



2020
GENDER
PAY GAP
REPORT



BMet
Inspiring futures, realising dreams.



1. Introduction

Diversity and Inclusion is integral to BMet's organisational culture and success. It underpins our vision, values and goals enabling us to be an inspiring place to work and to provide excellent learning opportunities for Birmingham and the city region. We aim to lead in best practice where diversity is genuinely desired and sought and where inclusion is nurtured through trust and engagement.

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

3. The gender pay gap at BMet

Figures are drawn from 772 staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2020.

441 are female (57%) and 331 are male (43%). Despite the drop in overall staff numbers due to the disaggregation of Stourbridge College there has only been a slight shift in the proportion of males and females from 2019 and it returns to the same position of 2018. See [Table 1](#).

In 2020:

- The mean gender pay gap is **2.3%**
- The median gender pay gap is **8.1%**

Table 1 – Percentage split of genders across workforce over 4 years







			
2020	43%	57%	772
2019	42%	58%	1063
2018	43%	57%	1146
2017	41%	59%	1216

Table 2 – Mean and median pay gap over 4 years

	Mean	Median
2020	2.3%	8.1%
2019	4.0%	12.3%
2018	4.6%	12.2%
2017	5.4%	13.9%

2020	Mean hourly pay 2020
Mean gender pay gap 2.3%	  £18.01 £17.60

2020	Median hourly pay 2020
Median gender pay gap 8.1%	  £19.53 £17.94

Key to tables:  Male  Female

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.

Table 3 - Percentage of men and women in the 4 pay band quartiles with comparison to 2017, 2018 and 2019

Quartiles	2020		2019		2018		2017	
	♂	♀	♂	♀	♂	♀	♂	♀
Upper	47.7%	52.3%	49.2%	50.8%	48.4%	51.6%	43.1%	56.9%
Upper Middle	48.7%	51.3%	43.8%	56.2%	46.9%	53.1%	50.3%	49.7%
Lower Middle	31.6%	68.4%	33.5%	66.5%	38.0%	62.0%	34.5%	65.5%
Lower	43.5%	56.5%	40.6%	59.4%	39.5%	60.5%	35.9%	64.1%

Table 4 - Distribution of women across quartiles compared to 2019

Quartiles	2020	2019
Upper	22.9%	21.3%
Upper Middle	22.5%	24.2%
Lower Middle	29.9%	28.8%
Lower	24.7%	25.7%

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

Quartiles	2020	2019	2018	2017	Variance 2019/20
Mean Gender Pay Gap	2.3%	4.0%	4.6%	5.4%	- 1.7%
♂	£18.01	£17.71	£17.77	£17.73	+ £0.30
♀	£17.60	£17.01	£16.95	£16.77	+ £0.59
Median Gender Pay Gap	8.1%	12.3%	12.2%	13.9%	- 4.2%
♂	£19.53	£19.49	£18.99	£19.61	+£0.04
♀	£17.94	£17.09	£16.68	£16.88	+£0.85

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 median gender pay gap at 8.1% is 7.4% below the overall national figure of 15.5% (ONS, April 2020). It is also 6.5% below the average median pay gap in the FE sector (14.6% based on ONS data for 'tertiary education'). The college's median pay gap has seen a significant reduction of 4.2% in 2020. The college's mean gender pay gap has narrowed by 1.7% to 2.3%. See Table 1 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 grades to performance
- a cultural change programme through a diversity and inclusion strategy and supporting action plan
- active support for flexible and agile working
- the development of a wellbeing and engagement strategy which explores activities around supporting a healthy work/life balance.

Exploring the gap at BMet

Positively, over half of those in upper (52.3%) and upper middle (51.3%) pay quartiles are female which is generally aligned with the overall proportion of women in the workforce (57.1%).

In 2020 there has been some movement of women across quartiles from the lower to lower middle quartile and from the upper middle to upper quartile (See Table 3). In a similar picture to last year, the lower and lower middle quartiles still have a higher proportion of females (56.5% and 68.4% 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 and in a similar position to last year, 38.3% (39.2% in 2019) of BMet's workforce works part time (296 people) and 69.3% of these are female. 17.6% of females working part time are in the upper quartile whilst 40.6% of males working part time are in the upper quartile. See Table 6.

Table 6 – Distribution of part time employees across quartiles

Quartiles	% Distribution of part time employees across quartiles		
	Both genders	Males	Females
Upper	24.7% (73)	40.6% (37)	17.6% (36)
Upper Middle	25.0% (74)	17.6% (16)	28.3% (58)
Lower Middle	19.9% (59)	7.7% (7)	25.4% (52)
Lower	30.4% (90)	34.1% (31)	28.7% (59)
% part time overall	38.3% (296)	30.7% (91)	69.3% (205)

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
- Active promotion of flexible and agile working arrangements for existing and potential employees, breaking down gender stereotypes related to carer responsibilities; including the promotion of flexible working at an early recruitment stage, clearly advertising flexible working in job adverts and encouraging the uptake of shared parental leave
- Ongoing wellbeing and engagement strategic actions which support a healthy work/life balance and engenders a sense of belonging
- A Diversity and Inclusion (D&I) four year strategy with specific objectives around empowering a D&I focused community and a demonstrable inclusive culture

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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