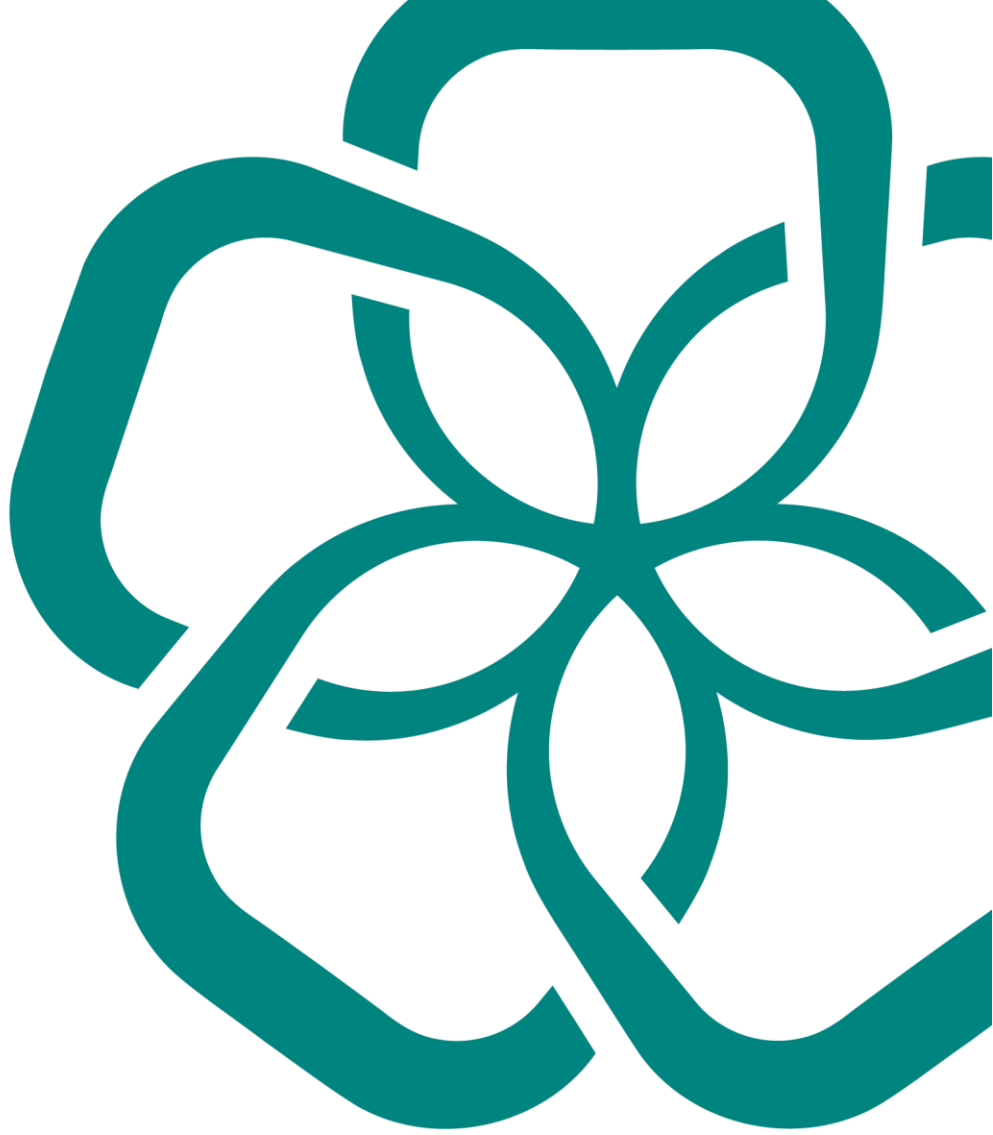




West  
Yorkshire  
Combined  
Authority

Tracy  
Brabin  
Mayor of  
West Yorkshire



# **Ethnicity Pay Gap Report 2025**

# 1. Introduction

This report presents the pay gap data linked to ethnicity at West Yorkshire Combined Authority and presents this within the regional and national context. It provides calculations that show the difference between the average earnings of minority ethnic employees and those who have declared a white ethnicity at the Combined Authority and areas that require focus.

It is critically important that the organisation becomes more representative of the communities it serves, both across the organisation and at more senior levels. In order to achieve this, a good understanding of the diversity of the current workforce is needed as well as linked diversity aspirations. The information gathered is also relevant in ensuring that we as an organisation discharge our 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.

# 2. Ethnic Diversity

It should be noted that the data set used is employees own declarations of ethnicity via the HR System, naturally not all declare this to their employer as it is voluntary information, in the same way that disability and sexual orientation is provided voluntarily. It may therefore exclude colleagues who haven't chosen to share their ethnicity on the HR system CiAnywhere.

This is the data that must be used for proper processing purposes under UK GDPR confidentiality, and this data is used to direct appropriate actions for the organisation linked to HR initiatives and equality objectives. The data has been anonymised for the purpose of lawful processing under GDPR.

This data reflects the organisation as of 31 March 2025 where the Combined Authority had a total of **984 (917.42 FTE)** employees deemed to be "full pay relevant", that is, employees who are not excluded due to being on reduced, statutory or no pay during March 2025.

