



State of the Region

Equality, diversity and
inclusion report 2022

Executive Summary

This analysis uses local, regional and national data to examine equality, diversity and inclusion issues linked to the State of the Region indicators. The analysis is organised around a series of key priorities, as set out below. The aim is to show the implications of socio-economic developments for key groups.

Driving economic growth and innovation to enable good jobs

There is a lack of diversity in business leadership, with females and people from ethnic minorities both under-represented.

A relatively high proportion of disabled people are self-employed but in some cases this is due to a lack of alternative employment opportunities. Disabled people often face challenges in sustaining their business.

Pay is a central measure of job quality. There are several issues from an equality, diversity and inclusion perspective, including a large and persistent gender pay gap in West Yorkshire, an ethnicity pay gap faced by some ethnic groups and a widening pay gap for disabled people. A high proportion of the West Yorkshire population live in neighbourhoods that are acutely deprived from an income perspective.

Severely insecure work is more prevalent among women, people from ethnic minorities, disabled workers and, most of all, younger people. Some groups face a double penalty in terms of job insecurity, including disabled young people and ethnic minority women.

Enabling a diverse, skilled workforce and accessible learning for all

The workforce is becoming more diverse although there continues to be a high degree of inequality and exclusion.

Females, some ethnic minority groups as well as disabled people face substantial employment rate gaps. However, the ethnic minority and disabled employment rate gaps both show signs of narrowing over time.

The number of disabled people in employment is increasing, due to growth in the overall number of people who are disabled as well as a reduction in the employment rate gap for this group.

Unemployment rates are uniformly higher for ethnic minority groups and are particularly high for young people. Rates for females are lower than for males but working age females are much more likely to be economically inactive.

Nearly a half of West Yorkshire's unemployed claimants live in deprived neighbourhoods.

West Yorkshire is becoming better skilled, although there is a continuing deficit with the national average that is present across most parts of the workforce.

Female qualification attainment outperforms that of males against all key measures, with evidence that the gap is widening.

Some ethnic groups outperform the White group in terms of working age qualification profile, although ethnic minority groups in West Yorkshire underperform relative to their national counterparts against some measures of qualification attainment.

Disabled people are much less likely to be highly qualified and much more likely to hold no qualifications.

The State of the Region indicators highlight issues around diversity and exclusion in respect of access to skills.

Females and people from ethnic minorities are fairly well represented on apprenticeships, although both these groups are under-represented in terms of apprenticeships for under-19s.

People from ethnic minorities, disabled people and particularly females are concentrated in certain apprenticeship subject areas, which can be a potential disadvantage in terms of career prospects.

Take-up of apprenticeships by people from deprived neighbourhoods is likely to be impacted by the shift towards higher apprenticeships and the reduction in intermediate apprenticeships.

Young people with special educational needs and disabilities (SEND) and mental health issues are much more likely to be not in education, employment or training (NEET) in years 12 and 13.

Young people from ethnic minority groups are less likely than average to be NEET, except for people from the Mixed group.

West Yorkshire's deprived neighbourhoods underperform on measures of education, skills and training.

Empowering our communities, towns and cities to thrive

The pandemic has led to a reduction in new housing supply and has pushed up house prices and rents, although the house price outlook is being impacted by the cost of living crisis.

People from ethnic minority groups and disabled people are particularly exposed to this because of their relatively low incomes and the fact that they spend a high proportion of their incomes on housing costs.

Even before the pandemic people in poverty in West Yorkshire were cut off from housing by the lack of affordability of house prices and rents.

Ethnic minority groups, disabled people, single parent households and households in deprived neighbourhoods are all disproportionately exposed to fuel poverty due to low incomes. In some cases, the scale of the fuel poverty gap is limited by the higher energy efficiency offered by social housing.

Championing culture, sport and creativity

Equality, diversity and inclusion is a key challenge with regard to the culture, sport and creative workforce. National data shows that females are under-represented and face an acute gender pay gap. People from ethnic minorities are strongly represented in the digital sector but poorly represented in sport. People from lower socio-economic backgrounds face problems of exclusion in terms of employment in the sector and accessing senior roles.

Creating an accessible, clean and customer-focused transport system

Travel behaviour varies by the characteristics of the individual.

The access inequality ratio compares accessibility of jobs by bus with accessibility by private car from deprived neighbourhoods. Females, people from some ethnic minority groups and

disabled people face a greater exposure to access inequality due to a combination of reasons, including higher likelihood of living in a deprived area, lack of access to a car and greater reliance on the bus network.

The level of public satisfaction with highway infrastructure and with public transport (local bus and rail) is very similar across different groups, including by sex, ethnicity and disability. People with a limiting health condition give a relatively high satisfaction rating to local bus services and a low rating to highway infrastructure. Females give a relatively high rating to rail services.

Supporting community safety and accountable, proactive policing

West Yorkshire Police are among the best performing forces in relation to the attraction, recruitment and retention of female officers.

The proportion of officers from Black, Asian, Mixed and Other ethnic minorities is also rising and the most recent figures show that the joiner's rate is above the local population rate.

Unlike other crime types, the ones that disproportionately affect women and girls have increased following the pandemic and are now above 2019/20 levels.

Sexual offences and Domestic Abuse are still showing an increasing trend and Child Sexual Abuse is also rising, although Child Sexual Exploitation is currently on a reducing trend.

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1 Introduction

This report forms part of State of the Region 2022. It focuses on the State of the Region indicators through the lens of equality, diversity and inclusion (EDI).

1.1 Equality, diversity, and inclusion

Equality, diversity, and inclusion is critical in creating a fairer society where everyone can participate and has the same opportunity in fulfilling their potential. It is about challenging and addressing behaviours and systemic barriers that some people experience. It is making sure everyone has equitable access to the same opportunities and resources.

Equality, diversity, and inclusion is at the heart of everything we do at the Combined Authority. We have legal responsibilities to ensure that our services proactively evidence due regard in considering the nature of equality, diversity, and inclusion. Guided by the Equality Act 2010 and Public Sector Equality Duty, everyone is treated equally and equitably under policies, programmes, projects and practices and has the same rights as everyone else. Everyone is provided with equitable access to opportunities, and there is parity between the outcomes everyone can achieve from those opportunities. This is reflected in our EDI plan (see below).

Working together for an inclusive West Yorkshire: Equality, Diversity and Inclusion Plan 2022-2024

Our EDI Vision

The Combined Authority's vision is to be a leader recognised nationally for our focus and commitment to EDI.

Our EDI Statement

The West Yorkshire Combined Authority celebrates the difference of all the people we serve, work with and employ. The organisation will hold itself to the highest standards in relation to Diversity, Equality and Inclusion.

We set objectives to achieve specific equality outcomes. Our equality objectives for 2022-2024 are:

- Champion Equality, Diversity, and Inclusion externally and develop an excellent regional and national reputation
- Consult and engage with our people, communities, and businesses to understand their diverse needs and ensure our services meet their needs
- Ensure our workforce reflects the diversity of West Yorkshire.

It is recognised that the Combined Authority has some way to go before it meets the vision to be recognised as a national leader on EDI. It is important to start by building a strong foundation with a focus on recovering, rebuilding, and strengthening the organisation in order to achieve longer term, sustainable outcomes. The framework which underpins the approach which the Combined Authority is working to is the [Equality Framework for Local Government](#) which is the standard against which the Combined Authority will be audited.

We want to make sure that the design and delivery of our services reflect the needs of everyone working, living, and travelling through and around West Yorkshire.

The Combined Authority considers the equality impact of any new programme, project or service that we are planning to introduce, and any significant change in existing programmes, projects and services through the development of a formal equality impact assessment. We seek to embed equality, diversity and inclusion from the start, using a consistent analytical approach that incorporates best practice. In setting equality objectives and considering equality impacts, we analyse a wide range of information relating to people, place and region, including users and our employees.

The process enables us to identify the most effective way to use our resources to advance equality, equity, diversity and inclusion and reduce inequalities between groups, and support working together for an inclusive West Yorkshire. The process also provides the opportunity to do things better by:

- Taking an evidence based approach – using facts, data, information, and feedback to inform our thinking.
- Exploring ways to improve the services we provide (positive impacts).
- Removing or reducing negative impacts by flagging up issues early on.
- Considering options, outcomes and risks alongside costs and value for money.
- Increasing transparency by showing how we make decisions.

1.2 Purpose of this report

State of the Region is an annual stock-take of West Yorkshire's progress against key socio-economic indicators. It is not intended to provide an evaluation of the work of the Combined Authority or any single organisation but the activities of West Yorkshire partners are designed to move the dial on these indicators.

In order to set strategy, policy and programmes to improve the lives of people in West Yorkshire, and to monitor progress, work has been undertaken to identify the key indicators that measure the outcomes and impact we want to achieve. These indicators have been adopted within State of the Region.

This report aims to set out the implications of the State of the Region analysis for equality, diversity and inclusion, focusing on the question of what the key issues mean for a range of equalities groups. It supports the broader objectives of State of the Region by highlighting the nature and scale of socio-economic issues facing specific groups. It sits alongside the full indicator report, which sets out headline messages for the complete range of State of the Region indicators.

The analysis should also provide a useful evidence base for the preparation of equality impact assessments and business planning by Combined Authority employees and by partners.

The report considers:

- Impacts on groups within the West Yorkshire population, who are in some instances more likely to face socio-economic disadvantage and inequality.
- Impacts on local communities within West Yorkshire, particularly deprived neighbourhoods.

Population groups

The analysis focuses on the following groups, for which West Yorkshire level data are available to varying extents:

- People from ethnic minorities (differentiating between individual ethnic groups where appropriate and feasible)
- People with disabilities (differentiating between types of disability and health issues, as required)
- Women and girls
- Young people and older people.

In some cases, additional population groups are brought into the analysis – for example single parent households where a given issue, such as fuel poverty, is particularly pertinent to that group.

Intersectionality is considered in the analysis, although West Yorkshire level data are typically not robust enough to be used to provide a locally specific analysis (see comments on approach below). Lack of available data at local and national level preclude us from covering all of the groups with protected characteristics in the analysis, including gender reassignment, religion / belief and sexual orientation. A full audit of equalities data has been produced by the Office for National Statistics and can be found [here](#).

We will seek to improve the coverage of relevant groups in future iterations of this analysis as additional data becomes available. In particular, we will seek to maximise the opportunities presented by the new data coming onstream from the Census of Population 2021.

Deprived neighbourhoods

Spatial analysis is a core component of State of the Region and is used to highlight key messages relating to the impact of key issues for deprived neighbourhoods. The Index of Multiple Deprivation and its component domains and sub-domains are used to inform the analysis.

The indicators

The focus of this report is on selected indicators from State of the Region. There is an important disclaimer that the report does not claim to provide a full EDI assessment of every potential socio-economic indicator. The analysis is driven by the State of the Region indicator framework.

In addition, some of the indicators contained in State of the Region do not directly apply in an EDI context– for example, indicators like economic growth (GVA) and productivity do not directly apply to individuals and their impact is mediated by other indicators like employment and pay; that is, the benefits of economic growth are reflected in likelihood of being in a job or being paid more for example.

It is a major undertaking to examine the full range of indicators by their equality implications and there are some gaps that still need to be filled in future iterations of this report as our understanding of the data improves– for example, access to greenspace and access to digital infrastructure are not currently covered.

1.3 Structure of the report

The report is structured around the State of the Region priorities. It examines the equality, diversity and inclusion evidence base that relates to each of indicators sitting under that priority.

1.4 The evidence base

The analysis focuses on describing and assessing key issues linked to the State of the Region indicators relating to specific groups, using West Yorkshire level data, where available.

However, robust and reliable West Yorkshire level data are often not available to facilitate the desired analysis of known issues. Data from the Census of Population 2011 are of limited value due to their lack of currency.

This should not preclude an investigation of the key issues. The approach taken is to draw on national data (or Yorkshire and the Humber data where this fills the gap) where West Yorkshire level data are not available or are not sufficiently robust.

Published research evidence is also used to supplement the data analysis, to fill gaps in the available data but also to enrich the supporting commentary to provide a fuller understanding of the relevant issues.

Over the coming months, as data and analysis are released by the Office for National Statistics, we expect to be able to refresh our analysis of equality, diversity and inclusion issues based on the Census of Population 2021. The Census is not constrained by the statistical limitations of the sources that we rely on between censuses and provides an opportunity to drill down in detail at the local level.

1.5 Population profile

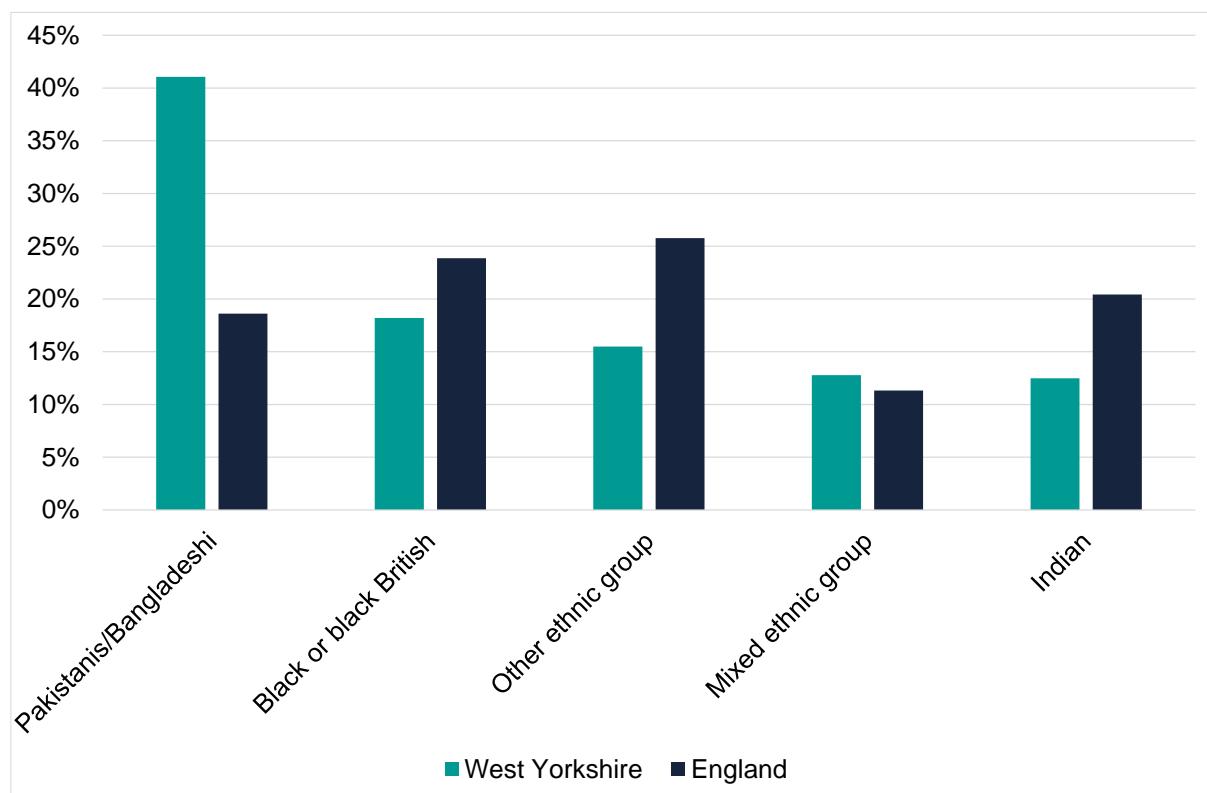
To set the analysis into context the following section provides an overview of the size of the key groups under consideration within the West Yorkshire population.

Ethnicity

Nineteen per cent of the working age population of West Yorkshire is from an ethnic minority group¹, which is above the national average of 17%. The proportion is higher for people from younger age bands, at 23% for 16–24-year-olds and 23% for 25–49-year-olds, compared with 8% for those aged 50 and over.

¹ Details of the ethnic groups used for statistics can be found here <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups>

Figure 1: Ethnic minority groups in West Yorkshire – proportion of ethnic minority working age population, January to December 2021



Source: Annual Population Survey

The profile of West Yorkshire's ethnic minority population is distinctive. The Pakistani / Bangladeshi group is the largest ethnic minority group in West Yorkshire, with around two-fifths of the ethnic minority population, compared with a proportion of less than a fifth nationally. The Black / Black British and Indian groups account for slightly smaller proportions than nationally, whereas the Mixed ethnic group is of similar size in percentage terms.

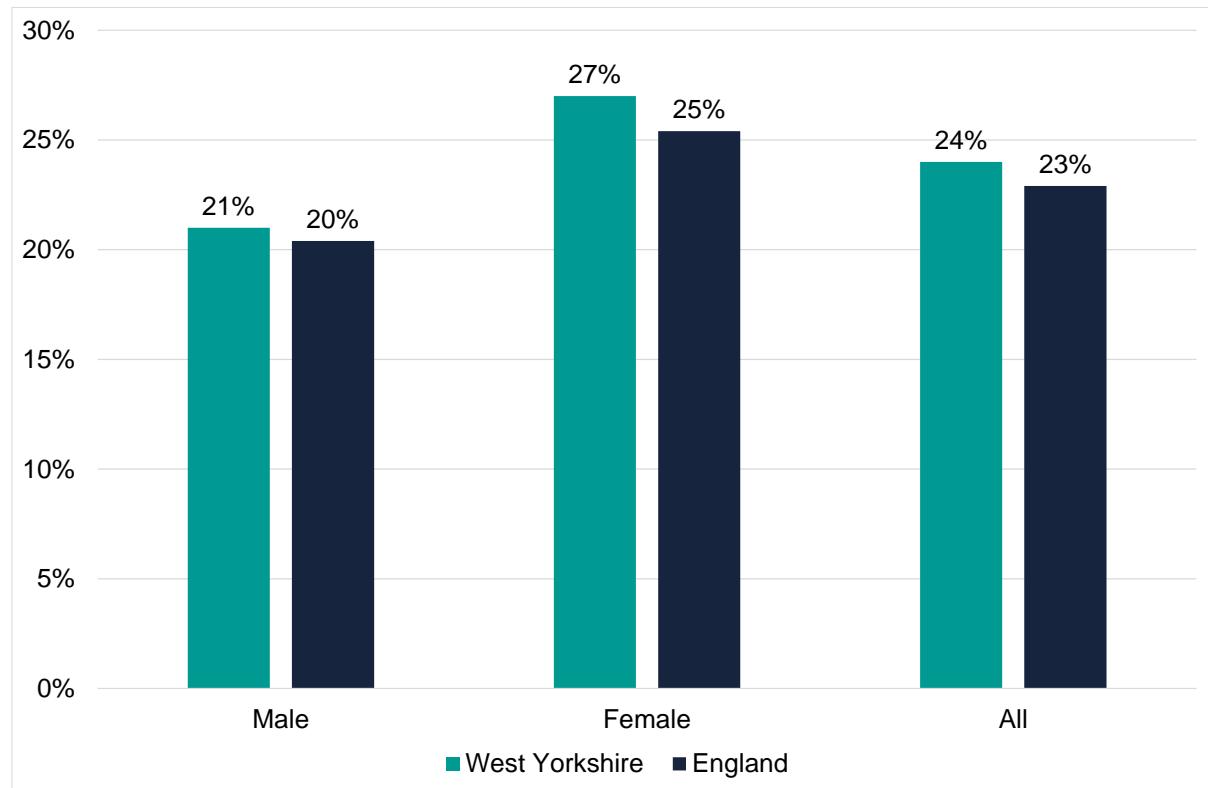
Disability

Estimates of disability used in this report draw on the Government Statistical Service (GSS) Harmonised Standard definition, in line with the Equality Act 2010 (EA) core definition. This includes people who have a long-term physical or mental health condition that affects their day-to-day activities and people who have work-limiting disabilities.

In West Yorkshire almost 348,000 people of working age class themselves as disabled, equivalent to 24% of the population aged 16-64.

Fifty-seven per cent of disabled people of working age are female (151,000 in absolute terms). Twenty-seven per cent of females in West Yorkshire are disabled, compared with 21% of males. This profile broadly reflects the national picture when statistical confidence intervals are taken into account.

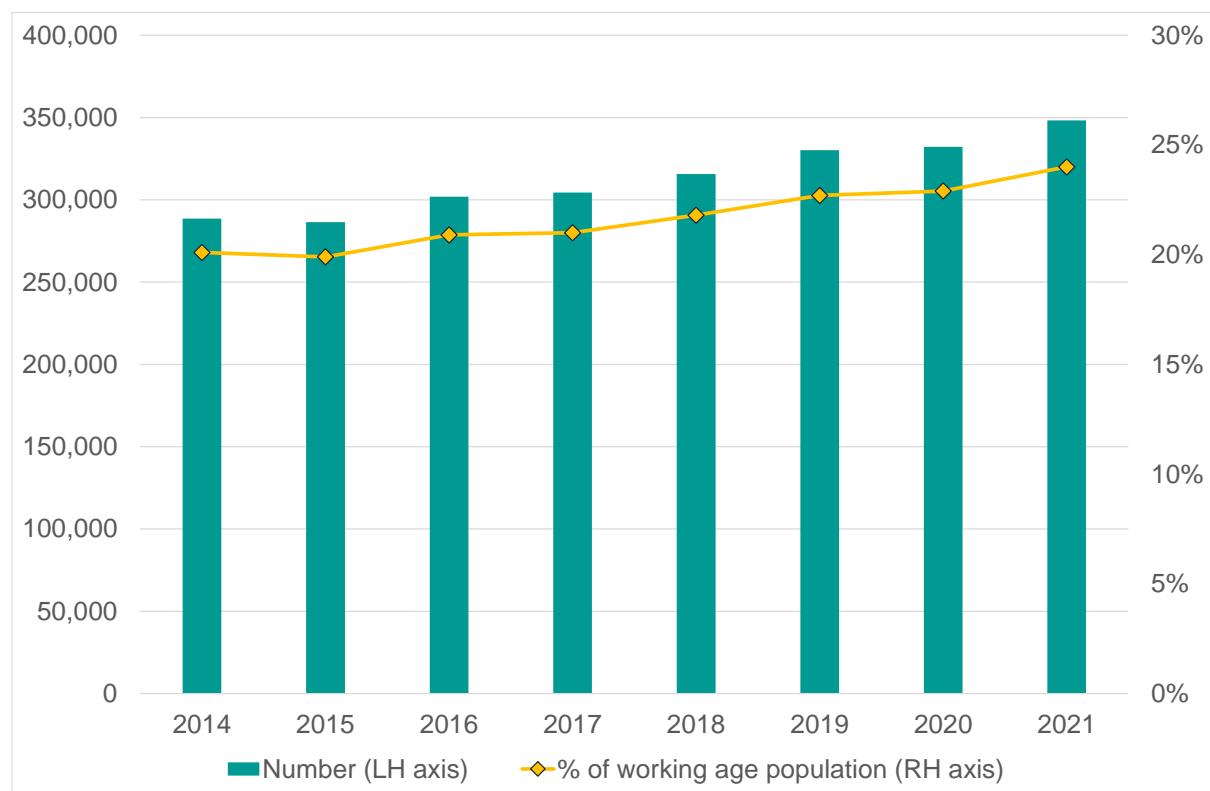
Figure 2: Proportion of population aged 16-64 who are disabled by sex, January to December 2021



Source: Annual Population Survey

The number of disabled people in the working age population and their proportion of the total has increased steadily over time, from 289,000 (20% of population aged 16-64 in 2014) to 348,000 (24%) in 2021. This is an increase in the number of working age disabled people of 21% over this 10-year period. The number of disabled females grew more quickly: by 25% compared with growth of 16% for males.

Figure 3: Trend in number and proportion of working age population who are disabled, West Yorkshire



Source: Annual Population Survey

According to analysis of national data, the increasing number of people being classed as disabled is largely being driven by an increase in mental health conditions. The number of disabled people with a mental health condition as their main condition has increased by 850,000 (68.6%) between 2013/14 and 2020/21².

Deprivation

According to the English indices of deprivation 2019³, 22% of neighbourhoods in West Yorkshire are among the 10% most deprived nationally, more than twice the share one would expect. There are 302 acutely deprived neighbourhoods in West Yorkshire that fall into this category.

Performance on deprivation varies markedly at local authority level. Bradford and Leeds face the most widespread acute deprivation in terms of the proportion of neighbourhoods falling into the 10% most deprived nationally. In Bradford the figure is 34% and in Leeds 24%.

Around 23% of West Yorkshire's population lives in the 10% most deprived neighbourhoods nationally, rising to 36% of Bradford's population.

² Department for Work and Pensions, [The Employment of Disabled People: Data to 2021](#) (2022)

³ The English indices of deprivation measure relative deprivation in small areas in England called lower-layer super output areas. The index of multiple deprivation is the most widely used of these indices.

2 Driving economic growth and innovation to enable good jobs

The majority of indicators under this priority in the full indicator report are at aggregate level and do not have *direct* equality, diversity and inclusion implications. For example, the benefits of economic growth for different population groups are mediated by separate indicators, such as the employment rate classified under the “diverse, skilled workforce” priority. Similarly, improvements to productivity are reflected for individuals in levels of pay.

