5%	29.6%
Lower	27.3%	37.5%	28.4%

Bonus Pay Gap

The pay gap regulations require organisations to report on the proportion of employees receiving a bonus (or other payment which falls within the definition), and the gap across these payments.

BMet operates a bonus scheme for Curriculum Directors who have reached the top of their pay scale and meet the criteria. This is a flat rate payment that does not vary. In this reporting period 3 Directors qualified for a pay bonus which means that 0.4% of the workforce received bonus pay. All 3 Directors are in the White group and a 100% bonus pay gap figure is therefore noted.



Explaining the Ethnicity Pay Gap

The median ethnicity pay gap in 2025 (13.8%) has further widened from 2023 and 2024. The mean pay gap has remained similar at 5.9%.

In March 2025 BMet's employees constituted **49.3%** White British, **4.3%** White Other and **30.6%** BAME (+0.7% from 2024). 2021 census data provides the following for Birmingham: 42.9% White British; 5.8% White Other; and 51.3% BAME. (West Midlands Region = 77.0% White, 22.9% BAME groups)

When compared with other post 16 education providers in Birmingham, BMet's workforce profile is similar to both University of Birmingham (28% BAME) and Birmingham City University (31%). The proportion of BAME employees is however lower than South & City College and Joseph Chamberlain College whose latest reported figures are 38% and 40% respectively.

In 2025 we have had good representation of BAME applicants and successful appointments in staff recruitment activities and our ethnicity pay gap continues to be explained by the lack of ethnic diversity at senior level and the disproportionate representation in the lower paid roles.

Whilst staff numbers have slightly increased there remains an under-representation of staff from a Black, Asian and Minority Ethnic background in the upper quartile.

See Table 3 and Table 4.

Further breakdown

We know that the aggregated two-category ethnicity classification (i.e. White, including White British and White Other, and BAME groups) can hide disparities between groups. National data in 2022 shows that employees of Chinese and Indian ethnic groups have higher median hourly pay than White British employees. UK's employees in the Pakistani, Black African and Caribbean, Bangladeshi, and Mixed White/Black African and White/Black Caribbean groups have the lowest median hourly pay (the latter group earning 18.5% less than White British workers).

When we explore the different ethnic groups at BMet we see that the largest groups are Indian (24% of BAME staff), Black Caribbean (20% of BAME staff) and Pakistani (19%); with White/Black Caribbean (7%), Black African (6%), Asian Other (6%) Mixed Other (5%) and Bangladeshi (4%) being the next largest groups of BAME staff.

All have lower median hourly pay than the White British group with the exception of the Indian group. **See Table 10 for the hourly pay of these groups.**

The respective pay gaps are roughly aligned with the picture for the West Midlands region where Mixed ethnicities earned the least and Asian employees earned more than all BAME groups. (West Midlands State of the Region 2023-2024 report). Please note there is no single regional rate published.

Table 10. Hourly pay for the largest ethnic groups at BMet with pay gap calculations

Ethnic Groups	2025	Mean Hourly Pay	Median Hourly Pay	Median Pay Gap	Median Pay Gap West Midlands
Asian/Asian British	131	£19.97	£21.24	4.9%	-1.7%
Indian	59	£20.74	£22.60	-1.2%	
Pakistani	47	£20.47	£20.26	9.3%	
Black/Black British	65	£20.31	£19.12	14.4%	11.9%
Black Caribbean	49	£20.46	£19.12	14.4%	
Mixed*	33	£19.04	£18.28	18.2%	25.1%
Other**	14	£19.49	£19.67	12.0%	4.7%
White/White British	425	£21.16	£22.34		
White British	391	£21.32	£22.40		
White Other	34	£19.26	£19.96		

*Mixed includes White and Asian, White and Black African, White and Black Caribbean and Any Other Mixed group

**Other includes Arab, Chinese, Gypsy, Traveller, Romany and Any Other ethnic group

3

DISABILITY PAY GAP

We use the term ‘disabled’ as an inclusive term to refer to those who are living with physical, visual, or hearing impairments, learning difficulties, neurodivergence, mental health, and/or long-term health conditions. We recognise that disabled people share common barriers arising from environmental and societal attitudes. Our pay gap helps us to understand how this might impact in the workplace.

Workforce Profile

In 2025 of **793** staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2025:

- **133** staff have shared that they have a disability.
- **334** staff have stated that they have no disability.
- **31** ‘prefer not say’.
- **295** have not shared this information

Table 1. Profile of workforce over 3 years

Category	2025		2024		2023	
	%	No.	%	No.	%	No.
Disabled	16.7%	133	12.8%	92	12.7%	89
Not disabled	42.1%	334	32.8%	236	33.7%	237
Not known	37.2%	295	54.4%	391	53.6%	377
Prefer Not Say	3.9%	31				
Total	100	793	100	719	100%	703

2025 Disability Pay Gap

- The mean disability pay gap is 3.8%.
- The median disability pay gap is -4.9%.




