



Gender Pay Gap Report

2017 - 2018

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 2018, 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.

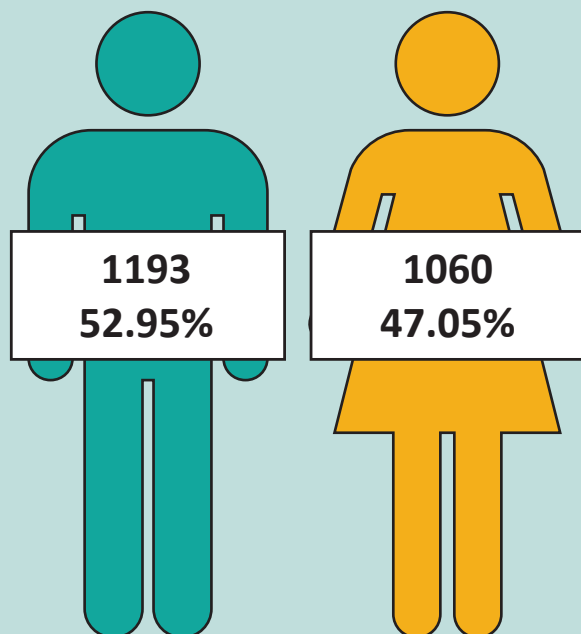
The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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

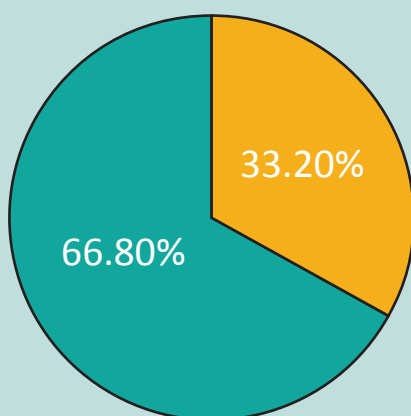
The combined profile of the Force is a total of 2253 individuals made up of Police Officers and Police Staff.



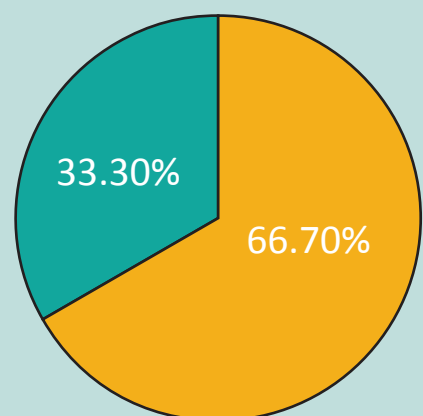
When the profile of the workforce is looked at in relation to the combined Police Staff and Police Officers there is nearly an even split.

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 (1325)



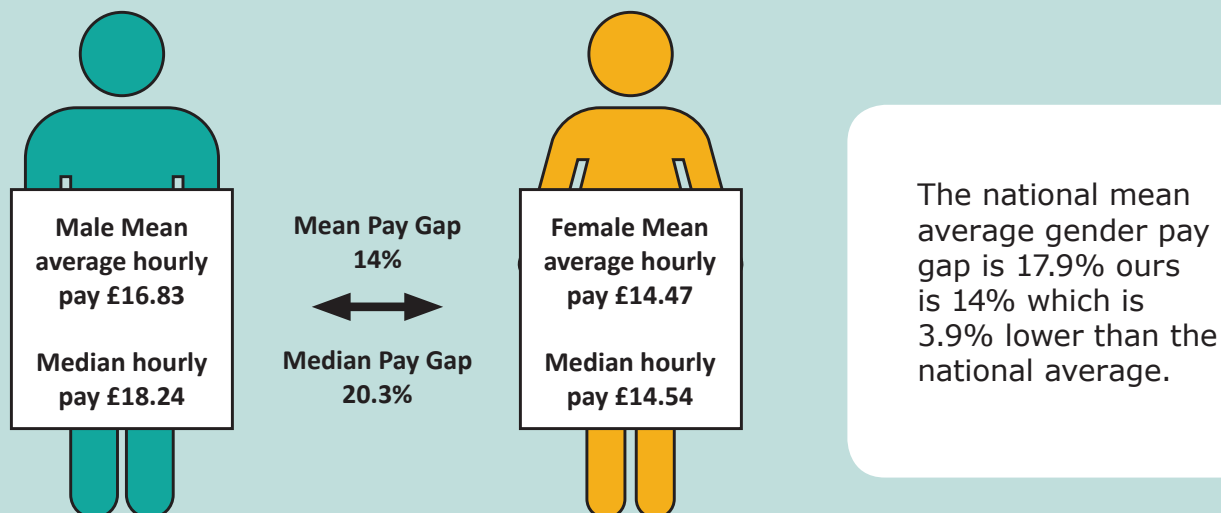
Total of Police Staff (928)



Female
Male

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	5.3%
Median Gender Pay Gap Hourly Pay	-0.1%

	Male	Female
Mean Hourly Pay	£17.81	£16.87
Median Hourly Pay	£17.88	£17.90

Staff

Mean Gender Pay Gap Hourly Pay	7.8%
Median Gender Pay Gap Hourly Pay	37.5%

	Male	Female
Mean Hourly Pay	£13.84	£12.76
Median Hourly Pay	£19.72	£12.35

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.

