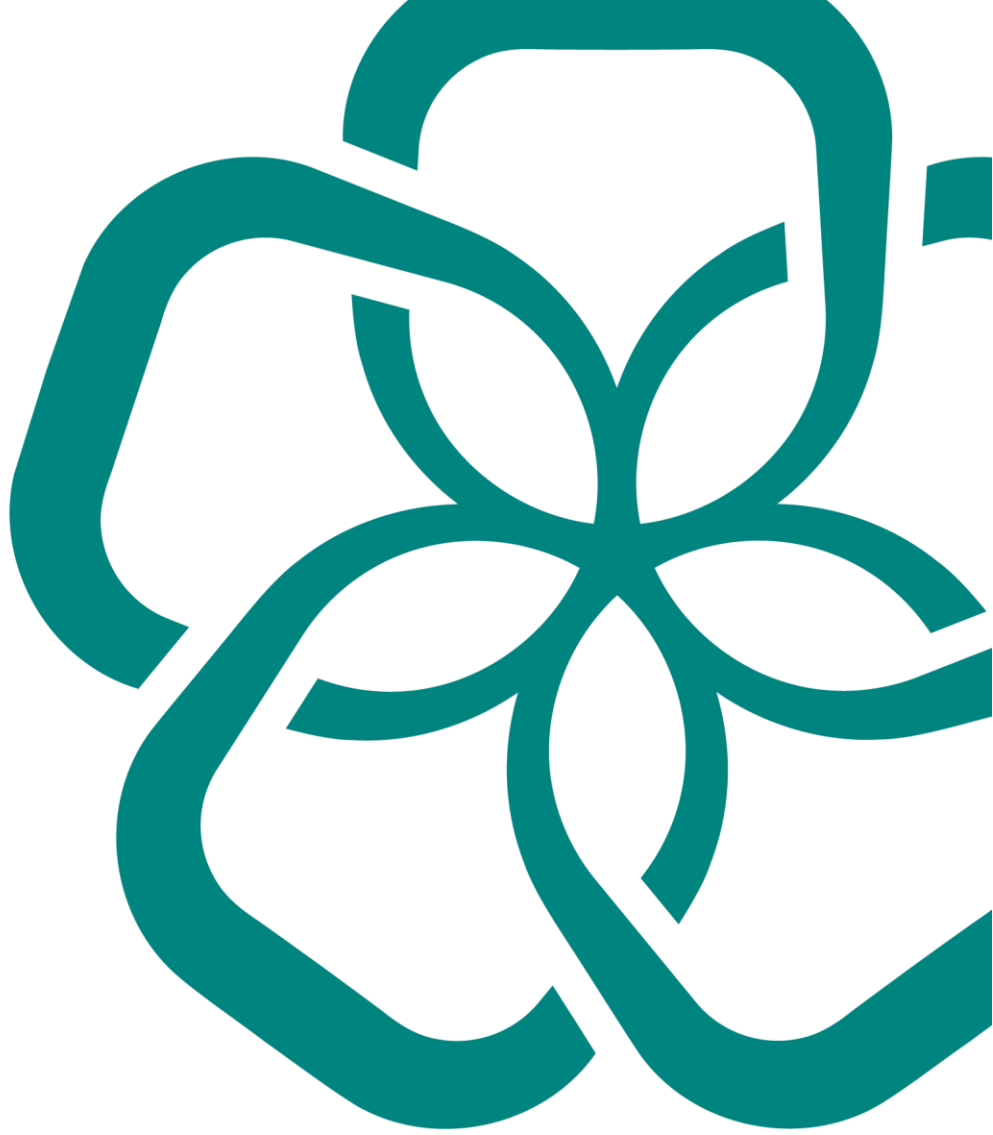




West
Yorkshire
Combined
Authority

Tracy
Brabin
Mayor of
West Yorkshire



Disability Pay Gap 2025

1. Introduction

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 is passionate about becoming more representative of the communities it serves, at all levels. The information is relevant in ensuring that we as an organisation discharge the Public Sector Equality Duty (PSED) under s149 Equality Act 2010 in eliminating discrimination, advancing the equality of opportunity between people who share protected characteristics (including disability) and those that do not and fostering good relations between such groups.

This report presents the disability pay gap. i.e. the difference in pay between employees who declare a disability and those who do not. This is the first time the Combined Authority has reported a disability pay gap, adding to existing reporting on gender and ethnicity pay gaps.

It should be noted that the data set used is employees own declarations of disability via the HR System, naturally not all declare this to the employer as it is voluntary information, in the same way that ethnicity and sexual orientation is provided voluntarily. It may therefore exclude colleagues who have shared a disability with their manager but not disclosed more formally on the HR system CiAnywhere.

2. Declared Disability Profile

This data reflects the organisation as of 31 March 2025 where the Combined Authority had a total of **984 (917.42 FTE)** staff deemed to be “full pay relevant”, excluding employees who are not being paid or are on reduced, statutory or no pay during March 2025, as per the guidance.

	Totals	Percentage
Declared Disability	111	11.28%
No Declared Disability	864	87.80%
Prefer not to say	9	0.91%
Total	984	

Based on the latest data from the UK Government:

- UK-wide:** As of Q2 2024, 53.1% of disabled people of working age (16–64) were in employment. This compares to 81.6% for non-disabled people, resulting in a disability employment gap of 28.5 percentage points.
- West Yorkshire:** While the national data is comprehensive, regional breakdowns (including West Yorkshire) are typically slightly lower than the national average. Previous ONS data suggests the disability employment rate in West Yorkshire is around 50%, though this can vary by local authority and demographic group.

