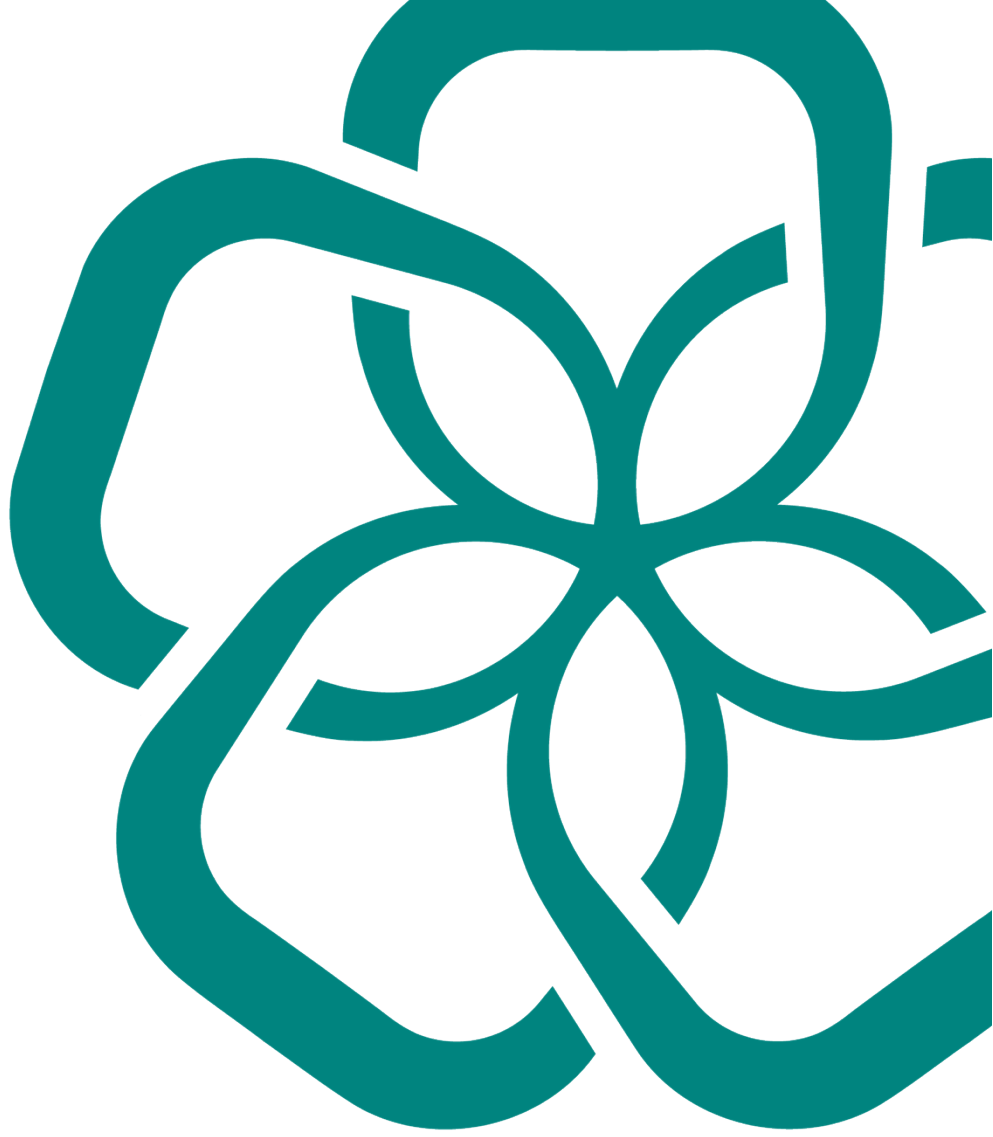




West
Yorkshire
Combined
Authority

Tracy
Brabin
Mayor of
West Yorkshire



Ethnicity pay gap report

31st March 2024

Ethnicity Pay Gap 2024

This report presents the data to evaluate the pay gap between black, Asian and minority ethnic employees and white employees at West Yorkshire Combined Authority and presents this within the regional and national context. It provides six calculations that show the difference between the average earnings of black, Asian and minority ethnic and white employees in our organisation and shows where we need to improve.