2.1 Business ownership and leadership

Key points

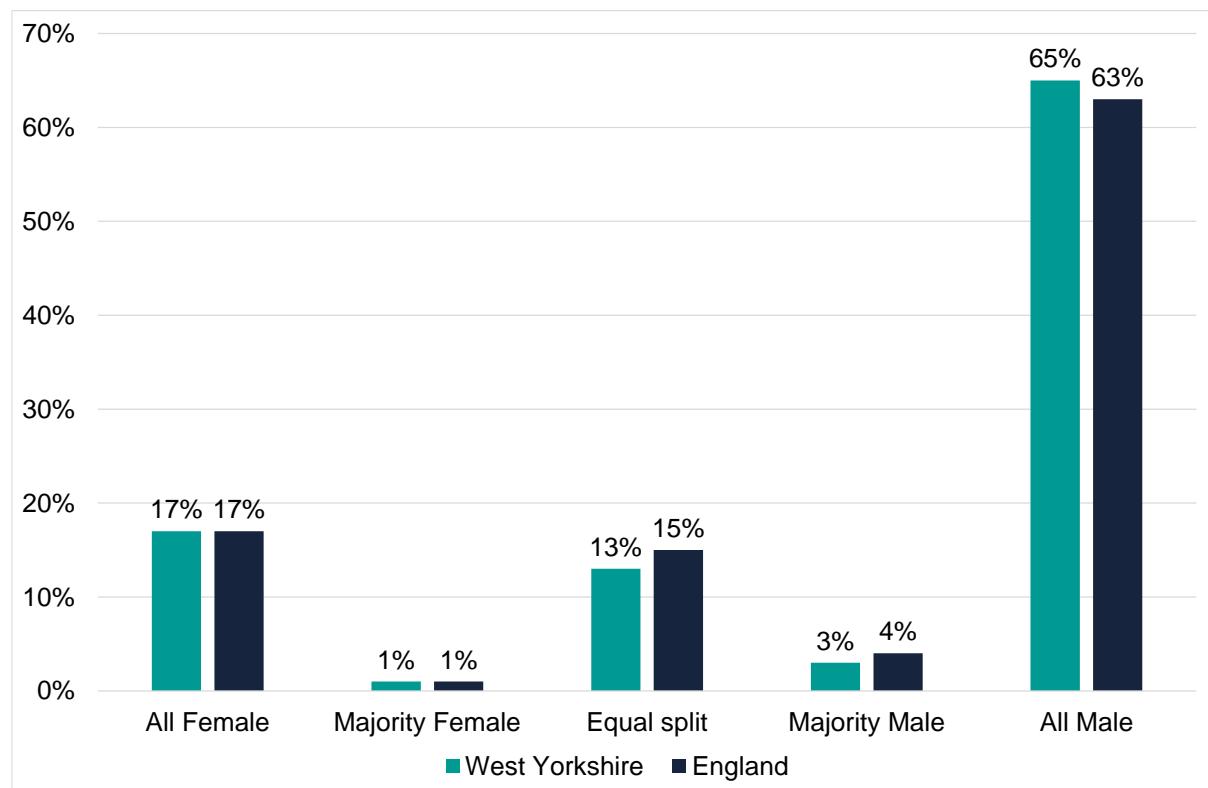
- Business leadership in West Yorkshire is dominated by males, with two-thirds of companies having all-male boards.
- Females are half as likely to be self-employed as males and participation in self-employment has fallen for both sexes as a result of the pandemic.
- Only 1-in-20 businesses with employees are majority-led by people from an ethnic minority. Self-employment is relatively commonplace among some minority groups, however.
- Disabled people are more likely to be self-employed, although they are also more likely to face issues in sustaining their business.
- Deprived neighbourhoods face an enterprise gap with low rates of self-employment and business start-ups.

The full indicator report examines the size and composition of West Yorkshire’s private sector business base. In the following section equality and diversity issues around participation in self-employment and business ownership / leadership are considered. Where West Yorkshire data are not available an indicative picture of the relevant issues is provided using national figures.

Women and girls

The latest analysis of businesses tracked by data company [Beauhurst](#) indicates that almost two-thirds (65%) of companies in West Yorkshire have an all-male board of directors, slightly higher than the national average of 63%. The remainder have female representation to varying degrees. This profile has remained largely unchanged on last year’s figures, with West Yorkshire’s proportion of all-male companies falling by only one percentage point from 66% to 65%.

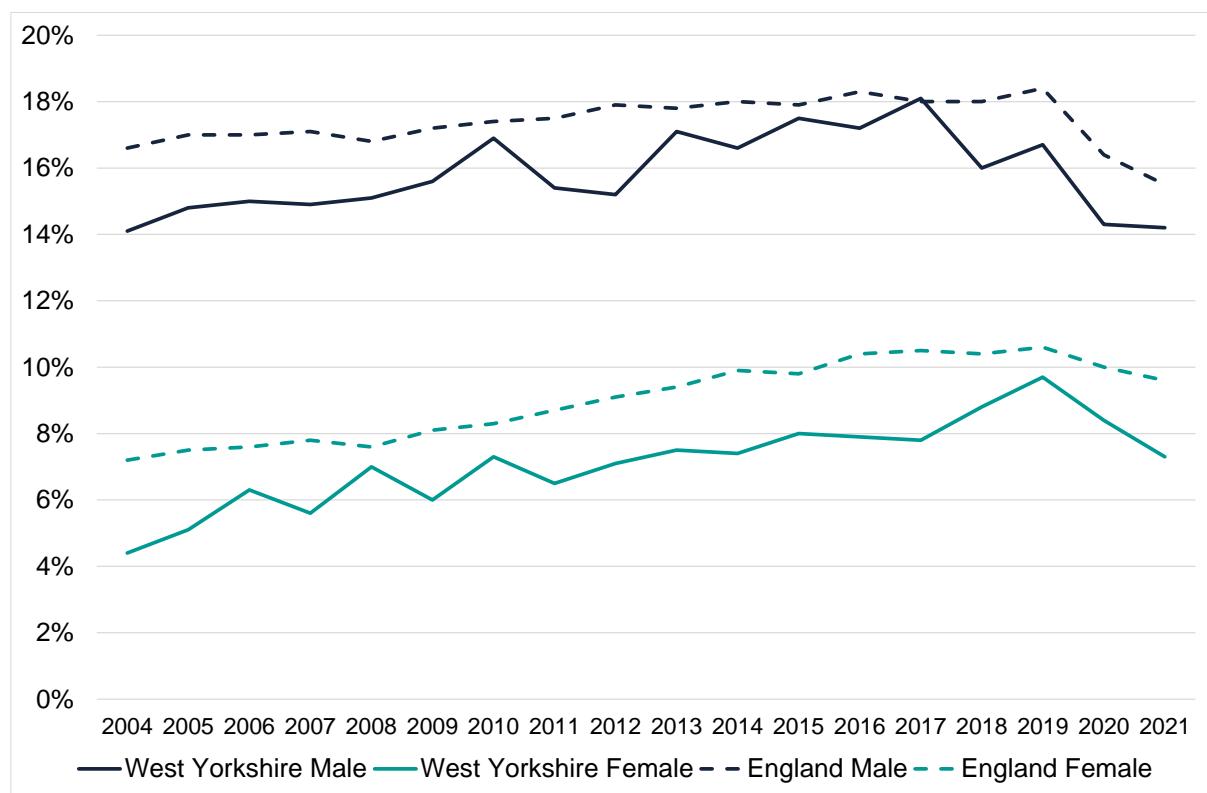
Figure 4: Gender balance of company directors (% of companies)



Source: Beauhurst

Participation in self-employment is also an important indicator of enterprise. Males in employment are twice as likely as females to be self-employed in West Yorkshire, with respective proportions of 14% and 7%. The prevalence of self-employment is lower in West Yorkshire for both males and females when compared with the national average.

Figure 5: Trend in % of people in employment aged 16-64 who are self-employed by sex



Source: Annual Population Survey

Following a prolonged period of steady increase in participation in self-employment there has been a recent decline for both sexes linked to the pandemic.

Ethnicity

Robust data on business leadership and self-employment by ethnicity are not available at West Yorkshire level. The following analysis is based on national data.

Across England around 1-in-20 (5.4%) of SME employers are led by a majority of people from an ethnic minority (excluding White minorities). The figure falls to 3.8% of SMEs with no employees. At UK level SME employers that were majority-led by ethnic minorities were most common in health (8.2%), information and communication (7.9%) and retail and wholesale (7.8%).

National data⁴ shows that self-employment rates vary markedly by minority group. As of 2021, the highest rate is for people in the Pakistani / Bangladeshi group, at 16% of all people aged 16 and over, compared with an overall rate for all groups of 13% and a rate for the White group that is also 13%. Other minority groups have self-employment rates that are lower than the White group; the lowest rate is for the Black group, at 10%.

Disabled people

Self-employment rates are typically higher amongst people with disabilities or health conditions than amongst the wider population. Reliable data are not available for West Yorkshire, but national figures show that 13.8% of disabled people are self-employed

⁴ [Ethnicity facts and figures: Self-employment](#)

compared with 12.5% of the non-disabled⁵. Prior to the pandemic there was evidence of a surge in the number of disabled women choosing self-employment – increasing by 48% in the five-year period to 2019.

Research⁶ suggests that it is more common for disabled self-employed individuals to be ‘pushed’ into self-employment, due to traditional employment being inaccessible to their needs.

Disabled self-employed people face significant challenges in terms of surviving the initial start-up phase and sustaining the business. This is largely due to deficits in human capital, lack of networks and difficulties around access to important resources (including finance). Businesses run by people with a disability are more likely to be solo self-employed, run from home, and lack a growth ambition.

Deprived neighbourhoods

Deprived neighbourhoods are generally characterised by low rates of business start-up and survival and low levels of self-employment⁷. The rate of self-employment in the 10% most deprived communities nationally is barely half the overall average⁸. The enterprise gap extends to the better educated. Among graduates it is less likely for those living in deprived communities to feel that starting or owning their own business is an aspiration within their reach.

⁵ Office for National Statistics, [Outcomes for disabled people in the UK: 2021](#) (2022)

⁶ Department for Work and Pensions, [Self-employment for people with disabilities and health conditions](#) (2019)

⁷ LGA, [Supporting enterprise growth in deprived areas](#) (2010)

⁸ Department for Work and Pensions, [Boosting enterprise in more deprived communities](#) (2016)

2.2 Pay

Key points

- West Yorkshire faces a substantial gender pay gap, particularly among older workers. There is little sign of a sustained improvement over time in this gap.
- At national level the ethnicity pay gap is relatively small and some minority groups, including Indian and Chinese have higher median pay than the White group.
- In Yorkshire and Humber, the ethnicity pay gap is wider and this may partly reflect the relatively low median pay of the Pakistani group, which is strongly represented in the region.
- There is a large and widening disability pay gap nationally. The size of the gap varies according to the severity of disabled employees' impairment.
- A relatively high proportion of the population of West Yorkshire local authorities reside in neighbourhoods classed as income deprived. People from ethnic minorities are disproportionately likely to live in these neighbourhoods.

The analysis of the characteristics of workers paid below the Real Living Wage contained in the main report shows that particular types of workers are more likely to be low paid against this measure, including women and part-time workers.

The Annual Survey of Hours and Earnings which is used as the basis for this analysis does not collect data relating to the full range of personal characteristics of employees such as ethnicity. However, other data sources do provide an insight into disparities in pay across a wider range of groups, although these sources generally need to be examined at the national level to provide robust results.

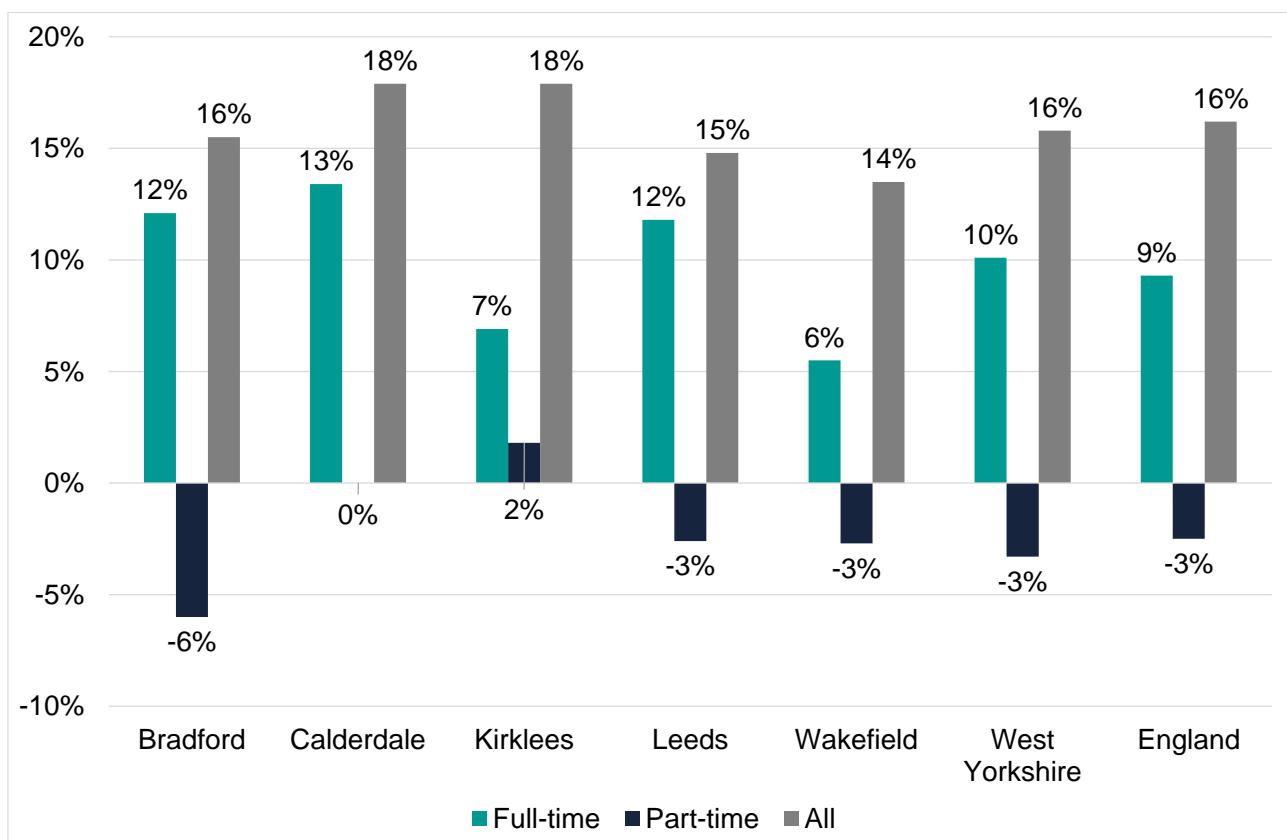
Women and girls

West Yorkshire faces a significant gender pay gap⁹. The overall pay gap for all employee jobs locally is 16%, the same as the national average. The size of this gap partly reflects the fact that women are more likely than men to work in part-time roles which attract a lower hourly rate of pay. However, at 10% the gap for full-time jobs is smaller but still substantial, and slightly above the national average.

There are no published estimates of pay by age group at local level, but national data clearly shows that the gender pay gap is almost entirely due to pay disparities among the older age bands. The gender pay gap is almost zero for people aged 18-39.

⁹ The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

Figure 6: Gender pay gap for median gross hourly earnings (excluding overtime; workplace analysis), 2021

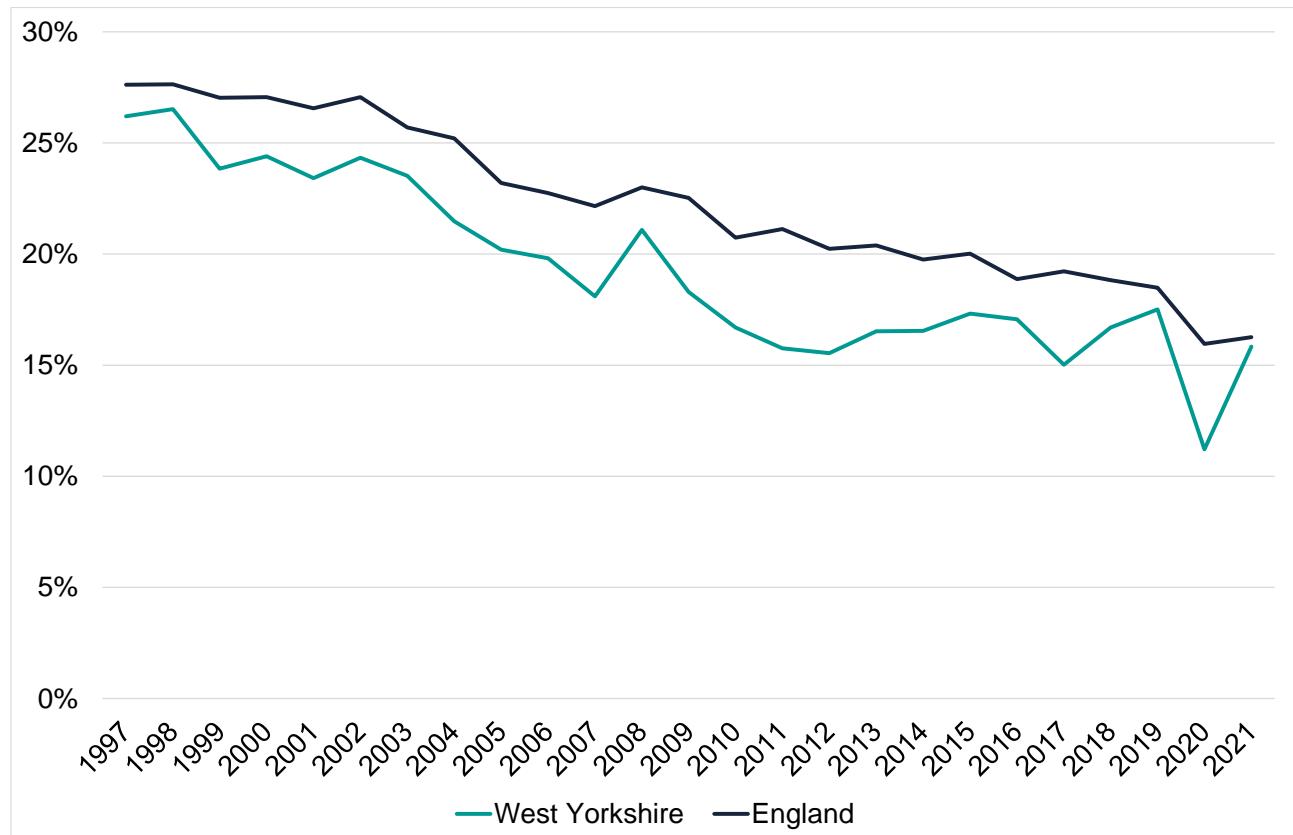


Source: Annual Survey of Hours and Earnings (ASHE), provisional data - Office for National Statistics

The local gender pay gap has consistently been below the England average in recent years but the underlying trend over time has remained fairly flat for West Yorkshire over the last decade¹⁰, following a steady reduction in the gap in the years prior to that.

¹⁰According to ONS, the pandemic has created added uncertainty around the estimates for 2020 and 2021. ONS recommend that users focus on longer-term trends rather than year-on-year changes.

Figure 7: Trend in gender pay gap for median gross hourly earnings for all jobs (excluding overtime; workplace analysis)



Source: Annual Survey of Hours and Earnings (ASHE), provisional data - Office for National Statistics

Ethnicity

National data¹¹ for England and Wales show that the overall ethnicity pay gap between White and ethnic minority employees is relatively small and is narrowing over time. Median hourly pay for ethnic minority employees is around 2% lower than for White employees.

The gap is much wider for Yorkshire and the Humber, at nearly 13%, however.

Employees in the Chinese, White Irish, White and Asian, and Indian ethnic groups all earn higher hourly pay than White British employees, based on national data. However, the majority of ethnic groups earn less. Members of the Black group face a pay gap of 7%. The pay gap for employees from the Pakistani ethnic group, the largest minority group in West Yorkshire, is 16%. This implies that the ethnicity pay gap in West Yorkshire is likely to be larger than at national level because of the composition of its ethnic minority population.

The ethnicity pay gap is wider for men than for women, even though men earn more than women across the majority of ethnic groups. This reflects the high level of pay for White males.

The gap varies by age. Ethnic minority employees aged under 30 have higher pay than White employees, alongside a gap of around 7% for employees aged 30 and over. For the

¹¹ Office for National Statistics, [Ethnicity Pay Gaps 2019](#) (2020)

Pakistani ethnic group, the gap is only 2% for under-30s but is 16% for those aged 30 and over.

Raw pay figures do not take into account factors like age, qualifications, whether someone was born in the UK or not, and when adjusted it can reduce the pay gap for some and increase it for others. For example, after adjustment, the strongly positive pay gap for the UK-born Chinese ethnic group turns into a small negative one, and for the UK-born Indian group is reduced to a smaller positive pay gap¹².

Analysis has also been undertaken at national level¹³ to examine the extent to which members of different ethnic groups are paid below the Real Living Wage threshold. Certain minority ethnic groups face a much greater risk of earning less than the real Living Wage than others. For example, 29% of Pakistani workers earn less than the Living Wage, 11 points higher than the proportion for workers in the White group of 18% and also higher than Indian workers (also 18%) and Chinese workers (14%). Within most ethnic groups, women are more likely than men to earn below the Living Wage, as are younger (16–29) and older workers (60+). Underlying factors behind these differences include racial discrimination at work, clustering within low paid occupations and sectors (Black workers are over-represented in the care sector, for example) and the prevalence of underemployment/part time hours (a much larger proportion of male Pakistani (27 per cent) workers are in part time roles compared with white male workers (11 per cent)).

Disability

There is significant disability pay gap shown in national data¹⁴. The gap between median pay for disabled employees and non-disabled employees, was 13.8% in 2021. This represents a widening of the gap since 2014 when the gap was 11.4%.

- The disability pay gap varies according to the severity of disabled employees' impairment. Disabled employees who are limited a lot in their day-to-day activities consistently have a wider pay gap to non-disabled employees.
- The disability pay gap is consistently wider for disabled men than for women.
- The size of the disability pay gap is also driven by differences in the occupational and qualification profile of disabled people relative to non-disabled people.
- Disabled employees with autism as their main impairment had a disability pay gap of 33.5% relative to non-disabled employees without a long-lasting health condition.

Deprivation

Figures are not available for pay level by deprived area but there are data from the Index of Deprivation relating to income deprivation at neighbourhood level.

Around 16% of people in West Yorkshire live in the most income-deprived 10% of neighbourhoods nationally. This proportion rises to 27% for people from an ethnic minority group, nearly double that of people who are from the White group (14%).

West Yorkshire local authorities are all ranked in the top third of English local authorities from the point of view of income deprivation, with Bradford worst-affected in this regard.

¹² Commission on Race and Ethnic Disparities, [The report of the Commission on Race and Ethnic Disparities](#), 2021

¹³ Living Wage Foundation, A [Living Wage matters: the role of the Living Wage in closing ethnicity pay gaps](#) (2022)

¹⁴ Office for National Statistics, [Disability Pay Gaps 2021](#) (2022)

Table 1: Income deprivation profile of West Yorkshire local authorities

Local authority	% of population living in income deprived neighbourhoods	Ranking on income deprivation (out of 316 local authorities)
Bradford	19%	27
Calderdale	15%	75
Kirklees	14%	87
Leeds	14%	86
Wakefield	15%	78

Source: Exploring local income deprivation, Office for National Statistics

Bradford and Leeds (and to a slightly lesser extent Calderdale) have high rates of internal disparity in terms of income deprivation, which reflects the difference between the proportion of people who are income deprived in the most deprived neighbourhood versus the proportion in the least deprived neighbourhood. This is effectively a measure of inequality within the local authority. Income deprivation is also tightly clustered within groups of neighbourhoods rather than distributed across the wider local authority area. This is a typical pattern for areas facing challenges of urban deprivation.

2.3 Job quality

Key points

- Severely insecure work is more prevalent among women, people from ethnic minorities and disabled workers. Younger workers have the highest likelihood of being in severely insecure work of all groups.
- Some groups face a double penalty: for example, disabled young people are more likely to be in severely insecure employment than non-disabled young people and ethnic minority women are more likely to be in severely insecure work than white women.

Job quality is not solely founded on levels of pay. Other issues including job security, contractual status and hours of work also play a part. A high-level analysis of quality work in West Yorkshire is provided in the full indicator report but the available data does not support an analysis by key equalities groups at this spatial level. Analysis of national data shows that some groups of workers are more severely exposed to issues like job insecurity than others.

According to the Work Foundation's UK Insecure Work Index¹⁵ workers are classed as being in severely insecure work when experiencing involuntary part-time and involuntary temporary forms of work or a combination of these and other job characteristics including low pay and underemployment. Based on this analysis, an estimated 6.2 million workers (19.8% of the UK labour market) experienced severely insecure work, with workers in certain segments far more likely to experience it than others; for these groups routes out of insecure work are often limited. The following section examines the findings from the index for key equalities groups.

Women and girls

Women have a high likelihood of being in severely insecure work. This partly reflects the fact that women with dependent children and carers may be constrained by limited options for secure and flexible work.

According to the Index, women are 10 percentage points more likely to be in severely insecure work than men (25% compared to 15%).

As highlighted below ethnic minority women are most likely to be in severely insecure work. This underlines the dual penalty faced by this group.

Younger people

Young workers (aged 16-24) are 2.5 times more likely than older age groups to experience severe insecurity (43% of 16-24-year-olds versus 17% of 25-65-year-olds). Workers in this age range are more likely to have been employed for less than two years and are more likely to miss out on important employment rights. They are also more likely to be employed in low wage and short-term jobs in sectors such as hospitality.

Educational activity alongside employment also plays a part. In 2021, 79.4% of those who combined full-time education with work experienced severely insecure work.

