



Gender Pay Gap Report

2019 - 2020

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



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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.

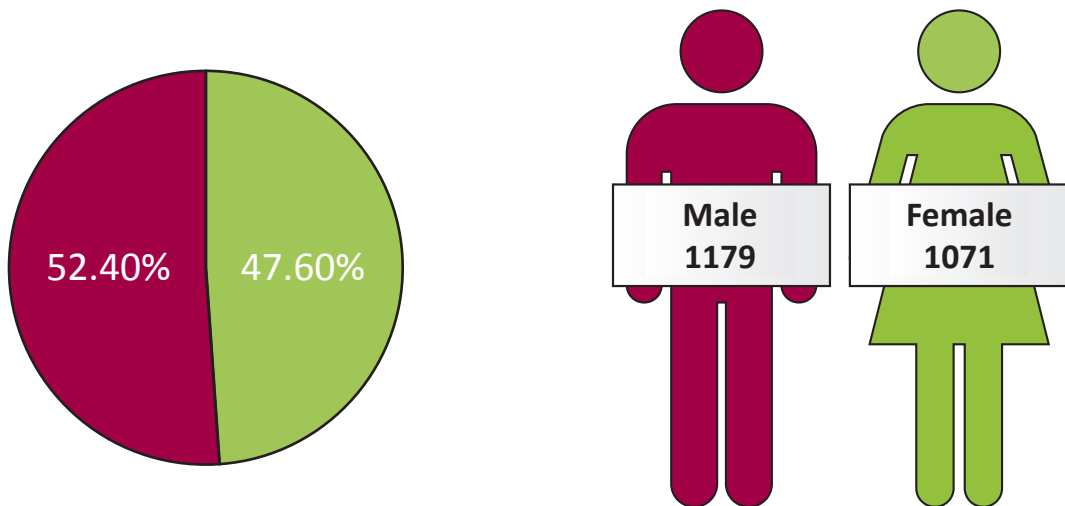
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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.

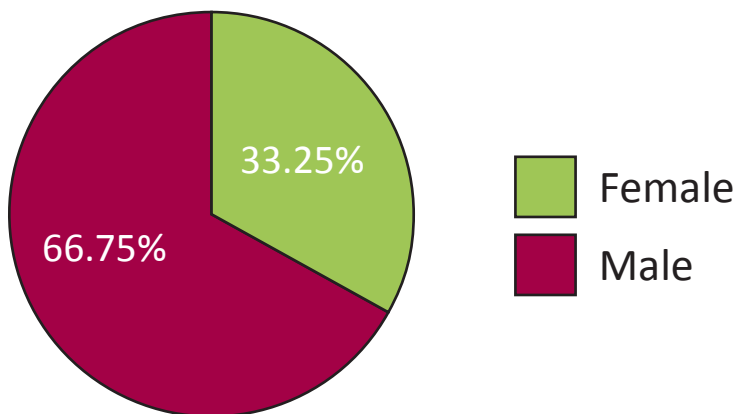
Profile of Northamptonshire Police Workforce

The combined profile of the Force is a total of **2250** individuals made up of Police Officers and Police Staff.

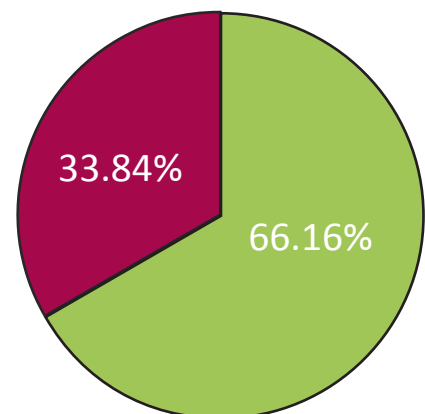


There has been a 0.5% increase in the total workforce in 2019/20 however a 1% decrease of females in the workforce. This decrease is equally distributed across Staff and Officers seeing a 1% decrease in both female officers and female staff than 2018/19.

