

2019 GENDER
PAY GAP
REPORT



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.

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.

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 of men and women across an organisation, irrespective of the roles they undertake.

3. The gender pay gap at BMet

Figures are drawn from 1063 staff who qualified as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2019.

615 are female (58%) and 448 are male (42%). This reflects a slight shift from 2018 when there was a 57/43% respective split. See *Table 1*.

In 2019:

- The mean gender pay gap is 4.0%
- The median gender pay gap is 12.3%

**Table 1 –
Percentage split of genders
across workforce over 3 years**

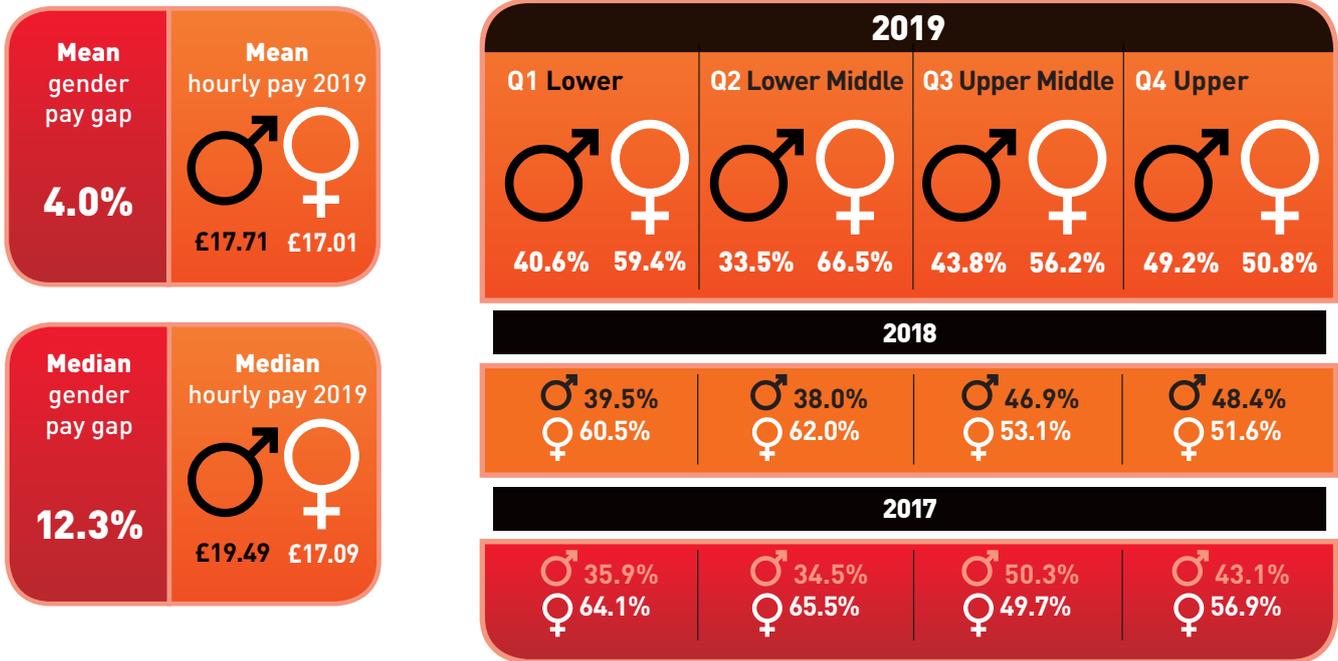
	♂	♀	♂ ♀
2019	42%	58%	1063
2018	43%	57%	1146
2017	41%	59%	1216

**Table 2 –
mean and median pay gap
over 3 years**

	Mean	Median
2019	4.0%	12.3%
2018	4.6%	12.2%
2017	5.4%	13.9%

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 employees and hourly paid workers. 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.

