



Gloucestershire Constabulary

Gender pay gap report 2020



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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 31 March 2020, the number of full-time relevant employees was 1773 in total.

Of those employees, 1107 were male and 666 were female.

1087 were Police officers. Of those 782 were male and 305 female.

686 were Police Staff (including PCSO's). Of those 325 were male and 361 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 4.7%%

Median is 27%

Police Officers

Mean is 4.6%%

Median is 0%

Police Staff

Mean is 4.7%%

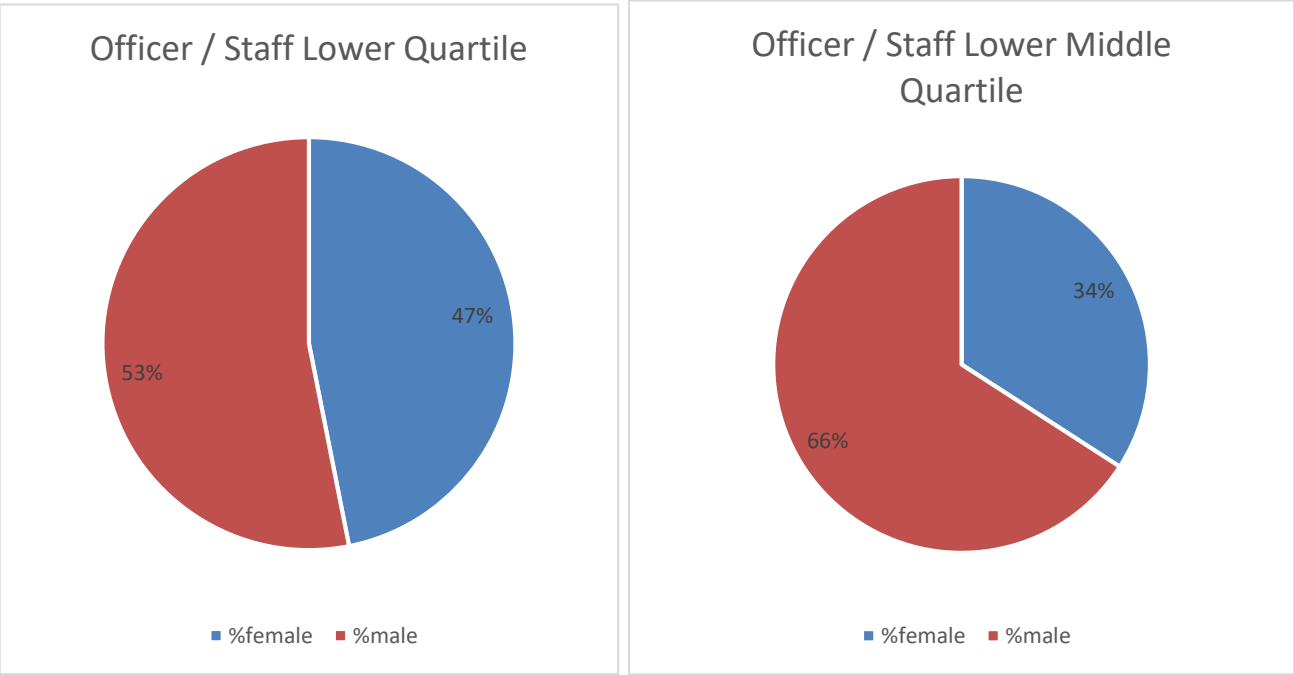
Median is 0%



Salary Quartile Bands

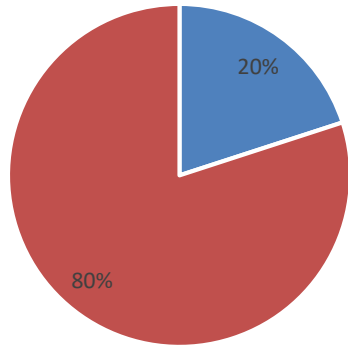
The pay quartiles data shows the proportion of men and women that are in each pay quartile when we arrange staff in order of hourly pay rate.

