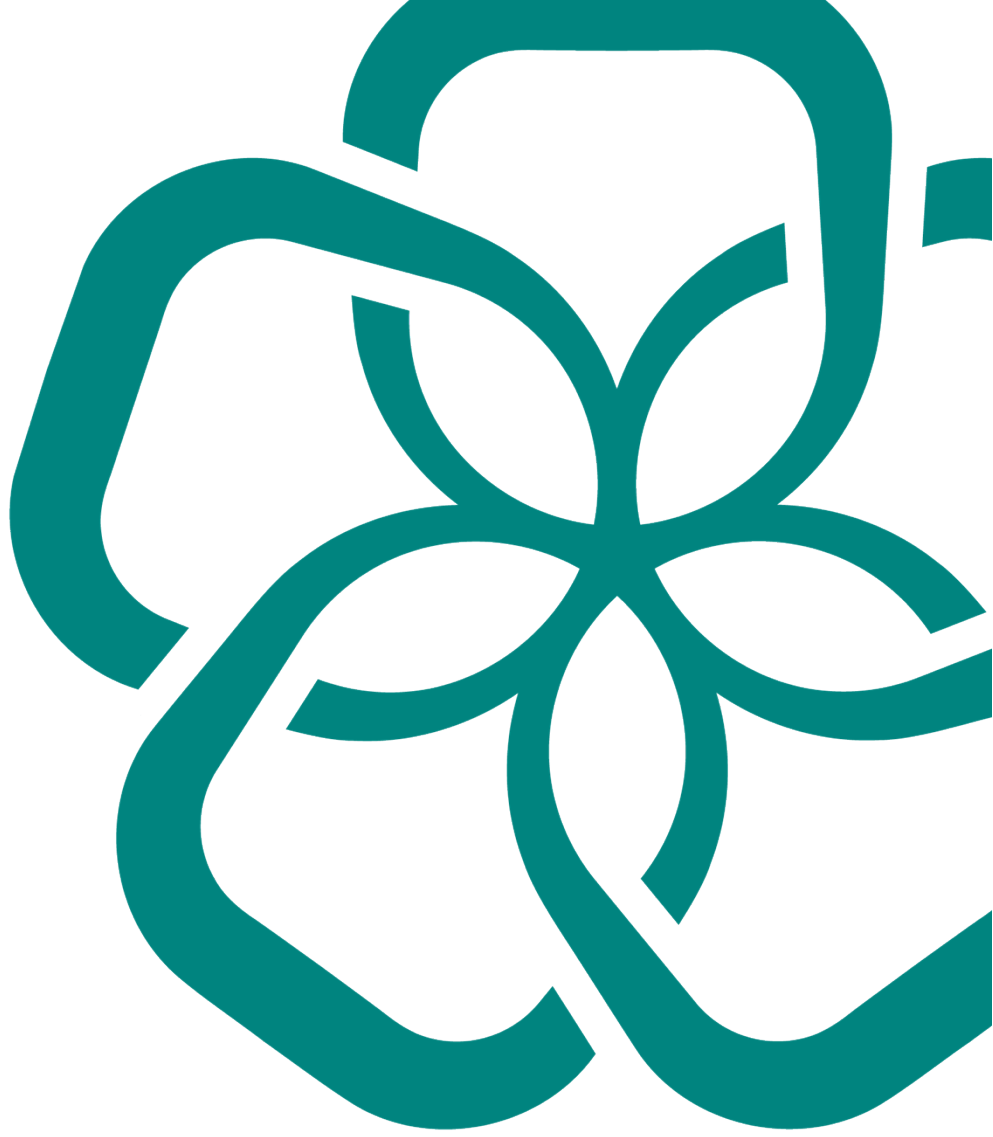




West  
Yorkshire  
Combined  
Authority

Tracy  
Brabin  
Mayor of  
West Yorkshire



# Ethnicity pay gap report

Alan Cale / 31<sup>st</sup> March 2023

# ETHNICITY PAY GAP 2023

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.

This data reflects the organisation as of 31 March 2023 where the Combined Authority had a total of 759 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 2023 are excluded as they are not “full pay relevant” employees.

## Black, Asian and minority ethnic make-up of the Organisation

The Ethnicity profile of full pay relevant staff as of 31 March 2023 is as follows:

|                                  | Totals | Percentage |
|----------------------------------|--------|------------|
| Black, Asian and minority ethnic | 88     | 11.6%      |
| White                            | 635    | 83.7%      |
| Unknown & Prefer not to say      | 35     | 4.6%       |
| Total                            | 759    |            |

At 11.6% of our workforce, the Combined Authority falls short of being representative of the West Yorkshire regional working age population at 23.3% (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.

