



STAFFORDSHIRE  
**POLICE**

# Gender Pay Gap Report

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2022-2023 - Reporting Period

*as at 31<sup>st</sup> March 2023*

People & Organisational Development

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## 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 2023 is 14.3% according to the Annual Survey of Hours and Earnings (ASHE). This is a decrease from 14.4% in 2022.  
[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandworking/annualsurveyofhoursandearnings/ashe)
- 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

Staffordshire Police 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 have noted that this year, both our Mean and Median Gender Pay gap have reduced when considering the whole workforce. The workforce is however made up of two elements: police officers and police staff, who are employed on different terms and conditions which are set nationally. It is therefore important to look closely at the gaps for each, which are considerably lower than the national average.

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.**



# STAFFORDSHIRE POLICE

## Gender Pay Gap **Headline Figures** as at 31/03/2023

**1,839**  
Total Male  
Employees

**1,753**  
Total Female  
Employees

**National  
Median Gap  
14.30%**

**Mean Gap  
9.62%**

**£19.12**  
Male Mean Pay  
(average)

**£17.28**  
Female Mean  
Pay (average)

**Median  
Gap  
14.60%**

**£19.66**  
Male Median  
Pay (average)

**£16.79**  
Female Median  
Pay (average)

**14.99%**  
Mean Bonus  
Gap

**£485.91**  
Male Mean  
Bonus

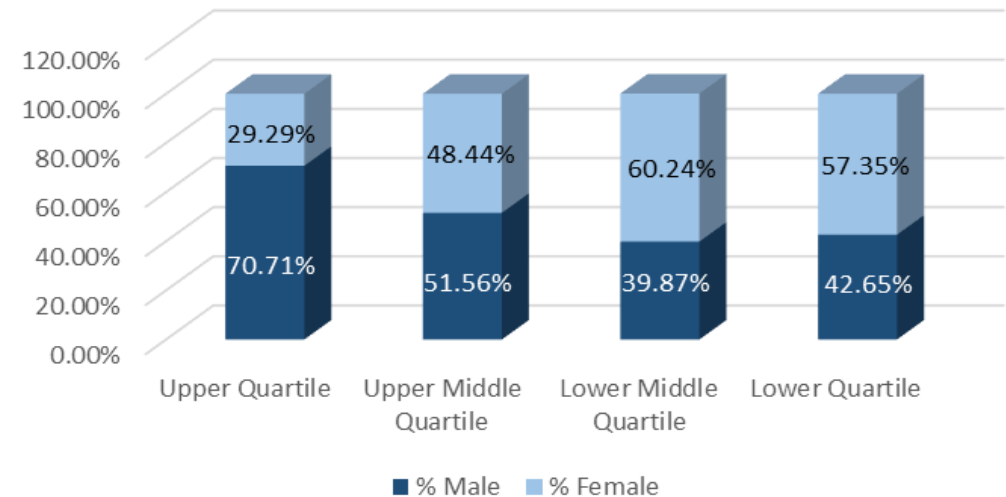
**£413.08**  
Female Mean  
Bonus

**12.50%**  
Median Bonus  
Gap

**381**  
Males receiving  
bonus

**145**  
Females  
receiving bonus

## Pay Quartiles - All Officers & Staff



**STAFFORDSHIRE  
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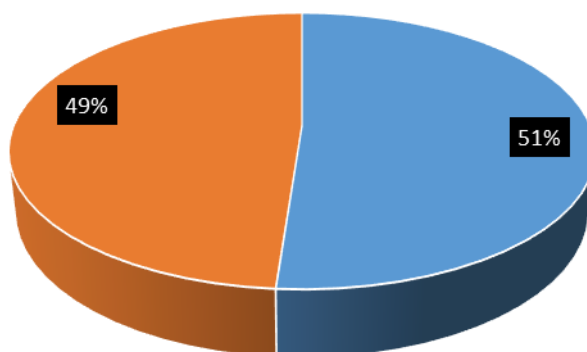
## 2.1. Workforce

As at the 31st March 2023, 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 2023, e.g. those on unpaid leave, adoption leave, paternity leave.