Officers and Staff Combined



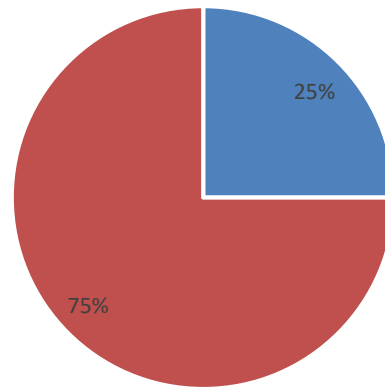


Officer / Staff Upper Middle
Quartile



■ %female ■ %male

Officer / Staff Upper Quartile

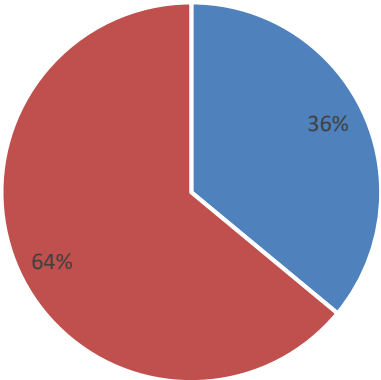


■ %female ■ %male



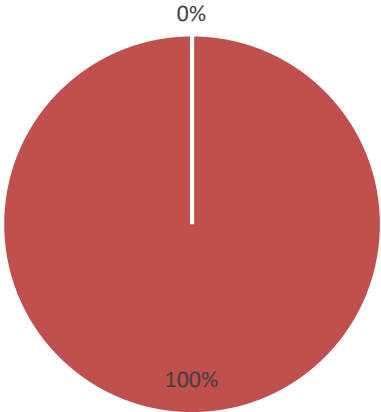
Officers Only

Officer Lower Quartile



■ %female ■ %male

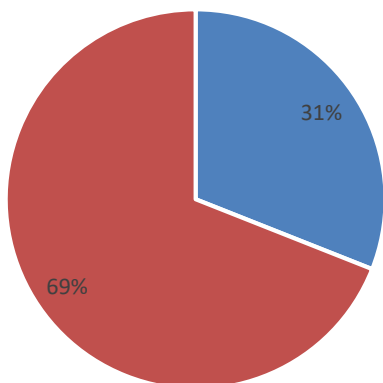
Officer Upper Middle Quartile



■ %female ■ %male

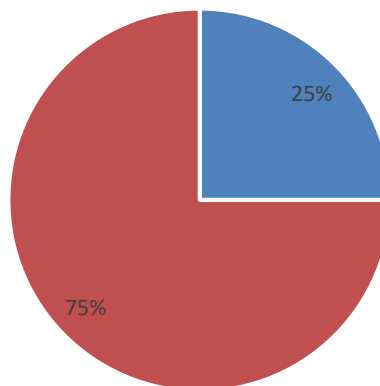


Officer Lower Middle Quartile



■ %female ■ %male

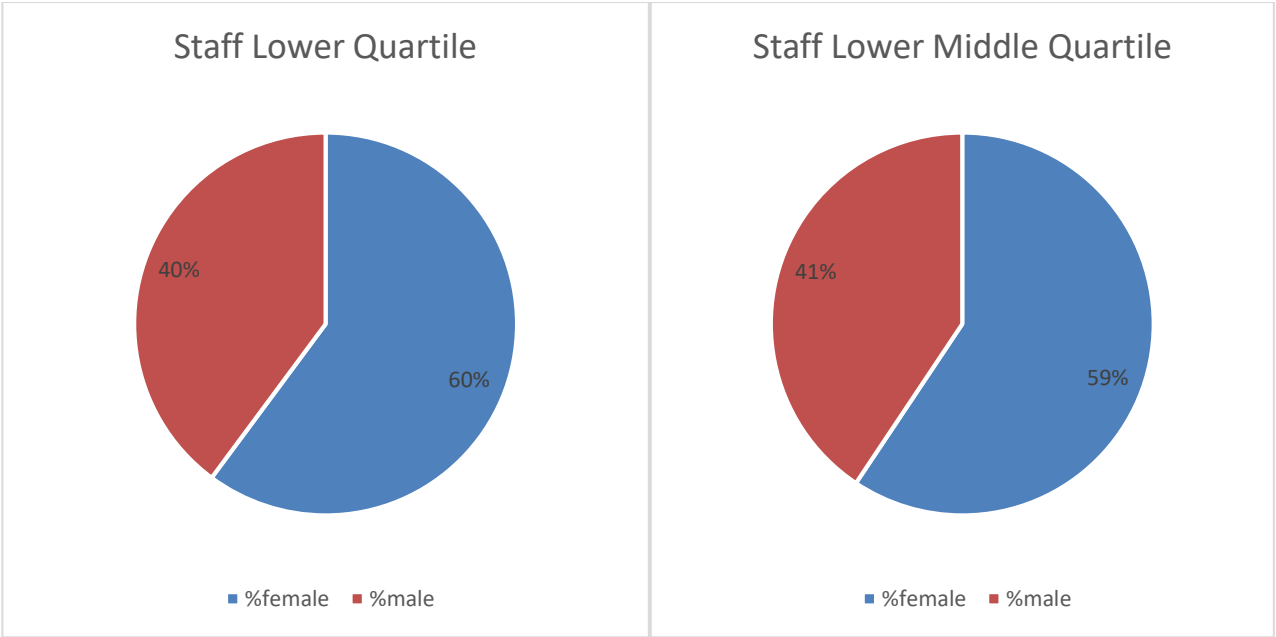
Officer Upper Quartile



■ %female ■ %male

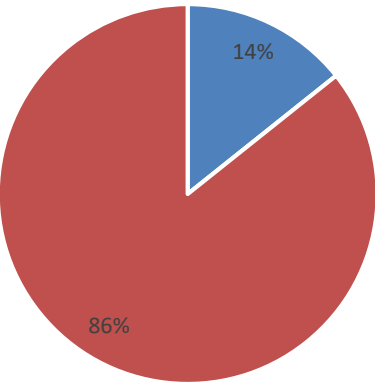


Staff Only



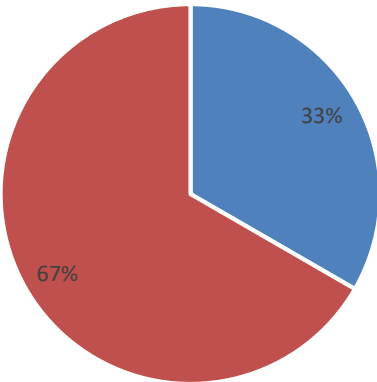


Staff Upper Middle Quartile



■ %female ■ %male

Staff Upper Quartile



■ %female ■ %male



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.

The data used is for bonus payments made 12 months prior to the snapshot date of 31st March 2020.

Number of Bonuses Paid

	All	%	Officer	%	Staff	%
Total	404		273		131	
Male	266	24.0	213	27.2	53	16.3
Female	138	20.7	60	19.7	78	21.6

Amount of Bonus Paid

	All	Officer	Staff
Total	£110,753	£59,195	£51,558
Male	£65,943	£46,405	£19,538
Female	£44,809	£12,790	£32,019
Gap	£21,134	£33,615	-£12480

72% of Police Officers are male; they received **78%** of bonus payments made to police officers.
47% of Staff are male; they received **38%** of bonus payments made to staff.



Mean Calculation

	All	Officer	Staff
Total	£274.14	£216.83	£393.57
Male	£247.91	£217.86	£368.65
Female	£324.71	£213.17	£410.51
Gap	-£76.80	£4.70	-£41.85

Police Officers: Males receive an average of **2.2%** higher bonus payments than females.

Police Staff: Females receive an average of **11.35%** higher bonus payments than males.

Combined: Females receive an average of **30.97%** higher bonus payment than males

Median Calculation

	All	Officer	Staff
Total	£200	£200	£233.64
Male	£200	£200	£200
Female	£203	£200	£250
Gap	-£3	£0	-£50

Police Officers: Male and female officers have an equal median bonus payment.

Police Staff: Females have a **25%** higher median bonus payment than males.

Combined: Females have a **1.5%** higher median bonus payment than males.



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;

Better Together – our approach to Diversity Equality and Inclusion

The Constabulary has identified Better Together (ED&I) as a strategic priority for the force and this is reflected in the Constabulary Corporate Strategy. The Constabulary has invested in a Better Together team led by an experienced DE&I professional and supported by a team of positive action officers. The Better Together Approach is overseen by the Deputy Chief Constable. There are three strands to the Better Together Approach focusing on community, internal confidence and attraction and recruitment across underrepresented groups.

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.
- An Agile working policy has been developed and implemented following the Constabulary approach to COVID-19 allowing some groups of staff to work from a variety of locations including from home for part of their working time



Supportive Leadership and Wellbeing

- Mentoring Scheme
- Unconscious Bias Training
- Menopause Awareness for staff and managers
- Talent Management Programme
- Review of exit interview data



Initiatives Planned for 2021/23

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 over the coming period.

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 any disparity between the number of bonus payments being afforded to male officers compared to female officers and honorarium arrangements for police staff.

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, why individuals leave the Constabulary – this will include a focus on understanding difference.

Through our Pay & Reward Group we will continue to review:

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

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 continue to 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 and benchmark this against our Better Together 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

Gender Pay Gap Report 2020

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