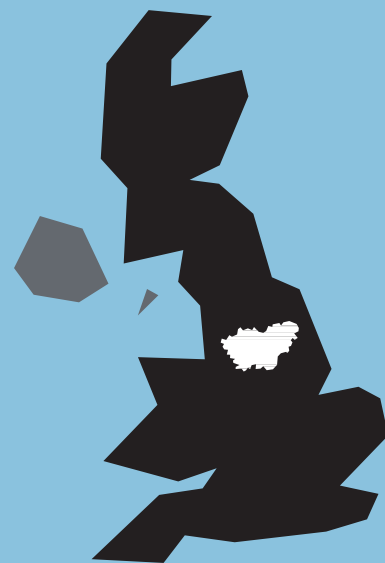




# Gender Pay Gap 2024



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SOUTH YORKSHIRE  
**SYMCA**



MAYORAL  
COMBINED  
AUTHORITY



The South Yorkshire Mayoral Combined Authority (SYMCA) brings together the local authorities of Barnsley, Doncaster, Rotherham and Sheffield and the private sector with a purpose to create a stronger, greener and fairer South Yorkshire for all its residents.

Led by the Mayor, our vision is to create a healthier, happier and wealthier region, growing an economy that works for everyone.

We are a collaborative and inclusive organisation and, together with our workforce, we developed and launched a new set of values in the beginning of 2023 – Collaboration, Integrity, Ambition and Accountability – to set us in our journey. They underpin everything we do and shape the behaviours we see as essential to deliver our objectives.

To achieve our vision, we rely on our colleagues' hard work and commitment every day. We want each and every one of our colleagues to feel seen and valued for who they are, and we aim to support all our colleagues to develop and fulfil their career aspirations in this organisation.

We want an environment where our colleagues are provided with equal opportunities and action taken against any discrimination. We are publishing our Gender Pay Gap report to comply with our statutory reporting requirements, and we will use our report to undertake further work to reduce our gender pay gap.





# Understanding the Gaps

## What is a Gender Pay Gap?

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female, and male participation, and how effectively talent is being maximised.

## What is the difference between the Gender Pay Gap and Equal Pay?

The gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women.

## Reporting Requirements

There is a legal requirement for all relevant employers to publish their gender pay report within one year of the 'snapshot date', this date being the 31st of March 2024. All Employers must comply with the reporting regulations for any year where they had a head count of 250 or more employees on the 'snapshot date'. There is the requirement to calculate and report the following information:

- The Mean gender pay.
- The Median gender pay.
- The mean bonus gender pay.
- The median bonus gender pay.
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pays band.





# South Yorkshire Mayoral Combined Authority Gender Pay Report 2024

**Data on 31 March 2024 is as follows:**

## **The Mean Gender Pay**

The calculation shows the difference between the mean average hourly rate of pay that male and female full pay relevant employees receive. For all calculations, full pay does not mean full time, it means that a person has received their full pay, therefore people on maternity leave with half pay, those on sickness leave with half pay etc are excluded.

The calculation is undertaken by subtracting the mean average hourly rate of pay of all female full pay employees from the mean average hourly rate of pay for all male full pay employees and dividing the result by the mean average hourly rate of pay of all male full pay employees and multiplying it by 100.

The Mean Gender Pay Gap for South Yorkshire Mayoral Combined Authority is 4.15%.

## **The Median Gender Pay**

The calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation is undertaken by subtracting the median average hourly rate of pay of all female full pay employees from the median average hourly rate of pay for all male full pay employees and dividing the result by the median average hourly rate of pay of all male full pay employees and multiplying it by 100.

The Median Gender Pay Gap for South Yorkshire Mayoral Combined Authority is 4.58%.



## Gender Pay Gap Bonus Reports

The calculation shows the difference between the mean average bonus pay that male and female full pay relevant employees receive.

South Yorkshire Mayoral Combined Authority do not pay any bonuses, and this part of the report is not applicable.

## Reporting Quartiles

The proportion of males and females in each quartile pay band.

This calculation shows the proportions of male and females in four quarter pay bands. The calculation is undertaken by dividing the workforce into four equal parts:

- Firstly, all relevant employees are ranked from lowest hourly rate to the highest hourly rate of pay.
- Secondly, the list is divided into four sections called quartiles with an equal number of employees in each section.

The proportion of males and females in each quartile pay band is:

- Lower Quartile 49.33% Female and 50.67% Male
- Lower Middle Quartile 56.76% Female and 43.24% Male
- Upper Middle Quartile 40.00% Female and 60.00% Male
- Upper Quartile 44.00% Female and 56.00% Male









# Summary

In comparison to our 2023 data, we have seen a change in our Gender Pay Gap Reporting. In 2023 we reported a Mean Gender Pay Gap of 10.79% in comparison to our 2024 Mean Gender Pay Gap of 4.15%. Our Median Gender Pay Gap in 2023 was 12.65% and we are now reporting a Median Gender Pay Gap of 4.58%. Over the last 12 months we have seen a positive change in the number of females moving into the upper quartiles of the pay bands.

## Plans for 2025

The development of a new Corporate Plan and People Strategy will drive forward our Equity, Diversity and Inclusion agenda to ensure our workplace is inclusive for all colleagues.

## Conclusion

We will continue to review and monitor our position and undertake to further reduce our gender pay gap within the organisation.



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