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# 2023 GENDER PAY GAP REPORT

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## FOREWORD

The legal duty for organisations to annually monitor and report on their gender pay gap was introduced in 2017. We have taken determined action to go beyond this consistently providing detailed information on our pay gap.

We know that workforce diversity and inclusion underpins our vision for BMet to be a confident, highly effective learning organisation for our students and wider stakeholders in Birmingham and the region. We recognise 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. It is critical that we take steps to address any pay gaps where they exist and raise the potential of everyone to enable them to achieve their best and progress to where they want to be.

In 2022/23 we built on our work to address our pay gaps through a further range of measures and the median gender pay gap has narrowed to the best position since first reporting in 2017 (from 13.9% to 7.7%). This is mirrored to a lesser extent by the mean pay gap from 5.2% to 4.4%. We remain in a positive position when compared to ONS gender pay gap data for national and sector rates. The College rate of 7.7% is 6.3% below the average median pay gap in the FE sector in 2022 (14.0% based on ONS data for 'tertiary education' and 18.3% for 'technical and vocational secondary education').

We are pleased to share with you BMet's Gender Pay Gap report for 2023 and our ongoing work to close our pay gap in future.

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 Carvalho**  
Principal and CEO

# 1 THE GENDER PAY GAP AT BMet

Figures are drawn from 703 staff who qualify as 'full pay relevant employees' (4. See Section 5, page 10, The Gender Pay Gap Explained) on the snapshot date of 31st March 2023. 614 are salaried employees and 89 are hourly paid associates.

397 staff are female (56%) and 306 are male (44%). There has been a slight reduction in overall staff numbers from 2022 although an increase of males (+3%) which alters the percentage split from previous years. **See Table 1.**

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

|             |  |  |  |
|-------------|---|---|---|
| <b>2023</b> | <b>44%</b>  | <b>56%</b>  | <b>703</b>  |
| <b>2022</b> | 41%   | 59%   | 712   |
| <b>2021</b> | 41%   | 59%   | 791   |





2023 pay gaps:

- The mean gender pay gap is 4.4%
- The median gender pay gap is 7.7%

In 2023 the median gender pay gap, the indicator that is thought to be the most reflective of the earning experience of the 'typical' man and 'typical' woman, is the lowest since reporting requirements began. The college's mean pay gap has narrowed 0.8% (from 5.2% in 2022) to 4.4% and is more aligned to the position before Covid which proved to distort pay gap figures across organisations. **See Table 1 and 2 for comparison between years.**

**Table 2** Mean and median pay gap over 3 years.

|             | <b>Mean</b> | <b>Median</b> |
|-------------|-------------|---------------|
| <b>2023</b> | <b>4.4%</b> | <b>7.7%</b>   |
| <b>2022</b> | 5.2%        | 10.0%         |
| <b>2021</b> | 3.6%        | 14.0%         |

|             |                              |   |   |
|-------------|------------------------------|---|---|
| <b>2023</b> | <b>Mean gender pay gap</b>   | <b>Mean hourly pay 2023</b>   |   |
|             | <b>4.4%</b>                  |  <b>£19.17</b> |  <b>£18.32</b> |
| <b>2023</b> | <b>Median gender pay gap</b> | <b>Median hourly pay 2023</b>   |   |
|             | <b>7.7%</b>                  |  <b>£20.52</b> |  <b>£18.95</b> |



Key to tables: ♂ Male ♀ Female

The improvements are explained by the decrease in the proportion of women in the lower and lower middle quartiles. See Table 3 and Table 4.

The pay gap continues to be explained by the over representation of women in the lower quartiles. The lower and lower middle quartiles still have a much higher proportion of females (59.7% and 63.6% respectively). These quartiles see a much higher proportion of support roles, including hourly paid support staff, which tend to be lower paid. For the first time men are in the majority in the upper quartile.