### Gender breakdown for all employee

Gender	All Employees – Officers and Staff
Male	1,839
Female	1,753
Total	3,592

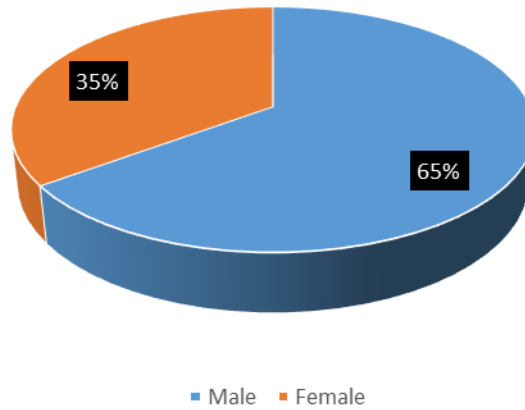
All Employees



■ Male ■ Female

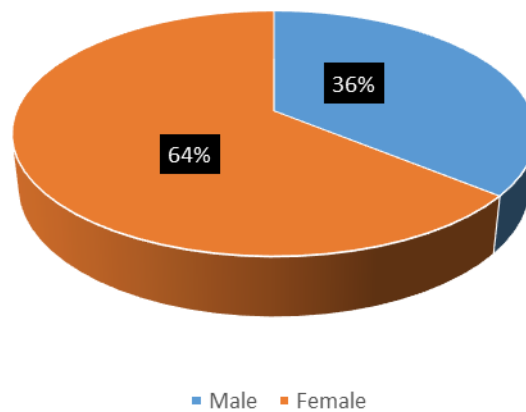
Gender	Police Officers 2023	Police Officers 2022
Male	1,229	1,212
Female	666	608
<b>Total</b>	<b>1,895</b>	<b>1,820</b>

All Officers



Gender	Police Staff 2023	Police Staff 2022
Male	610	583
Female	1,087	1,024
<b>Total</b>	<b>1,697</b>	<b>1,607</b>

