



Gloucestershire Constabulary
Gender pay gap report 2018





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Gender Pay Gap Summary

It is a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Constabularies are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017.

These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

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

The **gender pay gap** shows the difference in the average pay between all men and women in a workforce. It compares the hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

We will use the results of the report to assess;

- levels of gender equality in our workplace,
- balance of male and female staff at different levels,
- and how effectively talent is being maximised and rewarded.

This report fulfils the data reporting requirements for Gloucestershire Constabulary, analyses the data and sets out what we are doing, and propose to do, to close the gender pay gap within the organisation.

On snapshot date of 31 March 2018 the number of full-time relevant employees was 1931 in total (police officers and police staff). Of these staff 1102 were male and 829 were female.



Base Pay

The mean gender pay gap is the difference between the average hourly rate of pay for men and women.

The median gender pay gap is the value separating the higher half of the data sample from the lower half. It may be considered as the middle value.

Officers and Staff combined

Mean is 10.4%

Median is 11.7%

Police Officers

Mean is 5.3%

Median is 1.0%

Police Staff

Mean is 6.5%

Median is 2.3%

Analysis of Base Pay

There are a number of reasons for the pay difference in the overall figures.

- there are a higher proportion of males in the lowest paid officer ranks,
- there are a higher number of males in technical police staff roles (e.g. ICT),
- there is a greater proportion of the female workforce in less senior police staff roles,
- the annual career progression of both police officers and police staff mean advancing from the bottom to the top can take many years and pay is determined by time served. Analysis shows that women are more likely to take unpaid career breaks than men, which for some, means their career progression is slower.



Comparison to 2017 Gender Pay Gap Data

The overall mean gender pay gap in 2017 was 10.5%. The reduction in the gap between the average hourly rate of pay for men and women of 0.1%, albeit small, is a positive move in the right direction.

The overall median gender pay gap in 2017 was 9.1%. This is an increase of 2.6% which would indicate an increase in the number of females in the lower salary bands.

While both the mean and median figures compare favourably with the UK's national average gender pay gap for the public sector which is reported to be between 13% and 14% currently, our figures highlight that there is more that we can do to ensure that female careers are progressing in the organisation, particularly with police officers.

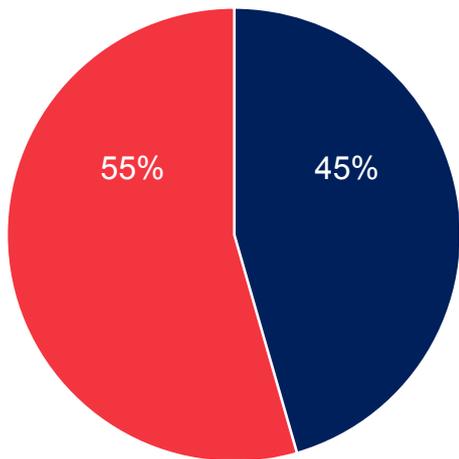


Salary Quartile Bands

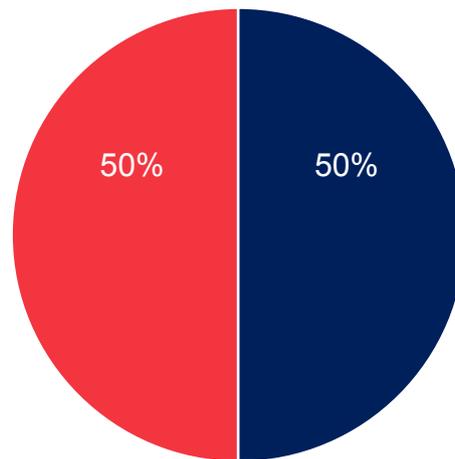
The pay quartiles data shows the proportion of men and women that are in each pay quartile when we arrange staff in order of hourly pay rate.

