

## Cleveland Joint Audit Committee



15 December 2022

### Cleveland Police Gender Pay Gap Report 2022

#### 1. Introduction

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime and allowances) of men and women as a proportion of men's average hourly earnings (excluding overtime and allowances). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job. 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 the gender pay gap.

As an employer of more than 250 staff, we are legally required to publish an annual gender pay gap report. The gender pay gap is an equality measure that shows the difference in the average earnings of men and women which is expressed as a percentage of average earnings for men. It is not a measure of the difference in pay between men and women doing the same job. This information will be published on our website. The data in this report has been calculated using the prescribed methodologies and is based on information as of 31st March 2022. This is the snapshot date prescribed for the 2021/22 year and must be published by 30 March 2023. The parameters of this data exclude staff in receipt of reduced pay due to absence and exclude employees with no regular earnings (casual staff). Staff with multiple employments are considered independently.

Nationally, across all sectors, the Gender Pay Gap for all employees in 2021 is currently reported as 15.4%, up from 14.9% in the previous year. (Source; ONS 2021)

The report is a measure that shows the difference in average earnings between those that identify as men and those that identify as women across our combined workforce of police officers and police staff. It is calculated using average pay quartile. The first quartile (generally written Q1) is the wage below which 25% of the wages are situated; the second quartile is the wage below which 50% of the wages are situated. This is the median; the third quartile (generally written Q3) is the wage below which 75 % of the wages are situated.

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 31 March 2022:

- 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.

The 31 March 2022 snapshot includes a total of 2367 people; 1043 identified as female, 1324 identified as male. This can be further broken down as 332 male Police staff, 601 Female Police staff, 992 Male Police officers and 442 Female police officers. This gives a representation ratio of around 1 male police staff member to every 2 female police staff members, and 2 male police officers to every 1 female police officer.

## 2. Background

### 2.1. What we will report

- 2.1.1. Mean (average) pay gap. This is the % difference between the average hourly rate between men and women in our employment.
- 2.1.2. Median (mid-point) pay gap. This is the % difference between the median hourly rate of pay for men and women.
- 2.1.3. Quartile pay bands. This is the proportions of men and women in the lower, lower-middle, upper-middle, and upper quartile pay bands.
- 2.1.4. Mean/median/proportions bonus gap. This is reportable, however, as Cleveland Police does not operate performance related pay will only report on the bonus gap. Bonus is only paid in accordance with the very narrow definition as set out in Police regulations regarding bonus for unpleasant duties. This is usually an amount of £100 paid for undertaking unpleasant duties in accordance with Police regulations.

### 2.2. Results as of 31 March 2022

- 2.2.1. The mean hourly rate for men is £17.82 and for women is £15.58. Resulting in 12.58% gap. This has increased by 0.21% from the previous year when it was reported as 12.37%. This is in line with the national trend.
- 2.2.2. The median hourly rate for men is £19.70, compared to £13.47 for women. Resulting in a 31.62% gap, which has increased by 7.67% from the previous year when it was reported as 23.95%.
- 2.2.3. The gender split expressed as a % within the 4 quartiles is as below table.
- 2.2.4. There are changes in all quartiles from the previous year. The first and fourth Quartiles have increased by 8.3% and 1.37% females respectively, and the second and third quartiles have decreased by 5.25% and 1.31% females respectively.

	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Total
F	55.56%	55.65%	35.83%	23.69%	42.70%
M	44.44%	44.35%	64.17%	76.31%	57.30%
	100.00%	100.00%	100.00%	100.00%	100.00%

### 2.3. Understanding the Data

Without further investigation or without being placed into context, data can lead to assumptions. A gender pay gap does not necessarily mean an organisation has acted inappropriately or discriminatorily. A gender pay gap is a comparison of the average pay of men verses women. It does not mean that men and women are paid differently for undertaking the same work, it can simply mean that there are more men than women in certain sections of the organisation

Further examination was carried out to determine if Cleveland Police has any underlying

issues driving an apparent gender pay gap.

