



Gender Pay Gap Report 2017



INTRODUCTION

Chief Constable Kier Pritchard



This year, as we mark 100 years since the first female police officer was employed in Wiltshire and we commemorate a century since women first got the vote in England, it is timely to be publishing our first Gender Pay Gap Report.

In common with all public sector organisations and UK companies with 250 or more employees, we have a legal requirement, under the Equality Act 2010, to conduct an annual audit; a snapshot of the pay gap between what men and women earn within Wiltshire Police at 31 March 2017.

The Report shows the percentage difference between mean (average) and median (mid-point) hourly earnings of men and women in the workplace. This is a different concept to equal pay – it is unlawful to pay people unequally because they are a man or a woman and men and women are paid equally at every grade in the Force. However if one gender dominates higher pay graded roles, this results in a gender pay gap.

Traditionally policing was a very male dominated profession. However I am pleased that in Wiltshire we have come a long way. We now employ virtually equal numbers of men and women overall in staff and officer roles - 1,098 men and 1,031 women (March 2017). In our staff roles, females outweigh males on a ratio of 60:40 (662 females to 443 males). By contrast, our officer numbers show a 36:64 ratio (369 females to 655 males). This accounts for the difference in the mean and median pay for male and female officers and staff – there are more male police officers, more male officers in senior positions and more female staff than male.

We are seeing more women gaining promotion to senior roles - this helps to demonstrate the career paths available to officers and staff when joining the Force. Visibility is so important and I am proud that Wiltshire Police will be hosting a regional '**Women in Leadership**' policing conference this autumn, supporting women in all roles to become the leaders of tomorrow.

Operationally, we need to do more to support women into senior police officer roles, as well as specialist operational roles such as firearms, roads policing and dog handling, through activity like awareness events and recruitment campaigns. Our team of dedicated Positive Action officers supports all under-represented groups to encourage them to consider a career in policing and progress into specific roles. Through Positive Action we can increase female representation and remove real or perceived barriers that may exist, such as flexibility around childcare and flexible working hours.

Greater diversity and inclusion runs through the heart of our Force and is central to our values based culture. I am committed to unlocking the talent in everyone as part of a true learning organisation. Our people need to be a true representation of the diverse communities we serve and this means ensuring our workforce mix accurately reflects this. There is much work to do, but I welcome the opportunity for greater transparency through open reporting.

Kier Pritchard, Chief Constable

Wiltshire Police is now required by law to carry out Gender Pay Reporting under the Equality Act 2010. The new legal requirement states that public sector organisations must publish their findings by 30 March 2018. UK companies with 250 or more employees must also publish their gender pay gap data by April 2018.

What is the gender pay gap and why is it important?

The Gender Pay Gap report shows the difference between mean and median earnings of men and women in the workplace.

Gender pay reporting can be used to assess levels of equality in the workplace and the rates of male and female participation at all levels of seniority within an organisation. The Gender Pay Gap is a different concept to that of equal pay.

Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. At Wiltshire Police men and women are paid equally at every grade, but if one dominates higher-paid management roles, the organisation will have a gender pay gap.

Findings

The figures below include all police officers, Police Community Support Officers (full and part-time) and police staff who were employed by Wiltshire Police on the “snapshot date” of 31 March 2017.

The figures include the:

- mean (average) pay gap
- median pay gap
- proportion of male and female employees in each salary quartile band
- mean bonus pay gap
- median bonus pay gap
- proportion of male and female employees receiving a bonus payment.

1. Mean (average) Pay Gap based on hourly rate

	Police Staff	Police Officers	All
	Hourly Rate	Hourly Rate	Hourly Rate
Male	£13.47	£18.39	£16.55
Female	£13.13	£17.29	£14.71
Difference	2.55%	5.97%	11.08%

2. Median Pay Gap based on hourly rate

	Police Staff	Police Officers	All
	Hourly Rate	Hourly Rate	Hourly Rate
Male	£13.36	£18.17	£16.91
Female	£12.53	£17.87	£13.70
Difference	6.17%	1.64%	17.62%

3. Proportion of Male and Female Employees in Each Salary Quartile Band

Police Staff				Police Officers				
Quartile 1	Male	25.79%	Female 74.21%	Quartile 1	Male	62.11%	Female	37.88%
Quartile 2	Male	45.00%	Female 55.00%	Quartile 2	Male	53.54%	Female	46.46%
Quartile 3	Male	47.27%	Female 52.72%	Quartile 3	Male	67.26%	Female	32.74%
Quartile 4	Male	40.91%	Female 59.09%	Quartile 4	Male	75.22%	Female	24.78%

Total proportion of male and female employees in quartile bands – all officers and staff				
Quartile 1	Male	37.15%	Female	60.85%
Quartile 2	Male	46.18%	Female	53.81%
Quartile 3	Male	54.05%	Female	45.96%
Quartile 4	Male	69.79%	Female	30.20%

4. Bonus Pay Gap

Bonuses are paid to officers or staff as a one-off payment in recognition of their work where they have performed work of an outstandingly demanding, unpleasant or important nature.

Bonus payments can be awarded between £50 and £500. During the review period, bonus payments were paid on average at £200 for males and £300 for females.

Bonus payments have been reviewed over a 12 month period up to 31 March 2017. They show that in Wiltshire Police, the difference in mean bonus pay is 28.66% in favour of females. The difference in median bonus pay is 50% in favour of females

The proportion of males and females receiving a bonus payment is shown in the table below:

Percentage difference in the proportion of males and females receiving a bonus			
Male	4.26%	Female	2.37%

5. Summary

Gender pay reporting is a different requirement to carrying out an equal pay audit - it is not a review of equal pay for equal work. Instead it compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance.

Following further analysis of the results, some assumptions can be made about why the pay gap exists. The analysis and findings allow the Force to understand where to direct positive action interventions to close the gender pay gap in future years.

Pay for both police officers and police staff is determined by the Home Office and at a national level and police officer pay is at a higher rate than police staff. As a Force we have little control over the rate of pay for police officer and staff roles, although for staff roles the widely recognised HAY job evaluation scheme is used to determine salary rates based on job descriptions.

Our figures show that we have more males in officer roles and more females in staff roles - contributing to the Gender Pay Gap.

The figures set out above were calculated using standard methodologies under the Equality Act 2010.

The report finds that the median gender pay gap of 17.62% in Wiltshire Police is in line with the national UK Gender Pay Gap average of 18%.

We will use this data to understand where we need to focus our efforts to close the gender pay gap and will report on our findings on an annual basis.

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