



STAFFORDSHIRE  
**POLICE**

# Staffordshire Police Gender Pay Gap Report 31<sup>st</sup> March 2025



Date: 16.02.26

## What is the Gender Pay Gap report?

This Gender Pay Gap report reflects the difference in average hourly pay between men and women across Staffordshire Police and is not the same as Equal Pay. Equal Pay legislation requires that men and women are paid the same for carrying out the same role or work of equal value, and Staffordshire Police complies with this requirement. The Gender Pay Gap instead highlights the distribution of men and women across different roles and pay levels, which can influence average earnings. Within Staffordshire Police, it is notable that the Executive Team is currently predominantly female, and the organisation continues to address structural imbalances across the workforce, including professions where men are under-represented in certain roles. This broader context helps explain the factors that contribute to our Gender Pay Gap and the steps being taken by Staffordshire Police to continually improve representation and balance.

- A report that is different to equal pay which means employers must pay men and women the same for equal or similar work.
- A report that sights the predicted UK median gender pay gap for 2025, **12.8%** (for all workers) down from 13.1% in 2024 according to the *Annual Survey of Hours and Earnings (ASHE)*.
- A publication of gender pay data which is a statutory requirement under the Equality Act 2010, for all organisations with more than 250 employees.

## Who needs to report?

Any employer with 250 or more employees on a specific date each year, the 'snapshot date' must report their gender pay gap data.

If you have to report, you must report and publish your gender pay gap information within a year of your snapshot date. The snapshot date is 31 March for most public authority employers, and 5 April for everybody else.

You must do this for:

- each year that you have 250 or more employees on your snapshot date
- each separate 'legal entity', if you are part of an organisation or group with more than one legal entity

If you have fewer than 250 employees on your snapshot date, you can still report if your gender pay gap is an equality measure that shows the difference in average earnings between women and men.



## 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.

Equality, 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, our mean gender pay gap has increased when considering the whole workforce by (+0.15%), but our median gender pay gap has decreased when considering the whole workforce by (-0.81%). 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 to better understand the data.