Table 3
Percentage of men and women in the 4 pay band quartiles with comparison to 2017 and 2018



Quartiles	2019	2018	2017
Upper	21.3%	22.7%	24.1%
Upper Middle	24.2%	23.4%	21.0%
Lower Middle	28.8%	27.3%	27.7%
Lower	25.7%	26.6%	27.2%

Table 4
Distribution of women across quartiles compared to 2018 and 2017

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

Year	Mean Gender Pay Gap	Hourly	Variance 2018/19
2019	4.0%	♂ £17.71 ♀ £17.01	
2018		♂ £17.77 ♀ £16.95	-0.6%
2017		♂ £17.73 ♀ £16.77	♂ -£0.09 ♀ +£0.06

Year	Median Gender Pay Gap	Hourly	Variance 2018/19
2019	12.3%	♂ £19.49 ♀ £17.09	
2018	12.2%	♂ £18.99 ♀ £16.68	+0.1%
2017	13.9%	♂ £19.61 ♀ £16.88	♂ +£0.50 ♀ +£0.41

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 for any staff so reporting requirements here are not applicable to the college.

4. Supporting commentary

The college's median gender pay gap at 12.3% is 5.0% below the overall national figure of 17.3% (ONS, April 2019). It is also 2.1% 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 median pay gap has seen a slight 0.1% increase from 2018 whilst the mean gender pay gap has improved from 4.6% to 4.0%. *See Table 2 for comparison between years.*

Work to address the gender pay gap has been supported by a range of measures:

- 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
- policy review and development to include rigorous equality impact assessment
- a future-focussed performance development process which includes career conversations and which links progression through pay scales to performance
- a cultural change programme through a diversity and inclusion strategy and supporting action plan
- proactive support for flexible working with a summer term exercise in 2018 encouraging staff to submit requests to support greater work-life balance. Requests were made for changes or reductions in hours of work and/or other formalised flexi arrangements, including additional purchased leave or unpaid leave. 45 out of 48 applications were approved, including for managers for whom flexible working options have been traditionally restrictive.

Exploring the gap at BMet

Positively, over half of those in upper (50.8%) and upper middle (56.2%) pay quartiles are female which is generally aligned with the overall proportion of women in the workforce (58%).

In a similar picture to last year, the lower and lower middle quartiles have a higher proportion of females (59.4% and 66.5% respectively). These quartiles see a much higher proportion of support roles which tend to be lower paid.

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, 39.2% of BMet's workforce works part time (417 people) and 68.1% of these are female. 19.1% of females working part time are in the upper quartile whilst 42.9% of males working part time are in the upper quartile. *See Table 6.*

**Table 6 –
percentage of part time workers across quartiles**

Quartiles	% Distribution of part time employees across quartiles		
	Both genders	Males	Females
Upper	26.6% (111)	42.9% (57)	19.1% (54)
Upper Middle	24.0% (100)	13.5% (18)	28.9% (82)
Lower Middle	16.5% (69)	8.3% (11)	20.4% (58)
Lower	32.9% (137)	35.3% (47)	31.6% (90)
% part time overall	39.2% (417)	31.9% (133)	68.1% (284)

5. Future action

The college recognises the societal and systemic trends where women’s progression in the workplace continues to be held back by barriers such as bias around pay and promotion, difficult workplace cultures, tensions between balancing work with care and a shortage of quality part-time work with a good wage potential.

BMet is committed to continued and sustained action to improve our own practice. Our future commitments include:

- ▶ Continuing analysis of recruitment, retention and progression at different levels and roles
- ▶ Further embedding the performance development process to ensure that career conversations take place
- ▶ Further development of diversity and inclusion skills, behaviours and practices including the mitigation of unconscious bias and challenge of gender stereotypes
- ▶ Continuing positive action as both an employer and an education provider to encourage women into STEM occupational areas and men into health and social care roles
- ▶ The normalisation of flexible working arrangements for existing and potential employees through for example: the promotion of flexible working at an early recruitment stage, clearly advertising flexible working in job adverts as a default for all; and, encouraging the uptake of shared parental leave
- ▶ The development of a wellbeing and engagement strategy which explores activities around supporting a healthy work/life balance.

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, Principal

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