We are committed to achieving a more diverse workforce and are actively working towards practical steps to target our recruitment activity to diverse groups.

[The Race Disparity Audit](#) reports that across the workforce in the public sector there is a high level of unknown or undisclosed information on ethnicity. The case is the same for the Combined Authority, where we have a number of employees who have opted not to share their

ethnic status with us – currently 4.6% (35 employees). All our ethnicity data is collected during the recruitment process. 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.

### Our pay gap

We have calculated our mean pay gap. This calculation compares the average pay of black, Asian and minority ethnic employees against the average pay of white employees and calculates the percentage difference.

We have also calculated our median pay gap. This calculation looks at the mid earning point of black, Asian and minority ethnic employees and compares this to the mid earning point of white employees and calculates the percentage difference.

These figures are based upon employees who have provided their ethnicity status.

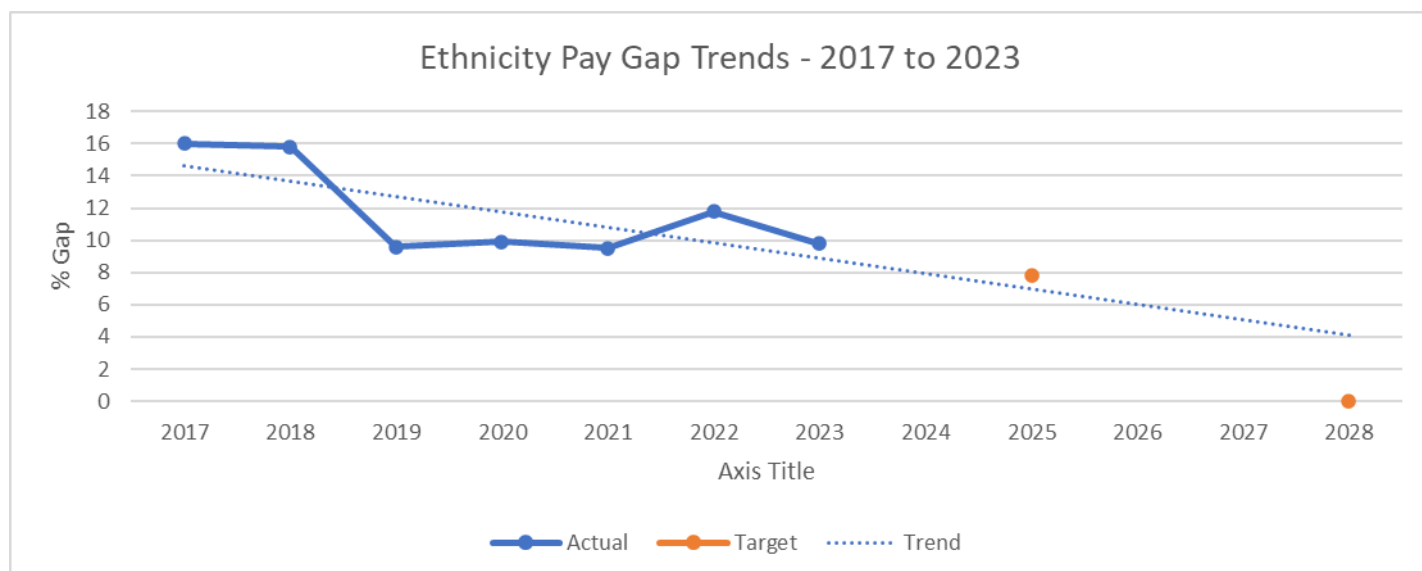
|                |      |
|----------------|------|
| Mean Pay Gap   | 9.8% |
| Median Pay Gap | 4.8% |

These figures show that when looking at our organisation as a whole, our black, Asian and minority ethnic employees earn on average 9.8% less than our white employees and that the middle point for the earnings of our black, Asian and minority ethnic employees is 4.8% lower than that of our white employees.

The table listed below compares the mean and median pay gaps as well as the black, Asian and minority ethnic workforce percentage for the organisation since 2017.

|  | 2023  | 2022  | 2021  | 2020  | 2019  | 2018  | 2017  |
|--|-------|-------|-------|-------|-------|-------|-------|
| Mean Pay Gap   | 9.8%  | 11.8% | 9.5%  | 9.9%  | 9.6%  | 15.8% | 16%   |
| Median Pay Gap   | 4.8%  | 19.9% | 9.3%  | 6.3%  | 7.3%  | 15.8% | 14.6% |
| Black, Asian and minority ethnic Percentage of Workforce | 11.7% | 10.3% | 10.9% | 11.4% | 10.5% | 8.8%  | 9%    |

With a sustained period of reporting we can provide an indication of progress trends and an indication of how we are progressing towards our targets to close the ethnicity pay gap completely by 2028.