Police Staff

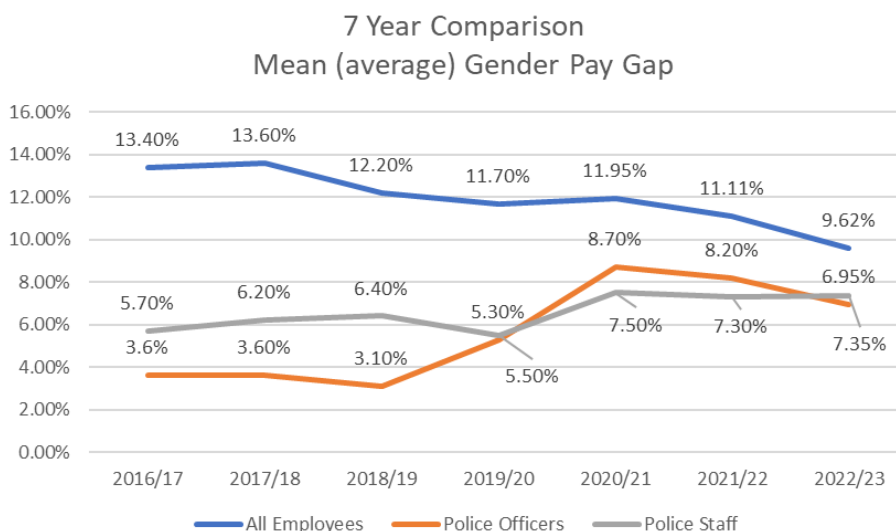


## 2.2. Mean and median pay gap

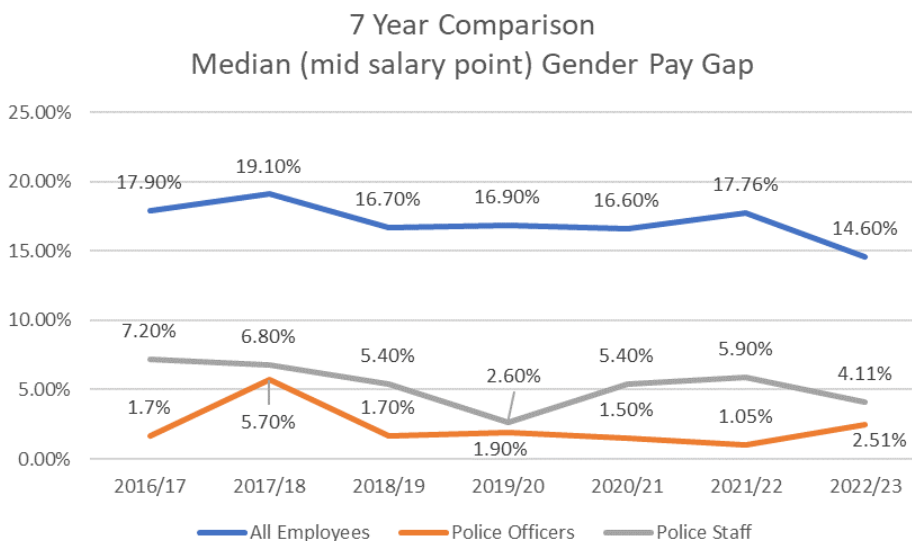
- the **mean** pay gap is **9.62%** (11.11% = 2022, 11.95% = 2021)
- the **median** pay gap is **14.60%** (17.76% = 2022, 16.61% = 2021)

The mean gender pay gap shown is the average difference in hourly pay between males and females as at 31st March 2023.

The chart below shows a downward trend over the last 7 years in the mean gender pay gap for all employees.



The median gender pay gap shown is the mid-point difference in hourly pay between males and females as at 31st March 2023.



The median gap for Police Officers has slightly risen this year, which is potentially attributable to an increase in recruitment of female police officers on new recruit programmes.

Over recent years, Staffordshire Police have been really successful in attracting new female police officers, which has increased the percentage of female officers. When comparing 2022 and 2023, there has been a 1.74% increase in female officers who are 'full pay relevant employees'.

However, most of these new female officers are in the lower pay range for police officers and therefore are likely to have impacted on the salary 'mid point'. However, as they continue with their careers, they are likely to have a positive impact on the median gender pay gap going forward.

### 2.3. Police Officers and Police Staff combined

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£19.12	£17.28	£1.84	9.62%
<b>Median (mid point)</b>	£19.66	£16.79	£2.87	14.60%

#### Police Officers Only

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£19.70	£18.33	£1.37	6.95%
<b>Median (mid point)</b>	£20.69	£20.17	£0.52	2.51%

#### Police Staff Only

	Male	Female	Gap	Percentage
<b>Mean (average)</b>	£17.96	£16.64	£1.32	7.35%
<b>Median (mid point)</b>	£17.27	£16.56	£0.71	4.11%



## 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 2023, 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 2023, between males and females.

	Mean	Median
<b>Officers and Staff combined</b>	14.99%	12.50%
<b>Police Officers only</b>	9.84%	-12.50%
<b>Police Staff only</b>	9.05%	-20.00%

Negative median figures indicate that females have a higher mid-point for bonus payments than male employees.

## 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 2023, as a percentage of the whole workforce.

	Male	Female
<b>Officers and Staff Combined</b>	20.55%	10.55%
<b>Police Officers only</b>	27.34%	20.12%
<b>Police Staff only</b>	6.89%	4.69%

