



STAFFORDSHIRE  
**POLICE**

# Gender Pay Gap Report

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2020-2021 - Reporting Period

As at March 2021

People & Organisational Development

Date: November 2021  
Version: Draft V1.2  
Protective Marking: Official  
Transparency: Full – proactively published

## 1. What is the Gender Pay Gap?

- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- It is different to equal pay which means employers must pay men and women the same for equal or similar work.
- The predicted UK Mean Gender Pay Gap for 2020 is 15.4 per cent, according to the Annual Survey of Hours and Earnings (ASHE). This is an increase from 14.9% in 2019.

[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

- Publication of gender pay data is a statutory requirement under the Equality Act 2010, for all organisations with more than 250 employees.

## 2. Staffordshire Police gender pay gap analysis

We are committed to creating a first class workplace, with a vibrant and diverse workforce that better reflects our communities and therefore where the services we deliver better meet the needs of the people of Staffordshire.

Diversity and inclusion is a key strategic objective for the force. We continually strive to create an environment that enables people to flourish and achieve their full potential, including making sure that they have the same opportunities for recognition, reward and career development.

We are pleased that the force has a mean gender pay gap that is lower than the national average. We have noted that this year, our Mean gender pay gap has widened slightly when considering the whole workforce. However, the Median Gender Pay gap has reduced overall. The workforce is however made up of two elements: police officers and police staff, who are employed on different terms and conditions set nationally. It is therefore important to look closely at the gaps for each, which are considerably lower than the national average.

It is noted that the Police Uplift Programme (PUP) and the new Police Education Qualifications Framework (PEQF) student officer recruitment programmes appear to be having an impact on our gender pay gap. Our success in attracting more female officers onto these programmes has resulted in an increase in our officer gender pay gap, as new student officers are initially paid at the base entry level salary for police officers. This impact is expected to reduce over time as those officer progress through the ranks and pay grades.



That said, there is clearly more to do, although we do recognise that gender pay gaps arise as a result of complex issues across society, and hence there is no 'quick fix'.

We are supportive of the requirement to publish Gender Pay Gap data and the drive towards gender equality and reporting transparency.

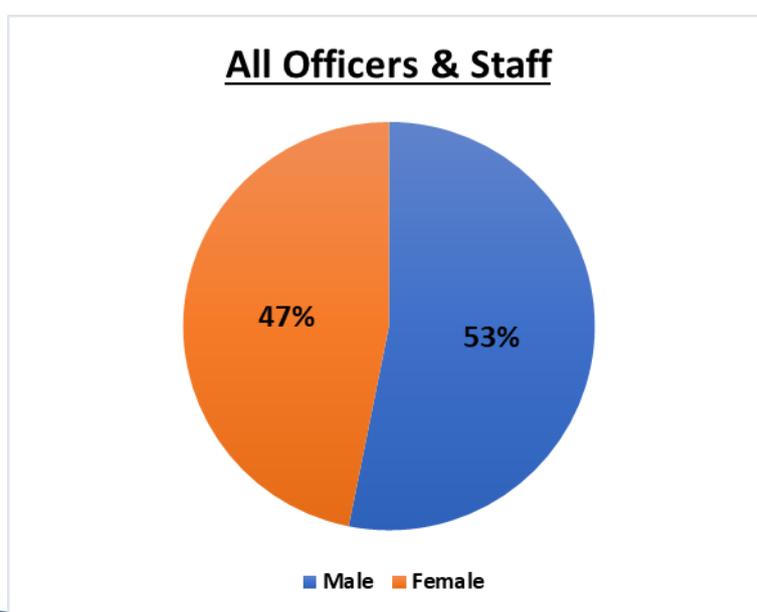
**The following data is published as a statutory requirement of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.**

