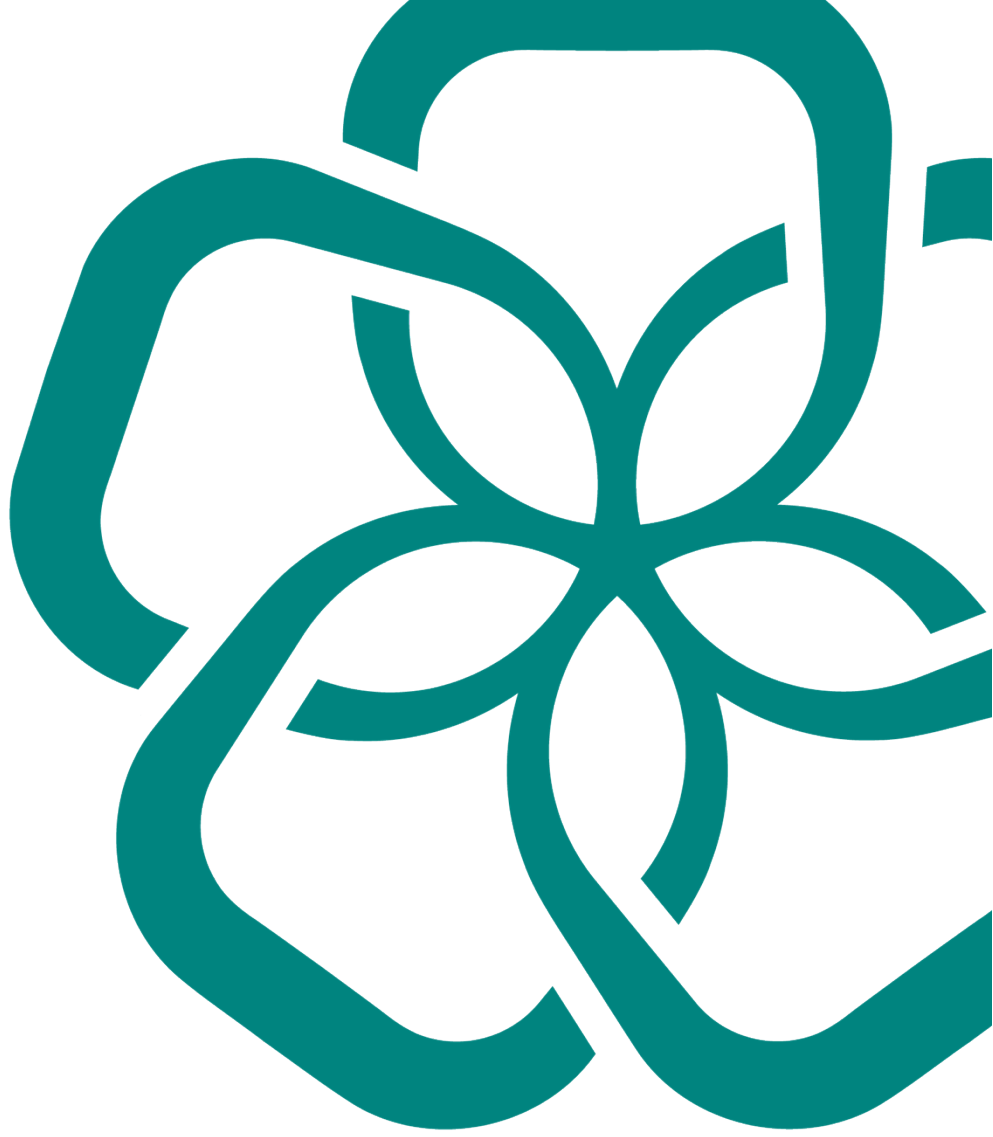




West
Yorkshire
Combined
Authority

Tracy
Brabin
Mayor of
West Yorkshire



Gender pay gap report

31st March 2024

Gender Pay Gap 2024

This report contains the latest calculations for our gender pay gap. It captures the pay data of relevant employees as at 31st March 2024 which we have then used to make the six calculations required under Gender Pay Gap legislation.

Gender make-up of our organisation

This data reflects the organisation as of 31st March 2024 and uses comparator data from 31st March 2023. As of 31st March 2024, the Combined Authority had a total of **900 (844.89 FTE)** staff. This is the number of staff deemed to be “full pay relevant”, that is, employees who are not being paid or who are on reduced, statutory or no pay during March 2023 are excluded as they are not “full pay relevant” employees.

