



2021 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.

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 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.

3. The gender pay gap at BMet

Figures are drawn from 791 staff who qualify as 'full pay relevant employees' ⁴ on the snapshot date of 31st March 2021. 669 are salaried employees and 122 are hourly paid associates.

464 staff are female (59%) and 327 are male (41%). There has been a small increase in staff numbers from 2020, all female, returning to the same percentage split as 2017. *See Table 1.*

In 2021:



- The mean gender pay gap is **3.6%**
- The median gender pay gap is **14.0%**

Table 1 – Percentage split of genders across workforce over 5 years

| | ♂ | ♀ | |
|------|-----|-----|------|
| 2021 | 41% | 59% | 791 |
| 2020 | 43% | 57% | 772 |
| 2019 | 42% | 58% | 1063 |
| 2018 | 43% | 57% | 1146 |
| 2017 | 41% | 59% | 1216 |

Table 2 – Mean and median pay gap over 5 years

| | Mean | Median |
|------|------|--------|
| 2021 | 3.6% | 14.0% |
| 2020 | 2.3% | 8.1% |
| 2019 | 4.0% | 12.3% |
| 2018 | 4.6% | 12.2% |
| 2017 | 5.4% | 13.9% |

| 2021 | Mean hourly pay 2021 |
|---------------------------------|--|
| Mean gender pay gap 3.6% |   £17.58 £16.95 |



| 2021 | Median hourly pay 2021 |
|------------------------------------|--|
| Median gender pay gap 14.0% |   £18.99 £16.34 |

Table 3 - Percentage of men and women in the 4 pay band quartiles with comparison to 2020 and 2019

| Quartiles | 2021 | | 2020 | | 2019 | |
|--------------------|-------|-------|-------|-------|-------|-------|
| | ♂ | ♀ | ♂ | ♀ | ♂ | ♀ |
| Upper [198] | 45.5% | 54.5% | 47.7% | 52.3% | 49.2% | 50.8% |
| Upper Middle [197] | 46.5% | 53.5% | 48.7% | 51.3% | 43.8% | 56.2% |
| Lower Middle [198] | 34.5% | 65.5% | 31.6% | 68.4% | 33.5% | 66.5% |
| Lower [198] | 38.9% | 61.1% | 43.5% | 56.5% | 40.6% | 59.4% |

Key to tables: ♂ Male ♀ Female

Table 4 - Distribution of women across quartiles over 3 years

| Quartiles | 2021 | 2020 | 2019 |
|--------------|-------|-------|-------|
| Upper | 23.3% | 22.9% | 21.3% |
| Upper Middle | 22.8% | 22.5% | 24.2% |
| Lower Middle | 27.8% | 29.9% | 28.8% |
| Lower | 26.1% | 24.7% | 25.7% |

For comparison of hourly pay over 3 years. See Table 5.

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

| Quartiles | 2021 | 2020 | 2019 | Variance 2020/21 |
|-----------------------|--------|--------|--------|------------------|
| Mean Gender Pay Gap | 3.6% | 2.3% | 4.0% | + 1.3% |
| ♂ | £17.58 | £18.01 | £17.71 | - £0.43 |
| ♀ | £16.95 | £17.60 | £17.01 | - £0.65 |
| Median Gender Pay Gap | 14.0% | 8.1% | 12.3% | + 5.9% |
| ♂ | £18.99 | £19.53 | £19.49 | -£0.54 |
| ♀ | £16.34 | £17.94 | £17.09 | -£1.60 |

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 operates a bonus scheme for Curriculum Directors who have reached the top of their pay scale and meet the criteria which includes exceeding their performance objective. This is a flat rate payment that does not vary and therefore there is no difference between males and females. In 2021 0.25% of staff received a bonus with a 0% pay gap noted.

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.

4. Supporting commentary

The college's median gender pay gap has widened in 2021 to 14.0% which reflects a 5.9% increase from 2020. This remains below the overall national figure of 15.4% (ONS, April 2021).

The College rate of 14.0% is also 5.9% below the average median pay gap in the FE sector (15.4% based on ONS data for 'tertiary education' and 20.2% for 'technical and vocational secondary education'). The college's mean pay gap has increased 1.3% (from 2.3% in 2020) to 3.6%. 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

The gender pay gap which had been decreasing over 3 years has widened in 2021. The proportion of women has increased in each pay band, with the exception of lower middle, but there has been a greater increase in the lower. *See Table 3 and Table 4.*

The lower and lower middle quartiles have a much higher proportion of females (61.1% and 65.5% respectively). These quartiles see a much higher proportion of support roles which tend to be lower paid.

Exploring this further the lower quartile has been disproportionately affected by the recruitment of 69 hourly paid testing centre associates who predominantly worked between February and April 2021. When we remove these workers (all of whom were on £10 per hour and 68% of whom were female) the pay gap narrows to 1.7% mean and 11.8% median.

Whilst over half of those in upper (54.5%) and upper middle (53.5%) pay quartiles are female this is short of the overall proportion of women in the workforce (59%).

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 previous years, 38.6% (38.3% in 2020) BMet's workforce works part time (306 people) and in an increase from 2020 71.6% of part time workers are female. 14.6% of females working part time are in the upper quartile whilst 16.1% of males working part time are in the upper quartile. *See Table 6.*

Table 6 – Distribution of part time employees across quartiles % (nos) with pay gap rates

| Quartiles | % Distribution of part time employees across quartiles | | |
|--------------|--|------------|------------|
| | Both genders | Males | Females |
| Upper | 15.0% (46) | 16.1% (14) | 14.6% (32) |
| Upper Middle | 24.8% (76) | 28.7% (25) | 23.3% (51) |
| Lower Middle | 23.9% (73) | 19.6% (17) | 25.6% (56) |
| Lower | 36.3% (111) | 35.6% (31) | 36.5% (80) |

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.