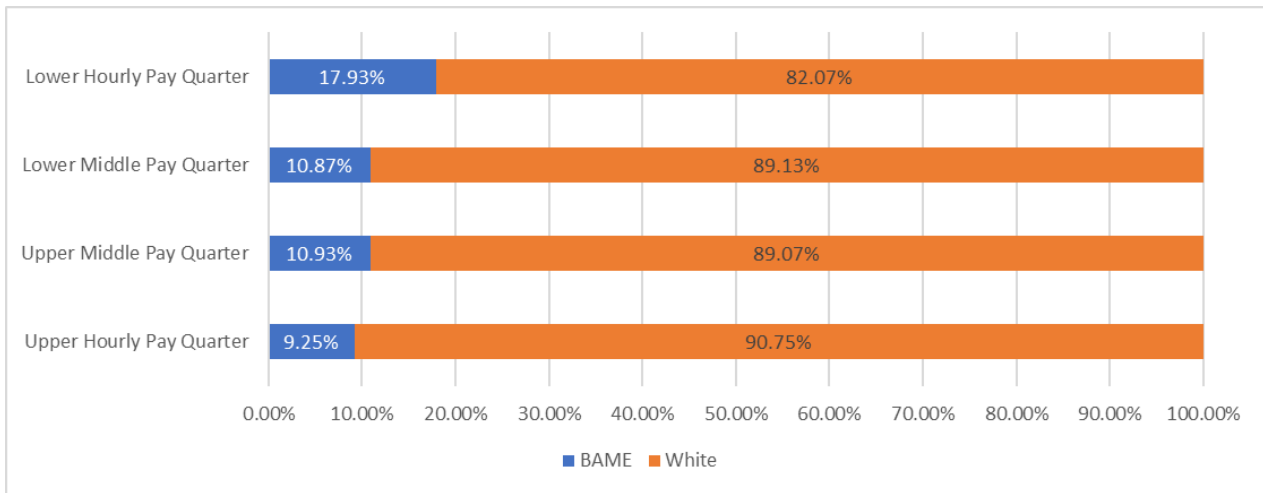
The table below provides an analysis by grade (of those that have declared their ethnicity) comparing the number of black, Asian and minority ethnic employees to the wider workforce.

| Grade       | All Employees | Black, Asian and minority ethnic |
|-------------|---------------|----------------------------------|
| Grade A     | 1             |                                  |
| Grade B     | 1             | 1                                |
| Grade C     | 34            | 1                                |
| Grade D     | 16            | 4                                |
| Grade E     | 60            | 12                               |
| Grade F     | 27            | 4                                |
| Grade G     | 37            | 6                                |
| Grade H     | 73            | 12                               |
| Grade I     | 57            | 3                                |
| Grade J     | 139           | 14                               |
| Grade K     | 108           | 17                               |
| Grade L     | 84            | 9                                |
| Grade M     | 47            | 5                                |
| Grade N     | 11            |                                  |
| Grade O     | 15            |                                  |
| Grade P     | 3             |                                  |
| Grade Q     | 1             |                                  |
| Grade R     | 7             |                                  |
| MD          | 1             |                                  |
| Grand Total | 724           | 88                               |

For the Senior Leadership team (Grades R & MD) the black, Asian and minority ethnic percentage is zero.

As a direct mayoral appointment one employee at Grade O is excluded from the analysis.

