

Equality and Inclusion Review 2022

BIRMINGHAM
2022
Commonwealth
games



**West Midlands
Combined Authority**

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Purpose

The West Midlands Combined Authority (WMCA) was created through a devolution deal in 2016, where central government in Westminster gave us powers and money to improve the lives of people in the West Midlands by ‘propelling the economy to further growth’ in the context of international, national and regional challenges – including a skill deficit, legacy of worklessness, public service challenges and connectivity. We are a partnership between 18 local authorities and other bodies including Local Enterprise Partnerships, the West Midlands Police and Crime Commissioner and West Midlands Fire and Rescue Authority. We have seven constituent local authority members who make up the WMCA Board.

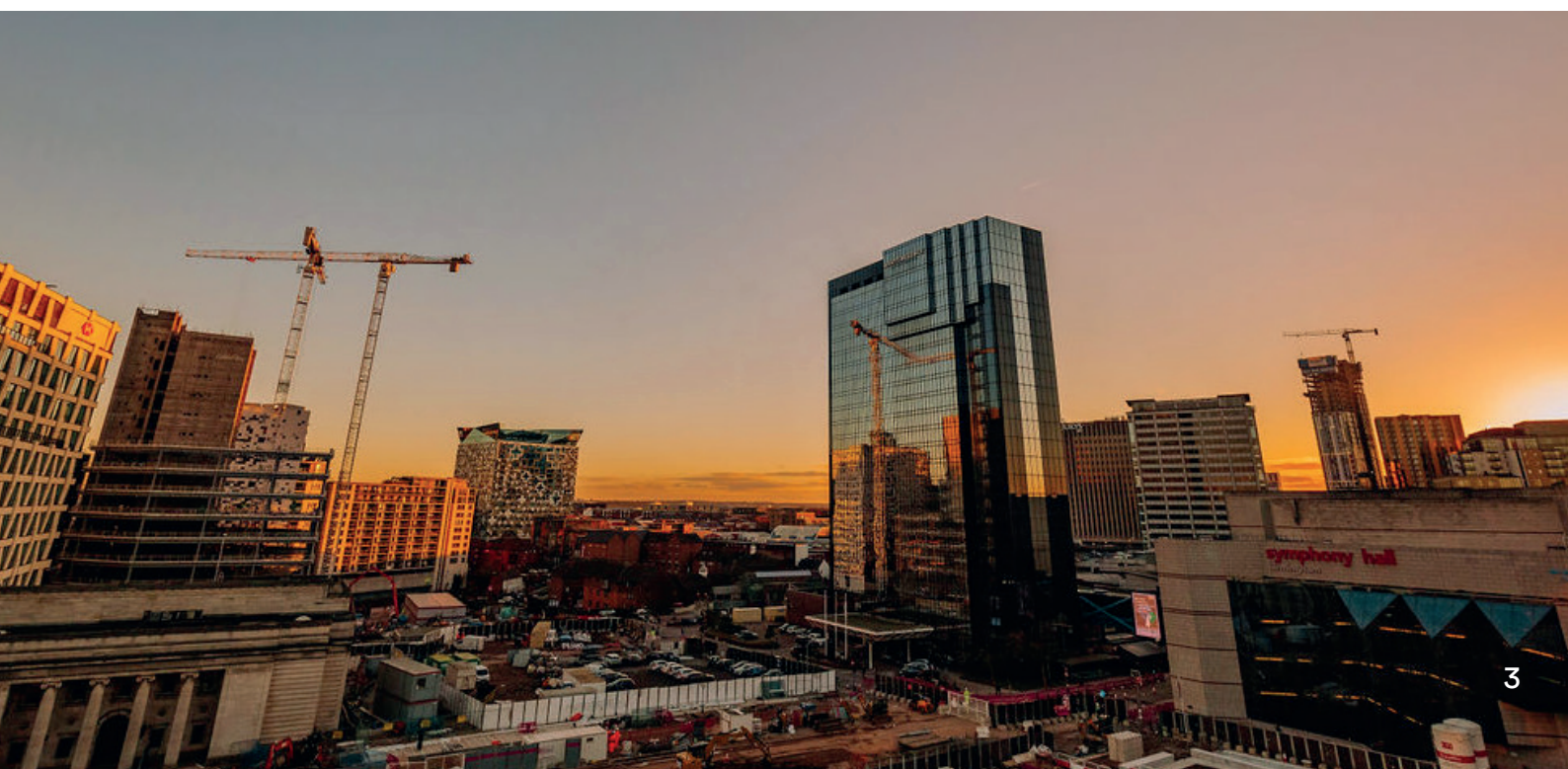
We take on a range of roles to deliver on our shared regional ambitions, ensuring that our activity builds on work at a local level, led by local authorities. In some areas we are responsible for delivery of services (e.g., regional public transport and the provision of adult skills), while in other areas we convene and guide the work of partners (e.g., developing economic strategy to support regional businesses and unlocking sites for housing and regeneration schemes). We also play an advocacy role, amplifying the voice partners in the region to solve shared challenges.

Our vision is that of a “more prosperous and better connected West Midlands which is fairer, greener and healthier”.

Our Corporate Aims and Objectives (2022-24) outline six aims to help realise this vision:

- Promoting inclusive economic growth in every corner of the region
- Ensuring everyone has the opportunity to benefit
- Connecting our communities by delivering transport and unlocking housing and regeneration schemes
- Reducing carbon emissions to net zero and enhancing the environment
- Securing new resources and powers from local government, and
- Developing our organisation and our role as a good regional partner

This Equality and Inclusion Review identifies key WMCA activities, provisions, achievements, strategies and developments for greater equality, diversity, access and inclusion for 2021/22 (up till March 2022). It also outlines the positive outcomes these achievements have had on peoples’ lives in the region. The last section of the review offers detailed workforce and recruitment statistics, including gender and race pay gap information (March 2022 stats).



Introduction

Our vision is for the West Midlands to be a global, internationally recognised, modern manufacturing economy and a place where everyone's life chances, health and well-being are improved. Integral to our vision is the commitment to equality of opportunity and inclusion for all. Equality and diversity are about creating a fairer society, where everyone can participate and have the opportunity to fulfil their potential. It is about treating people fairly and justly, whilst also recognising individual needs. We think it is fundamental that people are given equal opportunities so that they are able to achieve equal outcomes. Equalities and inclusion are key integrated elements of our activities. They are also integral in meeting our key priorities and objectives which are critical for our success. We have a significant impact across the West Midlands as a service procurer and deliverer as well as setting standards as an employer. Over the years we have implemented different actions and policies, engaged in a range of activities and initiated projects and schemes to bring about improvements in the quality of life for people in the West Midlands. This annual equality review document summarises how we have and how we are intending to carry on fulfilling this commitment. It is an integrated summary of the actions and impacts that we have made on equalities and inclusion issues over the past year.



Transport

Free Travel

Free travel passes are provided to 400,000 senior citizens of eligible age and 36,000 disabled passes were issued in the West Midlands as part of the English National Concessionary Travel Scheme. All permanent residents of the West Midlands who are of the age of entitlement or disabled people who meet the application criteria are entitled to a free pass. The travel pass entitles holders to free travel on bus, rail and tram services in the West Midlands and free national bus travel across certain times of the day.

Children under 16 and those aged 16-18 in full time education who hold a disabled pass are also entitled to a free bus travel before 9.30 Monday to Friday.

Reduced fare travel is also provided to young people under 16 years old and 16-18 year olds in full time education or an apprenticeship and reside within the West Midlands. Around 34,000 16-18 photo cards were issued in 2020-21.



Demand responsive services

Transport for West Midlands (TfWM) commissions National Express Accessible Transport (NEAT) to operate the West Midlands Ring & Ride Service. The service covers the majority of the West Midlands area and provides an accessible door-to-door transport service for people who find it difficult or impossible to use conventional public transport. All Ring and Ride vehicles are fully accessible, and the drivers have received disability and equality awareness training and customer care training which enables them to give a greater level of customer care and assistance to passengers using the service. The service continues to see a significant reduction in passengers as a direct result of the Covid-19 pandemic. The increase in passengers has been far slower than other public transport services due to the nature of the destinations being served and the more vulnerable client group. The service is now operating 7 days a week, between 8am and 11pm Monday to Saturday and 8am and 3.30pm on Sunday.

The first pilot mainstream Demand Response Transport (DRT) scheme in the West Midlands was launched successfully in April 2021 under the brand of West Midlands Bus On-Demand, with operating hours of Monday to Friday from 7am until 8pm. The service is centred on the University of Warwick campuses and links into the wider South and West of Coventry. Whilst the majority of customers choose to use the app for bookings and managing their account, there is also the opportunity to contact the team by email and telephone, helping ensuring access to all user groups including those who don't have access to mobile technology. Agreement has been reached for the acceptance of concessionary passes for 50% of the standard fare.

Walsall Community Transport provide a service for older residents in the north and east of the borough who are no longer able to use public transport. It is a door-to-door shopping bus, running 15 journeys weekly into their local town centre and supermarket. This service enables users to retain independence and dignity, reducing the burden upon social care provision; as well promoting social interaction between users. This social contact is further encouraged with the provision of additional trips out during the summer months and at Christmas time to other local shopping destinations.



Safety and Security

The Safer Travel Partnership is responsible for delivering the West Midlands Police and Crime Commissioners 'Local Transport Policing Plan'. The key objectives of this plan for 2021/24 continue to be to reduce crime and improve passenger perception of personal safety. This is especially important from an equality and inclusion perspective as perceptions of safety are lower amongst a number of groups, e.g., women, young people, people from ethnic minority backgrounds and disabled people.

The West Midlands public transport network continues to be one of the safest in the UK with over 20 million bus journeys alone taken each year

Achievements and activities

Since July 2021 a specific objective from the policing plan has been to reduce violence against women and girls using the transport network mainly taking the form of unwanted sexual behaviour. This is championed and supported by the DfT under their own strategy. Actions the Safer Travel Partnership are taking to address this include educational input raising awareness to increase reporting and positive action against identified offenders. Sexual offending on the train network has reduced by 36% since the start of 2022.

The Partnership has had a clear focus on tackling anti-social behaviour (ASB) in recent years and this has yielded good feedback. Surveys from the independent watchdog, "Transport Focus" show that passenger feeling of personal safety on bus continues to increase and concerns over ASB continue to reduce. Bus user surveys undertaken by TfWM between March and August 2022 show overall ratings of 87% satisfaction with personal safety.



Services

The work of the "Safer Travel Partnership", a collaboration of Police, Transport for West Midlands and Bus and train Operators contributes to these figures through a mix of targeted high visibility Police patrols and responses to reports of anti-social behaviour (ASB).

Safer Travel Police team

The Safer Travel Police Team is a group of Police Constables and Police Community Support Officers from West Midlands Police and British Transport Police who work on the bus, rail and Metro network and associated corridors of the West Midlands, focusing on crime reduction and community safety. This 'cross mode' policing team is the only team of its type in the country bringing together two police forces, working together on a daily basis, to make transport safer. Special Constables have also been recruited by both forces which has subsequently increased the Police team's numbers. All operations and visibility patrols are coordinated by the Safer Travel Tasking process and delivered by Police Inspector, Sergeants and dedicated Intelligence team.