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.**





## Gender Pay Gap – Headline Figures

As at 31/03/2025

**Mean Gap**  
10.85%

**£22.00**  
Male Mean Pay  
(average)

**£19.62**  
Female Mean Pay  
(average)

**3326**  
Total number of  
all employees

**Median Gap**  
18.97%

**£23.11**  
Male Median Pay  
(average)

**£18.72**  
Female Median Pay  
(average)

**1771**  
Total Male all  
employees

**8.31%**  
Mean Bonus Gap

**£476.93**  
Male Mean  
Bonus

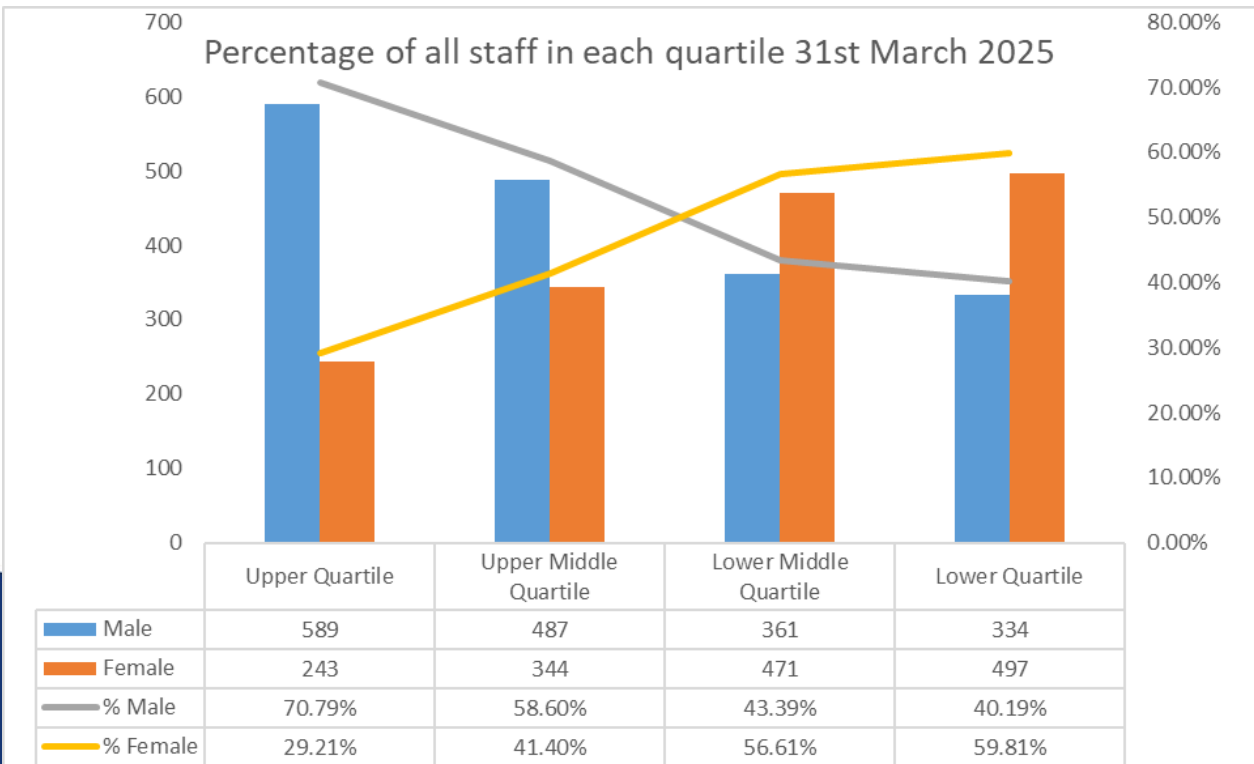
**£ 437.32**  
Female Mean  
Bonus

**1555**  
Total Female all  
employees

**6.25%**  
Median Bonus  
Gap

**462 (26.09%)**  
Males receiving  
bonus

**218 (14.02%)**  
Females receiving  
bonus





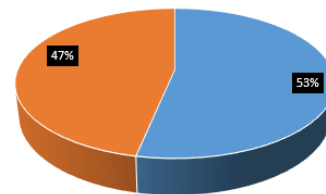
**Workforce**

As at the 31st of March 2025, 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 2025, e.g. those on unpaid leave, adoption leave, paternity leave.

**Gender breakdown for all employee**

Gender	All Employees – Officers and Staff
Male	1771
Female	1555
<b>Total</b>	<b>3326</b>

