

ETHNICITY PAY GAP 2020

This report presents the data to evaluate the pay gap between Black and Minority Ethnic (BAME) employees and white employees at West Yorkshire Combined Authority and presents this alongside a regional and national context. It involves providing six calculations that show the difference between the average earnings of BAME and white employees in our organisation.

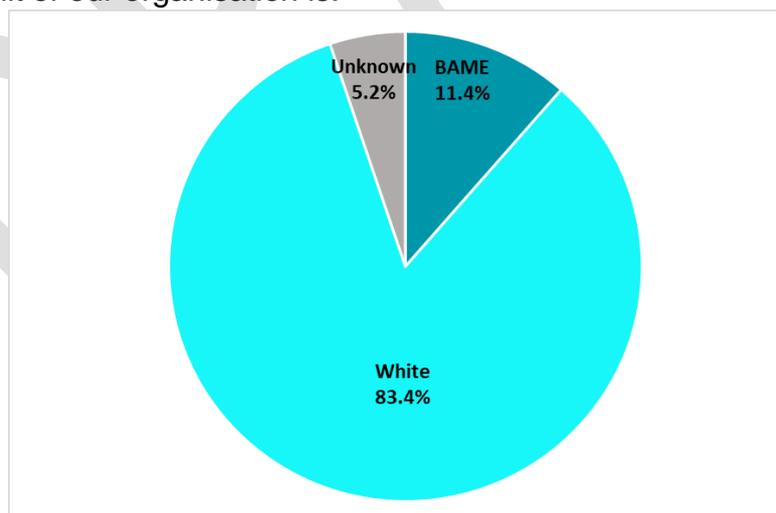
We believe it is important that we understand the diverse nature of the workforce within our organisation to help ensure that we are representative of those living and working in the West Yorkshire Region.

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 value 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 2020, using the comparator data at 31 March 2019. As of 31 March 2020, the Combined Authority had a total of 542 staff. This is the number of 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 2020 are excluded as they are not “full pay relevant” employees.

BAME make-up of the Organisation

The BAME / white split of our organisation is:



The figures show that the Combined Authority has a relatively low percentage of BAME employees at 11.4% compared with the national averages of 14.4%¹ or 16%² (amongst the working age population 16-64).

¹ Gov.uk Ethnicity Facts and Figures based on 2011 Census data for England and Wales

² Office for National Statistics Annual Population Survey data based on a 3-year average (2018-2020) for England

The BAME employee percentage has increased by 0.9% compared to the 2019 figure of 10.5%.

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

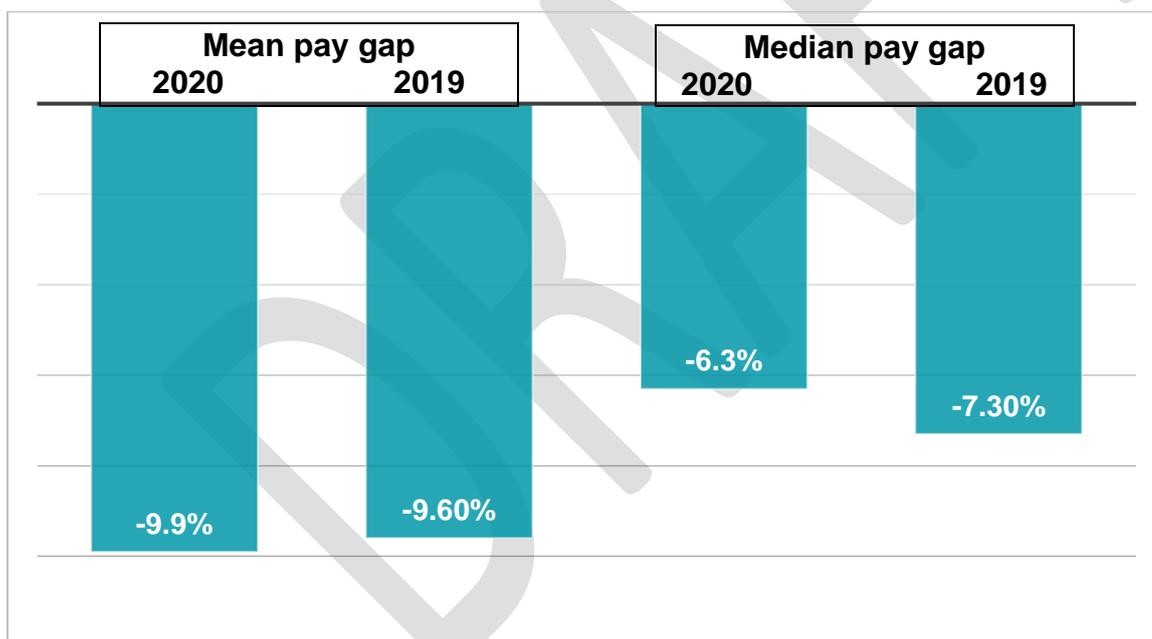
[The Race Disparity Audit](#) reports that across the workforce in public sector there is a high level of unknown or undisclosed information on ethnicity. The case is the same for the Combined Authority, where we have a number of employees who have opted not to share their ethnic status with us – currently 5.2% (28 employees). We need to understand the reasons for this and work to ensure everyone in our workforce is comfortable with sharing with us with this information.