It is critically important that the Combined Authority is more representative of the communities it serves, both across the organisation and at more senior levels. In order to achieve this, we need a good understanding of the diversity of our current workforce and areas where we need to improve.

The Combined Authority pay is determined through use of the Hay Job Evaluation system which is a recognised way of comparing and evaluating the level of roles to support the fair treatment and reward of all employees irrespective of their personal characteristics. We celebrate equality, diversity and inclusion within our workforce and are working to ensure that we improve the profile of our workforce as a priority, as we are not currently representative of the communities we serve.

Ethnicity make-up of our organisation

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

	Totals	Percentage
Ethnic minority	121	13.44%
White	716	79.56%
Unknown & Prefer not to say	63	7.00%
Total	900	

At 13.44 % of our workforce, the Combined Authority falls short of being representative of the West Yorkshire regional working age population at 19% (using the Office for National Statistics 2021 Census data, for residents aged 16-64) and recognises that further work in this area needs to be undertaken to improve the workforce profile.

Whilst this is an improvement from the 2023 percentage of 11.7% we are continually committed to achieving a more diverse workforce and are actively working towards practical steps to target our recruitment activity to diverse groups.

We have a number of employees who have opted not to share their ethnic status with us – currently 7% (63 employees). We need to enable people to understand the benefits of doing so, so that we have more accurate data and are better able to respond to the issues.

Breakdown by Grade

Grade	Ethnic Minority	White
Grade 1	8	36
Grade 2	15	49
Grade 3	6	24
Grade 4	6	28
Grade 5	13	71

Grade 6	4	62
Grade 7	23	148
Grade 8	21	118
Grade 9	15	85
Grade 10	6	50
Grade 11	2	14
Grade 12	0	17
Grade 13	0	3
Grade 14	0	2
Grade 15	1	6
Grade 16	0	1
CX		1

Our pay gap

We have calculated both our mean and median pay gap figures for the whole of our organisation.

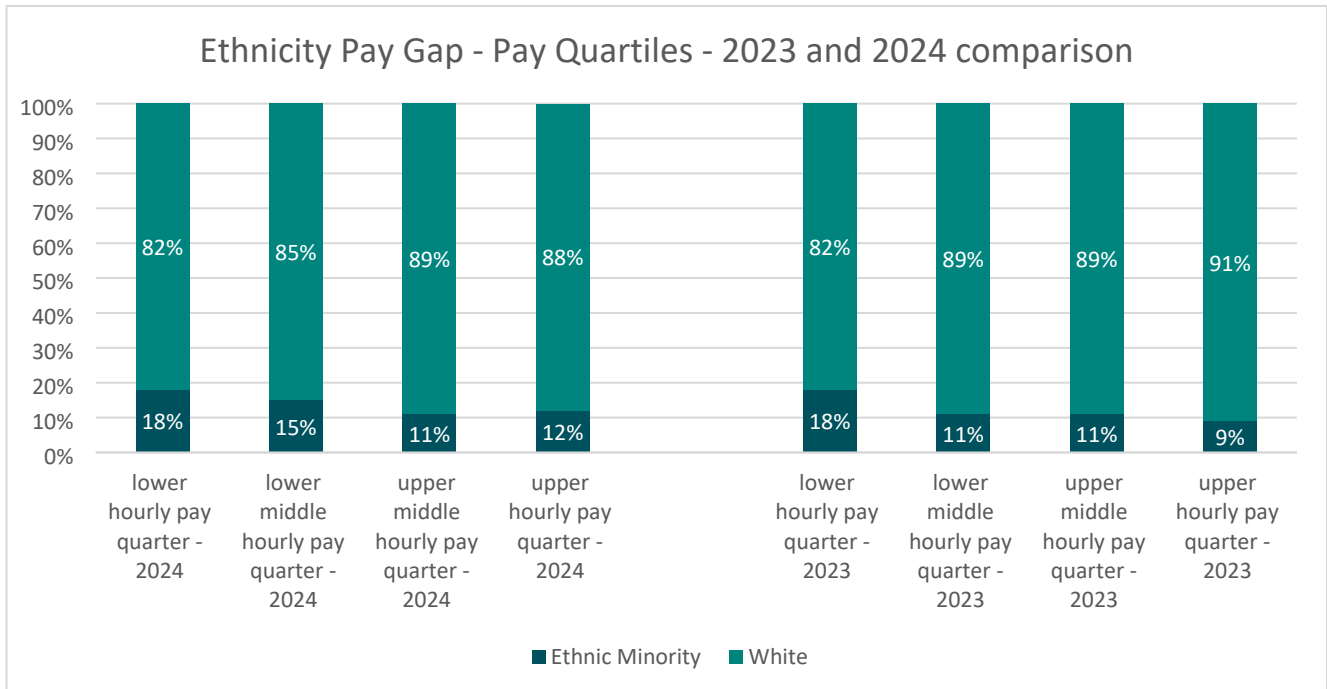
Mean pay gap compares the average pay of ethnic minority employees against the average pay of white employees and calculates the percentage difference.

