

Gender Pay Gap Report 2022 to 2023

NORTHAMPTONSHIRE
POLICE
Fighting Crime. Protecting People.



Contents

Introduction.....	3
Profile of Northamptonshire Police Workforce.....	4
Gender Pay Gap in Hourly Pay.....	5 - 6
Pay Quartiles.....	7
Bonus Gender Pay Gap.....	8 - 9
Addressing the Gender Pay Gap.....	10 - 11

Introduction

In 2017, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Northamptonshire Police is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap annually by 30 March, including: the mean and median gender gaps in hourly pay; the mean and median gender gaps in bonus pay; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate that there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

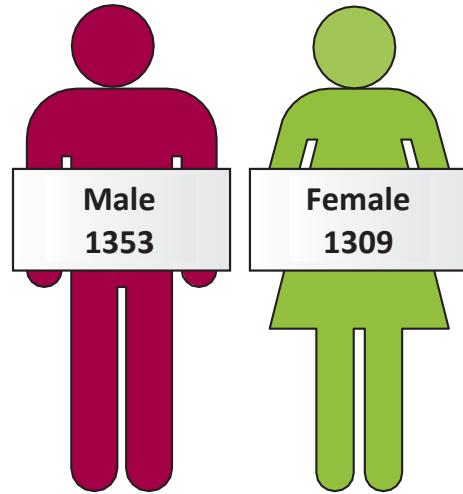
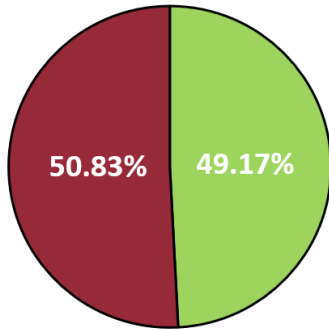
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Northamptonshire Police support the fair treatment and reward of all staff, irrespective of gender. Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff, irrespective of gender.

This report fulfils Northamptonshire Police's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

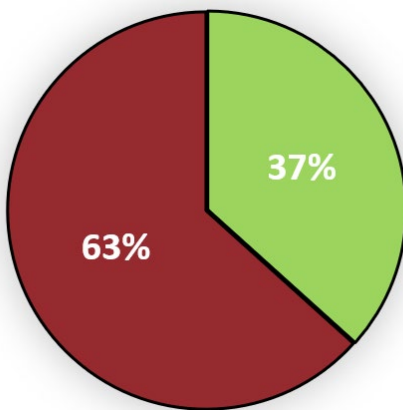
Profile of Northamptonshire Police Workforce

The combined profile of the Force is a total of **2662** individuals made up of Police Officers and Police Staff.

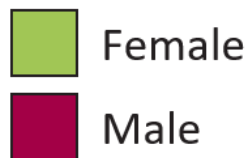
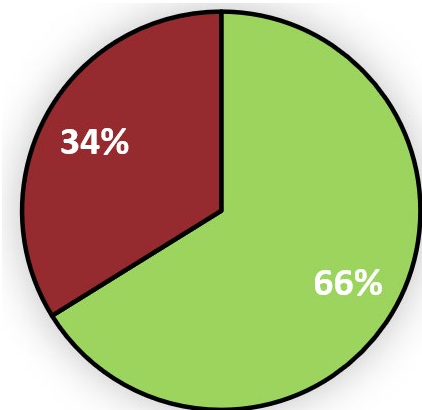


There has been a 3%-point increase in the total workforce in 2022/23. A 3.97%-point increase of males and an 3.13%-point increase of females in the workforce. These increases are equally distributed across Staff and Officers. Female officers have seen a 6.64%-point year on year increase. Female staff have seen an 2.05%-point decrease.

