

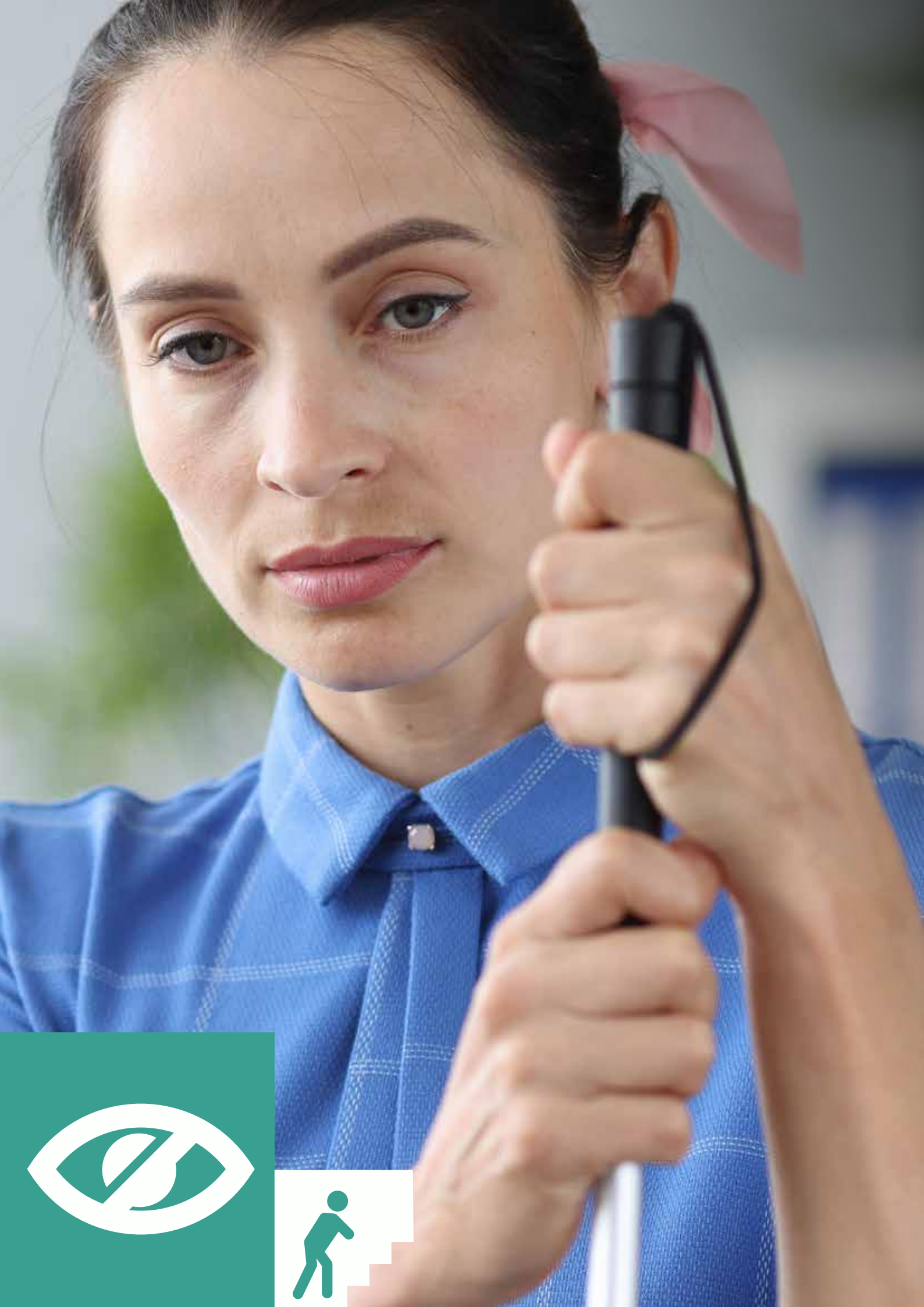
**BMet**

# Disability Pay Gap Report

**2024**



**BMet**  
Inspiring futures, realising dreams.



# 1 Introduction

In line with our commitment to become a truly diverse and inclusive organisation which includes recruiting, retaining and advancing a diverse workforce we are pleased to publish our disability pay gap report for 2024. This complements the voluntary reporting on disability, mental health and wellbeing using the government's framework.

We use the term 'disabled people' as an inclusive term to refer to our people who have shared that they are living with physical, visual, or hearing impairments, learning difficulties, neurodivergence, mental health, and/or long-term health conditions. We recognise that disabled people share common barriers arising from environmental and societal attitudes and are keen to understand how this might impact in the workplace.

## 2 Pay Gap Reporting Explained

The disability pay gap shows the difference in the average hourly rate of pay between disabled and non-disabled individuals in an organisation, expressed as a percentage of the average non-disabled earnings.

We have followed the statutory gender pay gap reporting methodology when calculating our disability pay gap to provide a mean and median calculation and distribution across pay quartiles. Our disability declaration rate currently stands at 46% which means that any individuals with undeclared disabilities are excluded from our calculations.

This pay gap report includes: the mean gap in pay<sup>1</sup>, the median gap in pay<sup>2</sup> and the distribution of disabled staff by pay quartile<sup>3</sup>.