Our police officers make up 60.58% of our organisation meaning, with a higher proportion of males in police officer roles, this impacts the overall pay gap figure. 39.41% of the organisation are police staff. The figures below identify that the majority of the latter group identify as female. This clearly impacts the pay gap as police staff, on average, receive a lower wage overall than that of police officers.

#### 2.4. National specifics

- 2.4.1. A significant portion of lower graded occupations (which require no formal qualifications or experience) are inherently part time.
- 2.4.2. Nationally 13% of men work part time, which is significantly lower than women at 38% (Source ONS).
- 2.4.3. Cleveland Police specifics: the workforce is comprised of 44.06% women and 55.94% men.

### 3. **Discussion**

The workforce of Cleveland Police is made up of police officers and police staff, with 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. Police Officer and Police Staff pay is determined according to their individual roles with no reference to gender. Our Gender Pay Gap Action Plan has been refocussed to ensure that we continue to make positive steps and affirm Cleveland Police, and policing in general, as a positive career choice for women.

We understand that our pay gap exists because we have more men in our organisation at higher ranks and grades. Our Positive Action team will continue to support initiatives for women in policing as well as identifying areas for focus.

Cleveland Police has an established and engaged Women's Network who actively discuss and highlight any potential areas for change. Our EDI Team, along with the Women's Network, serve as a purpose to check and challenge the organisation to ensure that our policies, practices, and operational support are equal, fair, and accessible to all.

Throughout the 2021/22 financial year, Cleveland Police has marginally increased its female police officer representation from 30.0% to 30.8% through Uplift, which is the national programme to increase police officer numbers. Overall, the numbers of female police officers have increased from 26.5% at March 2018 to 30.8% on 31<sup>st</sup> March 2022. As police officers generally are paid a higher hourly rate of pay than police staff once they progress beyond the rank of constable, this increase in female probationer constables will make a positive impact on our gender pay gap if females and males are promoted in equal percentages. Therefore, part of our focus must be around encouraging females to apply for promotion and understanding and removing the barriers to promotion.

### 4. **Positive Action and the Gender Pay Gap**

The following actions are in process or have already been delivered through out 3-year action plan.

- Introduce transparency to promotion, pay and reward processes
- Improve workplace flexibility for men and women

- Encourage the uptake of shared parental leave
- Enable inspiring women from across the force to act as positive role models
- Recruit returners/encourage careers breaks for leavers not pursuing employment elsewhere
- Understand barriers to promotion for females
- Improve community engagement, offering role models to positively market a career in Cleveland Police
- Focus exit interview processes to improve retention rates
- Offer mentoring and sponsorship
- Offer networking programmes
- Unconscious Bias training
- Diversity training
- Leadership Development
- Performance self-assessments
- Introduce talent identification processes and career development programmes for all
- Create clear inclusive talent pipelines, to create greater diversity at senior levels
- Menopause adjustments and support
- Provide support and signpost to mitigate the impact of cost-of-living issues
- Diverse selection panels

We will continue to work with the Women's network, Unison, Federation, Superintendents association and colleagues from the EDI team to deliver the force action plan with an aim of reducing our gender pay gap. Our action plan to reduce the gender pay gap is informed by some of the Government Equalities office effective evidence-based actions, alongside activities that work effectively in Cleveland Police, and activities designed to tackle risks and issues that arise internally through for example grievances, feedback, staff surveys and the women's network.

## 5. **Recommendations**

It is recommended that the content of this report be noted.

### **Implications**

#### 5.1. Finance

There are no direct financial implications as a result of funding requested in this report. Funding in relation to recruitment, training coaching and other investment referred to has already been secured.

#### 5.2. Diversity and Equal Opportunities

This report and associated action plan are designed to reduce our gender pay gap.

#### 5.3. Human Rights Act

This report and associated action plan are designed to reduce our gender pay gap.

#### 5.4. Sustainability

Sustainability is dependent on successfully mainstreaming proposed activities into day-to-day procedure and processes.

#### 5.5. Risk

The risk associated with not addressing the gender pay gap is that it may impact our ability to attract females to work for the organisation.

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