Total of Police Officers (1460)



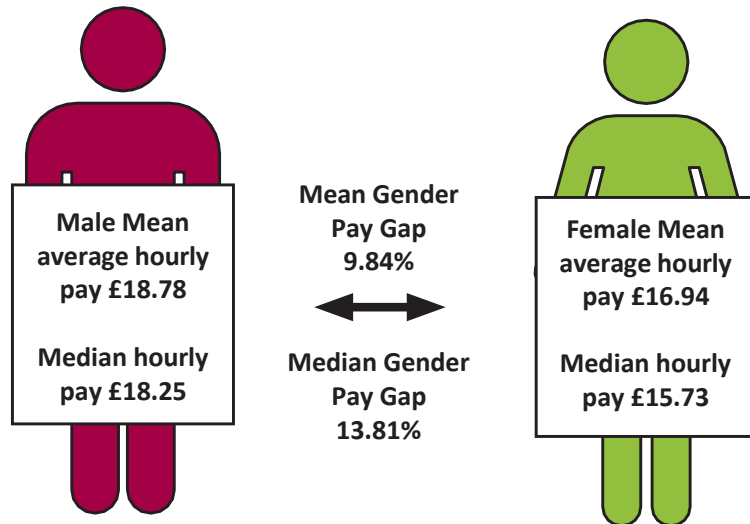
Total of Police Staff (1111)



When the workforce figures are separated there remains a significant higher proportion of male Police Officers to that of Police Staff. The split is nearly 2/3 male officers to 1/3 female officers and 1/3 male staff to 2/3 female staff. There has been no real change in this over the last few years.

Hourly Pay Gender Pay Gap – Combined

Calculations have been made combining Police Officers and Police Staff.



The national mean average gender pay gap is 14.3% (as of April 2023). The force is 9.84% which has slightly reduced in line with national statistic but is still lower than the national average by 4.46%-points and 0.65%-points lower in force than in 2021/22.

Gender Pay Gap in Hourly Pay - Broken down by Officers and Staff

Officers

Mean Gender Pay Gap Hourly Pay	6.5%
Median Gender Pay Gap Hourly Pay	0%

	Male	Female
Mean Hourly Pay	£19.06	£17.83
Median Hourly Pay	£20.62	£20.62

Staff

Mean Gender Pay Gap Hourly Pay	9.99%
Median Gender Pay Gap Hourly Pay	10.11%

	Male	Female
Mean Hourly Pay	£18.07	£16.27
Median Hourly Pay	£17.50	£15.73

Northamptonshire Police Pay Scales

Northamptonshire Police uses the national Police Officer ranks ranging from Constable to Chief Constable. Each rank has a specific pay scale. Police Officers move through the pay scale within a rank based on length of service, regardless of gender.

For Police Staff we use the national pay scales determined for the role following formal job evaluations. Each grade has a specific pay scale staff move through the grades based on length of service regardless of gender.

Summary - Hourly Pay Gender Pay Gap

There has been a reduction in the mean gender pay gap by 0.65%-points on 2021/22 with the median gender pay gap decreasing by 13.13%-points.

The Median hourly pay rate has seen a significant change this year. There was a reduction in 2018/19 from 2017/18 due to a larger number of females leaving roles (at top of scale) and a larger number of female starters commencing at the lower end of the relevant pay scale. Whereas for males this ratio was almost equal.

The Mean hourly pay gap for Officers has increased by 2.9%-points. The staff mean hourly pay gap has also seen a slight increase by 0.63%-points.

The median hourly pay gap for Staff has significantly increased from 6.39%-points to 10.11%-points reflective of less promotions in females or females joining force on higher salaries.

