



## **Gender Pay Gap Report**

**2019-2020**

### **FOR THE ATTENTION OF THE AUDIT COMMITTEE:**

Please note that this is the first draft of the Gender Pay Gap report for review and feedback to be provided to EDI Manager Jenni Salkeld.

Following further consultation with key stakeholders and approval at the Strategic EDI Board a final version will be submitted to the September meeting of the audit committee, with a target to make the final report available to the workforce and public in October.

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## INTRODUCTION

### **Why do we report our gender pay gap?**

Reporting pay gaps for underrepresented groups enables us to understand the size of our gap, monitor it and prompts us to act upon issues the report raises and monitor the effectiveness of our interventions. Cleveland Police employs over 250 people, so the Force is required to report gender pay gap data each year to demonstrate 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 expressed as a percentage of male earnings.

Organisations which are fully compliant with the Equality Act 2010 can still have a gender pay gap. This is often due to having more males in senior and highly paid positions and females in lower paid and part-time roles. 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 women in their organisation and take action to understand and tackle disparity.

### **How do we measure it?**

Our gender pay gap report includes 4 calculations regarding gender and pay roll data, these calculations are based on a snapshot of the staff who worked for us 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 our highest and lowest paid roles. For our 2020 snapshot our mean pay gap has increased by 3.23% to 12.71% per cent. The Force's median pay gap has also increased 20.23% from 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. Whilst it is disappointing to see this increase and pass the national average, it is due to an essential change that took place as part of our transformation process. In May 2019 our Force Control Room team, which included 150 police staff, were tupe transferred from our outsourced services contract provider Sopra Steria back to the Force. By having the Force Control Room team as direct employees, we now have greater flexibility and control to implement changes that meet our workforce's needs and keep our communities safe. As the force control room is staffed predominantly

by women whose basic hourly pay rate is within the lower quartile of our average pay, this has had a direct immediate impact on our gender pay gap.

## MEAN & MEDIAN GENDER PAY GAP IN HOURLY PAY

### What is our mean pay gap?

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.

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

### What is our median pay gap?

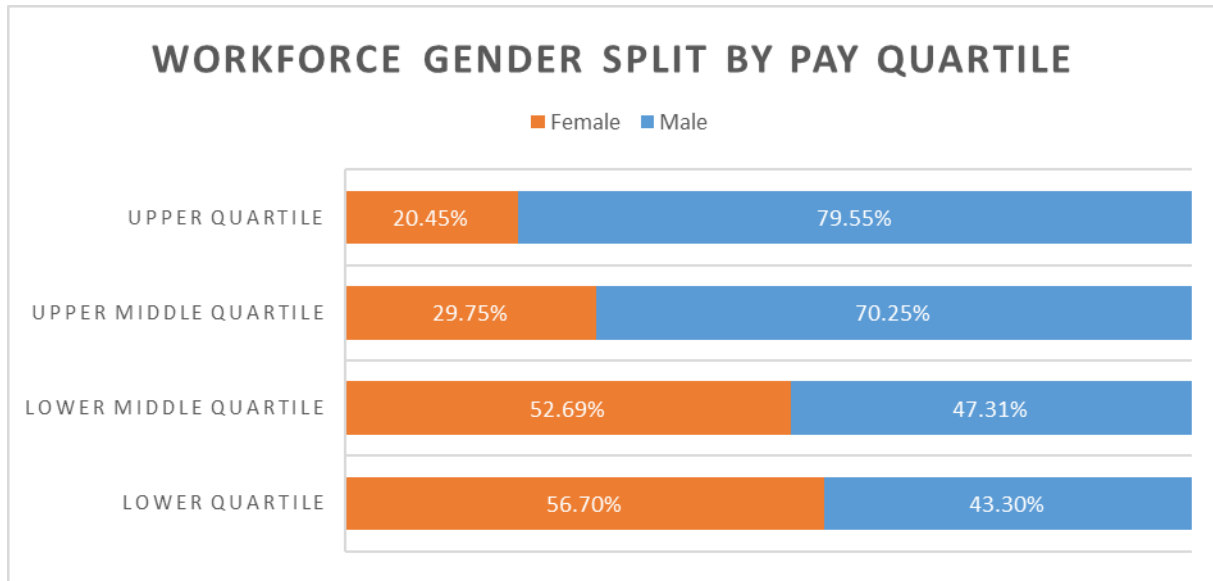
Median is the middle hourly pay rate, when you arrange your pay rates in order from lowest to highest.

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

When we report our pay gap to the government, we must report it as one figure for the whole organisation. When conducting our own organisational reflection and planning we break it down further into police officers and police staff, as the two groups have distinctly different pay banding, progression opportunities and employment terms. When explored in this way our police officers have a median pay gap of 0.98%, and our police staff have a 5.07% median pay gap – both of which are well below the national average for 2020. The jump to an overall median gap of 20.65% is caused by the high representation of women in lower paid police staff roles, paired with low representation within the highest paid roles in our police officer roles. This can be seen in greater detail within the breakdowns of males and females in each pay quartile later in the report.