## 2.1. Workforce

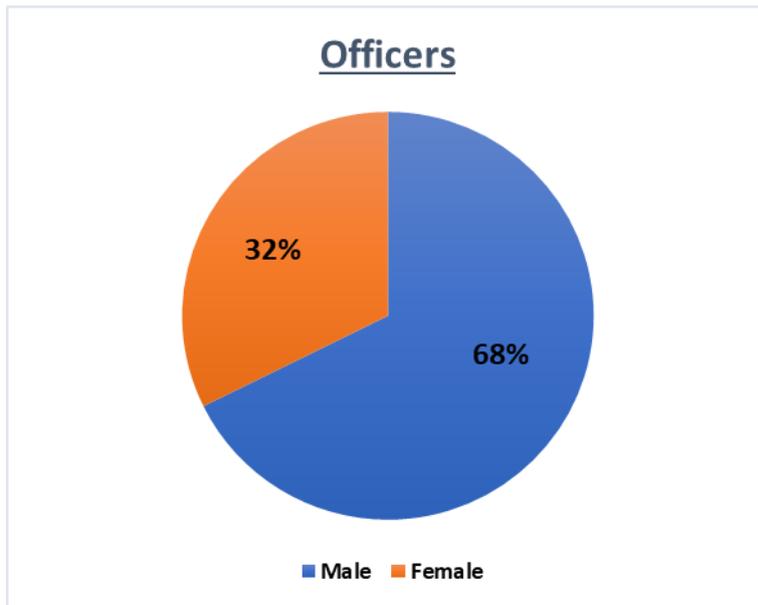
As at the 31st March 2021, Staffordshire Police had the following number of employees who were included in the hourly rate calculations. Note: these figures are 'full pay relevant employees' in accordance with the reporting requirements and exclude staff not in receipt of full pay for March 2021, e.g. those on unpaid leave, adoption leave, paternity leave.

### Gender breakdown by gender type

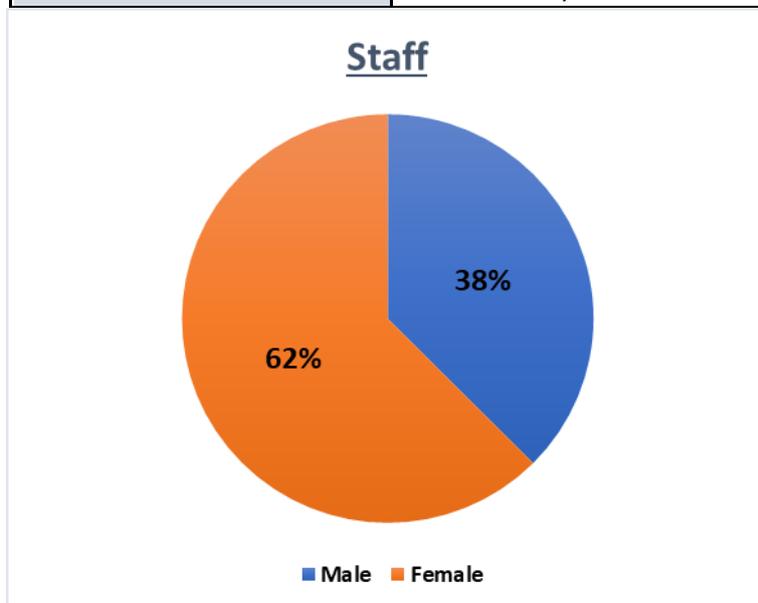
Gender	All Employees – Officers and Staff
Male	1,776
Female	1,566
Total	3,342



Gender	Officers 2021	Officers 2020
Male	1,173	(1,145)
Female	560	(480)
<b>Total</b>	<b>1,733</b>	<b>(1,625)</b>