Ethnicity

¹⁵ Florisson, R. (2022). [The Insecure Work Index: Two decades of insecurity](#). Work Foundation, Lancaster University.

People from ethnic minority backgrounds face barriers to obtaining good quality, secure work. In 2021, individuals from ethnic minorities were more likely to be in severely insecure work than white workers (24% versus 19%). This insecurity gap is larger between men from ethnic minority backgrounds and white men (23% versus 13% respectively) than for women (26% versus 25%). The prevalence of insecurity among white men is barely half that for the other groups and ethnic minority women are most likely to be in severely insecure work.

Insecurity among ethnic minority women is driven by higher levels of insecurity among Pakistani and Bangladeshi women, as well as those who describe their heritage as ‘mixed’ or ‘other ethnic group’. Chinese women appear to experience lower than average levels of insecurity.

Disability

Disabled workers are 6 percentage points more likely to experience severely insecure work, compared to non-disabled workers (25% compared to 19%), based on data for 2021.

Insecure work is especially prevalent among young workers with disabilities, of whom 46.2% experienced severely insecure work in 2021, compared with 29.5% of non-disabled young workers.

3 Enabling a diverse, skilled workforce and accessible learning for all

This priority is central to an inclusive economy and the promotion of equality, diversity and inclusion as it focuses on access to high quality employment opportunities for all and ensuring that the learning opportunities that are central to employability and career progression are also accessible.

3.1 Employment rate

Key points

- Females in West Yorkshire face a wider employment rate gap (versus males) than is the case nationally.
- The employment rate for people from an ethnic minority group is below the national average in West Yorkshire.
- West Yorkshire has a higher ethnic minority employment rate gap than nationally, which is partly due to a wider gap for ethnic minority females.
- The Pakistani / Bangladeshi group is the largest ethnic minority group in West Yorkshire, and it has a relatively low employment rate.
- The number of disabled females in employment in West Yorkshire is greater than males.
- The disability employment rate gap has narrowed over time in West Yorkshire and the number of disabled people in work has increased.

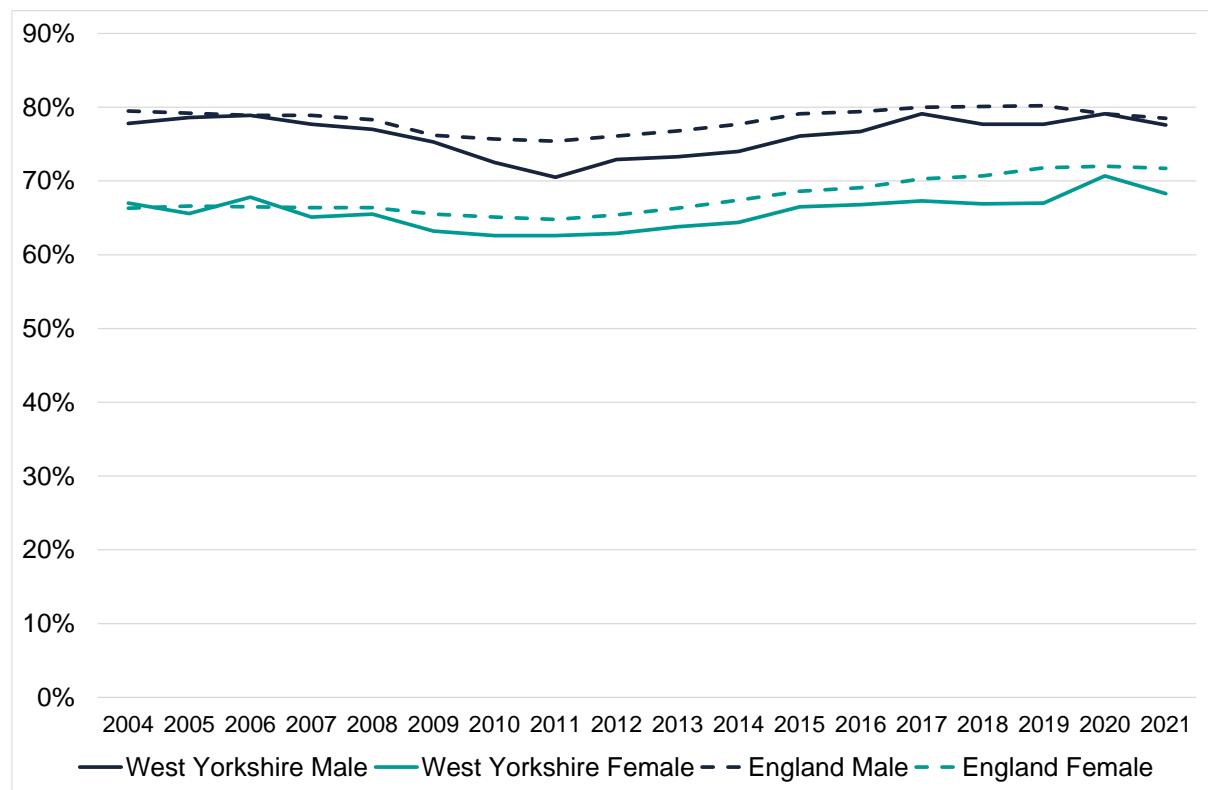
Ensuring that everyone has the opportunity to participate in employment is central to promoting an inclusive economy within which people from all groups can contribute to and benefit from economic growth. This aspiration also reflects the above priority around improving the diversity of West Yorkshire's workforce.

The full indicator report presents headline figures relating to the employment rate disparities facing different population groups. These are explored in more detail below.

Women and girls

Working-age women are less likely to be in employment than men in West Yorkshire. Although the longer-term trend is towards increased participation in the labour market by women there is a continuing employment rate gap between males and females at national as well as at regional level.

Figure 8: Trend in working age (16-64) employment rate by gender



Source: Annual Population Survey

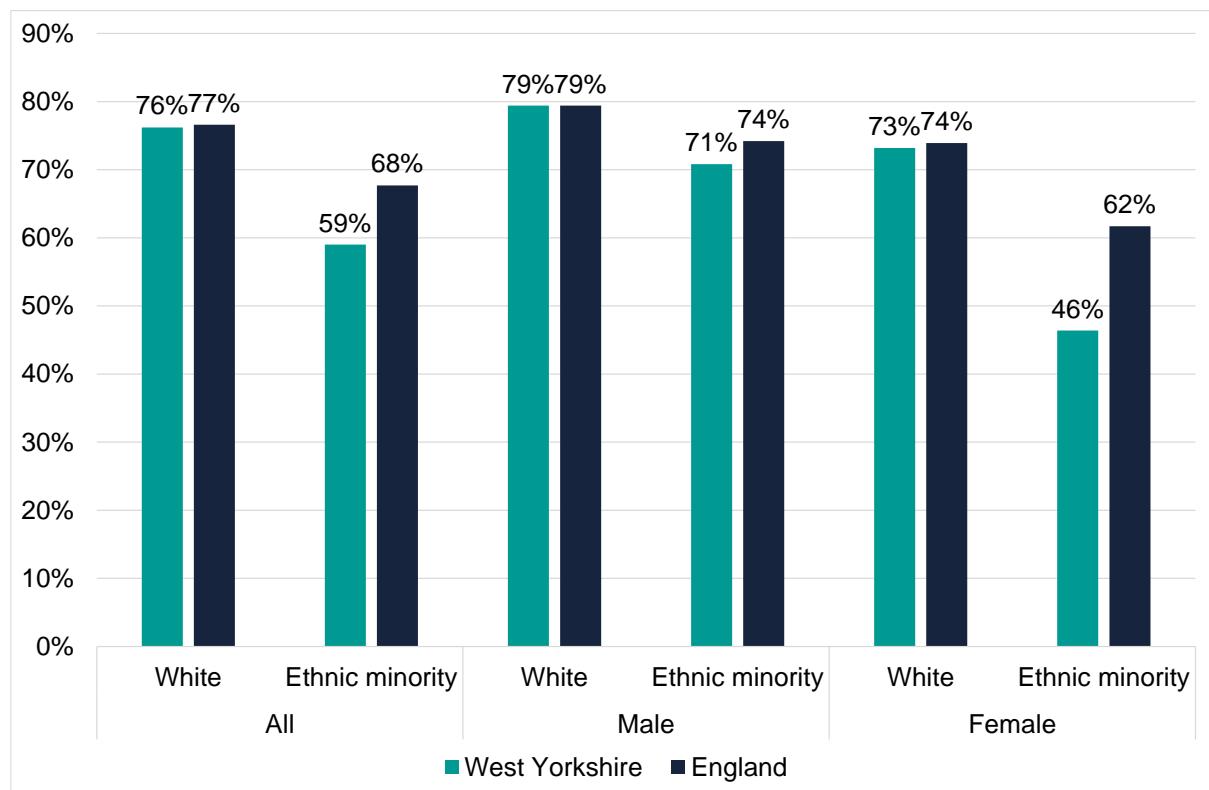
In West Yorkshire the gap stands at 9 percentage points, between a male rate of 77.6% and a female rate of 68.3%, based on data for January to December 2021. This is wider than the national gap of 7 points. More positively, this represents a narrowing of the gender gap in West Yorkshire, compared with much of the previous decade when it was in double figures. The employment rate gap between West Yorkshire females and the equivalent national rate for females, is 3 percentage points, wider than the gap for males of 1%.

Ethnicity

As noted in the full indicator report there is a substantial ethnic minority employment rate gap.

West Yorkshire's gap is 17 points, almost double the national gap of 9%. The gap for males is 9% in West Yorkshire, compared with a 5% gap nationally. However, the gap for females is 27% in West Yorkshire, more than double the equivalent national figure of 12%. This shows that the ethnic minority employment rate gap is in large part due to the female deficit.

Figure 9: Employment rate by ethnicity, January to December 2021

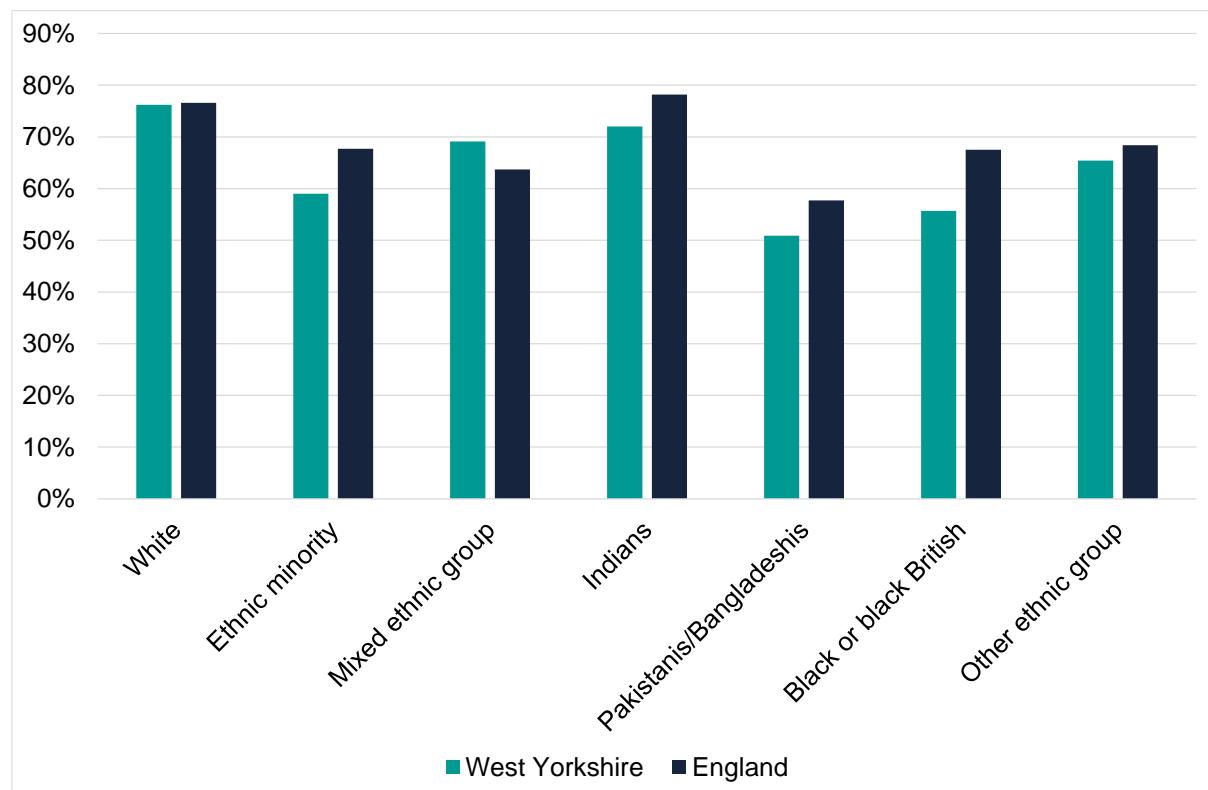


Source: Annual Population Survey

The combined employment rate for ethnic minority groups conceals important differences. These are set out below, although the **data for West Yorkshire must be considered indicative** due to wide confidence intervals.

For example, the employment rate for the Indian group is similar to that of the White group at both West Yorkshire and national level whereas the employment rate for the Pakistani / Bangladeshi group is the lowest of the ethnic groups. The strong representation of this latter group within West Yorkshire's ethnic minority population helps to explain the region's relatively wide ethnic minority employment rate gap. Moreover, the employment rate among Pakistani / Bangladeshi females is particularly low and is the main contributor to the employment rate gap for females.

Figure 10: Employment rate by ethnic group, January to December 2021

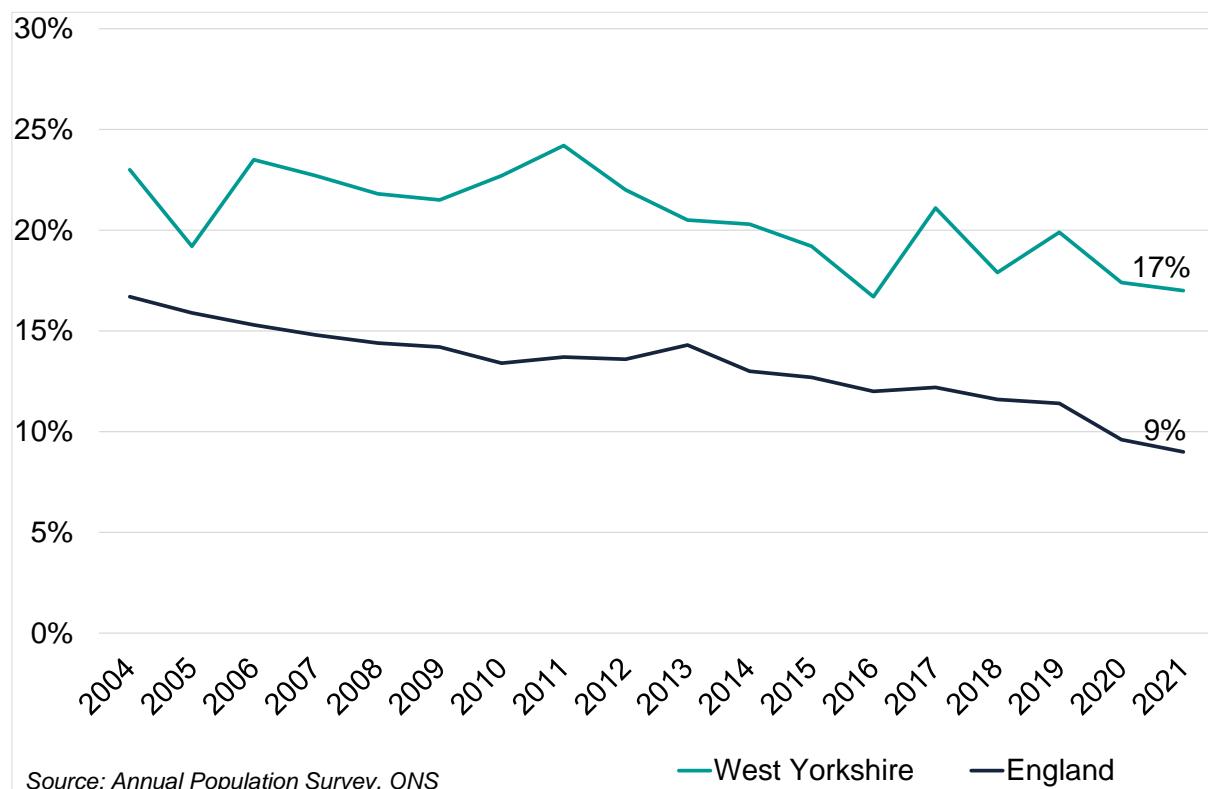


Source: Annual Population Survey

There has also been a narrowing over time of the employment rate gap between people from the White group and people from all ethnic minority groups combined¹⁶. In West Yorkshire, this gap fell from 22 points in 2012 to 17 points in 2021.

¹⁶ Gov.uk [Ethnicity facts and figures](#) (2021)

Figure 11: Ethnicity employment rate gap (percentage point gap between employment rate of people of working age from an ethnic minority versus employment rate of white people of working age)



Despite this downward trend, West Yorkshire's ethnicity employment rate gap has remained consistently wider than nationally.

Historically, employment rates of ethnic minority groups have gone down more than overall employment rates during economic downturns in the UK. This indicates a risk to ethnic minority groups from a potential recession arising out of the current cost of living crisis¹⁷.

Disability

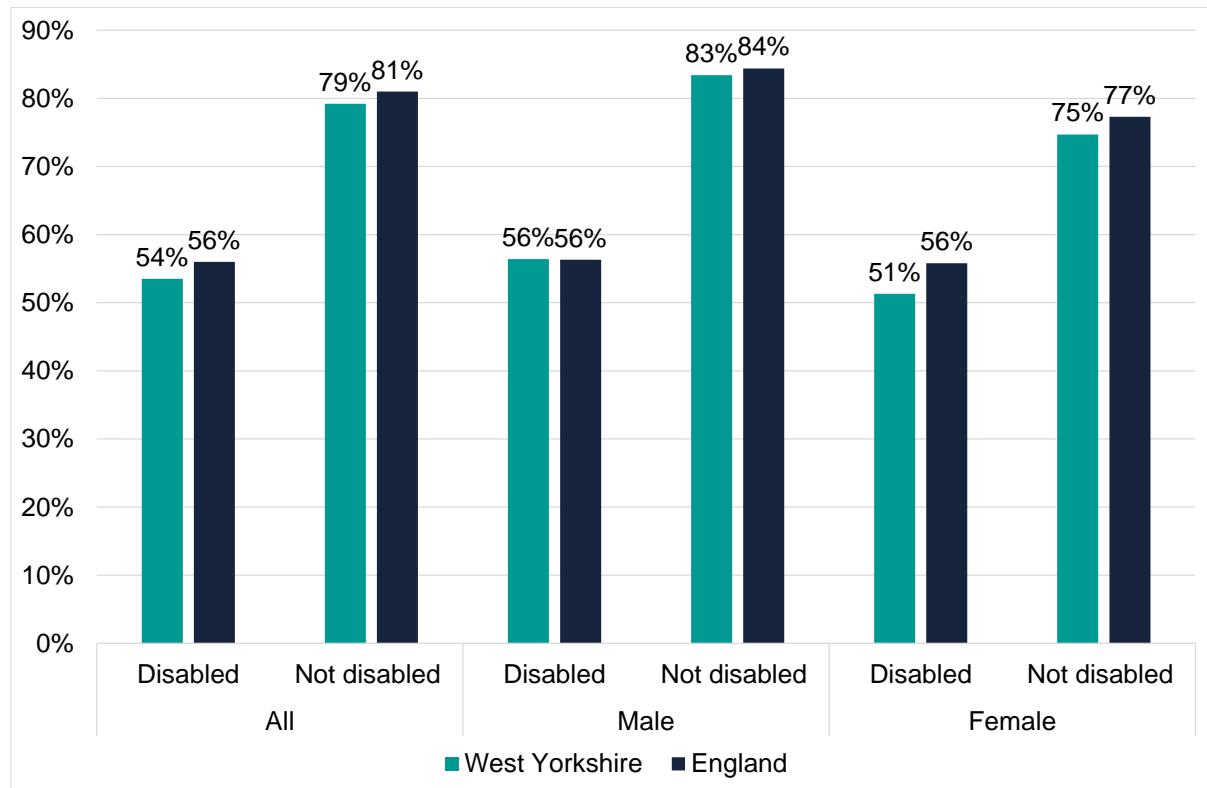
The UK government has set a goal to see one million more disabled people in work between 2017 and 2027 and has committed to reducing the gap between the employment rates of disabled and non-disabled people (known as the disability employment gap).

As noted in the main report the employment rate for disabled people in West Yorkshire is far below that of non-disabled people, with rates of 54% and 79% respectively, an employment rate gap of 26 points¹⁸. This is similar to the national gap of 25 points.

¹⁷ [The report of the Commission on Race and Ethnic Disparities](#), 2021

¹⁸ Does not sum due to rounding.

Figure 12: Employment rate for disabled and non-disabled people by sex, January to December 2021



Source: Annual Population Survey

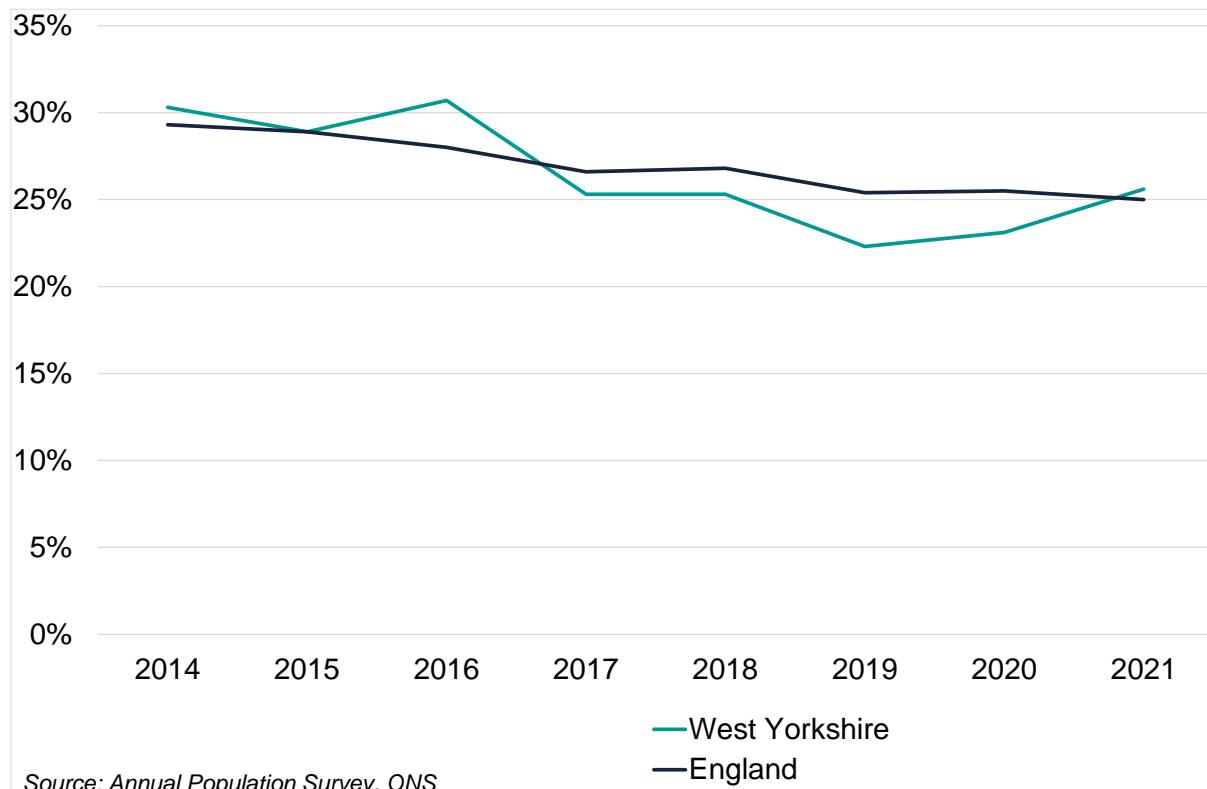
The disability employment rate gap for females is smaller than for males in West Yorkshire, at 23% and 27% respectively. This mainly reflects the higher employment rate for non-disabled males; indeed, the employment rate for disabled females is lower than for males in West Yorkshire, although there is parity between the sexes at national level.

There is a greater number of disabled females in employment than males in West Yorkshire (101,000 versus 85,000) reflecting the fact that females of working age are more likely to be disabled.

At national level, the number of disabled people in employment has increased over recent years. This is due to growth in the size of the disabled population and increases in the overall employment rate, as well as a narrowing of the employment rate gap for this group¹⁹. A similar improvement has been seen in West Yorkshire with the level of employment among disabled people increasing from 130,000 to 191,000 between 2014 and 2020, although there was a slight fall between 2020 and 2021 that coincided with the pandemic. The employment rate gap²⁰ reduced from 30 percentage points to 23 percentage points between 2014 and 2020 before widening to 26 points during 2021.

¹⁹ Department for Work and Pensions, [The Employment of Disabled People: Data to 2019](#) (2020)
²⁰ The disability employment rate gap is

Figure 13: Disability employment rate gap (percentage point gap between employment rate of disabled people of working age versus employment rate of non-disabled people of working age)



More robust national data²¹ allows us to drill down in more detail into the characteristics of disabled people. This shows that the disability employment gap is wider for:

- Older (aged 50 to 64) disabled people
- Disabled people with no qualifications
- Disabled people of White ethnicity.

