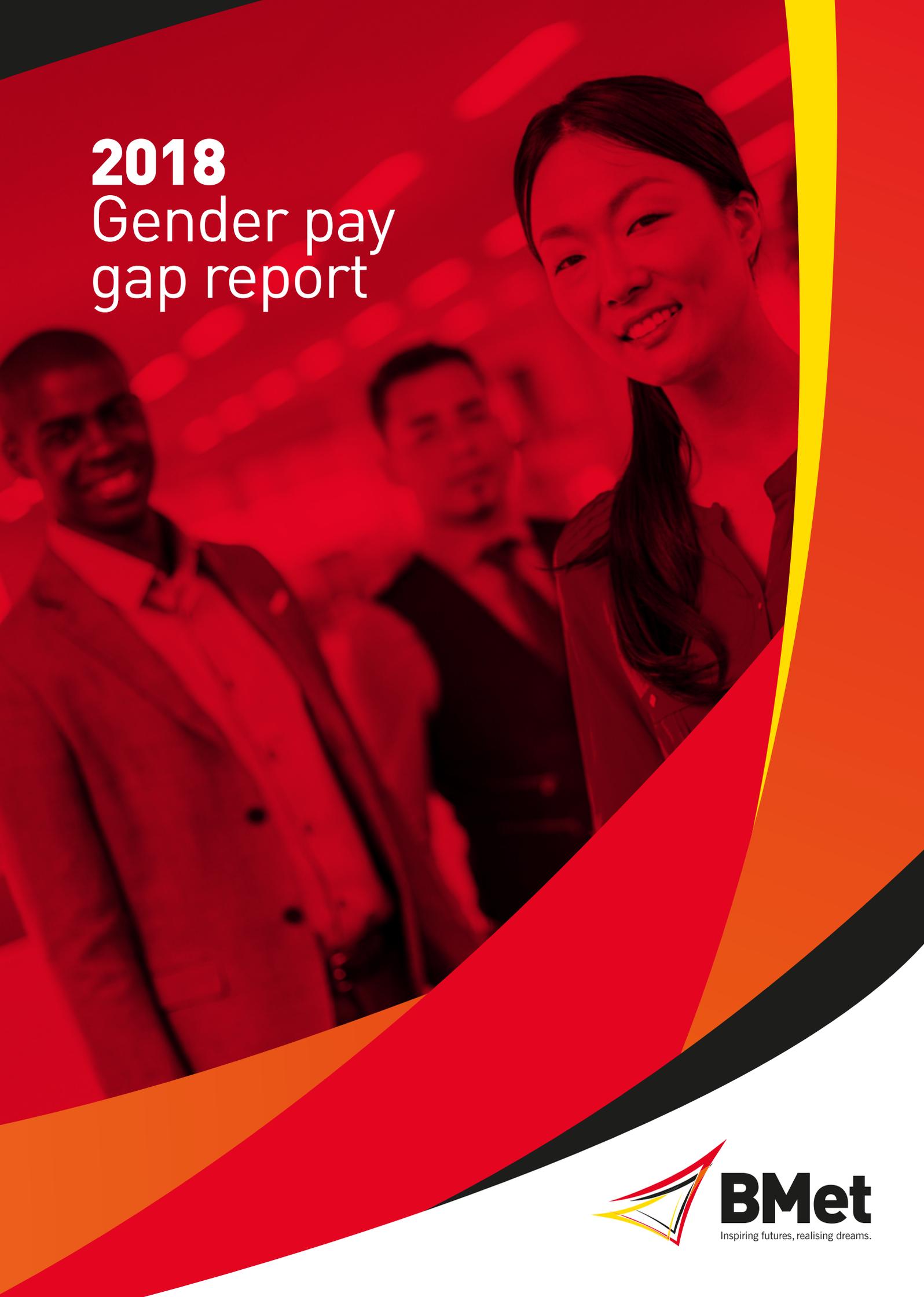


2018 Gender pay gap report



BMet
Inspiring futures, realising dreams.



1. Introduction

BMet is committed to being a truly diverse and inclusive organisation and works hard to eliminate discrimination and to advance equality for all.

The college celebrates difference and aims to be recognised as a leader in diversity and inclusion by ensuring that its environments are Ready, Respectful and Safe for everyone, everywhere, every time.

Gender Pay Gap legislation requires an employer with 250 employees or more to publish its gender pay gap. The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

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.

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.

2. Equal pay and the gender pay gap

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 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.