	Totals	Percentage
Minority Ethnic	138	14.02%
White	753	76.52%
Unknown & prefer not to say	93	9.45%
Total	984	

West Yorkshire's regional working age population was 19% (using the Office for National Statistics 2021 Census data, for residents aged 16-64). 14.02% of the workforce declared their ethnicity as one which is classed as minority ethnic, it appears that the Combined Authority has further work to become more representative and improve the workforce diversity. It is possible that a significant % of the 93 colleagues who haven't chosen to declare their ethnicity are minority ethnic and hence repeated work to encourage disclosure is recommended. This is necessary to ensure employees understand the benefits of declaring, so that data accuracy, reliability and action planning is enhanced.

This is an improvement from the 2024 percentage of minority ethnic colleagues which was 13.44% and the organisation is committed to achieving a more diverse workforce through taking positive and practical steps to attract candidates from diverse ethnic groups to the organisation and support our diverse colleagues to thrive and progress to more senior pay bands.

### 3. Ethnicity pay gap

The mean and median pay gap figures for the whole of our organisation have been calculated.

- Mean pay gap

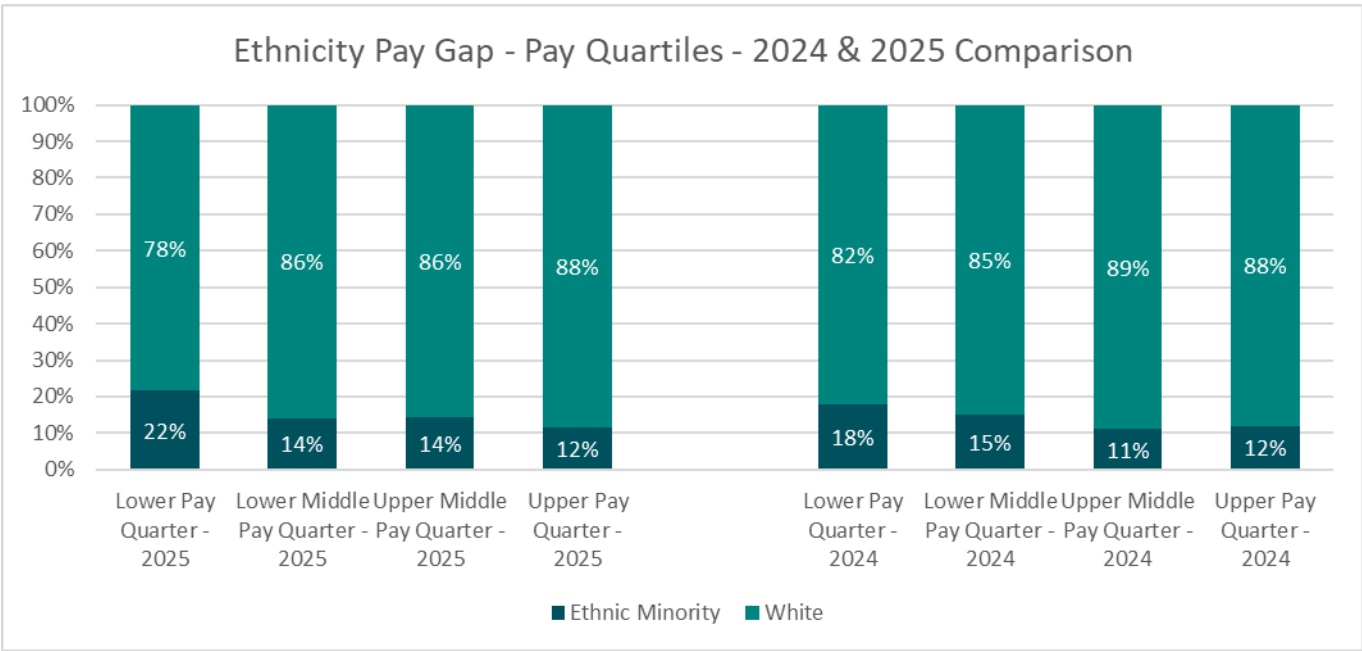
compares the average pay of minority ethnic employees against the average pay of white ethnicity employees and calculates the percentage difference.
- Median pay gap

takes the mid earning point of minority ethnic employees and compares it to the mid earning point of white ethnicity employees, calculating the percentage difference.

	March 2025	March 2024
Mean ethnicity pay gap	7.45%	7.99%
Median ethnicity pay gap	3.24%	4.28%

These figures show that when looking at the organisation, minority ethnic employees earn on average 7.45% less than white ethnicity employees and at the middle point for the earnings ethnic minority employees receive 3.24% less pay than white ethnicity employees.