The disability employment rate is also lower for people with a mental health condition or with five or more health conditions.

In addition, disabled people are more likely than non-disabled people to be:

- Working in lower-skilled occupations
- Self-employed
- Working part-time (and subsequently less hours)
- Working in the public sector.

Deprivation

Sixteen per cent of the West Yorkshire population live in neighbourhoods that are among the 10% most acutely deprived nationally in terms of employment.

²¹ Department for Work and Pensions, [The employment of disabled people 2021](#) (2022)

People from an ethnic minority group are almost twice as likely to live in these neighbourhoods. National data²² show that Pakistani and Mixed White and Black Caribbean ethnic groups are most likely to live in these neighbourhoods.

This is supported by national statistics which show that people from the Pakistani ethnic group were more than twice as likely as White British people to live in the most employment-deprived 10% of neighbourhoods.

²² [People living in deprived neighbourhoods - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk/people-living-in-deprived-neighbourhoods)

3.2 Unemployment

Key points

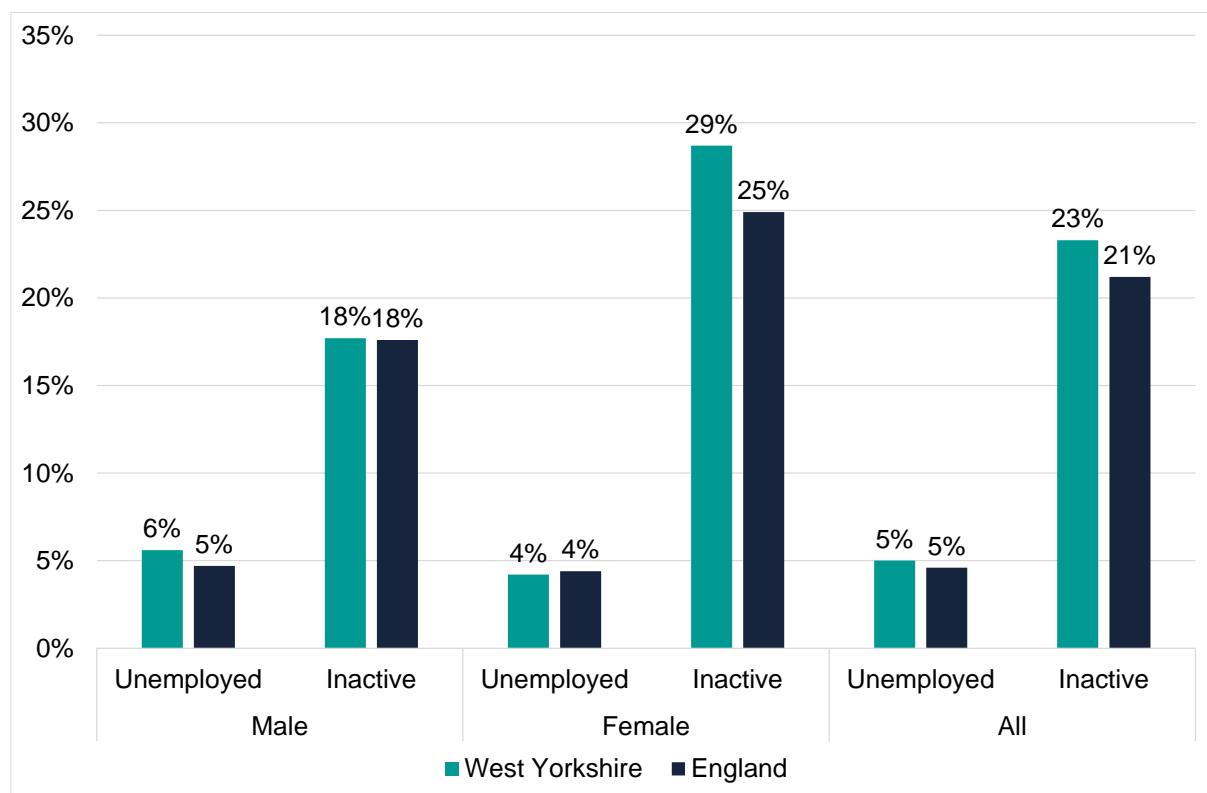
- All ethnic minority groups have higher unemployment rates than the White group, although the gap is reducing over time.
- Female rates are generally higher than male rates among ethnic minority groups, unlike the White group in which male rates are higher.
- For people aged 16 to 24, unemployment rates are relatively high across all ethnic groups.
- Unemployment rates among disabled people in West Yorkshire are twice those of non-disabled people. Unemployment is higher among disabled men but this reflects the greater likelihood of women being economically inactive rather than unemployed.
- Unemployed claimants are heavily concentrated in the most acutely deprived neighbourhoods in West Yorkshire.

The pattern of unemployment across different groups provides an insight into the extent to which these groups are excluded from the labour market, although in some cases economic inactivity may be a greater issue.

Women and girls

Working-age females are slightly less likely to be unemployed than men in West Yorkshire but are much more likely to be economically inactive (i.e., out of work but not currently seeking work and / or unable to start work in the immediate future). Twenty-nine per cent of working-age women were inactive based on data for 2021, compared with 18% of men. Overall inactivity in West Yorkshire is higher than nationally because of higher inactivity levels among females; male inactivity rates are similar to the national average.

Figure 14: Proportion of population (aged 16-64) unemployed and economically inactive by gender, January to December 2021



Source: Annual Population Survey

Around 29% of economically inactive women in West Yorkshire cite looking after the family / home as the reason for being inactive, compared with only 5% of inactive men. Inactive men are more likely to be students or long-term sick than inactive women.

Ethnicity

Local statistics show that the unemployment rate for people from an ethnic minority in West Yorkshire are higher, at 11%, than for people from the White group (4%).

However, the confidence intervals associated with these statistics are wide and national data provide a more robust basis for analysis, particularly since rates vary by specific ethnic groups.

National data confirm that unemployment is more prevalent among people from ethnic minority groups.

During the period January-March 2022 the unemployment rate was 3.1% for people from a White ethnic background compared to 7.1% for people from minority ethnic backgrounds.

Rates vary for different ethnic minority groups but all of the main groups have higher rates than the White group. People from an Indian (4.1%) ethnic background had the lowest unemployment rates, and people from Bangladeshi (9.3%) and Black/African/Caribbean/Black British (9.0%) ethnic backgrounds had the highest rates.

All ethnic groups experienced an increase in unemployment at the beginning of the coronavirus pandemic, but the unemployment rate for people from a minority ethnic

background increased much more sharply and were slower to recover. Nonetheless the rate is now lower than prior to the pandemic²³.

For people aged 16 to 24, unemployment rates are far more pronounced: the White ethnic group has an unemployment rate of 11%, compared with 22% for ethnic minority groups, including 20% for Bangladeshi/ Pakistani and 31% for the Black group.

Unemployment rates are higher for White men than for White women, reflecting the fact that women are more likely to be economically inactive. Unemployment rates for women in ethnic minority groups are generally higher for women than for men; for example, the rate is 12% for Bangladeshi/ Pakistani women but only 10% for men from this group.

People from some ethnic minority groups suffer a greater negative impact from unemployment. There is evidence that unemployment spells incur greater scarring effects for Bangladeshi and Black Caribbean men, and Pakistani and Black African women than for people from the White British group²⁴.

Disability

Unemployment rates among disabled people (Equality Act core or work-limiting disabled) are more than twice those of non-disabled people in West Yorkshire, at 9% and 4% respectively, according to the Annual Population Survey (January to December 2021 estimates).

Unemployment rates among disabled males, at 13%, are higher than among disabled females, at 5%. The employment rate gap is also wider for disabled males (at 9 points) than for females (1 point).

However, worklessness among disabled people is mainly reflected in economic inactivity rather than unemployment. Forty-one per cent of disabled people of working age are economically inactive, compared with 18% of non-disabled people. Inactivity is higher for disabled females at 46% compared with 35% for disabled males.

Deprivation

Unemployed people are heavily concentrated in the most acutely deprived areas. In West Yorkshire, 46% of unemployed claimants²⁵ reside in neighbourhoods that fall into the 10% most deprived nationally based on the Index of Deprivation, more than twice as high as the 22% of the overall population that live in these neighbourhoods.

²³ Office for National Statistics, [A09: Labour market status by ethnic group](#) (2022)

²⁴ Florisson, R. [The Insecure Work Index: Two decades of insecurity](#). Work Foundation, Lancaster University (2022).

²⁵ Based on claimant count figures for July 2022. Claimants are used here as a proxy for people who are unemployed according to the official measure.

3.3 Qualifications

Key points

- Working age females are better qualified than males and the gap is widening in terms of key measures of attainment.
- At UK level the Chinese, Indian and Black/African/Caribbean groups all have higher proportions of people who hold a qualification at Level 4 and above compared with the White group. The Pakistani group has a slightly lower proportion of people qualified at this level than the White group and a higher proportion who lack qualifications or are qualified below Level 2.
- Disabled people are three times as likely to hold no formal qualifications as non-disabled people and are much less likely to be qualified to degree level.
- West Yorkshire has double the national average proportion of neighbourhoods that face Education, skills and training deprivation.

In the full indicator report the extent to which the West Yorkshire workforce is becoming better skilled is examined using indicators relating to the stock of higher qualified people (Level 4 and above) and those who lack formal qualifications or are qualified only to a low level (below Level 2). Qualification attainment is important because of its association with improved employability and earnings.

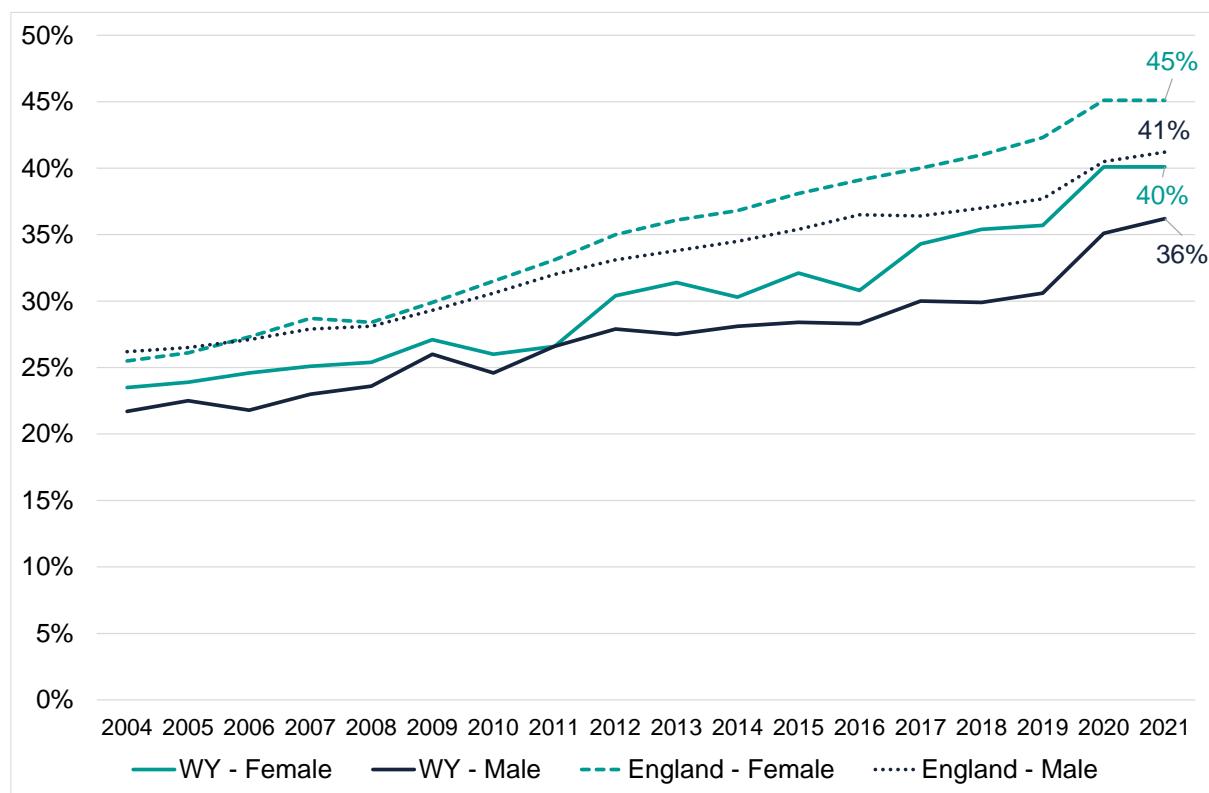
Women and girls

Working age women in West Yorkshire are more likely to be highly qualified (at level 4²⁶ and above) than West Yorkshire men, although there is a significant gap with the national average for both men and women in terms of attainment at this level.

Forty per cent of women are qualified at level 4 and above in West Yorkshire, compared with 36% of men. The equivalent national average figures are 45% and 41% respectively, showing persistent under-performance by both males and females at regional level. As the figure, below shows the gap between female and male performance has increased over the course of the last decade, although there was a slight narrowing of the gap in 2021.

²⁶ Level 4 and above equates to qualifications at higher education level. [What qualification levels mean: England, Wales and Northern Ireland - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/what-qualification-levels-mean-england-wales-and-northern-ireland)

Figure 15: Trend in proportion of working age population qualified at Level 4 and above



Source: Annual Population Survey

The relatively strong qualification profile of women reflects the fact that girls in West Yorkshire perform better at school and college and are more likely to be qualified at level 3²⁷ by the age of 19 (59% versus 46%²⁸). They are also more likely to go on to university, with 49% of females in West Yorkshire entering higher education by the age of 19 in 2020/21, compared with only 36% of males²⁹. (England averages are both higher at 51% and 38% respectively).

Attainment of qualifications is associated with higher pay for women but this is not sufficient to offset the gender pay gap (see section 2.2). This is illustrated by the finding that female graduates enjoy a significant pay boost compared with women without degrees but earn little more than many men of the same age without degrees³⁰.

Women are also less likely to be limited to lower-level qualifications (below level 2) or to lack qualifications altogether, than men. Twenty per cent of females fall into this category, compared with 24% of males. This matters, because a basic level of qualifications is often a requirement for a job, course or apprenticeship.

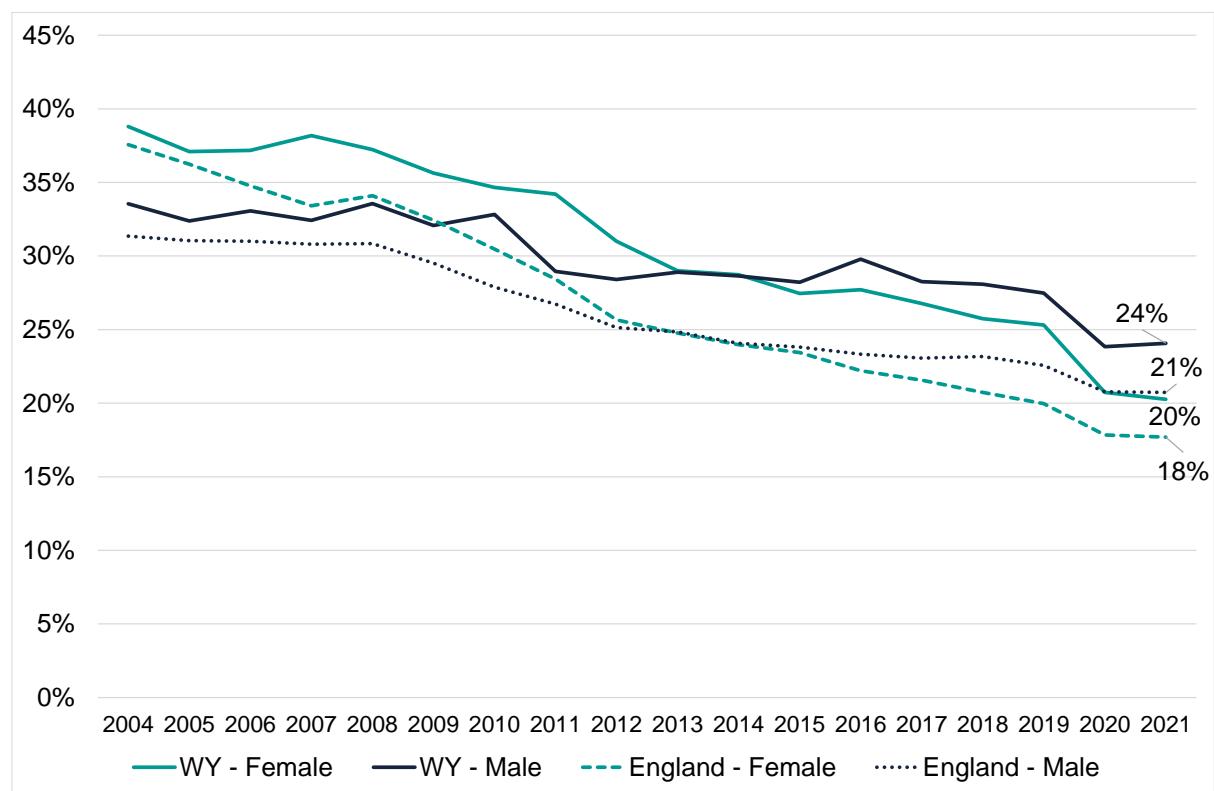
²⁷ A-Level equivalent.

²⁸ Department for Education, [Level 2 and 3 attainment by young people aged 19 in 2020](#) (2021)

²⁹ Department for Education, [Widening participation in higher education](#) (2022)

³⁰ Institute for Fiscal Studies, [The impact of undergraduate degrees on early-career earnings](#) (2018)

Figure 16: Trend in proportion of working age population qualified below Level 2 or with no formal qualifications by sex



Source: Annual Population Survey

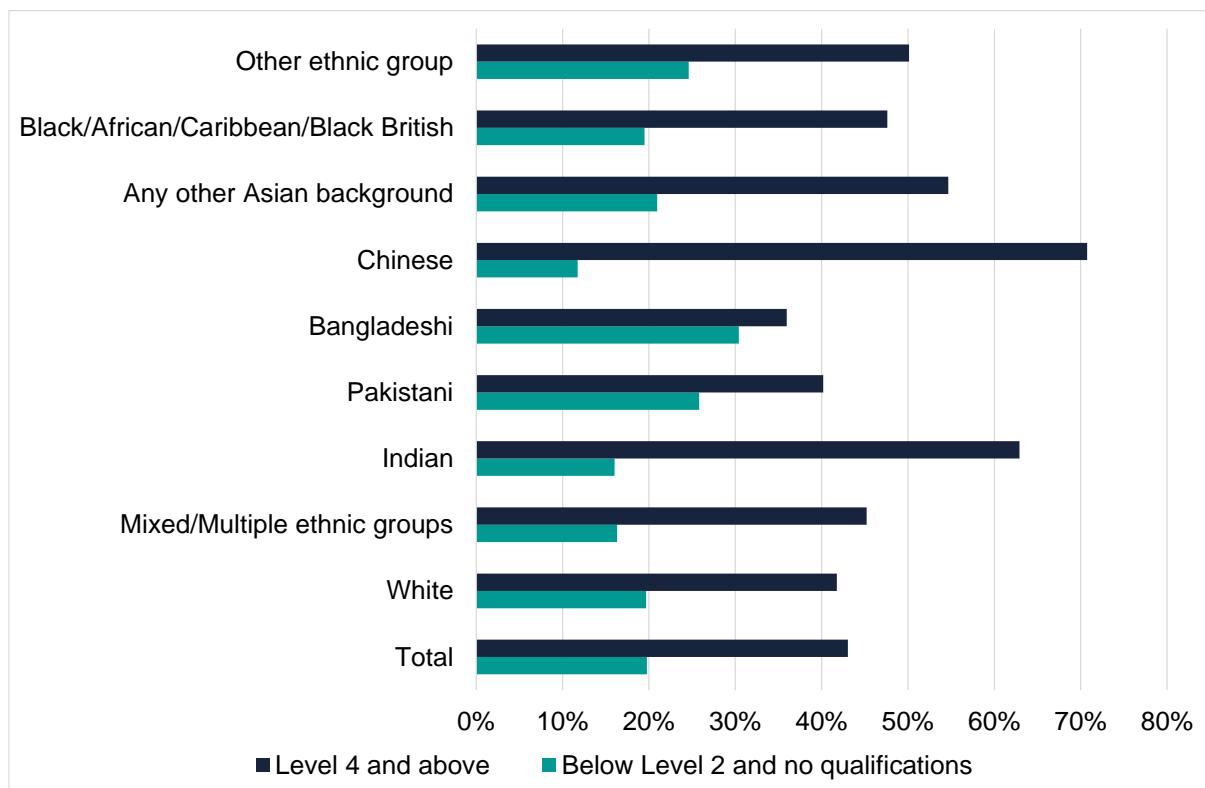
As the figure shows, the gap between female and male performance on this measure has widened since the middle of the last decade for both West Yorkshire and at national level.

Ethnicity

The available data does not allow us to examine the overall qualification profile of the working age population by ethnic group at West Yorkshire level.

UK data shows that some ethnic groups outperform the White group in terms of the qualification profile of people of working age. The Chinese, Indian and Black/African/Caribbean groups all have higher proportions of people who hold a qualification at Level 4 and above.

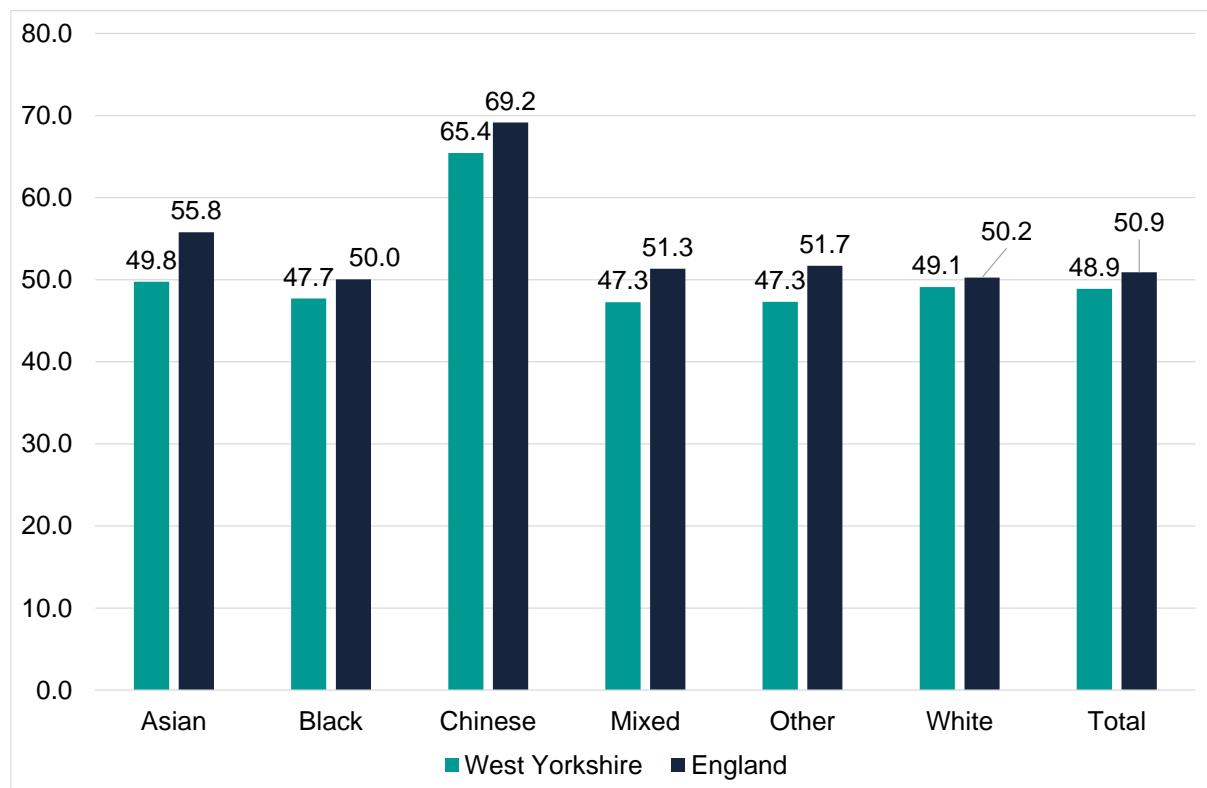
Figure 17: Qualification profile by ethnic group, population aged 16-64, UK



Source: Labour Force Survey, October to December 2021

The Pakistani group has a slightly lower proportion of people qualified at this level than the White group and a higher proportion who lack qualifications or are qualified below Level 2.