It is important to note that pay gap is different to the issue of equal pay which is governed by the Equality Act. The disability pay gap is the difference between the gross hourly earnings for individuals across an organisation, irrespective of the roles they undertake.

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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.

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' difference.

3 This data illustrates the spread of earners across an organisation helping to show employers where certain groups' progress might be stalling.

# 3 The Disability Pay Gap At BMet




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

Of **719** staff, **92** have shared that they have a disability or health condition (**12.8%**). **236** staff have stated that they have no disability (**32.8%**) and **391** have not shared this information (**54.4%**).

**Table 1 Mean and median disability pay gap for 2024 with hourly rates**

2024	Mean Disability pay gap <b>8.0%</b>	Mean hourly pay 2024		Median Disability pay gap <b>0.0%</b>	Median hourly pay 2024	
		 £20.81	 £19.14		 £20.73	 £20.73

**Table 2 Percentage of disabled/non-disabled in the 4 pay band quartiles**

Quartiles (Staff No's)			
	<b>2024</b>		
<b>Upper</b> (180)	<b>36.1%</b>	<b>10.0%</b>	<b>53.9%</b>
<b>Upper Middle</b> (179)	<b>25.7%</b>	<b>12.3%</b>	<b>62.0%</b>
<b>Lower Middle</b> (180)	<b>38.3%</b>	<b>16.1%</b>	<b>45.6%</b>
<b>Lower</b> (180)	<b>31.1%</b>	<b>12.8%</b>	<b>56.1%</b>

**Table 3 Distribution of staff with a disability across quartiles in 2024**

Quartiles	2024	No.	2023	No.
<b>Upper</b>	<b>19.6%</b>	<b>17</b>	<b>22.5%</b>	<b>20</b>
<b>Upper Middle</b>	<b>23.9%</b>	<b>26</b>	<b>25.8%</b>	<b>23</b>
<b>Lower Middle</b>	<b>31.5%</b>	<b>28</b>	<b>29.2%</b>	<b>26</b>
<b>Lower</b>	<b>25.0%</b>	<b>21</b>	<b>22.5%</b>	<b>20</b>
	<b>100%</b>	<b>92</b>	<b>100%</b>	<b>89</b>

# 4 Salaried Employees

**87** of our salaried employees (14.1%) have shared a disability or health condition. **36.0%** of salaried employees staff are non-disabled and 49.9% have chosen not to share this information (**86%**).

**Table 4 Mean and median disability pay gap for 2024 with hourly rates for salaried employees**

2024	Mean Disability pay gap <b>7.8%</b>	Mean hourly pay 2024		Median Disability pay gap <b>2.4%</b>	Median hourly pay 2024	
		 £20.87	 £19.25		 £20.24	 £20.73

## 5 Summary

The median disability pay gap is noted as 0.0%. The median is considered the indicator that is thought to be the most reflective of the earning experience of the 'typical' disabled and 'typical' non-disabled person. When we look at just our salaried employees there is a positive pay gap (-2.4%) recorded.

The mean pay gap is primarily driven by a lack of representation of disabled colleagues at senior level. Our staff who have declared a disability are distributed fairly evenly across the pay quartiles with the heaviest concentration in the lower middle quartile.

## 6 What We Did To Make a Difference

Over several years we have taken concerted measures including:

- Increasing confidence around sharing disability and/or health status with the organisation.
- Introducing Reasonable Adjustment passports.
- Using Occupational Health to support.
- Holding an annual review for staff who have shared that they have a disability.
- Running a programme of staff development strengthening diversity and inclusion awareness and skills around disability, health and neurodiversity.
- A recruitment project with a focus on broadening our reach highlighting BMet's disability confident status and ensuring that our recruitment practices are inclusive.
- An active promotion of flexible and agile working arrangements for existing and potential employees.
- Ongoing wellbeing and engagement strategic actions which support a healthy work/life balance including raised support for colleagues for example through our Mental Health First Aiders.

Key to tables:  No Disability  Disability  Not Known

## 7 What We Plan To Do To Make A Difference

We are dedicated to continued and sustained action to improve our own practice.

Our future commitments include:

- Implementing our Disability Confident Leader Action Plan which involves a self-assessment and validation exercise with West Midlands Combined Authority who will act as a critical friend.
- Encouraging all staff to complete the equality monitoring section on their record to ensure we have sight of our disabled staff and therefore a more reliable and statistically sound report.
- Full utilisation of the applicant tracking module in our recruitment system; ensuring analysis of disabled people in our recruitment activities; using candidate feedback (e.g snapshot surveys of recruitment and onboarding) to help shape recruitment experiences.
- Positive action activities to reach disabled talent through outreach and collaboration with local communities.
- The consistent implementation of our recruitment standards; monitoring correct role profiles and criteria are used.
- Recruitment training for managers with the People and Culture Operations Team.
- Roll out of Colleges West Midlands BRIDGE train the trainer programme to address unconscious bias; developing diversity and inclusion skills, behaviours and practices.
- A development programme of opportunities (shadowing, job swaps, placements, a future leaders programmes and career planning) to retain and progress talent through the organisation.
- Continuing Professional journal approach to career development.
- Commissioning a comprehensive Access Audit through Direct Access Consultancy to inform our Estate Improvement Strategy.
- Creation of a flow process for Reasonable Adjustment Requests to ensure timely adoption of adjustments required.





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