



Gender Pay Gap Report

2019-2020

INTRODUCTION

Why do we report our gender pay gap?

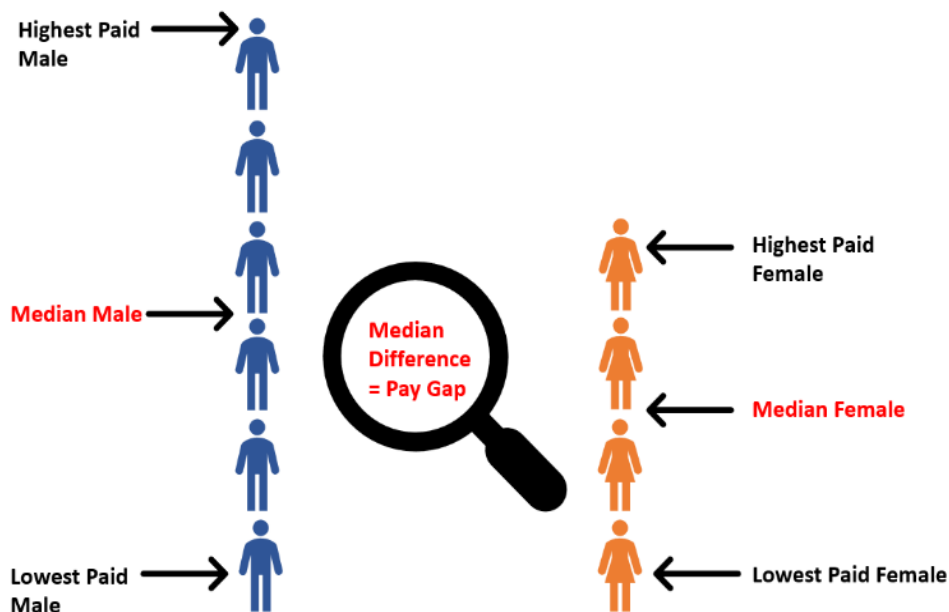
Reporting pay gaps for underrepresented groups enables organisations to understand the size of their gap, to monitor it, and prompts employers to act upon issues the report raises and monitor the effectiveness of our interventions. Cleveland Police employs over 250 people, so the Force is also required to report gender pay gap data each year to demonstrate our commitment to the Equality Act 2010.

How is the pay gap different to equal pay?

It is important to note that the gender pay gap is different from equal pay.

The principle of equal pay is that males and females who carry out the same job, similar jobs or work of equal value, as set out in the Equality Act 2010, should receive equal pay. Equal pay is a legal obligation. The gender pay gap examines the difference in the average pay gap between males and females by lining up all the males and females pay within the organisation from highest to lowest and comparing the difference between the middle numbers (the median). The gap is then expressed as the percentage difference between the median male and female's hourly wage. Whilst a useful indicator on representation, this measure does not offer the same benefits as an equal pay audit. An equal pay audit identifies males and females doing equal work, investigates the causes and eliminates instances of unjustified unequal pay or seeks to understand the justification for unequal pay (for instance due to experience, length of service, technical or academic qualifications).

Figure 1: Median Infographic



Organisations which are fully compliant with the Equality Act 2010 can still have a gender pay gap. The gender pay gap is a mechanism by which organisations can examine this data and take positive action to reduce the gender pay gap. It is not unlawful to have a gender pay gap; it is however important that organisations use the measure to understand representation of females in their organisation and take action to understand and tackle disparity.

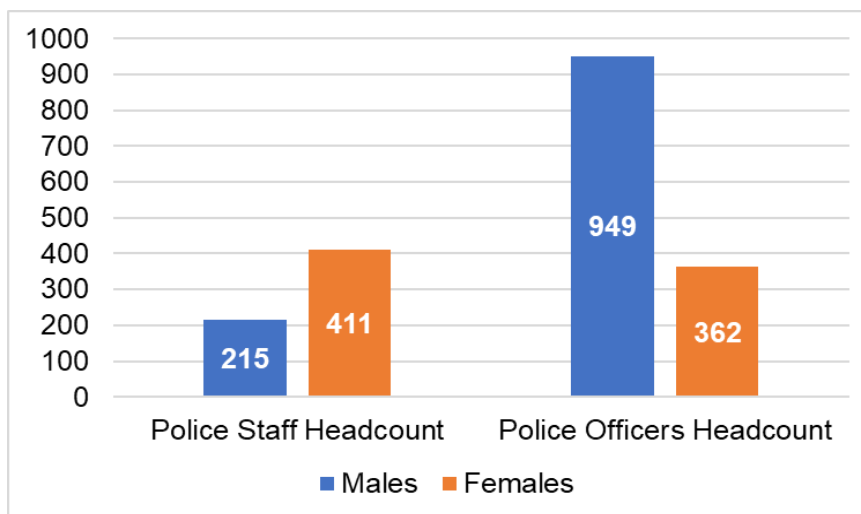
How do we measure it?