Figure 18: Key Stage 4 attainment: average Attainment 8 score by ethnic group



Source: Department for Education

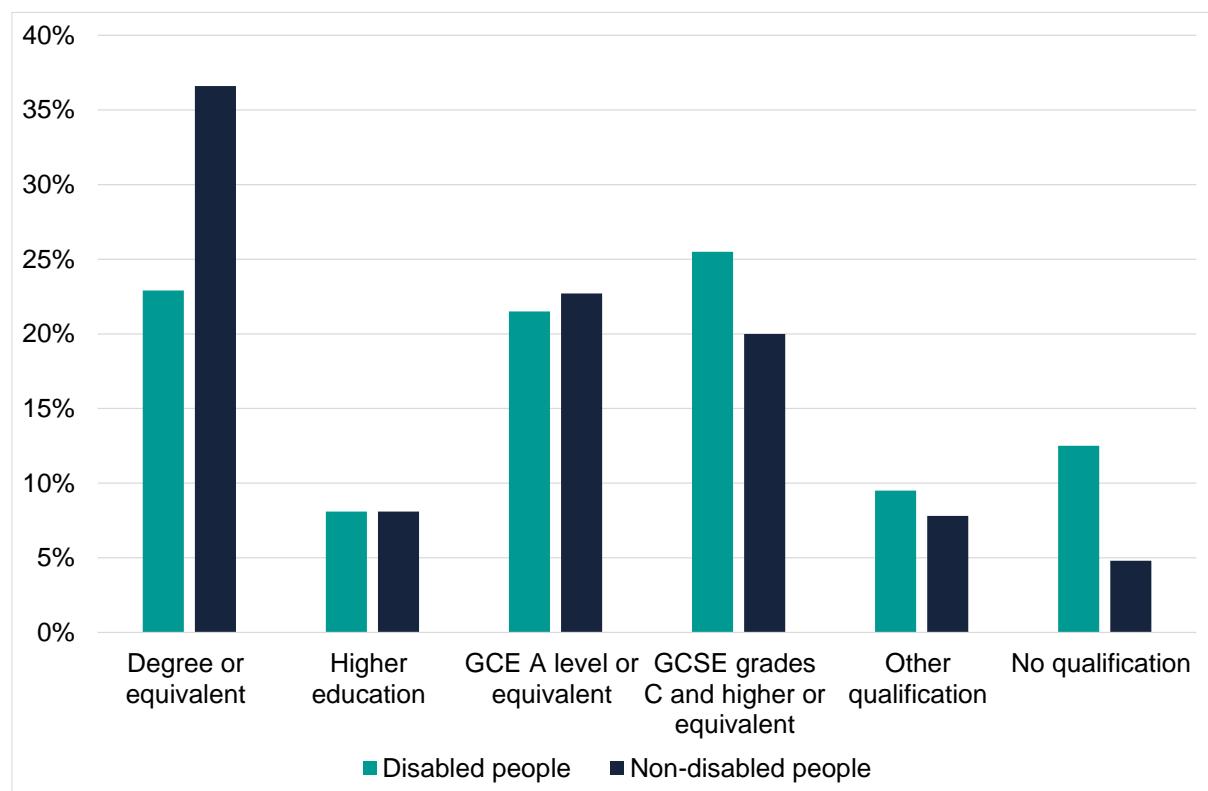
Focusing on attainment at Key Stage 4, for which a breakdown by major ethnic group is available at West Yorkshire level, the White group has the third highest Attainment 8 score, some way behind the Chinese group and just below the Asian group (which includes Indian, Pakistani and Bangladeshi ethnicities). All ethnic groups have a lower average score in West Yorkshire than at national level. At national level all ethnic minority groups, except the Black group, have a higher average score than the White group.

Disability

Disabled people also have a distinctive profile in terms of educational outcomes. At Yorkshire and the Humber level 23% of disabled people are qualified to Degree level, compared with 37% of non-disabled people. Disabled people are almost three times as likely to hold no formal qualifications, with 13% falling into this category compared with 5% of non-disabled people³¹.

³¹ Office for National Statistics, [Outcomes for disabled people in the UK: 2021](#) (2022)

Figure 19: Highest level of qualification of people aged 21 to 64 by disability status, Yorkshire and the Humber, July 2020 to June 2021



Source: Annual Population Survey

The qualification profile of disabled people is improving over time, reflecting the experience of the wider population.

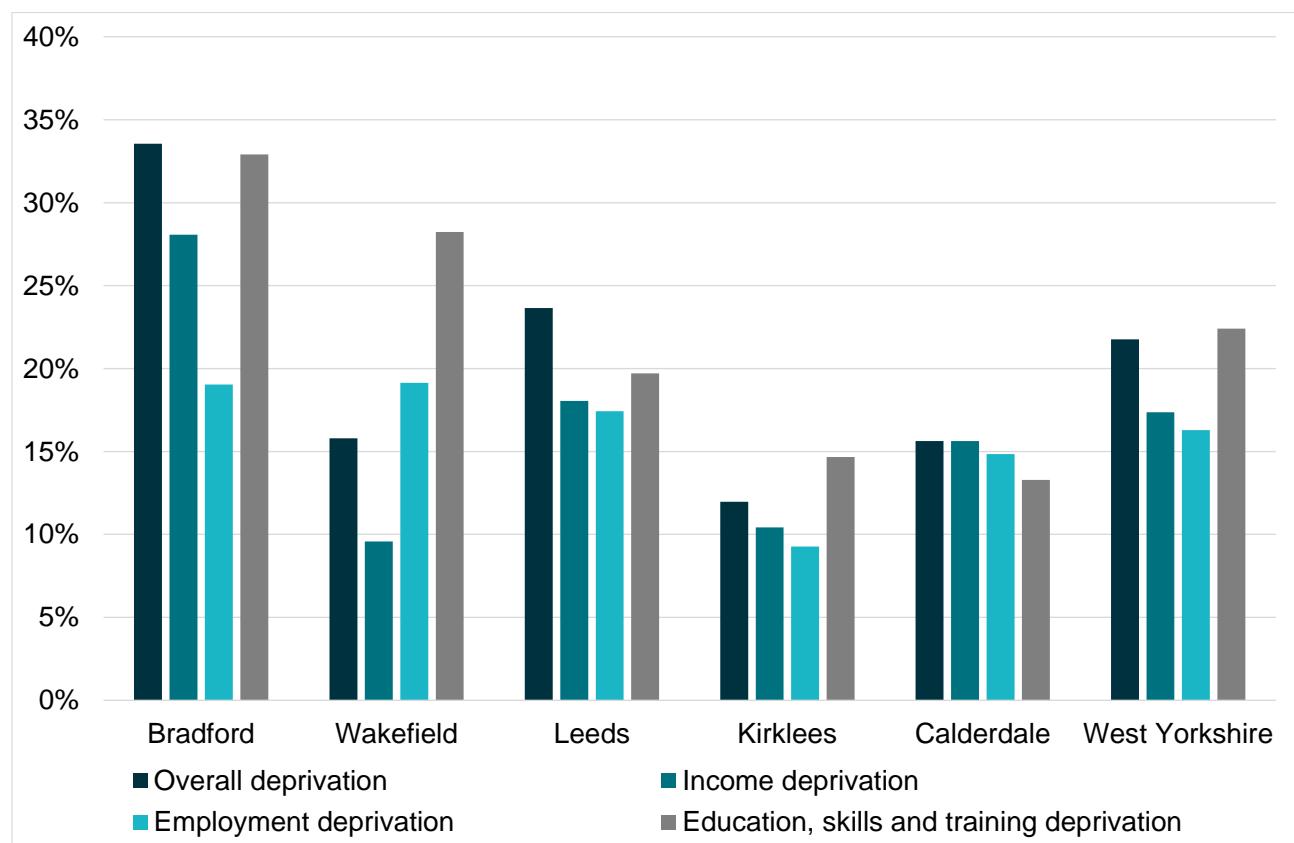
Deprivation

A domain of deprivation within the Index of Multiple Deprivation is education and skills deprivation, which mainly relates to attainment and skills in the population – both of young people and adults³².

Twenty-two per cent of West Yorkshire neighbourhoods are in the worst 10% nationally on this measure – twice the expected share. Moreover, 83% of West Yorkshire neighbourhoods that fall within the most deprived overall are also classed among the most deprived 10% in terms of education, skills and training, showing the strong correspondence between the two.

³² Ministry of Housing, Communities and Local Government, [The English Indices of Deprivation 2019: technical report](#) (2019)

Figure 20: Proportion of neighbourhoods in 10% most deprived nationally by domain of deprivation and district



Note: The Education, Skills and Training Domain measures the lack of attainment and skills in the local population.

Source: Department of Communities and Local Government, Index of Multiple Deprivation 2019

In terms of Education, skills and training deprivation, Bradford has the most widespread problem (33% of all neighbourhoods in the 10% most deprived nationally) but Wakefield is the second highest with 28%, followed by Leeds with 20%.

3.4 Apprenticeships

Key points

- Females account for a majority (55%) of West Yorkshire apprentices but are heavily concentrated in certain subjects, most notably *Health, public services and care*.
- Take-up of apprenticeships by those aged under-19 is relatively limited for females and people from ethnic minorities.
- People from ethnic minorities have a low representation in some subjects including *Engineering and Construction*.
- Participation in apprenticeships by people from deprived communities is likely to be affected by the shift towards higher apprenticeships (which have low take-up among this group) and away from intermediate apprenticeships (which have high take-up).

Apprenticeships are key to inclusive growth and social mobility as they provide an opportunity to build a sustainable career. As highlighted in the main report, West Yorkshire has a high prevalence of apprenticeships compared with the national average and benchmark areas but the level of apprenticeship take-up has been hit by the pandemic.

Women and girls

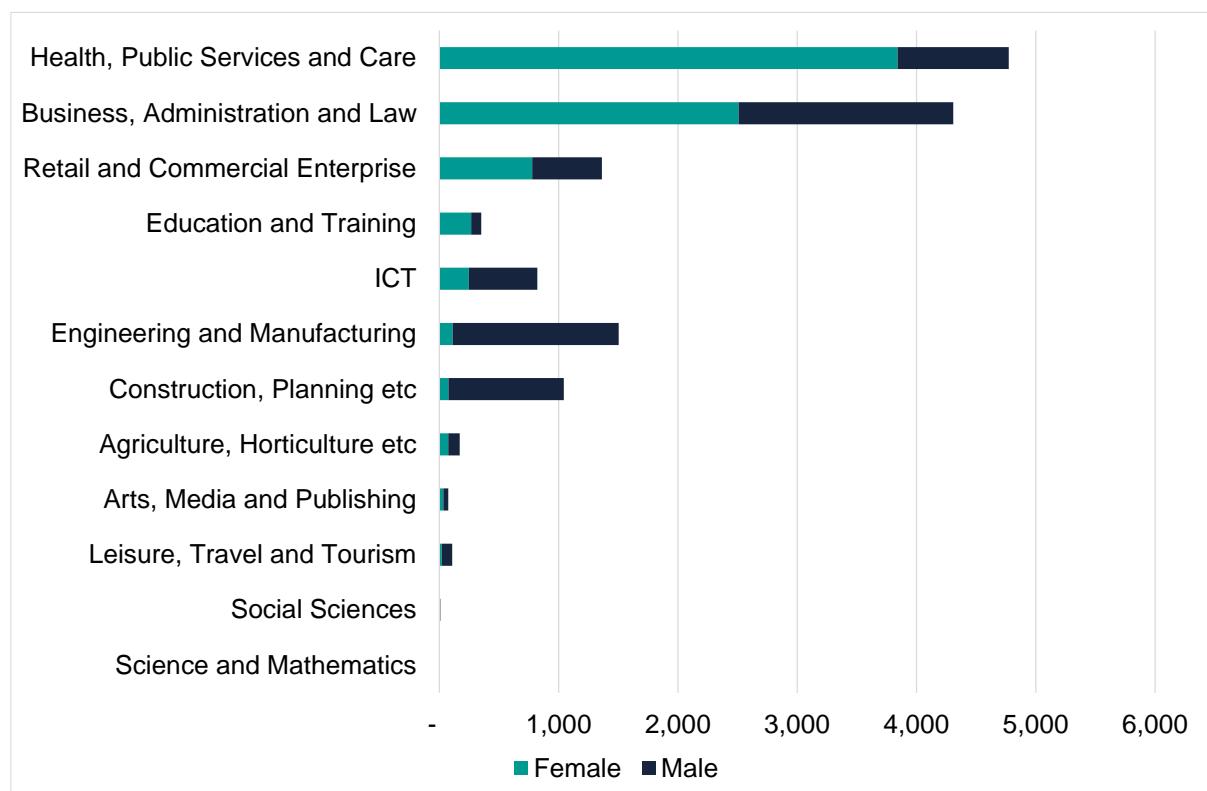
Females account for a slight majority of apprenticeship starts in West Yorkshire, with 7,960 female starts in the 2020/21 academic year, 55% of the total (increasingly slightly from 52% in 2018/19). This is similar to the male-female split at national level.

However, females only account for 46% of starts for apprenticeship among under 19-year-olds compared with 61% of starts for those aged 25 and above, pointing to a lack of opportunities for female school leavers.

Females have a similar representation in terms of starts at intermediate, advanced and higher level.

There are stark differences in the sectors in which men and women take up apprenticeships, often based on occupational stereotypes of “traditional roles”. For example, in West Yorkshire 80% of starts in *Health, public services and care* are for women (accounting for around half of all apprenticeship starts by females) but only 7% of starts in each of *Construction* and *Engineering / manufacturing* are for females.

Figure 21: Apprenticeship starts by sector subject area and gender, 2020/21, West Yorkshire



Source: Department for Education

There has been little in the way of sustained change over time in this pattern, with the exception of information technology, within which females starts increased their share of the total from 20% in 2018/19 to 30% in 2020/21.

Ethnicity

Apprenticeship starts by people from ethnic minorities account for 16% of the total in West Yorkshire as of the 2020/21 academic year, a proportion that has remained fairly steady in recent years. It is higher than the national average of 14%.

Ethnic minority representation on the programme is broadly in line with the representation of people from ethnic minorities in the working age population of West Yorkshire. However, this is not the case for apprentices aged under-19. In this category people from ethnic minorities account for 13% of starts, much smaller than the 24% share of the West Yorkshire population aged under-19 who are from an ethnic minority.

People from an ethnic minority account for a similar proportion of total starts at intermediate, advanced and higher levels.

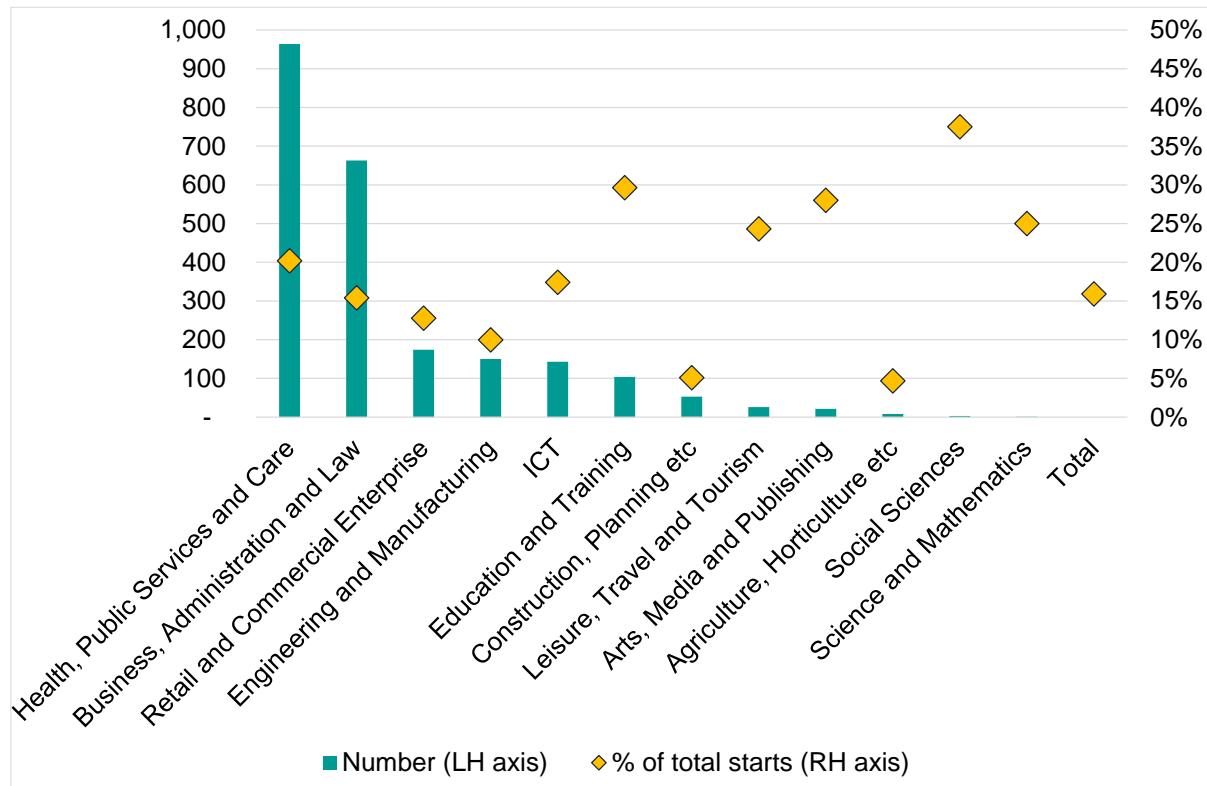
Asian / Asian British apprentices account for 10% of all starts in West Yorkshire, including 7% of apprentices who are of Pakistani heritage. Two per cent of apprentices are Black / African/ Caribbean/ Black British.

Females account for 56% of ethnic minority apprenticeship starts, similar to the overall share of females in West Yorkshire apprenticeship starts.

The largest number of starts by people from an ethnic minority are in *Health, public services and care*, accounting for around a fifth of total starts in this subject area. Ethnic minority

apprentices are also strongly represented in *Education and training, Leisure, travel and tourism* and *Arts, media and publishing*, relative to their overall share of starts.

Figure 22: Number and proportion of starts by ethnic minority apprentices by subject, 2020/21, West Yorkshire



Source: Department for Education

However, there are a number of subject areas of significant size within which ethnic minority apprentices have a relatively low representation, most notably *Engineering and manufacturing* and *Construction*.

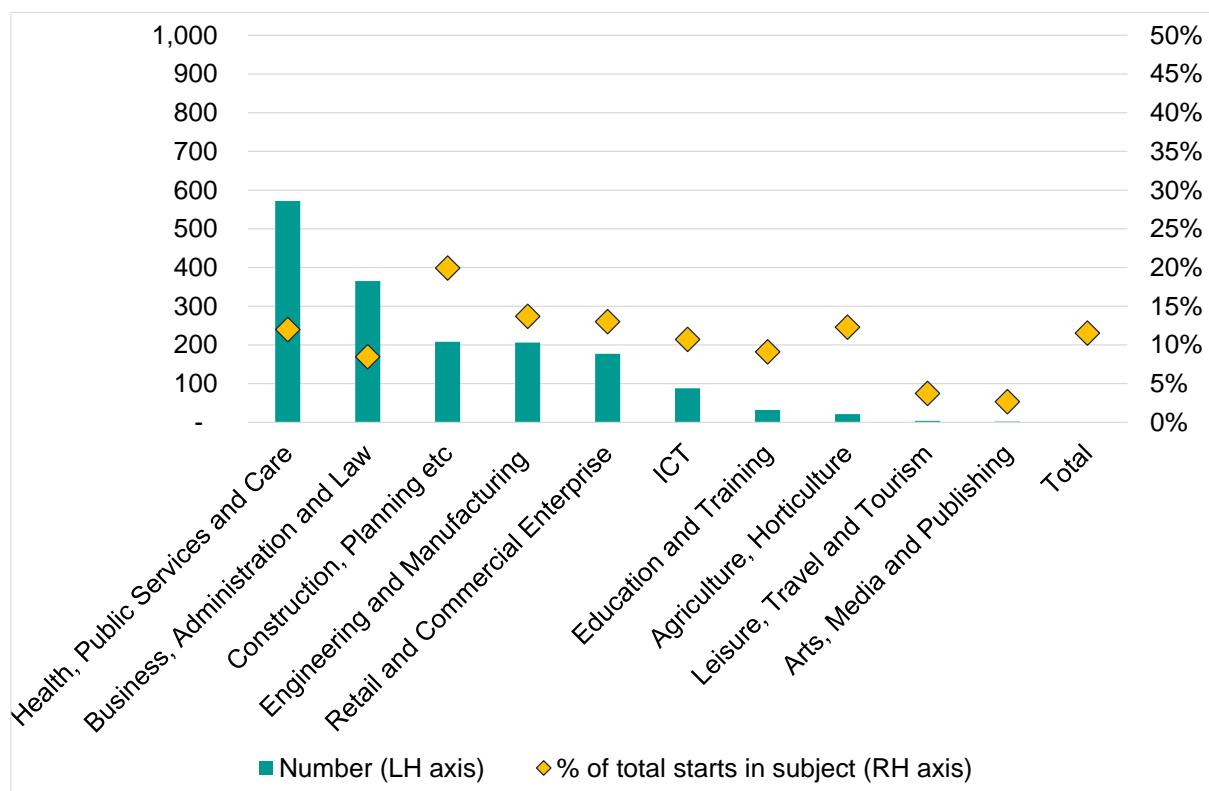
Disability

Twelve per cent of apprentices in West Yorkshire (1,680 in absolute terms) indicate that they have a learning difficulty and/or disability and/or health problem (LLDD), the same proportion as the national average. The West Yorkshire proportion has grown slightly from the 11% recorded in 2018/19.

Male apprentices are slightly more likely to report a learning difficulty, disability, health problem, with a proportion of 12% compared with 11% for females.

People with a learning difficulty, disability, health problem are more likely to undertake an apprenticeship at intermediate level, accounting for 15% of all starts at this level and less likely to do so at higher level, with 10% of total starts.

Figure 23: Number and proportion of starts by apprentices with learning difficulty and/or disability and/or health problem by subject, 2020/21, West Yorkshire



Source: Department for Education

In absolute terms the largest numbers of LLDD apprentices are in *Health, public services and care* and *Business, administration and law*. However, LLDD apprentices have the highest representation in percentage terms in *Construction*, accounting for a fifth of all starts in this subject area.

Deprivation

Information on the deprivation profile of apprentices is only published at national level. This shows that apprenticeship starts are fairly evenly split across the IMD quintiles (i.e., approx. 20% of starts per quintile).

The split changes when one examines different types of apprenticeship:

- Apprentices doing an intermediate apprenticeship are more likely to live in a deprived neighbourhood, whereas those doing higher apprenticeships are less likely to reside in a deprived area.
- The proportion of apprentices from the most deprived neighbourhoods has fallen in recent years – from 26% in 16/17 to 20% in 20/21. This is associated with an increasing share of higher apprentices, who are less likely to come from a deprived neighbourhood.
- Apprentices in the following subject areas are more likely than average to be from deprived areas: *Arts, Media and Publishing*, *Health, Public Services and Care* and *Retail and Commercial Enterprise*.

3.5 Not in Education, Employment or Training (NEET)

- Females are less likely to become NEET than males, although they still account for 40% of all NEETs in West Yorkshire.
- Young people from the Mixed Race and White ethnic groups are most likely to be NEET and people from Asian / Asian British and Black / Black British have a relatively low likelihood of being NEET in West Yorkshire.
- Young people with special educational needs are twice as likely as average to be NEET.
- A fifth of young people with mental health needs are recorded as NEET.

The following analysis relates to 16–17-year-olds recorded as being not in education, employment or training (NEET). Young people who become NEET face an increased likelihood of unemployment, low wages, or low-quality work later on in life. Local authorities have a statutory duty to track young people's activity to identify those not participating and support them to do so. They are required to record the needs and characteristics of young people in their area (gender, ethnic group, disability, care leaver).

As the following analysis shows, young people with certain characteristics have different likelihoods of becoming NEET.

Women and girls

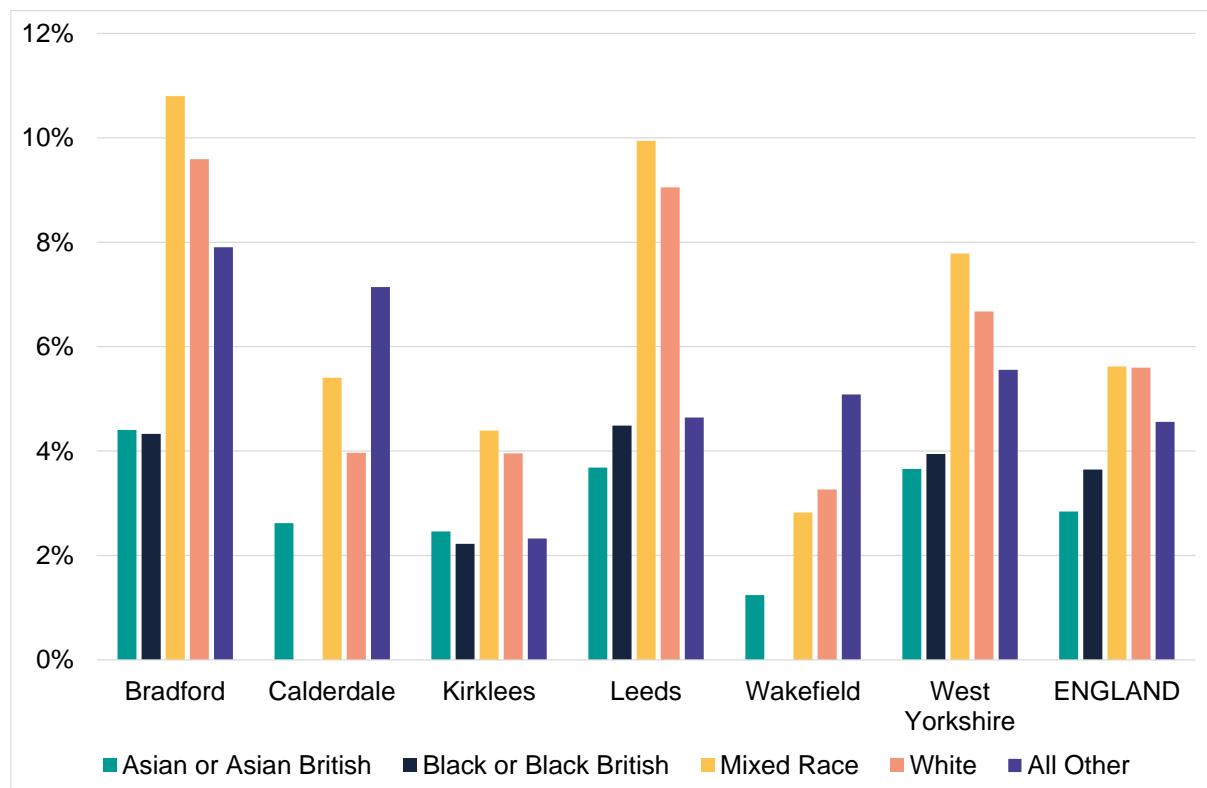
Females in West Yorkshire are less likely than males to become NEET (or activity not known) at age 16 and 17 (the ages at which local authorities have a statutory duty to track and support young people). Five per cent of females fall into this category compared with 7% of males. Nonetheless, almost 40% of all NEETs are female, around 1,200 young women in absolute terms. The prevalence of NEET females in West Yorkshire is similar to the national average but this disguises important variations at local authority level, ranging from a female NEET / not known rate of 7% in Leeds to rates of less than 3% in Calderdale and Kirklees. Historically more women than men have been NEET but over time this gender gap has disappeared due to a decrease in the number of young women who are inactive because they are looking after their family or their home³³. Seventy-three per cent of teenage mothers in West Yorkshire are recorded as NEET.

