

Gender Pay Gap Report 2021 to 2022

NORTHAMPTONSHIRE
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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 PublicSector 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.

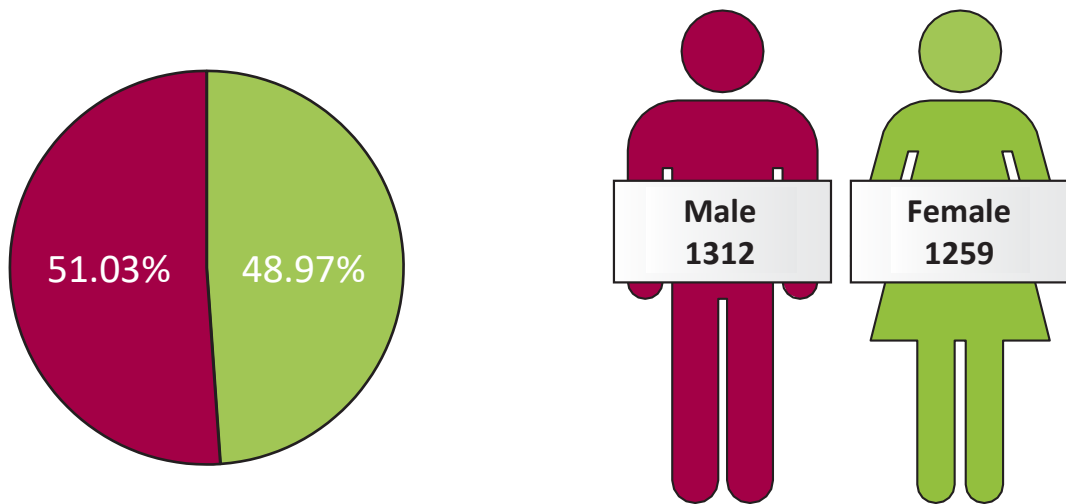
Northamptonshire Police support the fair treatment and reward of all staff, irrespective of gender. Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff, irrespective of gender.

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.

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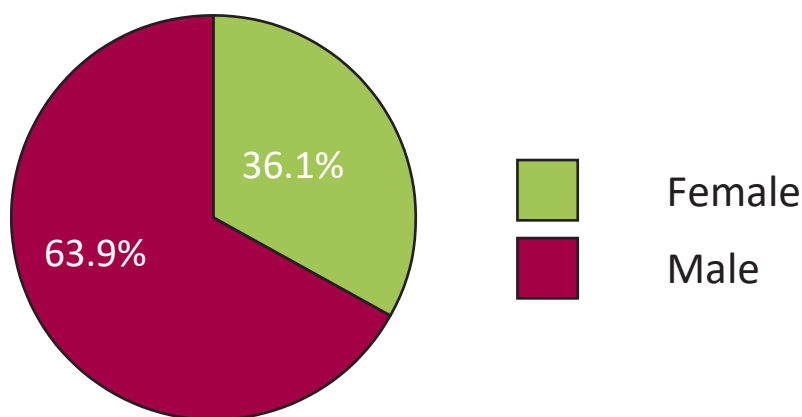
Profile of Northamptonshire Police Workforce

The combined profile of the Force is a total of **2571** individuals made up of Police Officers and Police Staff.

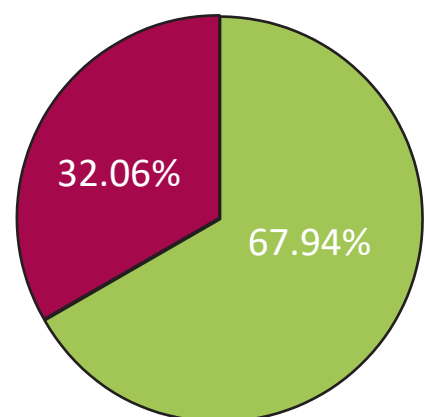


There has been a 7%-point increase in the total workforce in 2021/22. A 5.13%-point increase of males and an 8.25%-point increase of females in the workforce. These increases are equally distributed across Staff and Officers. Female officers have seen a 10.95%-point year on year increase. Female staff have seen an 8.27%-point decrease.

Total of Police Officers (1460)



Total of Police Staff (942)

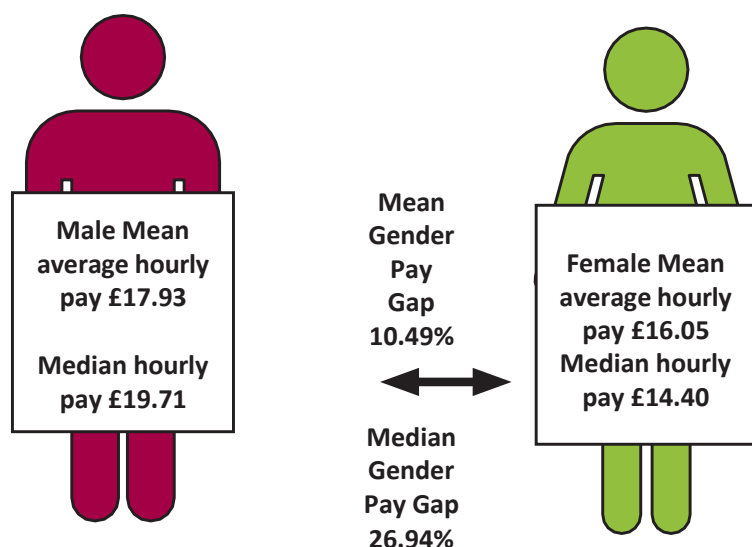


When the workforce figures are separated there remains a significant higher proportion of male Police Officers to that of Police Staff. The split is nearly 2/3 male officers to 1/3 female officers and 1/3 male staff to 2/3 female staff. There has been no real change in this over the last few years.