The gender pay gap report includes 4 calculations regarding gender and payroll data. these calculations are based on a snapshot of the staff who worked for Cleveland Police on the 31st March 2020:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

These calculations provide insight into the gap between average wages and representation of men and women at the highest and lowest paid roles.

Figure 2: Workforce broken down by team and gender



The 2020 snapshot includes a total of 1,937 people; 773 identified as female, 1,164 identified as male, giving a representation ratio of around 3 males to every 2 females. Figure 2 also shows that the Force has around a 2:1 representation of females to males for police staff, but a significantly higher representation of male police officers who make up a large proportion of the workforce.

Data is then broken down further into police officers and police staff, as the two groups have distinctly different pay banding, progression opportunities and employment terms. Police Officers are servants of the crown, rather than employees. Pay and terms are set out in Police Regulations which are nationally determined and set out in law. Initial employment, along with progression through the ranks is predicated on the ability to pass nationally set and scored assessment centres and examinations.

MEDIAN & MEAN GENDER PAY GAP IN HOURLY PAY

Median is the middle hourly pay rate, when pay rates are arranged in order from lowest to highest. Our median pay gap has increased 20.23 percentage points on last financial year, rising from an organisational gap of 0.38% to 20.65%.

The Office for National Statistics confirmed the UK average gender pay gap (median gross hourly earnings) among all employees was 15.5% in 2020, down from 17.4% in 2019. In May 2019 the Force Control Room, which included 150 police staff, was TUPE transferred from outsourced services contract provider Sopra Steria back to the Force. By having the Force Control Room team as direct employees, the organisation now has greater flexibility and control to implement changes to protect victims and keep our communities safe. However, due to the higher proportion of females in these roles and the lower earnings compared with the predominantly male operational teams, the change to Force Control Room staffing has contributed to an increased gender pay gap

Table 1: Median Gender Pay Gap

Police Officers	Males have a 0.98% higher median hourly rate than females.
Police Staff	Males have a 5.07% higher median hourly rate than females.
Combined	Males have a 20.65% higher median hourly rate than females.

When broken down, police officers have a median pay gap of 0.98%, and police staff have a 5.07% median pay gap.