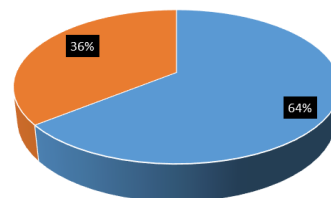
All Employees 2025



Male Female

Gender	Police Officers 2025
Male	1221
Female	680
<b>Total</b>	<b>1901</b>

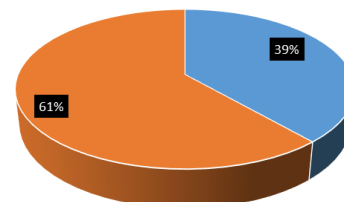
All Officers 2025



Male Female

Gender	Police Staff 2025
Male	550
Female	875
<b>Total</b>	<b>1425</b>

All staff 2025



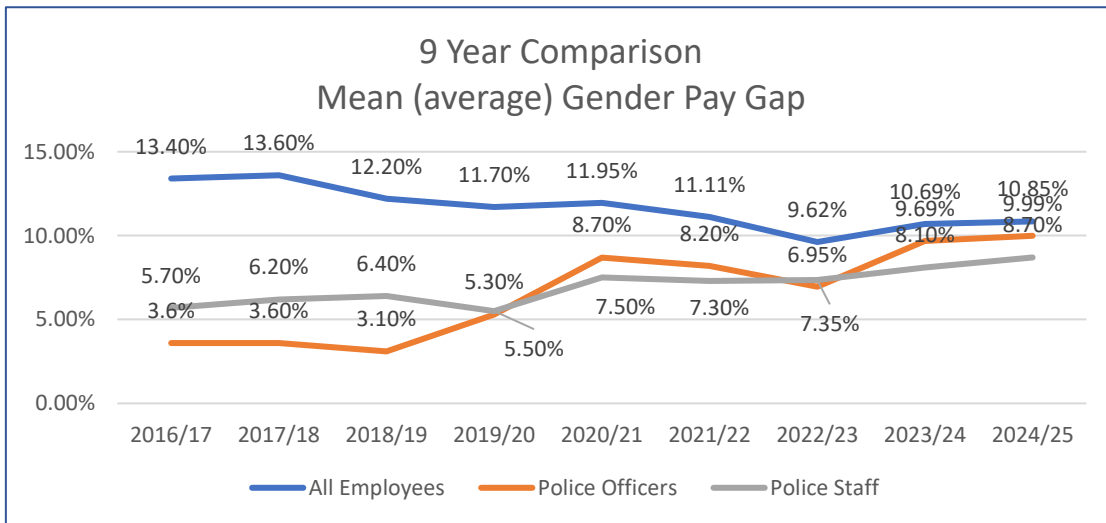
Male Female

### Mean and Median pay gap

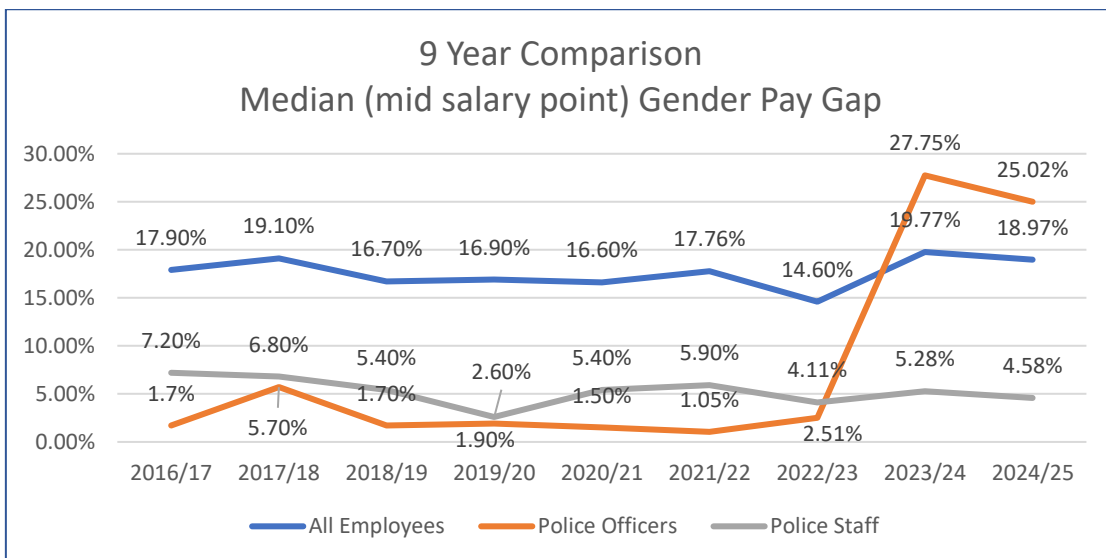
- The **mean** pay gap is **10.85%** (10.69% = **2024**, 9.62% = **2023**, 11.11% = **2022**)
- The **median** pay gap is **18.97%** (19.77% = **2024**, 14.60% = **2023**, 17.76% = **2022**)

The **mean gender pay gap** shown is the average difference in hourly pay between males and females as at 31st March 2025.

The charts below had shown a downward trend up to 2022/2023, however the last two years has shown a rise in the mean and median gender pay gap for all employees.



The **median gender pay gap** shown is the mid-point difference in hourly pay between males and females