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

| Quartiles<br>(Staff No's) | ♂            | ♀            | ♂     | ♀     | ♂     | ♀     |
|---------------------------|--------------|--------------|-------|-------|-------|-------|
|                           | 2023         |              | 2022  |       | 2021  |       |
| <b>Upper</b> (176)        | <b>52.3%</b> | <b>47.7%</b> | 49.4% | 50.6% | 45.5% | 54.5% |
| <b>Upper Middle</b> (175) | <b>45.1%</b> | <b>54.9%</b> | 45.5% | 54.5% | 46.5% | 53.5% |
| <b>Lower Middle</b> (176) | <b>36.4%</b> | <b>63.6%</b> | 33.7% | 66.3% | 34.5% | 65.5% |
| <b>Lower</b> (176)        | <b>40.3%</b> | <b>59.7%</b> | 36.5% | 63.5% | 38.9% | 61.1% |

**Table 4**  
Distribution of women across quartiles over 3 years

| Quartiles           | 2023         | 2022  | 2021  |
|---------------------|--------------|-------|-------|
| <b>No of women</b>  | <b>397</b>   | 418   | 464   |
| <b>Upper</b>        | <b>21.2%</b> | 21.5% | 23.3% |
| <b>Upper Middle</b> | <b>24.2%</b> | 23.2% | 22.8% |
| <b>Lower Middle</b> | <b>28.2%</b> | 28.2% | 27.8% |
| <b>Lower</b>        | <b>26.4%</b> | 27.0% | 26.1% |
|                     | <b>100%</b>  | 100%  | 100%  |

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

|                              | 2023          | 2022   | 2021   | Variance<br>2022/23 |
|------------------------------|---------------|--------|--------|---------------------|
| <b>Mean Gender Pay Gap</b>   | <b>4.4%</b>   | 5.2%   | 3.6%   | <b>-0.8%</b>        |
| ♂                            | <b>£19.17</b> | £18.70 | £17.58 | +£0.47              |
| ♀                            | <b>£18.32</b> | £17.73 | £16.95 | +£0.59              |
| <b>Median Gender Pay Gap</b> | <b>7.7%</b>   | 10.0%  | 14.0%  | <b>-2.3%</b>        |
| ♂                            | <b>£20.52</b> | £20.14 | £18.99 | +£0.38              |
| ♀                            | <b>£18.95</b> | £18.12 | £16.34 | +£0.83              |

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

## 2 BONUS PAY GAP

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.

In the pay gap reporting period (1st April 2022-30th March 2023) a non-consolidated payment of 1% of salary was made to eligible salaried employees. This was subject to a maximum payment of £500 (for 1 FTE) and a minimum payment of £250 (for 1 FTE). 43% of those receiving the payment were male and 57% were female. The median bonus gap in 2023 is 19.6%. **See Table 6.**

**Table 6** mean and median bonus pay gap in 2023

|        | 2023         | ♂       | ♀       |
|--------|--------------|---------|---------|
| Mean   | <b>38.0%</b> | £321.28 | £199.20 |
| Median | <b>19.6%</b> | £330.63 | £265.78 |

The wide mean and median pay gap here is because the bonus was calculated on the person's actual salary and we have far more females than males who work part time and who therefore are on lower salaries.

### 3 FURTHER EXPLORING THE GAP AT BMet

The over representation of women in the lower quartiles is the main reason for our pay gap. Exploring this further pay gap figures for both salaried staff and hourly paid staff have been separately calculated and are presented below.

#### Salaried and Hourly Paid Comparisons

614 staff are salaried employees. 350 are female (57%) and 264 are male (43%). This is +1% and -1% respectively compared to the whole workforce.

89 staff are hourly paid associates. 47 are female (53%) and 42 are male (47%).

In 2023 the median pay gap profile at 9.9% for just salaried staff is slightly more than the whole workforce and it is the lower median pay gap for hourly paid staff this year that influences the overall reduction in rates. In 2023, there has been an increase in the proportion of female hourly paid staff in the upper quartile. **See Table 7.**

Conversely the mean pay gap widens greatly when calculating just the hourly paid staff with an 18.3% mean gap. The gap remains in place because our hourly paid female staff are still 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 Table 8.**

**Table 7** Comparison of salaried and hourly paid against whole workforce

|                       | Salaried |        | Whole Workforce |        | Hourly Paid |        |
|-----------------------|----------|--------|-----------------|--------|-------------|--------|
| Mean Gender Pay Gap   | 2.3%     |        | 4.4%            |        | 18.3%       |        |
| Median Gender Pay Gap | 9.9%     |        | 7.7%            |        | 5.2%        |        |
|                       | ♂        | ♀      | ♂               | ♀      | ♂           | ♀      |
| Mean Hourly Pay       | £18.96   | £18.53 | £ 19.17         | £18.32 | £20.44      | £16.70 |
| Median Hourly Pay     | £20.60   | £18.57 | £20.52          | £18.95 | £20.52      | £19.46 |

