



Gloucestershire Constabulary
Gender pay gap report 2016 - 2017





Contents

Gender Pay Gap Summary	3
Base Pay	4
Salary Quartile Bands	5
Analysis for Salary Quartile Bands	8
Bonus Payments	9
Analysis of Bonus Payments	10
What Gloucestershire Constabulary have been doing and plan to do to reduce the Gender Pay Gap	11



Gender Pay Gap Summary

Last year the Government introduced world-leading legislation that made it statutory 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 by 30 March 2018 and then 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 sets out where Gloucestershire Constabulary fulfils the data reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap within the organisation.

Steps will be taken, where possible, to minimise or readdress any identified inequalities going forward.

On the snapshot date of 31 March 2017 the number of full-time relevant employees was 1883 in total (police officers and police staff). Of these staff 1071 were male and 812 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 10.5%

Median is 9.1%

Police Officers

Mean is 3.7%

Median is 0.6%

Police Staff

Mean is 6.3%

Median is 2.0%

Analysis of Base Pay

There are three principal reasons for the pay difference in the overall figures. Firstly, there are a higher proportion of males in the lowest paid officer ranks. Secondly, there are a higher number of males in technical police staff roles (e.g. ICT) and thirdly there is a greater proportion of the female workforce in less senior police staff roles.

While these figures compare favourably with the UK's national average gender pay gap for the public sector of 13.3%, 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.

The mean and median figures for police officers and police staff does not add up to the combined figures, as the percentages are calculated on different data sets.

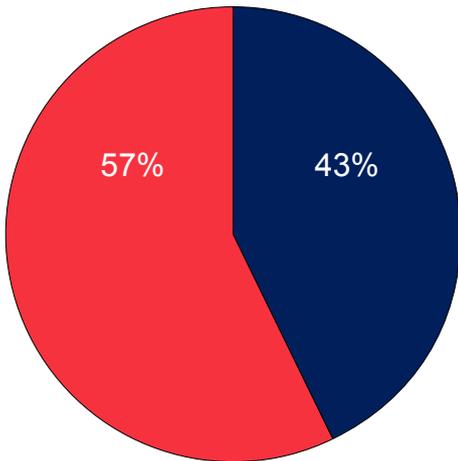


Salary Quartile Bands

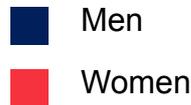
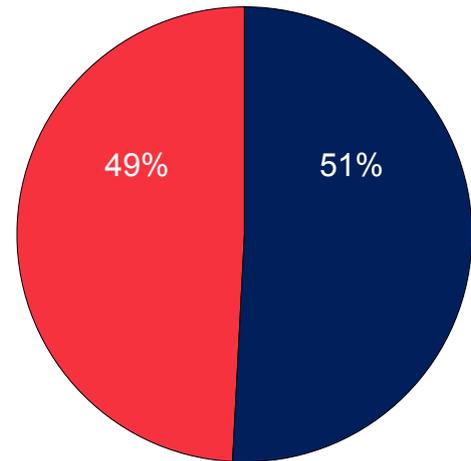
The pay quartiles data shows the proportion of men and women that are in each pay quartile, when we arrange staff in order of hourly pay rate.

