

2018

Cleveland Police

Gender Pay Gap Report



Foreword

In line with other public sector organisations, Cleveland Police is publishing its annual report on gender pay. We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017).

Cleveland Police is committed to becoming a fair and inclusive organisation for all members of staff and dedicated to upholding our values: transparency, integrity, public service and impartiality. Gathering and analysing our pay for both police officers and police staff has highlighted that we do have a gender pay gap. However we are committed to understanding why a gender pay gap exists, identifying any structural issues that contribute to it and developing initiatives to reduce the gap.

This gap does not arise because we do not pay women equally for doing the same job as a man but rather it is associated with an imbalance in the number of women in senior ranking positions.

We know that we need to do more to address this imbalance but there is not a quick fix that can be applied to make a positive change to our gender pay gap figures and reducing the gap will take time. We are committed to positive action initiatives to ensure fair representation in all departments and into leadership positions. We are working with all of our staff associations and under our Everyone Matters programme ensuring equality, diversity and inclusion are actively considered in organisational decision making. I am fully committed to having the right framework and structures in place for Cleveland Police to fully reflect the diversity of our communities and deliver a high quality service to the public that we serve.

Richard Lewis

Cleveland Police Chief Constable

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 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 organisations pay structure

Mean (average) Gender Gap

Difference between the mean hourly rate of pay of male employees and that of female employees as a percentage

Median (midpoint of a range) Gender Gap

Difference between the median hourly rate of pay of male employees and that of female employees as a percentage

Mean Bonus Gap

Difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage

Median Bonus Gap

Difference between the median bonus pay paid to male employees and that paid to female employees as a percentage

Bonus Proportions

Percentage of male and female employees paid a bonus during relevant period

Quartile Pay Bands

Percentage of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap is the difference between the average earning of men and women expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Employers are required to:

- Publish their gender pay gap data and a written statement on their public-facing website
- Report their data to government online – using the gender pay gap reporting service.

Key Findings

Cleveland Police Gender Pay Gap Data as of 31st March 2018.

The following data information has already been provided through the government reporting site [here](#) and is presented for noting.

Mean / Median

The mean difference in hourly rate of pay for all full-pay relevant employees
Police Officers: Males are paid an average hourly rate of 5.1% higher than females.
Police Staff: Males are paid an average hourly rate of 3.2% less than females.
Combined: Males are paid an average hourly rate of 9.9% higher than females.
The median difference in hourly rate of pay for all full-pay relevant employees
Police Officers: Males & Females have an equal median hourly rate 0.0%.
Police Staff: Males have a 1.4% higher median hourly rate than females.
Combined: Males have a 0.4% higher median hourly rate than females.

Summary of Mean / Median

Cleveland Police has a combined mean gender pay gap of 9.9% and combined median gender pay gap of 0.4%. When compared to the figures from 2017, the mean gender pay gap for 2018 has increased by 1.9% and the median gender pay gap has increased by 0.4%.

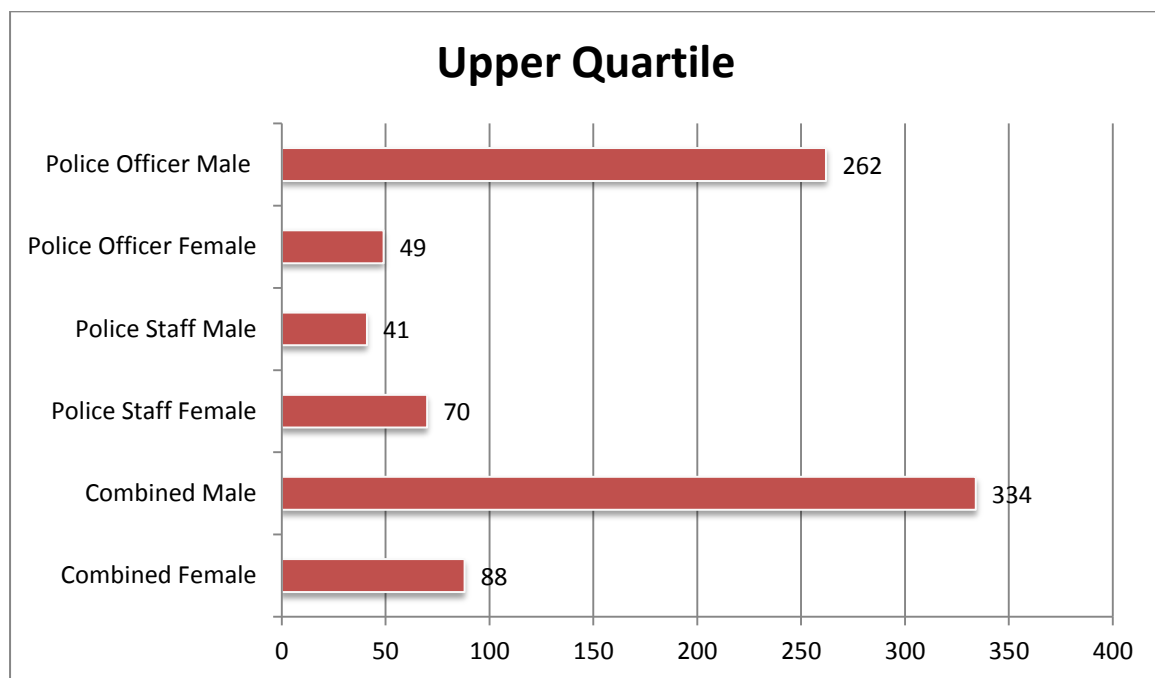
Bonus Mean / Median

Cleveland Police does not pay bonuses to employees including both male and female. No bonus payments were made during the year 2018.

