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**Originator: Tracey Webb,
Temporary Head of HR**

Decision number: D08-2018

Submitted to: Martin Surl, Police & Crime Commissioner for Gloucestershire

Subject: Gloucestershire Constabulary Gender Pay Gap Report 2016-17

Executive summary:

The report provides details of the Constabulary's Gender Pay Gap report for 2016-17.

This is a statutory requirement for companies, including the public sector, employing over 250 people.

Recommendation:

For information only, paper presented and approved at MEB (part 2) on 15th March 2018.

Outcome/approval by:

Date: 27 March 2018

Signature:

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<p>Public access to information</p> <p><i>Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.</i></p> <p><i>Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.</i></p>	
<p>Is this a decision of significant public interest?</p> <p><i>This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public</i></p>	<p>Yes</p>
<p>Is there a Part Two form? <i>This section should only include information that, if published:</i></p> <ul style="list-style-type: none"> <i>a) would, in the view of the chief officer of the police, be against the interests of national security;</i> <i>b) might, in the view of the chief officer of police, jeopardise the safety of any person;</i> <i>c) might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or</i> <i>d) is prohibited by any enactment.</i> <i>e) breaches commercial sensitivity</i> 	<p>No</p>

Originator checklist (must be completed)	Comments including who has approved the report if applicable
Has legal advice been sought on this submission if required?	N/A
Has the Chief Finance Officer been consulted, if required?	Financial information has been provided by the Chief Accountant
Have equality, diversity and human rights implications been considered, as appropriate?	N/A

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How is the recommendation consistent with the objectives of the Police and Crime Plan?	N/A
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	N/A
Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed?	Head of Public Affairs (present at MEB)
Have all relevant implications and risks been considered?	Yes

Part One – For publication

1. Purpose of the report

Last year the Government introduced 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.

This paper contains the Gender Pay Gap Report for Gloucestershire Constabulary 2016 – 2017 at Appendix A.

2. Background

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017 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.

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.

Main content

The gender pay gap is calculations include:

- Mean gender pay gap
- Median gender pay gap
- Proportion of males and females in each salary quartile band
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus

It was not a requirement to separate police officers from police staff but in order to make the analysis of the data more meaningful this was done.

The report at Appendix A details the data for each of the calculations above but the headline average gap in mean hourly pay is;

Officers and Staff combined

10.5%

Police Officers

3.7%

Police Staff

6.3%

These figures compare favourably with the UK's national average gender pay gap for the public sector of 13.3%, (of those reported on Government Equalities website as at 5th March 2018).

3. Recommendation(s)

Following approval at MEB it is recommended that the following action is taken;

- Liaison with the Communications and Engagement Team to ensure that the report is branded appropriately for external publication.
- Engagement with WiN to discuss the content of the report and plan how the recommendations made in the report to reduce the gender pay gap can be taken forward.
- Liaison with Communications and Engagement Team to produce an internal communication outlining the findings of the gender pay gap analysis prior to external publication of the Government Equalities website.

4. Financial and resource implications

N/A

5. Risk assessment

N/A

6. Equality & Diversity impact assessment

N/A

7. Environmental impact assessment

N/A

8. Consultation

This paper, and report, was presented and approved at MEB (part 2) on 15th March 2018.

9. Discussed with Communications & Engagement

The Head of Public Affairs was present at MEB on 15th March 2018. A meeting will be held with a member of the Communications & Engagement Team to ensure that the report is branded appropriately and to assist with the communication that will need to go out internally prior to the publication of the report on the Government Equalities Website (by 30th March 2018).

10. Conclusion

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No decision required – for information only.

Originator approval

Name: Tracey Webb

Job title: Temporary Head of HR

Signature:

Date: 22.03.18

Deputy Chief Executive approval

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.



