

BMet

Gender Pay Gap Report

2024



BMet
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Foreword

In 2023-24 we continued to take determined action through a range of measures to address the College's gender pay gap.

We are again pleased to report that both our median and mean gender pay gaps have narrowed to the best position since reporting began in 2017; from 7.7% in 2023 to 5.1% in 2024 (median) and from 4.4% in 2023 to 2.4% (mean). We remain in a positive position when compared to ONS gender pay gap data for national and sector rates. The College's rate of 5.1% is 6.1% below the average median pay gap in the FE sector in 2023 (11.2% based on ONS data for 'tertiary education' and 12.9% for 'technical and vocational secondary education').

We know that workforce diversity and inclusion is pivotal to 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 essential for us that we continue to 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.

We hope you find our Gender Pay Gap report for 2024 and our ongoing work to close our pay gap in future informative.

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



1 The Gender Pay Gap At BMet

Figures are drawn from 719 staff who qualify as ‘full pay relevant employees’⁴ on the snapshot date of 31st March 2024. 619 are salaried employees and 100 are hourly paid associates.

407 staff are female (57%) and 312 are male (43%). There has been a slight increase in overall staff numbers from 2023 with a +/-1% change in percentage split. [See Table 1.](#)

Table 1 Percentage split of genders across workforce over 3 years

	♂	♀	♂♀
2024	43%	57%	719
2023	44%	56%	703
2022	41%	59%	712

2024 pay gap:

- The mean gender pay gap is 2.4%
- The median gender pay gap is 5.1%

In 2024 both the mean and median pay gaps are the lowest since reporting requirements began. 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, has narrowed 2.6% from 2023. The college’s mean pay gap has narrowed 2.0% from 2023. [See Table 2](#) for comparison between years.

Table 2 Mean and median pay gap over 3 years

	Mean	Median
2024	2.4%	5.1%
2023	4.4%	7.7%
2022	5.2%	10.0%

	Mean gender pay gap		Mean hourly pay 2024	
	♂	♀	♂	♀
	2.4%		£20.50	£20.00
	5.1%		£21.85	£20.73
2023	Median gender pay gap		Median hourly pay 2024	
	♂	♀	♂	♀
2022	10.0%		10.0%	
	♂	♀	♂	♀
2021	10.0%		10.0%	
	♂	♀	♂	♀

Key to tables: ♂ Male ♀ Female

The improvements are explained by the decrease in the proportion of women in the lower middle quartile and the increase of females in the upper quartile. [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 (59.4% and 60.0% respectively). These quartiles see a much higher proportion of support roles, including hourly paid associates in support roles, which tend to be lower paid.

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

Quartiles (Staff No's)	♂	♀	♂	♀	♂	♀
	2024		2023		2022	
Upper [180]	45.6%	54.4%	52.3%	47.7%	49.4%	50.6%
Upper Middle [179]	47.5%	52.5%	45.1%	54.9%	45.5%	54.5%
Lower Middle [180]	40.0%	60.0%	36.4%	63.6%	33.7%	66.3%
Lower [180]	40.6%	59.4%	40.3%	59.7%	36.5%	63.5%

Table 4
Distribution of women across quartiles over 3 years

Quartiles	2024	2023	2022
No of women	407	397	418
Upper	24.1%	21.2%	21.5%
Upper Middle	23.1%	24.2%	23.2%
Lower Middle	26.5%	28.2%	28.2%
Lower	26.3%	26.4%	27.0%
	100%	100%	100%

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

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

	2024	2023	Variance 2024/23
Mean Gender Pay Gap	2.4%	4.4%	-2.0%
♂	£20.50	£19.17	+£1.33
♀	£20.00	£18.32	+£1.68
Median Gender Pay Gap	5.1%	7.7%	-2.6%
♂	£21.85	£20.52	+£1.33
♀	£20.73	£18.95	+£1.78

2 Bonus Pay Gap

The regulations require organisations to report on the proportion of male and female employees receiving a bonus (or other payment which falls within the definition), and the gap across gender in these payments.

In the pay gap reporting period (1st April 2023 - 30th March 2024) a non-consolidated payment of £500 (based on FTE) was made to eligible salaried employees. 43% of those receiving the payment were male and 57% were female. The median bonus gap in 2024 is 0.0%. [See Table 6.](#)

Table 6 Mean and median bonus pay gap in 2024

	2024	♂	♀
Mean	10.1%	£460.66	£413.94
Median	0.0%	£500.00	£500.00

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 employees and hourly paid associates have been separately calculated and are presented below.

Salaried and Hourly Paid Comparisons







619 staff are salaried employees. 344 are female (56%) and 275 are male (44%). This is -1% and +1% respectively compared to the whole workforce.

