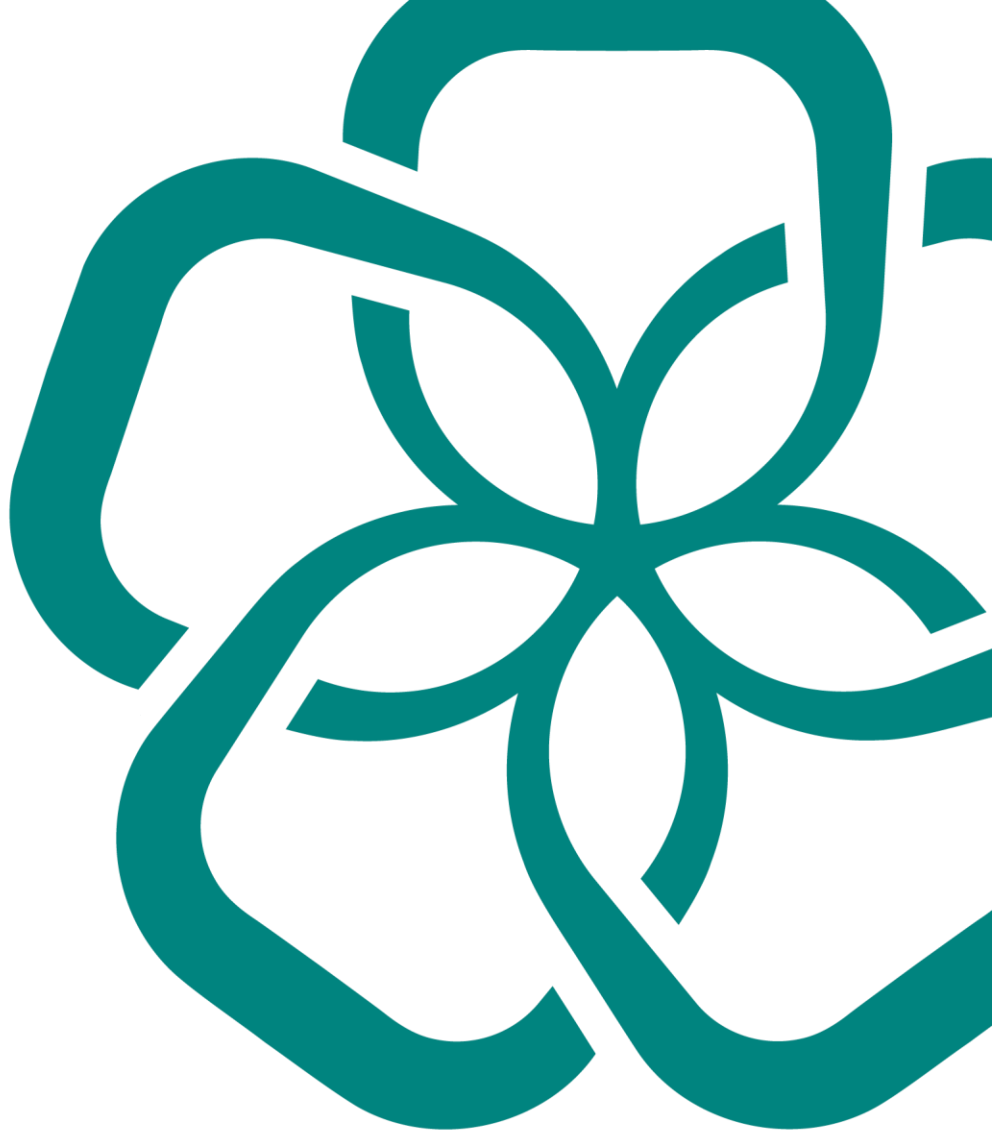




West  
Yorkshire  
Combined  
Authority

Tracy  
Brabin  
Mayor of  
West Yorkshire



# Gender pay gap report

Alan Cale / 31<sup>st</sup> March 2023

# Gender pay gap 2023

This report contains the latest calculations for our gender pay gap. It captures the pay data of relevant employees as at 31<sup>st</sup> March 2023 which we have then used to make the six calculations required under Gender Pay Gap legislation.

## Gender make-up of our organisation

This data reflects the organisation as of 31<sup>st</sup> March 2023 and uses comparator data from 31<sup>st</sup> March 2022. As of 31<sup>st</sup> March 2023, the Combined Authority had a total of **759 (706.84 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 2023 are excluded as they are not “full pay relevant” employees.