Signature:

Date: 23.03.18

Appendix A

**Gloucestershire Gender Pay Gap Report for the Year
2016-2017**

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

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- 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

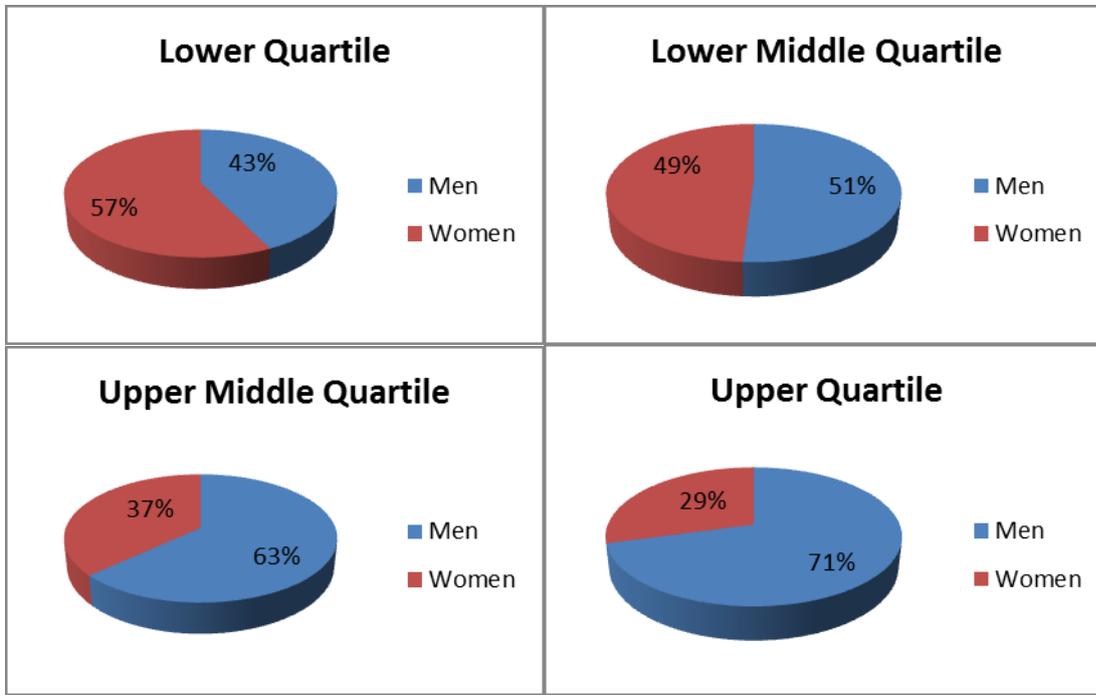
There are three principal reasons for the pay difference in the overall figures. Firstly, there are a higher proportion of males in the lowest paid officer ranks. Secondly, there are a higher number of males in technical police staff roles (e.g. ICT) and thirdly there is a greater proportion of the female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