Officers and Staff Combined

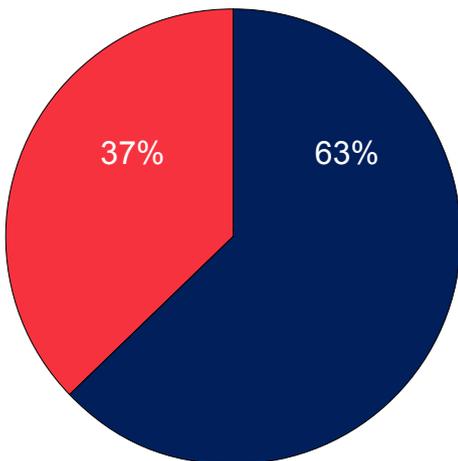
Lower Quartile



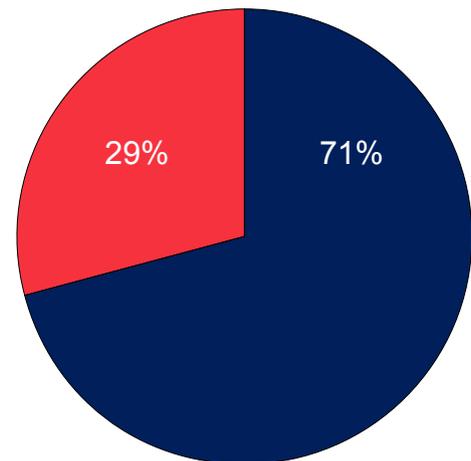
Lower Middle Quartile



Upper Middle Quartile



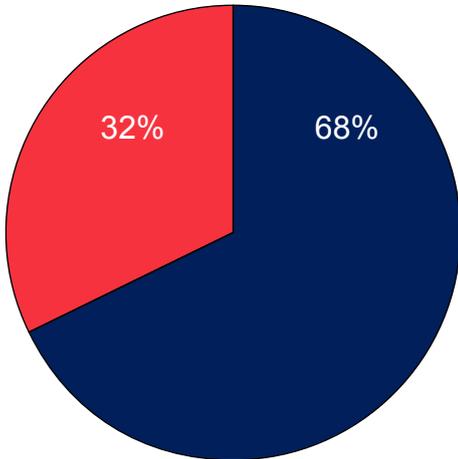
Upper Quartile



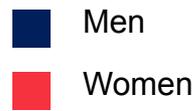
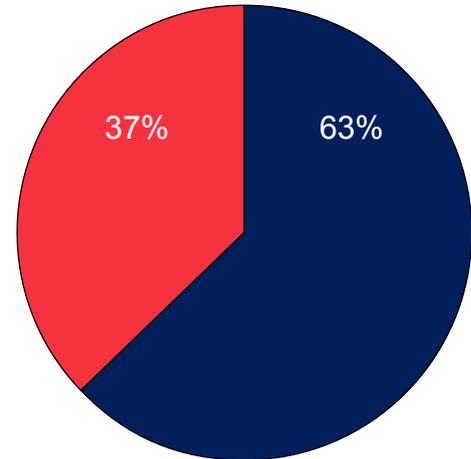


