



Gender Pay Gap Report

2018 - 2019

In an emergency call **999**
For non emergencies call **101**



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Northamptonshire Police

Fighting crime, protecting people

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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 proportion 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.

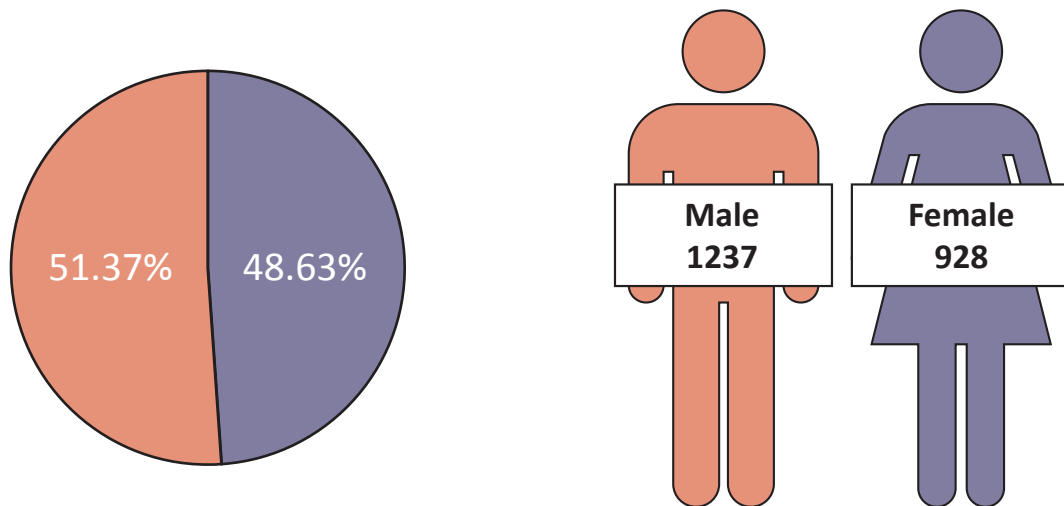
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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.

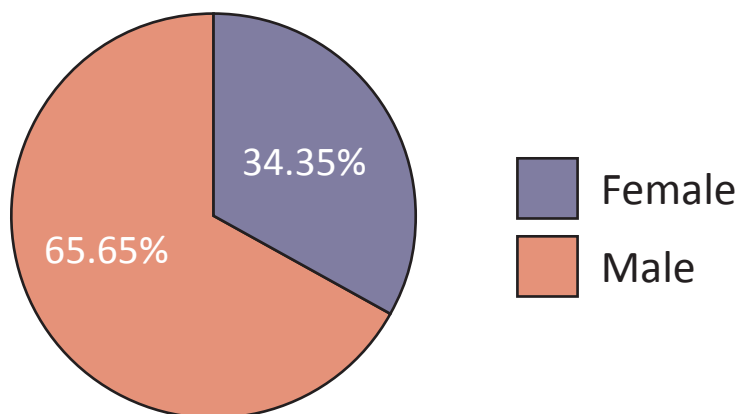
Profile of Northamptonshire Police Workforce

The combined profile of the Force is a total of **2192** individuals made up of Police Officers and Police Staff.

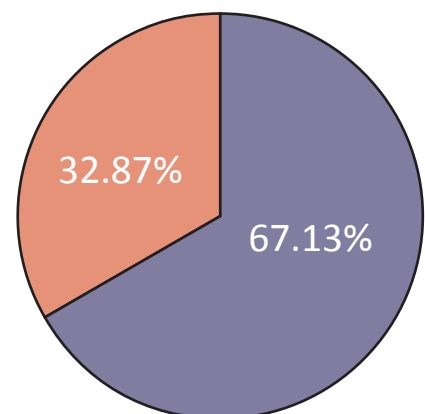


When the profile of the workforce is looked at in relation to the combined Police Officers and Police Staff there is nearly an even split. However, when the figures are separated there is a significantly higher proportion of male Police Officers to that of Police Staff. The split is nearly 2/3 male officers to 1/3 female officers and 1/3 male staff to 2/3 female staff.

