

ETHNICITY PAY GAP 2022

This report presents the data to evaluate the pay gap between black, Asian and minority ethnic employees and white employees at West Yorkshire Combined Authority and presents this within the regional and national context. It provides six calculations that show the difference between the average earnings of black, Asian and minority ethnic and white employees in our organisation and shows where we need to improve.

It is critically important that the Combined Authority is more representative of the communities it serves, both across the organisation and at more senior levels. In order to achieve this, we need a good understanding of the diversity of our current workforce and areas where we need to improve.

The Combined Authority pay is determined through use of the Hay Job Evaluation system which is a recognised way of comparing and evaluating the level of roles to support the fair treatment and reward of all employees irrespective of their personal characteristics. We celebrate equality, diversity and inclusion within our workforce and are working to ensure that we improve the profile of our workforce as a priority as we are not currently representative of the communities we serve.

This data reflects the organisation as of 31 March 2022 where the Combined Authority had a total of 707 staff deemed to be “full pay relevant”, that is, employees who are not being paid or are on reduced, statutory or no pay during March 2022 are excluded as they are not “full pay relevant” employees.

Black, Asian and minority ethnic make-up of the Organisation

The Ethnicity profile of full pay relevant staff as of 31 March 2022 is as follows:

	Totals	Percentage
Black, Asian and minority ethnic	74	10.3%
White	599	84.7%
Unknown	35	5.0%
Total	707	

At 10.3% of our workforce, the Combined Authority falls short of being representative of the West Yorkshire regional working age population at 17.3% (using the Office for National Statistics annual population survey data, based on a 3-year average (2018-2020) for residents aged 16-64) and recognises that further work in this area needs to be undertaken to improve the workforce profile.

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

[The Race Disparity Audit](#) reports that across the workforce in the public sector there is a high level of unknown or undisclosed information on ethnicity. The case is the same for the Combined Authority, where we have a number of employees who have opted not to share their ethnic status with us – currently 5.0% (35 employees). All our ethnicity data is collected during the recruitment process. We need to enable people to understand the benefits of doing so, so that we have more accurate data and are better able to respond to the issues.

Our pay gap

We have calculated our mean pay gap. This calculation compares the average pay of black, Asian and minority ethnic employees against the average pay of white employees and calculates the percentage difference.

We have also calculated our median pay gap. This calculation looks at the mid earning point of black, Asian and minority ethnic employees and compares this to the mid earning point of white employees and calculates the percentage difference.

These figures are based upon employees who have provided their ethnicity status.

Mean Pay Gap	11.8%
Median Pay Gap	19.9%

These figures show that when looking at our organisation as a whole, our black, Asian and minority ethnic employees earn on average 11.8% less than our white employees and that the middle point for the earnings of our black, Asian and minority ethnic employees is 19.9% lower than that of our white employees.

The table listed below compares the mean and median pay gaps as well as the black, Asian and minority ethnic workforce percentage for the organisation over the 5 years that we have been reporting on these figures.

	2022	2021	2020	2019	2018
Mean Pay Gap	11.8%	9.5%	9.9%	9.6%	15.8%
Median Pay Gap	19.9%	9.3%	6.3%	7.3%	15.8%
Black, Asian and minority ethnic Percentage of Workforce	10.3%	10.9%	11.4%	10.5%	8.8%

The table below provides an analysis by grade (of those that have declared their ethnicity) comparing the number of black, Asian and minority ethnic employees to the wider workforce.

Grade	All Employees	Black, Asian and minority ethnic
Grade A	1	
Grade B	2	1
Grade C	42	3
Grade D	16	3
Grade E	56	11
Grade F	21	5
Grade G	36	3
Grade H	73	9
Grade I	74	9
Grade J	119	7
Grade K	112	10
Grade L	71	7
Grade M	43	4
Grade N	11	
Grade O	18	2
Grade P	4	
Grade Q	1	
Grade R	6	
MD	1	
Grand Total	707	74

For the Senior Leadership team (Grades R & MD) the black, Asian and minority ethnic percentage is 0%.

For Grades O to MD, the black, Asian and minority ethnic percentage is 6.25%. However, this includes a direct Mayoral appointment. Excluding this appointment, the percentage is 3.2%.

Percentage in pay quartiles by ethnicity

	Black, Asian and minority ethnic	White
Upper Quartile	8.0%	92.0%
Upper Middle Quartile	9.0%	91.0%
Lower Middle Quartile	7.0%	93.0%
Lower Quartile	19.9%	80.1%

62.2% of the black, Asian and minority ethnic employees (46 employees out of 74) are in the lower middle and lower pay quartiles and this is not acceptable, and we are committed to improvement. Almost three times the number of our black, Asian and minority ethnic employees are paid in the lower quartile rather than in the upper quartile (34 employees in the lower, 13 employees in the upper).

These figures have remained broadly consistent compared to the 2021 figures in relation to the upper quartile, with black, Asian and minority ethnic staff paid at the upper quartile at 8.0 %, as opposed to 7.5% in 2021. However, there are marked differences in the other quartiles with the upper middle at 9.0%, as opposed to 10.3 % in 2021, the lower middle at 7.0%, as opposed to 12.3% in 2021, and the lower quartile at 19.9%, as opposed to 16.4% in 2021.