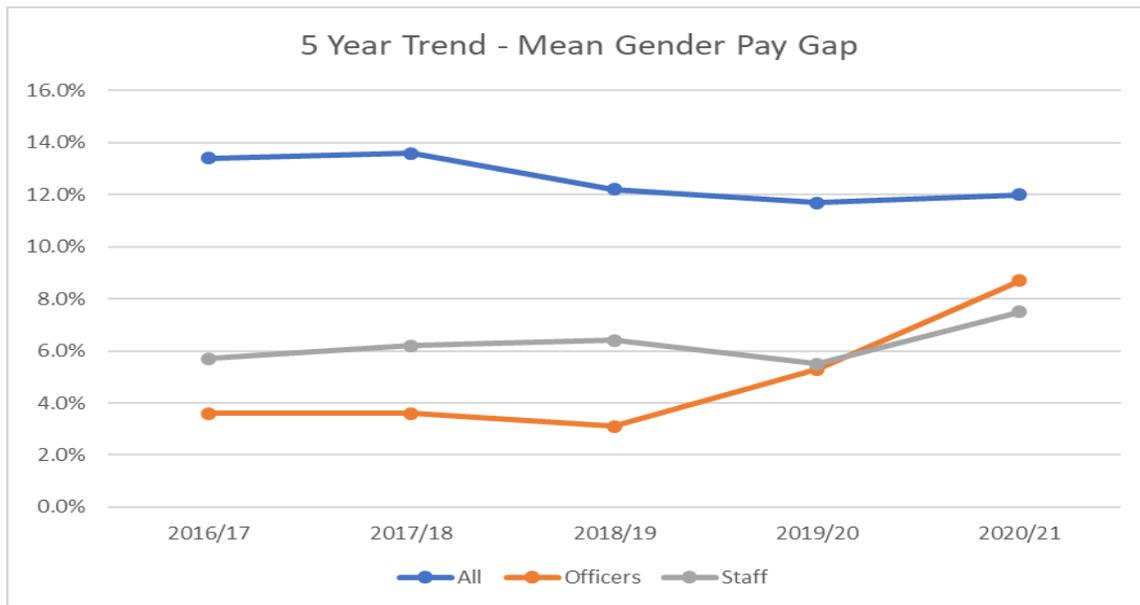
Gender	Staff
Male	604
Female	1,066
<b>Total</b>	<b>1,610</b>



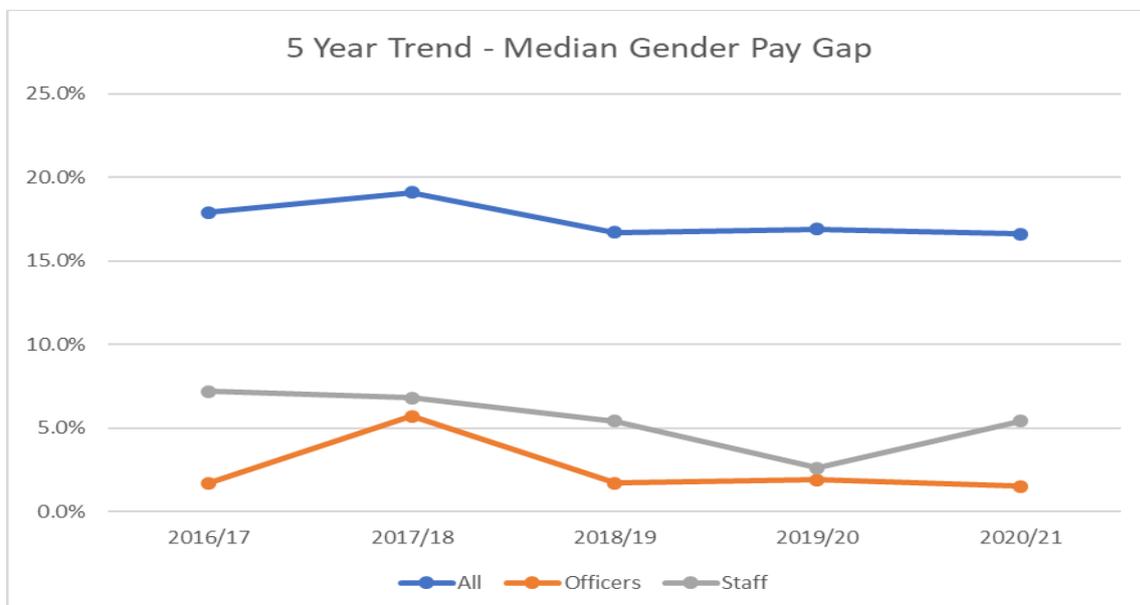
## 2.2. Mean and median pay gap

- the **mean** pay gap is **11.95%** (11.7% -March 2020)
- the **median** pay gap is **16.61%** (16.9% -March 2020)

The mean gender pay gap shown is the average difference in hourly pay between males and females as at 31st March 2021.



The median gender pay gap shown is the mid-point difference in hourly pay between males and females as at 31st March 2021.



### 2.3. Police Officers and Police Staff combined

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£18.69	£16.45	£2.23	11.95%
<b>Median (mid point)</b>	£19.70	£16.43	£3.27	16.61%

#### Police Officers Only

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£19.60	£17.89	£1.71	8.71%
<b>Median (mid point)</b>	£20.01	£19.70	£0.31	1.55%

#### Police Staff Only

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£16.91	£15.65	£1.26	7.46%
<b>Median (mid point)</b>	£16.43	£15.54	£0.89	5.41%

### 2.4. Mean and median bonus gap

The mean gender bonus gap is the average difference in bonus pay received over a 12 month period up to 31st March 2021, between males and females.

