

Gender pay gap report As at 31st March 2020

Gender pay gap 2020.

This report contains the latest calculations of our gender pay gap. It captures the pay data of relevant employees as at 31 March 2020 which we have then used to make the six calculations required under Gender Pay Gap legislation.

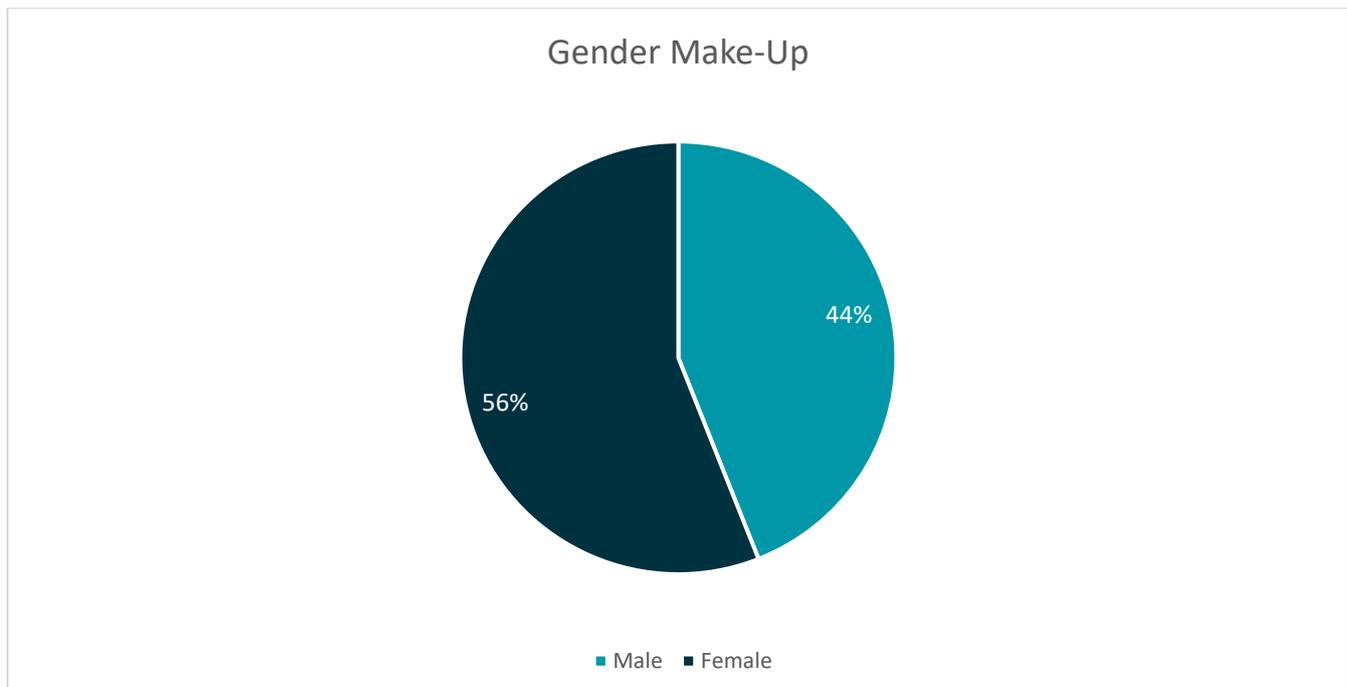
The Combined Authority brings together West Yorkshire councils, the business community via Leeds City Region Enterprise Partnership (LEP) and is also the transport authority for West Yorkshire, delivering transport services under the Metro brand. Overall, the Combined Authority covers a population of around 2.5 million people and represents the largest economic area outside London. In 2021 the Combined Authority will transition to being a Mayoral Combined Authority with the first elected Mayor for West Yorkshire taking office.

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 businesses drive the regional economy, along with the supporting functions that make all this work possible.

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, alongside a gender balanced LEP Board.

Gender make-up of our organisation

We employ a total of 542 people (FTE: 493.21). The gender make-up of our organisation remains relatively even, with 56% of our workforce identifying as female and 44% identifying as male.

