

## **GWENT POLICE - GENDER PAY GAP REPORT**

### **What is it?**

Public sector organisations with more than 250 staff must publish information on their gender pay gap by 31 March 2018. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is not about equal pay and whether men and women receive the same pay for doing the same job or work of equal value, nor is it about job evaluation.

Public sector organisations have to provide information on the following, based on relevant information from last year, i.e., 31 March 2017:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile.

### **Gwent Police results – Mean and Median earnings**

To calculate the MEAN gender pay gap figure, we calculated the hourly pay for each man and woman, and then added up all the hourly pay figures for women and divided it by the number of women and then did the same for men.

To calculate the MEDIAN gender pay we listed all the women in hourly pay order, and then did the same for men and looked at the hourly pay given to the woman and the man in the middle of the list.

- Mean women's earnings were 14.1% lower than men.
- Median women's earnings were 17.3% lower than men.

### **Gwent Police results - Pay Quartiles**

We split the hourly pay figures up into 4 quartiles by ranking the hourly pay from low to high.

#### **Top quartile**

<b>74.7%</b>	<b>25.3%</b>
MEN	WOMEN

#### **Upper Middle Quartile**

<b>66%</b>	<b>34%</b>
MEN	WOMEN

#### **Lower Middle Quartile**

<b>45.8%</b>	<b>54.2%</b>
MEN	WOMEN

## **Lower Quartile**

**37.7%**

MEN

**62.3%**

WOMEN

## **Gwent Police Results - Bonus Pay**

We also had to look at everyone who received bonus payments and work out the mean and median figures, and also the percentage of women and men who received bonus payments. This showed that women's Mean bonus payments were 40% higher and women's Median were 28.5% higher. It also showed us that 1.7% of men and 2.2% of women received bonus payments.

## **What else did the figures reveal?**

As we know, police officers and police staff pay and terms are negotiated separately on a national basis and they have different terms and conditions with different pay structures. We therefore believe it was important to also look further at our figures and undertake a gender pay gap exercise for police officers and police staff separately which subsequently revealed a lower mean and median pay gap figure.

The exercise revealed a 5.4% lower mean and 2.4% lower median figure in hourly rate for female police officers compared to male police officers, and a 9.2% lower mean and 4.5% lower median for female police staff compared to male police staff.

It also demonstrated that there are 60% – 80% of females in 3 of the police staff quartiles, with over 54% in the upper middle quartile. In relation to police officers, it identified that the lowest quartile is made up of 39% females, and this figure reduces in turn in each of the pay quartiles above it.

Our gender pay gap as at 31 March 2017 is partly due to having fewer female police officers in some management roles, fewer female police staff in the highest paid management roles, fewer men in the lowest paid roles and the differences in terms and conditions between officers and staff.

With 60.1% of the top quartile for police staff being made up of women, this demonstrates that progression to senior police staff roles is positive, albeit women are not represented in the top police staff management posts as at 31 March 2017.

## **What Next?**

Whilst our overall pay gap is lower than the national average of 18.1%, of the new student officers who joined Gwent Police in the year ending 31 March 2017, 43% were female, and whilst this is a positive step, further work needs to be done to identify any barriers to promotion and encourage female police officers, particularly into sergeant and inspector roles, where female representation is lower than at other ranks.

A coaching and mentoring scheme is in place and further key staff are obtaining professional coaching qualifications to support officers and staff who choose to receive coaching to develop their skills following discussions on their career with their line managers.

Positive action initiatives will also be reviewed to encourage female officers and staff to consider development and recruitment opportunities.

We are mindful that improvements in female representation at sergeant and inspector level have already taken place since 31 March 2017 and we will be undertaking work on our next Gender Pay Gap Report in late Spring to aid our next steps. We acknowledge that it may take a few years to see reductions in our gender pay gap but we are committed to equality of opportunity and ensuring that the gender pay gap is reduced year on year.

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