Total of Police Officers (1269)



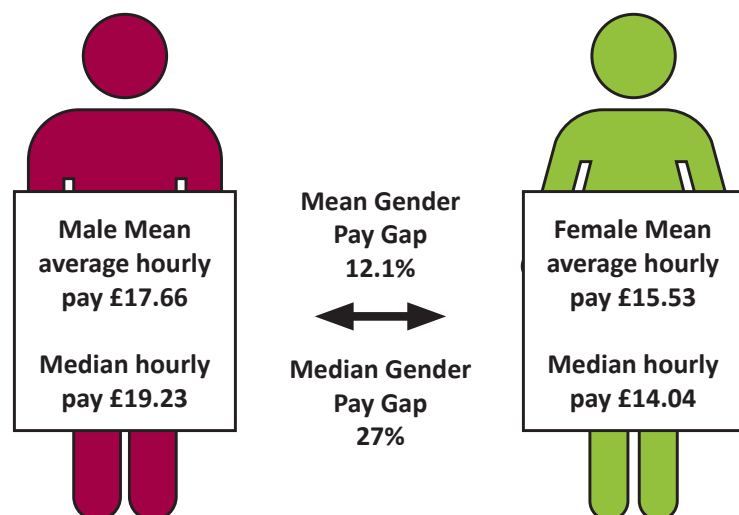
Total of Police Staff (981)



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 15.5% - a drop of nearly 2%. The force is 12.1% which has not reduced in line with the national statistic but is still lower than the national average by 3.4% and 1.1% lower in force than 2018/19.

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

Officers

Mean Gender Pay Gap Hourly Pay	3.3%
Median Gender Pay Gap Hourly Pay	0%

	Male	Female
Mean Hourly Pay	£18.45	£17.84
Median Hourly Pay	£19.23	£19.23

Staff

Mean Gender Pay Gap Hourly Pay	10.3%
Median Gender Pay Gap Hourly Pay	7.9%

	Male	Female
Mean Hourly Pay	£15.63	£14.02
Median Hourly Pay	£13.88	£12.78

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 1.1% on 2018/19 with the median gender pay gap remaining unchanged.

The Median hourly pay rate has seen no significant change on 2018/19 (only a change in annual increment). There was a significant 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 reduced by 2.2%. The staff mean hourly pay gap has seen a further although slight increase in 2019/20 by 0.4% however the median hourly pay gap has significantly increased from 1% to 7.9% reflective of proportionately more males in higher paid roles than females in higher paid roles.