Our pay gap

We have calculated our mean pay gap. This calculation compares the average pay of BAME 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 BAME 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.



This figure shows that when looking at our organisation as a whole, our BAME employees earn on average 9.9% less than our white employees.

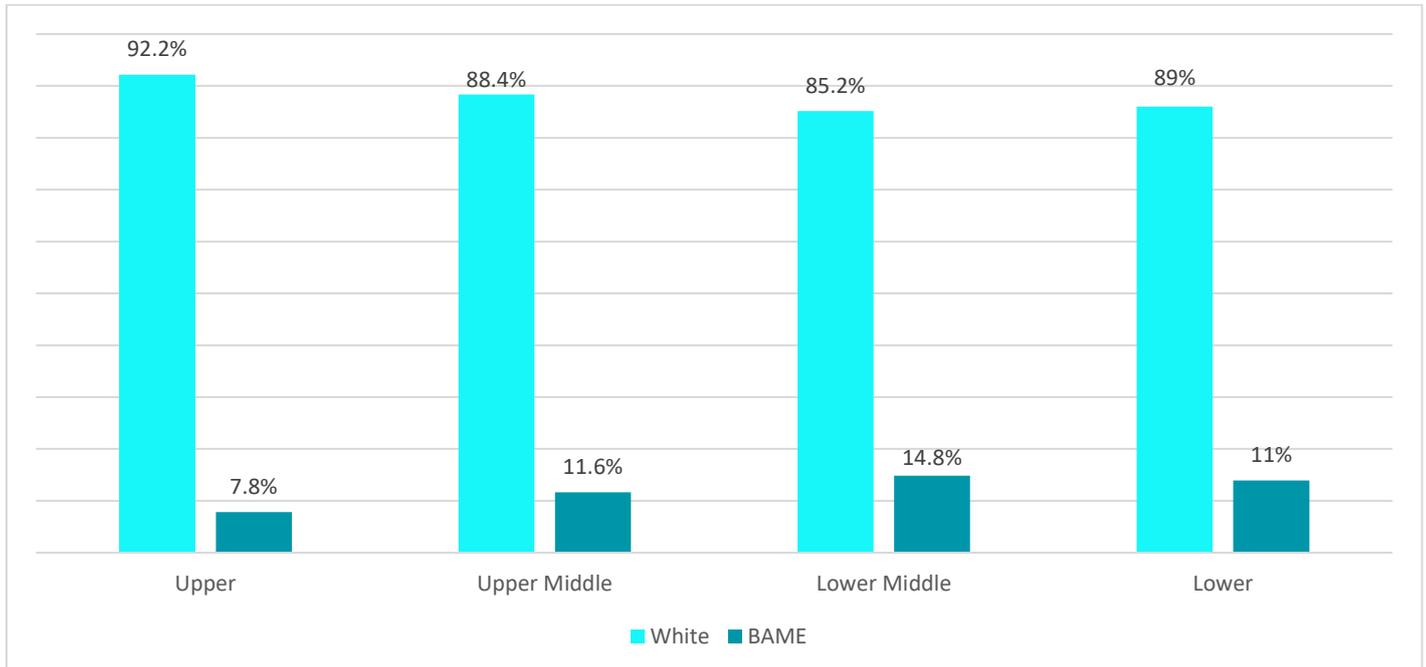
This figure shows that when looking at our organisation as a whole, the middle point for the earnings of our BAME employees is 6.3% lower than that of our white employees.