Officers and Staff Combined

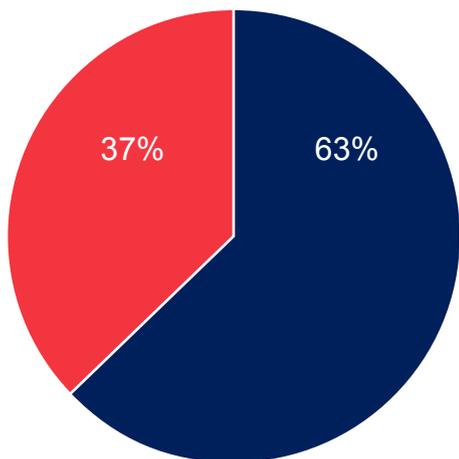
Lower Quartile



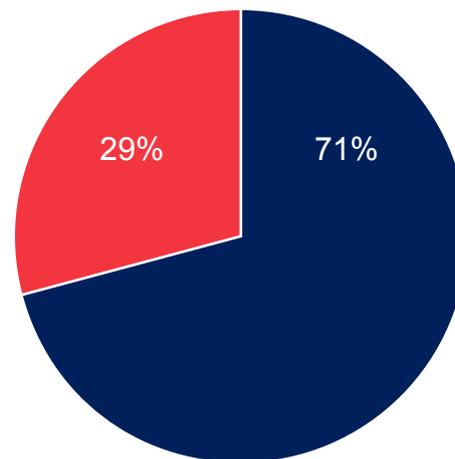
Lower Middle Quartile



Upper Middle Quartile



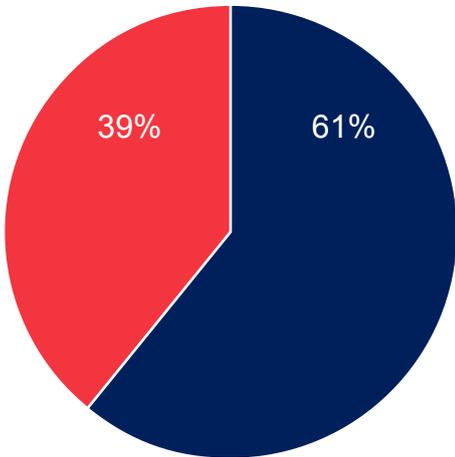
Upper Quartile



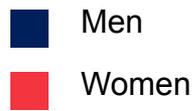
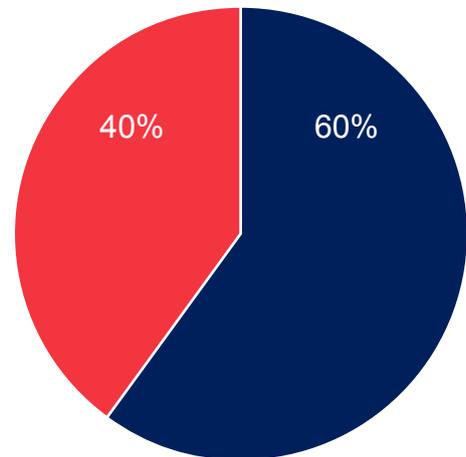


