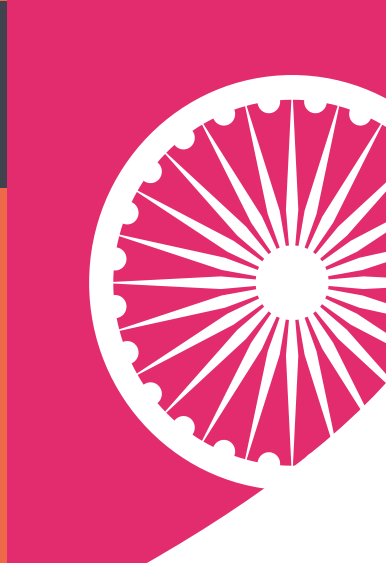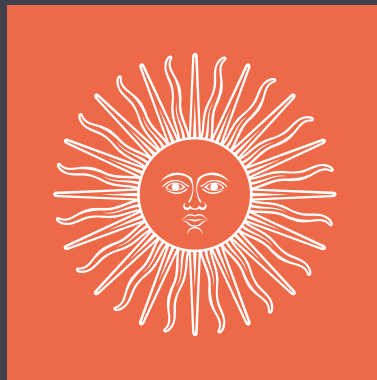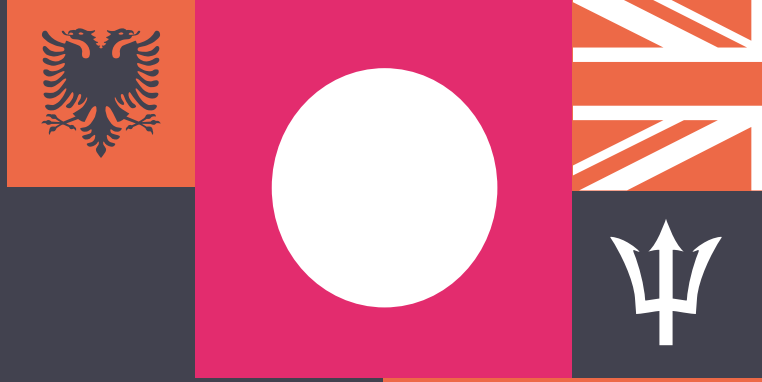# BMet

Ethnicity Pay Gap Report

2024

BMet

Inspiring futures, realising dreams.

1 Foreword

We are pleased to publish this year's Ethnicity Pay Gap report as part of our long-term commitment to being a truly diverse and inclusive organisation which includes recruiting, retaining and advancing a diverse workforce.

Unlike gender pay gap legislation there remains no requirement for employers to publish their ethnicity pay gap. We continue as previous years to use this equality measure to show the difference in average earnings between employees who are from a Black, Asian and Minority Ethnic background (BAME) and those who are from a white background. For reporting purposes, we have combined different ethnic groups to ensure results are reliable and statistically sound. We understand that the aggregated BAME classification can hide disparities between groups and this report takes a closer look at this.

