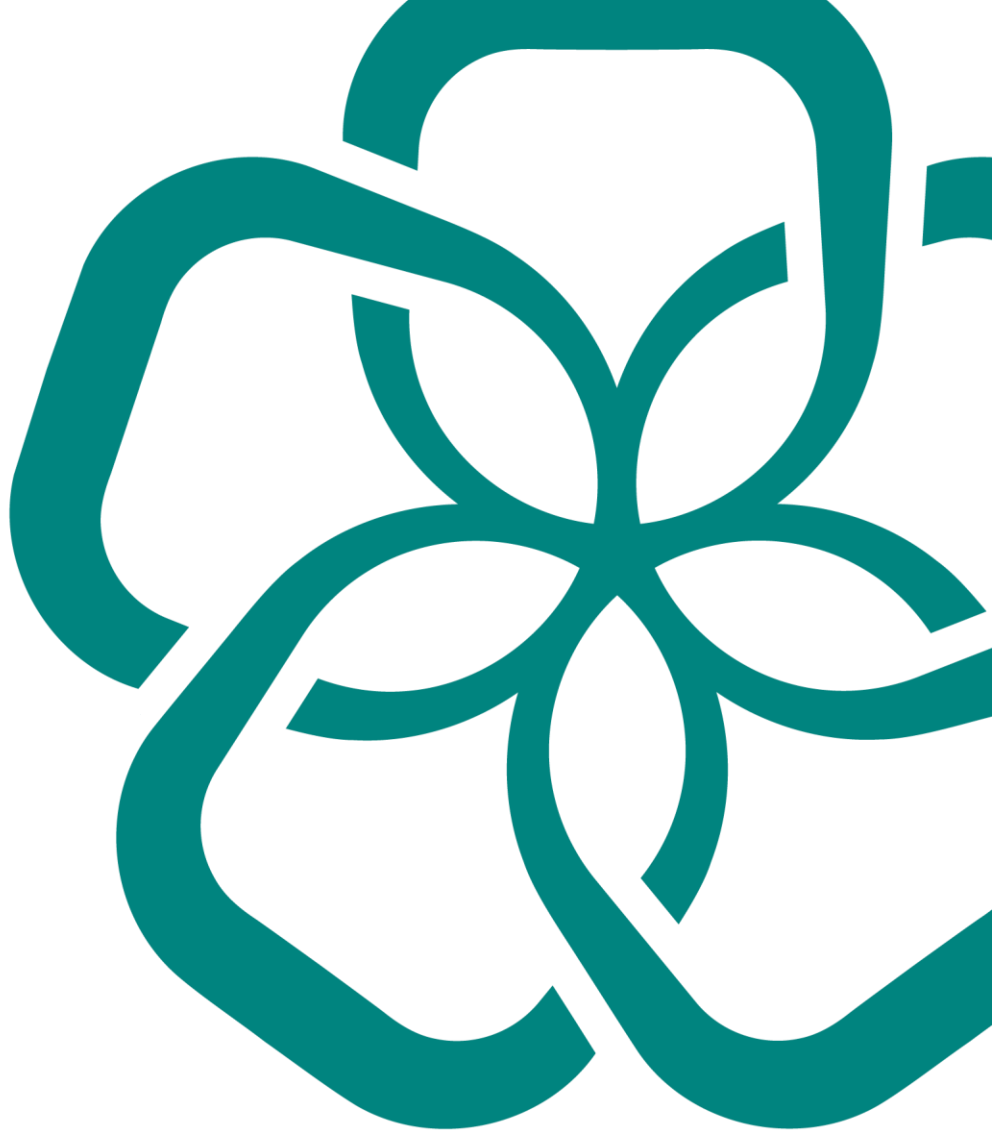




West
Yorkshire
Combined
Authority

Tracy
Brabin
Mayor of
West Yorkshire



Gender Pay Gap Report 2025

1. Introduction

West Yorkshire Combined Authority is legally required to report its gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which mandate that all public sector employers with 250 or more employees must publish gender pay gap data annually. A snapshot date of 31 March is used and this must be reported by 30 March the following year. Beyond compliance, analysing and reporting this is a critical tool for advancing the Combined Authority’s equality, diversity, and inclusion (EDI) agenda as It enables transparency, helps identify systemic inequalities, and supports targeted actions to close the gap.

The organisation is committed to eliminating both gender and ethnicity pay gaps as part of its EDI Action Plan, aligning with the ambition to be a national leader in equity and inclusion.

The pay gap reporting relates to Combined Authority employed colleagues only, and specifically excludes those employed through an agency or self-employed.