This means that just over half of disabled people in the workforce are employed, both nationally and in West Yorkshire, highlighting the ongoing need for inclusive employment practices and targeted support.

As of the latest available data from the Office for National Statistics (ONS), approximately 23.6% of the working-age population (16–64) in West Yorkshire identified as disabled under the

Equality Act 2010 definition (22% across the UK as a whole). This includes individuals with long-term physical or mental health conditions that substantially limit daily activities.

Whilst the proportion of colleagues making a declaration of having a disability has increased in recent years we still have significant progress to make to achieve our target that by 2030 at least 20% of our colleagues will be employees declaring a disability.

3. Disability Pay Gap

Mean and median pay gap figures for the Combined Authority have been calculated.

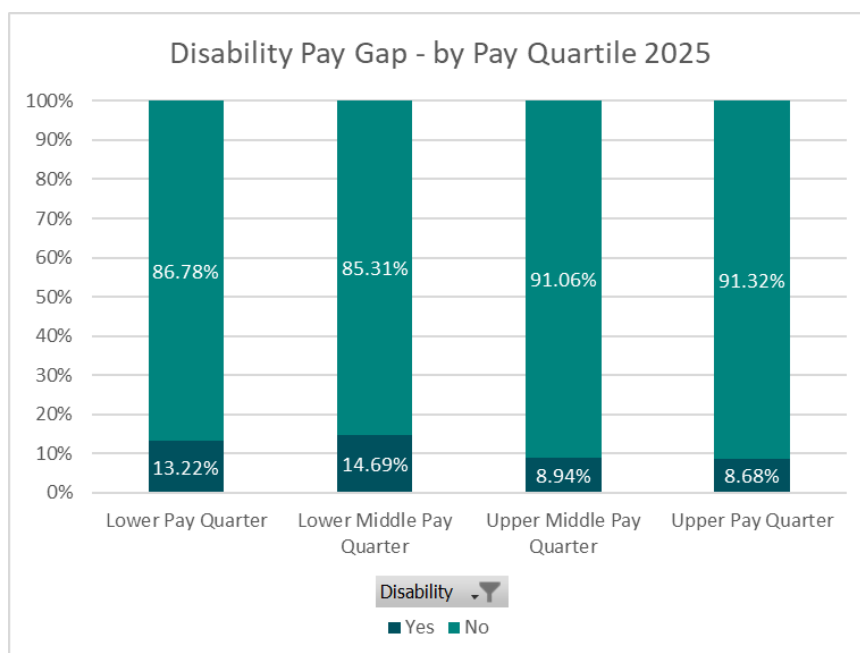
Mean pay gap Compares the average pay of employees with a declared disability against the average pay of non disabled employees and calculates the percentage difference.

Median pay gap Takes the mid earning point of disabled employees and compares it to the mid earning point of non-disabled employees, calculating the percentage difference.

	March 2025
Mean disability pay gap	9.60%
Median disability pay gap	3.24%

- The disability pay gap is **9.6%**
- At the middle point for earnings, the disability pay gap is **3.24%**

4. Percentage in pay quartiles by disability



People with a declared disability are notably less represented in the upper middle and upper pay quartiles in comparison to the lower pay quartiles.

This lack of representation in higher pay grades plays a significant role in the size of the pay gap.

5. 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 disadvantage.

In the context of pay gap analysis an intersectional analysis combines these categorisations to illustrate the pay gaps for individuals with these identities.

In this analysis additional equality characteristics are combined with disability, to understand if these characteristics are combining with disability to increase the pay gap.

By Gender

- The overall disability pay gap is **9.6%**
- The pay gap for disabled males is **12.17%**
- The pay gap for female disabled colleagues is **7.47%**.
- This data suggests that while a disability pay gap exists overall (9.6%), it affects disabled men more significantly (12.17%) than disabled women (7.47%).
- This could indicate that disabled men may be more concentrated in roles or directorates where pay disparities are greater, or that they face steeper barriers to progression compared to their non-disabled male counterparts.
- Conversely, the smaller gap for disabled women may reflect already lower average earnings among women generally, which can mask the full extent of disability-related disadvantage.
- Overall, the figures highlight the importance of addressing intersectional inequalities in pay equity strategies.

By Ethnicity

- The overall disability pay gap is **9.6%**
- The pay gap for disabled colleagues from an ethnic minority is **1.26%**
- The pay gap for disabled colleagues of white ethnicity is **9.27%**.
- This data suggests that ethnicity is not a contributing factor in the pay gap for colleagues with a disability. However, the small sample size of colleagues who declare a disability combined with being from an ethnic minority means any conclusions should be considered with caution.

6. Actions to address our Pay Gap

Actions to be taken during 2025/26 to reduce our 9.6% disability pay gap will be included after further analysis and consultation with colleagues but may include:

- Ensuring disabled employees have equal access to development, promotion, and leadership opportunities.
- Track promotion rates and address any disparities.
- Offering and providing reasonable adjustments proactively.
- Ensuring workplace adjustments are timely, effective, and well-communicated.

- Continue to provide and signpost managers to training on disability inclusion and bias.
- Foster a culture where employees feel safe to disclose disabilities and request support.
- Continue to involve disabled employees in shaping policies and practices that affect them.



Find out more
[**westyorks-ca.gov.uk**](https://westyorks-ca.gov.uk)

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