Our ethnicity pay gap in 2024 remained stable for both mean and median measures; 6.1% (+0.4% from 2023) and 9.6% (+0.3%) respectively. Our pay gap at BMet is primarily driven by a lack of representation of ethnically diverse colleagues at senior level. We continue to take action to improve the ethnic diversity of our workforce as well as ensuring we have an accurate picture of our staff profile. 88% of staff have let us know the ethnicity they identify with and 3% have selected 'prefer not say'. 9% have not let us know. Of those who have not specified their ethnicity, 84% are hourly paid associates.
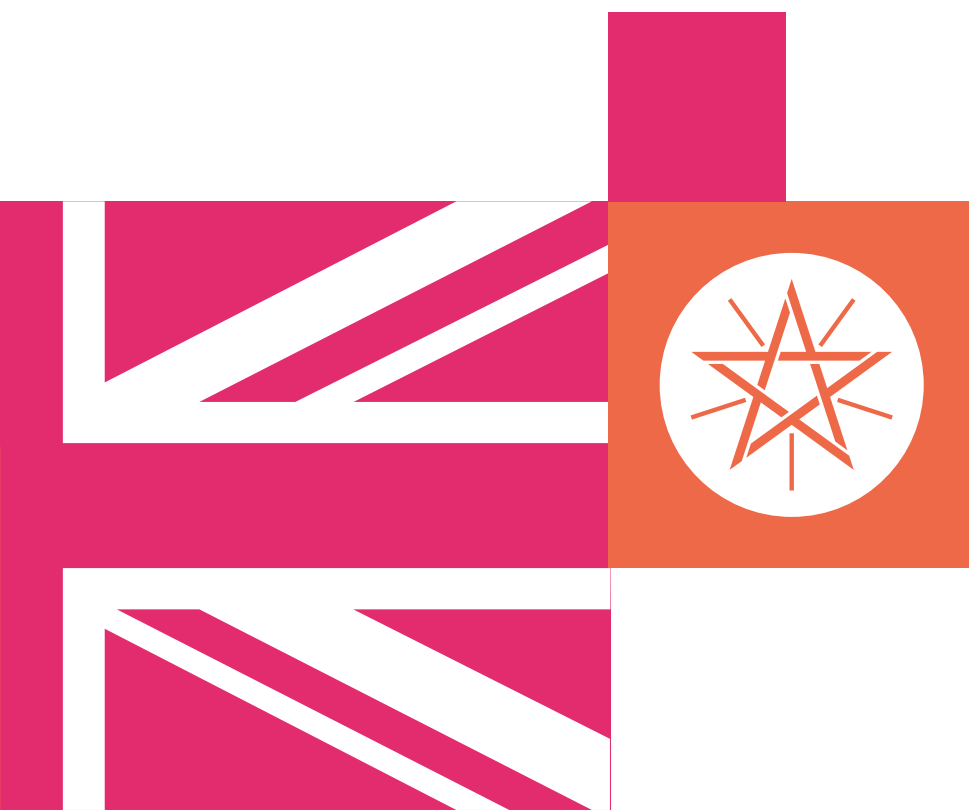
2 **Pay Gap Reporting Explained**

The ethnicity pay gap shows the difference in the average hourly rate of pay between Black, Asian and Minority Ethnic (BAME) and white individuals in an organisation, expressed as a percentage of the average white earnings.

We have followed the statutory gender pay gap reporting methodology when calculating our ethnicity pay gap to provide a mean and median calculation and distribution across pay quartiles. Our ethnicity declaration rate currently stands at 88% which means that any individuals with undisclosed ethnicities are excluded from our calculations.

This ethnicity pay gap report includes: the mean gap in pay[1], the median gap in pay[2] and the distribution of ethnic groups by pay quartile[3].

It is important to note that the ethnicity pay gap is different to the issue of equal pay which is governed by the Equality Act. The ethnicity 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 Ethnicity 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. There has been a small increase in staff numbers overall from 2023 (703) and numbers show a +2.3% increase in Black, Asian and Minority Ethnic representation across the workforce.

In 2024:

- 420 staff are white (396 White British + 24 White Other and White Irish)
- 215 are from a Black, Asian and Minority Ethnic background
- 20 staff 'prefer not say'
- 64 staff have not provided this information to the college (54 of these are hourly paid associates)

Table 1 – Percentage ethnic split over 3 years

Category	2024		2023		2022	
	%	No.	%	No.	%	No.
White	58.4%	420	60.3%	424	58.0%	413
BAME	29.9%	215	27.6%	194	24.3%	173
Not known	8.9%	64	8.8%	62	14.8%	105
Prefer Not Say	2.8%	20	3.3%	23	2.9%	21
Total	100	719	100%	703	100%	712

In 2024:

- The mean ethnic pay gap is **6.1%**
- The median ethnic pay gap is **9.6%**

Table 2 – Mean and median pay gap with hourly rates over 3 years

Category	2024		2023		2022	
	Pay Gap	Hourly Pay	Pay gap	Hourly Pay	Pay gap	Hourly Pay
Mean	6.1%		5.7%		3.9%	
Mean White		£20.70		£19.14		£18.57
Mean BAME		£19.45		£18.05		£17.85
Median	9.6%		9.3%		4.9%	
Median White		£21.85		£20.48		£19.98
Median BAME		£19.76		£18.57		£19.00

Table 3 – Percentage of white, BAME and 'not known' employees in the 4 pay band quartiles; with 2024/23 comparisons

Quartiles	2024			2023		
	White	BAME	NK	White	BAME	NK
Upper	66.1% (119)	25.6% (46)	8.3% (15)	72.8% (128)	20.5% (36)	6.8% (12)
Upper Middle	57.0% (102)	28.5% (51)	14.5% (26)	56.6% (99)	29.1% (51)	14.3% (25)
Lower Middle	55.0% (99)	33.3% (60)	11.7% (21)	56.3% (99)	33.5% (59)	10.2% (18)
Lower	55.6% (100)	32.2% (58)	12.2% (22)	55.7% (98)	27.3% (48)	17.0% (30)

