

## Report to the Cleveland Police Management Board



28<sup>th</sup> February 2018

### Gender Pay Information Reporting

#### 1. Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the difference between the average (mean or median: see definitions below) earnings of men and women, this is expressed as a percentage of men's earnings e.g. woman earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace.

#### 2. Recommendations

That members note the content of this report and the ongoing requirement for publication.

#### 3. Background

Public sector bodies with over 250 employees are required to publish information in relation to their gender pay gap by 30<sup>th</sup> March each year in the form of:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

#### Definitions

##### Mean gender pay gap

This is the difference between the mean hourly rate that male and female full-pay relevant employees receive. The calculation of the mean average involves adding up all of the "hourly rates" and dividing the result by the number of males in the set.

##### Median gender pay gap:

This is the difference between the median hourly rate that male and female full-pay relevant employees receive. The calculation of the median average involves listing all the hourly rates in ascending order and picking the middle rate if the i.e.: 45 hourly rates in the list the 23 hourly rate in the median. If there are 46 in the list the median would be the mean of the hourly rates 23 and 24.

The following information has already been provided through the government reporting site, and is presented for noting.

**Cleveland Police Gender Pay Gap Information 2017 – 2018.**

1. Difference in mean hourly rate of pay – mean	8%	
2. Difference in median hourly rate of pay – median	0%	
3. Difference in mean bonus pay – mean	0%	
4. Difference in median bonus pay – median	0%	
5. Percentage of employees who received bonus pay	Male 0%	Female 0%
6. Employees by pay quartile	Male	Female
Upper quartile	76.5%	23.5%
Upper middle quartile	70.1%	29.9%
Lower middle quartile	69.1%	30.9%
Lower quartile	51.1%	48.9%

**4. Workforce Planning and Positive Action**

Developing a diverse workforce remains a priority for Cleveland Police. Our recruitment plans for 2018/2019 will make this a challenging objective due to the low levels of recruitment opportunities. The organisations current projected recruitment plan in areas of volume recruitment is:

Role	Numbers	Comments
PC's	20	
PCSO's	12	
Specials	48	This will have no impact on the gender pay gap.
PSI	25	

Nevertheless Cleveland Police must implement appropriate positive action initiatives aimed at increasing representation from all protected groups. In support of increasing a more representative workforce a positive action strategy and plan has been developed with the aim of improving the forces diverse representation, notably to increasing the numbers of females employed as either Police Officers or Police Staff. These actions are as follows:

- Cleveland Police will continue to support and grow its staff networks particularly it's Women's Network. To attract and retain women Cleveland Police must proactively take

forward women's issues in partnership with its staff networks and Police Federation through activities such as highlighting positive female role models, openly reporting diversity statistics and celebrating female specific events.

- Cleveland Police will assess what current support is in place for females applying for promotion and identify appropriate areas for development. It should also evaluate if any actual or perceived barriers exist.
- The promotion of family friendly policies and practices is at the forefront of the new Human Resource and Well Being changes. The changes will advance many issues which have a direct impact on female staff.
- Cleveland Police has a staff mentoring scheme which provides career support for female staff. The scheme has a good level of support and it is expanding to address specific issues such as return to work mentoring for parents.

The aforementioned activity will have a positive impact on our Gender Pay Gap with the work contained in the Organisational Procedures strategic delivery plan.

## **5. Implications**

### 5.1 Finance

Not applicable

### 5.2 Diversity and Equal Opportunities

Gender pay reporting is a different requirement to carrying out an equal pay audit. It is not an assessment of equal pay for equal work. It compares hourly rates of pay and any bonuses staff may receive by gender, seeking to identify any imbalance.

Pay for Police Officers is determined by the Home Office at a national level and it is important to note that police officers are officers of the crown and not employees therefore it is not possible to align the two distinctly different terms and conditions pay.

Police Staff terms and conditions are subject to both national and local Police Staff Council (PSC) agreements. Any pay award is agreed nationally but pay scales are established at a local level through collective agreement with the recognised unions which in the Force situation is Unison.

Posts are graded against job descriptions and assigned a relevant pay scale and this is applied equally to male and female employees.

Our figures show that we have more males in Police Officer roles and more females in Police Staff roles which contribute to the Gender Pay Gap identified. In addition a higher proportion of female Police Officers remain within the lower ranks.

### 5.3 Human Rights Act

Not applicable

5.4 Sustainability

Not applicable

5.5 Risk

Without a substantial change even through the impact of positive action within recruitment, promotion and retention initiatives, the long term workforce plan will be unable to significantly change the current Gender Pay Gap within Cleveland Police. The organisation is likely to retain a static position in respect of female representation within the pay quartiles.

**6. Conclusion**

Cleveland Police will produce a Gender Pay Gap report on an annual basis. Our Gender Pay Gap information will be published on the Cleveland Police external website w/c 26<sup>th</sup> March 2018 and this report will be shared with relevant key stakeholders such as our Women's Network and Police Federation.

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