	March 2024		March 2023	
	Headcount	Percentage	Headcount	Percentage
Female	516	57.33%	430	56.65%
Male	384	42.67%	329	43.35%
Total	900	100%	759	100%

The gender make-up of our organisation remains broadly similar to 2023, with 57.33% of our workforce identifying as female and 42.67% identifying as male (this compares with 56.65% & 43.35% respectively from March 2022).

Breakdown by Grade

Grade	Female	Male
Grade 1	18	28
Grade 2	46	18
Grade 3	20	10
Grade 4	19	18
Grade 5	46	42
Grade 6	36	38
Grade 7	121	63
Grade 8	88	62
Grade 9	56	50
Grade 10	33	27
Grade 11	11	8
Grade 12	10	10
Grade 13	3	
Grade 14	1	1
Grade 15	3	4
Grade 16		2
CX		1

Our pay gap

In accordance with the gender pay gap legislation, we have calculated both our mean and median pay gap figures for the whole of our organisation.

Mean pay gap compares the average pay of female employees against the average pay of male employees and calculates the percentage difference.

Median pay gap takes the mid earning point of female employees and compares it to the mid earning point of male employees, calculating the percentage difference.

	March 2024	March 2023
Mean gender pay gap	3.79%	5.38%
Median gender pay gap	0%	1.98%

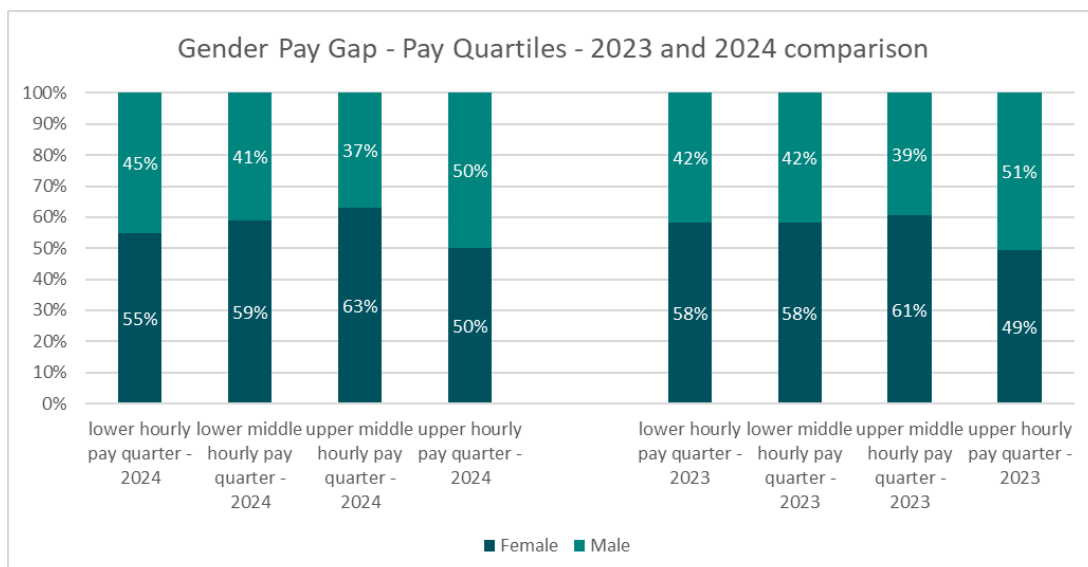
These figures show that when looking at our organisation as a whole, our female employees earn on average 3.79% less than our male employees but at the middle point for the earnings of our female employees have parity of pay with our male employees.

Figures published for 2023¹ show that the median national gender pay gap for all employees stands at 14.3%. At 3.79% we are substantially lower than the national average.

Our pay gap has decreased by 1.59 percentage points in the mean range since the last reportable year and median has reduced by 1.98 percentage points to zero. Whilst this progress is a positive step, as a public body we do not believe any gender pay gap is acceptable and will be continuing our efforts over the coming year to reduce our mean gender pay gap yet further and eliminate altogether. This includes both increasing our inclusive recruitment practices in order to help ensure that the cohort of people joining the organisation is diverse, and enhancing our learning and development offer to support existing colleagues to progress.