2024	Mean Disability pay gap 3.8%	Mean hourly pay 2024				Median Disability pay gap -4.9%	Median hourly pay 2024			
			£21.02		£20.22			£20.26		£21.24

Table 2. Mean and median pay gap with hourly rates over 2 years











	2025		2024	
				
Mean Pay Gap	3.8%		8.0%	
Hourly Pay	£21.02	£20.22	£20.81	£19.14
Median Pay Gap	-4.9%		0.0%	
Hourly Pay	£21.24	£20.22	£20.73	£20.73

Table 3. Percentage of disabled/non-disabled/unknown in the 4 pay band quartiles over 2 years

Quartiles (Staff No's)	2025			2024		
						
Upper (180)	42.4%	13.6%	39.9%	36.1%	10.0%	53.9%
Upper Middle (179)	36.4%	18.7%	42.4%	25.7%	12.3%	62.0%
Lower Middle (180)	48.5%	19.2%	27.8%	38.3%	16.1%	45.6%
Lower (180)	41.2%	15.6%	38.7%	31.1%	12.8%	56.1%

All staff - Disability Distribution by Pay Quartile

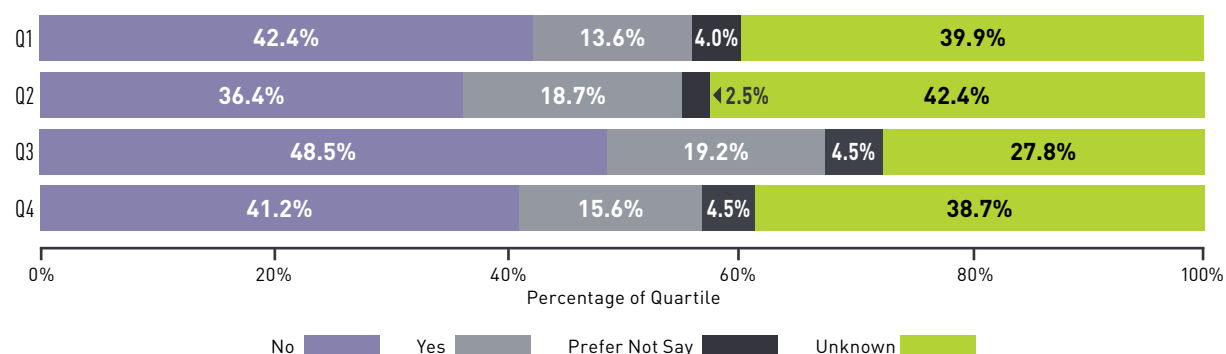


Table 4. Distribution of staff with a disability across quartiles over 3 years

Quartiles	2025	No.	2024	No.	2023	No.
Upper	20.3%	27	19.6%	17	22.5%	20
Upper Middle	27.8%	37	23.9%	26	25.8%	23
Lower Middle	28.6%	38	31.5%	28	29.2%	26
Lower	23.3%	31	25.0%	21	22.5%	20
	100%	133	100%	92	100%	89



Salaried Employees

129 of our salaried employees (19.5%) have shared a disability or health condition. 48.0% of salaried employees staff are non-disabled, 4.7% 'prefer not say' and 27.7% have not completed the relevant section on Cintra Self-Service.

Table 4. Mean and median disability pay gap for 2025 with hourly rates for salaried employees

2025	Mean Disability pay gap 5.0%	Mean hourly pay 2024				Median Disability pay gap -4.9%	Median hourly pay 2024			
		 £20.93	 £19.89	 £20.26	 £21.24					

Exploring the gap

The median disability pay gap is noted as -4.9%. The median is considered the indicator that is thought to be the most reflective of the earning experience of the 'typical' disabled and 'typical' non-disabled person. The gap for just our salaried employees is the same.

We have continued to improve the rates of disabled staff year on year. Our staff who have shared that they have a disability are distributed fairly evenly across the pay quartiles with the heaviest concentration in the lower middle quartile. The mean pay gap is primarily driven by a lack of representation of disabled colleagues at senior level.



4

ACTIONS WE HAVE TAKEN

In 2024-25 we continued our work to address the pay gaps through our 2024-2028 Culture Development Strategy which is enabled by our Resourcing Strategy and Professional Development strategy. We engaged a wide range of actions including:

