

Gender pay gap 2018

This report contains the latest calculations of our gender pay gap. It captures the pay data of relevant employees as at 31 March 2018 which we have then used to make the six calculations required under Gender Pay Gap legislation.

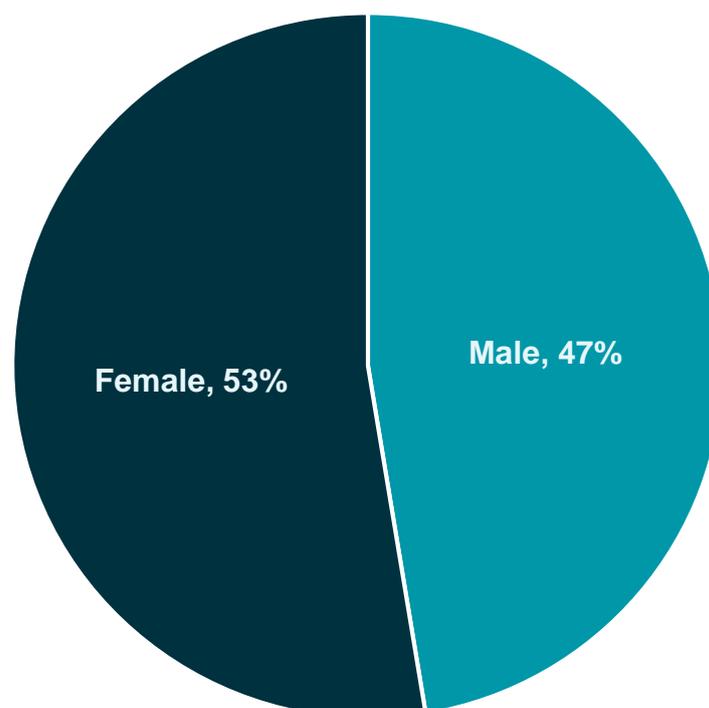
The Combined Authority brings together districts partners, the business community via Leeds City Region Enterprise Partnership and also takes in the former Passenger Transport Executive (branded Metro). Overall, the Combined Authority covers a population of around 2.5 million people and represents the largest economy outside London.

We employ staff in a range of functions from travel centres and bus stations across the region, to project staff managing large scale infrastructure projects and helping business to grow to drive the regional economy.

We want to be an organisation which is balanced and diverse. We are proud that we are the only Combined Authority nationally that has a female Chair and have a gender balanced Senior Management Team.

Gender make-up of our organisation

We employ a total of 535 people (FTE: 469.54). The gender make up of our organisation remains relatively even, with 53% of our workforce identifying as female and 47% identifying as male.

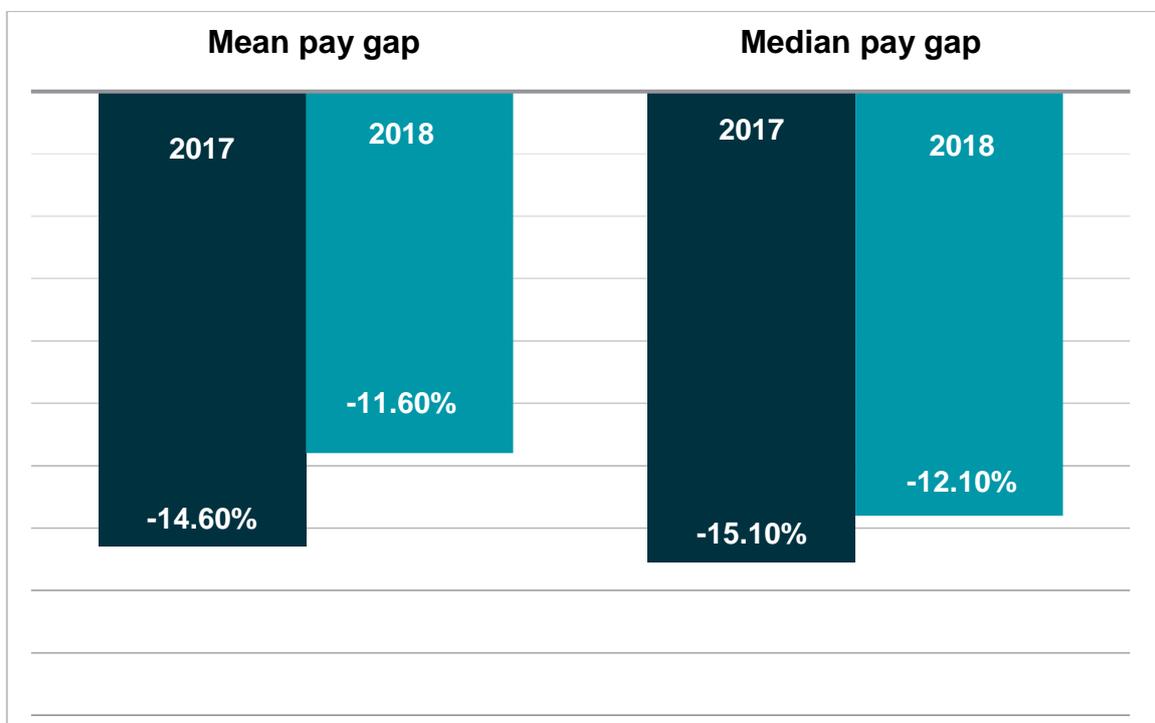


Our pay gap

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.