Ethnicity

Young people from the Mixed-Race ethnic group are most likely to have NEET or not known status during academic year 12/13, at just under 8% of this cohort in West Yorkshire, according to the latest figures available.

³³ Commons Library, [Why has the NEET gender gap disappeared?](#) (2017)

Figure 24: Proportion of year 12/13 cohort who are NEET / not known by ethnic group



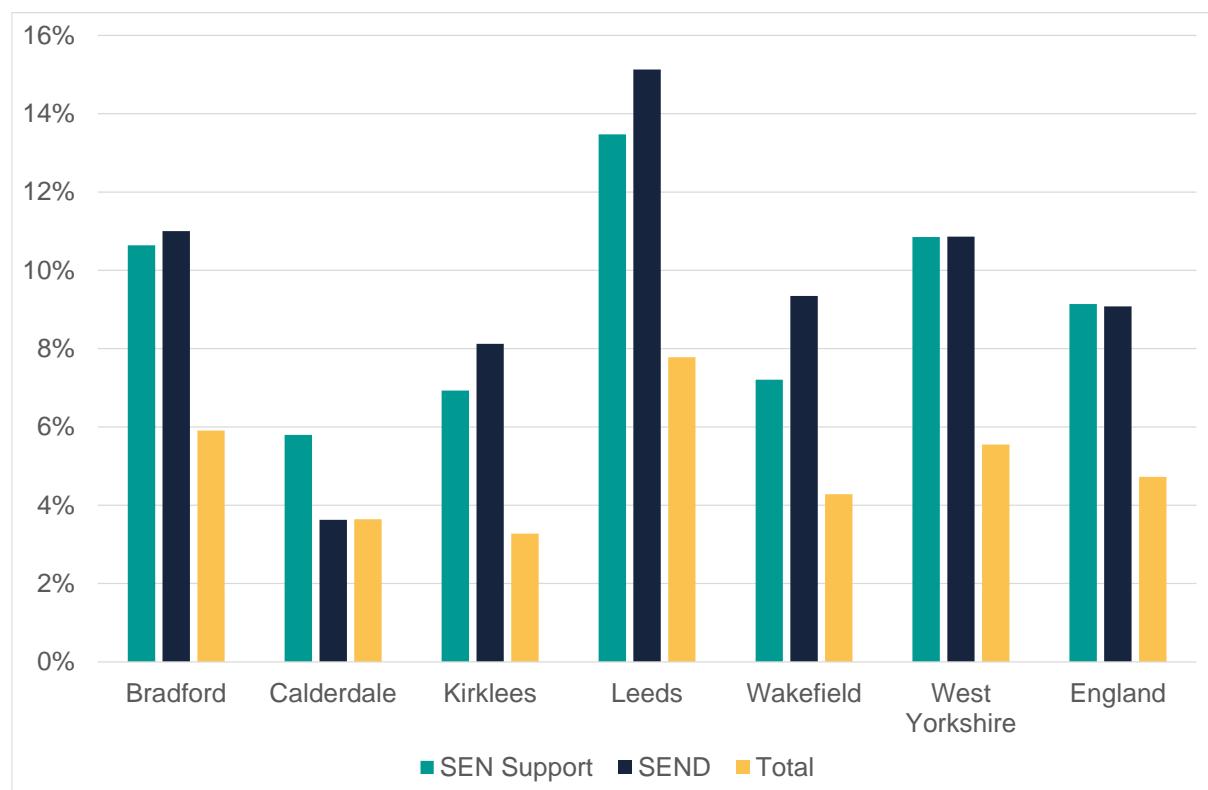
Source: National Client Caseload Information System (NCCIS)

Around 7% of young people from the White group are NEET / not known – the second highest prevalence. Less than 4% each of Asian / Asian British and Black / Black British cohorts are recorded as NEET. This broad pattern is similar to the national average, although the specific proportions are lower, reflecting the lower overall NEET / not known prevalence at national level.

Special educational needs and disabilities (SEND)

Young people in receipt of SEN Support or classified as having Special Educational Needs and Disabilities (and have an Education, Health and Care plan) - are each twice as likely as the average to be NEET or have not known status. More than 10% of each of these cohorts is affected compared with around 5% of the overall cohort.

Figure 25: Proportion of year 12/13 cohort who are NEET / not known by SEN status



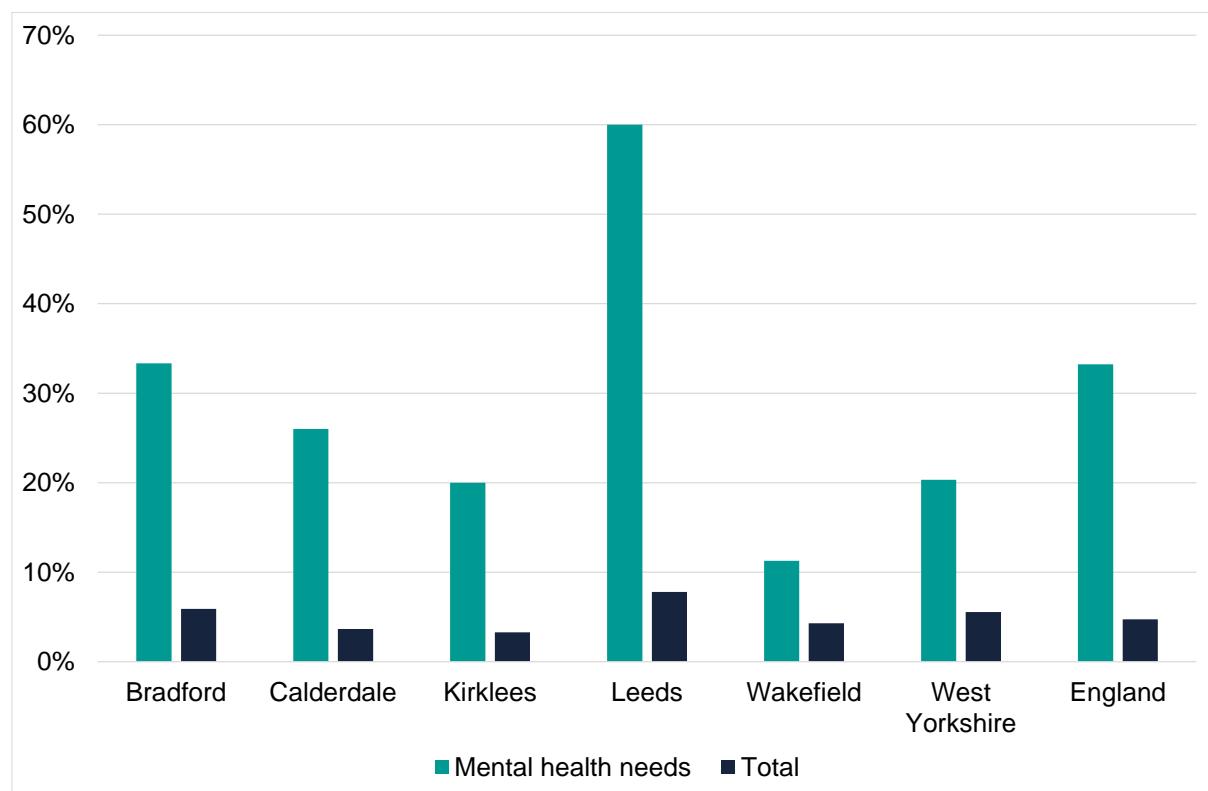
Source: National Client Caseload Information System (NCCIS)

This pattern is broadly consistent across local authorities and reflects the picture at national level.

Mental health

Young people with mental health needs have a very high likelihood of being NEET. This includes people who suffer with depression, anxiety, a phobia and panic attacks. Across West Yorkshire around a fifth of the year 12 /13 cohort with mental health needs were recorded as NEET or not known in 2021/22.

Figure 26: Proportion of year 12/13 cohort who are NEET / not known by mental health need



Source: National Client Caseload Information System (NCCIS)

This proportion rises to more than a third at national level and 60% within Leeds local authority area.

4 Empowering our communities, towns and cities to thrive

The Combined Authority's aim is to work with its partners to develop well-connected neighbourhoods which support inclusive growth with good quality homes, in places where people want to live.

4.1 Housing

Key points

- With relatively low incomes disabled people and people from ethnic minorities face issues around housing affordability.
- People from ethnic minority groups typically spend a higher proportion of their income on housing.
- People from the White British group are more likely to own their home than ethnic minority groups combined.
- Disabled people are much less likely to own their own home and are much more likely to live in rented social housing.
- A majority of people in poverty are unable to afford benchmark rental or dwelling costs.

In the full indicator report we consider a number of housing related indicators, including the overall supply of housing, energy efficiency of housing, rental costs and housing affordability. In the following section we apply an equality lens to these issues but also review other salient housing-related outcomes. The full indicator report shows that the pandemic has had a substantial effect on housing in West Yorkshire, with continuing ramifications for housing supply, affordability and rental prices.

Ethnicity

Housing affordability measures are not available for different ethnic groups. However, national data³⁴ are available to show that ethnic minority groups typically spend more of their income on housing costs.

In 2015 to 2017, among households that owned their own home, those from the Pakistani ethnic group spent 20% of their weekly income on mortgage payments, while White British households spent 17%. People from the Black Caribbean group spent 22% of their income on housing.

On average, White British households that rented their home spent 30% of their weekly income on rent payments. Most, but not all ethnic minority groups, spent a higher proportion than the White British group, including Pakistani and Indian (both 33%), Black Caribbean (34%) and Black African (39%).

White British households are more likely to own their own homes than all ethnic minority households combined³⁵. In Yorkshire and the Humber 66% of White British households own their own homes compared with a figure of only 44% for all other groups combined. In every

³⁴ [Ethnicity facts and figures: spending on rent and mortgages](#) (2021)

³⁵ [Home ownership - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#) (2020)

income band except for the lowest, White British households were more likely to be homeowners.

Disability

Affordability of housing from the point of view of purchasing a home or meeting rental costs is clearly a particular issue for disabled people, since their median earnings are significantly lower than for disabled people (cross reference). There is a similar impact on their ability to afford rental prices.

Disabled people also face a distinctive situation around other housing outcomes³⁶:

- Disabled people are less likely to own their own home, with 42% owning their own home compared with 53% of non-disabled people.
- Disabled people with severe or specific learning difficulties are least likely to own their own home (4%).
- Disabled people rely to a much greater extent on rented social housing, at 24% versus a figure of only 8% for non-disabled people. Disabled people with mental illness or other nervous disorders, or those with epilepsy were most likely to rent social housing (34.9% and 36.0% respectively).

Deprivation

A study³⁷ commissioned by the Leeds City Region LEP found that there are significant problems of housing affordability for disadvantaged groups.

A key finding is that 60% of households in poverty in West Yorkshire (households with an income of less than 60% of the national median) cannot afford a rent of £500 pcm and 66% cannot afford a dwelling costing £100,000. Even when they contain at least one earner, 37% of households in poverty could not afford a rent of £500 pcm and 45% could not afford to buy a dwelling costing £100,000.

45% of private renters now claim local housing allowance, and in some areas but for many, housing

benefit doesn't cover the cost of their rent. Local housing allowance is meant to cover the cheapest 30% of rents in each area. However, analysis suggests that it now fails to cover the cost of a modest two-bedroom home in 67% of areas in England³⁸.

³⁶ [Disability and housing, UK - Office for National Statistics \(ons.gov.uk\)](#)

³⁷ Centre for Regional Economic and Social Research, [Leeds City Region Housing Affordability and Need Study \(2020\)](#)

³⁸ Shelter, [Denied the right to a safe home](#) (2021)

4.2 Fuel poverty

Key points

- Households in the private rented sector are most likely to be in fuel poverty, mainly due to low median incomes. The prevalence of fuel poverty among households in social housing is lower due to the better energy efficiency of dwellings in this sector.
- Single parent households have the highest prevalence of fuel poverty of any household type.
- Ethnic minority households have a greater risk of being in fuel poverty due to low incomes but their fuel poverty gap tends to be lower as a result of a greater likelihood of living in fuel efficient social housing.
- Fuel poverty rates in England are typically higher amongst households containing disabled people. The impairment or condition of a disabled person can often affect their energy needs.
- Households in the most deprived neighbourhoods are 50% more likely to be in fuel poverty.

The latest official figures relating to fuel poverty are for 2020. They underestimate the prevalence and impact of fuel poverty to a considerable extent as they pre-date the current energy price crisis. But they are still useful as an indicator of the groups that are most exposed to fuel poverty.

Fuel poverty in England is measured using the Low Income Low Energy Efficiency (LILEE) indicator. A household is considered to be fuel poor if:

- They are living in a property with a fuel poverty energy efficiency rating of band D or below*
- When they spend the required amount to heat their home, they are left with a residual income below the official poverty line.*

Fuel poverty is measured based on required energy bills rather than actual spending. This ensures that those households who have low energy bills simply because they actively limit their use of energy at home, for example, by not heating their home, are not overlooked.

The full indicator report finds that around 176,000 households in West Yorkshire (18% of all households) are in fuel poverty, a prevalence that is above the national average (13%). This shows that West Yorkshire is relatively poorly positioned to cope with the current energy price crisis.

According to national figures³⁹, households in the private rented sector are twice as likely as the average (25% versus 13%) to be in fuel poverty, due primarily to low median incomes. In the social housing sector the prevalence of fuel poverty is lower but still above average at 19%, because of better levels of energy efficiency than in the private rented sector. Owner occupiers have the lowest level of fuel poverty reflecting their higher median incomes. Nonetheless, two-fifths of fuel poor households are owner occupied.

³⁹ Department for Business, Energy and Industrial Strategy, [Annual Fuel Poverty Statistics in England, 2022 \(2020 data\)](#), (2022)

Households where the HRP⁴⁰ is a full-time student or unemployed have high likelihoods of being in fuel poverty, with rates of 40% and 36%, each more than double the overall national average.

Single parent households

Single parent households have consistently had the highest proportion of households in fuel poverty. In 2020, 27% of single parent households were fuel poor due to their considerably lower median income. This group has a low average fuel gap⁴¹ (of £170) due to a high energy efficiency rating linked to social housing.

Ethnicity

National figures show that a higher proportion of households with an ethnic minority HRP were in fuel poverty, at 19% compared with 13% for households with a white HRP. Households with a white HRP had a higher average fuel poverty gap of £223 compared with £171 for ethnic minority households.

Ethnic minority households have a higher likelihood of fuel poverty partly because their median income is lower than for white households. However, a higher proportion of ethnic minority households live in social housing with better energy efficiency, which helps to explain the lower average gap.

Disability

Fuel poverty is a key issue for disabled people. People with disabilities often have extra energy needs, resulting in more use of power. Over a third of disabled adults say that their impairment or condition has a significant effect on their energy costs. This includes needing more energy to keep heating on for medical reasons or using electricity for equipment.

Fuel poverty rates in England are typically higher amongst households containing disabled people. According to one estimate⁴² (dating from well before the current crisis) there were 900,000 households with a disabled person in England living in fuel poverty. Research⁴³ also shows that:

- High levels of fuel poverty are found amongst single disabled people of working age
- A greater proportion of households containing disabled people are on prepayment meters compared to other households.

Deprivation

Households in deprived areas are at greater risk of being affected by fuel poverty.

Local figures are not available but according to one national study⁴⁴, around 20% of households in deprived neighbourhoods were in fuel poverty in 2020 compared with an overall average of 13%. It is also found that deprived neighbourhoods had experienced a sharper rise in fuel poverty in recent years. Since the prevalence of fuel poverty in West

⁴⁰ Household reference person - the person in whose name the dwelling is owned or rented or who is otherwise responsible for the accommodation.

⁴¹ The average fuel poverty gap represents the reduction in fuel costs needed for a household to not be in fuel poverty.

⁴² Scope, [Out in the Cold](#) (2018)

⁴³ [Justice, fuel poverty and disabled people in England](#) (2015)

⁴⁴ Oxford Consultants for Social Inclusion, [Child maintenance and fuel poverty in 'left behind' neighbourhoods](#) (2022)

Yorkshire is higher than nationally it is likely that its deprived neighbourhoods are also more acutely affected.

Another potential driver of fuel poverty and cost of living challenges is the reliance on pre-paid energy meters to supply electricity. Issues include accessing credit (as you are required to physically access places to top up); fewer available tariffs leading to potentially higher costs; daily standing charges even when no electricity is used leading to a potential backlog in costs; and risks of periodic power outs when credit runs out. Households in deprived neighbourhoods are around twice as likely to rely on pre-paid electricity meters as all households.

5 Championing culture, sport and creativity

Engagement in cultural, sport and creative activities transforms the lives of individuals, communities and place, playing a key role in delivering a stronger economy and more inclusive communities. A key indicator in State of the Region is the number of West Yorkshire people employed in these activities. Equality, diversity and inclusion is a key challenge for these industries and is examined below.

5.1 Employment in cultural, sport and creative activities

Key points

- Females are under-represented in these sectors; they also face an acute gender pay gap. People from ethnic minorities have an employment representation that is in line with the wider economy but this may reflect the influence of London as an employment centre.
- Disabled people also have an employment representation that is in line with the wider economy and face a pay gap of a similar size to the disability pay gap for the UK economy.
- People from lower socio-economic backgrounds are heavily under-represented within the sector and are much less likely to occupy senior roles.

One key issue is that some of the DCMS sectors⁴⁵, including creative and cultural activities, are disproportionately concentrated in London, which has a highly diverse population. This tends to skew the diversity profile of the workforce figures at national level and is therefore likely to conceal diversity issues at regional and sub-regional levels.

Women and girls

National data show that females are under-represented across the DCMS sectors. In 2021, of the filled jobs in the DCMS Sectors (excluding Tourism), fewer than half (44.5%) were held by women, compared with 48% of the wider UK workforce. The representation of women is particularly low in the Digital sector (30%) and Creative Industries (38%) but is higher in Sport (46%) and the Cultural Sector (50%).

Estimates also show that median hourly pay in the DCMS sectors (excluding Tourism) is 16% higher than for the wider UK economy; however, the gender pay gap is greater. At the median, for every £1.00 earned by a man in the DCMS Sectors (excluding Tourism), a woman earns £0.76, a gender pay gap of 23.9%; this is higher than 15% pay gap for the wider UK economy.

Ethnicity

The proportion of people from an ethnic minority group (excluding white minorities) employed in the DCMS sectors (excluding Tourism) is in line with the UK workforce overall, at 13% in each case. People from an ethnic minority are strongly represented in the Digital sector, accounting for 18% of total employment but they are poorly represented in Sport, with only 8% of employment. As noted above the concentration of DCMS sectors in London may serve to conceal in the figures a lack of diversity outside London.

⁴⁵ Department for Digital, Culture, Media and Sport (DCMS) has developed standard [definitions](#) of the sectors for which it has responsibility which are used as the basis for the following analysis.

Disability

Representation of disabled people in the DCMS sectors is in line with the wider UK workforce, at 15% of total employment. And representation is at a fairly consistent level across the individual sectors.

Disabled people face a pay gap. At the median, for every £1.00 earned by a non-disabled person in the DCMS Sectors (excluding Tourism), a disabled person earns £0.85 (a disability pay gap of 14.7%). This is in line with the average for the wider UK economy.

Deprivation

Analysis conducted at national level⁴⁶ shows that the creative industries face a challenge of high socio-economic inequality. This is partly due to the fact that many jobs in the sector are associated with higher level qualifications, which people from deprived neighbourhoods are less likely to hold.

- 52% of the creative industry workforce are from high socio-economic backgrounds, compared to 38% across all industries.
- Just 5% of those from working-class origins based outside of London and the South East work in a creative occupation, compared to 15% of those from privileged backgrounds living in these regions.
- Those who are degree educated and from a privileged background are 6.5 times more likely to secure a creative role than those from lower socio-economic backgrounds that are qualified only to GCSE-level or below.

People from privileged backgrounds dominate key creative roles in the sector and are also more likely to experience greater autonomy and control over their work, to have supervisory responsibility and to progress into managerial positions⁴⁷.

⁴⁶ Carey, H., O'Brien, D., and Gable, O. (2021) [Social Mobility in the Creative Economy: Rebuilding and levelling up?](#) Multiple: Creative Industries Policy and Evidence Centre and Work Advance.

⁴⁷ Carey, H., Florisson, R., O'Brien, D. and Lee, N. (2020) [Getting in and getting on: Class, participation and job quality in the UK's creative industries](#). Multiple: Creative Industries Policy and Evidence Centre, University of Edinburgh and Work Advance.

6 Creating an accessible, clean and customer-focused transport system

In creating an effective transport infrastructure to connect our communities, it is important to take account of the distinctive needs of different groups within those communities.

6.1 Access inequality ratio

The access inequality ratio compares accessibility of jobs by bus with accessibility by private car from deprived neighbourhoods. The nature of this indicator means that it is not possible to provide a breakdown by the various groups under consideration here. However, we can draw certain inferences:

- People from an ethnic minority group are more likely to be affected by access inequality because people from these groups are disproportionately represented in deprived neighbourhoods. They are also less likely to have access to a car and people from Black and Mixed ethnic groups travel by bus more frequently than other groups (see below).
- People with a mobility issue are more likely to travel by bus, when they travel by public transport.
- Females are more likely to be affected by access inequality because they are more likely to part of a household that does not have access to a car, they are more likely to be a non-driver⁴⁸ and they are also more likely to be reliant on bus services (see below).

6.2 Mode share

Key points

- Adults from an ethnic minority group are more likely than the White group to live in a household without access to a car / van.
- People from the White ethnic group travel by car more frequently than other ethnic groups.
- People from Black and Mixed ethnic groups travel by local bus more frequently than other groups.
- People with a mobility difficulty make less use of the public transport system than those without a difficulty. They make a greater proportion of their trips via bus rather than rail when compared with people without a mobility difficulty.
- People on a low income are less likely to have access to a car; the low-income group also make three times as many trips by bus as people on a high income.

The travel behaviour and travel needs of the groups under consideration in this analysis are distinctive. This is clear from national data⁴⁹ relating to mode share, although data are not available to show these differences at West Yorkshire level.

Ethnicity

In most ethnic minority groups a higher proportion of adults live in households without access to a car or a van than is the case for the White group. For example, whereas only 17% of White adults live in a household without access to a car / van, the proportion

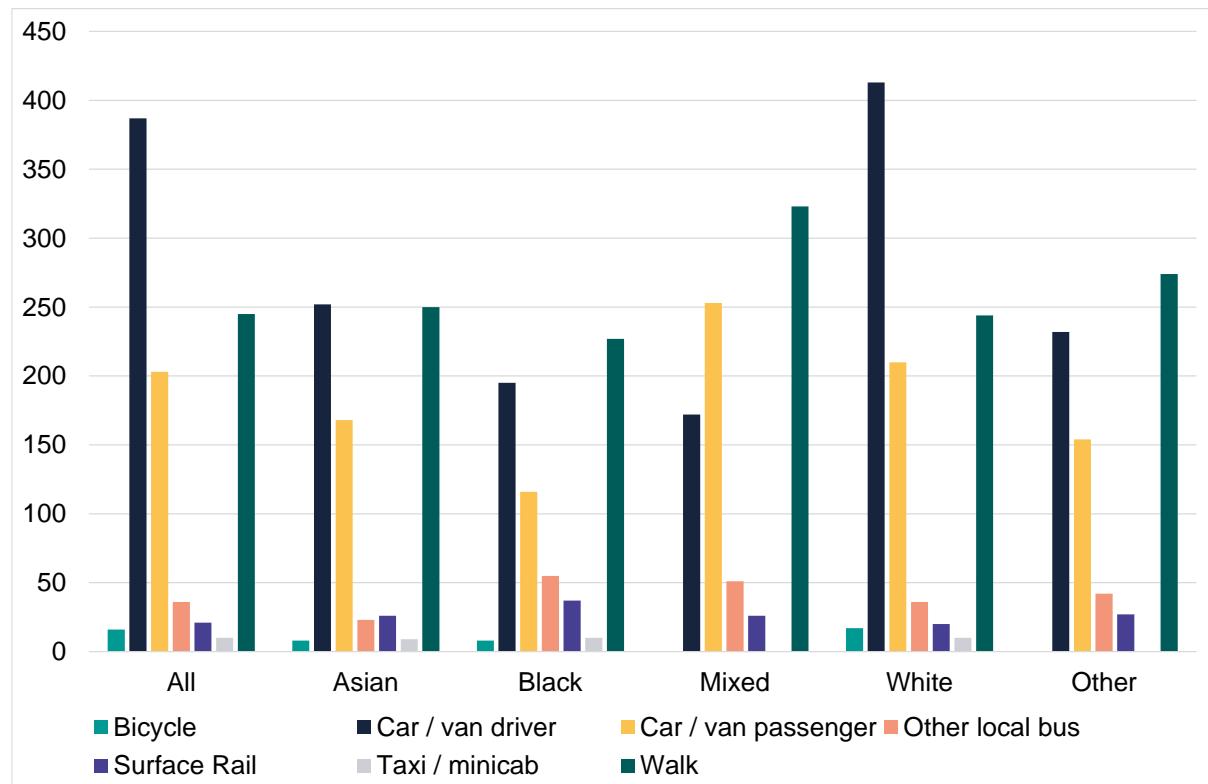
⁴⁸ Department for Transport, [Adult personal car access by gender: England, Table NTS0206](#), 2020

⁴⁹ This analysis is based on the National Travel Survey 2019. This provides consistency with the mode share analysis contained in the full indicator report and covers a period that was not disrupted by the pandemic.

increases to 22% for Asian / Asian British and 39% for Black / African / Caribbean / Black British groups.