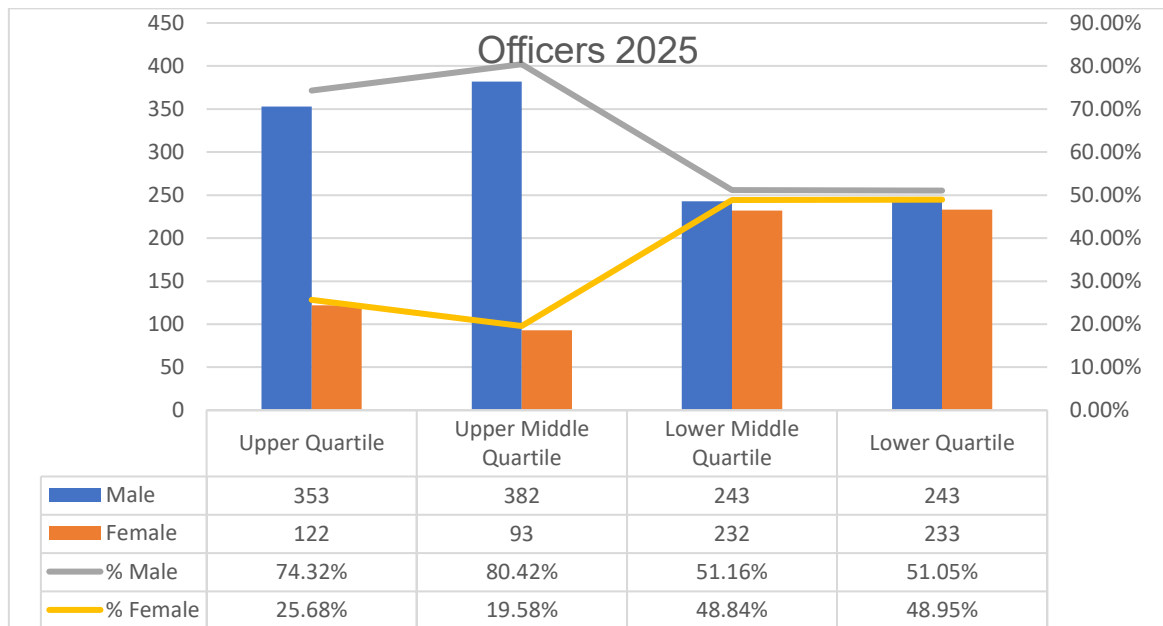


### The median gap for Police Officers

The force has had a reduction of female officers and an increase in male officers in the upper quartile. Female reduction is mainly due to retirement. Female officers continue to join the force but do so in the lower quartile.

Upper quartile                      74.32% male & 25.68% female  
 upper middle Quartile        80.42% male & 19.58% female

The lower quartiles are more evenly matched between the males and females.



When comparing 2024 and 2025, there has been a decrease of 35 in male officers and an increase of 47 female officers.

Police Officers Quartile	Male	Female
<b>Upper Quartile</b>	353	112
<b>Upper Middle Quartile</b>	382	93
<b>Lower Middle Quartile</b>	243	232
<b>Lower Quartile</b>	243	233

Most of the newly recruited female officers are now in the lower pay range for police and have therefore 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.



### Mean and median figures breakdown.

<u>All employees</u>	Male	Female	Gap	Percentage
Mean (average)	£22.00	£19.62	£2.39	10.85%
Median (mid-point)	£23.11	£18.72	£4.38	18.97%

<u>Officers</u>	Male	Female	Gap	Percentage
Mean (average)	£22.47	£20.23	£2.24	9.99%
Median (mid-point)	£23.25	£17.44	£5.82	<b>25.02%</b>

<u>Police staff</u>	Male	Female	Gap	Percentage
Mean (average)	£20.97	£19.14	£1.82	8.70%
Median (mid point)	£19.88	£18.97	£0.91	4.58%

### 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 2025, 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 2025, between males and females.

Bonus Gap	Mean	Median
Officers and Staff combined	8.31%	6.25%
Police Officers only	2.03%	7.69%
Police Staff only	20.85%	-3.31%

A positive mean pay point means that we are paying males more than females. On average males get a higher mean bonus.

Negative median figures indicate that females have a higher mid-point for bonus payments than male employees (this relates to police staff only).

### Proportion of workforce receiving a bonus

Bonuses are paid to officers and staff as a one-off payment in recognition of their work. Bonus's are paid for additional functions and unpleasant, demanding work in line with Police regulations.