The median gender bonus gap is the mid-point difference in bonus pay, received over a 12 month period up to 31st March 2021, between males and females.

	Mean	Median
<b>Officers and Staff combined</b>	23.14%	21.60%
<b>Police Officers only</b>	11.68%	20.00%
<b>Police Staff only</b>	18.37%	-14.54%



## 2.5. Proportion of workforce receiving a bonus

Bonuses are paid to officers and staff as a one off payment in recognition of their work.

This chart indicates the proportion of male and female officers and staff who have been awarded a bonus payment over a 12 month period up to 31st March 2021, as a percentage of the whole workforce.

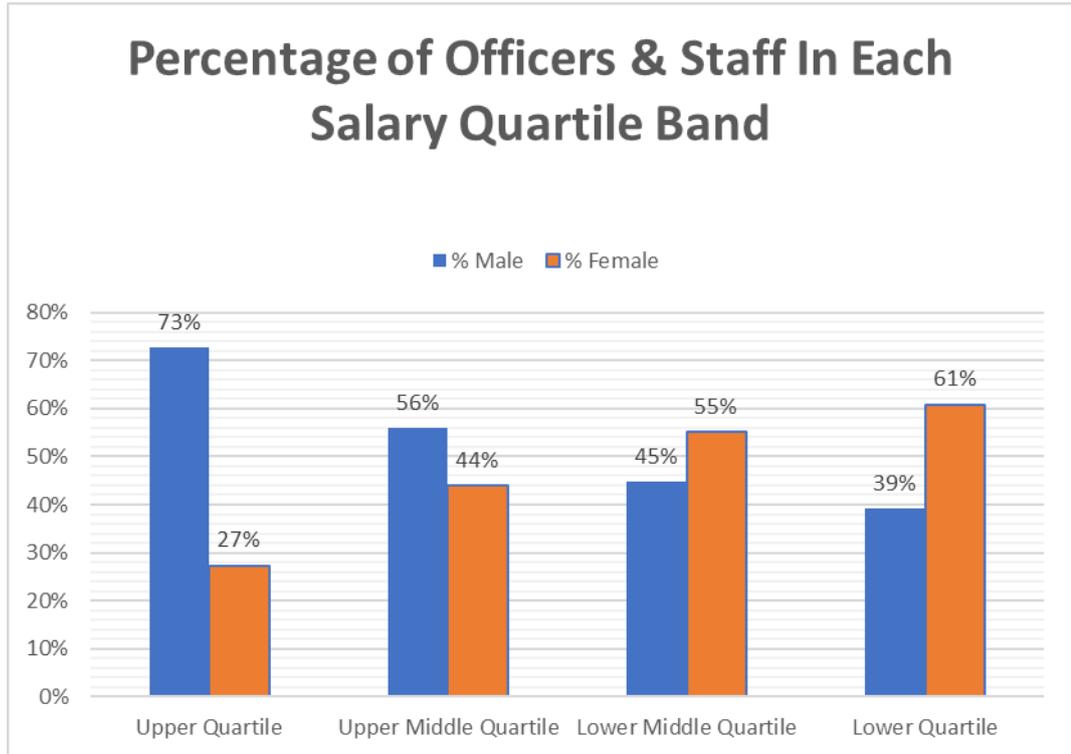
	Male	Female
<b>Officers and Staff Combined</b>	15.50%	17.60%
<b>Police Officers only</b>	15.70%	22.10%
<b>Police Staff only</b>	16.70%	9.40%

The Number of Bonus payments was affected by Covid, with far fewer "Away from Home" payments being paid, which have historically favoured Male employees. As a result the Mean and Median Bonus gaps have both decreased



