

Joint Audit Committee



12 December 2023

Cleveland Police Gender Pay Gap Report 2023

1. Introduction

As an employer of more than 250 people, Cleveland Police is legally required to publish an annual gender pay gap report. The gender pay gap data set is a mechanism by which organisations can understand the difference in pay between men and women and take positive action to reduce the pay gap. It is not unlawful to have a gender pay gap and organisations which are fully compliant with the Equality Act 2010 can still have a gender pay gap.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

The gender pay gap is an equality measure that shows the difference between the average hourly earnings of men and women as a proportion of men's average hourly) same point as above expressed as a percentage. Average earnings include basic pay, allowances, pay for piecework, pay for leave and shift premium pay but excluding overtime) It is not a measure of the difference in pay between men and women doing the same job.

The data in this report has been calculated using the prescribed methodologies and is based on information as of 31st March 2023. This is the snapshot date prescribed for the 2022/23 year and must be published by 31 March 2024. The parameters of this data exclude staff in receipt of reduced pay due to absence and exclude employees with no regular earnings (zero hours staff). Pay in relation to staff with multiple employments is considered independently for each role. Throughout this report the terms "female/women" and "male/men" refer to people who identify as female and people who identify as male.

Nationally, across all sectors, the Gender Pay Gap for **all** employees in 2022 is currently reported as 14.9%, down 0.2% from 15.1% in 2021. This is the most up to date information available at the time of writing. (Source; ONS 2023)

This report shows the difference in average earnings between men and women across the combined workforce of police officers and police staff. This data does not include the OPCC. The gender pay gap report includes 4 different calculations based on a snapshot of the staff who worked for Cleveland Police on 31 March 2023 expressed in the following ways:

- 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.

The ONS's preferred measure of the gender pay gap is the median, but the requirement is to report the mean as well as the median.

The Mean

The mean is the average of all the numbers in a dataset, which is found by adding up all the numbers and then dividing the result by how many numbers you are dealing with. So, to find the mean hourly rate for an organisation's full-pay relevant male employees, add all their hourly rates together and then divide the total by the number of full-pay relevant male employees.

The Median

The median is the numerical value which splits the top 50% of the population from the bottom 50%. The median is found by listing all of the total hourly pay for all employees, in numerical order; if there is an odd number of values, the median is the number in the middle; if there is an even number of values, the median is the mean of the two central numbers. Cleveland Police has a total of 2480 employees therefore the median pay is the pay of the 1240th person in a list of all 2480 employees in order of their pay from highest to lowest.

The Range

The mean and the median need to be read in the context of the range, which is the difference between the highest and the lowest value in the dataset – that is, the highest and lowest hourly pay. In the context of gender pay gap reporting, the range is the pay range for the Force. The range explains how well the mean or the median represents the data. The Regulations do not require the reporting of the pay range, but the range is an inherent part of understanding preliminary calculations.

Quartiles

A quartile is one of three points that divide a population into four equal parts. In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts. The intention is not to divide the pay range into four equal parts, but to ensure equal numbers of employees in each 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 mean, median, and proportions are also reported in relation to any bonus gap. As Cleveland Police does not operate performance related pay. Bonus is only paid in accordance with the very narrow definition as set out in Police regulations regarding. The same criteria have also been adopted in relation to Police Staff. This is usually an amount of £100 paid for undertaking unpleasant duties in accordance with Police regulations. No bonuses were paid during the 2022/23 financial year.

The 31 March 2023 data snapshot covers a total of 2480 people; 1116 identified as female, 1364 identified as male. This can be further broken down as 346 male Police staff, 643

female police staff, 1018 male Police officers and 473 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

What we will report

Mean (average) pay gap. This is the % difference between the average hourly rate between men and women in our employment.

Median (mid-point) pay gap. This is the % difference between the median hourly rate of pay for men and women.

Quartile pay bands. This is the proportions of men and women in the lower, lower-middle, upper-middle, and upper quartile pay bands.