Median pay gap takes the mid earning point of ethnic minority employees and compares it to the mid earning point of white employees, calculating the percentage difference.

	March 2024	March 2023
Mean ethnicity pay gap	7.99%	9.81%
Median ethnicity pay gap	4.28%	4.76%

These figures show that when looking at our organisation as a whole, our ethnic minority employees earn on average 7.99% less than our white employees and at the middle point for the earnings our minority ethnic employees receive 4.28% less pay than white employees.

Percentage in pay quartiles by ethnicity



Highlights:

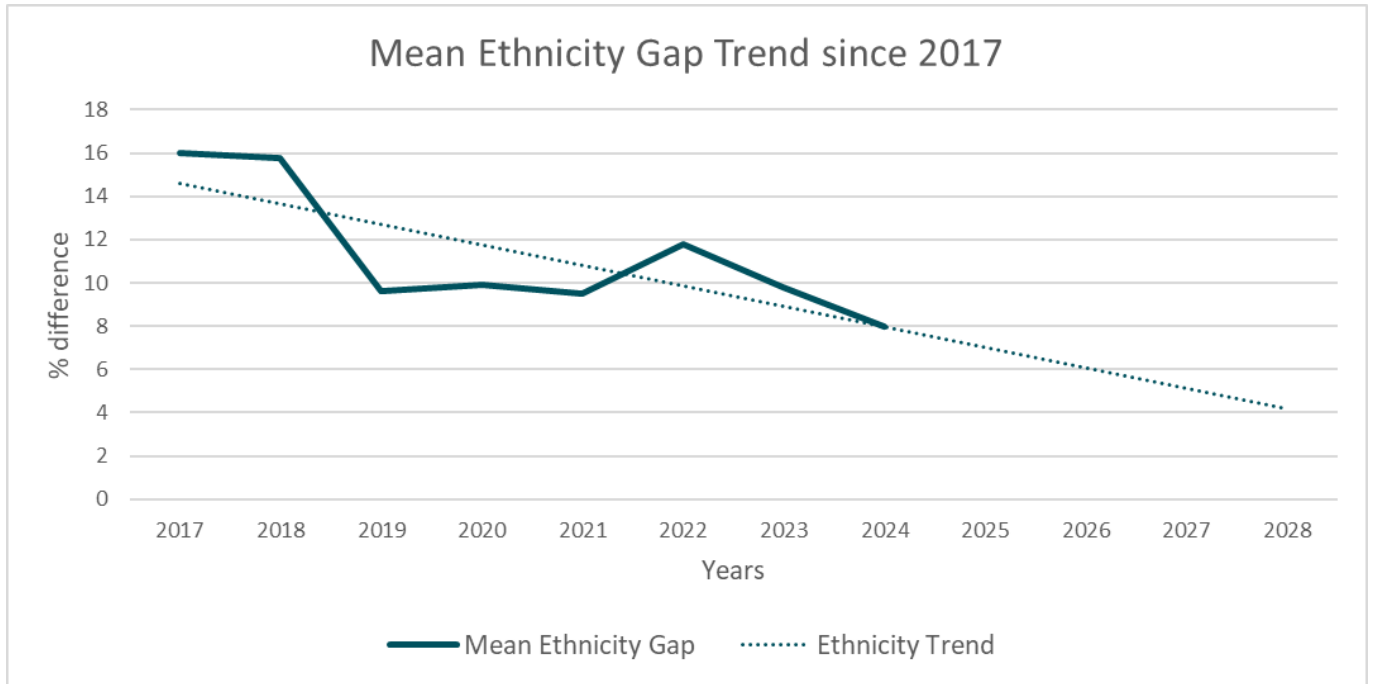
- People from an ethnic minority are overrepresented in the lower hourly pay quartile and this has not improved since 2023.
- There is an improvement in the representation in the upper hourly pay quartile by 3%
- The higher two pay quartiles are still underrepresented for people from an ethnic minority

