WEST MERCIA POLICE

GENDER PAY REPORT 2019
Executive Summary

West Mercia Police are committed to creating an inclusive workplace that reflects the diversity of the communities that we serve, and have initiatives in place to support achieving this.

This is the third year that West Mercia Police have produced and published such detailed information in relation to gender pay. In producing this report we are also able to confirm that we do not have an equal pay issue as all officers and staff are paid equally for doing equal work.

However, we do acknowledge that we are on a journey in respect of gender pay and can confirm we are committed to reducing the gender pay gap year on year.
1. **Introduction**

From 2017 onwards all UK organisations, including police forces, employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

Data is collected as at 31 March, 2019.

- The mean and median gender pay gaps
- The mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The number of men and women according to quartile pay bands

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

The gender pay gap differs from equal pay which is about the differences in the actual earnings of men and women doing equal work. Within West Mercia Police, for both officers and staff, pay is set at a national level. Therefore, irrespective of gender anyone of the same rank or grade will be paid on the same fixed pay scale, and as a result West Mercia Police do not have an equal pay issue.

The mean gender pay gap is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median (midpoint) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The report provides the information in three groupings:

- All staff (including police officers and police staff)
- Police Officers
- Police Staff

Data is collected as at 31 March, 2019 when the workforce consisted of 2045 males and 1722 females (all staff).
# Pay Difference:

## Pay Difference between women and men:

### All Staff

<table>
<thead>
<tr>
<th></th>
<th>Mean Gender Pay Gap across all staff</th>
<th>Median Gender Pay Gap across all staff</th>
<th>UK’s National Gender Pay Gap (Median)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12.78%</td>
<td>22.2%</td>
<td>17.3%</td>
</tr>
</tbody>
</table>

### Police Officers

<table>
<thead>
<tr>
<th></th>
<th>Mean Gender Pay Gap across Police Officers</th>
<th>Median Gender Pay Gap across Police Officers</th>
<th>UK’s National Gender Pay Gap (Median)</th>
<th>National Gender Pay Gap (median) for Sergeants/Constables</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5.62%</td>
<td>No gap</td>
<td>17.3%</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

### Police Officers by Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Mean Gender Pay Gap</th>
<th>Median Gender Pay Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constables</td>
<td>2.1%</td>
<td>No Gap</td>
</tr>
<tr>
<td>Sergeants</td>
<td>3.56%</td>
<td>No Gap</td>
</tr>
<tr>
<td>Inspectors</td>
<td>2.33%</td>
<td>No Gap</td>
</tr>
<tr>
<td>Chief Inspectors</td>
<td>0.98%</td>
<td>0.74%</td>
</tr>
<tr>
<td>Superintendents</td>
<td>1.81%</td>
<td>4.79%</td>
</tr>
<tr>
<td>Superintendent &amp; Above</td>
<td>7.04%</td>
<td>9.37%</td>
</tr>
</tbody>
</table>

### Police Staff

<table>
<thead>
<tr>
<th></th>
<th>Mean Gender Pay Gap across Police Staff</th>
<th>Median Gender Pay Gap across Police Staff</th>
<th>UK’s National Gender Pay Gap (Median)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.06%</td>
<td>3.05%</td>
<td>17.3%</td>
</tr>
</tbody>
</table>
Analysis of Pay Difference

The tables demonstrate our ‘gender pay gap’. This is a snapshot of the difference between the average (mean) hourly pay rate for women compared to men, irrespective of their role or rank/level in the organisation, expressed as a percentage of men’s average pay.

The information also shows the difference in the mid-point (median) hourly pay rates for women compared to men, again expressed as a percentage of the men’s average pay.

There are a number of reasons for the pay differences:

- A higher proportion of women in the lower paid grades and ranks.
- A higher proportion of men in the senior ranks.
- There are more women working part time hours in the lower graded posts.
- It can take women longer to progress through their career as they are more likely to take unpaid career breaks.
- Historically, the majority of Police Officers are men, resulting in a higher proportion across the ranks.

Comparison to Previous Years/Our Journey

The overall mean gender pay gap in 2019 was 12.78%. This is a slight decrease of 0.2% on the previous year. However the median pay gap for all staff stands at 22.2%. This is an increase of 1.9% on 2018. This demonstrates that there is an increase of women in the lower paid grades, and analysis shows that more women undertake part time work in lower graded roles.

The mean gender pay gap for Police Officers specifically was 5.62% in 2019. This is a very slight increase of 0.38% on the previous year. However, there is no median gender pay gap for police officers which is a decrease of 1.55% on 2018.