Table 4 – Distribution of white and BAME employees across quartiles in 2024 with 2023 comparison

Quartiles	2024			2023		
	White	BAME	NK	White	BAME	NK
No of staff	420	215	84	424	194	85
Upper	28.3%	21.4%	17.8%	30.2%	18.6%	14.1%
Upper Middle	24.3%	23.7%	31.0%	23.3%	26.3%	29.4%
Lower Middle	23.6%	27.9%	25.0%	23.3%	30.4%	21.2%
Lower	23.8%	27.0%	26.2%	23.1%	24.7%	35.3%

*NK = Not known

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4 The figures have been calculated using the standard methodologies for gender pay gap reporting specified in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. BMet's full pay relevant employees include salaried employees and hourly paid workers. The college has based its report on the ethnicity identification held within HR systems.

4 Salaried and Hourly Paid Comparisons

In 2024 619 staff are salaried employees. 63.0% of these are white (-0.7% from 2023), 32.3% BAME (+3.3%). 4.7% not known/prefer not to say (-2.6 %).

100 staff are hourly paid. 30.0% are white (-7.1% from 2023) and 15.0% are BAME (-3.0%) with a large percentage of 'not known', 54.0%.

The median pay gap profile for just salaried staff is higher than the whole workforce although the mean pay gap is almost aligned. The pay gap narrows greatly when calculating just the hourly paid staff with an -0.1% median gap and -4.6 % mean gap. This arises because our hourly paid BAME staff are most concentrated in the upper quartile in associate lecturer roles.

Table 5 and 6 – Comparison of salaried and hourly paid against whole workforce

	Salaried	Whole Workforce	Hourly Paid
% White	63.0%	58.4%	30.0%
% BAME	32.3%	29.9%	15.0%
% Not known	1.6%	8.9%	54.0%
% Prefer Not Say	3.1%	2.8%	1.0%

	Salaried		Whole Workforce		Hourly Paid	
Mean Pay Gap	6.9%		6.1%		-4.6%	
Median Pay Gap	12.1%		9.6%		-0.1%	
	White	BAME	White	BAME	White	BAME
Mean Hourly Pay	£20.83	£19.40	£20.70	£19.45	£19.24	£20.13
Median Hourly Pay	£22.48	£19.76	£21.85	£19.76	£21.82	£21.85

*Table 7 – Percentage of White and BAME in the 4 pay band quartiles; salaried, hourly paid and whole workforce*

2024	Salaried Staff 154/155 staff per quartile		Whole Workforce 179/180 staff per quartile		Hourly Paid 25 staff per quartile	
Quartiles	White	BAME	White	BAME	White	BAME
Upper	71.6%	25.8%	66.1%	25.6%	24.0%	24.0%
Upper Middle	64.9%	31.8%	57.0%	28.5%	24.0%	12.0%
Lower Middle	58.1%	37.4%	55.0%	33.3%	24.0%	4.0%
Lower	57.4%	34.2%	55.6%	32.2%	48.0%	20.0%

Table 8 – Distribution of BAME staff across quartiles in 2024; salaried, hourly paid and whole workforce

Quartiles	Salaried (200)	Whole Workforce (15)	Hourly Paid (215)
Upper	20.0%	40.0%	21.4%
Upper Middle	24.5%	20.0%	23.7%
Lower Middle	29.0%	6.7%	27.9%
Lower	26.5%	33.3%	27.0%

5 Bonus Pay Gap

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. 67% of those receiving payment were white staff and 33% were BAME. The median bonus gap in 2024 is 0.0%.
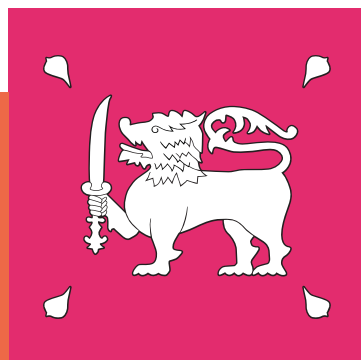
6 Explaining the Ethnicity Pay Gap

After narrowing the ethnicity pay gap in 2022, the median ethnicity pay gap in 2024 (9.6%) is consistent with 2023's rates (+0.3%).

Based on the two-category ethnicity breakdown (i.e. White, including White British and White Other, and BAME groups) this is aligned to the West Midland's rate of 9.5% for 2022.