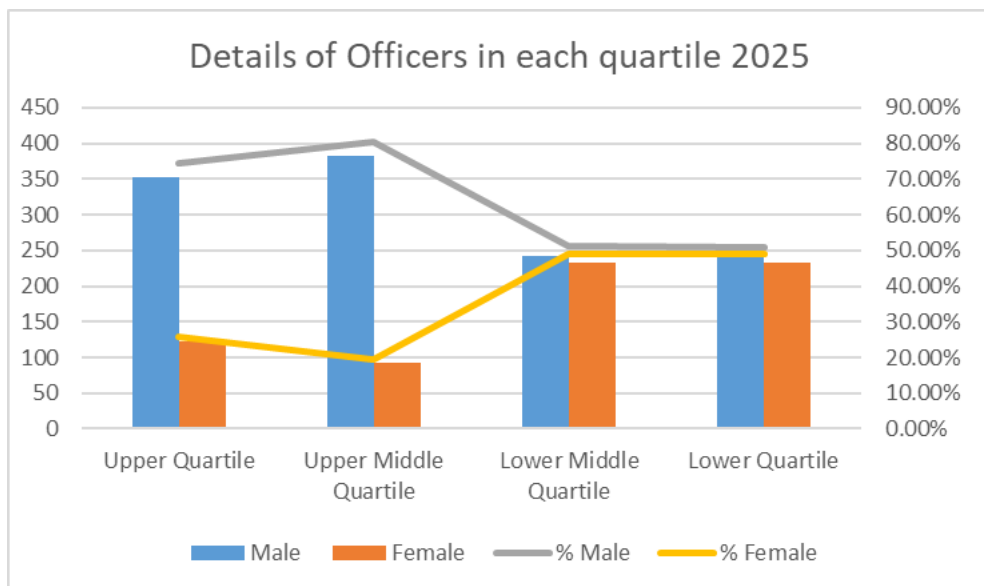
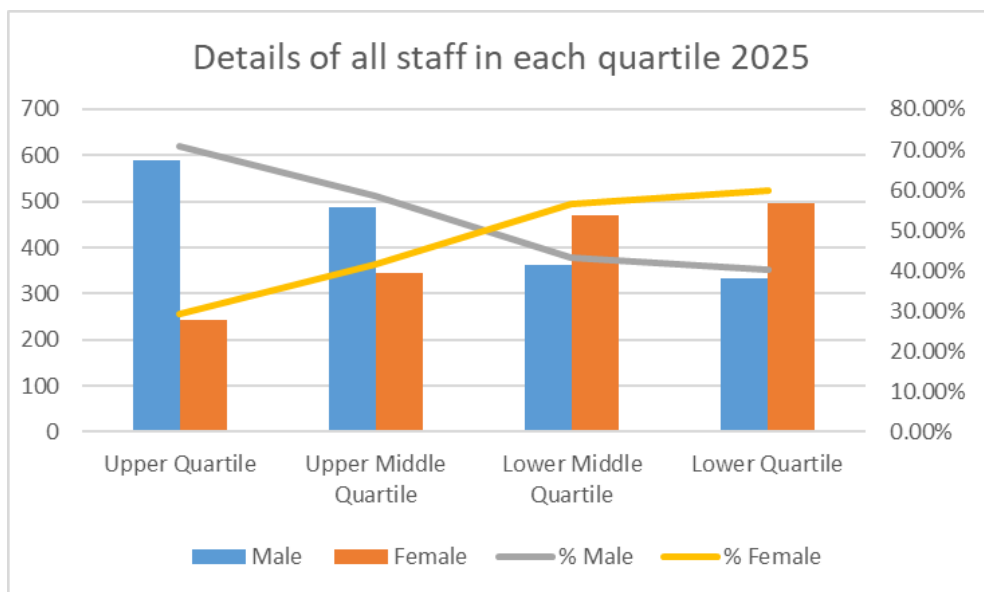
This chart indicates the proportion of male and female officers and staff who have been awarded a bonus payment over a 12 month period up to 31st March 2025, as a percentage of the whole workforce.