The mean gender pay gaps by rank for Police Officers demonstrate the proportion of male officers compared to female officers. However, for Superintendent and above ranks, in the previous year female officers earned 4.0% more than their male colleagues proportionately. In 2019 however, the trend has reversed with female officers at the rank of Superintendent and above earning 7.04% less than their male colleagues, and a 9.37% median gender pay gap for the same group of officers.
## Salary Pay Quartiles

### All Staff

- **Upper Quartile**: 29.3% Male, 70.7% Female
- **Upper Middle Quartile**: 38.7% Male, 61.3% Female
- **Lower Middle Quartile**: 54.2% Male, 45.8% Female
- **Lower Quartile**: 60.5% Male, 39.5% Female

### Police Officers

- **Upper Quartile**: 26.6% Male, 80.0% Female
- **Upper Middle Quartile**: 31.5% Male, 68.4% Female
- **Lower Middle Quartile**: 34.2% Male, 65.8% Female
- **Lower Quartile**: 38.2% Male, 61.8% Female

### Police Staff

- **Upper Quartile**: 52.70% Male, 47.30% Female
- **Upper Middle Quartile**: 56.1% Male, 43.9% Female
- **Lower Middle Quartile**: 60.9% Male, 39.1% Female
- **Lower Quartile**: 76.0% Male, 24.0% Female
Analysis of Salary Quartile Bands

The pay quartiles data shows the proportion of men and women that are in each pay quartile based on their hourly pay rate. This is shown for all staff together, then broken down to show the proportions within the Police Officer ranks, and the proportions with the Police Staff grades.

The proportions of female representation within each staff grouping is:

<table>
<thead>
<tr>
<th>Group</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>45.7%</td>
</tr>
<tr>
<td>Police Officers</td>
<td>31%</td>
</tr>
<tr>
<td>Police Staff</td>
<td>61.4%</td>
</tr>
</tbody>
</table>

The diagrams show that for the groupings of all staff and Police Officers, that women are less well represented in the higher pay quartiles due to proportionally more men being in senior level roles/ranks. As previously indicated, there are a number of reasons for this such as more women undertaking part time working in the lower graded roles; and within police officer ranks a potential increase in the time taken for women to progress through the ranks throughout their career as a result of a requirement to take career breaks/caring responsibilities, etc.

For Police Staff, whilst the diagram demonstrates that there are more women in the upper quartile, this is still not representative of the percentage of women within the workforce (i.e. 52.7% against 61.4%). It also demonstrates that there are a disproportionately larger proportion of women in the lower quartile.

In comparing this data to 2018, there is an overall increase in the proportion of women represented in the lower middle quartile moving to the upper middle quartile (3% rise in the upper middle quartile).

For Police Officers, whilst there is an increase of 1% representation of women in the upper quartile, there is a decrease in both the upper middle quartile and lower middle quartile (5% and 1% respectively) and an increase (3.5%) in the lower quartile. This would tend to suggest that whilst there has been a slight increase in the number of female police officers in the more senior ranks, generally female police officers are not progressing through the middle ranks in the same proportions as their male colleagues and as such we need to do more to support female police officer’s career progression.

Police Staff have, on the whole, remained the same when compared to 2018.

Overall, the high quartile salary band for all staff is dominated by male staff (70.7%), which indicates that they are the highest earners in West Mercia Police. 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**  
(payments received in 12 months preceding 31 March 2019)

Proportions of all staff who received a bonus payment:

- **Male**: 0.73%
- **Female**: 2.35%

(49 males, 13 females)

<table>
<thead>
<tr>
<th>Bonus</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>73.73%</td>
<td>No Gap</td>
</tr>
</tbody>
</table>

Proportions of Police Officers who received a bonus payment:

- **Male**: 1.93%
- **Female**: 3.52%

(48 males, 12 females)

<table>
<thead>
<tr>
<th>Bonus</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55.7%</td>
<td>No Gap</td>
</tr>
</tbody>
</table>

Proportions of Police Staff who received a bonus payment:

- **Male**: 0.09%
- **Female**: 0.14%

(1 male, 1 female)

<table>
<thead>
<tr>
<th>Bonus</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>39.3%</td>
<td>No Gap</td>
</tr>
</tbody>
</table>
Analysis of Bonus Payments

For Police Officers, bonus payments are awarded under the Police Regulations for 'work that is deemed to be unusually demanding, unusually unpleasant or, significantly important in nature'. The Regulations allow for payments to be made of between £50 and £500.

For Police Staff bonuses are paid by way of an 'honorarium' payment to recognise factors that are not reflected in the basic pay. These may include:

- Undertaking some of the duties and responsibilities of a higher graded post;
- Undertaking work that is deemed to be outstandingly unpleasant, demanding or important nature;
- Specific project outside the normal duties of the post.

Payment is calculated based on the level of additional work or increased responsibility.

The majority of bonus payments are paid to Police Officers with only 2 Police Staff receiving a payment.

For all staff groups, the median (mid point) payment demonstrates that there is no gap between male and female. However, for both Police Officers, and Police staff, the proportion of males being paid a bonus is higher.
Way Forward

Reducing the Gender Pay will be managed via the Workforce Inclusivity and Planning Group and ownership will sit with the Director of Business Services. With the support of the Women of West Mercia network and other staff networks, the Federation, Superintendents Association and UNISON we will work together to continually address this issue. The following initiatives are planned for 2020/21:

- Review of the promotion process to ensure that underrepresented groups are not disadvantaged by any part of the process.
- Provide mentoring and coaching for individuals who wish to apply for promotion.
- Ensure promotion panels are diverse.
- Conduct specific targeted events to promote females in specialist roles and for senior leadership roles.
- To review the Talent Mapping process.
- Review policies to remove conscious and unconscious bias.
- Review the Equality impact assessment process to ensure it is monitored and reviewed.
- Develop a leadership framework that promotes the principles of inclusivity and improves engagement and wellbeing at work.
- Develop our exit interview process in order to fully understand why individuals leave the organisation.