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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 10.49% which has slightly reduced in line with national statistic but is still lower than the national average by 4.91%-points and 1.38%-points lower in force than in 2020/21.

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

Officers

Mean Gender Pay Gap Hourly Pay	3.6%	
Median Gender Pay Gap Hourly Pay	0%	
	Male	Female
Mean Hourly Pay	£18.62	£17.95
Median Hourly Pay	£19.71	£19.71

Staff

Mean Gender Pay Gap Hourly Pay	9.36%	
Median Gender Pay Gap Hourly Pay	6.39%	
	Male	Female
Mean Hourly Pay	£16.24	£14.72
Median Hourly Pay	£14.40	£13.48

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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 1.38%-points on 2021/22 with the median gender pay gap decreasing by 2.41%-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 decreased by 1.3%-points. The staff mean hourly pay gap has seen a slight decrease in 2021/22 by 1.24%-points however the median hourly pay gap has significantly decreased from 9.33%-points to 6.39%-points reflective of more promotions in females or females joining force on higher salaries.

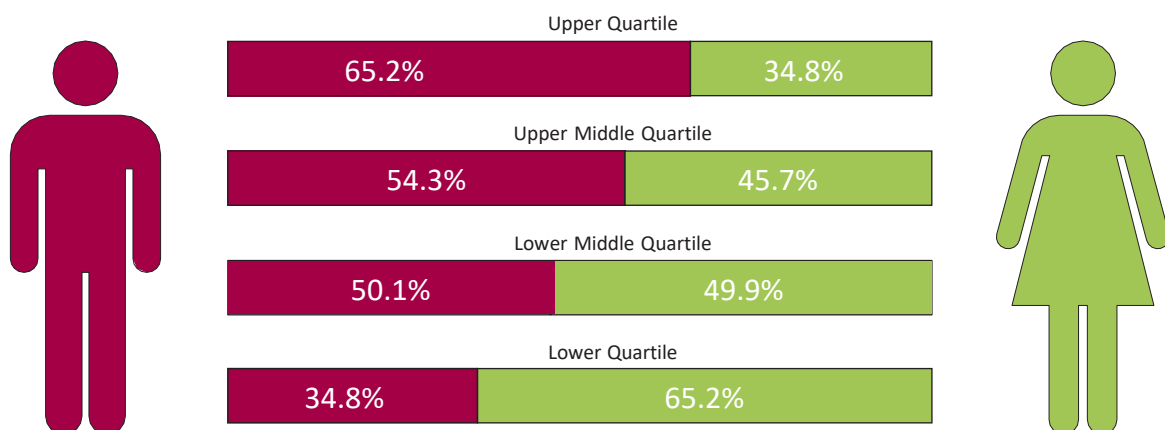
Pay Quartiles

	Male 2021/22	Male 2020/21	Male 2019/20	Female 2021/22	Female 2020/21	Female 2019/20
Upper Quartile	65.2%	65.3%	67.3%	34.8%	34.7%	32.7%
Upper Middle Quartile	54.3%	58.0%	59.6%	45.7%	42.0%	40.4%
Lower Middle Quartile	50.1%	47.6%	46.2%	49.9%	52.4%	53.8%
Lower Quartile	34.8%	36.0%	36.5%	65.2%	64.0%	63.5%

There has been only very slight improvement in the upper quartile of 0.1%-points for females. However, the upper middle quartile has seen a positive movement of 3.7%-points.

The lower quartiles have had only slight movement, with the lower quartile seeing a 1.2%-point negative movement. The lower middle quartile has seen a 2.5%-point decline.

2021/2022 Pay Quartiles



Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	21.4%	
Median Bonus Gender Pay Gap	50%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	8.5%	3.5%

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 complete shift in the median bonus gender pay gap compared to 2020/21 from -60% to 50%. There has also been a complete reversal from -61.78% to 21.4% in the mean bonus gender pay gap. To put this into context the median bonus payment for males was £400 and £200 for females. 108 bonuses were paid to males whilst 42 paid to females. The mean bonus pay for males is £334.91 and £263.10 for females.

More bonuses were paid in 2021/22 with the proportion of males and females receiving bonus being less balanced than in 2021/22 from 5.1% Male and 2.5% female to 8.5% and 3.5% respectively.