Pay Quartiles

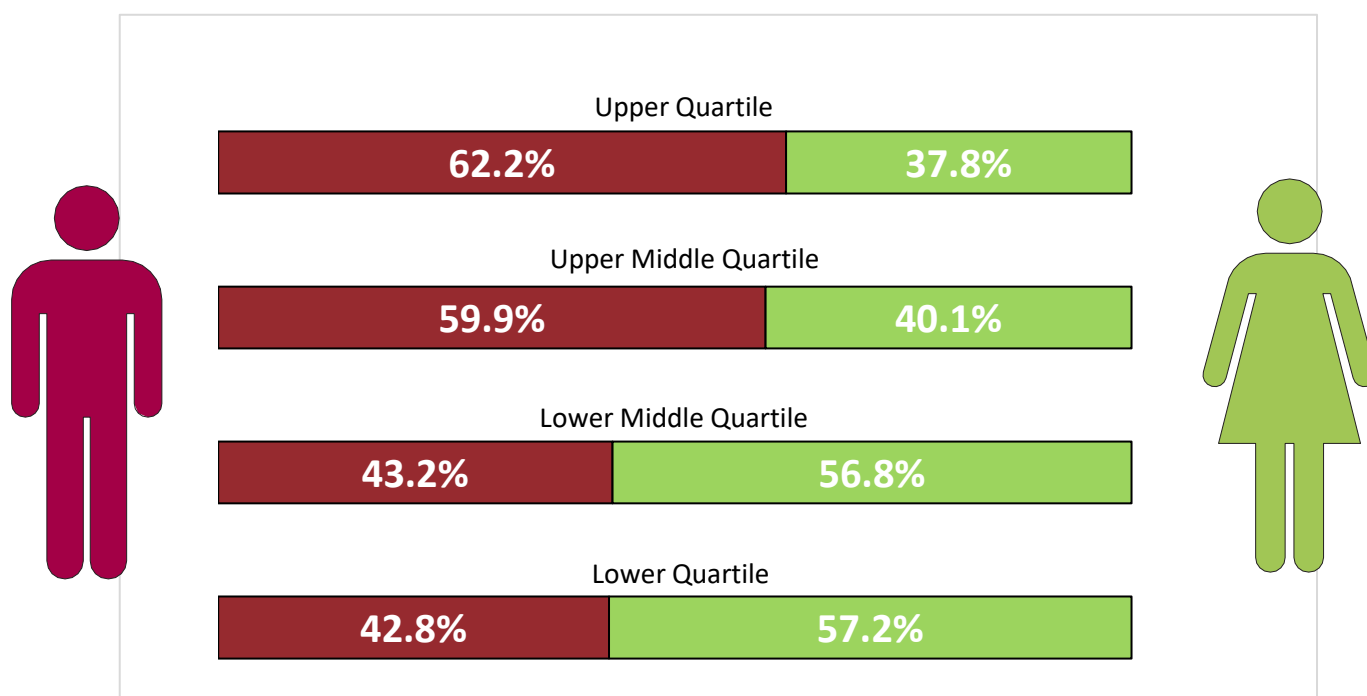
	Male 2022/2023	Male 2021/2022	Male 2020/2021	Male 2019/2020	Female 2022/23	Female 2021/22	Female 2020/2021	Female 2019/2020
Upper Quartile	62.2%	65.2%	65.3%	67.3%	37.8%	34.8%	34.7%	32.7%
Upper Middle Quartile	59.9%	54.3%	58.0%	59.6%	40.1%	45.7%	42.0%	40.4%
Lower Middle Quartile	43.2%	50.1%	47.6%	46.2%	56.8%	49.9%	52.4%	53.8%
Lower Quartile	42.8%	34.8%	36.0%	36.5%	57.2%	65.2%	64.0%	63.5%

There has been an improvement in the upper quartile of 3.0%-points for females.

The upper middle quartile has however seen a negative movement of 5.6%-points.

The lower quartile had an improvement of 6.9%-point, and the lower middle quartile has seen a 8.0%-point decline.

2022/2023 Pay Quartiles



Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	33.0%	
Median Bonus Gender Pay Gap	62.5%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	1.4%	2.7%

Police Officers are eligible for consideration of a bonus payment as per our Bonus Payment policy. The policy provides details of the circumstances for which an officer may receive a bonus payment. Officers of Federated ranks may be awarded a bonus payment.

Police Staff are also eligible for consideration of a bonus payment under the same policy as Police Officers. Bonus payments are discretionary.

The mean pay gap for Females has dropped by 0.2%, and the median pay gap remained the same.

The number of individuals receiving a bonus payment dropped from 108 bonuses paid to males and 42 paid to females in 2021/22, to 19 paid to males and 35 paid to females in 2022/23.

The median pay for females dropped from £200 to £150, whilst the males median pay remained the same at £400.

The mean increased for males from £334.91 to £361.79, however the females has dropped from £263.10 down to £242.31.