	March 2023		March 2022	
	Headcount	Percentage	Headcount	Percentage
Female	430	56.65%	396	56.0%
Male	329	43.35%	311	44.0%
<b>Total</b>	<b>759</b>	<b>100%</b>	<b>707</b>	<b>100%</b>

The gender make-up of our organisation remains broadly similar to 2022, with **56.65%** of our workforce identifying as female and **43.35%** identifying as male (this compares with 56.0% & 44.0% respectively from March 2022). It useful to note that, despite an increase of headcount of 52, 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 2023	March 2022
Mean gender pay gap	5.38%	3.63%
Median gender pay gap	1.98%	5.00%

These figures show that when looking at our organisation as a whole, our female employees earn on average 5.38% less than our male employees and that the middle point for the earnings of our female employees is 1.98% lower than that of our male employees.

Figures published for 2022<sup>1</sup> show that the median national gender pay gap for all employees stands at 14.9%. At 1.98% we are substantially lower than the national average. When looking at full-time employees only, the national median figure stands at 8.3%. By comparison, the

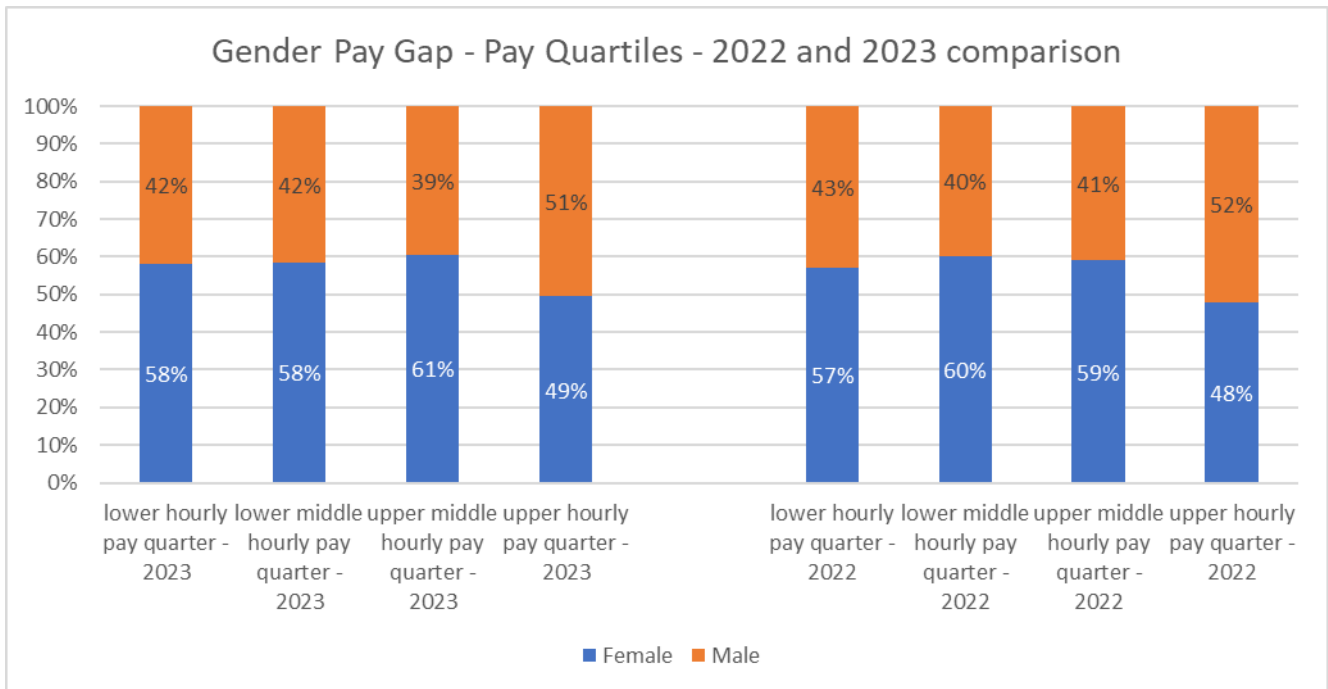
<sup>1</sup> Office for National Statistics

Combined Authority's full-time figure is currently 1.37%. This shows that we are lower than the national median value.

Our pay gap has increased by 1.75 percentage points in the mean range since the last reportable year although median has reduced by 3.02 percentage points.

Although this indicates a mixed picture on 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. This includes both increasing our inclusive recruitment practices in order to help ensure that the cohort of people joining the organisation is diverse, and enhancing our learning and development offer to support existing colleagues to progress.

## Percentage in pay quartiles by gender



**Highlights:**

- Increase of female employees in upper pay quartiles (upper middle and upper) between 2022 and 2023, an increase of 3% overall
- The Upper pay quartile has the most equal split between male and female, and this has improved since 2022, although it is still short of representation of the whole organisation which is 56% female, 44% male.
- Lower quartiles are broadly stable, although men are underrepresented (and therefore women are overrepresented) in the lower and lower middle pay quartiles.



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

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All information correct at time of writing