Total of Police Officers (1237)



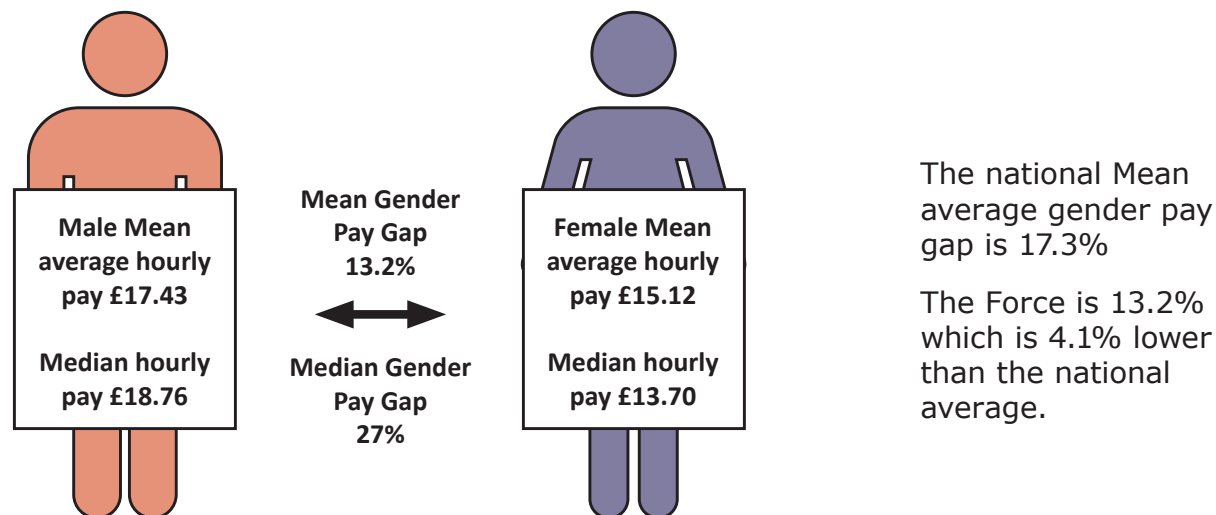
Total of Police Staff (928)



There has been a slight increase of just over 1% of female officers and just under 0.5% of female staff on the previous year 2017/18.

Gender Pay Gap in Hourly Pay - Combined

Calculations have been made combining Police Officers and Police Staff.



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

Officers

Mean Gender Pay Gap Hourly Pay	5.1%
Median Gender Pay Gap Hourly Pay	0%

	Male	Female
Mean Hourly Pay	£18.32	£17.39
Median Hourly Pay	£18.76	£18.76

Staff

Mean Gender Pay Gap Hourly Pay	9.9%
Median Gender Pay Gap Hourly Pay	1%

	Male	Female
Mean Hourly Pay	£15.10	£13.61
Median Hourly Pay	£12.83	£12.70

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 of 0.8% and an increased gap of 6.3% on the Median gender pay gap.

The Median hourly pay rate has seen a reduction for females from £14.54 in 2017/18 to £13.70 which is reflective of 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 of starters and leavers was almost equal.

The Mean hourly pay gap for staff has increased, partially as outlined above and as there are more male staff at higher grades.