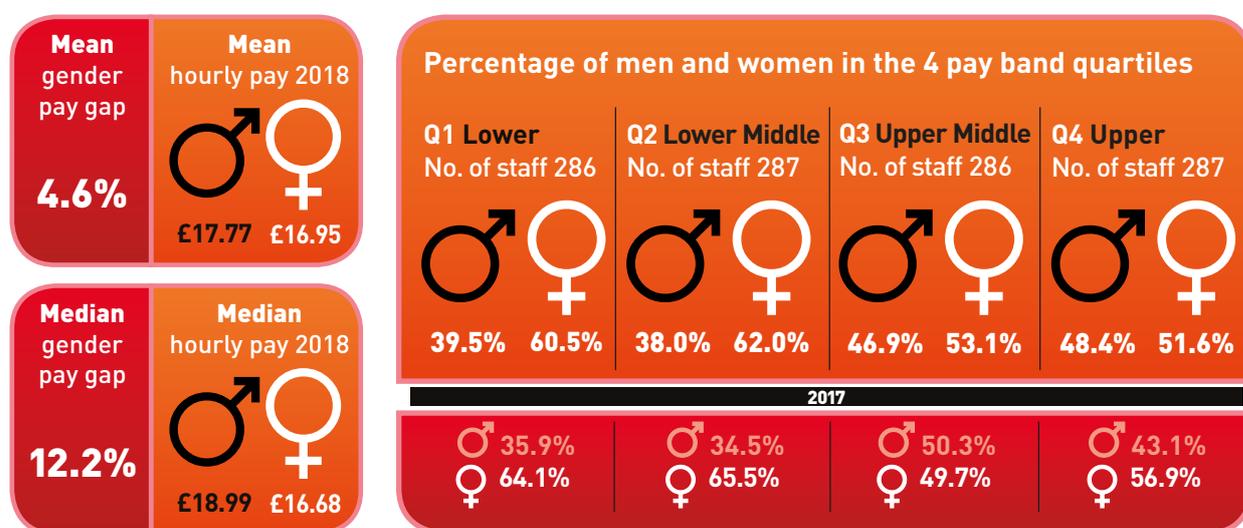
3. The gender pay gap at BMet

Figures are drawn from 1146 staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2018.

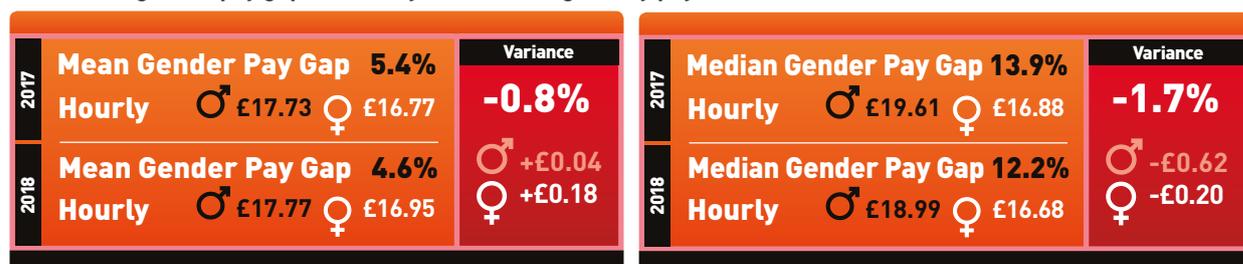
651 are female (57%) and 495 are male (43%). This reflects a slight shift from 2017 when there was a 59%/41% respective split.

In 2018:

- The mean gender pay gap is 4.6% (compared to 5.4% in 2017)
- The median gender pay gap is 12.2% (compared to 13.9% in 2017)



Variance in gender pay gap between years including hourly pay



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 staff. 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. All employees have self-identified as either male or female.

3.1 Bonus

The regulations require organisations to report on the proportion of male and female employees receiving a bonus, and the gap across gender in these payments.

BMet does not operate bonus schemes or payments for any staff so reporting requirements here are not applicable to the college.

4. Supporting commentary

The college's gender pay gap at 12.2% is 5.7% below the overall national figure of 17.9% (ONS, October 2018). It is also 2.2% below the average median pay gap in the FE sector (14.4%, based on a TES analysis of 120 FE and sixth form colleges in March 2018). The college's pay gap has narrowed 1.7% from 2017 (13.9%). See table 'variance in gender pay between years'

This position has been supported by the following:

- ▶ a continuing commitment to paying employees equally for the same or equivalent work regardless of gender
- ▶ ongoing evaluation of roles to determine their position within pay scales
- ▶ further scrutiny of the gender pay gap report in 2017, including the main components of the workforce where main differences occurred
- ▶ policy review and development to include rigorous equality impact assessment
- ▶ active support for women and men returning to work through flexible working, reduced hours and/or term time working patterns
- ▶ a summer term exercise encouraging staff to request a change in their hours of working with opportunities for greater work life balance
- ▶ a future-focussed performance development process which includes career conversations and which links progression through pay grades to performance
- ▶ a culture change programme through a diversity and inclusion strategy and supporting action plan

Exploring the gap at BMet

In a similar picture to last year there were disproportionate percentages of female members of staff in the lower (61%) and lower middle (62%) quartiles which again was the primary driver of the gender pay gap in 2018. These quartiles have a much higher proportion of part-time and support posts.

Overall, on the snapshot date, 38% of the workforce worked part time (436 employees).