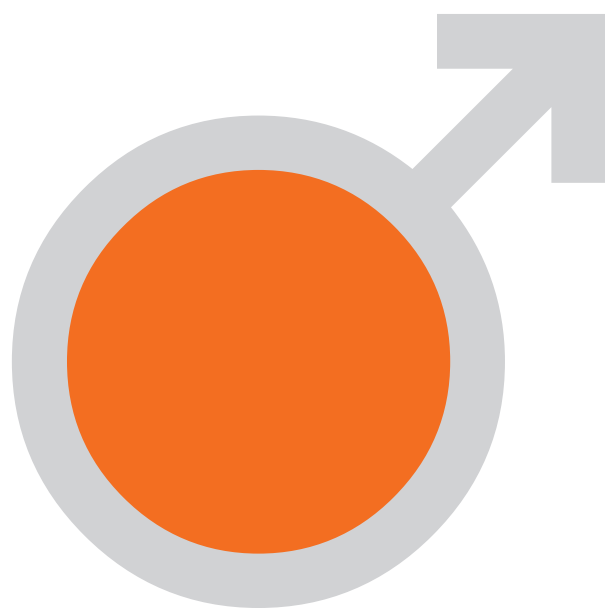
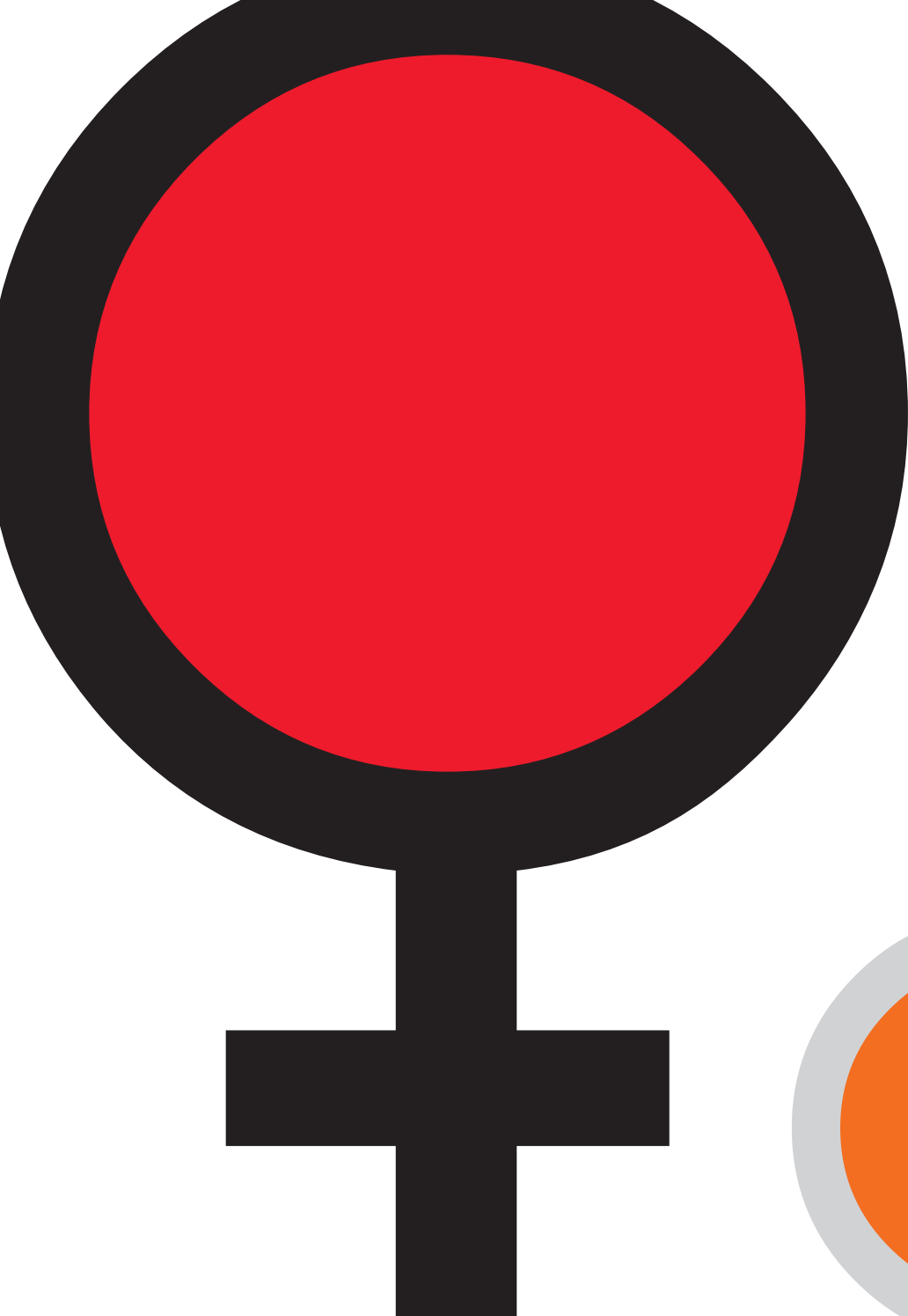
BMet is committed to continued and sustained action to improve our own practice. Our future commitments include:

- A recruitment project with the aim of broadening our reach and ensuring that our recruitment practices are inclusive
- 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
- Implementation of the real living wage from January 2022
- 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.



Pat Carvahlo – Principal and CEO
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