ASB (Anti-Social Behaviour) Team

Aided by a seconded member of staff from National Express the team have now managed thousands of cases since their inception in 2013. The Partnership also has a dedicated Anti-Social Behaviour (ASB) team dealing with reports of incidents from the public and operators, using a range of civil based interventions including warnings, acceptable behaviour contracts and leading ultimately through to criminal behaviour orders (CBOs) in a few instances to tackle inappropriate behaviour on the transport network. The team receive reports from the public through the 'See Something Say Something' campaign which allowed passengers to text the Partnership, via mobile phone, details of any incident of concern that they might witness on the bus, rail, or Metro to a dedicated text number. This scheme has now been redesigned and rebranded with the introduction of a new dedicated number 81018 launched in the Spring of 2021 as 'See Say' and with a broader remit to include roads in general. Safer Travel receive approx. 100 messages a month on this dedicated text number.

Safer Travel has welcomed three new team members into brand new roles created to tackle antisocial behaviour on the public transport network.

Three Transport Safety Officers (TSOs) are the first of their kind in the UK to operate across all three modes of public transport. These officers have all achieved Community Safety Accreditation (CSAS) to use the 9 powers granted by the West Midlands Police Chief Constable.

They have received further training on traffic control powers to assist the RTCC in keeping traffic moving in the future and there are currently plans to appoint further Officers. This will further expand an already well received service from the travelling public. A recent review and public survey around the work of TSO's showed 62% of public transport users already feel safer thanks to their presence.

Since they started patrols of the West Midlands network last year on average each month, they interact with over 6,500 passengers and staff, engage over 800 passengers and issue 70 verbal warnings for antisocial behaviour. Average patrol hours each month are 390. The team utilise a three E's approach to dealing with antisocial behaviour: engage, educate and enforce. Passengers behaving inappropriately will be engaged with by the officers and enforcement will be used if the behaviour continues, such as issuing a fixed penalty notice, directions to leave or surrendering alcohol.

CCTV Control Room

There continues to be a high level of CCTV coverage across the whole public transport network. Well over 1500 cameras monitor bus, rail and Metro stations and bus stops across the West Midlands, with further cameras onboard buses, trams and trains. The state of art Safer Travel Command Centre provides monitoring of the digitally recorded images, on HD monitors, 24/7, 365 days a year.



Achievements

Huge uptake in use of public transport up to and during the Birmingham '22 Commonwealth Games led to no corresponding increase in crime on the network over this period thanks to the work of Police, extended police family including TSO's and Commonwealth Games staff and volunteers

- The TfWM CCTV Control Centre received its annual external and independent audit in December 2021 retaining its accreditation against relevant British Standards confirming the service is well managed and operates effectively within all legal requirements.
- Retention of "Safer Tram Stop award" covering all 26 metro stations on the line.
- Following negotiation with Ministry of Housing, Communities and Local Government, 7 Bus Byelaws were made in February 2022 and TfWM are going through the final stages with West Midlands Police to make them fully enforceable
- For the school year 2021/22 the Educational Officer for the Safer Travel Partnership has delivered inputs to 27,711 students at 74 educational establishments across the whole of the West Midlands, as well as Lichfield and Worcestershire. The aims of sessions are to reduce ASB on bus, train and tram and instil confidence to travel. The various sessions have included assemblies, Personal, Social and Health Education (PSHE) sessions, classroom lessons and full day mini school activities to encourage young people to travel safely and responsibly while using the public transport network and to follow the rules of our Passenger Code of Conduct. Many schools and colleges have incorporated the student contract version of the Passenger Code of Conduct into their new Year 7 student induction pack. At a higher age the Partnership continues to work successfully with Sandwell College promoting and encouraging responsibly behaved travel on Metro and buses serving the college. This level of interaction has been achieved during the Covid pandemic which has meant virtual assemblies and other ways of engaging.

- The highly regarded restorative justice project addressing anti-social and low-level criminal behaviour from young people on the network continues to work successfully across the West Midlands. 25 restorative justice sessions have been held over the last year with no repeat offending on the public transport network following attendance to these sessions. A further 30 Partnership staff and Officers have been fully trained since January 2022 to help undertake future sessions and increase capacity to deliver the restorative justice project in the years to come.



West Midlands Bus Alliance

We continue to work in partnership with bus operators and other stakeholders to improve the quality of all aspects of bus travel and to make travel easier for everyone. Features such as low floor buses, accessible well-lit passenger shelters, easy access kerbing, improved passenger information and audio and visual Real Time Information are helping to make bus travel more attractive for everybody with drivers trained in customer care and disability awareness. All operators in the West Midlands Bus Alliance have committed to ensuring that any new buses are fitted with on-board next stop announcements to assist blind and partially sighted passengers. Nearly 400 buses in the region are now fitted with the equipment with more to follow in the coming months. The West Midlands Bus Alliance has continued to oversee and influence the bus network response and recovery to the Covid-19 pandemic and has sought to ensure that operators and wider stakeholders are fully aligned on issues affecting passengers and future aspirations through the BSIP. This has included developing a consistent approach to passenger communication at the various stages to the release from covid measures including changes to social distancing on-bus and the evolution of the expectations around passengers to continue to wear a face covering.

Metro

Metro is fully accessible with every tram designed to enable easy access. All new trams have improved access arrangements by the use of four double and two single doors each side of the tram. There is level access between the tram and the platform edge. Trams have bright colour contrasting doors and handrails, automatic opening and closing doors, priority seats for disabled people and two easily accessible spaces for wheelchair users. Trams are also equipped with “next stop” visual information screens and audio announcements, emergency intercom and Customer Service Representatives on board. All 31 stops across the Metro route have also been designed to be fully accessible, with level, ramped or lift access to all platforms. Real Time Information and audio announcements are provided at shelters, emergency intercom which includes Braille for the visually impaired at the end of shelters, seating in shelters and tactile paving along platform edges, stairs and crossing points.





Real Time Information

Real Time Information displays continue to be maintained across key transport corridors. We continue to maintain, upgrade and replace (where necessary and funding permits) information systems in city centres (Birmingham, Wolverhampton, Coventry), at bus stations, transport interchanges (such as Stourbridge, Cradley Heath, West Bromwich and Walsall) and bus stops.

The electronic information displays provide details of the next buses to call at the stop or interchange including the service number, destination and, for the majority of journeys, the actual time when the bus will arrive/depart. For people with visual impairments we provide a key fob device used to activate an audio message, providing the same information as displayed on the Real Time Information screens. We continue to work with suppliers to improve the service offered to people

with visual impairments. We continue to trial alternate solutions to traditional key fobs, such as Bluetooth (for those customers who have an enabled smartphone) for real time information. For navigation & wayfinding within bus station and interchange buildings, in conjunction with one of our suppliers, we are testing the use of the solution provided by NaviLens (www.navilens.com), with full backing from RNIB. This is expected to be trialled at Wolverhampton Bus Station in late 2022.

Across Birmingham City Centre Interchange (BCCI) 60 bus stop totems are currently installed with RNIB React 3 capabilities. These totems incorporate both LED and static media panels, with a font designed for improved legibility across both print and digital media. RNIB React 3 capabilities are also available in all shelters installed as part of the Sprint bus priority network. We are also in continuing partnership with bus operators, primarily National Express West Midlands who support on-board electronic display equipment on some routes. These displays provide corresponding audio messages.

Accessibility Review:

A large undertaking by TfWM, the accessibility review has been an ongoing process to understand the ability of the people in the West Midlands to utilise public transport and access the key economic and neighbourhood centres of the region. This has been conducted with an aim to understand class, ethnicity, disability and gender affect the processes of undertaking journeys within the West Midlands. We have reviewed a large number of models and literature, looking at how best we can begin to understand the issues in the region and which tools are best suited to understand them, and a review of the urban form in the region.

Travel Information

Travel information is provided in a range of ways to ensure that it is accessible to a wider range of people, including disabled people. Information is provided through:

The Transport for West Midlands website includes a journey planner to help plan any rail, bus or Metro journey. The website also includes interactive travel maps with all public transport options in a specific area. The website is accessible from all devices, including desktop, table and mobile phone and recognises your location so that it can locate bus, train and tram stops near you and provide the next arrivals and departures from these stops or stations. We make every effort to work towards meeting web accessibility standards.

- We have a TfWM Mobile application that will allow you to locate any bus, train or Metro near you and provide the next departures for that stop.
- We work with bus operators to enable bus vehicles to be tracked as to their current location. This enables more passengers to access Real Time Information for stops without screens and allows them to make smarter choices about their travel before starting their trip. Over time the applications will show more and more real time data.



Sustainable Travel

Walking and Cycling

Cycling and walking improvements across the region are an important way to create a more inclusive environment for our residents. By working closely with our disabled community, we can make smart adaptations early on in the design process that benefit the entire community.

The Government's Cycling and Walking Investment Strategy (CWIS) acknowledges that walking is worth investing in and is of growing importance to our health, living standards and wellbeing. The 2017 strategy includes a target to increase the percentage of children aged 5 to 10 walking to school from 49% in 2014 to 55% in 2025. In the new updated CWIS2, The government has set a target that by 2030, 50% of all journeys in towns and cities should be walked or cycled. For the first time 'wheeling' has now been considered to ensure that cycling and walking design is inclusive of those with disabilities who cannot access conventional methods of active travel.

The DfT funded 'Walk to School' programme sees walking rates jump by an average of 23 per cent and reduces congestion outside school gates by an average of 30%. The West Midlands hosts 3 Living Streets officers to deliver the programme with primary schools across the region. This now also incorporates the Little Feet project - working with early years settings children to encourage walking from a young age.

In 2020, cycle parking was delivered at Birmingham New Street, Moor Street and Coventry bus station 14 Cycle parking spaces at public transport facilities across the region were implemented to improve multimodal access.

The West Midlands hosts the Walking Works package offering walking support to businesses and education sites. The 'Cycle Parking for

Organisations' project (which came out of the emergency Active Travel Fund) allowed any organisation in the West Midlands to apply for free cycle parking using the charity "Park That Bike". More than 260 organisations successfully applied regionally including schools, charities, faith centres and businesses and 1350 new cycle parking spaces were implemented.

The Local Cycling and Walking Infrastructure Plan (LCWIP) was reviewed and updated for 2021 to include new phasing of the cycling routes and Core Walking Zones. There are now 21 Core Walking Zones in the plan and it is imperative that all in the region benefit from the scheme. There has been significant investment in cycling and walking in the West Midlands with Active travel funding awarded by DfT to further expand the Starley Network. We are currently working with local authorities to ensure these are designed to LTN 1/20 standard and are inclusive for all types of pedal cycles. We are looking forward to future funding streams to engage with harder to reach groups to get more involved in the future design of their neighbourhoods through co-design.

£2m of TCF allocation formed the Better Streets Community Fund, a community focused grant scheme which allowed residents in the West Midlands to submit ideas to improve their local area for cycling and walking. Almost all the projects have now been delivered, including Walsall Rugby Club Cycling Activity Centre and Stevens Park Toucan Crossings (Dudley).

Two Wheels for All sessions in Wolverhampton and Coventry have been funded through the Better Streets Community Fund, however due to Covid-19 restrictions, events have not yet taken place. Two inclusive cycling schemes are being delivered through the Active Travel Fund: 'Ride Ahead Together' and 'Out on Your Loan'. 'Cycling with Confidence' sessions are blocks of 5 sessions to build confidence to use cycling infrastructure and roads and provides one to one Cycling support for those with complex needs. During 2021/2022, there were 1324 participants

for Tri Cycle, and 134 people took part in a series of structured cycle courses (Cycling with Confidence and Cycling for Complex Needs).

Out on your Loan is a scheme falling under the Active Travel Fund, which allows people to have a long-term loan of an adapted cycle. Additional cycle training and support are also offered. By collecting data on the routes that the participants use and the barriers they encounter to using routes in the region, we intend to use this information to make our network more inclusive for adapted cycle users. 18 adapted cycles were made available with the application process recently closed and distribution finalised. This project was merged with Ride Ahead Together (being delivered by Midland Mencap) to offer a full package to disabled cyclists, offering tailored support and cycling skills and development.

