

Report to: West Yorkshire Combined Authority

Date: 5 April 2018

Subject: **Gender pay gap**

Director: Angela Taylor, Director of Resources

Author(s): Angela Taylor and Joanne Grigg

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	N/A

1 Purpose of this report

- 1.1 To provide the Combined Authority with information on the gender pay gap.

2 Information

- 2.1 The Combined Authority is required to publish its gender pay gap. This is a requirement of the gender pay gap legislation which requires all organisations with more than 250 employees to publish information for those employees in scope at 31 March 2017.
- 2.2 **Appendix 1** sets out the information in the prescribed format, showing the gender make up of the organisation, the mean and median pay gap and the pay breakdown by quartiles.
- 2.3 The pay gap currently stands at 14.6% ie on average female employees earn 14.6% less than male employees. This is a result of having more female employees at more junior levels in the organisation.
- 2.4 The below table shows how the Combined Authority compares to those who have published their gender pay reports to date within the Leeds City Region.

Council	Women's Hrly Rate		Top Quartile		Upper Middle		Lower Middle		Lower Quartile	
	Mean	Median	Men	Women	Men	Women	Men	Women	Men	Women
Bradford	8.2%	11.1%	42.0%	58.0%	41.0%	59.0%	35.0%	65.0%	24.0%	76.0%
Kirklees	10.3%	16.3%	38.9%	61.1%	33.0%	67.0%	25.5%	74.5%	18.7%	81.3%
Leeds	8.6%	13.1%	42.0%	58.0%	47.5%	52.5%	46.7%	53.3%	21.2%	78.8%
Wakefield	4.7%	2.4%	37.0%	63.0%	31.0%	69.0%	39.0%	61.0%	24.0%	76.0%
WYCA	14.6%	15.1%	63.0%	37.0%	56.0%	44.0%	46.0%	54.0%	43.0%	57.0%
Harrogate	0.5%	4.1%	47.4%	52.6%	48.4%	51.6%	49.1%	50.9%	56.8%	43.2%
Barnsley	8.1%	12.4%	36.20%	63.80%	33.50%	66.50%	31.30%	68.70%	25.70%	74.30%

2.5 The Combined Authority is committed to reducing the pay gap and already has a number of policies and working practices in place to encourage gender diversity and to encourage women into more leadership roles. These measures and future plans are set out on page 4 of **Appendix 1**.

2.6 A similar analysis is being undertaken of the ethnicity pay gap. Whilst this is not required by legislation, equality and diversity are important principles for the Combined Authority and through understanding the gap it will be possible to identify an action plan to close any gap, alongside the actions already identified for the gender pay gap.

3 Financial Implications

3.1 There are no financial implications directly arising from this report.

4 Legal Implications

4.1 There are no legal implications directly arising from this report.

5 Staffing Implications

5.1 As set out in this report.

6 External Consultees

6.1 No external consultations have been undertaken.

7 Recommendations

7.1 That the Combined Authority notes the gender pay gap and support the actions proposed to address this.

8 Background Documents

None.

9 Appendices

Appendix 1 – Gender pay gap 2017