This mean figure shows that when looking at our organisation as a whole, our female employees earn on average 11.60% less than our male employees.

This median figure shows that when looking at our organisation as a whole, the middle point for our female employees is 12.10% lower than that of our male employees.

Figures published for 2018¹ show that the median national gender pay gap for all employees stands at 17.9%. At 12.10% we are lower than the national average. This is driven primarily by more women working in part-time jobs, which are on average lower paid. The national median figure for full time only employees stands at 8.6%. By comparison, the Combined Authority's full time figure is currently 9.1%

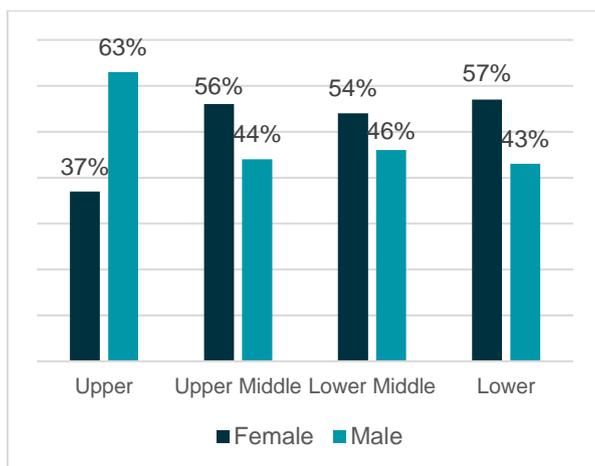
We have reduced our pay gap figures by 3% in both the mean and median ranges since the last reportable year (2017).

We are keen to maintain a healthy gender balance and this remains high on our equality agenda.

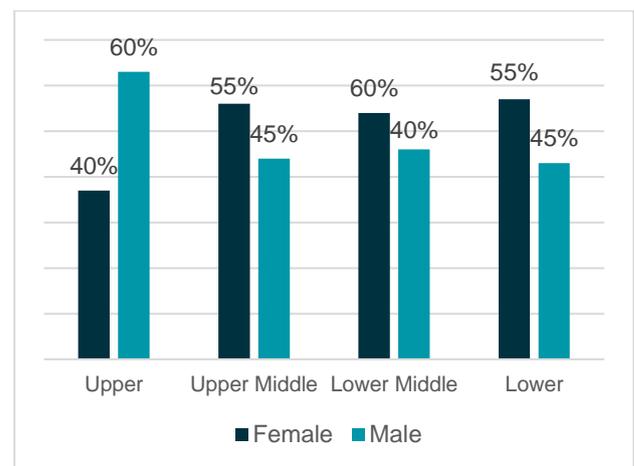
Steps were taken through the introduction of a two year pay settlement to address lower pay and reduce the gap between gender at the bottom end of our pay scales. This is consistent with the approach taken across local government.

Percentage in pay quartiles by gender

2017



2018



Highlights:

- Increase of females in upper quartile (from 37% in 2017 to 40% in 2018)
- Slight decrease of females in upper middle quartile (from 56% in 2017 to 55% in 2018)
- Increase of females in lower middle quartile (from 54% in 2017 to 60% in 2018)
- Decrease of females in lower quartile (from 57% in 2017 to 55% in 2018)

Our One Organisation programme which restructured the organisation and introduced different roles across the organisation, a revised pay structure and the promotion of internal talent during 2017/18 has seen figures shift from the upper middle to upper quartile.

¹ Office for National Statistics

Our focus for 2018/19 will be concentrated on enabling our increased number of female employees in the lower middle quartile to progress to upper middle quartile roles and to continue to recruit into the upper middle quartile. We will also focus on bringing the number of lower middle quartile females to a more balanced position when compared to male employees.

Steps taken to address the gap

- A focus on our recruitment practices to ensure shortlisting decisions are taken without knowledge of a person's gender
- Reviewing our pay structures to reflect the living wage, with a greater percentage pay award applied to lower grades
- Opportunities to apply for flexible working patterns
- A review of our accommodation requirements to encourage mobile and flexible working to help balance work and home life
- Introducing new technology to accommodate more flexible patterns of work
- Embedding our values across the organisation and encouraging and celebrating diversity