Wheels for All is an initiative organised by Cycling Projects in various locations across the UK including the West Midlands (Coventry, Birmingham and Solihull).

Cycling for Everyone: The proposal for a Cycling legacy of the Birmingham 2022 Commonwealth Games (CWG), is Cycling for Everyone, an activation and behaviour change project which aims to encourage cycling as an everyday option for travelling. Its objective is to work with communities in the most deprived areas of the region. to enable and inspire them to use cycling as an enjoyable way to travel and stay active.

Station Travel Plans

Inclusive cycle parking for adapted and larger bikes has been introduced at Birmingham New Street and Solihull rail stations. Funding is being sought for community cycle parking initiatives which will encompass inclusive cycle parking in local communities.

West Midlands Trains have delivered 12 station travel plans (called Stations as Places prospectuses) across the West Midlands. Stations as places have worked with partners to identify stations that require and would benefit from future improvements in terms of accessibility, customer experience, regeneration and serving the communities they are part of. The railway stations included: Stourbridge, Smethwick stations, Kings Norton, Sandwell and Dudley, Selly Oak, University, Longbridge, Jewellery Quarter, Small Heath, Snow Hill, Wolverhampton, Bromsgrove and Tame Bridge Parkway. Due to the covid pandemic, funding for the Stations as Places (Dft) has been reprioritised under the Emergency Recovery Management Agreement.

LACF: The Local Authority Capability Fund aims to support the delivery of walking and cycling activities in the West Midlands region. Development and behaviour change activities have been allocated into local authority and regional level delivery. This programme aims to provide inclusive opportunities to take up cycling and walking. By allowing all community members and groups to enrol onto the activities taking place, the LACF programme tackles a wider range of residents and further removes barriers to cycling.

Supporting disabled people and deprived communities

The following active travel fund projects were led by the WMCA's Healthy Communities team:

- Social prescribing walking and cycling in Birmingham and the Black Country – delivered by Active Black Country and The Active Wellbeing Society trial looked at how we can improve the health outcomes of certain communities e.g. recent migrant, people on low income and living in some of the areas of poorest health. This helped connect GP surgeries to local opportunities, inspiring stories about people's physical and mental wellbeing improvement as a result of being involved in the pilot and also issues around pain management, the challenges in getting people cycling especially in the Black Country and how we can build the capability and confidence on health partners to prescribe to the most appropriate walking and cycling opportunities. Delivery of the Black Country trial led to 109 people being prescribed to walking and cycling, 19% from ethnically diverse communities, 40% were disabled people and 75% reported in physical and mental wellbeing and over 600 attended the social prescribing sessions in Birmingham
- Out on Your Loan -one of the important lessons learnt from previous work was about helping disabled people get access to a bike, Out on Your Loan provided practical support for disabled people by loaning people bikes to help them get around, whether this was a trike, adapted or everyday bike. The success of the scheme highlighted the demand for this type of scheme across the WM
- Ride Ahead Together. This funding enabled the healthy Communities team to take the previous project to the next level with Midland Mencap to help build the confidence and capability of disabled people to cycle and use the cycling routes across the West Midlands and 1609 people were engaged.

- Bolstering Community Capacity – funding enabled us to contract Sustrans to work with Local Authorities to target those areas near to planned walking and cycling routes to find out how we can connect communities in some of our most deprived areas to walking and cycling initiatives, generating referrals to the WM ATF walking and cycling projects and find out what the opportunities and barriers are to get more people walking and cycling. Over 320 people were consulted in some of the most deprived areas and raised issues around safety, time and access to bikes and local opportunities were highlighted as the main barriers, people wanted to know about more local opportunities on their doorstep. 258 people were referred to other West Midlands Active Travel Schemes.

Supporting employment

The Workwise service helps unemployed people return to work by providing discounted travel to a new job, enabling them to start and stay in work. From April 2021, Workwise supported over 1,375 unemployed people to travel to a new job as well as signposting to other schemes supporting people to get to work.

As from September 2021, the offer was changed from 50% off selected 4-week tickets for three months to the first and second 4-week ticket free then 50% off the third 4-week ticket* when starting work or increasing hours to more than 16 per week.

Research demonstrates that 90% of Workwise customers are still in employment six months after receiving Workwise support and over 66% are still using sustainable travel for commuting journeys.

*on selected 4-week tickets.

Commonwealth Games

Transport

We are proud to have delivered a successful public transport Games, ensuring all competition venues were accessible by public transport – we provided almost 3,000 additional shuttle buses to facilitate 650,000 journeys and welcomed over 2 million people through New Street Station. To make sure public transport was an easy first choice, for spectators access to public transport was included in the Games event ticket, whilst volunteers and workforce were entitled to public transport within the West Midlands.

Travel information for the Games was provided in a range of ways to ensure it was accessible to a wide range of people. We delivered a dedicated Journey Planner to help plan any journey to a Commonwealth Games venue. This included easy-to-read information on travel options, times, and carbon impact. The planner included interactive maps with all public transport options. Information was also available in print and in digital format on the B2022 website on a venue by venue basis.

For those requiring accessible transport, Blue badge parking and accessible shuttle services were available at all venues, and these were clearly communicated through our dedicated journey planner, on the B2022 website and directly to spectators through official B2022 communication channels.

During the Games, all residents and spectators were offered 2 free 30min rides every day of the Games through the West Midlands Cycle Hire scheme, with the result that we saw 28,000 bike rides during the Games. We also provided free cycle parking facilities at venues which saw over 7,500 personal bikes used to get to Games events.

With financial support from central Government, TfWM invested £2million in Cycling for Everyone – a project aimed at addressing inequalities and activating the active travel infrastructure for all communities, through a range of locally selected activities such as cycle training, cycle loan schemes, and community events.

Jobs & Skills

WMCA, working with partners, established a Jobs & Skills Academy which saw £5million invested to train 7,5000 unemployed residents to take advantage of roles in the Games. A further £5.2million was secured to invest in 'Find Your Future', designed to support over 3,500 local people into employment and training associated with the Games. National Lottery funding helped connect 1,000 young people in priority groups to Commonwealth Games opportunities, and a further £1million has been invested to train employees in higher level skills.



Inclusive Communities Portfolio

One of our core objectives at the West Midlands Combined Authority (WMCA) is to make sure that everyone can share in our region's success. The WMCA Inclusive Communities Portfolio leads a range of work that contributes to this goal. Its role is to better embed equalities, diversity, inclusion and citizen voice into the way the WMCA plans, decides and delivers its activity.

Race Equalities Taskforce

In the West Midlands, we are proud of the incredible diversity of our communities, however we also know that many are not able to reach their full potential and thrive.

According to the 2011 Census, around 30 percent of people living in the region are of an ethnic minority heritage (900,000 people). Evidence shows that they are more likely to face additional barriers and challenges in life, from access to good jobs, transport and housing to outcomes in the education, health and criminal justice systems.

In July 2021, the WMCA Board agreed to launch a new Race Equalities Taskforce that take action to will improve opportunities for all of our communities. The Taskforce will bring a wide range of partners together to find new ways to address race disparities, focusing on the issues where the WMCA can make the most impact.

The Independent Chair of the Taskforce was appointed in December 2021 and is Yetunde Dania, Partner and Head of the Birmingham Office at international law firm Trowers & Hamblins. A fantastic steering group of strategic leaders has also been appointed, and Taskforce activity will begin during the 2022/23 year.

Young Combined Authority

One in three of our citizens in the West Midlands are aged under 25 years and their voices are not always represented at decision making levels. For example, as few as 15 percent of elected councillors in the UK are aged below 45 years.

The Young Combined Authority (YCA) was established in 2019 to help amplify those missing voices within regional decision making, and develop future leaders who are more truly representative of their communities. It plays a vital role in helping the WMCA to understand what our young population need and want from the future of our region.

By sharing their feedback and priorities, YCA members have continued to make a valuable contribution to our work throughout the 2021/22 year. The YCA's vision and priorities report has directly informed the development of the WMCA corporate strategy and also won the YCA an achievement award from RTPi West Midlands. YCA members have additionally influenced a number of important initiatives, including Transport for West Midlands' Violence Against Women and Girls Strategy, the WMCA Equalities Scheme and the refresh of our Local Transport Plan.

Our YCA have also continued to develop their national impact, by working with youth representatives from other mayoral combined authorities through the National YCA forum. The ambition is to build on this work to create a stronger platform for youth voice and impact.

Leadership Commission

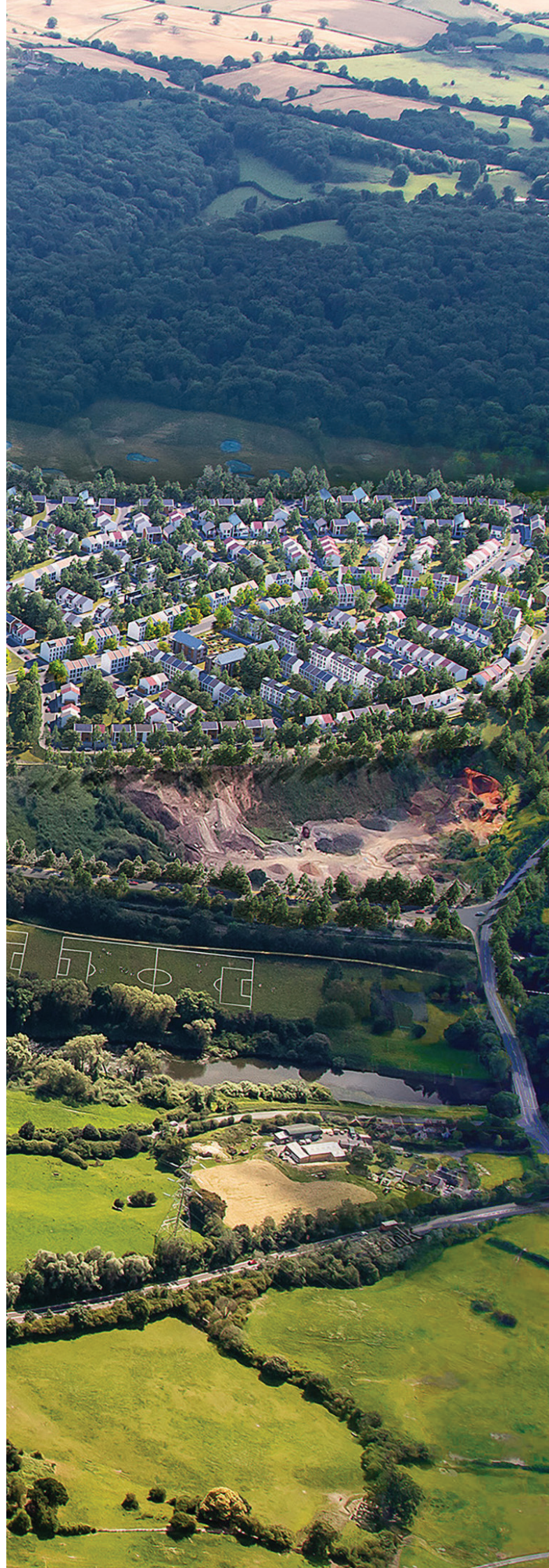
The West Midlands Leadership Commission has continued to deliver activity to enable more people from underrepresented groups to attain senior positions.

