

ETHNICITY PAY GAP 2021

This report presents the data to evaluate the pay gap between Black, Asian and Minority Ethnic (BAME) 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 BAME 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. It is evidenced that Diverse organisations perform better. Diverse management teams make better decisions. 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 2021 where the Combined Authority had a total of 623 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 2021 are excluded as they are not “full pay relevant” employees.

BAME make-up of the Organisation

The Ethnicity profile of full pay relevant staff at 31 March 2021 is as follows:

	Totals	Percentage
BAME	68	10.9%
White	516	82.8%
Unknown	39	6.3%
Total	623	

At 10.9% 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 6.3% (39 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 BAME 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 BAME 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	9.5%
Median Pay Gap	9.3%

Our mean and median pay for BAME employees is 9.5% and 9.3% lower than for white employees (this compares to 9.9% & 6.3% respectively in 2020).

These figures show that when looking at our organisation as a whole, our BAME employees earn on average 9.5% less than our white employees and that the middle point for the earnings of our BAME employees is 9.3% lower than that of our white employees.

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

	2021	2020	2019	2018	2017
Mean Pay Gap	9.5%	9.9%	9.6%	15.8%	16.0%
Median Pay Gap	9.3%	6.3%	7.3%	15.8%	14.6%
BAME percentage of workforce	10.9%	11.4%	10.5%	8.8%	9.0%

The table below provides an analysis by grade (of those that have declared their ethnicity) comparing the number of BAME employees to the wider workforce.

Grade	Total employees (all ethnicity)	Total employees (BAME)
A	1	
B	2	1
C	43	3
D	11	
E	50	11
F	18	7
G	40	2
H	64	7
I	64	10
J	90	8
K	86	11
L	53	3
M	29	4
N	10	
O	13	1
P	3	
Q	1	
R	5	
MD	1	
Not declared	39	
All employees	623	68

For the WYCA Senior Leadership team (Grades R & MD) the BAME percentage is 0%.

For the WYCA Senior Management Team (Grades O to MD and including 1 Grade N) the BAME percentage is 4.2%

Suggestion for future inclusion here:

- 1) add breakdown at grade K and above and
- 2) add breakdown by Directorate

Percentage in pay quartiles by ethnicity

	BAME	White
Upper quartile	7.5%	92.5%
Upper middle quartile	10.3%	89.7%
Lower middle quartile	12.3%	87.7%
Lower quartile	16.4%	83.6%

62% of the BAME employees (42 employees out of 68) are in the lower middle and lower pay quartiles and, while this is reflective of the public sector as a whole, it is not acceptable and we are committed to improvement. Over twice the number of our BAME employees are paid in the lower quartile rather than in the upper quartile (24 employees in the lower, 11 employees in the upper).

These figures have remained broadly consistent compared to the 2020 figures with BAME staff paid at the upper quartile at 7.8%, upper middle at 11.6%, lower middle at 14.8% and lower at 14%.

National & regional BAME data and ethnicity recording

Listed below are the BAME percentages of the population at national, regional and local levels. Nationally for England & Wales the BAME 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 BAME 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.

What we are doing to eradicate the ethnic minority pay gap

All actions to be discussed and agreed in consultation with staff.

- 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 BAME Staff Network
- We have formed an Equalities Action Plan set against the Equalities Local Government Framework standards
- As part of the Business Planning Programme for 2021/22 included a component of work necessary to improve the organisations diversity profile though improved recruitment reach and processes

RECRUITMENT

- We will set targets for recruitment and progression in order to improve the diversity of our organisation at all levels
- Appoint an HR adviser: Recruitment and Diversity to start 8 November 2021
- Improvements to our recruitment process and practices –review and republish our recruitment processes to support our targets and reflect best practice
 - We will invest more in Learning and Development for all staff
 - We will develop facilitated sessions on EDI
 - Improve our recruitment policy with facilitated training on unconscious bias in recruitment for recruiting managers and beyond
 - Review where we advertise to enable a more diverse recruitment pool
- Work with our employee networks to develop more innovative approaches to recruitment to enable us to target BAME candidates as part of the business planning 2021/22 we will adopt positive action where appropriate to support innovative inclusive recruitment
- Focus early talent/ apprentice recruitment campaigns on BAME groupings, adopting positive action where appropriate to support all areas of internal and external recruitment
- Network across West Yorkshire members and other regional public, private and voluntary sector organisations to access and attract those from ethnic minorities in our region
- Revising format of reviewing the exit interviews and the process to ensure reasons for leaving are captured and acted upon

BENCHMARKING / BEST PRACTICE

- We will sign up to an EDI quality mark, e.g. the RACE Code, by 31st March 2022, and seek accreditation or similar in the next 12 months. Recommendation that EMBRACE network conduct an exercise to assess what accreditation would best fit the CA, and form a proposal

DATA

- Regularly monitor and report our diversity data to inform action
 - Annual publication of Ethnicity Pay Gap Report

- Quarterly publication of MI data on the intranet and flagged in internal comms, to include
 - Breakdown of staff by protected characteristics by directorate, including starters and leavers
 - Diversity of applicants / (Diversity of shortlists)
- Establish threshold for recording of incidents and publication of incidents against staff
- Putting in place a process to support with needed requests that may be beyond the scope of the current system. In particular, diversity of shortlists. This contributes to the management information.

LEARNING, DEVELOPMENT, AND PROGRESSION

- We will set targets for recruitment and progression in order to improve the diversity of our organisation at all levels
- We recognise intersectionality and positive action activities for equity, and will combine our focus on creating more female managers with attracting and recruiting more BAME female managers
- Benchmarking against CAs with similar demographic profiles
- The proportion of BAME staff receiving promotions

Appendix A – Ethnic groups used by WYCA

In this classification, BAME 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