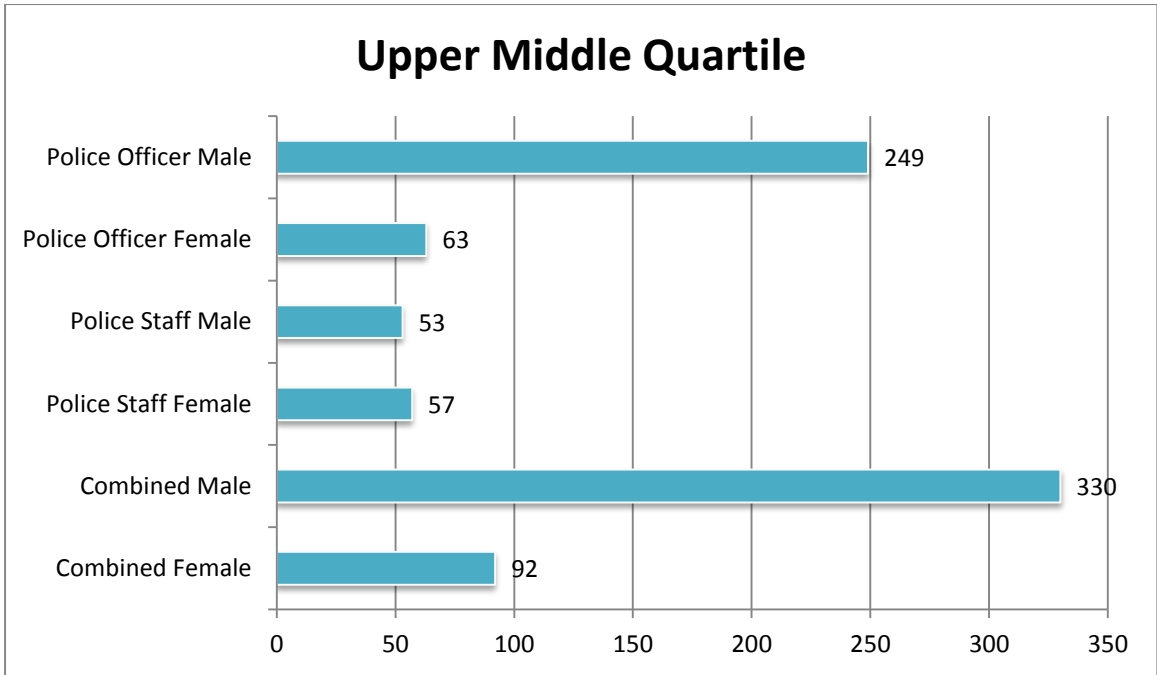
Quartiles

The percentages of full-pay employees by each pay quartile.

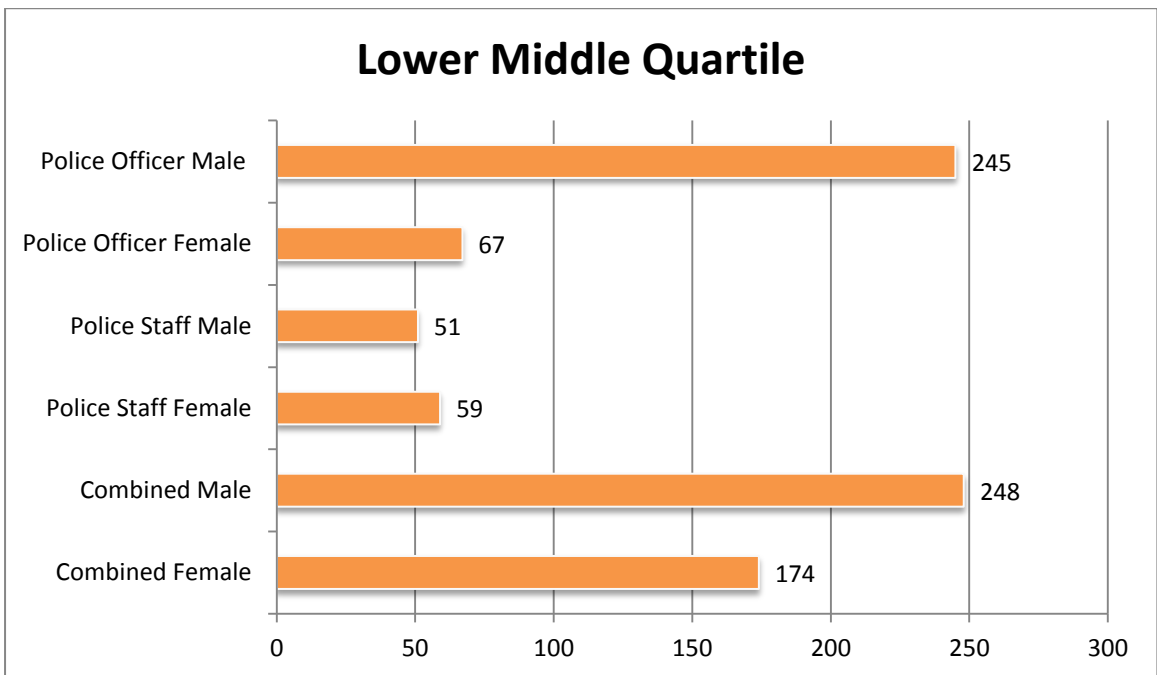
	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Police Officers	84.2%	15.8%	79.8%	20.2%	78.5%	21.5%	54.3%	45.7%
Police Staff	36.9%	63.1%	48.2%	51.9%	46.4%	53.6%	27.0%	73.0%
Combined	79.1%	20.9%	78.2%	21.8%	58.8%	41.2%	44.5%	55.5%