## Percentage in pay quartiles by ethnicity

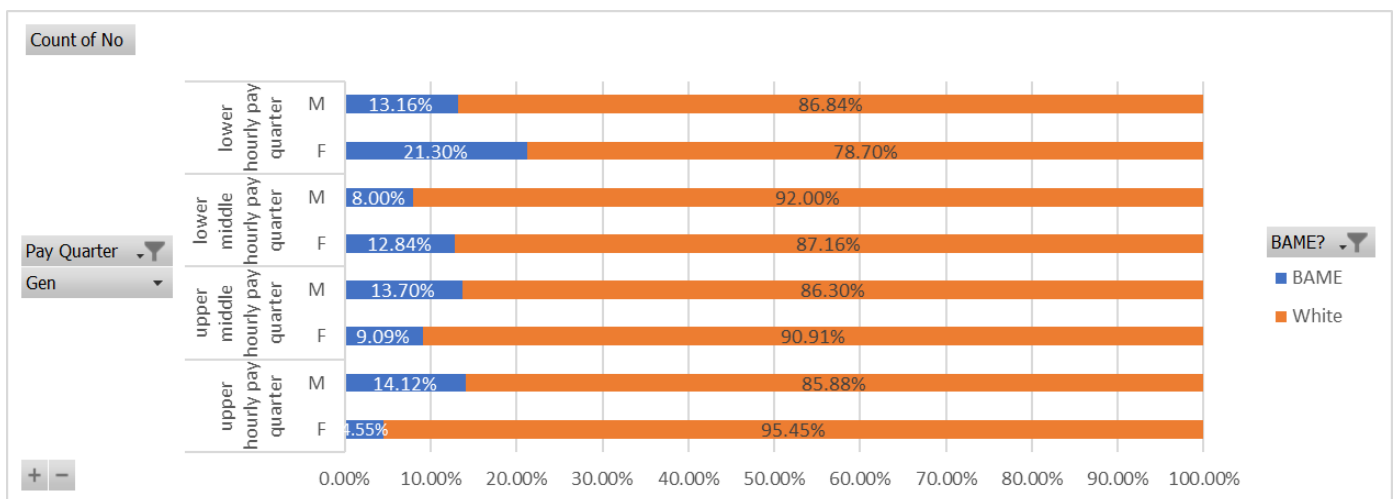


60% of the black, Asian and minority ethnic employees (53 employees out of 89) are in the lower middle and lower pay quartiles and this is not acceptable, and we are committed to improvement.

It should be noted that the lower middle, upper middle and upper hourly pay quartiles have all improved as a percentage since 2022. Lower middle has improved from 7% to 10.87%, upper middle from 9% to 10.93% and upper hourly from 8% to 9.25%. In conjunction with a reduction in Lower hourly quartile for ethnic minority employees from 19.9% to 17.93% this has all contributed to the overall reduction in the mean and median gaps in 2023.

## Data by gender

In addition to the ethnicity pay gap data, a further analysis has been undertaken to determine the pay gap in respect of black, Asian and minority ethnic and White employees by gender



This assessment suggests that the issues noted above for the pay quartiles, especially relating to the percentage of ethnic minority employees in lower or upper pay roles, are exacerbated by also being female. For example while 9.25% of employees in the upper hourly pay quartile are from an ethnic minority this falls to just 4.55% for female ethnic minority employees.

### **National & regional black, Asian and minority ethnic data and ethnicity recording**

Listed below are the black, Asian and minority ethnic percentages of the population at national, regional and local levels.

Nationally for England the Black, Asian and minority ethnic percentage is **19.4%**. Across the West Yorkshire region and the local authority districts it is as follows: West Yorkshire **23.3%**, Bradford **39.5%**, Calderdale **11.7%**, Kirklees **26.6%**, Leeds **21.1%** & Wakefield **5.7%** (These figures are based on the **2021** census for England and Wales for people of working age 16-64).

In our collection of data for new starters and for any recruitment we use the 18 ethnicity categories formally recommended for use by the government when asking for someone's ethnicity in England & Wales. These are grouped into 5 ethnic groups (listed in Appendix A), each with an 'Other' option where people can write in their ethnicity using their own words. We will shortly be amending these groupings to include Roma, which is an additional category used in the 2021 census

## Appendix A – Ethnic groups used by WYCA

In this classification, black, Asian and minority ethnic comprises all Mixed, Asian, Black and Other (non-white) ethnicities. White ethnic groups comprise White British, White Irish, Gypsy or Irish Traveller and any other White background.

- White
  - English, Welsh, Scottish, Northern Irish or British
  - Irish
  - Gypsy or Irish Traveller
  - Any other White background
  
- Mixed or Multiple ethnic groups
  - White and Black Caribbean
  - White and Black African
  - White and Asian
  - Any other Mixed or Multiple ethnic background
  
- Asian or Asian British
  - Indian
  - Pakistani
  - Bangladeshi
  - Chinese
  - Any other Asian background
  
- Black, African, Caribbean or Black British
  - African
  - Caribbean
  - Any other Black, African or Caribbean background
  
- Other ethnic group
  - Arab
  - Any other ethnic group



**Find out more**  
[westyorks-ca.gov.uk](https://westyorks-ca.gov.uk)

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All information correct at time of writing