## 2.6. Proportion of workforce in each pay quartile band

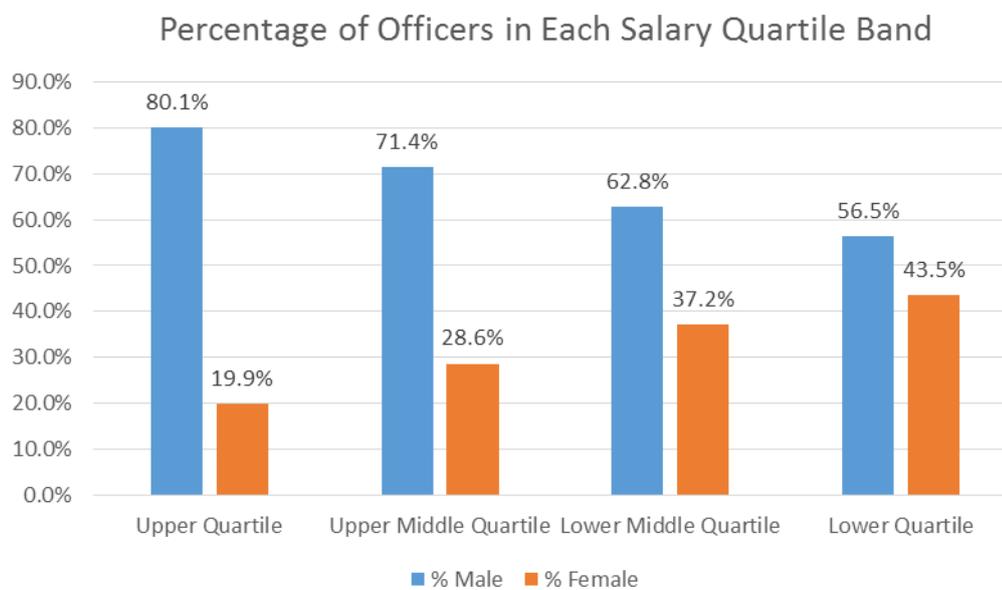
These charts show a breakdown of the percentage of male and female staff in each quartile band for the organisation (officers and staff combined).



Quartile	Male	Female
Upper Quartile	607	228
Upper Middle Quartile	468	368
Lower Middle Quartile	374	461
Lower Quartile	327	509

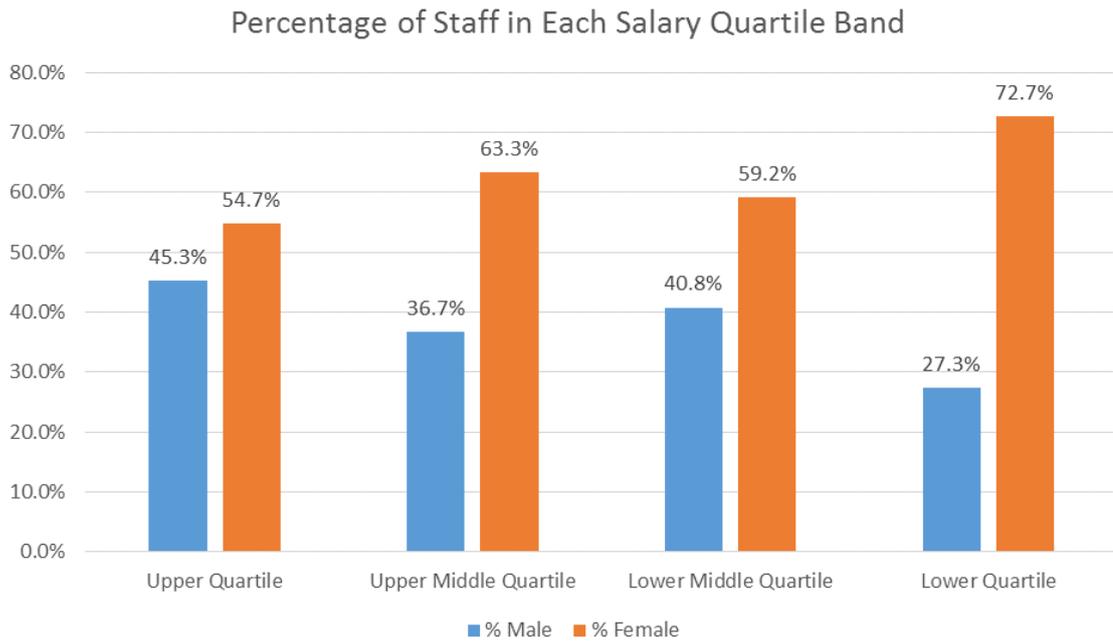


## 2.7. Proportion of Officers in each pay quartile band



Quartile	Male	Female
Upper Quartile	347	86
Upper Middle Quartile	309	124
Lower Middle Quartile	272	161
Lower Quartile	245	189