### 4. Percentage in pay quartiles by ethnicity



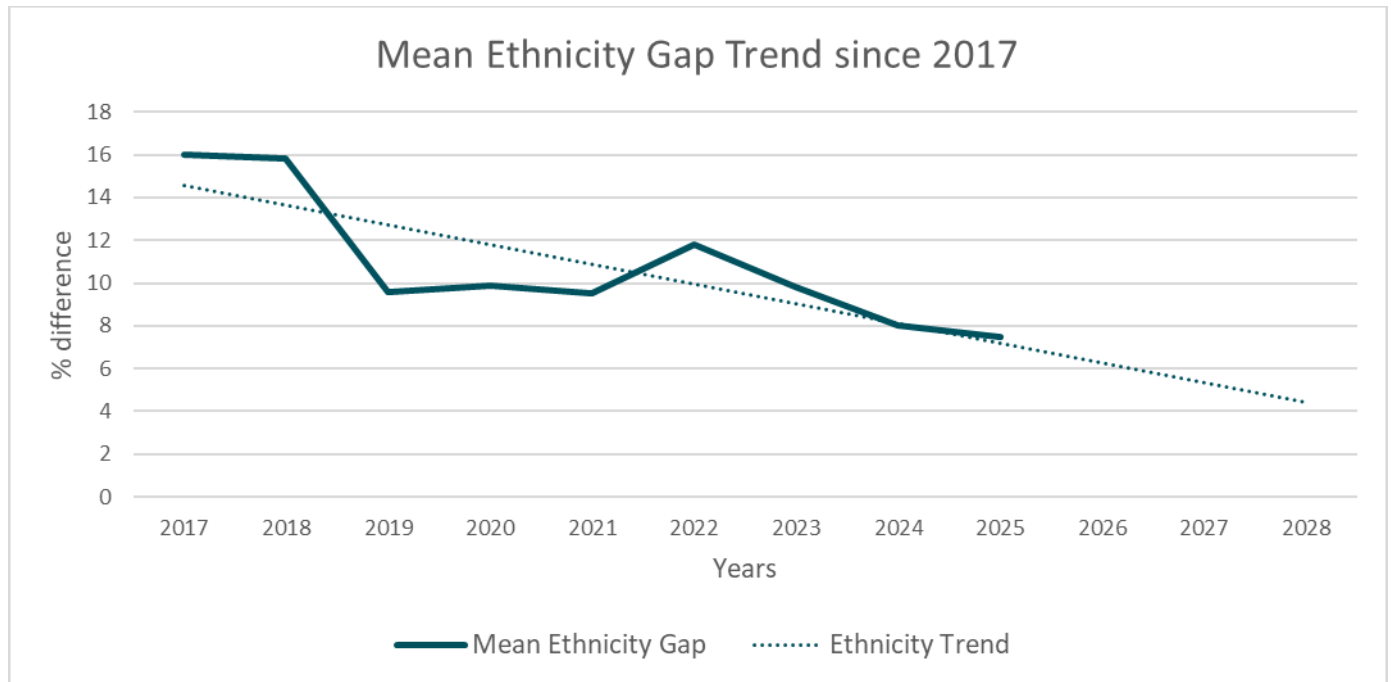
Important points to note:

- Employees who are minority ethnic are overrepresented in the lower hourly pay quartile, and this has increased since 2024.
- There is an improvement in the representation of minority ethnic employees in the upper middle hourly pay quartile of 3%.
- The two middle pay quartiles are proportionate for employees from an ethnic minority.
- A lack of fair representation at either end of the pay quartiles significantly influences the size of the ethnicity pay gap.

### 5. Mean Ethnicity Pay Gap Trend

The Combined Authority's Ethnicity Pay Gap has been calculated since 2017 which enables identification of long term trends and the tracking of the progress being made towards target, which is to eliminate the gap entirely by 2028.

The chart below displays progress between 2017 and 2025 and the trendline from these data points. The data indicates a potential pay gap of 4% in 2028 without any additional preventative action.



### 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 employees with these identities.

In this analysis we can combine disability and gender information with ethnicity, to understand if these characteristics are combining with gender to increase disadvantage.

#### By Disability

- The ethnicity pay gap is **7.45%**.
- If minority ethnic colleagues also declare a disability, the pay gap is just **0.21%**.
- For non-disabled minority ethnic colleagues, the pay gap is **8.5%**.
- This suggests that disability is not a negative contributing factor to the ethnicity pay gap.

### By Gender

- The ethnicity pay gap is **7.45%**.
- Female colleagues from a minority ethnic background have a pay gap of **10.17%**.
- The pay gap for Male employees who are minority ethnic is **4.35%**.
- This suggests that female employees also from an ethnic minority background are disproportionately impacted from a pay perspective.

## Actions to address our Pay Gap

Actions to be taken during 2025/26 to reduce our pay gaps will be confirmed after further analysis and consultation with colleagues but may include.

- Set targets for diverse shortlists in senior and high-paying roles.
- Audit promotion and progression pathways to ensure equitable access and transparency.
- Introduce development programmes for minority ethnic women to support career advancement
- Embed pay equity goals into leadership KPIs and performance reviews
- Ensure visible leadership commitment to closing ethnicity and gender pay gaps.
- Offer reverse mentoring to senior leaders to build understanding of lived experiences.
- Provide coaching and career planning support for underrepresented groups.
- Foster psychologically safe environments where employees can raise concerns without fear.
- Celebrate diverse leadership role models internally and externally.

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

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All information correct at time of writing