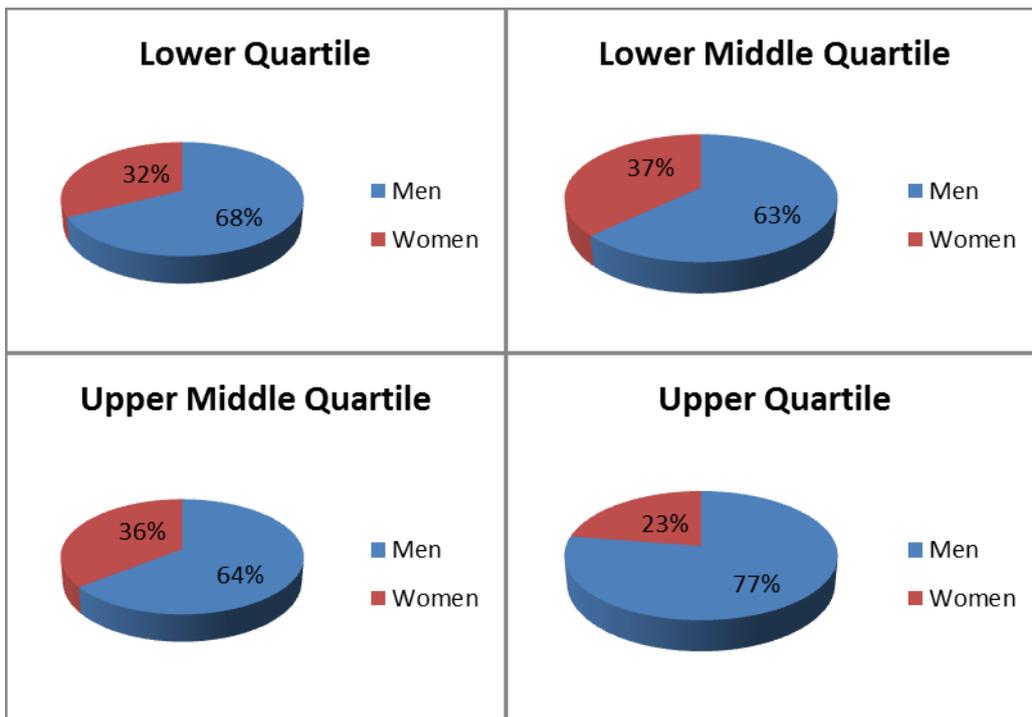
Salary Quartile Bands

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.

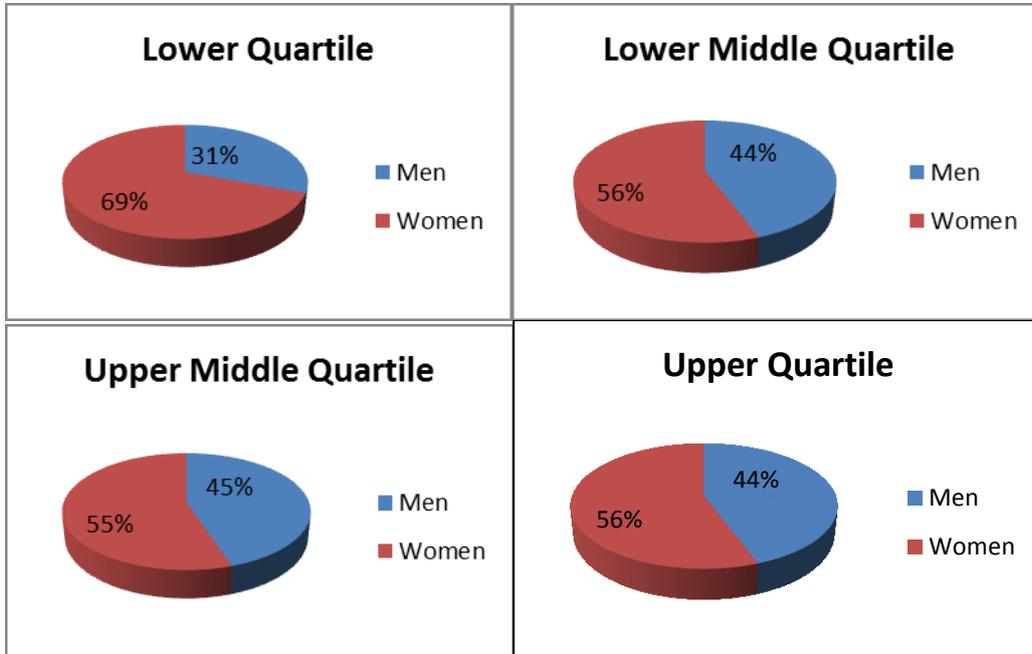
Officers and Staff Combined



Officers Only



Staff Only



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

	<u>All</u>	<u>Officer</u>	<u>Staff</u>
Total:	90	79	11
Male:	70	63	7
Female:	20	16	4

Amount of Bonus Paid

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	<u>All</u>	<u>Officer</u>	<u>Staff</u>
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

	<u>All</u>	<u>Officer</u>	<u>Staff</u>
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

	<u>All</u>	<u>Officer</u>	<u>Staff</u>
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)

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- 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.