¹ Office for National statistics - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

Percentage in pay quartiles by gender



Highlights:

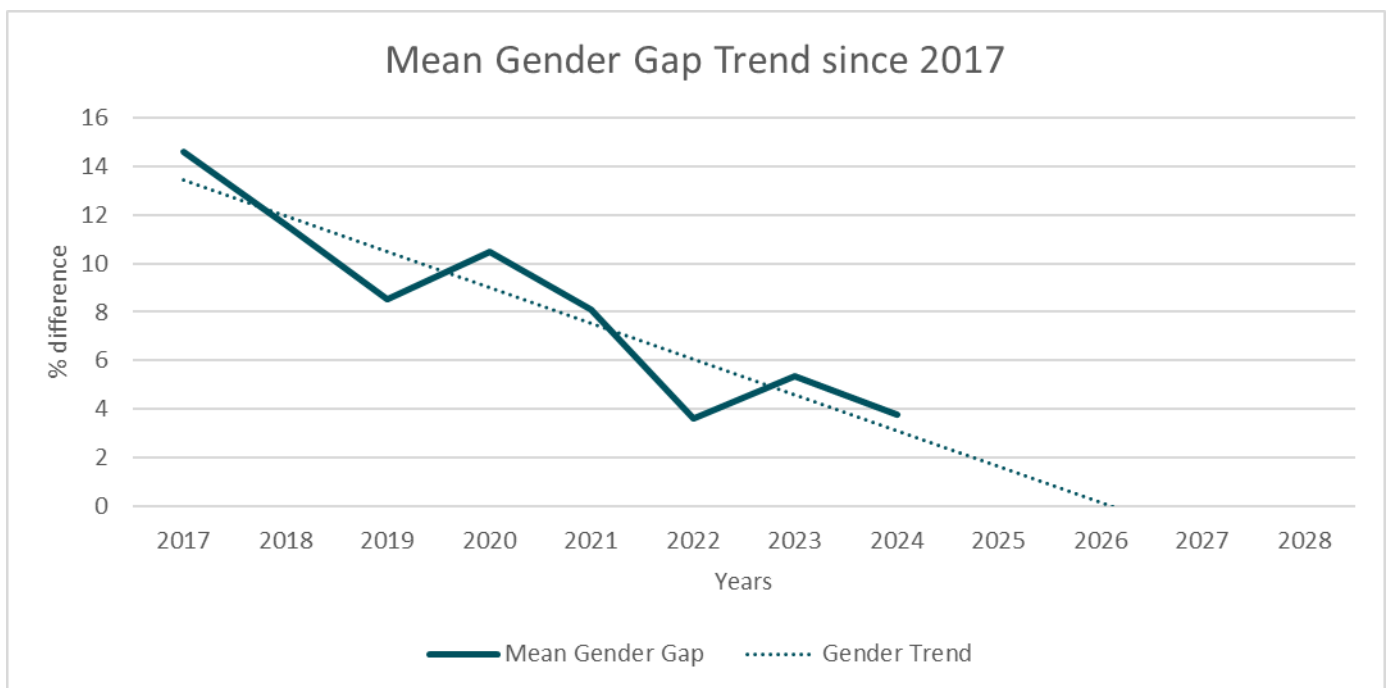
- An Increase of female employees in upper pay quartiles (upper middle and upper) between 2023 and 2024, an increase of 3% overall
- The Upper pay quartile has an equal split between male and female, and this has improved since 2023, although it is still short of representation of the whole organisation which is 56% female, 44% male.
- The lower pay quartile has moved towards a closer representation of the wider organization gender split

Mean Gender Pay Gap Trend

We have consistently measured our Gender Pay Gap since 2017, this enables us to identify the long term trends, to see how this gap has reduced over time and the progress we are making towards our target to eliminate the gap entirely by 2028.

2024 has seen progress consistent with the expected trend when developed in 2023, this would lead us to believe we are on track to eliminate this gap by 2028 as planned.

The chart below displays progress between 2017 and 2024 and the trendline from these data points.