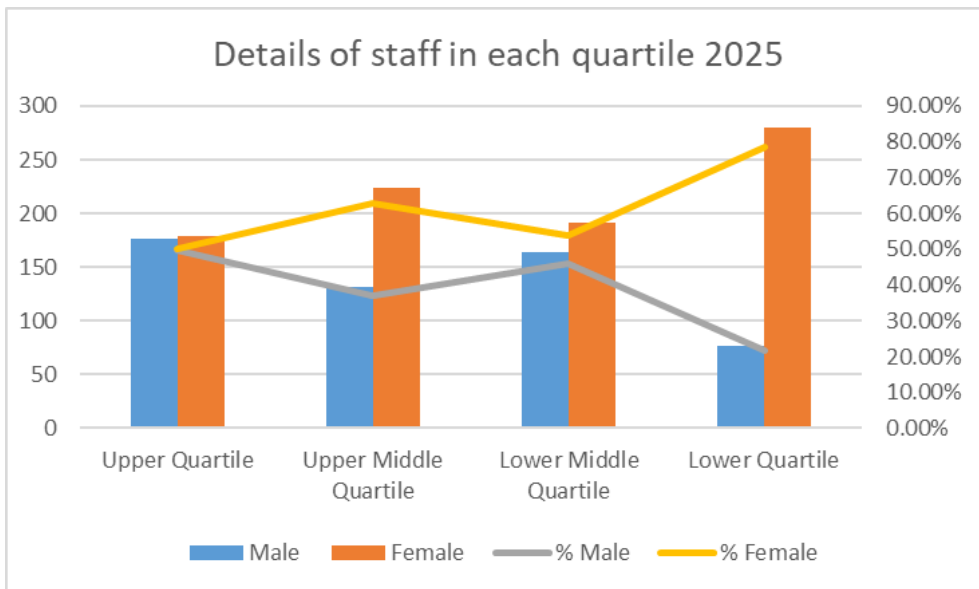


Receiving a bonus	Male	Female
Officers and Staff Combined	26.09%	14.02%
Police Officers only	34.07%	31.47%
Police Staff only	7.64%	5.37%

### 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 and then a breakdown of male and female police officers in each quartile. The data shows that there are more male police officers than female police officers, however this is balanced by more female police staff than male police staff.





### 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 **10.85%**. This is an increase on the previous year of **0.15%**. The median gender pay gap is **18.97%**, there is a reduction of **-0.81%** because there are more even numbers of female officers in the upper lower and lower quartiles which demonstrates females are beginning to move up in the quartile bands.

### 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.

Many senior female role models are now very much involved in coaching and supporting lower ranked female officers/police staff on their promotion journey. A key area for Staffordshire Police is addressing the imbalance of underrepresentation at middle and higher levels in staff and Police Officer roles, we are doing this by offering agile, flexible and part time working. We have also reviewed the Personal Development Review (PDR) form to tailor more personal journeys and opportunities for development and by delivering our Step In and Step Up processes to support recruitment and promotion within underrepresented groups.

We continue our success in recruiting female officers at entry level which over time will impact on our overall mean and median pay gap for officers, this recruitment does offer an excellent platform for the future as female officers progress to higher ranks over time.



This is supported by familiarisation events organised by the Recruitment team to attract more applications from females and diverse backgrounds, using Positive Action for roles of under representation.

Our Equality, Diversity and Inclusion Team (EDI) are working closely with all of our staffing networks and most importantly our women's staffing network Staffordshire Association of Women in Policing (SAWP) to offer support, informal coaching and guidance for promotions and promotion exams.

The network organises events and learning opportunities designed to inspire and support women in their development. This includes activities such as International Women's Day celebrations, motivational speaker sessions, and guidance to help women successfully meet fitness test requirements.

Working for Families Staff Network supports women returning to work whilst breastfeeding. They have purchased and installed several fridges that are stationed around the county where women can express and store milk safely. The network also supports women with information about fostering, pregnancy and maternity leave, and returning to work after maternity; organising 'Keep in touch days' (KIT) working hard to maintain family links.

Staffordshire Police have now got a quarterly Uniform Steering Group where members have opportunity to reflect, advise on appropriateness and quality of clothing for all staff.

Our Step-up and Step in programmes are being developed further to support the recruitment and progression of female officers and staff; to include targeted recruitment from all underrepresented groups in the form of coaching, mentoring and advice on preparing for assessment.

Our Armed Response Team have undertaken a lot of work to support women and encourage them to join the team; to include bespoke personal issue uniform and body armour designed for women and other operational equipment commensurate with the physical requirements of females.

HeForShe, this is a United Nations initiative where we ask men and people of all genders to stand in solidarity with women to create a bold, visible and united force for gender equality. Staffordshire Police are engaged in a process of relaunching the initiative into the organisation and work is currently underway to identify areas of excellent practice.

Staffordshire Police require that Equality Impact Assessments (EIA's) are carried out on all policies to ensure that no protected characteristic is disadvantaged. This has been particularly helpful for gender when developing new and existing family friendly policies to promote work life balance.