Figure 3: Median Hourly Pay by Team

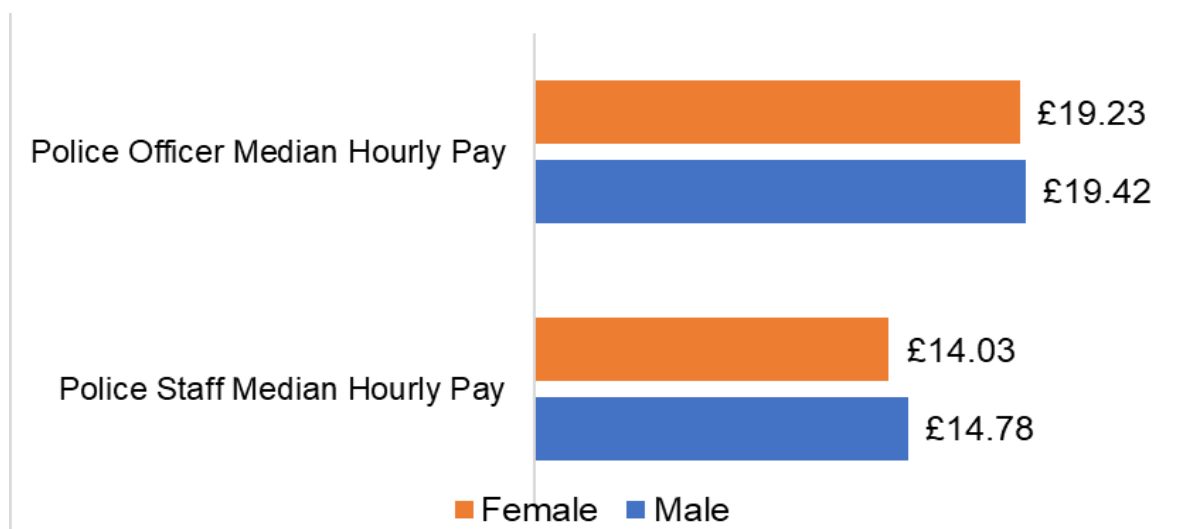


Figure 3 shows in real money terms the difference between the male and female median officers hourly pay gap as 19p, and the difference between the median male and female staff members as 75p. When combined and viewed as the entire organisation the high representation of males in the higher paid officer group and the

high representation of women in the lower paid police staff group, the figures skew to the median male’s earnings of £19.27 per hour and the median female’s earnings of £15.29. This creates a gap of £3.98 - which is how 20.65% difference is created.

Mean is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of all full pay relevant employees.

Table 2: Mean Gender Pay Gap

Police Officers	Males are paid an average hourly rate of 7.36% higher than females.
Police Staff	Males are paid an average hourly rate of 5.28% higher than females.
Combined	Males are paid an average hourly rate of 12.71% higher than females.

For the 2020 snapshot, the mean pay gap has increased by 3.23 percentage points to a 12.71% per cent difference.

PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Pay quarters show the percentage of male and female employees in four equal sized groups based on their hourly pay. The upper quartile represents the top paid quarter of the workforce. These quarters give an indication of female representation at different levels of the organisation.

Figure 4: Workforce Split by Pay Quartile

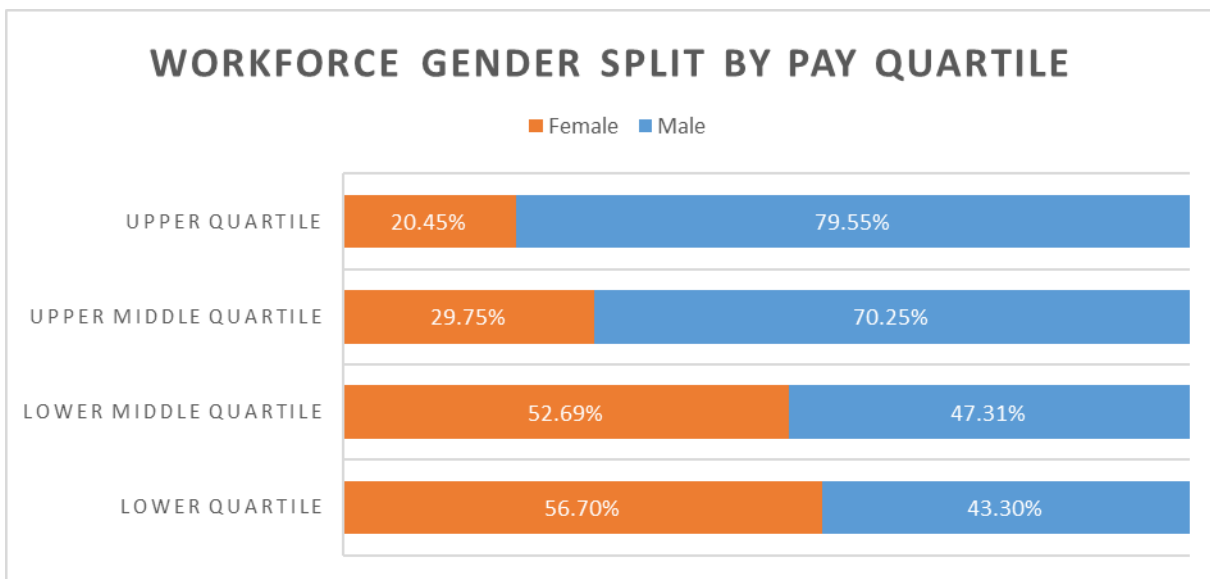
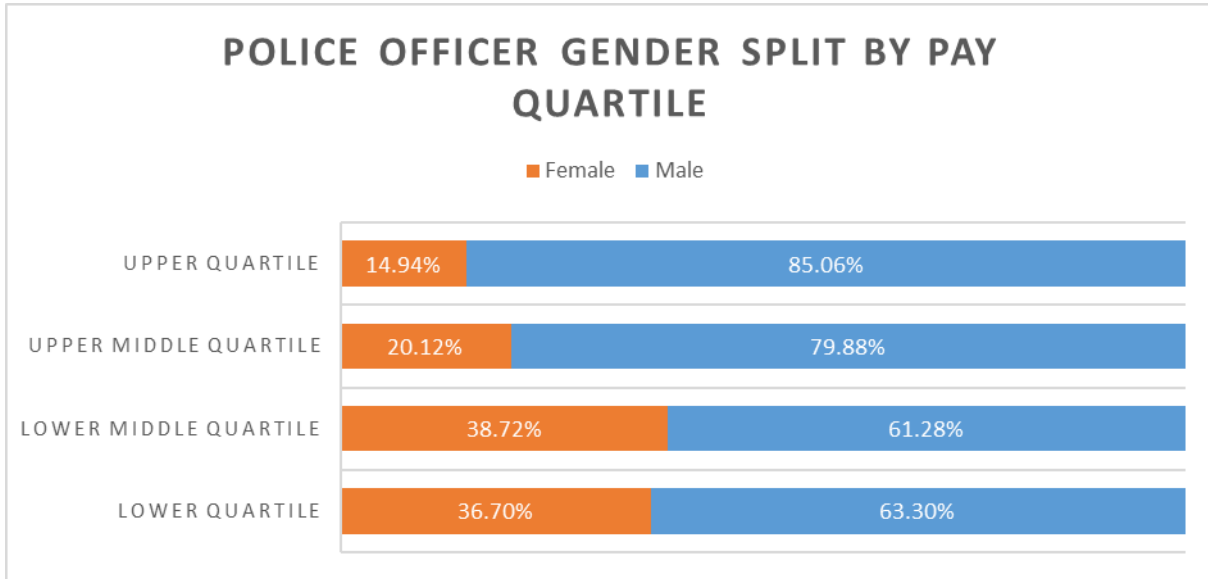


