

2022 GENDER PAY GAP REPORT



BMet
Inspiring futures, realising dreams.



1. Welcome

We are pleased to publish BMet's Gender Pay Gap report for 2022.

Diversity and Inclusion continues to be at the heart of what we do. It is fundamental to our 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 have an ambition to lead in best practice where diversity is genuinely desired and sought and where inclusion is nurtured through trust and engagement.

*Historic gender pay gap reports can be found on the college's website
Corporate Policies and Procedures - Birmingham Metropolitan College (bmet.ac.uk)*

2. What is the gender pay gap?

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 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.

3. The gender pay gap at BMet

Figures are drawn from 712 staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2022. 605 are salaried employees and 107 are hourly paid associates.

418 staff are female (59%) and 294 are male (41%). There has been a reduction in staff numbers from 2021 with an even decrease of both female and male which maintains the same percentage split in 2021.

See Table 1.

In 2022:

- The mean gender pay gap is **5.2%**
- The median gender pay gap is **10.0%**

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







			
2022	41%	59%	712
2021	41%	59%	791
2020	43%	57%	772

Table 2 – Mean and median pay gap over 3 years

	Mean	Median
2022	5.2%	10.0%
2021	3.6%	14.0%
2020	2.3%	8.1%

2022	Mean gender pay gap 5.2%	Mean hourly pay 2022		Median gender pay gap 10.0%	Median hourly pay 2022	
		 £18.70	 £17.73		 £20.14	 £18.12

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.

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

Quartiles	2022		2021		2020	
	♂	♀	♂	♀	♂	♀
Upper (178)	49.4%	50.6%	45.5%	54.5%	47.7%	52.3%
Upper Middle (178)	45.5%	54.5%	46.5%	53.5%	48.7%	51.3%
Lower Middle (178)	33.7%	66.3%	34.5%	65.5%	31.6%	68.4%
Lower (178)	36.5%	63.5%	38.9%	61.1%	43.5%	56.5%

Table 4 - Distribution of women across quartiles over 3 years

Quartiles	2022	2021	2020
Upper	21.5%	23.3%	22.9%
Upper Middle	23.2%	22.8%	22.5%
Lower Middle	28.2%	27.8%	29.9%
Lower	27.0%	26.1%	24.7%

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

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

	2022	2021	2020	Variance 2021/22
Mean Gender Pay Gap	5.2%	3.6%	2.3%	+1.6%
♂	£18.70	£17.58	£18.01	+£1.12
♀	£17.73	£16.95	£17.60	+£0.78
Median Gender Pay Gap	10.0%	14.0%	8.1%	-4.0%
♂	£20.14	£18.99	£19.53	+£1.15
♀	£18.12	£16.34	£17.94	+£1.78

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. In this reporting period two Directors qualified for a pay bonus which means that 0.3% of the workforce receive bonus pay. As both Directors are male a 100% bonus pay gap figure is noted.

4. Supporting commentary

The college's median gender pay gap has narrowed in 2022 to 10.0%. This is below the overall national figure of 15.4% (ONS, April 2021, latest available data).

The College rate of 10.0% 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 1.6% (from 3.6% in 2021) to 5.2%. **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
- a future-focussed performance development process which includes career conversations and which links progression through pay grades to performance
- a recruitment project with the aim of broadening our reach and ensuring that our recruitment practices are inclusive
- introduction of a new transparent and consultative policy review and development process which engages college stakeholders
- staff development strengthening diversity and inclusion skills, behaviours and practices using High Performing Team characteristics to create an understanding and supportive culture
- active challenge of gender stereotypes and everyday sexism
- raised awareness of impact of menopause and support for colleagues
- ongoing wellbeing and engagement strategic actions which support a healthy work/life balance and engenders a sense of belonging through for example our Carers and Families Network
- implementation of the real living wage from January 2022

Exploring the gap at BMet

The gender pay gap which had widened in 2021 has narrowed to return to a position that reflects the improvements over 2017-2020.