- ▶ 32% of part time employees were male (141); of these 74 held teaching posts, 66 held support roles and only 1 had a management post
- ▶ 68% of part time employees were female (295); of these 147 held teaching posts, 145 held support roles, and 3 held management posts

In the lower quartile however 50% of the workforce (144 out of 286 employees) were part-time. 67% (97) of these staff were female and 33% (47) were male.

In the lower middle quartile 24% of employees (69 of 287 members of staff) worked part-time. 81% (56) of these staff were female and 19% (13) were male.

Positively, over half of upper (52%) and upper middle (53%) pay quartiles were female employees which more accurately reflects the higher proportion of females in the workforce, 57%.

5. Future action

The college recognises the societal and systemic trends where more women are in lower paid jobs and is committed to addressing this through continued and sustained action to improve its own practice.

Future commitments include:

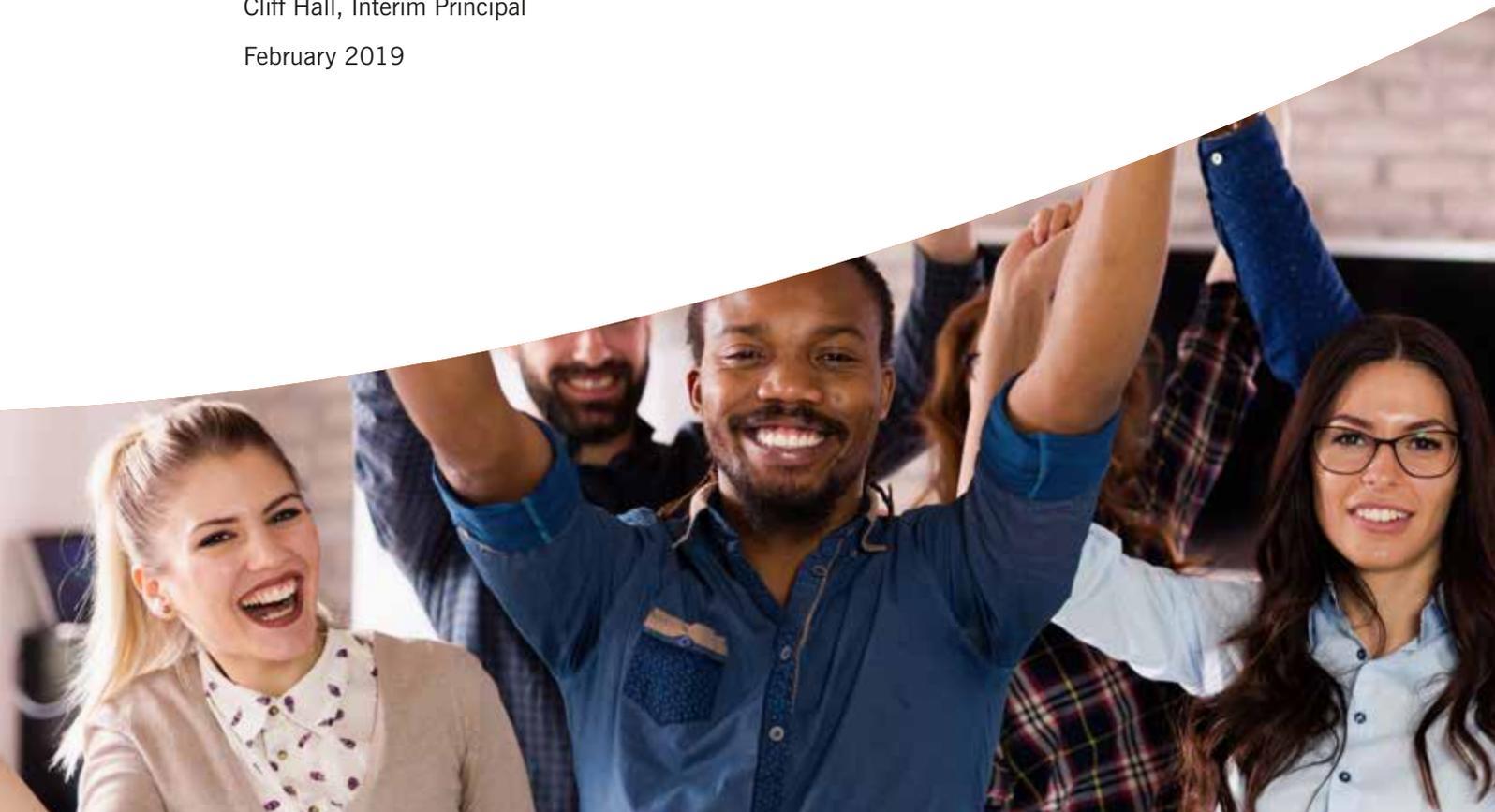
- ▶ Further analysis of recruitment, retention and progression at different levels and roles
- ▶ Further embedding of the new performance development process to ensure that career conversations take place
- ▶ The continuation of skills development across the workforce in diversity and inclusion practice including unconscious bias
- ▶ Active promotion of flexible working arrangements for all, breaking down gender stereotypes related to carer responsibilities

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.



Cliff Hall, Interim Principal

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