The average number of trips made by car, either as driver or passenger, is higher for the White group than for all ethnic minority groups (with one exception: people from the Mixed group have a higher average for trips made as a car passenger).

Figure 27: Average number of trips made per person per year, by ethnicity and mode of transport



Source: National Travel Survey⁵⁰

People from the Black and Mixed groups made the highest average number of trips by Local bus at 55 and 51 per annum respectively, compared with a figure of 36 for the White group and an average for all ethnic groups of 36. People from the Black group also make a high average number of trips by Rail, at 37 per annum compared with an average for all groups of 21. People from the Asian group make relatively few trips by local bus (an average of 23 per annum) but make an average of 26 trips per annum by Rail, slightly above the average.

Members of the Asian and Mixed group both make a higher average number of walking trips than the White group, whilst the Black group make fewer walking trips on average. Cycling trips are very low across all ethnic groups.

Disability

Nine per cent of adults in England report having a mobility difficulty. The proportion of those reporting a disability increases with age, with just 4% in the 16-49 age group reporting a mobility disability, a percentage that increases to 26% for people aged 79 and over. Adults

⁵⁰ Cited at [Travel by distance, trips, type of transport and purpose - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/government/statistics/travel-by-distance-trips-type-of-transport-and-purpose)

with a mobility difficulty make 38% fewer trips than those with no mobility difficulty, and travel just 46% of the distance travelled by the latter.

Adults with mobility difficulties undertook 26% fewer trips by public transport than those with no mobility difficulties^{Error! Bookmark not defined.}. They are more reliant on trips by taxi and trips as car passengers.

In terms of public transport use, people with a mobility difficulty are more likely to use the bus and less likely to use rail.

Deprivation

Lower income households travel less overall. On average, people in the lowest income quintile make 10% fewer trips than the average population and travelled a distance 36% shorter⁵¹.

Car availability is the most important factor affecting travel, and this is strongly related to income. 45% of households in the lowest income quintile do not have access to a car, compared to 14% of those in the highest income quintile

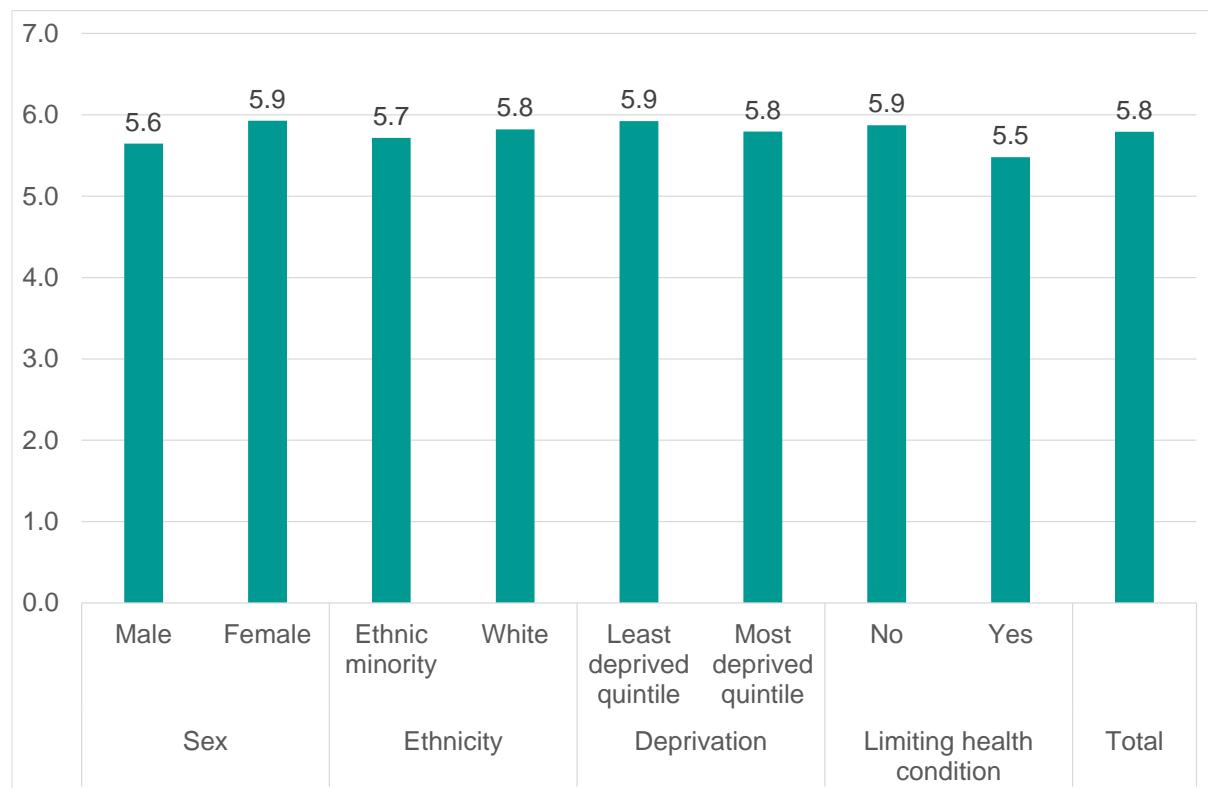
People in the lowest income quintile make treble the number of bus trips of those in the highest income quintile. Conversely, rail trips increase with income, with those in the highest quintile making 3.6 times as many trips as those in the lowest income quintile. This is partly because commuters to London account for a considerable proportion of rail trips by the highest income group.

6.3 Satisfaction with highway infrastructure

Satisfaction with transport infrastructure, is a key measure of performance and of public perceptions. The full indicator report finds that overall satisfaction with highway infrastructure remains relatively low, at 5.8 (out of 10), the same score as in 2020/21.

⁵¹ Source: National Travel Survey. Table NTS0705

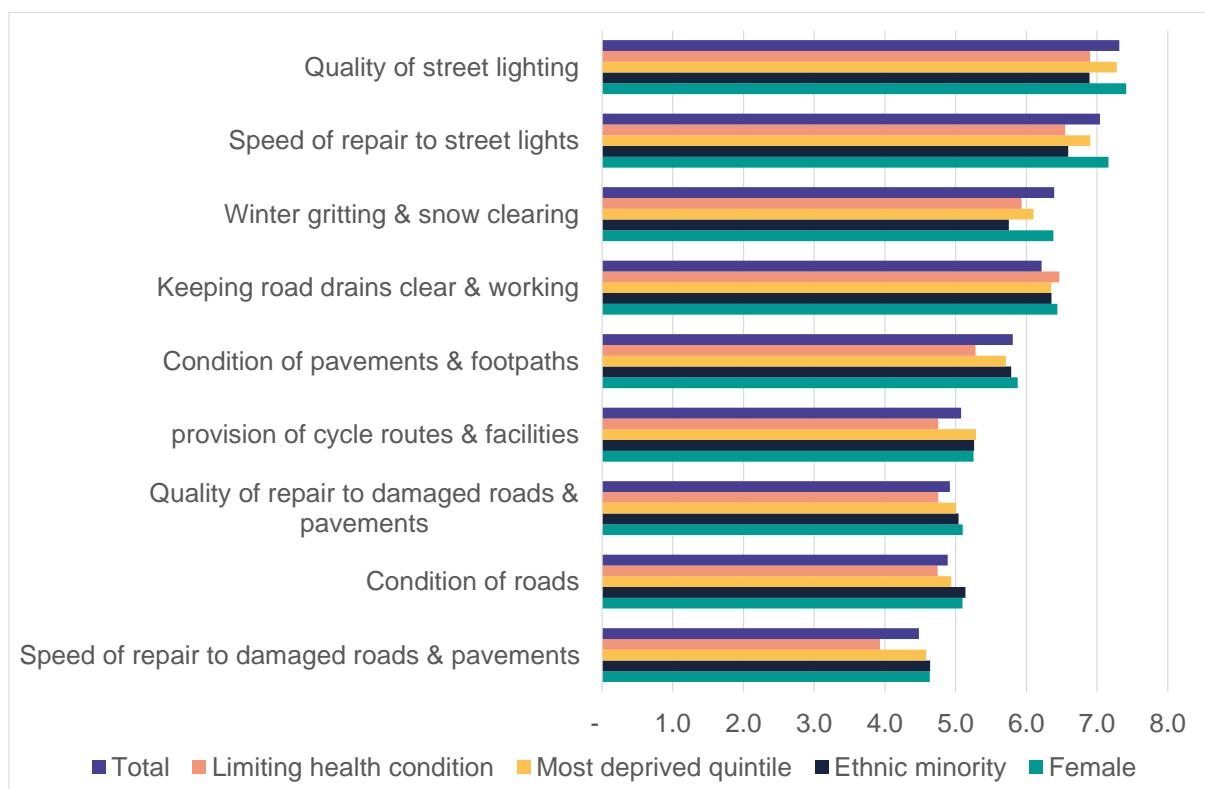
Figure 28: Satisfaction with highway infrastructure by key group, West Yorkshire



Source: *West Yorkshire Residents Perceptions of Transport Survey, 2021/22*

Overall satisfaction with highway infrastructure is similar across the different groups of interest. The only slight differences are that females register a slightly higher satisfaction rating than males and people with a limiting health condition record a lower satisfaction rating than those without such a condition.

Figure 29: Scores for components of the highway infrastructure satisfaction by key group, West Yorkshire



Source: *West Yorkshire Residents Perceptions of Transport Survey, 2021/22*

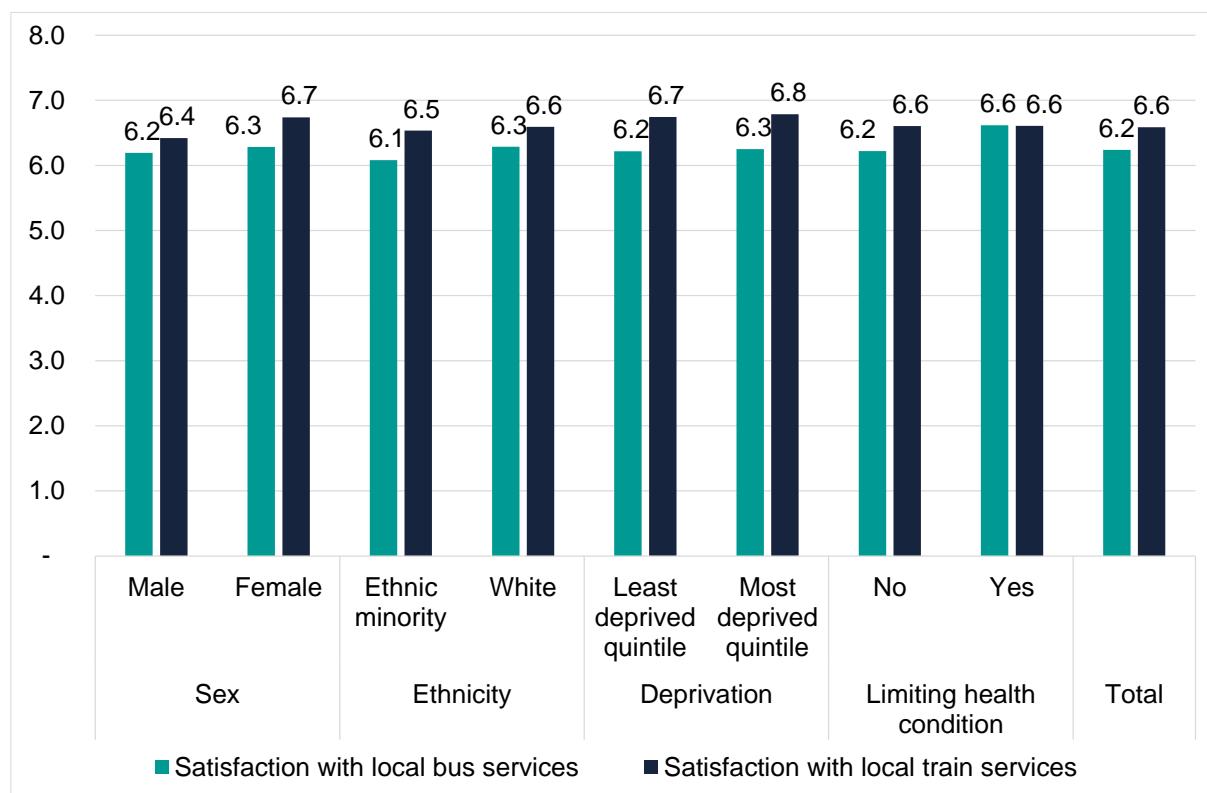
Scores for the individual indicators that make up the highway infrastructure satisfaction composite measure are also similar across the groups, although females give scores that are consistently slightly above the average for all responses, whilst people with a limiting health condition give scores that are consistently lower. The hierarchy of scores is similar for all groups with condition of roads and speed of repair to roads / pavements receiving the lowest average scores in each case.

6.4 Satisfaction with public transport

The conclusion of the full indicator report is that satisfaction with local public transport in West Yorkshire is relatively high, when compared with other aspects of the transport system.

Satisfaction ratings are very similar across the population groups under consideration here and also similar to the overall average. Women give a slightly more positive rating to local train services than men, whilst people who have limiting health condition give a slightly higher satisfaction rating to local bus services than people who do not have a condition. Local train services receive a higher satisfaction rating than local bus services for all groups, except for those with a limiting health condition, for whom the scores are equal.

Figure 30: Satisfaction with local bus and train services (average score: on scale of 1 to 10)



Source: West Yorkshire Residents Perceptions of Transport Survey, 2021/22

7 Supporting community safety and accountable, proactive policing

The cross-cutting themes of Safety of Women and Girls and Equality, Diversity and Inclusion are at the heart of the West Yorkshire policy and crime plan, influencing our work in partnership, delivery, and commissioning.

These themes are backed by a range of measures. These measures are reported on a quarterly basis in the Performance Monitoring report which is presented to the West Yorkshire Police and Crime panel.

It should be noted that the wider EDI implications of policing are complex and varied, and these measures speak to just some of the considerations. The use of Stop and Search (also including disparity in the use of other police powers), the use of force, and ensuring policing understands the needs and concerns of lesser heard communities are other examples of equality, diversity and inclusion that are paramount in the Mayor's scrutiny of West Yorkshire Police.

7.1 Police officer numbers

Key Points

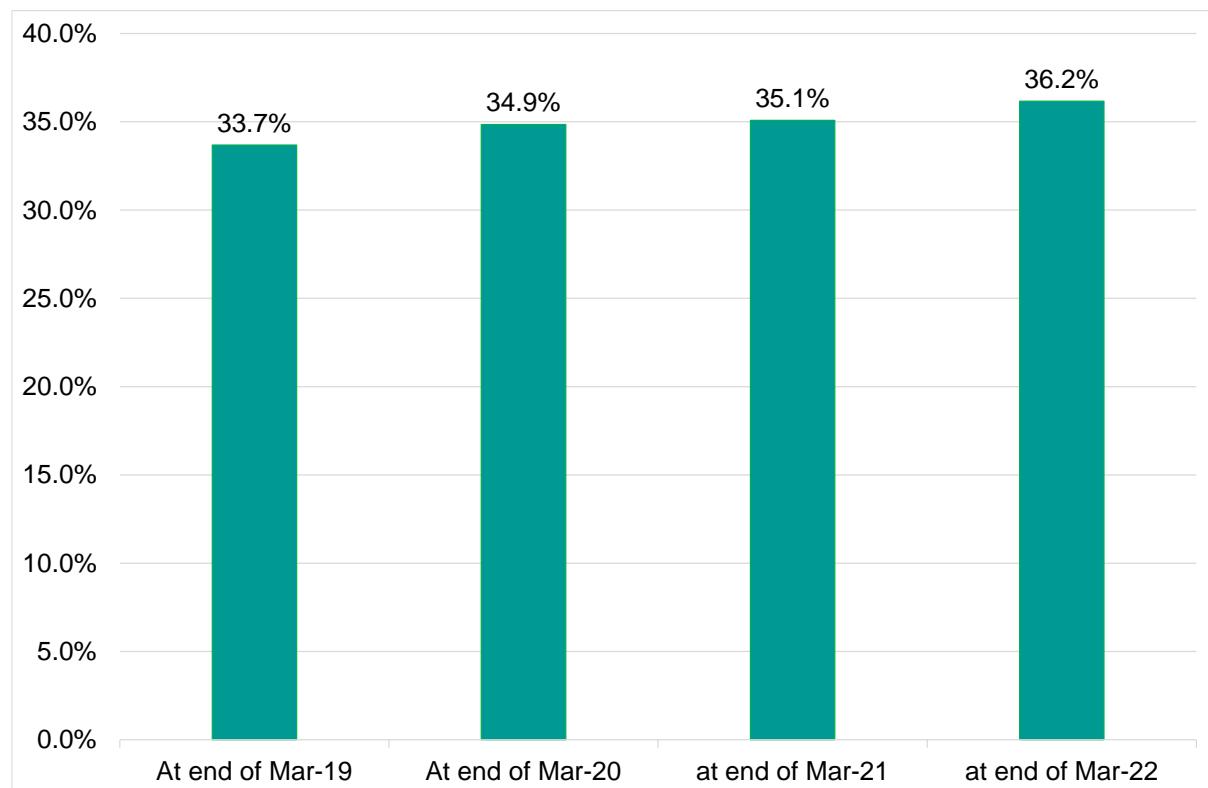
- West Yorkshire Police are among the best performing forces in relation to the attraction, recruitment and retention of female officers.
- The proportion of officers from Black, Asian, Mixed and Other ethnic minorities is also rising and the most recent figures show that the joiners rate is above the local population rate.

Increasing police officer numbers is a pledge of the Mayor and also part of the government's election promise to recruit 20,000 officers across the country. Relatedly, within the Police and Crime Plan there is a Mayoral Priority to improve police workforce representation by increasing the proportion of the police workforce from ethnic minorities and increasing the proportion of female officers.

Women and girls

The proportion of female officers in the West Yorkshire force is increasing over time, growing by 1.1 percentage points from 35.1% at the end of March 2021 to 36.2% at the end of March 2022.

Figure 31: Proportion of female officers in West Yorkshire force



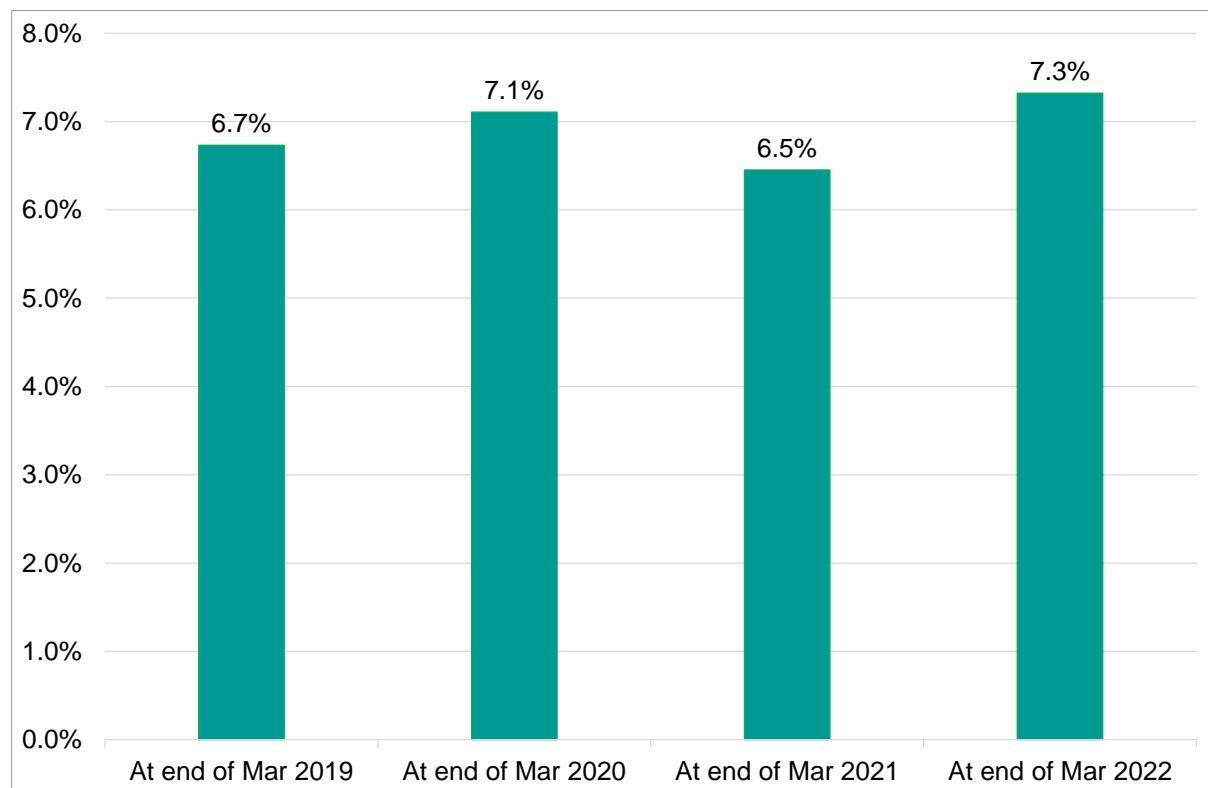
Source: Police workforce England and Wales statistics, Home Office

The attraction and recruitment of female police officers continues to improve. The Force's current position warrants the highest Home Office "Status Level One" for female representation, meaning that the representation of females within this Force is greater than the overall England and Wales rate. A Status Level One by the Home Office positions West Yorkshire Police in the group of top performing Forces. The Force also attracts the highest Level One ratings for the female officer joiner rate (meaning that the current female joiner rate is better than the rate for reported in previous years), and the Force also has the highest rating for female officer attrition which means that the proportion of females leaving the service over the past 12 months is less than the proportion of males leaving.

Ethnicity

With regard to ethnic minority representation, the proportion of Black, Asian, Mixed and Other ethnic minorities is also rising. This registered at 7.4% at the end of March 2022 compared to 6.5% at the same time in the previous year.

Figure 32: Proportion of West Yorkshire police workforce from ethnic minorities

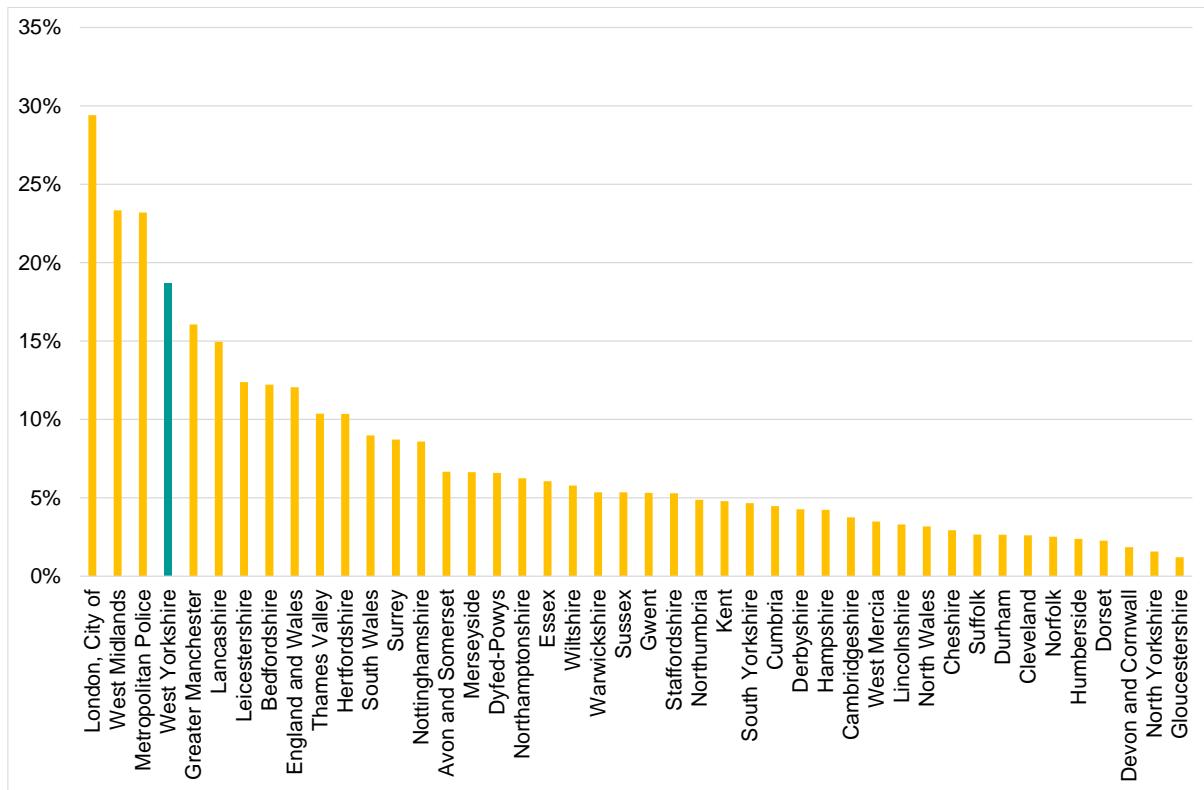


Source: *Police workforce England and Wales statistics, Home Office*

The Force continues to meet Status Level One rating for the joiner rate in relation to Ethnic Minority Officers meaning that the 12-month rolling joiner rate for Black, Asian, Mixed or Other officers is higher than the local population, whilst the latest 12-month joiner rate for ethnic minority officers is also better than the rate in previous years.