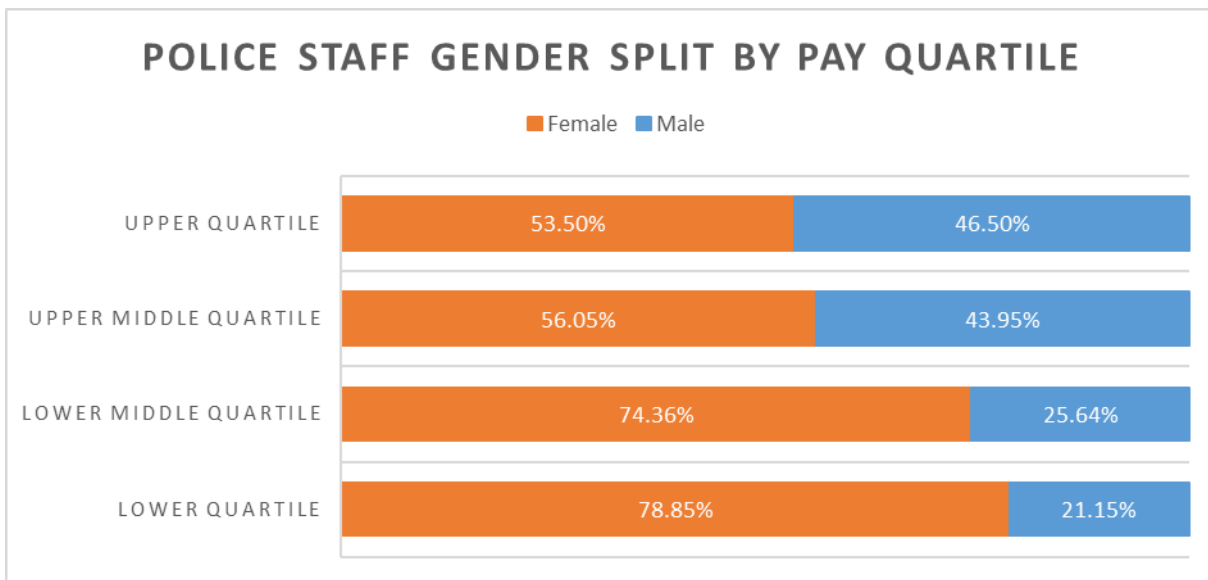
Figure 4 shows that at the time of the 2020 snapshot females make up 39.9% of the workforce, occupy 20.45% of the highest paid jobs and 56.70% of the lowest paid jobs.