2. Gender Ratio

This data reflects the organisation as of 31st March 2025 and initially uses comparator data from the previous year, 31st March 2024. As of 31st March 2025, the Combined Authority had a total of 984 employees (917.42 Full Time Equivalent. Full Time Equivalent (FTE) is a standardised way to measure an employee’s workload or working hours in relation to a full-time schedule. One FTE equals the number of hours a full-time employee is expected to work— Full time at the Combined Authority equates to 37 hours per week. An employee working full-time is 1.0 FTE, someone working half the full-time hours is 0.5 FTE. Two part-time employees working 50% each would together equal 1.0 FTE. It’s commonly used in workforce planning, budgeting, and reporting to compare staffing levels consistently across roles and departments.

In the context of gender pay gap reporting, “full-pay relevant employees” are those who were employed on the snapshot date and received their usual full basic pay rate during the relevant pay period. This includes employees on paid leave (e.g. annual leave, paid special leave) but excludes those who were paid less than usual due to being on unpaid leave or statutory leave (e.g. maternity, paternity, sick leave). These employees are excluded from most pay gap calculations to ensure comparability and accuracy in hourly pay assessments.

	March 2025		March 2024	
	Headcount	Percentage	Headcount	Percentage
Female	557	56.61%	516	57.33%
Male	427	43.39%	384	42.67%
Total	984	100%	900	100%

The gender make-up of the Combined Authority remains broadly similar to 2024, with 56.61% of the workforce identifying as female and 43.39% identifying as male. This reflects some progress during the year towards a greater gender parity in the make up of the workforce.

3. Gender pay gap

In accordance with the gender pay gap legislation, both the mean and median pay gap figures for the Combined Authority have been calculated.

Mean pay gap Compares the average pay of female employees against the average pay of male employees and calculates the percentage difference.

Median pay gap Takes the mid earning point of female employees and compares it to the mid earning point of male employees, calculating the percentage difference.

	March 2025	March 2024
Mean gender pay gap	4.79%	3.79%
Median gender pay gap	0%	0%

The analysis demonstrates that when looking at the Combined Authority as a whole:

- Female employees earn on average 4.79% **less** than male employees
- At the middle point for earnings - female employees have parity of pay with male employees

Figures published for 2023¹ show that the median national gender pay gap for all employees stands at **14.3%**. At 4.79% the Combined Authority's pay gap is significantly lower than the national average.

The gender pay gap has increased by 1 percentage point in the mean range since the last reportable year and median has remained at zero. The increase for 2025 reporting can be traced to a short term appointment to the organisation executive team, due to commercial pressures and the inability to recruit, and the positive trend is expected to return for 2026 reporting.

If this interim appointment is removed from our calculations our mean gap for the period is 3.81% rather than 4.79%, this would reflect a marginal increase of 0.02% since 2024. The maintenance of a zero gap for median average is illustration that this increase for 2025 is not part of a broader trend of widening inequity.

The lack of any gender pay gap for median average is a pleasing continuation however as a public body, any gender pay gap is unacceptable and colleagues will be continuing efforts over the coming years to reduce the mean gender pay gap and work towards eliminating it altogether.

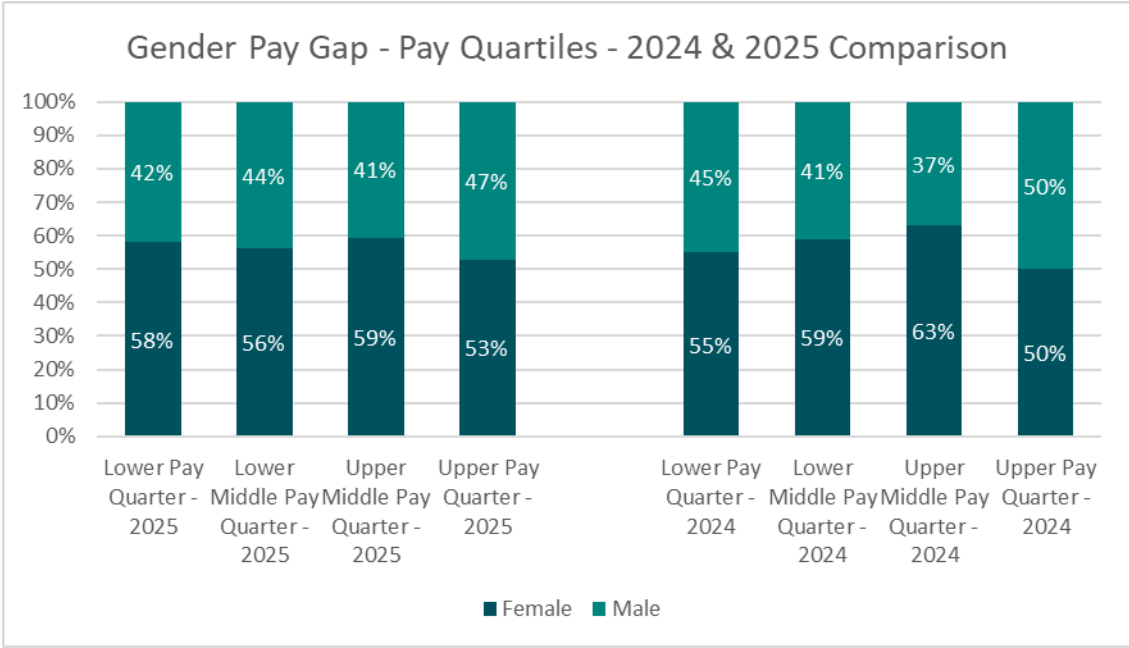
A gender pay gap can persist for several interrelated reasons, even in organisations committed to equality. Common contributing factors include:

- **Occupational segregation:** Women and men often work in different sectors or roles, with women overrepresented in lower-paid or part-time positions.
- **Progression barriers:** Women may face slower career progression due to unequal access to development opportunities, or leadership roles.
- **Caring responsibilities:** Disproportionate responsibility for unpaid care can lead women to take career breaks or work part-time, affecting long-term earnings.
- **Lack of flexible working at senior levels:** This can limit women's access to higher-paid roles if flexibility is not available beyond junior levels.
- **Cultural and systemic bias:** Unconscious bias in recruitment, promotion, and reward decisions can perpetuate inequality.

¹ Office for National statistics -

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

4. Percentage in pay quartiles by gender



Points to note:

- The middle pay quartiles have a more representative gender split in 2025 than 2024.
- The Upper pay quartile has a more representative spilt between male and female, and this has improved since 2024, although it is still short of representation of the whole organisation which is 56% female, 44% male.
- The lower pay quartile has regressed compared to 2024. Almost twice as many colleagues who joined us in lower pay quartile roles in the past year are female rather than male. These roles are across all directorates of the organization.

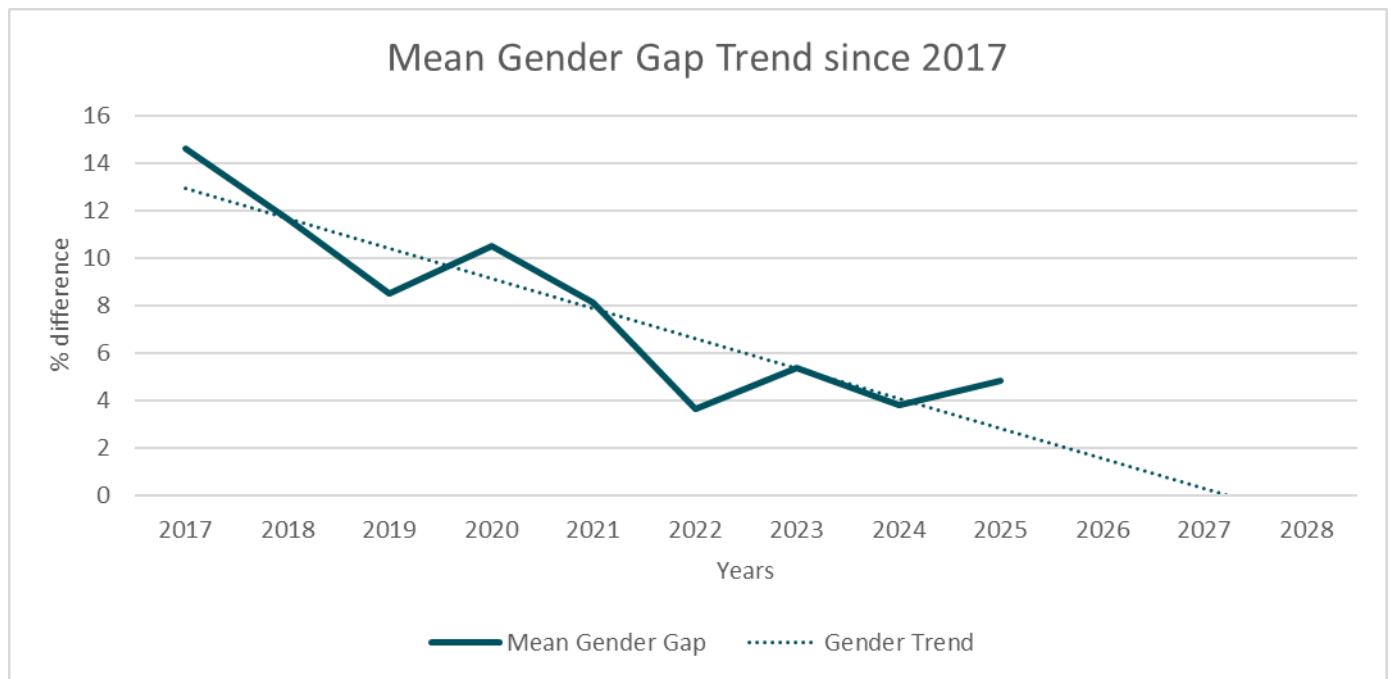
5. Mean Gender Pay Gap Trend

The Gender Pay Gap has been analysed since 2017, which enables identification of long term trends, and the progress being made towards the target of eliminating the gap entirely by 2028.

2025 has seen an increase, linked to the executive team interim recruitment as discussed above, due to changes in how we bring in interim support plus review of the Pay Policy and pay flexibility, this should not be a factor in the future.

The Combined Authority is projected to be on track to elimtate this gap by 2028 as planned.

The chart below displays progress between 2017 and 2025 and the trendline from these data points.



6. Intersectional Analysis – Gender, Disability and Ethnicity

Intersectionality is a recognition of the interconnected nature of categorisations such as disability or gender as they apply to a given individual or group, and how these can be understood as creating overlapping and interdependent systems of discrimination or disadvantage.

In the context of pay gap analysis an intersectional analysis combines these categorisations to illustrate the pay gaps for individuals with these identities to understand if these characteristics are combining with gender to increase any pay gap.

By Disability

A **disability pay gap** refers to the difference in average pay between disabled and non-disabled employees. It typically arises due to factors such as lower representation of disabled people in senior or higher-paid roles, barriers to progression, limited access to full-time or flexible work, and discrimination or bias in recruitment and reward systems. Like the gender pay gap, it reflects structural inequalities rather than differences in individual capability or performance

- The Combined Authority's overall disability pay gap is **9.6%**
- For non-disabled female colleagues the pay gap is **5.23%**