During the 2021/22 year, the Leadership Commission has focused on improving boardroom diversity and workplace inclusion. Its 'Get Board Ready' programme has prototyped workshops to equip people from groups who are underrepresented at leadership levels with the skills, confidence and know how to secure board or trustee positions. Meanwhile, Professor Kiran Trehan has continued to work with leaders in professional service firms to identify how they can make their workplaces more inclusive. This has culminated in a cutting edge research report, which will be launched in May 2022.

The Commission's seminal 'Leaders Like You' report has continued to inspire action across the WMCA's directorates and our own organisational practices. In the year ahead, the WMCA will work with the Commission to develop a new action plan for unlocking greater impact.

Community Engagement

The Inclusive Communities Portfolio also supports cross-organisational work to tackle inequalities and promote inclusion and citizen voice. Through the 2021/22 year, this activity has focused on how to build a stronger and more consistent approach to community engagement across the WMCA. Key opportunities for action have been identified through an internal mapping and engagement process, which will lay the foundations for action during the year ahead.



Housing

Key to our commitment to inclusivity and equality is creating places where everyone's life chances, health and well-being are improved, to ensure everyone can have the opportunity to fulfil their potential. Housing, Property & Regeneration is committed to "building the future" by delivering funding, influence, policy, guidance and land to improve placemaking for the residents of the West Midlands.

Despite two years of lockdowns due to the Covid pandemic, continued devolved housing and land funding has seen the region remain nationally leading in brownfield regeneration and has unlocked wider benefits for the West Midlands. Last year saw WMCA invest more than £100m to unlock new housing, commercial and regeneration schemes across the region, delivering an average over 25% affordable homes for local people. .

Throughout 2021, the Help to Own scheme on The Marches site in Wolverhampton, continued to prove its success as an affordable housing initiative to support local people to get on the property ladder and own quality new homes without a deposit, and to ultimately buy their home for £1 on expiry of their lease. The scheme has been a key initiative to support Covid-19 key workers and others to make home ownership more realistic for people across the region and to offer flexibility and security.

2021 and 2022 also saw further genuine commitment to additionality in design, quality, innovation, density and zero carbon to benefit residents in the region. Alongside our Regional Design Charter and Zero Carbon Homes Charter, 2021 saw the launch of the Public Land Taskforce to support, convene and broker regeneration and affordable housing in public land, and 2022 saw a launch of the Public Land Charter to deliver more across our public land for the benefit of local residents. Our Town Centre Taskforce and Commercial Property Taskforce continued to

convene and broker conversations for inclusivity and growth and a Future Homes Taskforce was also launched in 2022 to bring together two previously separate initiatives focused on Zero Carbon and Advanced Manufacture in Construction under a single Future Homes Strategy which will establish the West Midlands as the centre of excellence for low carbon living and modular construction in the UK.

Delivering inclusive growth and the scale, pace, quality and quantum of housing and commercial development in keeping with our brownfield first policy requires widespread adoption of advanced methods of construction and we continue to implement policies across our projects and programmes to bring about improvements in the advanced methods of construction and quality of life for people in the West Midlands.

Finally, building on brownfield land continues to create success stories of sustainability in the region. In December 2021, working with Keepmoat, WMCA invested in Manor Farm in Coventry to create a new community and sustainable neighbourhood on brownfield land that had come to the end of its life and was no longer fit for purpose. Using WMCA funding to clean-up the derelict land, funding was used to replace vacant brownfield land with good quality, energy efficient and affordable homes for local people. The scheme also helped to create and secure local jobs for local people by guaranteeing work for the construction sector during the pandemic.

Thrive at Work

In late 2018, the WMCA launched Thrive at Work – a wellbeing commitment for the workplace which also includes an accreditation award. The Thrive at Work commitment programme is endorsed by Health Education England and has itself been accredited by Innovate Awarding.

Thrive at Work began as a government supported pilot trial amongst SMEs across the WMCA footprint to establish whether a fiscal incentive would make a difference to the wellbeing offer employers make to their workforce and to understand the barriers SMEs face in implementing a wellbeing programme.

The programme has since gained funding from the Midlands Engine to extend reach across a wider footprint, including the East Midlands. This collaboration – the Mental Health and Productivity Pilot – is led by Coventry University with the University of Warwick and the national mental health charity Mind, amongst others, to deliver innovations in workforce wellbeing.

Take up for both the programme has exceeded expectation and at present there are over 400 organisations participating in Thrive at Work who between them employ approximately 250,000 people. This means we are well on our way to growing happier, healthier workplaces across the region. Approximately three-quarters of the participants are SMEs with between 10 and 250 employees and there are larger organisations such as Local Authorities and NHS Trusts recognising the benefits and joining the programme. One participating organisation has 20,500 employees.

Thrive at Work was designed with the philosophy that one size does not fit all and the range of organisations on the programme proves that the design brief has been met. Evidence from the SMEs on the pilot trial suggests that some are already seeing changes to their workforce – staff sickness absence has reduced, staff retention has

increased, and the general opinion is that Thrive at Work is having a positive impact.

The programme continues to reflect and develop, with a ‘Thrive at Home’ resource introduced in rapid response to Covid-19 and a new Foundation Level launched in early 2021. The Foundation Level has proved to be a successful steppingstone, with more than 10 organisations already accredited in recognition of their groundwork. There are now over 20 organisations fully accredited at Bronze Level, with as many again fast approaching Bronze and a number of organisations actively pursuing the Silver Level accreditation.



Thrive into Work

Thrive into Work has continued delivery of IPS (Individual Placement and Support) since the Health-Led Trial completed in November 2020. This was the largest trial of its kind in the world, testing whether the IPS (Individual Placement and Support) model is more successful at supporting people with health conditions into good quality and sustainable employment than existing models.

With continued funding from the Department of Work and Pensions, Thrive into Work has continued delivery in the Black Country immediately following the Trial and re-launched in Birmingham, Solihull, and Coventry in July 2021. Through this service provision, an additional 2756 people have been supported through the programme. Referrals have come from a variety of primary care, community care and self-referral pathways. 83% of individuals engaged were out of work whilst 17% were in work at risk of, or currently off sick. As of August 2022, an additional 692 individuals with a health condition have been supported to achieve employment outcomes.

The most common health conditions described by service participants are related to depression, anxiety, and musculoskeletal pain or discomfort, these are in line with findings during the Trial. The most common barriers to employment are related to confidence, job search or interview skills, and lack of qualifications, these are also in line with findings from the Trial. 74% of participants who have achieved employment outcomes are choosing to work for over 16 hours a week, with an average weekly wage of approximately £276. The most popular job industries for outcomes achieved are currently Health and Social Work, Wholesale and Retail, and Education.

In July 2021, the specialist pathways arm of the service was launched and since then a specialist team has been providing support for individuals who are also at risk of homelessness, at risk of offending, or living with a neurodevelopmental

condition or learning disability. Engagement in the neurodevelopmental pathway has exceeded expectations and identified a clear need for this unique model of support. Currently programme starts for the specialist pathways have achieved 135% of target.

Building on the momentum generated through the Trial and ongoing service, Thrive into Work has grown into an impactful programme which continues to work closely with primary care practitioners and community health and non-health organisations to support individuals with a range of health conditions into work. Evidence shows that paid employment can create positive health outcomes and the personalised and comprehensive model of support which IPS offers helps individuals find and retain employment which works for them.



Inclusive Growth Framework

Inclusive Growth is about ensuring economies work for people, optimising places where residents can prosper and thrive. All work at the WMCA is considered through the lens of Inclusive Growth, ensuring that projects and programmes are working towards a deliberate and socially purposeful model of economic growth. The WMCA's Inclusive Growth Framework Index (IGF) presents a set of indicators, grouped into environment and people-facing fundamentals (topic areas), that demonstrate the region's trajectory towards or away from Inclusive Growth outcomes. Inclusion is at the centre of Inclusive Growth, with 'Equality' being one of the eight fundamentals considered essential to its achievement.

Disparities based on ethnic background, gender, disability and income have been embedded in indicators across the fundamentals, with the Equality fundamental providing a more intersectional lens through which to measure progress. For example, the following indicators

have been included in the IGF to ensure the nuanced experiences of different people groups are fairly represented: the regional gender pay gap, the difference in owner-occupied housing status between disabled and non-disabled WM residents, the prevalence of Hate Crimes across the WMCA 7-Met area and the difference between highest male and lowest female employment rate: Indian males and Bangladeshi/Pakistani females.

The principles of inclusive growth must be embedded into business-as-usual activities to achieve our mission of creating a fairer, greener and healthier West Midlands economy. This means creating IG 'hooks' in our systems and processes. For example the IG team has worked with the Housing, Property and Regeneration Directorate to embed inclusive growth considerations into the Single Commissioning Framework and the Acquisitions and Disposals Framework. These mechanisms are responsible for allocating where investments are made in the region, how they are delivered and the way in which we transfer ownership of our assets. An inclusive growth approach ensures that resources are channelled towards benefitting all local citizens.



Skills

In 2019 the WMCA gained devolved responsibility from Central Government for the Adult Education Budget (AEB). The AEB stands at c£150m annually and is the key enabler of programme delivery for the WMCA's employment and skills team. Pre devolution, adult learning in the West Midlands was delivered by over 400 providers, with over 15% of learning delivered by out of area providers. Devolution of the AEB to the WMCA has enabled us to focus on regional economic and skills needs by retraining unemployed people and progressing them into sustainable employment, and by retraining and upskilling adults and increasing qualification levels for residents to level 3/4.

Much of our AEB provision is impacting underserved and underrepresented communities, for example 56% of AEB learners in 2021/22 were females, 13% were aged 50 and over and 66% were from ethnic minority backgrounds. These statistics are important, given that much of our work aims to support the groups listed to enter the labour market, upskill and progress in work. To this end, it is key that 46% of residents on our Sector Work Academy Programmes (SWAP) provision progress into jobs and that course delivery at Level 3 increased 192% compared to pre-devolution.

Case Study: SWAP Learners

This case study shows how five Coventry residents with learning disabilities have successfully been recruited to paid employment in CV Life, following a new partnership training programme, and demonstrates the real-life impact of our inclusive growth aspirations.

Stakeholders in the region recognise the impact that the pandemic has had on young people and are working together to ensure they have access to high quality training that will support them to enter and progress in the labour market. The case study focuses on one of our successful SWAP

programmes, designed and delivered to support local residents to access some of the many vacancies available across the region. It illustrates the importance of flexibility, work experience and wrap around support in enabling those with additional needs to successfully find employment.

Luke, Jrah, Gordan, Jackie and Ibrahim were all offered jobs after taking part in Coventry Adult Education Service's successful Sector Work Academy Programme (SWAP) with CV Life – a scheme for learners with learning disabilities, with shared work between Coventry City Council's Employment and Skills Service, Adult Social Care, CV Life and the charity Grapevine.

Learners were referred through Coventry Job Shop's Connect 2 programme, a European Social Fund (ESF) programme designed to support Job Shop customers with additional needs and barriers. Grapevine also referred one customer through their Help and Connect programme. The course was 6 weeks long with 2 days a week spent on work placement with CV Life and 2 days spent doing classroom learning in an onsite classroom provided by CV Life at The Wave.

Jackie Cruise, one of the successful course participants said: "When I first started the course, I was extremely nervous and was really unsure if I was going to get a job at the end of the 6 weeks.

"After the help from the Job Coaches, CV life mentors and tutors, I felt much more comfortable and started to really enjoy myself. I have now been offered a paid opportunity and I am so happy. The experience has been brilliant, and I would recommend this to anyone!"

The learners have achieved a Level 1 Award in Health and Safety Awareness, as well as developing their customer service and communication skills and increasing their knowledge in safeguarding and equality and diversity. The learners have been supported in the classroom by their tutor and a learning support assistant from Coventry Adult Education Service.