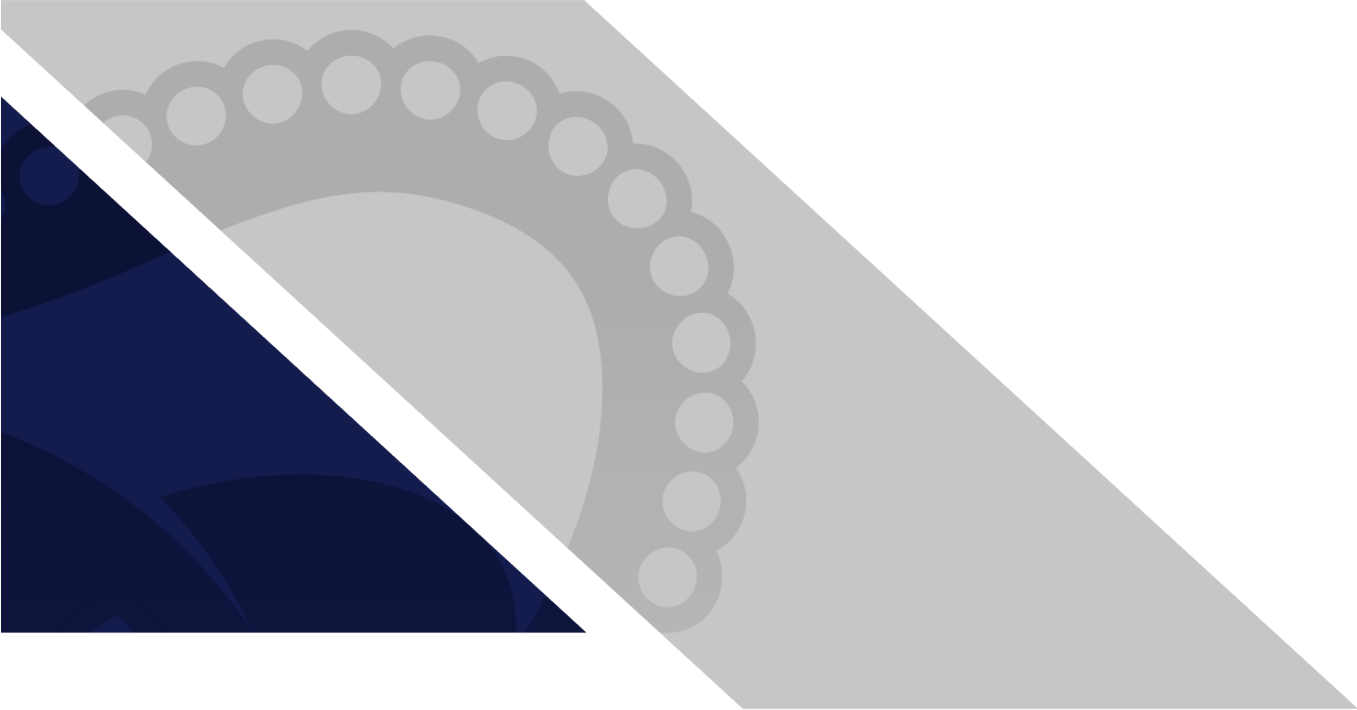
Less bonuses were paid in this period, with the proportion of males and females receiving bonus being reversed. In 2021/22 this was 8.5% Male and 3.5% Female, which has changed to 1.4% Males and 2.8% Females in 2022/23.

Taking Action

Northamptonshire Police are committed to addressing pay gaps.

Our actions to continue to reduce pay gap:

- Stronger Together DEI training in line with the Training Needs Assessment continues around force with particular inputs around Senior Leadership Teams and management training. Aiming to highlight the barriers between different groups, how to better embed DEI workstreams and inclusive teams to enhance representation across all areas of the organisation
- Embedding better links to the staff networks in relation to reviewing policies so that any intersectionality is identified and worked on
- Interviews across force with advice and support from Positive Action teams to help recruitment processes be less weighted and more representative of our workforce
- The force has completed an internal response into the findings of the Casey review, addressing any issues surrounding sexism and misogyny.
- Implementation of Safe to Say campaigns, to encourage retention across force
- Positive Action roadshows in line with recruitment intakes. Giving potential applicants from a diverse background the opportunity to reach out for support. Interview masterclasses and advice and guidance on National Sift and Assessment Centre
- Marketing campaigns specifically tailored to underrepresented groups, with wording of adverts run through an identification process to remove words that have a gender imbalance



NORTHAMPTONSHIRE
POLICE

Fighting Crime. Protecting People.