These differences will have impacted the median figure which has increased sizeably.

Data by gender

In addition to the ethnicity pay gap data, a further analysis has been undertaken to determine the pay gap in respect of black, Asian and minority ethnic and White employees by gender

	Male	%	Female	%	Totals	Percentage
Black, Asian and minority ethnic	37	5.23%	37	5.23%	74	10.5%
White	344	48.66%	255	36.07%	599	84.7%
Unknown	15	2.12%	19	2.69%	34	4.8%
Total	396		311		707	

As can be seen, there is an even split of male and female black, Asian and minority ethnic employees.

A further breakdown is given below split by quartiles

Quartile	Black, Asian and minority ethnic			White		
	Male	Female	Total	Male	Female	Total
Upper Quartile	5.52%	2.45%	8.0%	41.72%	50.31%	92%
Upper Middle Quartile	3.59%	5.39%	9.0%	40.12%	50.90%	91%
Lower Middle Quartile	3.49%	3.49%	7.0%	34.88%	58.14%	93%
Lower Quartile	9.36%	10.53%	19.9%	35.09%	45.03%	80%

National & regional black, Asian and minority ethnic data and ethnicity recording

Listed below are the black, Asian and minority ethnic percentages of the population at national, regional and local levels.

Nationally for England & Wales the black, Asian and minority ethnic percentage is 14.4%. Across the West Yorkshire region and the local authority districts it is as follows: West Yorkshire 18.2%, Bradford 36%, Calderdale 12%, Kirklees 24%, Leeds 17% & Wakefield 5% (These figures were produced from the diversity explorer as well as the Nomis web site and are based on the 2011 census for England and Wales for people of working age 16-64).

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

Based on a 3-year average (2018-2020) for residents aged 16-64, we have used the APS data to calculate the comparative black, Asian and minority ethnic population figures for the West Yorkshire region as well as the local authority districts as follows: West Yorkshire 17.3%, Bradford 30.1%, Calderdale 9.5%, Kirklees 20%, Leeds 14.3% & Wakefield 6.3%.

In our collection of data for new starters and for any recruitment we use the same 18 ethnicity categories as recommended for use by the government when asking for someone's ethnicity in England & Wales. These are grouped into 5 ethnic groups (listed in Appendix A), each with an 'Other' option where people can write in their ethnicity using their own words. These same groups were also used in the 2011 census of England and Wales.

*Please note this data will be updated with the 2021 census data when available

What we are doing to eradicate the ethnic minority pay gap

- We pay a Living Wage foundation supplement to lower paid workers and are working towards applying for Living Wage Foundation accreditation
- We have introduced employee networks including the EMBRACE Staff Network
- We have developed an EDI plan 2022-2024 set against the Equalities Local Government Framework standards and includes diverse and engaged workforce
- We have set the Equality Objectives for 2022 – 2024 which includes ensuring our workforce reflects the diversity of West Yorkshire
- Monitoring management information data on the workforce on a quarterly basis

What we have done (in the last 12 months?)

- Introduced Corporate KPIs to increase the diversity of candidates applying for job roles and to increase the diversity of staff across all protected characteristics, and younger employees and an increase in BME staff in management roles
- Made improvements to our recruitment practices including using additional platforms to increase our recruitment reach, including Vercida and LinkedIn recruitment licence
- Improved our 'Careers with us' page to attract more diverse candidates using more diverse images and promoting inclusion at WYCA, including promotional videos from the Mayor and employees
- Cascaded mandatory e-learning on EDI and unconscious bias
- Launched ILM 5 Emerging Leaders programme using positive action to attract under-represented group
- Appointed an HR Advisor – Recruitment and Diversity
- Appointed an L&D Partner

What we are doing moving forward

- Set EDI targets as set out in the EDI action plan and embed these in the business planning of all directorates
- Improvements to our recruitment practices as set out in the Action Plan for the HR Advisor – Recruitment and Diversity that feeds into the EDI Action Plan
- Sourcing mandatory face to face EDI training for all employees from an external provider to open up conversations
- Supporting the introduction of a Progression leadership scheme piloted by EMBRACE
- Developing a pilot approach to mentoring and coaching

Appendix A – Ethnic groups used by WYCA

In this classification, black, Asian and minority ethnic comprises all Mixed, Asian, Black and Other (non-white) ethnicities. White ethnic groups comprise White British, White Irish, Gypsy or Irish Traveller and any other White background.

- White
 - English, Welsh, Scottish, Northern Irish or British
 - Irish
 - Gypsy or Irish Traveller
 - Any other White background
- Mixed or Multiple ethnic groups
 - White and Black Caribbean
 - White and Black African
 - White and Asian
 - Any other Mixed or Multiple ethnic background
- Asian or Asian British
 - Indian
 - Pakistani
 - Bangladeshi
 - Chinese
 - Any other Asian background
- Black, African, Caribbean or Black British
 - African
 - Caribbean
 - Any other Black, African or Caribbean background
- Other ethnic group
 - Arab
 - Any other ethnic group