The proportion of women has increased in each pay band with the exception of the upper band. The greatest increase is in the lower quartile. [See Table 3 and Table 4.](#)

The lower and lower middle quartiles have a much higher proportion of females (63.5% and 66.3% respectively). These quartiles see a much higher proportion of support roles, including hourly paid support staff, which tend to be lower paid.

Exploring this further, pay gap figures for both salaried staff and hourly paid staff have been separately calculated and are presented below. [See Table 6.](#)

Salaried and Hourly Paid Comparisons

605 staff are salaried employees. 354 are female (59%) and 251 are male (41%). This is the same percentage split as the whole workforce.

107 staff are hourly paid associates. 64 are female (60%) and 43 are male (40%).

In 2022 the pay gap profile for just salaried staff is on par with the whole workforce although the mean pay gap is lower at 1.6%. The pay gap widens greatly when calculating just the hourly paid staff with an 18.7% median gap and 23.1% mean gap. This arises because our hourly paid female staff are more likely to be in student support admin, additional learning support and invigilation roles rather than associate lecturer roles which secure higher rates of pay. [See Tables 7 and 8.](#)

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 different position to previous years (38.6% in 2021) 30.8% of BMet's workforce works part time (219 people). In an increase from 2021 (71.6%) 74.9% of part time workers in 2022 are female.

21.3% of females working part time are in the upper quartile whilst 43.6% of males working part time are in the upper quartile. We can see, from the analysis of the salaried versus hourly paid figures, that this is attributable to the over-representation of women in hourly paid positions which are more likely to be part time. [See Table 9.](#)

Table 6 Comparison of salaried and hourly paid against whole workforce







	Salaried		Whole Workforce		Hourly Paid	
Mean Gender Pay Gap	1.6%		5.2%		23.1%	
Median Gender Pay Gap	10.6%		10.0%		18.7%	
						
Mean Hourly Pay	£18.46	£18.16	£18.70	£17.73	£20.02	£15.40
Median Hourly Pay	£20.61	£18.42	£20.14	£18.12	£20.02	£16.27

Table 7 – Percentage of men and women in the 4 pay band quartiles; salaried, hourly paid and whole workforce











2022	Salaried Staff 151/2 staff per quartile		Whole Workforce 178 staff per quartile		Hourly Paid 26/7 staff per quartile	
Quartiles						
Upper	45.0%	55.0%	49.4%	50.6%	74.0%	26.0%
Upper Middle	48.3%	51.7%	45.5%	54.5%	33.3%	66.7%
Lower Middle	31.6%	68.4%	33.7%	66.3%	23.1%	76.9%
Lower	41.1%	58.9%	36.5%	63.5%	29.6%	70.4%

Table 8 – Distribution of women across quartiles in 2022; salaried, hourly paid and whole workforce

Quartiles	Salaried	Hourly Paid	Whole Workforce
Upper	23.4%	10.9%	21.5%
Upper Middle	22.0%	28.2%	23.2%
Lower Middle	29.4%	31.2%	28.2%
Lower	25.1%	29.7%	27.0%

Table 9 – Distribution of part time employees across quartiles % (nos)

Quartiles	 		
Upper	26.9% (59)	43.6% (24)	21.3% (35)
Upper Middle	30.1% (66)	23.6% (13)	32.3% (53)
Lower Middle	21.5% (47)	16.4% (9)	23.2% (38)
Lower	21.5% (47)	16.4% (9)	23.2% (38)
Total	219	55	164

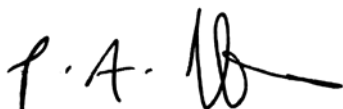
5. Future action

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:

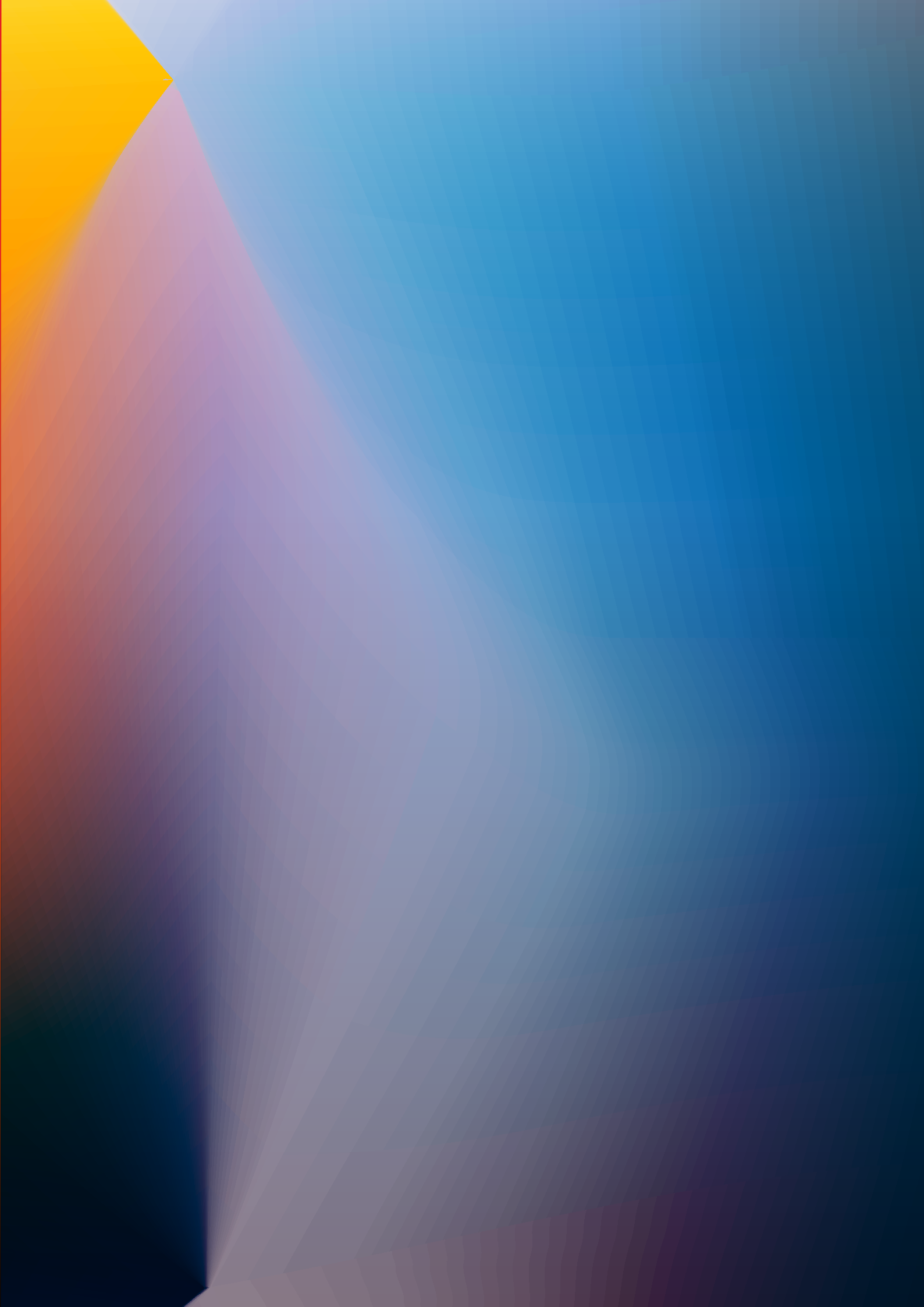
- Ongoing recruitment project with the aim of broadening our reach and ensuring that our recruitment practices are inclusive
- Continuing analysis of recruitment, retention and progression at different levels and roles
- Further embedding the performance development process to ensure that career conversations take place
- Further development of diversity and inclusion skills, behaviours and practices including the mitigation of unconscious bias and challenge of gender stereotypes and everyday sexism
- 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
- Ongoing commitment to the Real Living Wage
- 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
October 2022





BMet Jennens Road, Birmingham B4 7PS

0121 446 4545 ask@bmet.ac.uk www.bmet.ac.uk

