

Gender pay gap report As at 31st March 2022

Gender pay gap 2022

This report contains the latest calculations for our gender pay gap. It captures the pay data of relevant employees as at 31st March 2022 which we have then used to make the six calculations required under Gender Pay Gap legislation.

The Combined Authority brings together West Yorkshire councils, the business community via Leeds City Region Enterprise Partnership (LEP) and is also the transport authority for West Yorkshire, delivering transport services under the Metro brand. Overall, the Combined Authority covers a population of around 2.5 million people and represents the largest economic area outside London. In May 2021 the Combined Authority transitioned to being a Mayoral Combined Authority with the first elected Mayor for the West Yorkshire Region taking office. The Combined Authority also welcomed the Police and Crime Team, (the former Office of the Policing and Crime Commissioner OPCC) and the Violence Reduction Unit (VRU) who formerly sat within West Yorkshire Police.

We employ staff in a range of functions: from travel centres and bus stations across the region, to project staff managing large scale infrastructure projects and helping businesses drive the regional economy, alongside a newly formed Mayoral Office, along with the supporting functions that make all this work possible.

Gender make-up of our organisation

This data reflects the organisation as of 31st March 2022 and uses comparator data from 31st March 2021. As of 31st March 2022, the Combined Authority had a total of **707 (654.19 FTE)** staff. This is the number of staff deemed to be “full pay relevant”, that is, employees who are not being paid or who are on reduced, statutory or no pay during March 2022 are excluded as they are not “full pay relevant” employees.

	March 2022		March 2021	
	Headcount	Percentage	Headcount	Percentage
Female	396	56.0%	348	55.9%
Male	311	44.0%	275	44.1%
Total	707	100%	623	100%

The gender make-up of our organisation remains relatively even, with **56.0%** of our workforce identifying as female and **44.0%** identifying as male (this compares with 55.9% & 44.1%

respectively from March 2021). It useful to note that, despite an increase of headcount of approximately 100, the gender split remains relatively static.

Our pay gap

In accordance with the gender pay gap legislation, we have calculated both our mean and median pay gap figures for the whole of our organisation.

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 2022	March 2021
Mean gender pay gap	3.63%	8.11%
Median gender pay gap	5.00%	5.00%

These figures show that when looking at our organisation as a whole, our female employees earn on average 3.63% less than our male employees and that the middle point for the earnings of our female employees is 5.00% lower than that of our male employees.

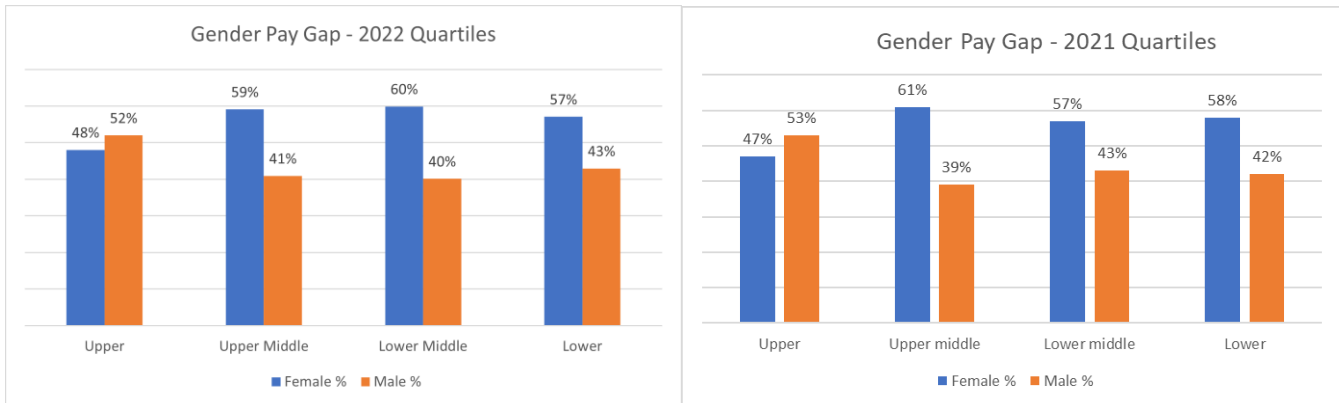
Figures published for 2021¹ show that the median national gender pay gap for all employees stands at 14.9%. At 5% we are lower than the national average. When looking at full-time employees only, the national median figure stands at 7.4%. By comparison, the Combined Authority's full-time figure is currently 5%. This shows that we are lower than the national median value.

We have reduced our pay gap figures by 4.48 percentage points in the mean range since the last reportable year with the median remaining static at 5%.

Although this indicates welcome progress, as a public body we do not believe any gender pay gap is acceptable and will be continuing our efforts over the coming year to reduce our gender pay gap yet further and eliminate altogether.

¹ Office for National Statistics

Percentage in pay quartiles by gender



Highlights:

- Increase of female employees in the upper quartile (from 47% in 2021 to 48%)
- Decrease of female employees in the upper middle quartile (from 61% in 2021 to 59%)
- Increase of female employees in the lower middle quartile (from 57% in 2021 to 60%)
- Decrease of female employees in the lower quartile (from 58% in 2021 to 57%)

In comparison to the 2021 quartile figures, 2020 results show that there has been an increase of female employees in the upper and lower middle quartiles.

Steps taken to address the gap

- Developed a Gender Pay Gap Action Plan – this is currently to be reviewed jointly by the Gender Equality Group and HR to determine achievements and to re-prioritise
- Reviewing our pay structures to reflect the real living wage, removing the current living wage supplement and replacing with a greater fixed pay scale applied to lower grades, as part of a review of Terms and Conditions of employment – yet to be implemented
- Continue to ensure transparency in what we pay by having a fair and transparent Job Evaluation process for all jobs.
- Working on improving our attractiveness as an employer to women and other equality groups including broadening our recruitment reach to more diverse groups within the community including our new recruitment platform Vercida.
- Reviewing our flexible working policies for employees to offer more flexibility to women and other carers contributing to become an employer of choice as part of our review of Terms and Conditions.
- Encouraging internal transfers and progression as a way of improving our diversity profile at various levels in the organisation.
- Introduced KPIs in relation to underrepresented equalities groups, including increase in women in management roles.
- Introduced improved Management Information on people data to inform trends in workforce diversity
- Encouraged employees to complete personal data on the current HR system in order to enable more accurate data for reporting.
- Introduced employee network groups for underrepresented employees, for example the EMBRACE Staff Network Group, the Gender Equality Group, PROUD and WeCAN.
- Introduced an Equalities Working Group with an associated Action Plan based on the Public Sector Equality Duty
- Appointed to the roles of EDI Officer and HR Officer – Recruitment and Diversity to support this and other EDI themed work.
- The CA is participating in a project as part of the Local Government Association Combined Authority HR network looking at the implications of hybrid working with a particular question about whether women are being negatively impacted