The work placements have been hosted across CV Life venues including The Wave, The Herbert Art Gallery, Coventry Transport Museum and The Alan Higgs Centre. The roles have been in Front of House (first point of contact for visitors), Maintenance, Retail, Cleaning and as a Spa Attendant. CV Life Managers who have been trained to act as placement 'Mentors', have provided excellent support to learners to succeed in their placements. In addition, Job Coaches from the Coventry Job Shop and Grapevine provided initial support which was phased out as the learners became more confident in their roles.

The course has been highly successful, with the learners demonstrating their ability in the placements – supported by their classroom learning, commitment from CV Life and Job Coaching. Rather than putting the learners through a formal application and interview process, CV Life took the decision to treat the work placements as 'working interviews' with informal interviews at the end of the placements. This has resulted in 5 of the 6 learners who started the course gaining paid work with CV Life.

Healthy Communities – Wellbeing and Prevention

Successes and plans include:

- Commonwealth Games Physical Activity legacy: Much of the attention has been on how we ensure that the Games sport and physical activity reaches out to those communities who often are excluded, whether geographically and demographically. We have worked with Birmingham City Council and DCMS to develop the Games legacy mission and ambitions and with DCMS and Sport England to design an inclusive physical activity legacy including the Commonwealth Active Communities and the Sports equipment gift scheme which we are now seeing communities benefit from a £6m Sport England legacy investment.
- Public Space Design: The WMCA is leading work with Sandwell MBC, Sport : England, Coventry CC and Walsall MBC to trial work with communities in some of the most deprived areas. The work in Tipton, Foleshill and Willenhall is beginning to see how we can encourage changes in how new or existing green and active spaces can be brought back through co-designing and co-managing with the public. In Foleshill, Positive Youth Foundation has worked with local residents and communities to find out why a stretch of canal and green space was not used and what was needed in the local area to help people get around and be active. With the community lots of activities have been put on such as walking groups, paddle boarding, gardening and training in such crafts which has transformed the area to be a safe and vibrant route for the community to get round and community led activities which are getting the community together and to get active.

- Active and Resilient Communities Our focus has been on addressing wider determinants that are causing the health inequalities and inequalities in those people are active. Despite lockdown, the WMCA's work active and resilient communities has had a positive impact. This is funded partly by the WMCA and £569,000 Sport England solicited, and £419,000 West Midlands Active Travel funding (WMATF) sourced. With the highest physical inactivity levels, the WMCA secured Sport England £150k for Black Country Consortium's (BCC) "Black Country Moving" programme employing community connectors getting people active in 8 of the most deprived areas e.g. Castle and Priory Princes End, Darlaston South and Ettingshall, As many people living in some of most deprived areas have limited green space access, the WMCA has been piloting work to create new active spaces with communities near the canal in Foleshill, Gospel Oak Road Parklet & Willenhall Park with local authorities and communities working together to unblock design sites. Working with the NHS, Local Authorities, BCC & The Active Wellbeing Society sourced £125k WMATF for people powered health through social prescribing walking and cycling in e.g. Swanshurst and Iridium Medical Practices and Walsall Housing Group targeting minority ethnic and vulnerable groups most impacted by Covid. 74% of people who have taken part have said that this has helped improve their wellbeing.
- Include Me is a regional movement, committed to becoming an exemplar region in engaging disabled people and those with long term health conditions to be physically active. Include Me WM (IMWM) is unblocking issues preventing disabled citizens getting active. It involves Sport England, citizens and organisations committed to delivering more inclusive and accessible sport. 91 organisations have committed to this change including 7 Local Authorities & Albion Foundation. Coventry City Council has IMWM has one of its Corporate Equality priorities. Birmingham City Council has IMWM as one of its "Active City" priorities. 55% of these organisations have increased training and over 620 staff have accessed free training via Sport England grant. 58% are being inclusive in marketing and communications with new IMWM Citizen Champions influencing more change. The West Midlands is now a national pilot to test the impact that targeted inclusive focus has on the development of community clubs with Pat Benson Boxing, Wolverhampton Wrestling and Birmingham Tigers FC. The Include Me Citizens Network and Panel were formed to place disabled people at the heart of the conversation. A potential reach to 21000 disabled citizens so far and a panel of 16 all with lived experience to identify priorities and propose change.



Corporate Social Responsibility (CSR)

Our CSR Strategy demonstrates our commitment to economic regeneration and growth, environmental responsibility, workforce diversity and wellbeing and sustainable development. The strategy is also intended to provide further organisational clarity to our staff in order to improve levels of engagement. A formal WMCA employer supported volunteering scheme was launched in September 2017. We offer all employees three days off per year to volunteer in a charity or charitable cause of their choice. Over the past year, employees have volunteered 38.5 days, supporting 11 different organisations. The majority of time was allocated to supporting the Birmingham 2022 Commonwealth Games. Other organisations that benefitted from our employee volunteers include: Keep Britain Tidy, Water Aid, Birmingham Children's Play Network, Birmingham Citizens' Advice Bureau, Aston and Nechells Foodbank as well as local schools.

This is Me

This is me is an award-winning mental health initiative that was developed by Barclays, adopted by The Lord Mayor's Appeal and launched in the West Midlands by the WMCA in January 2019. This is Me supports organisations to change attitudes and build inclusive workplace cultures by encouraging employees to share their experience of mental health challenges. WMCA continues to model this internally by supporting our employees to share their own stories and experiences of mental health in videos, blog posts and shared live learning sessions. In addition to supporting organisations with storytelling, This is Me also helps to break down stigma through:

- The Green Ribbon Campaign – encouraging staff to wear the Green Ribbon as a sign of support to colleagues who may be struggling
- Free Samaritans Wellbeing in the Workplace

E-learning – equipping staff with the skills to manage their own mental health as well as support others, before they reach crisis point. The campaign is now in its fifth year and has garnered the backing of workplaces across the UK, where over 700 organisations are registered nationally, with over 100 being West Midlands based. We are especially pleased to have supported the Organising Committee of the Birmingham 2022 Commonwealth Games in implementing This is Me storytelling along with the Department of Culture, Media and Sport.

Mental Health Commission

West Midlands Combined Authority has convened a new Mental Health Commission to look at the impact of the Coronavirus pandemic on the mental health and wellbeing of citizens and to understand what action can be taken regionally with partners to respond to those wide and deep impacts. The commission includes leaders from essential sectors including local government, health, social care, the voluntary and community sector, business, sports and criminal justice as well as those who have experienced the challenges presented by the pandemic. It is taking a themed approach to working with different communities over several Commission sessions until the end of 2022 and plans to share its final recommendations early in 2023.





Accessibility Resources

We have developed and distributed a number of accessibility resources that can help improve disabled people's travel experience.

Our Assistance Cards are aimed to help people when using public transport. They are designed as small cards which you can tear off and place into your bus ticket and/or concessionary pass holder. The cards were revised in 2015 in conjunction with key local disability groups.

Tickets Please Pads is a note pad aimed at helping people with communication and speech difficulties buy tickets on buses or for train journeys. The pad contains 50 tear-off slips, each of which states that the bearer may have a speech or hearing impairment. The user completes the slip with the required ticket information and hands it to the person selling the ticket. The pad can also be used to request travel information.

People who are blind or partially sighted can sometimes have problems distinguishing an approaching bus from a van or a car. To help, a Bus Hailer has been designed that enables the user to show the bus service number that they want to catch whilst at the stop. The bus driver can spot the Bus Hailer from a distance and it informs him that the person is waiting to catch the bus.

The Getting Around Access Guide is an annual guide to accessible public transport in the Transport for West Midlands area aimed at making people's journey easier. It is especially

helpful for people with disabilities, since it contains useful information on accessibility in train and bus stations. It also raises awareness of ways to acquire relevant travel information and services such as Ring and Ride. Comments received from community engagement is fed into the annual update of the guide.

Communication pocket Guide: The Communication Pocket Guide is a laminated resource which includes key messages to assist people with different disabilities when using public transport. It could be especially useful for people with hearing difficulties, people with autism, people with learning difficulties or people with speech difficulties. Messages can be written and wiped clean to aid communication with the driver or other passengers. The messages included within the pocket guide have been put together following consultation with the end users themselves and address key communication blockages for disabled people

The pocket guide has been very well received by a number of stakeholders, including disabled people, councils, special needs schools and disability organisations in the West Midlands Metropolitan area.

Please offer me a seat: We want everyone to have a safe and comfortable journey on the bus, train and tram. The 'Please offer me a seat' badge or/and card lets other passengers know that disabled customers have a very good reason to sit down. The badge/card doesn't guarantee disabled customers a seat but will hopefully help by alerting other passengers – this is especially important for hidden disabilities.

Accessible Communications Policy

We have got an accessible Communications Policy which helps ensure that public documents, passenger information and publicity material is made available in a range of formats to suit the specific needs of customers. Alternative formats may include written language translations, the Language Line telephone service, large print, audio CD or DVD, Braille or PDF. Even though some of the documents are provided in alternative formats from the outset, others are provided in alternative formats upon request.

Language Line

The Language Line Interpreting Service is being used to ensure that people whose first language is not English are still able to access our services and are not socially excluded. Customers using Travel Centres, reception, ticket offices or bus stations are able to use Language Line for assistance with timetables, public transport routes and ticket sales. Moreover, Language Line is used for mobility clinics/assessments.

Community Engagement

We are committed to engaging with, consulting and involving people from equality groups in the development of our priorities, policies and practices and have developed a comprehensive community engagement approach to ensure that people's voices are heard and fed back to the organisation. A range of groups across all protected characteristics have been consulted and any feedback received is consistently fed back to relevant managers. Outcomes of the community engagement process are also used to inform our Equality Impact Assessment process and future action planning to ensure that our policies, actions and strategies reflect people's aspirations and needs.

The Communications Team and the Equalities Team work together to ensure that any consultation is as inclusive as possible.

Health and Equity Impact Assessments

Equality Impact Assessments (EqIAs) can help us ensure that no groups are disadvantaged on equality grounds. They also indicate what we can do to promote equality of opportunity for the different protected characteristics. Over the past year we have combined Health and Equality Impact assessments to support our vision set out in the Equity and Inclusion scheme. The new process has been designed to facilitate the promotion of equity, diversity and inclusion throughout our work and encourage a holistic approach, helping us to realise the potential within our commitment to equitable outcomes. The process is intended for use in the development and/or renewal of policy, strategy and programmes and will help to mitigate against any potential negative impacts. It considers impact upon:

- The protected characteristics outlined in the Equality Act 2010 (Age, sex, race, religion or belief, disability, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership)
- Socio-economic differences by individual socio-economic position
- Area variations by deprivation level
- Vulnerable and inclusion health groups



Our Workforce

We are committed to equality and valuing diversity within our workforce. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our employees.

We demonstrate our commitment by:

- Promoting equality of opportunity and diversity within our workforce
- Aiming to build a workforce which reflects our customer base, within the diverse communities in which we work, with the aim of having parity of representation across the workforce
- treating our employees fairly and with respect
- promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- recognising and valuing the differences and individual contribution that people make
- providing support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- building in legislative requirements and best practice to all our employee policies and procedures, and supporting these with appropriate training and guidance

Recent equality and inclusion initiatives and successes include:

- In June 2020 the WMCA was re-awarded the Leaders in Diversity accreditation for our ongoing commitment to equality, diversity and inclusion. The Leaders in Diversity accreditation is awarded by the National Centre for Diversity to organisations that are considered to be making a significant commitment to embed diversity and inclusion within their business. It takes into account all aspects of their work, commitment to inclusion, the way employees treat each other, and the fair provision of services.

