



# Gender Pay Gap Report

## 2020 - 2021



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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 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.

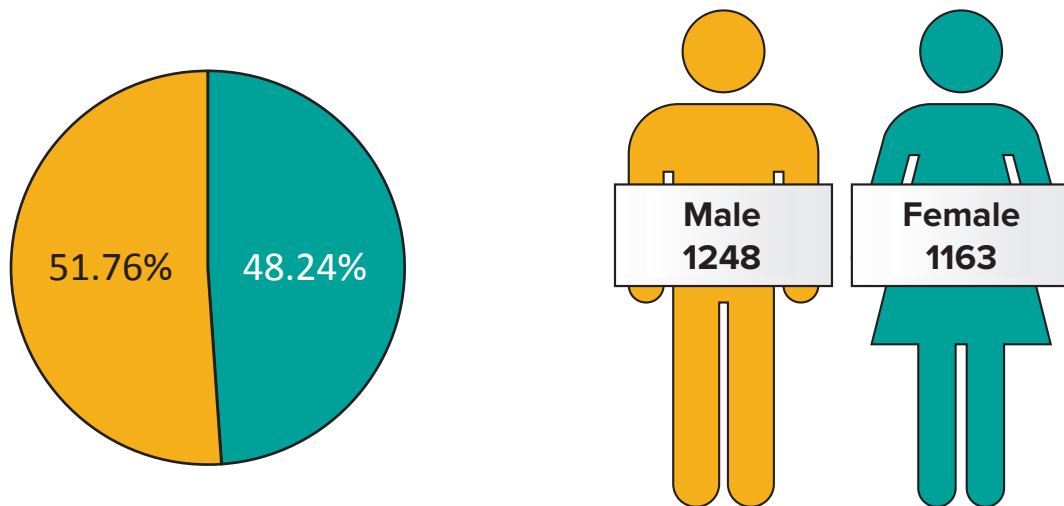
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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.

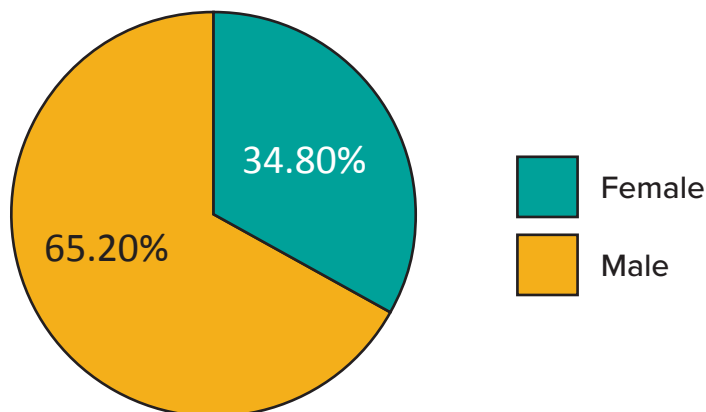
# Profile of Northamptonshire Police Workforce

The combined profile of the Force is a total of **2411** individuals made up of Police Officers and Police Staff.

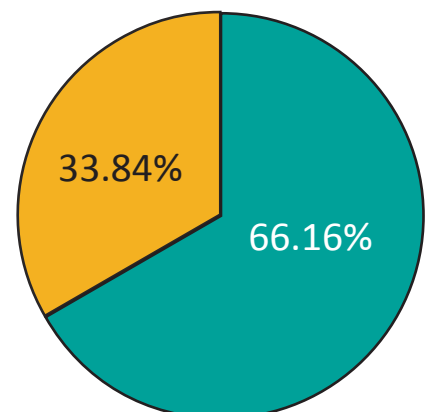


There has been a 7% increase in the total workforce in 2020/21. A 5.85% increase of males and a 8.59% increase of females in the workforce. These increases are equally distributed across Staff and Officers. Female officers have seen a 12.56% year on year increase. Female staff have seen a 6.01% increase.

**Total of Police Officers (1365)**



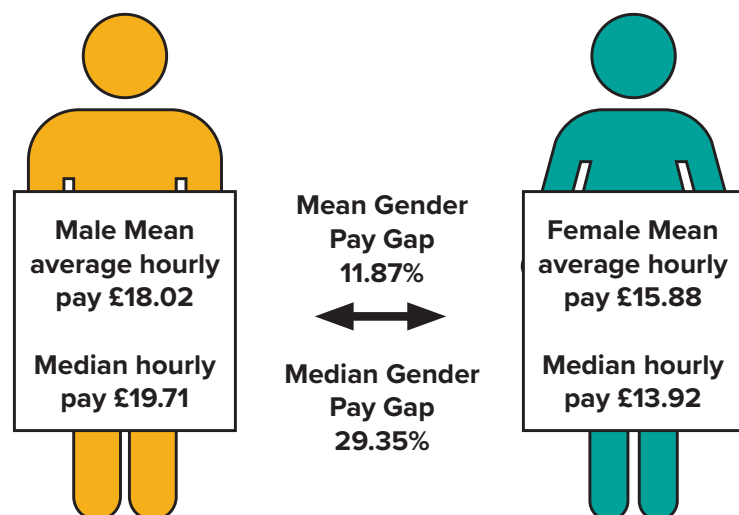
**Total of Police Staff (1046)**



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 15.4%. The force is 11.87% which has slightly reduced in line with national statistic but is still lower than the national average by 3.53% and 0.23% lower in force than in 2019/20.