## 2.8. Proportion of Staff in each pay quartile band



Quartile	Male	Female
Upper Quartile	182	220
Upper Middle Quartile	148	255
Lower Middle Quartile	164	238
Lower Quartile	110	293

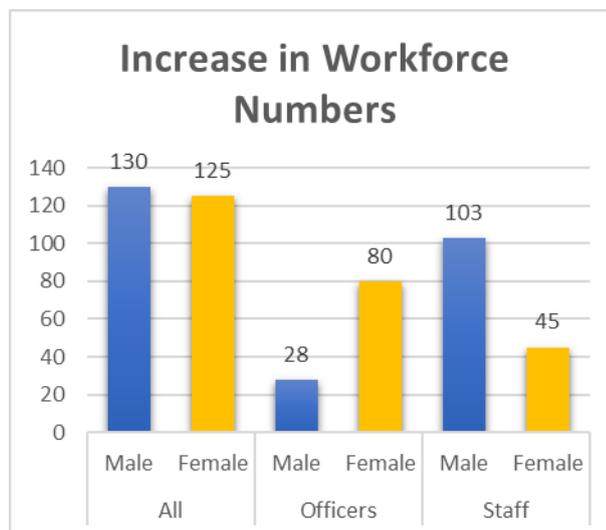


### 3. Why is there a Gender Pay Gap?

As stated above, there are complex causes of gender pay gaps, which are the subject of much research.

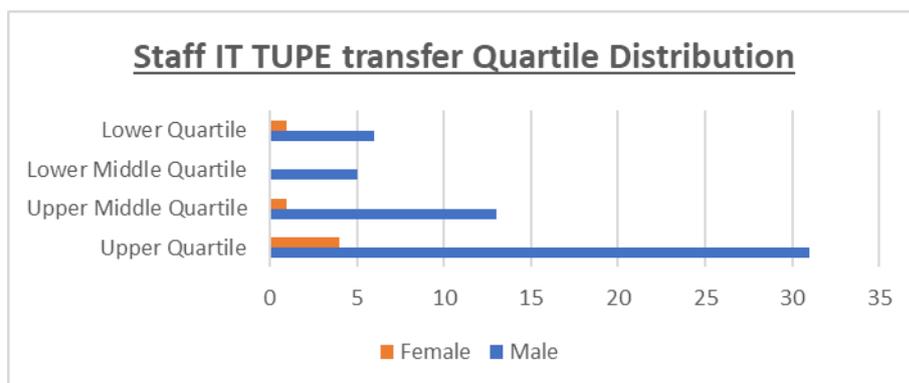
Within policing, the pay for both officers and staff is determined nationally. Using the formula required, the Mean gender pay gap as at 31<sup>st</sup> March 2021 is 11.95%, an increase on the previous year of 0.25%. However, our Median pay gap was reduced by 0.3% to 16.6%

The relevant fulltime workforce increased by 255 (130 male and 125 female). Although this increase is fairly evenly split when taking the numbers as a whole, the split between Officer and Staff is more pronounced.



Officers show an increase of 108, of which 80 are female and 28 male.

On the staff side the increase in pay gap can be largely attributed to a TUPE transfer on 1<sup>st</sup> July 2020. This accounted for 61 of the 148 increase in numbers on the staff side 61 fulltime relevant personal transferred in to the Staff numbers. Of these 61, 55 were male and 6 were female, the majority entering the Upper and Upper middle Quartile groups



#### 4. What are we doing about this?

A lot of work is being done across the force with a view to addressing any disparity in pay between male and female employees. A key area for Staffordshire Police is addressing the balance of underrepresentation at higher levels in uniformed officer roles where many of the key strategic roles are occupied by male officers.

Our positive action team are working closely with all of our staffing networks and most importantly our women's staffing network SAWP to offer support for promotions and promotion exams and to encourage more of our female officers to apply for promotion. We are starting to develop more higher-level female role models who are very much involved in coaching and supporting lower ranked female officers on their promotion journey.

We are seeing more women than ever before joining the force as police officers which offers an excellent platform for the future and we are promoting the national High potential Fast Track promotion route which again this year has shown good results in the progression of female officers.

Our step-up programme has been rolled out over the past 12 months offering support to all underrepresented groups in the form of coaching and mentoring and advice on preparing for assessment.