Bonus Gender Pay Gap - broken down by Officers and Staff

Officers

Mean Bonus Gender Pay Gap	29.3%	
Median Bonus Gender Pay Gap	68.8%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	11.2%	4.2%

Disproportionately more male officers received bonus than female officers and were paid a mean bonus payment £326.44 compared to £230.95. The median bonus payment has increased from 40% to 68.8% - from £250 for males and £150 for females to £400 for males and £125 for females.

Staff

Mean Bonus Gender Pay Gap	35.4%	
Median Bonus Gender Pay Gap	33.3%	
	Male	Female
Proportion of Men and Women receiving a bonus payment	1.9%	2.9%

A hugely disproportionate more female staff (21) received bonus than male staff (7). The female mean bonus payment was £295.24 compared to the mean male bonus payment of £457.14 showing that although more females received a bonus, there tended to be for smaller amounts. The median bonus in context is £300 for males and £200 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:

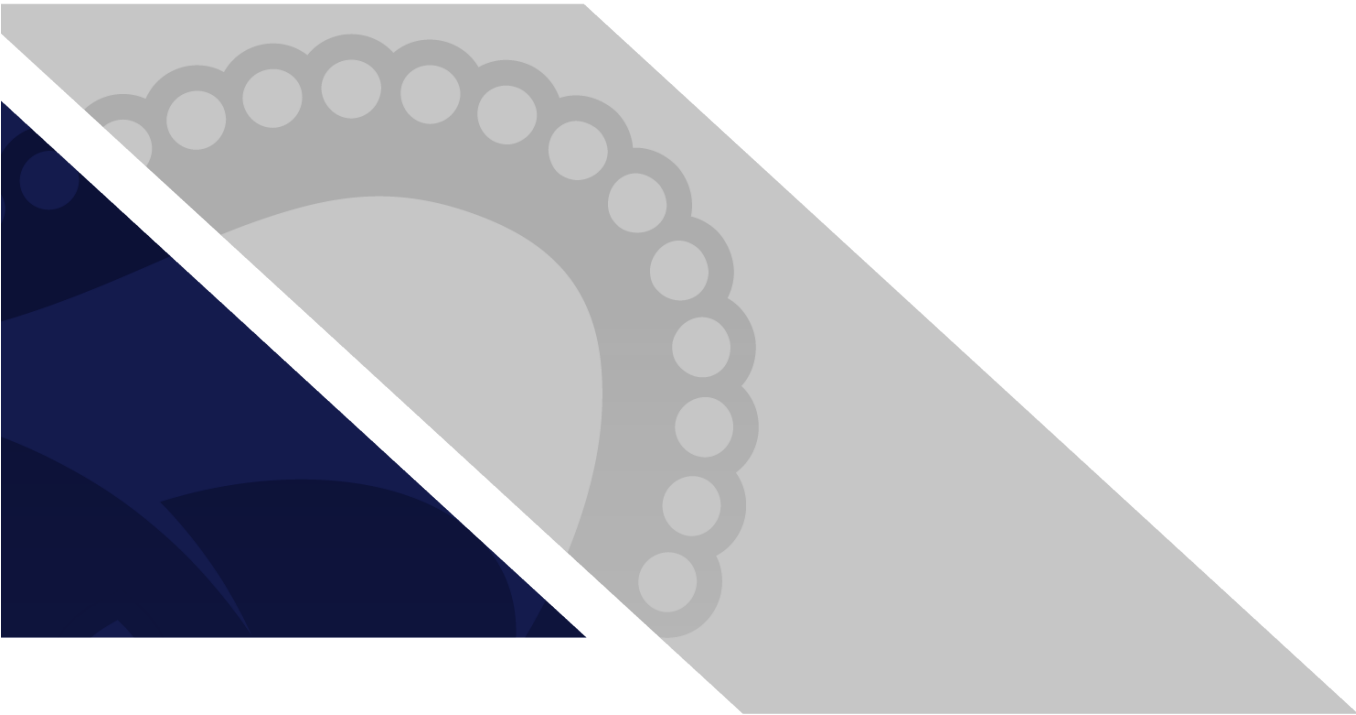
- Continued with the Springboard Women's development programme
- Introduced Action Learning Sets to further support women after Springboard programme
- Continued to offer and provide Maternity Coaching
- Worked closely with the Positive Action team to both encourage and support women through the promotions process
- Worked 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
- Produced Menopause guidance information for managers to help educate and inform around this often-taboo subject

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:

- Stronger Together DEI training in line with the Training Needs Assessment to continue around force with particular inputs around Senior Leadership Teams and management training. Aiming to highlight the barriers different groups including women face, how to better embed DEI workstreams and inclusive teams to enhance representation across all areas of the organisation
- To embed better links to the staff networks in relation to reviewing policy so that any intersectionality which may impact gender is identified and worked on
- Interviews across force are to take place with advice and support from Stronger Together/Positive Action teams to help recruitment processes be less weighted to one gender and more representative of our workforce
- The force will be running an internal response into the findings of the Casey review, addressing any issues surrounding sexist and misogyny.
- Compiling internal communications in the form of Vlogs to the whole force to highlight misogyny, as raised in the He for She report as best practice.



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