Officers Only

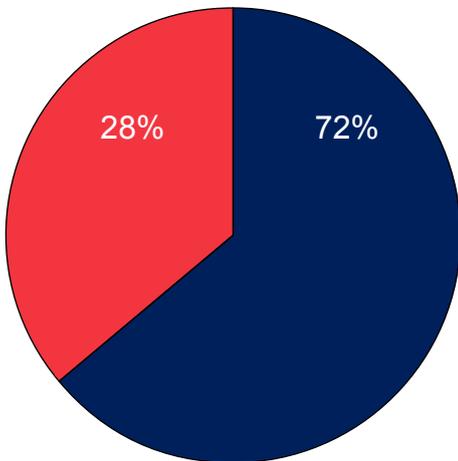
Lower Quartile



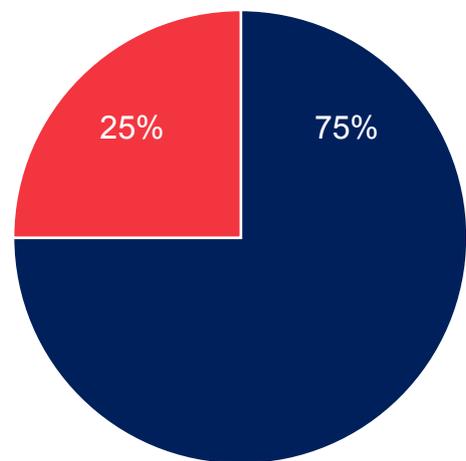
Lower Middle Quartile



Upper Middle Quartile



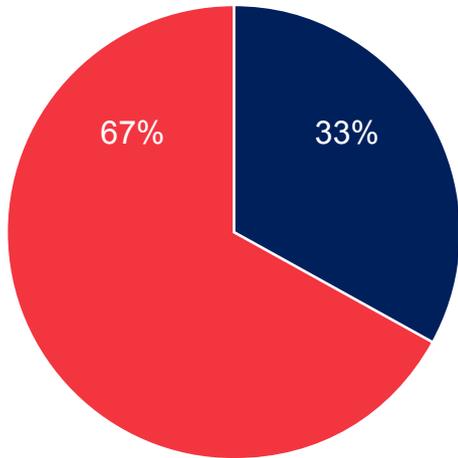
Upper Quartile



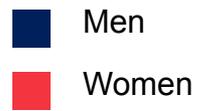
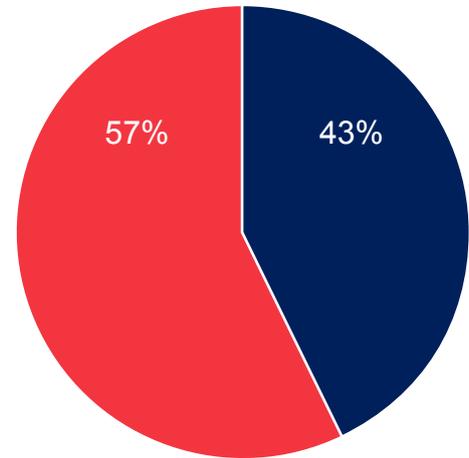


Staff Only

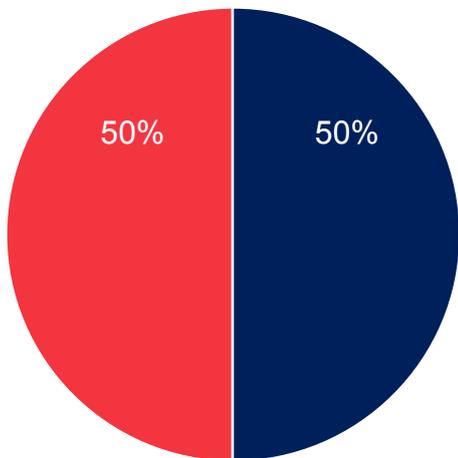
Lower Quartile



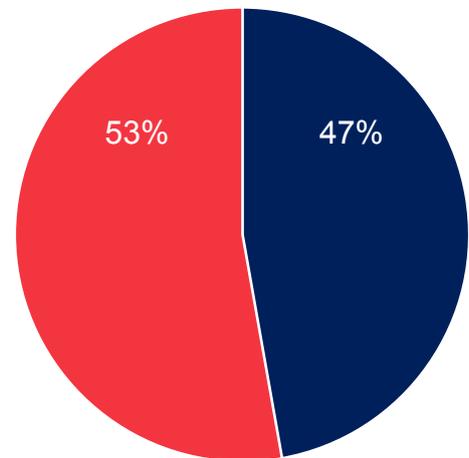
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





Analysis for Salary Quartile Bands

There has been an overall increase in the number of female police officers recruited in 2018 compared to males in previous years. Although this is a positive outcome of the work that has been carried out to attract females to join the Constabulary it does result in an increased percentage of female police officers in the lower pay quartile.

Although there has been a slight increase in the percentage of female police officers in the upper pay quartile in this reporting year compared to the last (from 23% to 25%) the figures show that not as many female police officers are progressing to the higher officer ranks as their male colleagues and as such we need to do more to support female police officer's career progression.

Although there is a higher percentage of female police staff in the lower quartile pay band the split does even out through the other quartiles. This demonstrates that career progression is taking place for female police staff and/or females are being recruited to jobs with salaries in the upper quartiles albeit that the gap between genders is greater in the lower quartile.

Overall, the high quartile salary band is dominated by male staff, (71%), which indicates that they are the highest earners in the Constabulary. However, when the data for police officers and police staff are separated out it is evident that the disparity is caused by the low number of female officers in the higher ranks.



Bonus Payments

The data used is for bonus payments made 12 months prior to the snapshot date of 31st March 2018.

Number of Bonuses Paid

	All	%	Officer	%	Staff	%
Total	112		104		8	
Male	95	8.6	91	12.1	4	1.1
Female	17	2.0	13	3.5	4	0.1

Amount of Bonus Paid

	All	Officer	Staff
Total	£28,280	£25,350	£2,930
Male	£24,280	£22,450	£1,830
Female	£4,000	£2,900	£1,100
Gap	£20,280	£19,550	£730

Mean Calculation

	All	Officer	Staff
Total	£252.50	£243.75	£366.25
Male	£257.68	£246.70	£457.50
Female	£235.29	£223.08	£275.00
Gap	£22.39	£23.62	£182.50

Median Calculation

	All	Officer	Staff
Total	£200	£200	£275
Male	£200	£200	£300
Female	£250	£250	£225
Gap	-£50	-£50	£75



Analysis of Bonus Payments

Bonus Payments are awarded to officers under Police Regulations for 'occasional work of outstandingly demanding, unpleasant or important nature' and allow between £50 and £500 to be paid.

Police staff bonuses are paid by way of honorarium payments for temporary additional duties or responsibilities with the amount being calculated based on the level of additional work or increased responsibility.