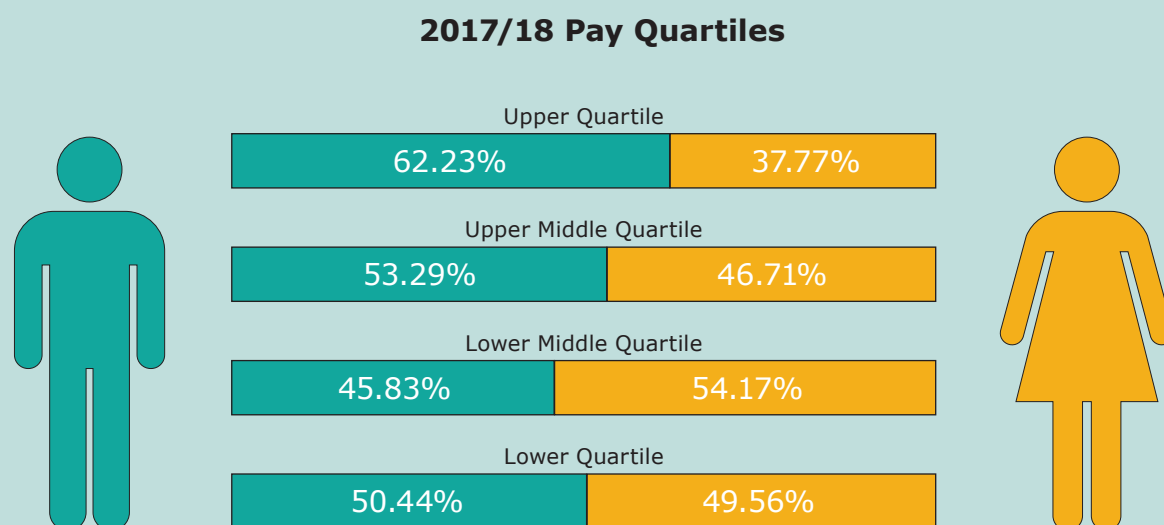
For Police Staff we use the national pay scales determined for the role following formal job evaluations. Each grade has a specific pay scale. Staff move through the grades based on length of service regardless of gender.

Pay Quartiles

	Male 2017/18	Male 2016/17	Female 2017/18	Female 2016/17
Upper Quartile	62.23%	70.30%	37.77%	29.7%
Upper Middle Quartile	53.29%	61.50%	46.71%	38.5%
Lower Middle Quartile	45.83%	46.90%	54.17%	53.10%
Lower Quartile	50.44%	36.80%	49.56%	63.20%

There has been a marked movement in the upper and upper middle quartiles in 2017/18 which is reflected by an increase in female officers and staff at the higher ranks/grades.

The lower quartile has seen a movement to a more balanced picture likely through the increase of new recruits commencing at the lower end of the constable pay scale and existing females officers and staff progressing through the pay scales.



Bonus Gender Pay Gap - Combined

Mean Bonus Gender Pay Gap	-227.2%
Median Bonus Gender Pay Gap	0.0%

	Male	Female
Proportion of Men and Women receiving a bonus payment	3.53%	8.52%

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. Police Staff are also eligible to receive a honorarium payment if they are undertaking temporary higher responsibilities. Bonus payments are discretionary.

The mean bonus gender pay gap is reflective of a larger proportion of female staff (2/3 of the staff workforce is female) and a larger proportion of female officers to male officers being in receipt of a bonus payment. The median figure balances out as a much higher proportion of officers to staff receive a bonus payment, where the majority of officer bonus pay value is a small bonus value.

Bonus Gender Pay Gap - Broken down by Officers and Staff

Officers

Mean Bonus Gender Pay Gap	-205.9%
Median Bonus Gender Pay Gap	0.0%

	Male	Female
Proportion of Men and Women receiving a bonus payment	3.39%	10.43%

Staff

Mean Bonus Gender Pay Gap	-60.6%
Median Bonus Gender Pay Gap	26%

	Male	Female
Proportion of Men and Women receiving a bonus payment	4.07%	6.09%

Addressing the Gender Pay Gap

Northamptonshire Police are committed to addressing the gender pay gap. Actions taken in the last 12 months to improve this were:

- Implementing Police Officer promotion processes to all ranks
- Review of the Acting up and Temporary Promotion processes to ensure that there is a fair and transparent process for all
- The introduction of Direct Entry routes to the rank of Superintendent and Inspector
- Supporting women returning to work following leave from the Force for family friendly leave
- 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
- Running and review of a pilot scheme for Maternity Coaching for women before, during and on return from maternity leave

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

- Continue to implement Police Officer promotion processes to all ranks and externally advertise promotion processes
- 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 running renew you personal and professional development programmes designed specifically for women
- 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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