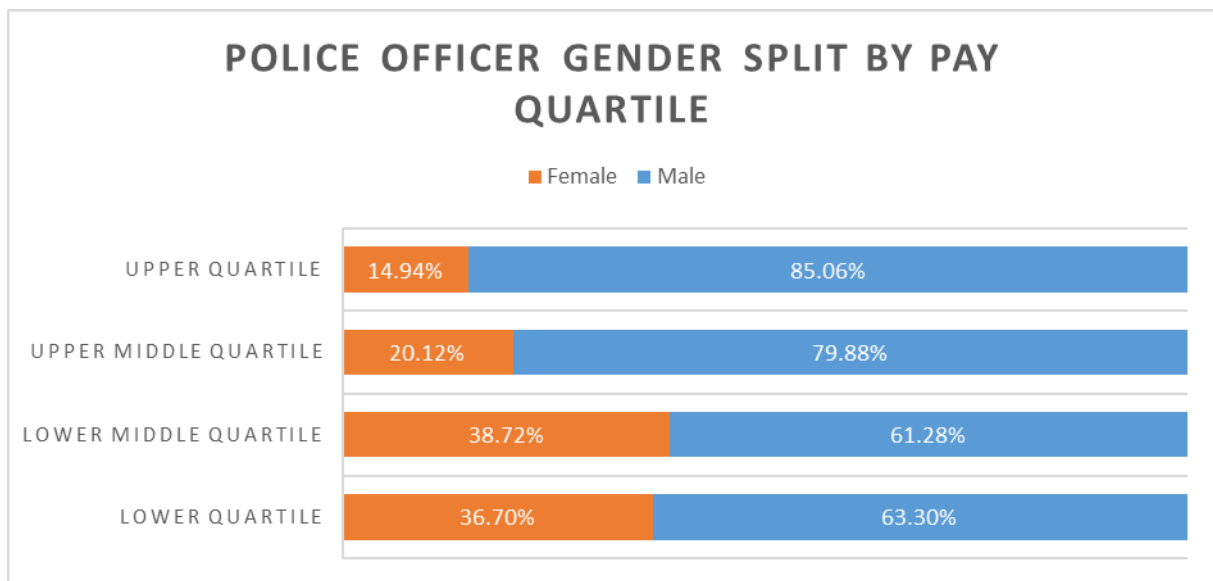
## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

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



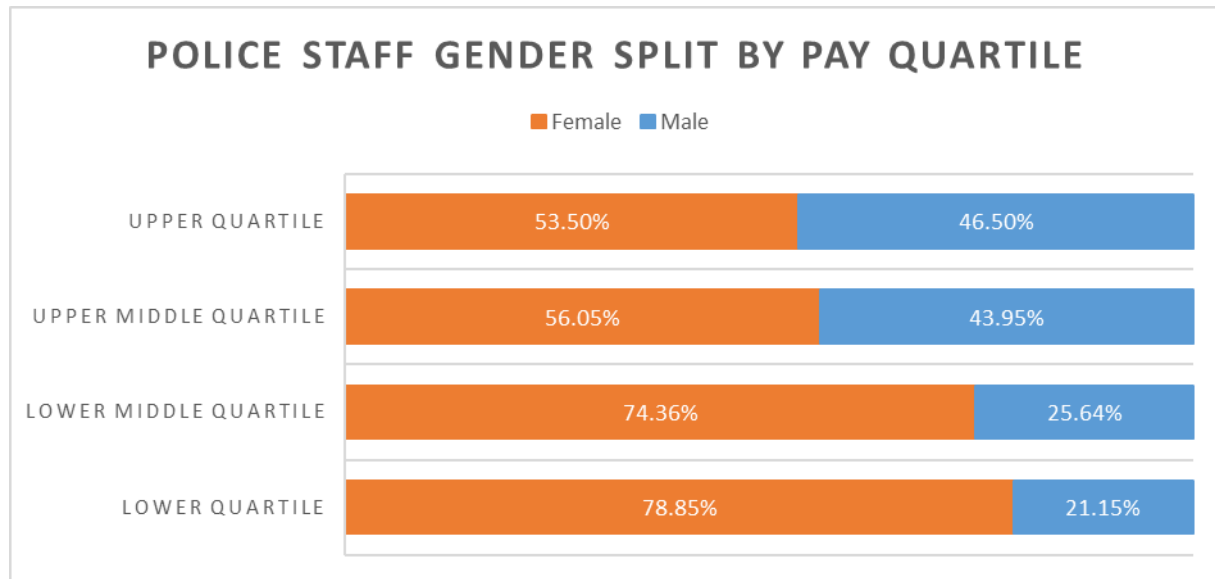
At the time of our 2020 snapshot women make up 39.9% of our workforce, occupy 20.45% of the highest paid jobs and 56.70% of the lowest paid jobs.

## Police Officers



Representation of females in our lowest paid quarter has decreased by 21%, accompanied by a 25.47% rise in our lower middle quartile and a 3.95% rise in our upper middle quartile. We also saw a slight decrease of 2.22% in our highest paid upper quartile.

## Police Staff



Women continue to have strong representation in police staff roles within Cleveland Police, however the 2020 snapshot indicates 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 showed a reduction of women in the lower middle quartile of 5%, however this year's snapshot shows a significant increase of 26.86%. Representation in our lower quartile continues to gradually increase, with a further 5.52% of women falling into the lowest paid quarter of our police staff work force.

## RECEIVING A BONUS PAYMENT

As a police force Cleveland police pays recognition payment and payments for unpleasant duties, which are classed as bonuses. 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 will apply 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 men and women) saw an increase from 100% – a cash difference between men and women 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%.

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## ADDRESSING OUR PAY GAP

Our Force is committed to understand and tackle gender inequality within the workplace. Historically there has been a lack of representation of women in Policing, which has had a predominantly male workforce for many years. Historic challenges require long term commitment and requires Force wide collaboration to achieve sustainable change. We will continue to deliver cultural change through delivery of our equality, diversity and inclusion strategy to embed new practices and capabilities. This will include actions to combat our gender pay gap:

- Explore further measures and analytical approaches to understand our pay equality
- Continue to develop and deliver positive action programmes to attract female officers
- Use implementation of our new promotion policy to understand and tackle barriers women 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 Police Women's Network to provide peer support to women across the workforce.

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 whilst we develop our services, we will reduce our pay gap in the future.