- In 2021 we were also recognised as one of the Top 50 Inclusive Companies to work for in the U.K. WMCA were listed as 25th.
- In 2022 we were listed 12th on the National Centre for Diversity's Top 100 Most Inclusive Workplaces Index, as part of their FREDIE Awards. The FREDIE Awards recognise the top 100 organisations taking part in Leaders in Diversity, who showcase their commitment to FREDIE: Fairness, Respect, Equality, Diversity, Inclusion and Engagement. We also won Transport Organisation of the Year.
- In 2020 we were awarded the status of Disability Confident Leader which recognises the work we do to make sure we are an inclusive employer, particularly for our disabled employees.
- In 2021 we obtained the Armed Forces Covenant Employer Recognition Scheme Gold Award, following our work towards being an Armed Forces friendly employer which includes initiatives such as advertising our job vacancies on Career Transition Partnership and Forces Families Jobs as well as having a guaranteed interview scheme for Veterans, Reservists and Cadet Adult Volunteers who meet the minimum job role criteria.
- Positive action statements are included in our adverts and we encourage positive action in recruitment where there is under-representation. We have amended our advertising templates to strongly highlight our commitment to equality whilst also encouraging under-represented groups to apply for roles and we have also included statements to highlight our position on flexible working. We have also reviewed job titles and role profiles to identify biases in the way they are worded and to ensure they are inclusive.

- We use qualifications under the apprenticeship levy to encourage people to apply, which we anticipate will have a positive impact on a number of groups, including mothers who had taken a career break due to caring responsibilities and may need some encouragement and support to get back to work. Our 'Building our Future Workforce' Strategy is designed to provide underrepresented groups with a range of skills and opportunities. Since the scheme was launched, the proportion of employees who are apprentices has increased to 6%, well above the target for the public sector and exceeding best practice benchmarks. All posts under a certain salary scale are advertised as apprenticeships and we target under-represented groups (care leavers, NEETs etc.) in our recruitment to work experience and entry level jobs/apprenticeships.
 - A key element of our approach is to build a coaching and mentoring culture. All staff have access to an external regional coaching and mentoring pool managed by West Midlands employers. Coaching is also an integral element of our management fundamentals programme. We have also introduced internal mentoring and reverse mentoring schemes for women and minority ethnic staff. A number of mentoring relationships have been established (many of which are live) and the programme is regularly re-advertised. There are currently 50 mentees benefiting from the scheme.
 - We launched a "leadership apprenticeship" programme for minority ethnic women employees which supports their development and leadership aspirations. From September 2021, 4 women are working on an MBA and work on high profile projects with senior leaders
 - As part of our commitment to being an inclusive employer, we offer a guaranteed interview for Disabled applicants as well as Veterans, Reservists and Cadet Volunteers who meet the minimum job role criteria
- Recent wellbeing initiatives include:

Recent wellbeing initiatives include:

- We actively promote the health and wellbeing of our people and have a well-established programme of health and wellbeing activities promoting physical and mental health and wellbeing.
- Examples of current wellbeing provisions and benefits include our Employee Assistance Programme, Occupational Health provision, enhanced annual leave, work-life balance policies, free health checks and free flu jabs and discounted gym memberships
- We are an advocate of flexible working arrangements as demonstrated by the Flexible Working Hours Scheme which seeks, as far as is practicable, to balance the needs of the individual with the needs of the organisation and wellbeing of the wider team.
- In 2020, we introduced our Wellbeing Strategy, which was shaped by the principles outlined in the Thrive at Work framework as well as key themes identified by staff engagement. It has a number of key focus areas: mental wellness; musculoskeletal; staying connected; healthy lifestyles and work-life balance
- Mental Health Buddies are trained to offer initial and confidential mental health support and signposting to appropriate help.
- Webinars and bite-size learning sessions are delivered on a regular basis covering a range of topics, with a strong focus on personal resilience; work-life balance; mindfulness, adapting to change, sleep and other topics linked with positive mental wellbeing.

- A number of resources were developed in 2021/22 to support all different elements of wellbeing, with a particular focus on mental health and wellbeing.
 - a. Stress and Resilience Toolkit
 - b. Musculoskeletal health
 - c. Prevalent health conditions – cancer, diabetes, stroke, coronary heart disease
 - d. Stress and poor mental health guide for managers
 - e. Bereavement guide for managers
- Wellbeing has been embedded within 1-2-1s, IPMs and management fundamentals. Sessions such as “what makes a resilient manager”, “giving and receiving feedback” and “valuing our differences” help facilitate positive and fruitful conversations with staff
- Unconscious bias training now forms part of the Management Fundamentals training programme, which is mandatory for all managers. Moreover, unconscious bias and microaggressions training has been offered to all staff.
- Our mandatory recruitment training has a strong equality focus to help ensure our processes are fair
- Mental health awareness training has been delivered to all managers and personal resilience training has been offered to all staff

Building Competencies

Ensuring that all employees are conversant with equalities is of utmost importance and equality training forms an integral part of training and development. The following have been developed and delivered:

- Equality Packs have been distributed to all staff members raising awareness of key equality issues. As part of the induction process, staff receive an Equality Pack which outlines our expectations and approaches to equalities.
- Mandatory e-learning training was delivered in 2020 and was completed by all employees raising equality awareness across the organization. All new starters are also required to complete the e-learning at induction level.
- Face to face customer facing disability and equality awareness training is delivered on a regular basis.
- Regular themed events are organized, raising awareness of the wider inclusion agenda as well as themes covering individual protected characteristics whilst also exploring the impact of intersectionality.



Development

The last 3 years has seen significant change in how we deliver learning and development in the Combined Authority. We have informally reviewed our learning and development strategy to establish whether the fundamentals of this strategy support new ways of working. We will continue to offer a 'blended' approach to learning and development to continue to facilitate embedding a 'learning' culture. We work closely with the EDI team to ensure that equality is fundamental to learning and development interventions. Equality data has also helped to inform and target development activity.

The following activities are supporting our strategies and changing culture:

Informal learning: We launched an internal mentoring scheme in 2020, supported by our senior leadership team. This scheme continues to grow and we encourage staff from underrepresented groups to be part of the pool. We use our internal inclusion networks to promote the pool and encourage involvement. We have invested in training a cohort of managers as coaches to support our strategies and embed a coaching/learning culture.

Management development: Our Management Fundamentals programme continues to grow and is continually reviewed to ensure that it is fit for purpose. The programme includes learning to support leadership development, people management and corporate responsibility. We have launched a management induction programme and leadership sessions as a result of further engagement with managers.

Apprenticeship strategies and frameworks: We are refining our strategies for early careers and the future workforce in line with workforce planning. Our approach takes account of apprenticeships, graduates, interns and work experience. We have invested in supporting formal leadership development programmes, informed by equality data. We have a cohort of minority ethnic women

who are completing a master's in management and leadership to contribute to a level playing field and to encourage more applicants from underrepresented groups to apply for leadership roles. This supports our leaders like you initiative.

We continue to meet national targets for apprentices and have 44 members of staff working towards apprenticeship standards – this includes upskilling existing members of staff and bringing new staff into the organisation

Performance and talent management: Our PM framework has been in place for over 12 months, and this has been supported by an online system to gather key information to support performance improvement. Our approach supports our strategies and includes some core mechanisms to give feedback and share learning. We are an organisation that wants to manage talent fairly and consistently; our IPM framework is supported by a 'tool bag' to manage aspirations and succession planning.

Engagement activity: Learning and development interventions are informed by engagement activity. This is facilitated through regular round tables and forums. An organisational wide temperature check was managed to further inform and focus learning and development activity.



Procurement

Our procurement process involves the following:

- Asking contractors a range of equality related questions at the pre-qualification stage about their policies and practices, the answers of which will be taken into account in the selection process.
- Including equality criteria when contract compliance indicators are drafted.
- Ensuring that the contractor is aware that they are responsible for meeting the Equality Act duties in their employment and delivery of services.
- Using our Social Value Policy to embed a consistent and collaborative approach to social value.

In 2020, WMCA developed and implemented a Modern Slavery Policy which outlines the responsibilities of the procurement team when it comes to considering modern slavery risks across the WMCA supply chain. The WMCA Electronic Tendering System was updated to build into our Pre-Qualification questionnaire a section on the Modern Slavery Act 2015.

Key Social Value Policy priorities include:

- Growth, Skills and Employment: We will promote growth and development where we operate and ensure that our communities (including marginalized groups) develop new skills and gain meaningful employment. We will also encourage employers in the region to invest into new jobs and skills for everyone.
- Promoting Local Businesses: We are committed to ensuring local businesses are not only provided with the skills to compete but are also offered the opportunity to work within our supply chain.

- Creating Healthier, Stronger Communities: We will promote the use of the voluntary and social enterprise sector within our supply chain and help build local knowledge and resilience.
- Protecting and Improving our Environment: We will work hard with local businesses and communities to ensure the places where people live are cleaner and greener and we will continue to promote sustainable procurement that protects the long-term future of our planet for our children.
- Social Innovation: We will promote innovation amongst our suppliers and look to show case best practice where it works.
- Planning and Development: We will support and enable Constituent and Non-Constituent Authorities where they require assistance in the consideration of social value within the early stages of project planning and development.



Employment and Recruitment Statistics:

In line with legislative requirements, we analyse our workforce and recruitment activity to identify any issues and where positive action could be taken. In line with our inclusive approach to equalities, the analysis considers race, disability, gender and age. We also collate workforce data regarding sexual orientation and religion/belief. Approximately 60% of our employees have declared their religion/belief and 40% of our employees have declared their sexual orientation. A revised online recruitment method has also been launched which includes monitoring questions on these two protected characteristics.

The figures presented in this review relate to 2021/22. Workforce figures are from the March 2022 establishment. Recruitment figures cover the period April 2021-March 2022.

Senior levels are defined as salaries over £43,000 p.a. for the purposes of this analysis (Level 4 is £43,000 - £52,000 and Level 5 is any salary over £52,000). The diversity of our Senior Leadership Team is also analysed.

Apart from the overall workforce analysis covering all directorates there is further breakdown by directorates. Due to directorate sizes Transport for West Midlands (TfWM) workforce data is compared to data in the rest of the WMCA directorates (for convenience purposes these are referred to as “all directorates”, and they include all directorates besides TfWM).