Figure 5: Police Officer Split by Pay Quartile



When compared to the total workforce pay quartile split [see Figure 4] representation of females in the lowest paid quarter has decreased by 21%, accompanied by a 25.47% rise in our lower middle quartile and a 3.95% rise in the upper middle quartile. We also saw a slight decrease of 2.22% in the highest paid upper quartile.

Figure 6: Police Staff Split by Pay Quartile



Females continue to have strong representation in police staff roles within Cleveland Police as seen in Figure 6, however the 2020 snapshot reflects the changes due to the Force Control Room return. Representation of females in the highest paid upper and upper middle quartiles has decreased; there is a 4% reduction in females in the upper quartile and a 11.45% decrease in the upper middle. Our 2019 snapshot saw a reduction of females in the lower middle quartile of 5%, however this year's snapshot

shows a significant increase of 26.86%. Representation in the lower quartile continues to gradually increase, with a further 5.52% of females working within the lowest paid quarter of the police staff workforce.

RECEIVING A BONUS PAYMENT

As a police force Cleveland police pays recognition payment and payments for unpleasant duties, which are classed as bonuses for the purpose of gender pay reporting. Under the recognition payment and payment for unpleasant duties scheme, awards can be:

- Team recognition payment or payment for unpleasant duties of between £50 and £100 per person for outstandingly demanding, unpleasant or important work, or outstanding work for the public to police officers, or police staff.
- Individual recognition payments or payments for unpleasant duties can be between £50 and £500 for individuals

Police regulations set out these definitions and the Force also applies them to police staff to ensure consistency of approach.

In the case of 2019-20 this has been paid four times at £75 per officer, all of which were males. The mean gender bonus pay gap (difference between the mean average bonus received by males and females) saw an increase up to 100% – a cash difference between males and females of £300.00. The median gender bonus pay gap (difference between the employee in the middle of the range of male bonus and the employee in the middle of the range of female bonus) is also 100%.

ADDRESSING OUR GENDER PAY GAP

Cleveland Police is committed to reducing the gender pay gap, initially to below the national UK gender pay gap of and then to reduce it further. Reporting on the Force Gender pay gap will help to raise the profile within the Force and to promote work already underway to increase gender diversity in all areas and levels of the organisation.

Based on national reports; gender pay gaps can be caused by a blend of the following;

- A higher proportion of males working in senior positions
 - A higher proportion of females working in part-time roles (therefore normally earning less than their full-time colleagues)
 - Skills gaps, lack of training and development opportunities
 - Lack of role models
 - Family, childcare and caring commitments
 - Lack of opportunities for flexible working
 - Attitude and culture
-

The Force has identified several priority areas to focus efforts on analysing and taking appropriate actions which will eventually reduce the gender pay gap.

Attracting a more diverse workforce and have better representation of females, particularly into police officer roles at entry level into the Force.

Our gender pay gap:

- Develop the evidence base to determine where the Service can achieve the biggest improvements in closing the gender pay gap
- Obtain comparison data to allow further analysis into the gender pay gap between organisations
- Continue with a review of the recruitment processes to attract a more diverse workforce
- Continue to develop and deliver positive action programmes to attract female officers into the Force and support for career progression
- Use implementation of our new promotion policy to understand and tackle barriers female officers and staff face when applying for promotions
- Further development of our attraction, recruitment and promotion approach by enabling inspiring women from across our workforce to act as role models to reach others and encourage them to step up for lateral and upward progression
- Continued development of the Cleveland Policewomen's Network to act as a critical friend and provide peer support to women across the workforce.
- Improve community engagement, offering role models to positively market a career in Cleveland Police
- Focus exit interview processes to collate feedback, identify trends and take appropriate actions to improve retention rates of females and males across the Force.
- Introduce talent identification processes and career development programmes for police staff and police officers
- Review Force policy, procedures and approach on flexible working, maternity, broader family friendly, caring and well being
- Introduce coaching and mentoring programmes for ongoing development
- Create clear inclusive talent pipelines, aimed at achieving greater diversity at the more senior levels in the Force

We have further work planned to bring outsourced services in house to enable transformation of our services. In doing so, we may see further spikes in our gender pay statistics. However, through creating an inclusive environment, engaging our workforce and monitoring key equality information we will understand, identify and act to reduce our gender pay gap.