Although the amount being paid to police officers is similar (a difference on average of approximately £22 less for females) and is higher for female police staff (on average £50) the figures show that there is a marked disparity in the number of bonuses being paid to males and females. This is due to the high number of male officers receiving a bonus compared to female officers.

A reason for this difference may be due to the majority of payments being made at constable rank, of which there are more males. In addition there are circumstances where particular skills attract a bonus payment, e.g. body recovery, these officers are predominantly male.

What Gloucestershire Constabulary have been doing and plan to do to reduce the Gender Pay Gap



We are committed to continuing to reduce its gender pay gap and have a range of initiatives in place to do this, including;

Diversity and Inclusion (D and I) Strategy

- Refreshing the Constabulary's D and I Strategy to focus on how to attract, support, employ, retain and progress individuals from under-represented groups.
- Advertising roles and promotion processes, (where appropriate), to attract a diverse pool of applicants.
- Anonymised applications for police staff roles.
- Gender balance on interview panels.

Police Officer Promotion Processes

- The introduction of a new promotion process that removes the Assessment Centre element for internal candidates and replaces it with the opportunity to provide evidence of competence with support from line managers.
- Promotion processes for Sergeant and Inspector ranks will take place annually (subject to organisational requirements).
- These changes provide greater flexibility and choice for officers to engage in a process when they consider it the right time for them to do so.
- Gender balance on standardisation panels and interview panels.
- In 2018 the success rates for female officers in promotion processes have been higher than their male counterparts:

PC to Sergeant

100% of the female officers who engaged in the process were successful.

81% of the male officers who engaged in the process were successful.

Sergeant to Inspector

75% of the female officers who engaged in the process were successful.

27% of the male officers who engaged in the process were successful.



- However, the total number of female officers applying to take part in promotion processes is much lower for both of these ranks. Although 'myth busting' sessions have been held to provide prospective candidates with information regarding what a promotion process entails, more needs to be done to encourage and support females to prepare for and apply for promotion.

Staff Support Association – Women's Initiative Network (WiN)

- WiN aims to inspire, support and advance gender equality.
- As the support association for all women employed by Gloucestershire Constabulary and the Gloucestershire OPCC WiN provides advice, holds events and signposts initiatives that are designed to help all female employees reach their full potential – and help one another.

Flexible Working

Support is provided for all staff through;

- Alternative working patterns (part-time/job share/condensed hours/term time working)
- The opportunity for agile working supported by appropriate technology
- Shared Parental Leave
- Keep in Touch Days
- Additional Annual Leave Scheme (police staff only)
- Time off for Dependant Care
- Leave for IVF Treatment.

Supportive Leadership and Wellbeing

- Mentoring Scheme
- Unconscious Bias Training
- Menopause Awareness for staff and managers
- Talent Management Programme
- Maternity and Paternity Leave Support Project.



Initiatives Planned for 2019

Further opportunities for mentoring, reverse mentoring and tailored support for those considering promotion are among the initiatives that will continue to be developed and embedded in the next 12 months.

Bonus payments, honorarium payments and other forms of reward and recognition continue to be reviewed. This data will be used to identify opportunities to address the disparity between the number of bonus payments being afforded to male officers compared to female officers.

To be an employer of choice and attract a more diverse workforce, work is being carried out to understand why people join the Constabulary and, more importantly, why people do not want to join the Constabulary through questionnaires and a number of focus groups.

We will be reviewing:

- Pay and benefits to develop a total reward offer.
- Retention and progression, including talent management and career pathways.

We will be considering the findings set out in a report published in April 2018 by UNISON, the London School of Economics and Political Science (LSE) and the University of Surrey called 'Time to Stamp-out Sexual Harassment in the Police' with a view to;

- Working together with Unison, the Federation and Support Associations to effectively communicate the Constabulary's approach to dealing with sexual harassment.
- Develop a detailed action plan focussing on:
 - Communication and awareness.

We will sign up to making a commitment to implement the HeForShe campaign to increase representation of women at senior levels and achieve greater gender parity.

We will consider the College of Policing Valuing Diversity and Inclusion Strategy and the National Police Chief's Council Workforce Representation, Attraction, Recruitment, Progression and Retention Toolkit with a view to producing a local Diversity and Inclusion Delivery Plan.

Gloucestershire Constabulary is committed to reporting what we are doing to reduce the gender pay gap and the progress that we are making on an annual basis.



To obtain the information included in this document in another language, large print or on an audio tape, contact the Communications and Engagement team on **01452 754466**

Gloucestershire Constabulary

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