Our mean and median pay for BAME employees is 9.9% and 6.3% lower than for white employees (this compares to 9.6% & 7.3% respectively in 2019).

The table below provides an analysis by grade (of those that have declared their ethnicity) comparing the number of BAME employees to the wider workforce.

Grade	Total employees (all ethnicity)	Total employees (BAME)
A	1	0
B	2	1
C	46	3
D	11	1
E	53	10
F	19	6
G	40	3
H	45	4
I	59	10
J	67	8
K	65	8
L	52	3
M	24	4
N	9	0
O	12	1
P	3	0
Q	1	0
R	4	0
MD	1	0
Not declared	28	
All employees	542	62

Percentage in Pay Quartiles by Ethnicity



60% of the BAME employees are in the lower middle and lower pay quartiles; this is reflective of the public sector as a whole, with the Race Disparity Audit reporting that minority ethnic employees are generally paid in the lower pay grades. Just less than twice the number of our BAME employees are paid in the lower quartile rather than in the upper quartile (18 employees in the lower, 10 employees in the upper).

These figures have remained consistent compared to the 2019 figures with BAME staff paid at the Upper quartile at 7.3%, Upper Middle at 11.4%, Lower Middle at 14.5% and Lower at 11.4%.

National & regional BAME data and ethnicity recording

Listed below are the BAME percentages of the population at national, regional and local levels.

Nationally for England & Wales the BAME percentage is 14.4% whereas across the Yorkshire & Humber region it is 13%.

In the West Yorkshire local authority regions, the BAME percentages of the population are as follows:

Bradford 36%, Calderdale 12%, Kirklees 24%, Leeds 17% & Wakefield 5%.

The figures listed above are taken from the diversity explorer and are based on the 2011 census for England and Wales for people of working age 16-64.

Whilst the 2011 census is the most current complete set of population data, more up-to-date data exists that we can utilise. The Annual Population Survey (APS) published by the Office for National Statistics (ONS) is a continuous household survey, covering the UK, with the aim of providing estimates between censuses of main social and labour market variables at a local area level.

Based on a 3-year average (2018-2020) for residents aged 16-64, we have used the APS data to calculate the comparative BAME population figures for the West Yorkshire region as well as the local authority districts as follows:

West Yorkshire 17.3%, Bradford 30.1%, Calderdale 9.5%, Kirklees 20%, Leeds 14.3% & Wakefield 6.3%.

At 11.4% of our workforce, the organisation falls short of being representative of the West Yorkshire regional population at 13% (or 17.3% using the more recent annual survey data) and recognises that further work in this area needs to be undertaken to improve the workforce profile.

In our collection of data for new starters and for any recruitment we use the same 18 ethnicity categories as 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. These same groups were also used in the 2011 census of England and Wales.

What we are doing to eradicate the Ethnic Minority Pay Gap

- We have set a target to increase our BAME employees overall by an additional 5% during 2021/22
- We pay a Living Wage foundation supplement to lower paid workers and are working towards apply for Living Wage Foundation accreditation
- We have improved our recruitment policy with training on unconscious bias in recruitment
- We are reviewing where we advertise to enable a more diverse recruitment pool
- We have introduced employee networks including the BAME Staff Network
- We have formed an Equalities Action Plan set against the Equalities Local Government Framework standards
- Our SLT is formulating an equality, diversity and inclusion vision which references proactively recruiting people from groups that are under-represented in our workforce, and support their progression, in order to make our teams more representative of the communities we are here to serve
- Approved the recruitment to a new Equality, Diversity and Inclusion Officer to support this work
- As part of the Business Planning Programme for 2021/22 included a component on work necessary to improve the organisations diversity profile though improved recruitment reach and processes

Suggested Future Focus to Reduce our Pay Gap:

- Work with our employee networks to develop more innovative approaches to recruitment to enable us to target BAME candidates as part of the business planning 2021/22
- Network across the Leeds City Region members and other regional public sector organisations to access and attract those from ethnic minorities in our region
- Combine our focus on creating more female managers with attracting and recruiting more BAME female managers

- Focus early talent/ apprentice recruitment campaigns on BAME groupings in deprived areas

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Appendix A – Ethnic Groups used by WYCA

- White
- Mixed or Multiple ethnic groups
- Asian or Asian British
- Black, African, Caribbean or Black British
- Other ethnic group

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