The Status Level One rating means that West Yorkshire is one of the highest performers in this area. This can be seen when comparing the joiner rate with other police forces.

Figure 33: Proportion of West Yorkshire police workforce from ethnic minorities compared with other forces



Source: Police workforce England and Wales statistics, Home Office

7.2 Safety of Women and Girls

Key Points

- Unlike other crime types, the ones that disproportionately affect women and girls have increased following the pandemic and are now above 2019/20 levels.
- Sexual offences and Domestic Abuse are still showing an increasing trend but although Child Sexual Abuse is also rising, Child Sexual Exploitation is currently on a reducing trend.
- It is important to note that some of these are underreported offence types so increases could be seen as either more offences happening or more victims having the confidence to report the offences, and vice versa if there are decreases.

The Mayor of West Yorkshire was elected on a pledge to put Women and Girls at the centre of the Police and Crime plan. Each part of the Police and Crime plan shows how this pledge is being put into action. There is a recognition in policing that some crimes disproportionately affect women and girls and the Needs Assessment that was published with the Police and Crime plan showed that although many crimes were (at that time) reducing, these crime types were still rising.

In July 2021 the Government launched their policy paper on tackling violence against women and girls. This stated that crimes of violence against women and girls are many and varied. They include rape and other sexual offences, stalking, domestic abuse, 'honour-based' abuse (including female genital mutilation and forced marriage and 'honour' killings), 'revenge porn' and 'upskirting', as well as many others. While different types of violence against women and girls have their own distinct causes and impacts on victims and survivors, what these crimes share is that they disproportionately affect women and girls.

These crimes are deeply harmful, not only because of the profound effect they can have on victims, survivors and their loved ones, but also because of the impact they can have on wider society, impacting on the freedom and equality we all should value and enjoy.

At the time of writing the strategy, the government were unable to separate out crimes where the victim was female, but instead concentrated on those crimes that were known to disproportionately affect women and girls.

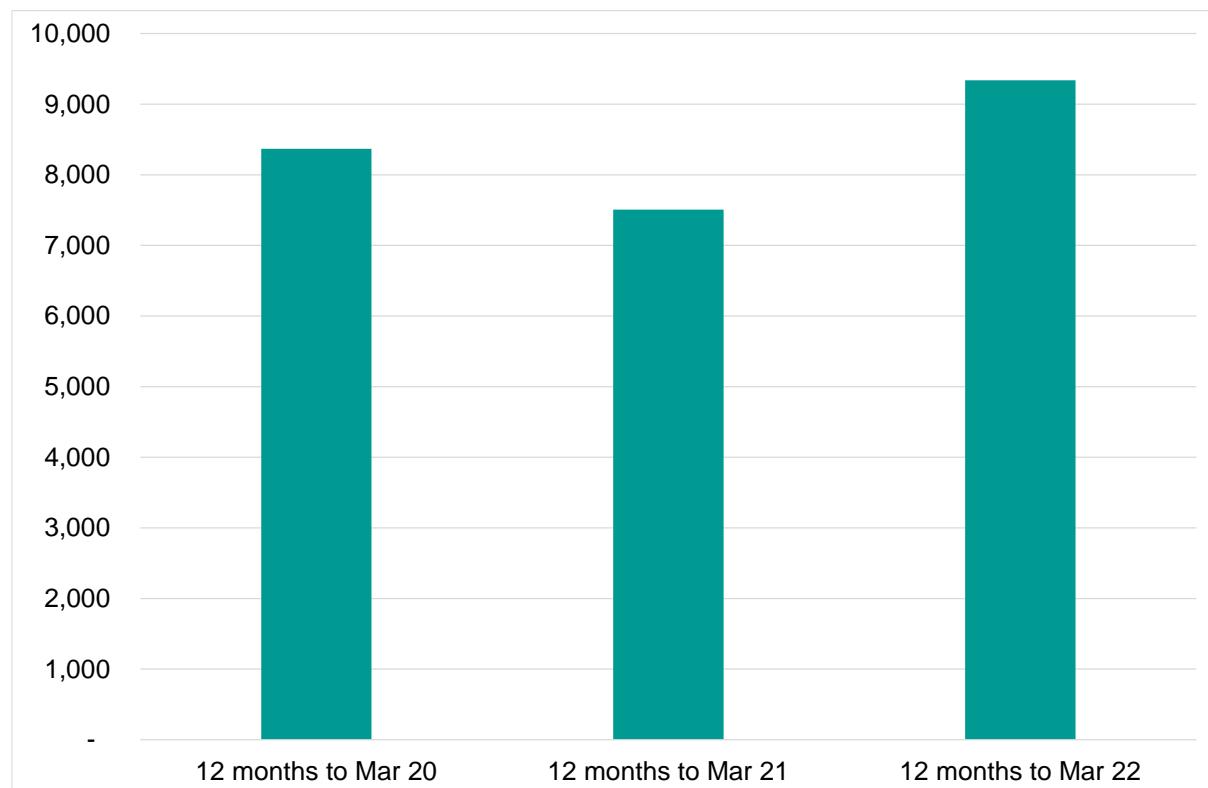
Since this time, the National Police Chiefs Council (NPCC) have produced their own strategy for dealing with Violence against Women and Girls, and each police force is contributing to this strategy.

West Yorkshire Police launched their strategy in December 2021 and is also tracking these crime types along with the measurements in the Police and Crime plan.

When looking at these different crime types we find that the current reporting mechanisms nationally do not break down to easily look at these offences, so the NPCC will be putting together a comprehensive report in November 2022 and put all these data requirements into one pot.

At the moment we can see results for sexual offences in the quarterly data set from the ONS.

Figure 34: Total Sexual Offences by year, West Yorkshire



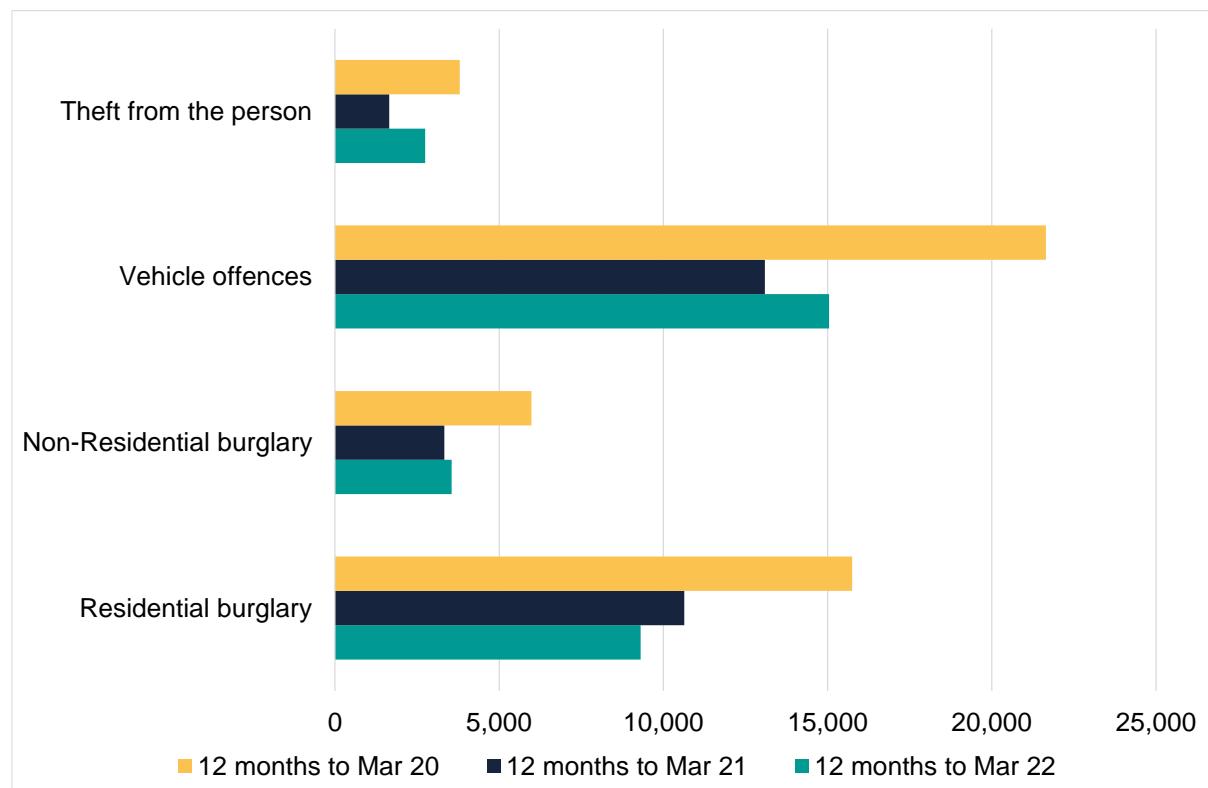
Source: Crime in England and Wales, Office for National Statistics

The total number of Sexual offences dropped between March 2020 and March 2021 reflecting other crime types which also reduced due to the lockdowns of the pandemic. But since the main release in March 2021, sexual offences have increased and now surpass the numbers for 2019/20.

It is important to be cautious when comparing the overall numbers for these crime types. It is known that these are underreported offence types so increases could be seen as either more offences happening or more victims having the confidence to report the offences, and vice versa if there are decreases. An increase in the number of offences reported could therefore be positive in this context.

This is in direct contrast with other offences which also saw a decrease during the lockdown but have not returned to previous totals.

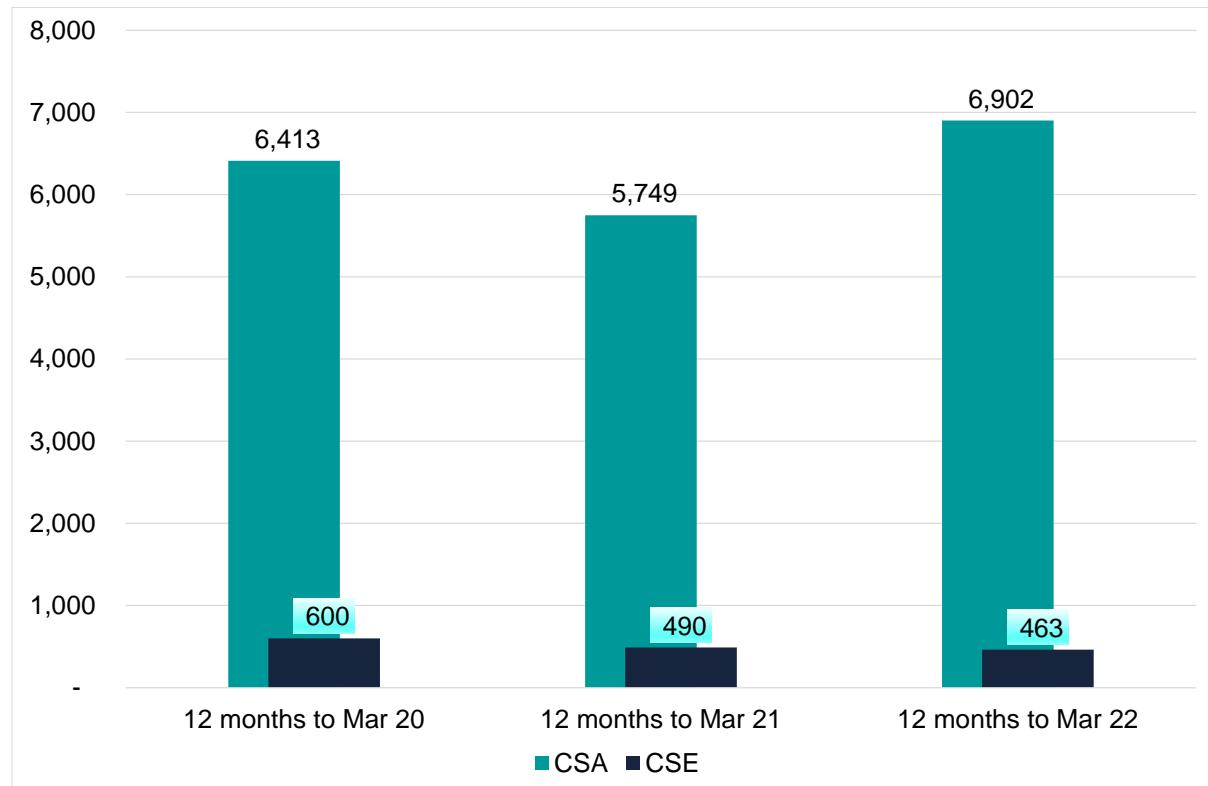
Figure 35: Other offence types by year, West Yorkshire



Source: *Crime in England and Wales*, Office for National Statistics

Linked to Sexual Abuse is Child Sexual Abuse and Child Sexual Exploitation. Over the past few years, ONS has put out experimental statistics which look at CSA and a subset of which is CSE. This shows the following.

Figure 36: Number of crimes flagged as child sexual abuse and (as a subset) crimes flagged as child sexual exploitation, West Yorkshire



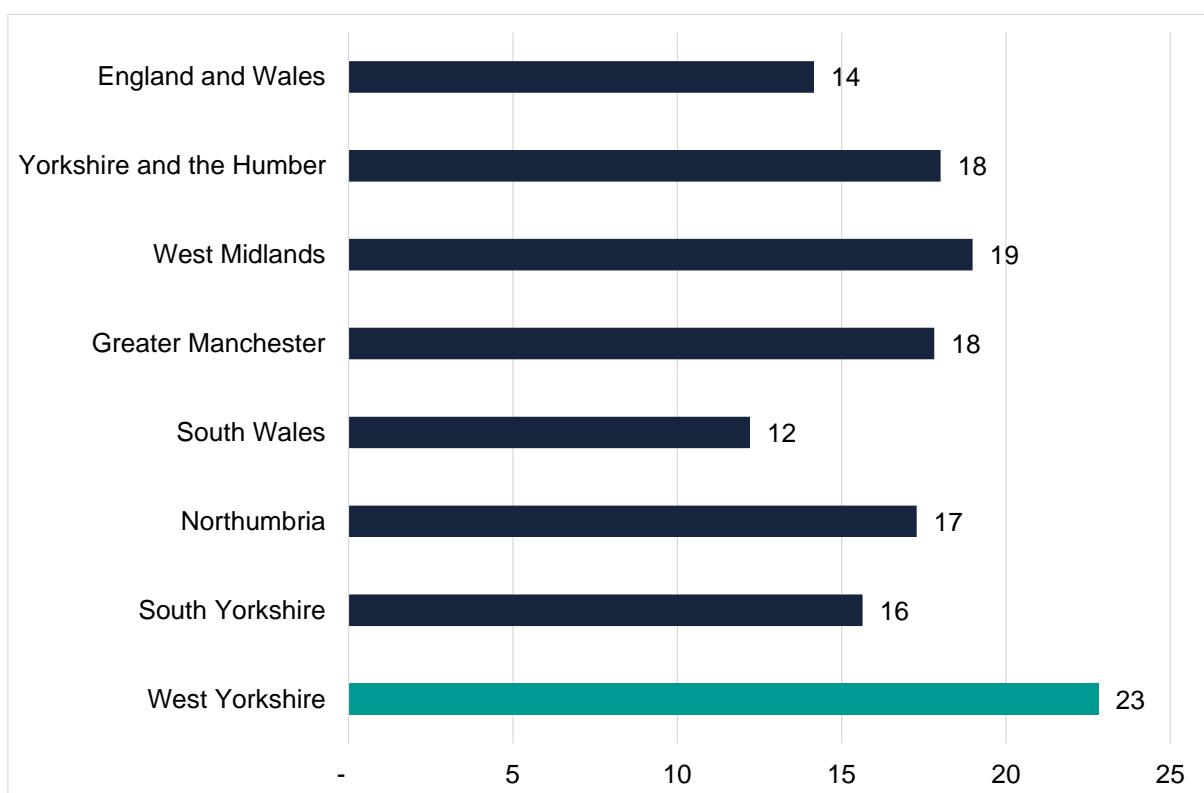
Source: *Crime in England and Wales: Other related tables*, Office for National Statistics

CSA has followed the totals of Sexual Offences with a decrease to March 2021 but an increase in year to Mar 2022 which takes it over the 2019/20 total.

CSE is currently on a reducing trend. This is from a previous high point and it is believed that this crime type will continue on this reducing trend with current CSA now the bulk of offences reported.

For domestic abuse the most recent data is that of Year to March 2021. This data is unavailable on normal quarterly reporting as it is an amalgamation of a number of offences but is the subject of yearly reporting by ONS which is released in November each year.

Figure 37: Domestic abuse-related crimes per 1,000 population by police force area, year ending March 2021



Source: *Domestic abuse in England and Wales overview: November 2021*, Office for National Statistics

More recent data is available as part of the quarterly monitoring to the Police and Crime panel, but this is only data for West Yorkshire, whereas the ONS data gives comparison across England and Wales.

The data to March 2021 shows that of comparable forces, West Yorkshire has the highest rate of Domestic Crimes and Incidents per 1,000 population.

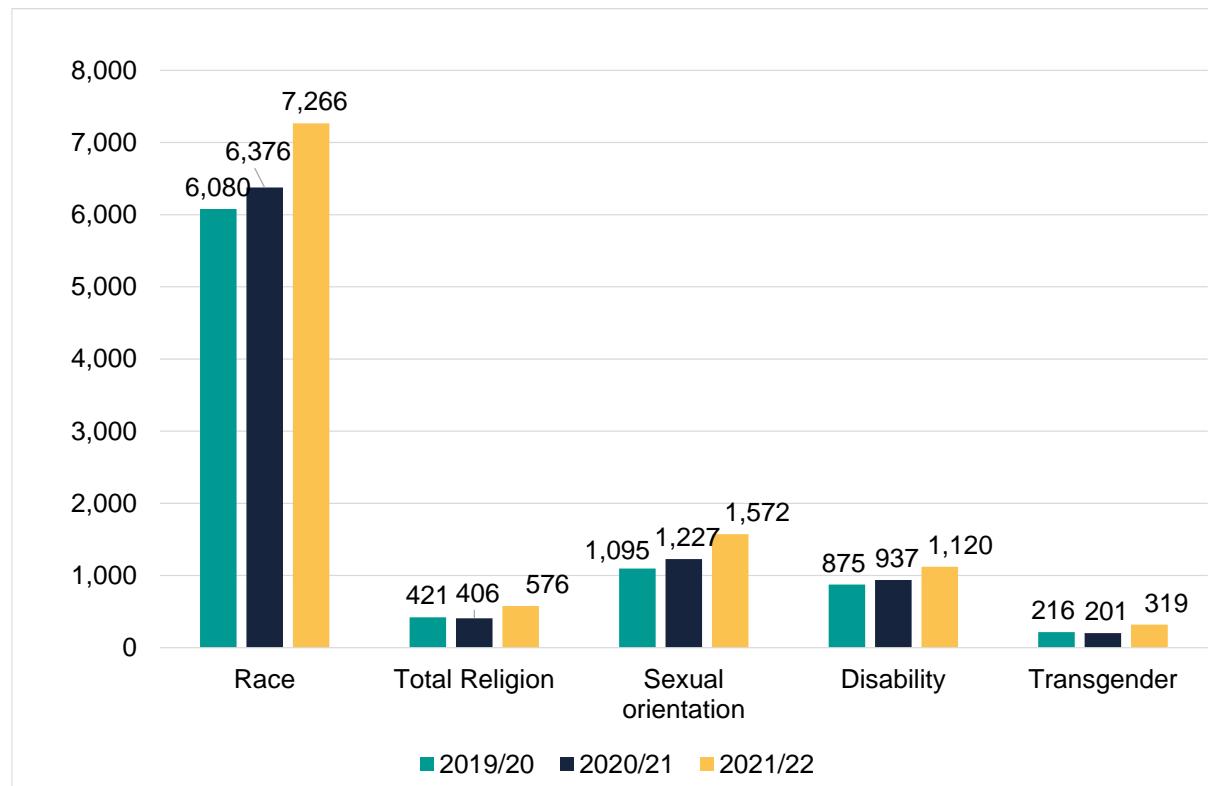
7.3 Hate Crime

Key Points

- Hate Crime is also on an increasing trend with all strands showing increased reporting.

As with other crime types we have included in this report, Hate Crime has not followed the pattern of crime seen with other crime types, but all different strands saw an increase both in comparison to 2019/20 and also to 2020/21.

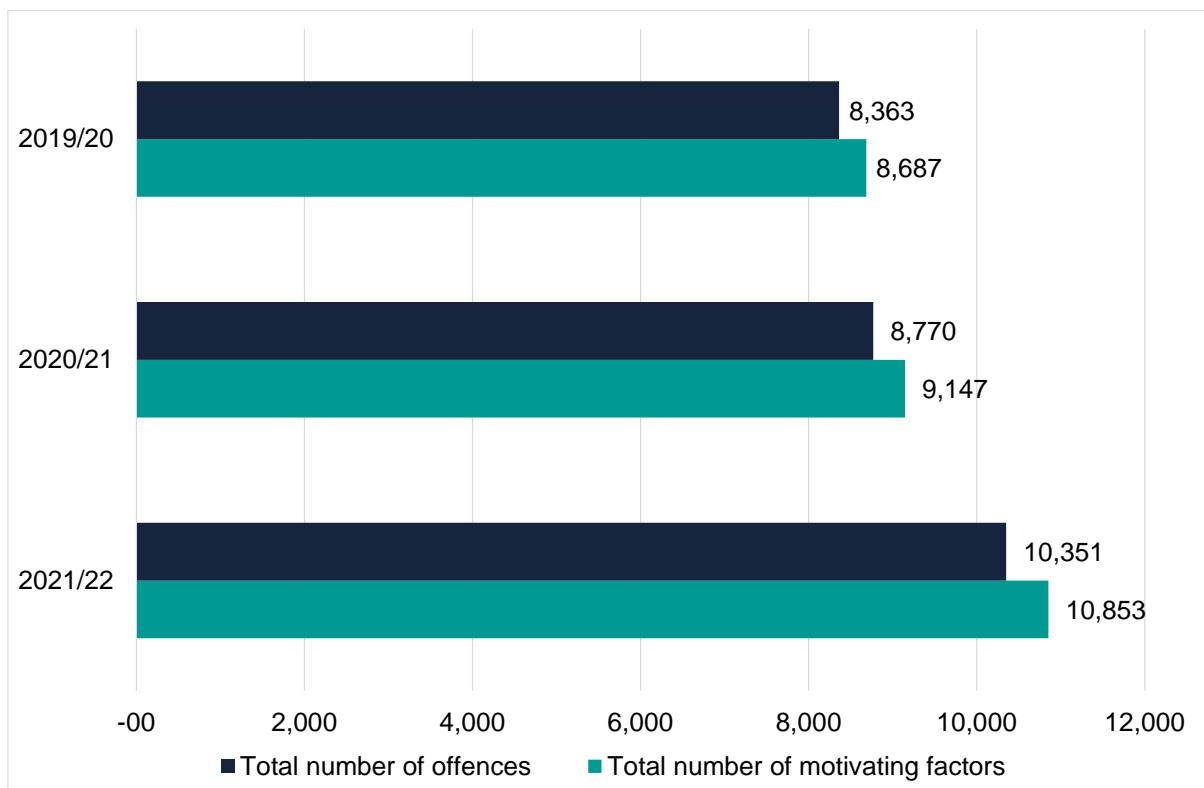
Figure 38: Hate crime offences by strand, West Yorkshire



Source: *Hate crime, England and Wales, 2021 to 2022, Home Office*

Hate Crimes can have more than one strand as a crime could be motivated by Religion and Disability (for example) so the following chart looks at the total number of the above strands and compares them with the actual number of Hate Crimes recorded.

Figure 39: Hate Crime total motivating factors vs total crimes.



Source: *Hate crime, England and Wales, 2021 to 2022, Home Office*

As well as the total number of motivating factors increasing, there is also an increase in the overall number of hate crimes.

For more information on Hate crime and other equality data on policing, please see the Equality Duty information published by West Yorkshire Police. The latest release is available on their website under <https://www.westyorkshire.police.uk/about-us/diversity-equality-and-inclusion/equality-duties-and-objectives>

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