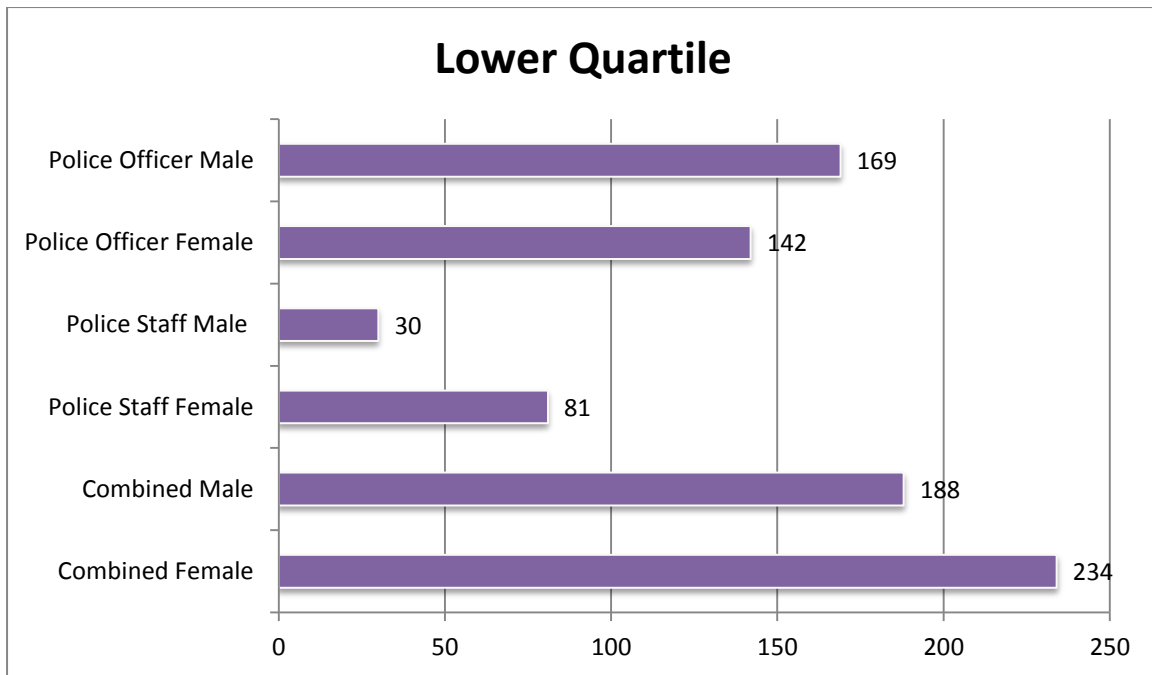
Number of full-pay employees in quartile



Number of full-pay employees in quartile



Number of full-pay employees in quartile



Number of full-pay employees in quartile

Summary of Quartiles

The proportion of male police officers continues to increase from the lower to the upper quartile. The percentage of female police officers and staff also continues to be greatest in the lower quartile.

Conclusion

Cleveland Police has a mean gender pay gap of 9.9%

Cleveland Police believes that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Nevertheless Cleveland Police must implement appropriate positive action initiatives aimed at increasing representation from all protected groups.

Everyone Matters is the equality, diversity and inclusion programme driving cultural change within Cleveland Police. The programme has three key areas of focus: Our People & Organisation, Our Communities and Our Partners and as part of the Everyone Matters strategy, Cleveland Police will develop staff and officers and ensure that its workforce is high-skilled and feels valued and motivated.

Some initiatives which will help support gender equality include:

- Cleveland Police will continue to support and grow its staff associations particularly its Women's Network.
- Develop and progress positive action programmes to develop and retain female members of staff.
- 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.
- Review of job descriptions and job adverts to encourage gender diversity.

The aforementioned activity will have a positive impact on our gender pay gap moving forward.