Mean Ethnicity Pay Gap Trend

We have consistently measured our Ethnicity 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 recent trend in falls since 2022 but the progress over the wider period would indicate we are due to fall short of the 2028 target by around 4%, unless we see a step change in activity.

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

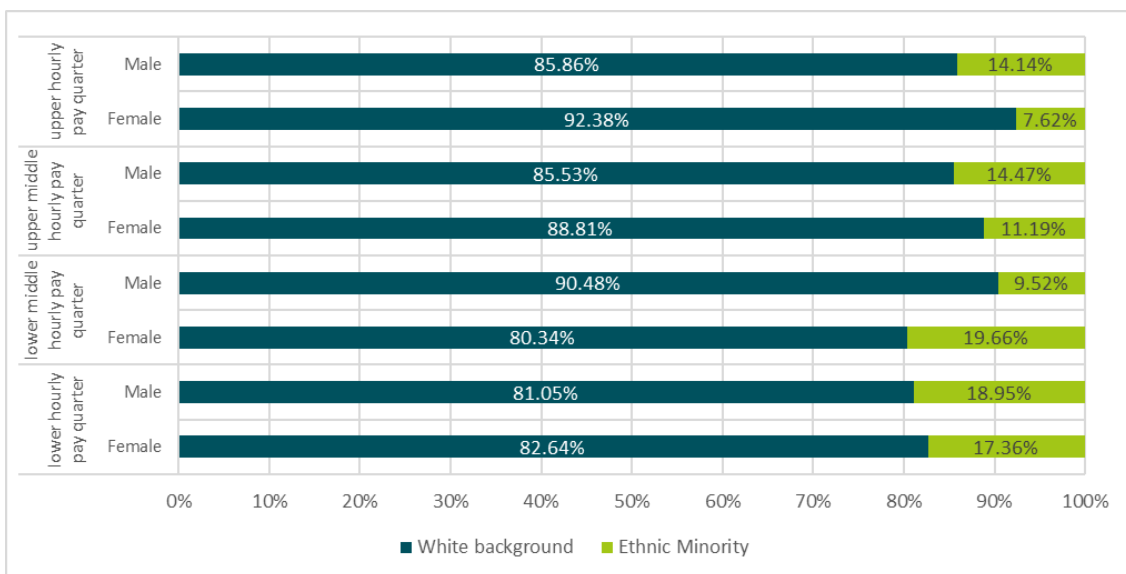


Intersectional Analysis – Gender and Ethnicity

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 underrepresented 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.