- For disabled female colleague the pay gap is **0.08%**.
- This suggests that disability is not a contributing factor to the gender pay gap.

By Ethnicity

An **ethnicity pay gap** is the difference in average pay between employees from different ethnic backgrounds. It highlights disparities in earnings that may result from unequal access to opportunities, underrepresentation in senior roles, discrimination, or systemic barriers in recruitment, progression, and reward.

Unlike the gender pay gap, reporting on ethnicity pay gaps is not yet mandatory in the UK, but the Combined Authority voluntarily analyse this data to identify and address inequalities.

- The overall ethnicity pay gap is **7.45%**
- The pay gap for females from an ethnic minority background is **10.17%**
- The pay gap for females with a white ethnicity indicated is lower at **2.23%**
- This data indicates that while the overall ethnicity pay gap is 7.45%, the gap is not experienced equally across all groups. Specifically ethnic minority women face the largest pay gap suggesting a compounded disadvantage due to both gender and ethnicity.
- This pattern reflects the intersectionality of pay inequality, where overlapping identities (such as gender and ethnicity) can lead to greater disadvantage. It highlights the need for targeted action that addresses both gender and ethnicity in pay equity strategies.

7. Actions to address reduce the Gender Pay Gap

Further action being considered by the Combined Authority to actively reduce the gender pay gap includes the following. This will be further finessed and refined through engagement with wider colleagues and Equality, diversity and inclusion groups and staff networks.

1. Conducting Regular Pay Audits

- Analyse pay data by gender across roles, grades, and departments.
- Identify patterns in starting salaries and progression rates

2. Review Recruitment and Promotion Practices

- Positive action to attract diverse candidates
- Structured interviews and diverse panels are utilised to reduce bias.
- Job adverts use inclusive language and are accessible to all.
- Shortlisting and appointment data is monitored by gender.

3. Standardise Pay and Pay Flexibility Frameworks

- Further enhance the framework around discretionary pay decisions to reduce bias.

4. Support Career Development

- Provide targeted development and mentoring for underrepresented groups, enhancing the current apprenticeship offer.
- Support career progression for ethnic minority women which demonstrated the most significant pay gap
- Encourage uptake of leadership programmes by women and other marginalised genders.

5. Enable Flexible and Inclusive Working

- Work to ensure part-time and flexible roles are available at all levels
- Promote flexible working as the norm, not the exception.
- Support returners from Family Leave with re-entry programmes and phased returns.

6. Embed Accountability and Culture Change

- There is organisational targets for reducing the gender pay gap to 0% by 2028.
- Senior leaders increasingly accountable for progress.
- Foster a culture of inclusion through defining leadership behaviours framework and leadership development.



Find out more
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All information correct at time of writing