- Strengthening our employer brand and employment offer highlighting our commitment to inclusion through e.g. our Disability Confident Leader status, Inclusive and Black Talent awards, Armed Forces Covenant, Care Leavers Covenant, and Happy to Talk Flexible Working status.
- Delivering Inclusive Recruitment training for managers with the People and Culture Operations Team to ensure our recruitment standards and processes are consistently used.
- Engaging all leaders and managers in an Inclusive Recruitment development workshop through the Colleges West Midlands race equality project.
- An ongoing evaluation of roles to determine their position within pay scales.
- A continuing commitment to pay the Real Living Wage.
- Continuing our Professional Journal approach to career development with increased focus on personalisation and control.
- Rolling out of Colleges West Midlands BRIDGE train the trainer programme to address unconscious bias; developing diversity and inclusion skills, behaviours and practices of all staff.
- Actively promoting flexible and agile working arrangements for existing and potential employees, breaking down gender stereotypes related to carer responsibilities.
- Further developing mechanisms and spaces for inclusion and support for staff with a new enhanced Employee Assistance Programme which offers 24/7 physical and mental health, legal, financial and career support.
- Co-developing a new Reasonable Adjustment Passport for staff.
- Improving awareness and understanding of mental health and mental fitness supporting staff to stay well at work through our staff networks and associated activities, Mental Health First Aiders and team of changemakers.
- Utilising the applicant tracking module in our recruitment system; ensuring ongoing analysis of recruitment, retention and progression at different levels
- Continuing positive action to encourage BAME individuals into leadership and management roles or areas where there is poor participation for example through an Emerging Leaders programme for staff.
- Continuing our development programme of opportunities (shadowing, job swaps, placements, a future leaders programmes and career planning) to retain and progress talent through the organisation.

5

WHAT WE PLAN TO DO TO MAKE A DIFFERENCE

We are dedicated to continued and sustained action to improve our own practice through our 2024-2028 Culture Development Strategy. Our future commitments include:

- The consistent implementation of our recruitment standards and processes ensuring that correct role profiles and assessment and selection criteria are used.
- An enhanced onboarding experience where time to recruit is further reduced and the candidate journey is positive.
- Using our new People System to fully utilise management information to further understand our applicant and employee journey.
- Further developing a suite of supporting resources for candidates and recruiting managers.
- Further developing our managers in key people conversations for example, agile working, return to work, menopause and mental health to effectively exercise discretion and judgement to support both individuals and the organisation.
- Engaging different ways of working; for example, condensed hours or home working where roles and responsibilities allow.
- Further strengthening our mental health awareness, understanding and support; through training and development activities for managers and staff.
- Further developing our diversity and inclusion skills, behaviours and practices including the mitigation of unconscious bias and challenge of gender stereotypes and everyday sexism.
- Continuing positive action as both an employer and an education provider to encourage women into STEM occupational areas and men into early years and health and social care roles.
- Launching a partnership with Women's Work Lab to support mums in North Birmingham re-join and access careers and work.
- Building collaborative relationships with employers to enhance inclusive practices for example the British Association of Supported Employment.
- Exploring the Carer Friendly Employer and Business award with Forward Carers Birmingham.



6

EXPLAINING PAY GAP CALCULATIONS

Gender

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. Gender Pay Gap reporting has been a legal requirement since 2016 for organisations with 250 or more employees. A gender pay gap report must include:

- The mean gap in pay¹
- The median gap in pay²
- The distribution of gender by pay quartile³
- The percentage of staff receiving bonuses and the gender gap on bonuses

The regulations state that any differences must be expressed as a percentage of the mean and median pay of male employees. The requirement presents an opportunity for the college to further scrutinise its staff profile and to continue strategic action to address inequalities, if they exist.

NB It is important to note that equal pay and the gender pay gap are different. Equal pay means that by law men and women must receive equal pay for the same or broadly similar work or for work of equal value. The gender pay gap is the difference between the gross hourly earnings for both men and women across an organisation, irrespective of the roles they undertake.

1 mean – This is the average value of the data set. By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation. This is particularly useful as women are often over-represented at the low earning extreme and men are often over-represented at the high earning extreme.

2 median – This is the middle value of the data set. By identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

3 This data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take action to support their career development.

4 The figures have been calculated using the standard methodologies specified in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. BMet's full pay relevant employees include salaried and hourly paid associates. The regulations recognise that organisations may have non-binary employees who do not identify as either male or female. Supporting guidance advises that employers can omit these staff from their calculation. The college has based its report on the gender identification held within HR systems.

Ethnicity

The ethnicity pay gap shows the difference in the average hourly rate of pay between Black, Asian and Minority Ethnic (BAME) and white individuals in an organisation, expressed as a percentage of the average white earnings. We have followed the statutory gender pay gap reporting methodology when calculating our ethnicity pay gap to provide a mean and median calculation and distribution across pay quartiles. Our ethnicity declaration rate currently stands at 87% which means that any individuals with undeclared ethnicities are excluded from our calculations.

Disability

The disability pay gap shows the difference in the average hourly rate of pay between disabled and non-disabled individuals in an organisation, expressed as a percentage of the average non-disabled earnings. We have followed the statutory gender pay gap reporting methodology when calculating our disability pay gap to provide a mean and median calculation and distribution across pay quartiles. Our disability declaration rate currently stands at 63% which means that any individuals who have not shared this information are excluded from our calculations.

**Please note, completing the equality monitoring sections on the D&I form is not mandatory and the percentage of staff who have not shared their disability status is high due to non-completion of the self-service questions.*