Key to tables: ♂ Male ♀ Female



**Table 8** Percentage of men and women in the 4 pay band quartiles; salaried, hourly paid and whole workforce

| 2023                | Salaried Staff<br>153/4 staff per quartile |              | Whole Workforce<br>175/6 staff per quartile |       | Hourly Paid<br>22/3 staff per quartile |       |
|---------------------|--|--------------|---|-------|--|-------|
|                     | ♂  | ♀            | ♂   | ♀     | ♂                                      | ♀     |
| <b>Upper</b>        | <b>48.7%</b>                               | <b>51.3%</b> | 52.3%                                       | 47.7% | 72.7%                                  | 27.3% |
| <b>Upper Middle</b> | <b>45.8%</b>                               | <b>54.9%</b> | 45.1%                                       | 54.9% | 43.5%                                  | 56.5% |
| <b>Lower Middle</b> | <b>36.4%</b>                               | <b>63.6%</b> | 36.4%                                       | 63.6% | 40.9%                                  | 59.1% |
| <b>Lower</b>        | <b>40.3%</b>                               | <b>59.7%</b> | 40.3%                                       | 59.7% | 31.8%                                  | 68.2% |

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 37.8% of BMet's workforce work part time (266 people). In a reduction from 2022 70.3% of part time workers in 2023 are female. 12.3% of females working part time are in the upper quartile whilst 27.8% of males working part time are in the upper quartile. **See Table 10.**

**Table 9**  
Distribution of women across quartiles in 2023; salaried, hourly paid and whole workforce

| Quartiles           | Salaried     | Whole Workforce | Hourly Paid |
|---------------------|--------------|-----------------|-------------|
| <b>Upper</b>        | <b>22.6%</b> | 12.8%           | 21.2%       |
| <b>Upper Middle</b> | <b>23.8%</b> | 27.7%           | 24.2%       |
| <b>Lower Middle</b> | <b>28.6%</b> | 27.7%           | 28.2%       |
| <b>Lower</b>        | <b>25.1%</b> | 31.9%           | 26.4%       |

**Table 10**  
Distribution of part time employees across quartiles % (no's)

| Quartiles           | ♂♀         | ♂          | ♀          |
|---------------------|------------|------------|------------|
| <b>Upper</b>        | 16.9% (45) | 27.8% (22) | 12.3% (23) |
| <b>Upper Middle</b> | 31.2% (83) | 29.1% (23) | 32.1% (60) |
| <b>Lower Middle</b> | 20.7% (55) | 17.7% (14) | 21.9% (41) |
| <b>Lower</b>        | 31.2% (83) | 25.3% (20) | 33.7% (63) |
| <b>Total</b>        | 266        | 79         | 187        |

Key to tables: ♂ Male ♀ Female





# 4 ACTION



## What we did to make a difference

In 2022 we built on our work to address the pay gaps through a further range of measures including:

- a recruitment project with a focus on broadening our reach highlighting BMet's benefits around flexible working and ensuring that our recruitment practices are inclusive; the latter involved standardising role profiles (gender de-coding) and shortlisting criteria and increasing the use of skills based assessments alongside structured interviews
- tracking our leaver profile monthly (highlighting an even balance of leavers against the whole workforce profile)
- an ongoing evaluation of roles to determine their position within pay scales
- a continuing commitment to pay the Real Living Wage
- a programme of staff development strengthening diversity and inclusion skills, behaviours and practices using High Performing Team characteristics to create an understanding and supportive culture
- an active promotion of flexible and agile working arrangements for existing and potential employees, breaking down gender stereotypes related to carer responsibilities
- ongoing wellbeing and engagement strategic actions which support a healthy work/life balance including raised support for colleagues with a menopause network and menopause champion and introduction of a team of Mental Health First Aiders

## What we plan to do to make a difference

In 2023 we built on our work to address the pay gaps through a further range of measures including:

- the consistent implementation of our new recruitment standards
- an extension of our recruitment project with a focus on onboarding experiences
- a new professional development framework with increased focus on personalisation and control
- continued focus on developing and empowering managers to build effective relationships with staff to inform an understanding of potential barriers to career progression
- a review of the progression of part time staff and their access to staff development opportunities
- an examination of flexible working requests
- 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



# 5 THE GENDER PAY GAP EXPLAINED

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 pay **1**
- the median gap in pay **2**
- the distribution of gender by pay quartile **3**
- 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.
- 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.





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