Summary

The analysis shows that there is a broadly representative workforce. Similarly, the recruitment process attracts a broadly representative range of applicants. Gaps are summarised below:

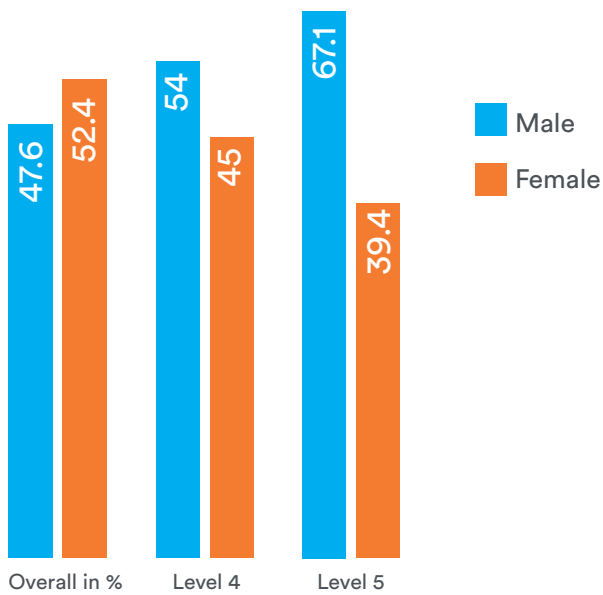
- 52.4% of our employees are female. The representation of women at the two highest salary level positions is lower at 46% for salaries of 43k+ and 39.4% for salaries of 52k+. The gender split by directorate shows that there is under-representation in TfWM (especially at higher salary levels).
- 30.5% of our employees are from a minority ethnic background. While the figures are higher than the national average of 19.5% (Census 2011) it is lower than the figure of 34% in the 7 Metropolitan districts. The representation of ethnic minority employees at senior levels is lower
- 10.8% of our workforce have declared that they have a disability – the figure was higher in 2020/21
- 5.3% of our workforce is under 25 – there has been a decline in the representation of under 25s in the past two years
- Recruitment wise, 47% of applications received in 2021/22 were from women. The percentage of successful women applicants was higher than the percentage of women applicants (at 52.2%). The percentage of women applicants at the highest salary level is lower than the percentage of women applicants overall. Female candidates were more likely to apply for lower salary roles with a steady decline in female applicants from the lowest to the highest salary level.
- We received a high volume of applications from ethnic minority applicants. 48.8% of successful candidates were from a minority ethnic background, which is significantly higher than in previous years
- Promotion data does not show any inequalities specifically in relation to age, disability, race and gender, while turnover data shows that ethnic minority staff were more likely to leave the organisation in 2021/22 (41.8% of people who left employment were from an ethnic minority background).
- The WMCA’s median gender pay gap (March 2022) is 10.8 and the mean gender pay gap is 11%.
- The WMCA’s median race pay gap is 11.1 and the mean race pay gap is 7.5

Workforce Profile

Gender

52.4% (379) of our workforce are women (March 22 figures), which is higher than 2020/21 (49.5%). The representation of women at senior (Level 4) positions is lower with 46% of employees paid between £43,000 and £52,000 p.a. being women. Representation of women at Level 5 positions is lower, with 39.4% of employees paid over £52,000 p.a. being women. Last year's figures were lower for level 4 (40.1% of employees paid between £43,000 and £52,000 p.a. were women) and similar at level 5 (40.1% of employees paid over £52,000 p.a. were women).

Workforce - Gender

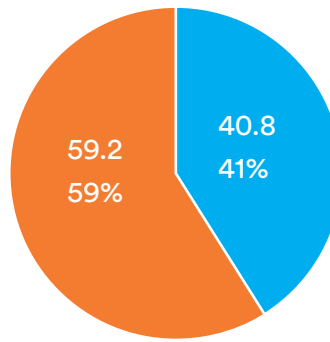


Graph 1: Workforce Profile – Gender

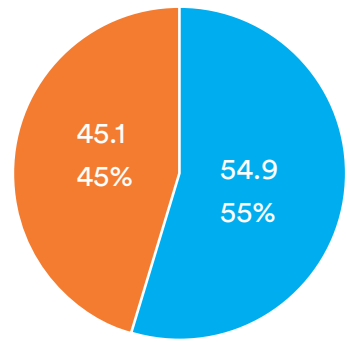
The following graphs show the gender split by directorate which shows that “All directorates” are over-represented by female employees and TfWM is under-represented.

Across both directorates, there has been an increase in female employees.

“All directorates” in %



TfWM in %

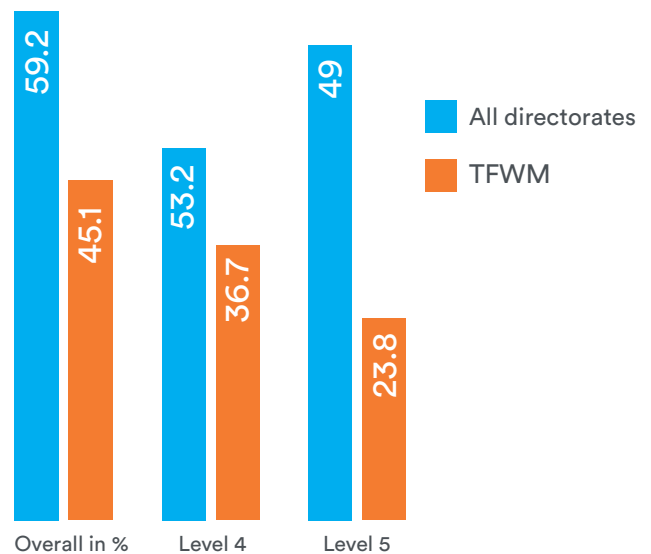


Graph 2: Workforce Profile Gender Split by Directorate



At more senior salary levels women are under-represented in TfWM same as in 2019/20 though representation has improved in 2020/21 for salary level 4 (34% in 2020/21 compared to 27.5% in 2019/20). Representation of women at Salary Level 5 in TfWM is low at 23.2%. 47.2% of employees in “all directorates” at Level 4 and 51.9% at Level 5 were female in 2020/21 which compares to 46.6% (Level 4) and 47.5% (Level 5) in 2019/20.

Gender by directorate and salary level (Female Employees)



Graph 3: Workforce Profile – Gender Split by Directorate and Salary Level

Ethnicity

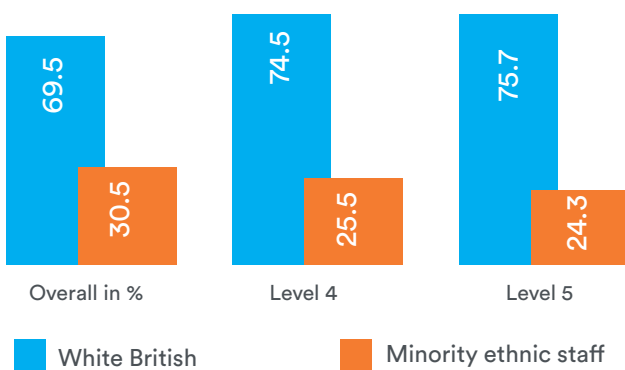
30.5% of our workforce is from minority ethnic backgrounds, which is higher than the national average but lower than the West Midlands Metropolitan area average. This compares to 27.6% in 2020/21².

A further breakdown of staff by ethnicity categories is presented below (top 6 groupings based on percentage of staff):

White British	69.5%
Indian	8.9%
Caribbean	5.9%
White Other	4.4%
Pakistani	3.7%
Mixed/dual heritage	2.9%

The representation of minority ethnic employees at salary level 4 positions is lower, with 25.5% of employees paid between £43,000 and £52,000 p.a. being from minority ethnic backgrounds. The representation of minority ethnic employees at the highest salary Level is 24.3%. In 2020/21 25.2% of employees at Salary Level 4 and 19.7% of employees at Salary Level 5 were from minority ethnic backgrounds.

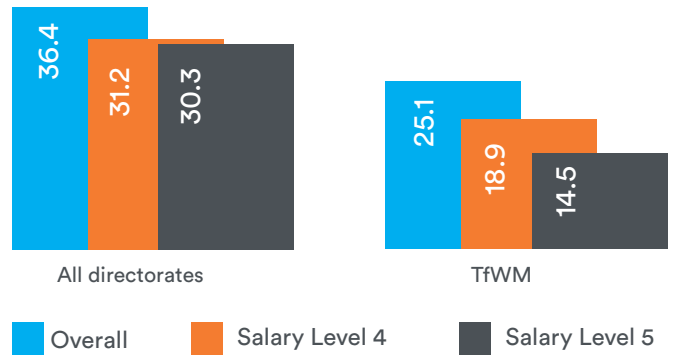
Workforce - Ethnicity



Graph 4: Workforce Profile – Ethnicity

The following graphs show the ethnicity split by directorate which shows that “All directorates” have a higher percentage of ethnic minority employees (36.4% versus 25.1% in TfWM). TfWM is less well represented at the highest Salary Levels.

Workforce by Ethnicity and Salary Level



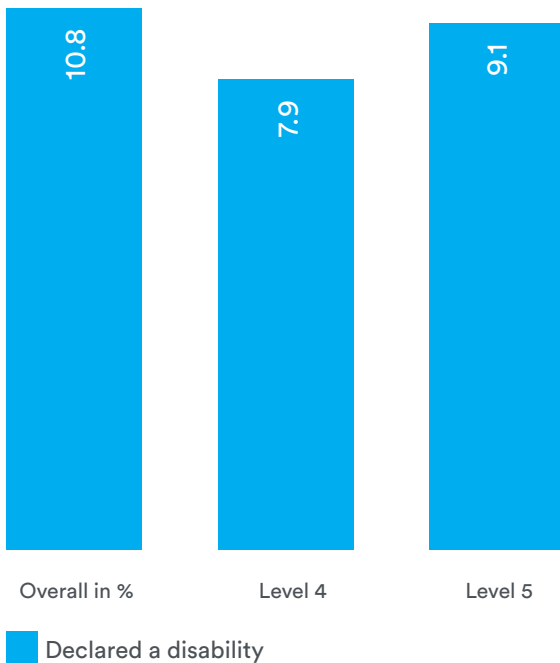
Graph 5: Workforce Profile – Ethnicity by Directorate and Salary Level

²As 18.3% of staff have not declared their ethnicity, we have used ratios to offer final percentage figures

Disability

10.8% of our workforce have declared that they have a disability. This is lower than 2020/21 when 12.6% of employees had declared that they had a disability. The representation of disabled people is slightly higher at lower salary levels but the differences are not stark. Patterns of representation are similar across directorates, employees (36.4% versus 25.1% in TfWM). TfWM is less well represented at the highest Salary Levels.

Workforce - Disability



Graph 6: Workforce profile –Disability

Age

Workforce representation by age is provided in the following table. The figures are similar across both directorates, though “all directorates” recruited a slightly larger percentage of 16-25 year olds. Moreover, there has been an overall decline in the representation of younger age groups.

% by Age	2020/21	2021/22
16-25	7.2	5.3
26-30	13.4	13
31-39	30.1	27.8
41-50	28.2	29.5
51-65	19.3	23.5
66+	0.81	
No age given	0.90	

Table 1: Workforce representation by age

Representation of different age groups at senior levels is as follows:

% Age	Level 4	Level 5
16-25	1	0
26-30	10.7	1.5
31-35	12.6	7.3
36-40	25.2	18.2
41-50	32	44.5
51-65	17.5	27.7
66+	0	0
No age given	1	0.7

Table 2: Workforce representation by age and salary

The 16-25 and 26-30 age groups are not as well represented in Level 4 and 5 positions, but this is most likely linked to the seniority of the posts.

Senior Leadership representation

62.5% of our Senior Leadership Team are female, 37.5% are from a minority ethnic background (12.5% from a South Asian background, 12.5% Irish and 12.5% White Other). Nobody has declared a disability. Age wise, 25% are in the 36-40 range, 37.5% in the 41-50 age range and 37.5% are in the 51 to 65 range.

Recruitment³

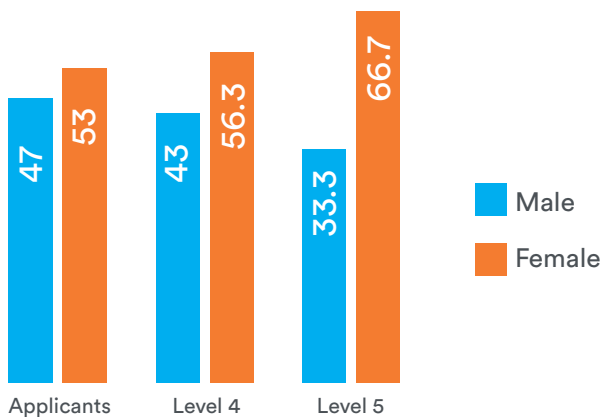
There were 132 successful candidates in 2021/22. A total of 2116 applications were received.