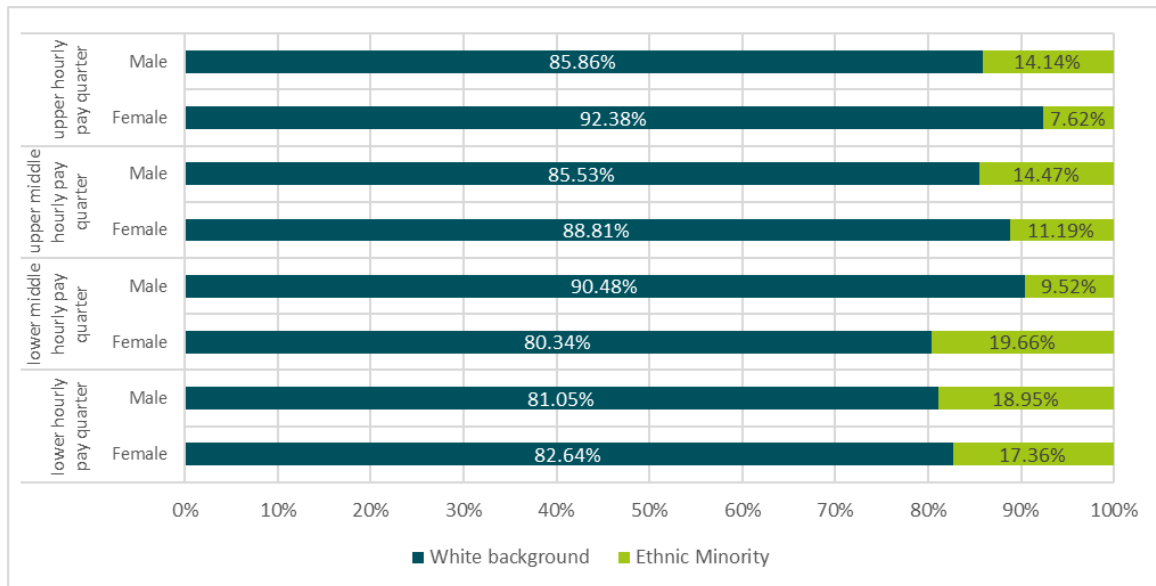


Intersectional Analysis – Gender and Ethnicity

Intersectionality is a recognition of the interconnected nature of categorisations such as ethnicity or gender as they apply to a given individual or group, and how these can be understood as creating overlapping and interdependent systems of discrimination or disadvantage.

In the context of pay gap analysis an intersectional analysis combines these categorisations to illustrate the pay gaps for individuals with these identities.

In this analysis we can combine gender with ethnicity, which can for example show how employees who are from an ethnic minority and female compare to white males or how gender can affect pay gaps within a broader minority ethnic grouping.



Whilst all people from an ethnic minority are under represented in the upper and upper middle pay quartile this is even more acute if you are also female, it should be noted that some positive progress is noted here in comparison to 2023 (7.62% and 11.19% in 2024 compared to 4.55% and 9.09% in 2023)

Actions to address our Pay Gap

This summarises progress during 2024 and indicates planned actions into 2025 and beyond. Rather than a separate action plan to address gender and ethnicity pay gaps individually, we have combined these actions in recognition that many actions have a positive effect on both gaps.

We have seen significant progress with a number of these actions in 2024 including:

- Completing a review of our terms and conditions with an associated pay award in October 2023 – an equality impact assessment completed during the review indicated that there would be a positive reducing effect on pay gaps which has contributed to our 2024 figures.
- Between April 2023 and March 2024, the Combined Authority has significantly invested in learning and development activity for colleagues, with a particular focus on positive action schemes for both gender and ethnicity. We have enrolled colleagues on the Solace AMPlify programme and a Women in Leadership programme which have had positive impacts, and our HR Learning and Development partner is in the process of working with Solace to create an AMPlify product in the North.
- In December 2023, the organisation signed up to the Unison Anti Racism Charter, which outlined 20 actions for the organisation to have completed after 12 months of signing pertaining to race equity and anti-racist practice, providing a clear and visible anti-racism programme of initiatives as well as identifying and addressing race disparities in equality of opportunity. These actions are on track to be completed by the deadline of December 2025 and have demonstrated organisational commitment to tackling this issue in all forms internally and externally.
- Our Recruitment and Diversity advisor has been continually developing our recruitment processes with inclusive recruitment training focusing on an inclusive recruitment approach, creating genuine buy-in from recruiting managers about best practice

- The five Staff Network Groups, including Gender Equality Group and Embrace, have been allocated a learning and development budget to spend on offering development opportunities to members. Further, all staff networks have been given an executive sponsor to support and advocate for the groups at a senior level and discuss how and where to raise suggestions about how to make the organisation more inclusive.
- In-house training is available to all recruiting managers from our HR Recruitment and Diversity Advisor, which are available to any new recruiting managers or those who may want to have a refresh to be up to date on current best practice.

Action plans for 2025 include

- Allowing protected time for specifically nominated employees undertaking a formal/informal development programmes; this will be built into performance reviews
- Provision of substantial and comprehensive in-house training to all staff promoting the value and importance of an inclusive culture and diversity in the workplace. This will be linked to EDI plans and strategy.