100 staff are hourly paid associates. 63 are female (63%) and 37 are male (37%).

In 2024, in a similar situation to last year, the median pay gap profile at 5.4% 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. [See Table 7.](#)

Conversely the mean pay gap widens greatly when calculating for just the hourly paid associates with a 15.1% mean gap. This is because our hourly paid female staff are more likely to be in student support administration, 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	0.3%		2.4%		15.1%	
Median Gender Pay Gap	5.4%		5.1%		0.3%	
						
Mean Hourly Pay	£20.24	£20.17	£ 20.50	£20.00	£22.43	£19.04
Median Hourly Pay	£21.80	£20.63	£21.85	£20.73	£21.85	£21.79

Key to tables:  Male  Female



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

2024	Salaried Staff 154/5 staff per quartile		Whole Workforce 179/180 staff per quartile		Hourly Paid 25 staff per quartile	
	♂	♀	♂	♀	♂	♀
Upper	43.9%	56.1%	45.6%	54.4%	52.0%	48.0%
Upper Middle	49.4%	50.6%	47.5%	52.5%	48.0%	52.0%
Lower Middle	40.6%	59.4%	40.0%	60.0%	28.0%	72.0%
Lower	43.9%	56.1%	40.6%	59.4%	20.0%	80.0%

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, 38.5% of BMet’s workforce work part time (277 people). 71.8% of part time workers in 2024 are female. 19.6% of females working part time are in the upper quartile whilst 28.2% of males working part time are in the upper quartile. [See Tables 9 and 10.](#)

Table 9
Distribution of women across quartiles in 2024; salaried, hourly paid and whole workforce

Quartiles	Salaried	Hourly Paid	Whole Workforce
No. of women	344	63	407
Upper	25.3%	19.0%	24.1%
Upper Middle	22.7%	22.2%	23.1%
Lower Middle	26.7%	27.0%	26.5%
Lower	25.3%	31.8%	26.3%

Table 10
Distribution of part time employees across quartiles % (no's) in 2024

Quartiles	♂♀	♂	♀
Upper	22.0% (61)	28.2% (22)	19.6% (39)
Upper Middle	28.5% (79)	32.1% (25)	27.1% (54)
Lower Middle	20.6% (57)	19.2% (15)	21.1% (42)
Lower	28.9% (80)	20.5% (16)	32.2% (64)
Total	277	78	199

Key to tables: ♂ Male ♀ Female



4 Action

What we did to make a difference

In 2023-4 we continued our work to address the pay gaps through a range of measures including:

- broadening our reach highlighting opportunities within Further Education (a Colleges West Midlands video) and more specifically BMet's benefits around flexible and agile working;
- inclusive recruitment practices; with implementation of standardised role profiles and shortlisting criteria and increasing use of skills-based assessments alongside structured interviews;
- an ongoing evaluation of roles to determine their position within pay scales;
- a continuing commitment to pay the Real Living Wage;
- a new professional development framework with increased focus on personalisation and control;
- 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 Carers and Families Network, Menopause Network, Menopause Champions and growing team of Mental Health First Aiders.

What we plan to do to make a difference

We are dedicated to continued and sustained action to improve our own practice through our 2024-2028 Culture Development Strategy enabled by our Resourcing Strategy and Professional Development actions. Our future commitments include:

- strengthening our employer brand and employment offer highlighting agile and flexible working options; advertising Working Families commitment with 'Happy to Talk Flexible Working' logo on role profile and job adverts;
- the consistent implementation of our recruitment standards; monitoring correct role profiles and criteria are used;
- an enhanced onboarding experience where time to recruit is reduced and the candidate journey; is positive;
- developing our management information to further understand our applicant and employee journey;
- recruitment training for managers; including a Recruitment Training programme as part of our CWMG work;
- a suite of supporting resources on inclusive recruitment for managers;

- developing our managers in key people conversations for example, agile working, return to work, menopause to effectively exercise discretion and judgement to support both individuals and the organisation;
- a development programme of opportunities (shadowing, job swaps, placements, emerging and future leaders programmes, career planning) to retain and progress talent through the organisation;
- a review of our induction programme for new starters;
- exploring potential for different ways of working; for example condensed hours, home working;
- strengthening our mental health awareness, understanding and support; through training and development activities for managers and staff;
- further developing mechanisms and spaces for inclusion and support including the use of Stress Risk Assessments and enhanced Employee Assistance Programme and a growing team of Mental Health First Aiders, staff networks and opportunities to support and connect;
- 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;
- outreach and collaboration with local communities.



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 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.
- 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 associates. 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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