Officers Only

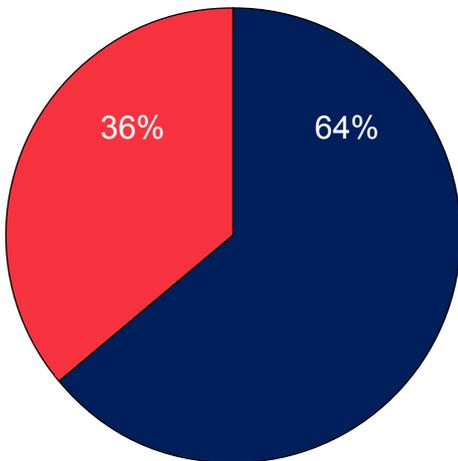
Lower Quartile



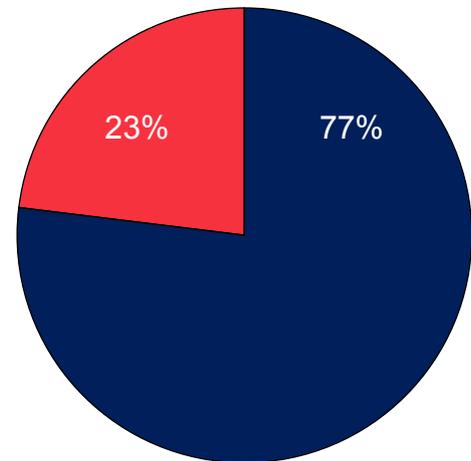
Lower Middle Quartile



Upper Middle Quartile



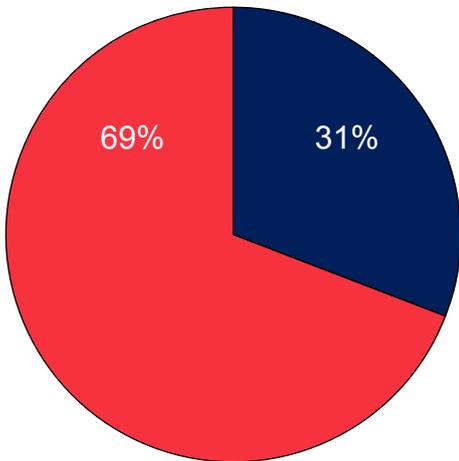
Upper Quartile



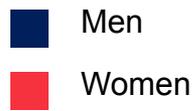
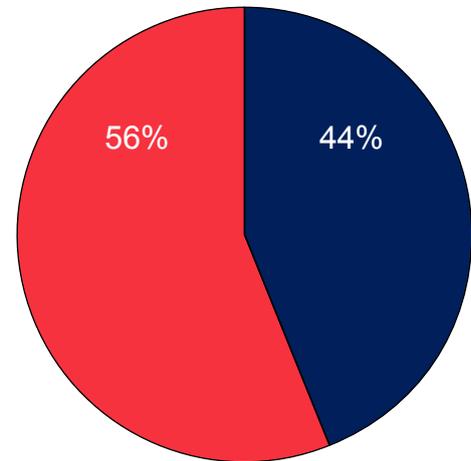


Staff Only

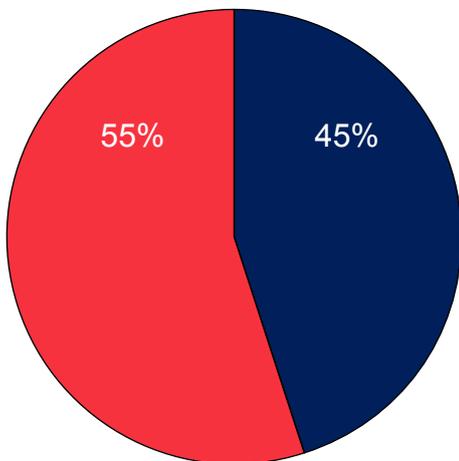
Lower Quartile



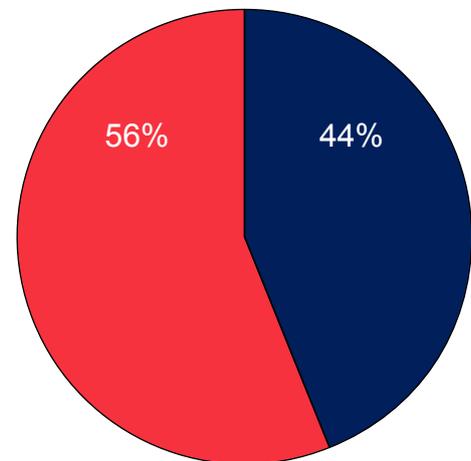
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





Analysis for Salary Quartile Bands

The figures show that female police officers are not progressing to the higher officer ranks 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, (73%), 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 offices in the higher ranks.



Bonus Payments

The data used is for bonus payments made 12 months prior to the snapshot date of 31st March 2017.

Number of Bonuses Paid

	All	Officer	Staff
Total	90	79	11
Male	70	63	7
Female	20	16	4

Amount of Bonus Paid

	All	Officer	Staff
Total	£22,635	£18,650	£3,985
Male	£17,383	£14,900	£2,483
Female	£ 5,252	£3,750	£1,502
Gap	£12,131	£11,150	£981

Mean Calculation

	All	Officer	Staff
Total	£251.50	£236.07	£225.73
Male	£248.33	£236.51	£354.71
Female	£262.60	£234.38	£375.50
Gap	-£14.27	£2.13	-£20.79

Median Calculation

	All	Officer	Staff
Male	£200	£200	£400
Female	£250	£250	£376
Gap	-£50	-£50	£24



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.

The figures show that there is a marked disparity in the number of bonuses being paid to males and females which 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.

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).
- 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



The data contained in this report show that further work is required to close the gap further particularly with the under-representation of females at higher police ranks.

Mentoring, reverse mentoring and tailored support for those considering promotion are among the initiatives that will be addressed in the next 12 months.

There will be further opportunity to provide unconscious bias training across the Constabulary as well as other CPD initiatives as part of the Supportive Leadership Programme.

Bonus payments, honorarium payments and other forms of reward and recognition are currently being reviewed. This data will be used to inform the review in order to address the disparity between the number of bonus being afforded to male officers compared to female officers.

The 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 2016 - 2017

Ver 1.0_JL

Gloucestershire Constabulary

Headquarters, No.1 Waterwells,
Waterwells Drive, Quedgeley,
Gloucester, GL2 2AN

 /Gloucestershire.Constabulary

 @glos_police