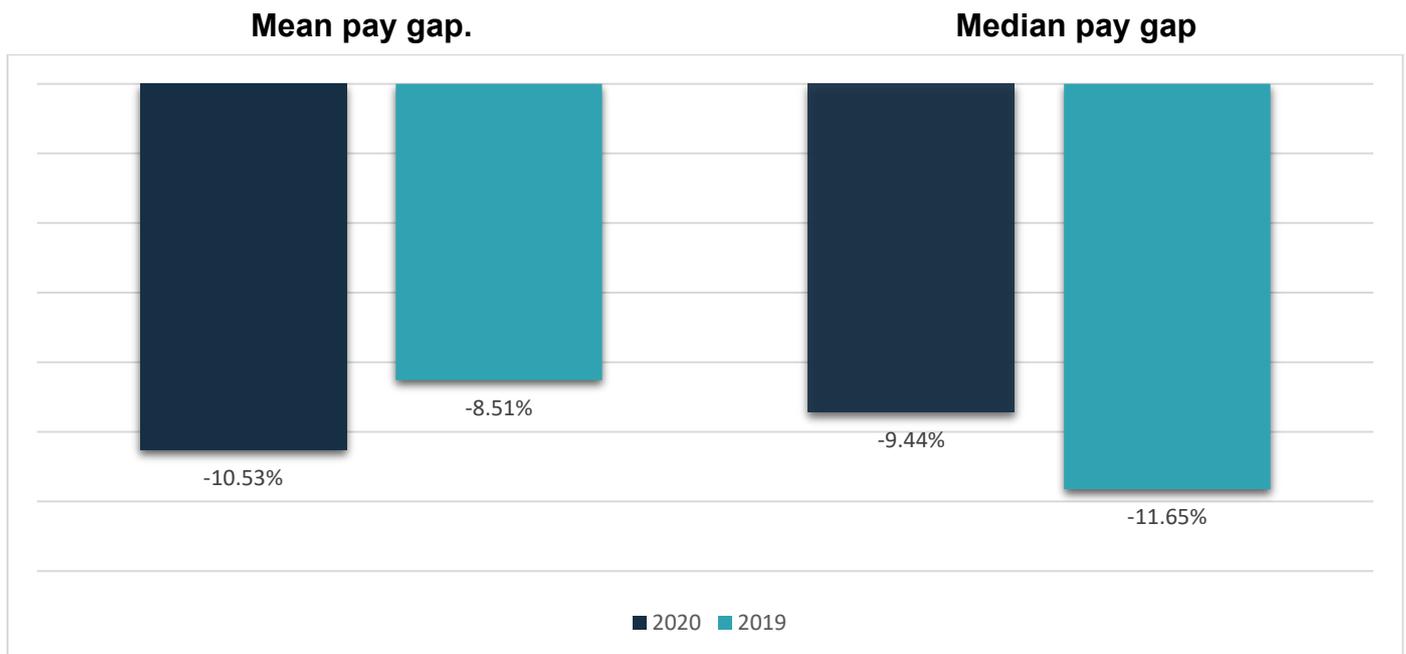


Our pay gap.

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 10.53% 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 9.44% lower than that of our male employees.

Figures published for 2020¹ show that the median national gender pay gap for all employees stands at 15.5%. At 9.44% we are lower than the national average. The national median figure for full time only employees stands at 7.4%. By comparison, the Combined Authority's full-time figure is currently 7.97%. This shows that we are slightly higher than the national median value.

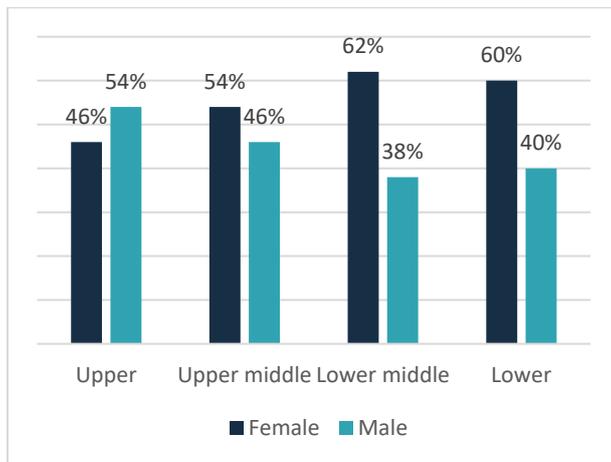
We have slightly increased our pay gap figures by 2% in mean and decreased by 2% in median ranges since the last reportable year (2019).

Although in comparison to the national gender pay gap data this is positive, 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 gender pay gap yet further."

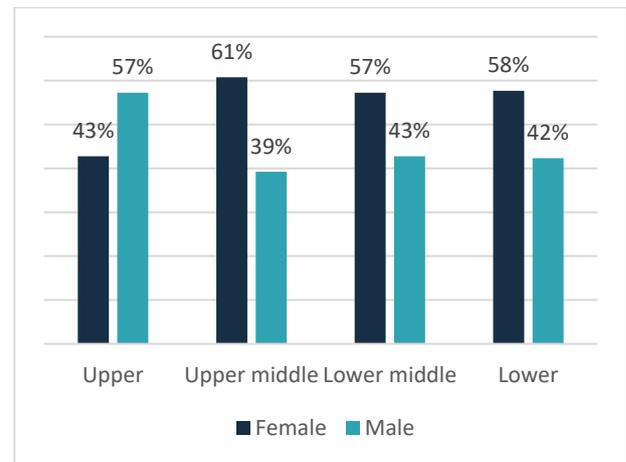
¹ Office for National Statistics

Percentage in pay quartiles by gender

2020



2019



Key Points:

- 46% of female employees in upper quartile (from 43% in 2019 to 46% in 2020)
- 54% of female employees in upper middle quartile (from 61% in 2019 to 54% in 2020)
- 62% of female employees in lower middle quartile (from 57% in 2019 to 62% in 2020)
- 60% of female employees in lower quartile (from 58% in 2019 to 60% in 2020)

Steps taken to address the gap.

- Launched our new Recruitment Policy and toolkit with mandatory sessions for managers covering unconscious bias and challenging the gender divide via recruitment, introducing more attractive adverts ensuring they are gender neutral.
- Reviewing our pay structures to reflect the real living wage, with a greater percentage pay award applied to lower grades.
- Continue to ensure transparency in what we pay by having a fair and transparent Job Evaluation process for all jobs.
- Working on improving our attractiveness as an employer to women and other equality groups
- Reviewing our flexible working policies for employees to offer more flexibility to women and other carers contributing to become an employer of choice.
- Creating more opportunities for women to work by embracing new technology through our Corporate Technology Project and enabling more remote working.
- Encouraging internal transfers and progression as a way of improving our diversity profile at various levels in the organisation

- Introduced KPIs in relation to underrepresented equalities groups, including increase in women in management roles.
- Introduced improved Management Information on people data to inform trends in workforce diversity.
- Introduced employee network groups for underrepresented employees, for example the BAME Staff Network Group and the Gender Equality Group
- Introduced an Equalities Working Group with an associated Action Plan based on the Public Sector Equality Duty