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

### Officers

Mean Gender Pay Gap Hourly Pay	4.9%
Median Gender Pay Gap Hourly Pay	0%

	Male	Female
Mean Hourly Pay	£18.72	£17.80
Median Hourly Pay	£19.71	£19.71

### Staff

Mean Gender Pay Gap Hourly Pay	10.60%
Median Gender Pay Gap Hourly Pay	9.33%

	Male	Female
Mean Hourly Pay	£16.28	£14.87
Median Hourly Pay	£14.55	£13.48

# 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 0.23% on 2019/20 with the median gender pay gap increasing by 8.7%.

The Median hourly pay rate has seen a significant change this year. 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 increased by 1.6%. The staff mean hourly pay gap has seen a further although slight increase in 2020/21 by 0.3% however the median hourly pay gap has significantly increased from 7.9% to 9.3% reflective of proportionately more males in higher paid roles than females.

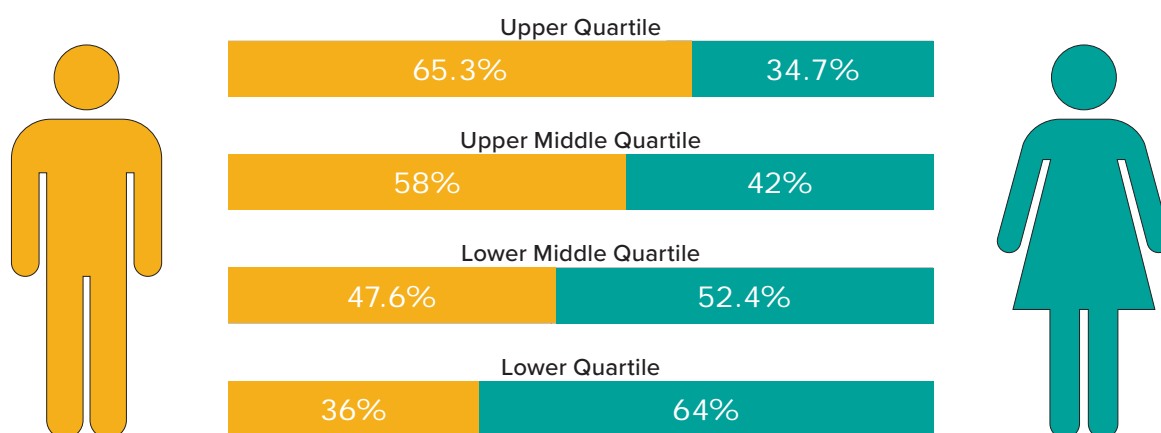
# Pay Quartiles

	Male 2020/21	Male 2019/20	Male 2018/19	Female 2020/21	Female 2019/20	Female 2018/19
Upper Quartile	65.3%	67.3%	68%	34.7%	32.7%	33%
Upper Middle Quartile	58.0%	59.6%	58%	42.0%	40.4%	42%
Lower Middle Quartile	47.6%	46.2%	45%	52.4%	53.8%	55%
Lower Quartile	36.0%	36.5%	34%	64.0%	63.5%	66%

There has been a positive movement in the upper quartile of 2% for females. However, the upper middle quartile has seen a negative movement of 1.6%.

The lower quartiles have had only slight movement, with the lower quartile seeing a 0.5% negative movement. The lower middle quartile has seen a 1.4% improvement.

## 2020/2021 Pay Quartiles



# Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	-61.78%	
Median Bonus Gender Pay Gap	-60%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	5.1%	2.5%

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 an enormous rebalance of the median bonus gender pay gap compared to 2019/20 from -300% to -60%. However, there has also been a very slight change from -60.2% to -61.78% in the mean bonus gender pay gap. To put this into context the median bonus payment for males was £250 and £500 for females. 64 bonuses were paid to males whilst 29 paid to females. The mean bonus pay for males is £207.84 and £336.24 for females.

Fewer bonuses were paid in 2020/21 with the proportion of males and females receiving bonus being more balanced than in 2019/20 from 4.9% Male and 3.7% female to 5.1% and 2.5% respectively.

## Bonus Gender Pay Gap - broken down by Officers and Staff

### Officers

Mean Bonus Gender Pay Gap	-51.45%	
Median Bonus Gender Pay Gap	40%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	6.7%	4.0%

Disproportionately more male officers received bonus than female officers and were paid a mean bonus payment 51.45% lower than the mean female bonus payment at £200.03 compared to £302.95. The median bonus payment has increased from 0 to 40% - from £50 each in 2019/20 to £250 for males and £150 for females.



## Staff

Mean Bonus Gender Pay Gap	-22.92%
Median Bonus Gender Pay Gap	-7.69%

	Male	Female
Proportion of Men and Women receiving a bonus payment	1.1%	1.5%

A hugely disproportionate more female staff (10) received bonus than male staff (4) and were paid a mean bonus payment of -22.92%. The female mean bonus payment was £399.50 compared to the mean male bonus payment of £325. The median bonus in context is £325 for males and £350 for females. 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:**

- Reviewed the Bonus payment procedure to ensure this is fairly and equality accessible and monitored regularly
- Reviewed the Northamptonshire Police Positive Action Strategy to focus upon recruitment, retention, and development opportunities
- Positive Action Team increased activity likely to attract more female officer applicants
- Revitalised 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
- Reviewed the talent management framework to ensure it highlights opportunities to female officers and staff

# 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:**

- To continue with the Springboard Women's development programme
- To introduce Action Learning Sets to further support women after Springboard programme
- Continue to offer and provide Maternity Coaching
- To work closely with the Positive Action team to both encourage and support women through the promotions process
- Work with hiring managers to remove bias in advertising of roles – removal of gender specific wording and phrases to use a language that appeals to all
- Produce Menopause guidance information for managers to help educate and inform around this often taboo subject



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