In March 2024 BMet's employees constituted **55.1%** White British, **3.3%** White Other and **29.9%** BAME (+2.3% from 2023). 2021 census data provides the following for Birmingham: 42.9% White British; 5.8% White Other; and 51.3% BAME.

When compared with other institutions in Birmingham, BMet's workforce profile is similar to that reported for 2023 by both University of Birmingham (25% BAME) and Birmingham City University (23%). The proportion of BAME employees is however lower than South & City College and Joseph Chamberlain College whose latest reported figures (2022) are 39% and 40% respectively.

In 2024 we have had good representation of BAME applicants and successful appointments in staff recruitment activities and our ethnicity pay gap continues to be explained by the lack of ethnic diversity at senior level and the disproportionate representation in the lower paid roles.

Whilst staff numbers have slightly increased there remains an under-representation of staff from a Black, Asian and Minority Ethnic background in the upper quartile. *See Table 3 and Table 4.*

Further breakdown

We know that the aggregated ethnicity classification can hide disparities between groups. For example, national data in 2022 shows that employees of Chinese, Indian, White/Asian, Arab and 'Other' ethnic groups all had higher median hourly pay than White British employees. It is UK's employees in the Pakistani, Black African and Caribbean, Bangladeshi, and Mixed White/Black African and White/Black Caribbean groups which have the lowest median hourly pay (the latter group earning 18.5% less than White British workers).

When we explore the different ethnic groups at BMet we see that the largest groups are Indian (23% of BAME staff), Black Caribbean (22% of BAME staff) and Pakistani (19%); with White/Black Caribbean (7%), Bangladeshi (7%), Black African (6%), and Asian Other (5%) being the next largest groups (of BAME staff). With the exception of the Indian group all have lower median hourly pay than the 'white' group. *See Table 10 for the hourly pay of these groups.*

Table 10 - Hourly pay for the largest ethnic groups at BMet in 2024

Ethnic Groups	Staff Numbers	Mean Hourly Pay	Hourly Paid
White	396	£20.80	£21.85
Indian	50	£20.44	£22.63
Black Caribbean	48	£19.98	£18.43
Pakistani	41	£19.73	£20.54

7 Future Action

We continue to develop a culture around diversity and inclusion ensuring that we are providing an inclusive and respectful working environment where everyone is engaged and is able to thrive. Our activities aimed at ensuring that we are able to attract, develop and retain Black, Asian and Minority Ethnic talent continue with the support of the Black Leadership Group, the Student Commission for Racial Justice (Leaders Unlocked) and through the Colleges West Midlands Equality Group and the 10 point plan for an anti-racist FE system.
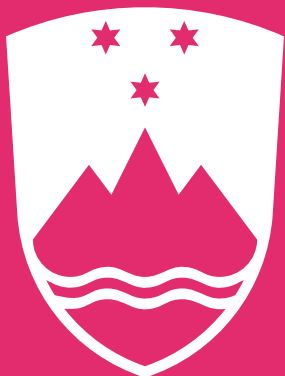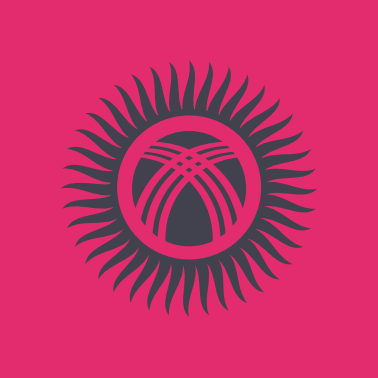
Our future commitments include:

- A Culture Development Strategy with specific targets for 2030 of increasing BAME representation at college at all levels; 50% of whole workforce and 40% of managers.

- Strengthening our employer brand and employment offer highlighting e.g. Black Talent awards and work to develop an anti-racist culture.

- 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.

- Further work with the College's West Midlands staff recruitment project ensuring that our recruitment practices are inclusive, including a Recruitment Training programme.

- Full utilisation of the applicant tracking module in our recruitment system; ensuring ongoing analysis of recruitment, retention and progression at different levels.

- Continuing positive action to encourage BAME individuals into leadership and management roles or areas where there is poor participation for example through an Emerging Leaders programme for staff.

- A development programme of opportunities (shadowing, job swaps, placements, a future leaders programmes and career planning) to retain and progress talent through the organisation.

- Roll out of Colleges West Midlands BRIDGE train the trainer programme to address unconscious bias; developing diversity and inclusion skills, behaviours and practices.

- Continuing Professional Journal approach to career development.

- Outreach and collaboration with local communities.