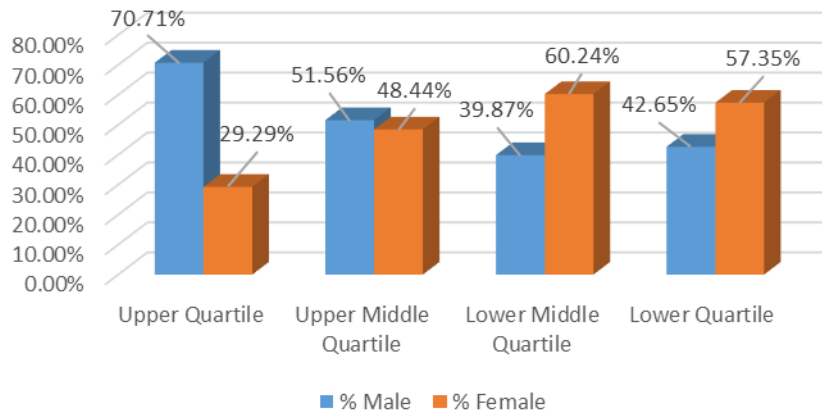




## 2.6. Proportion of workforce in each pay quartile band

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

Percentage of Officers & Staff in each salary quartile band

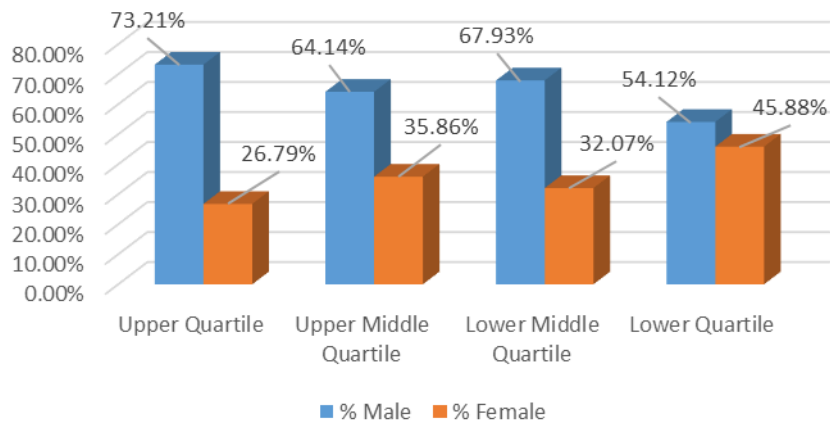


Quartile	Male	Female
Upper Quartile	635	263
Upper Middle Quartile	463	435
Lower Middle Quartile	358	540
Lower Quartile	383	515
All	1839	1753



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

Percentage of Officer in each salary quartile band

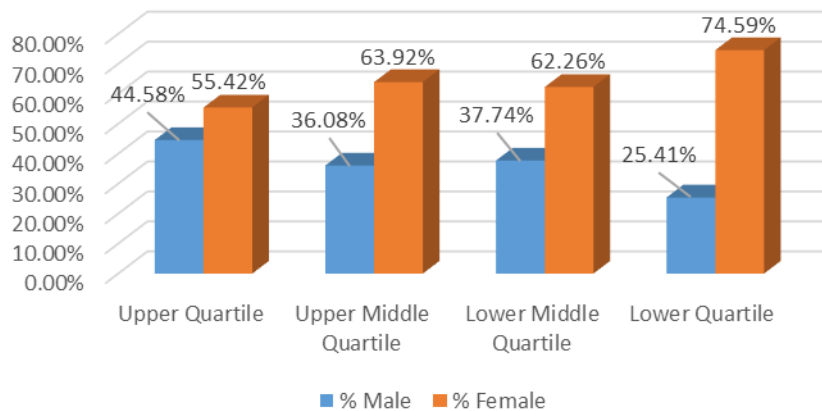


Quartile	Male	Female
Upper Quartile	347	127
Upper Middle Quartile	304	170
Lower Middle Quartile	322	152
Lower Quartile	256	217
All	1229	666



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

Percentage of Staff in each salary quartile band



Quartile	Male	Female
Upper Quartile	189	235
Upper Middle Quartile	153	271
Lower Middle Quartile	160	264
Lower Quartile	108	317
All	610	1087



### 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. The workforce is made up of two elements: police officers and police staff, who are employed on different terms and conditions set nationally.

Using the formula required to calculate the Mean Gender Pay Gap, Staffordshire Police has a mean gap of 9.62%. This is a decrease on the previous year of 1.49%, and reflects the downward trajectory of the Mean Gender Pay Gap over the last 7 years.

The Median Gender Pay Gap has decreased significantly, by 3.16% to 14.60%, but is still slightly higher than the national median gap.

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

Work continues 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 and we are beginning to see the results of the actions taken of the past 12 months.

Our success in recruiting more female officers than ever before at entry level does have an impact on our overall mean and median pay gap for officers, but this does offer an excellent platform for the future as female officers progress to higher ranks over time.

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 now have a higher proportion of higher-level female role models who are very much involved in coaching and supporting lower ranked female officers on their promotion journey.

We continue to promote 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 and step in programmes are being developed further to support the recruitment and progression of female officers and officers from all underrepresented groups in the form of coaching and mentoring and advice on preparing for assessment.