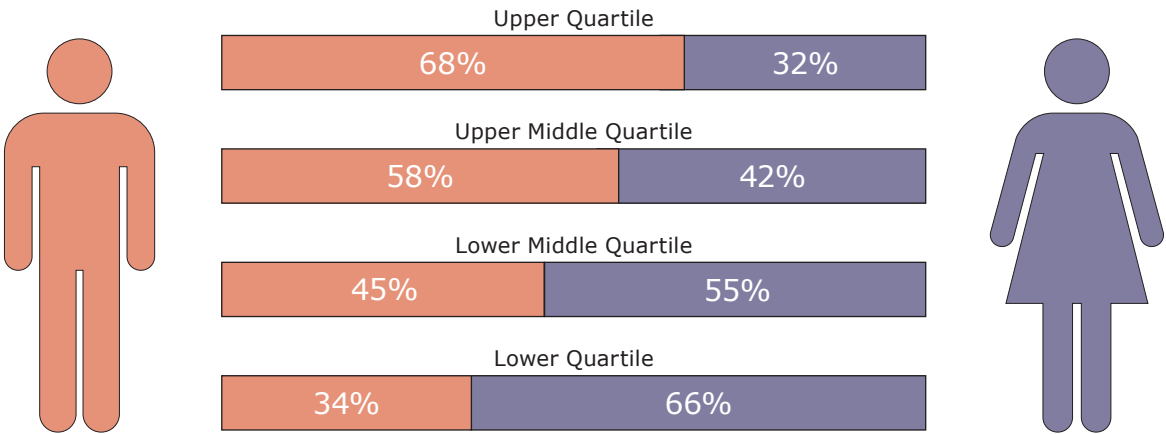
Pay Quartiles

	Male 2018/19	Male 2017/18	Male 2016/17	Female 2018/19	Female 2017/18	Female 2016/17
Upper Quartile	68%	62.23%	70.3%	32%	37.77%	29.7%
Upper Middle Quartile	58%	53.29%	61.5%	42%	46.71%	38.5%
Lower Middle Quartile	45%	45.83%	46.9%	55%	54.17%	53.1%
Lower Quartile	34%	50.44%	36.8%	66%	49.56%	63.2%

There has been a marked movement in the upper and upper middle quartiles in 2018/19 which is reflected by more males receiving promotions or joining at senior levels than females.

The lower quartile has seen a movement backwards from a more balanced picture to a disproportionate figure likely based on more females joining at lower grades than males.

2018/19 Pay Quartiles



Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	-67.3%
Median Bonus Gender Pay Gap	-60.0%

	Male	Female
Proportion of Men and Women receiving a bonus payment	9.1%	3.1%

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.

Bonus Gender Pay Gap - broken down by Officers and Staff

Officers

Mean Bonus Gender Pay Gap	-1.7%
Median Bonus Gender Pay Gap	0.0%

	Male	Female
Proportion of Men and Women receiving a bonus payment	11.9%	4.7%

Staff

Mean Bonus Gender Pay Gap	17.2%
Median Bonus Gender Pay Gap	-80%

	Male	Female
Proportion of Men and Women receiving a bonus payment	1.9%	2.0%

Summary Bonus Gender Pay Gap

The combined Mean bonus pay gap has increased from the previous year however is still positively favouring female employees. The Median bonus gap has increased in favour of females and is reflective of larger bonus values received by females than males. The number of male and female officers in receipt of bonus payments is proportionate to the number of male/female officers. However the number of male and female staff in receipt of bonus payments is disproportionate to the ratio of male/female staff. The value of the bonus payment for female staff is higher than for men.

Addressing the Gender Pay Gap - Previous 12 Months

Northamptonshire Police are committed to addressing the gender pay gap.

Actions taken in the last 12 months to improve this were:

- Continuing to implement Police Officer promotion processes to all ranks and externally advertising promotion processes.
- Continuous review of the Acting up and Temporary Promotion processes to ensure that there is a fair and transparent process for all.
- Externally advertising specialist posts and senior staff posts.
- Addition of a fast track entry route for Officers.
- Delivery of positive action workshops for police officer recruitment.
- Supporting women returning to work following leave from the force for family friendly leave.
- Continue running renew you personal and professional development programmes designed specifically for women.
- Ongoing force support of a Women's Forum and the link with the British Association for Women in Policing.
- Full roll out of Maternity Coaching for women going on maternity leave, post pilot scheme in previous year.
- Ran events that raise awareness of support available to women at work such as menopause cafes and working carers.
- Ongoing force support of a Women's Forum and the link with the British Association for Women in Policing.

Addressing the Gender Pay Gap - Future commitments

Northamptonshire Police are committed to addressing the gender pay gap.

Our future actions to continue to reduce gender pay gap are:

- Commitment to the He for She campaign and developing an action plan to meet 3 UK policing commitments including improving the gender imbalances at Senior levels.
- Hold a local Women's event for International Women's day.
- Positive action recruitment events focussing opportunities for women in policing.
- Supporting Chat and Chai – Women's Hindu Group and Pearls of Peace – Women's Muslim groups, discussing and raising awareness of women in policing.
- Re-introduction of Springboard Women's Development programme.
- Continue to implement Police Officer promotion processes to all ranks and externally advertise promotion processes.
- Continue to externally advertise for specialist posts and senior staff posts.
- Continue supporting women returning to work through family friendly leave and implementing a maternity buddie scheme.
- Continue to run events that raise awareness of support available to women at work such as menopause cafes and working carers.
- Ongoing force support of a Women's Forum and the link with the British Association for Women in Policing.
- Continue to run Maternity Coaching for women going on maternity leave.



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