Gender

47% of applications received were from women. The percentage of shortlisted women applicants is 49.1% and the percentage of successful women applicants is 52.2%. The percentage of women applicants in 2020/21 was lower at 42.8% as was the percentage of successful women applicants at 41.8%.

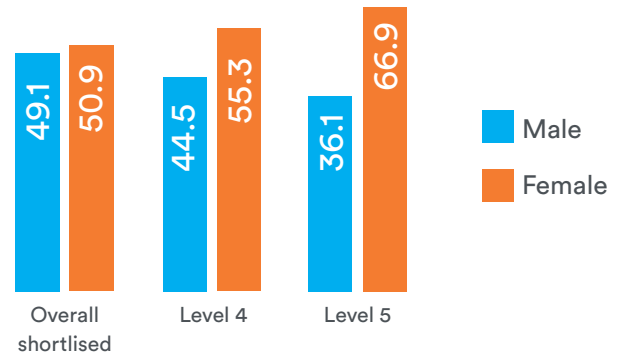
The percentage of women applicants at salary Level 4 is lower than the percentage of women applicants overall at 43.7%. The percentage of shortlisted and successful women applicants at Level 4 is 44.5% and 30.4%, which shows that there was a significant drop at appointment stage. The percentage of women applicants in Level 5 is also lower than the percentage of women applicants overall at 33.3% though there is an increase at shortlisting and appointment stages, at 36.1% and 61.5% respectively. The percentage of successful female candidates in 2020/21 were significantly higher for Level 4 (at 53.3%) despite lower numbers of women applicants. The percentages of successful women applicants at Level 5 was significantly lower in 2020/21 at 25%.

Recruitment - Applicants by Gender and Salary Level



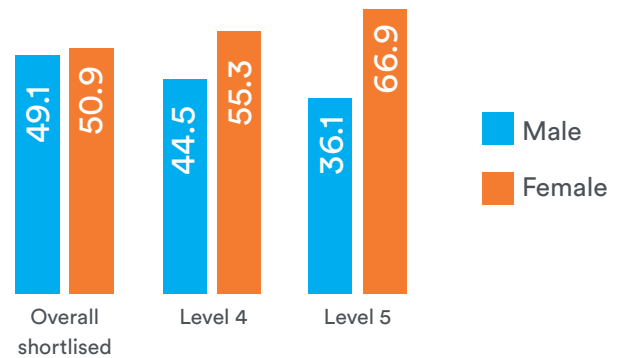
Graph 7: Recruitment – Applicants by Gender and Salary Level

Recruitment - Applicants by Gender and Salary Level



Graph 8: Recruitment – Shortlisted by Gender and Salary Level

Recruitment - Applicants by Gender and Salary Level



Graph 9: Recruitment – Shortlisted by Gender and Salary Level

Similar to 2020/21, in 21/22 female candidates were more likely to apply for lower salary roles with a steady decline in female applicants from the lowest to the highest salary level. Female candidates were more likely to be successful across most levels with the exception of the second highest salary level (Level 4) where female candidates were less likely to be successful than male candidates.

²As 18.3% of staff have not declared their ethnicity, we have used ratios to offer final percentage figures

Ethnicity

65.9% of the applications received in 2021/22 were from people from minority ethnic backgrounds which compares to 53.2% in 2020/21. This figure is higher than the West Midlands average. The percentage of shortlisted and successful minority ethnic applicants is 53.3% and 51.2% which is lower than the percentage of minority ethnic applicants but higher than the regional average. The percentages of successful applicants from ethnic minority backgrounds was significantly lower in 2020/21 at 30.3% despite high levels of applications.

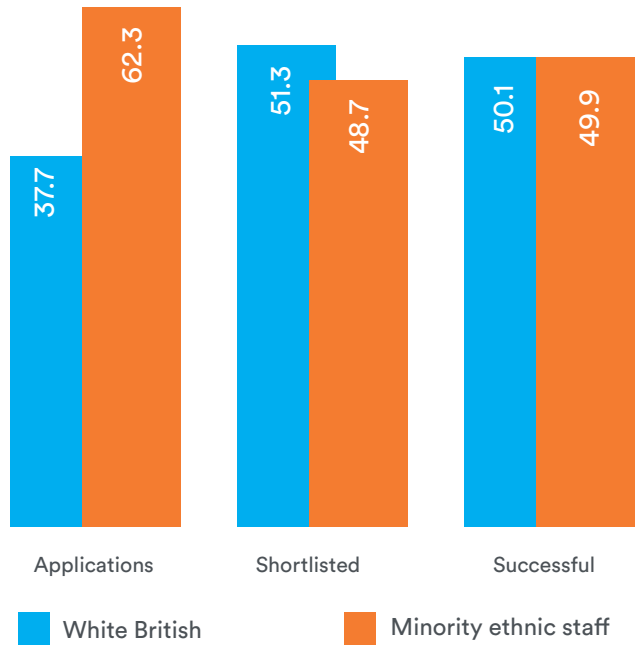
Recruitment - Ethnicity



Graph 10: Recruitment by Ethnicity

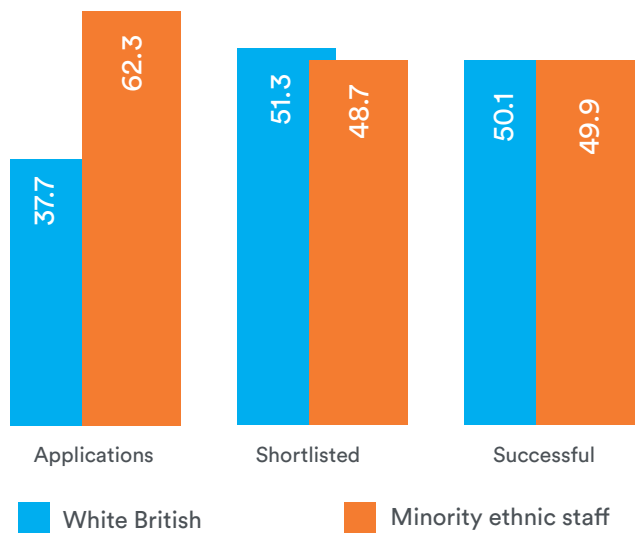
The percentage of minority ethnic applicants at senior Level 5 positions is slightly lower than the percentage of minority ethnic applicants at 52.4%. This pattern was also evident in previous years, including in 2020/21. The percentage of shortlisted and successful minority ethnic candidates for level 5 positions is lower than the percentage of applicants for these positions as shown in graphs 11 and 12 (41.9% shortlisted and 40% successful). Generally, across all salary levels shortlisted minority ethnic candidates were as likely to be appointed as White British candidates.

Recruitment - Ethnicity Salary Level 4



Graph 11: Recruitment by Ethnicity – Salary Level 4

Recruitment - Ethnicity Salary Level 5



Graph 12 Recruitment by Ethnicity – Salary Level 5

Disability

5.7% of the applications received in 2021/22 were from people who have declared that they have a disability which compares to 5.8% in 2020/21. The percentage of shortlisted and successful disabled candidates is 8.2% and 6.1%. The figures were higher in 2020/21 (at 8.9% for shortlisted and 7.3% for successful candidates). The percentage of shortlisted applicants were lower for Level 5 positions and there were no successful appointments at that level, same as in 2020/21.

Age

Recruitment in relation to age is shown below.

Age 2021/22 in %	Applicants	Shortlisted	Successful
16-24	15.2	7.8	4.5
25-29	24.8	17.2	15.2
30-39	29.7	27.7	28
40-49	17.6	22.4	19.7
50-64	10.5	8.9	18.2
65+	0.2	0	0
No age given	2	6	14.4

Table 3: Recruitment by age

The table shows that younger age groups (the 16-29 categories) were less likely to be shortlisted for WMCA roles, while the age category most likely to be shortlisted and successful in securing a role is the 50-64 group.

Promotion

There were 29 promotions in 2021/22, same as in 2020/21

Gender

51.7% of promotions in 2021/22 were women. This compares to 31% female promotions in 2020/21

Ethnicity

25.9% of employees promoted were from an ethnic minority background which compares to 13.8% in 2020/21

Disability

10.3% disabled employees were promoted in 2021/22 compared to 3.5% in 2020/21

Age

Promotion by age group can be seen in the following table:

% by Age	2021/22
16-25	0
26-30	27.6
31-40	41.4
41-50	13.8
51-65	17.2
66+	0
No age given	0

Table 4: Promotion by age

Leavers and Turnover

There were 148 leavers in 2021/22 compared to 62 leavers in 2020/21 which is a significant increase. The vast majority of leavers were due to voluntary resignation (73%).

Gender

51.4% of people who left employment in 2021/22 were women compared to 48.4% in 2020/21. Year's figures were lower for level 4 (40.1% of employees paid between £43,000 and £52,000 p.a. were women) and similar at level 5 (40.1% of employees paid over £52,000 p.a. were women).

Ethnicity

41.8% of people who left employment were from minority ethnic backgrounds compared to 30.6% in 2020/21

Disability

8.8% of people who left employment declared that they have a disability compared to 12.9% the previous year

Age

Age	% by age group 2021/22
16-25	8.1
26-30	18.9
31-40	23.6
41-50	27
51-65	20.3
66+	2
No age given	0

Table 5: Leavers by age

Grievances and Disciplinarys

There was 1 formal grievance in 2021/22 and 3 disciplinarys.

All disciplinarys were White British (1 female, 2 males) and neither had a disability.

The grievance was raised by a White British, non-disabled female.

Due to the low number of grievances and disciplinarys it is difficult to draw any conclusions from an equality perspective

Median and Mean Gender and Race Pay Gap

From April 2018 organisations are legally required to report their median and mean gender pay gap. The 'mean' gender pay gap shows the difference in mean pay between female and male employees (that is the average of the total of all employees' pay) while the 'median' pay gap shows the difference in median pay (that is putting all male/female employees in a line and identifying the pay of the person in the middle).

The WMCA's median gender pay gap (March 2022) is 10.8 and the mean gender pay gap is 11%. This compares to 11.2 (for median) and 8.72 (for mean) in 2021.

The WMCA's median race pay gap is 11.1 and the mean race pay gap is 7.5 which is higher than in 2021 (5.7 for median and 6 for mean)

Quartile Pay Bands (gender)

The Gender Pay Gap Information Regulations 2016 also requires employers to report on the number of men and women in each of four pay bands, where pay band A represents the lowest salaries, and pay band D represents the highest salaries.

In March 2022, men made up 47.6% of the WMCA workforce while women made up 52.4% of the workforce. The WMCA's Quartile Pay Bands are shown below:

%	Band A (lowest quartile)	Band B (lower middle quartile)	Band C (upper middle quartile)	Band D (upper quartile)	Total % of full-time employees
Male	41.8	36.5	53.3	58.9	47.6
Female	58.2	63.5	46.7	41.1	52.4

The table shows that men are over-represented in Bands C and D (in relation to the overall percentage of full-time male employees) while women are over-represented in Bands A and B. The pattern was similar in 2021.

Quartile Pay Bands (race)

In March 2021, White British employees made up 69.5% of the WMCA workforce while minority ethnic employees made up 30.5% of the workforce. The WMCA's Quartile Pay Bands are shown below:

%	Band A (lowest quartile)	Band B (lower middle quartile)	Band C (upper middle quartile)	Band D (upper quartile)	Total % of full-time employees
White British	63.7	64.7	73.8	75.3	69.5
Minority ethnic staff	36.3	35.3	26.2	24.7	30.5

The table shows that minority ethnic staff are under-represented in the higher pay bands



West Midlands
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