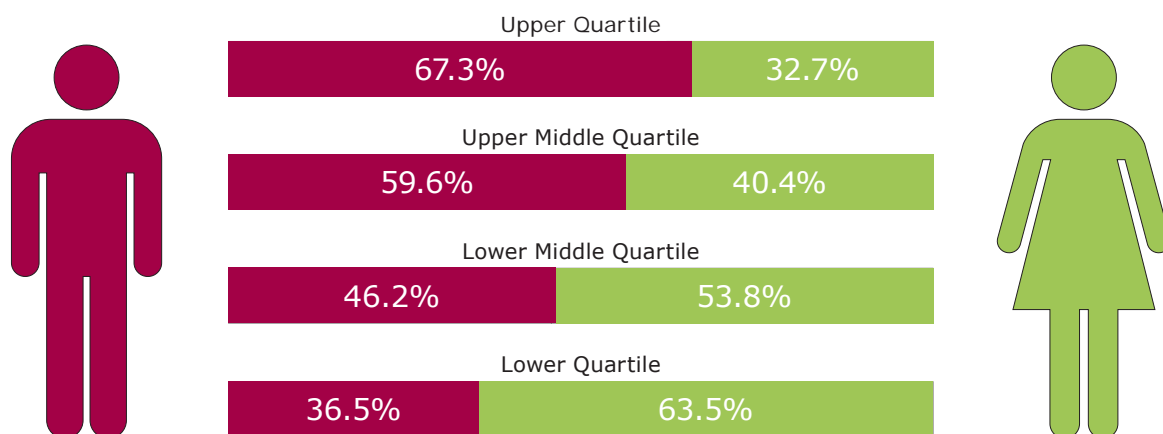
Pay Quartiles

	Male 2019/20	Male 2018/19	Male 2017/18	Male 2016/17	Female 2019/20	Female 2018/19	Female 2017/18	Female 2016/17
Upper Quartile	67.3%	68%	62.23%	70.3%	32.7%	33%	37.77%	29.7%
Upper Middle Quartile	59.6%	58%	53.29%	61.5%	40.4%	42%	46.71%	38.5%
Lower Middle Quartile	46.2%	45%	45.83%	46.9%	53.8%	55%	54.17%	53.1%
Lower Quartile	36.5%	34%	50.44%	36.8%	63.5%	66%	49.56%	63.2%

There has been a slight positive movement in the upper quartile of 0.7% however the upper middle quartile has seen more significant negative change of 1.6% compared to 2018/19.

The lower quartiles still see a movement backwards from a more balanced picture in 2017/18, however slightly better than 2018/19 reflected by more males joining in staff roles.

2019/2020 Pay Quartiles



Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	-60.2%	
Median Bonus Gender Pay Gap	-300%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	4.9%	3.7%

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.

There has been a slight rebalance of the mean bonus gender pay gap compared to 2018/19 from -67.3% to -60.2%. However a vast change from -60% to -300% in the median bonus gender pay gap. To put this into context the median bonus payment for males was £50 and £200 for females. 58 bonuses were paid to males whilst 40 paid to females. The mean bonus pay for males is £128.91 and £206.48 for females.

Fewer bonuses were paid in 2019/20 with the proportion of males and females receiving bonus being more balanced than in 2018/19 from 9.1% male and 3.1% female to 4.9% and 3.7% respectively.

Bonus Gender Pay Gap - broken down by Officers and Staff

Officers

Mean Bonus Gender Pay Gap	17.4%	
Median Bonus Gender Pay Gap	0.0%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	6.4%	3.3%

Disproportionately more male officers received bonus than female officers, and were paid a mean bonus payment 17.4% higher than the mean female bonus payment at £134.76 compared to £111.36. The median bonus payment is the same.

Staff

Mean Bonus Gender Pay Gap	-415.4%	
Median Bonus Gender Pay Gap	-300%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	1.2%	4%

A hugely disproportionate more female staff (26) received bonus than male staff (4), and were paid a mean bonus payment of -415.4%. The female mean bonus payment was £257.69 compared to the mean male bonus payment of £50. The median bonus in context is £200 and £50. All bonus payments meet the bonus scheme procedure, however the application being down to individual departments may simply be down to more/less generous managers or lack of awareness or understanding of the bonus scheme.

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:

- Commitment to the He for She campaign and development of an action plan to meet 3 UK policing commitments including improving the gender imbalances at Senior levels
- Local Women's event held 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 group discussing and raising awareness of women in policing
- Re-introduction of Springboard Women's Development programme
- Continued to implement Police Officer promotion processes to all ranks and externally advertise promotion processes
- Continued to externally advertise for specialist posts and senior staff posts
- Continued supporting women returning to work through family friendly leave and implementing a maternity buddy scheme
- Continued to run events that raise awareness of support available to women at work such as menopause cafes and working carers, where proportionately more women take on the caring role
- Ongoing force support of a Women's Forum and the link with the British Association for Women in Policing
- Continued to run Maternity Coaching for women going on maternity leave

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:

- Review the Bonus payment procedure to ensure this is fairly and equally accessible and monitored regularly
- Review the Northamptonshire Police Positive Action Strategy to focus upon recruitment, retention and development opportunities
- Positive Action Team to focus upon increasing activity likely to attract more female officer applicants
- Refresh the Northamptonshire Police Positive Action Plan to ensure increase in support to female officer applicants
- Revitalise the Gender Forum internally to provide greater support to women and highlight issues
- A review of all internal policies such as parental leave to remove any barriers to continued development
- External advertising and communications to highlight our commitment to equality of opportunity
- Review the talent management framework to ensure it highlights opportunities to female officers and staff



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