Results as of 31 March 2023

The mean hourly rate for men is £18.65 and for women is £16.29 resulting in 12.66% gap. This has increased by 0.08% from the previous year when it was reported as 12.58%.

The median hourly rate for men is £20.62, compared to £14.40 for women resulting in a 30.16% gap, which has decreased by 1.46% from the previous year when it was reported as 31.62%.

When broken down between police officers and police staff, we can see that the pay gap is largely accounted for by a difference in terms and conditions between officers and staff rather than by gender.

	Police Officers	
Gender	Average of Hr rate Equivalent	Headcount
F	18.20	473
M	19.53	1018
Grand Total	19.11	1491

The median hourly rate for male police officers is £19.53 compared to £18.20 for women resulting in a mean pay gap of 6.8% and a median gap of 0%

	Police Staff	
Gender	Average of Hr rate Equivalent	Count of Gender
F	14.88	643
M	16.07	346
Grand Total	15.30	989

The median hourly rate for male police staff is £16.07 compared to £14.88 for women resulting in a mean pay gap of 7.38% and a median gap of 14.56%

This data shows that we have a more significant pay gap in our police staff employment group than our police officer employment group.

The gender split expressed as a % within the 4 quartiles is as below table.

There are changes in all quartiles from the previous year. The first quartile has decreased by 1.81% females, and the second, third and fourth quartiles have increased by 1.35%, 1.61% and 2.62% females respectively. This demonstrates that females are moving through the quartiles in an upward trend at a faster rate than males

	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Total
F	61.87%	51.77%	36.13%	30.27%	45.00%
M	38.13%	48.23%	63.87%	69.73%	55.00%
	100.00%	100.00%	100.00%	100.00%	100.00%

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 versus 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.

In Cleveland Police the workforce is comprised of 45% women and 55% men. Police officers make up 60.12% of the organisation meaning, with a higher proportion of males in police officer roles on higher pay than police staff, this impacts the overall pay gap figure. Police staff account for 39.88% of the organisation. The figures below show that the majority of police staff are female. This clearly impacts the pay gap as police staff, on average, receive a lower wage overall than that of police officers.

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 for police officers 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. Pay and conditions for police staff are also nationally determined by Police Staff Council. Police Officer and police Staff pay is determined according to the rank or grade of individual roles with no reference to gender.

The 3-year 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 than women. Positive Action work 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 which actively discusses and highlights any potential areas for change. The Equality Diversity and Inclusion Team,

along with the Women's Network, check and challenge the organisation to ensure that policies, practices, and operational support are equal, fair, and accessible to all.

Throughout the 2022/2023 financial year, Cleveland Police has increased its female police officer representation from 30.82% to 31.72%. There has been a steady increase throughout the Uplift Programme and Cleveland Police have every intention of continuing this work now that Uplift is achieved. Overall, the numbers of female police officers have increased from 26.8% at March 2019 (just before uplift began) to 31.72% on 31st March 2023.

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. We know from our gender profile and examination and promotion data that we have the greatest disproportion of females to males at the ranks of Sergeant and Inspector, and women are less likely to seek promotion. Therefore, part of our focus must be around encouraging females at these ranks to apply for promotion and understand and remove the barriers to promotion.

3. Horizon Scanning and evidence

A survey commissioned by the Police Uplift Programme and was conducted in January 2023 using an online questionnaire. The survey was supported by the British Association of Women in Policing (BAWP). All forces were invited to participate regardless of if they were Home Office Forces or not. In addition, workshops took place with approximately 24 officers to understand specific issues and barriers.

The survey was aimed at all female constables and temporary sergeants during January 2023

- 1,427 females responded to an online survey
- 1,202 answered every question
- 39 forces participated with between 1 and 102 respondents from each force

Rigorous data analysis was undertaken and the results are all statistically significant showing they are unlikely to be due to chance and would be applicable to all forces. This was followed up with a survey in Cleveland Police aimed at female officers in the constable, sergeant, and Inspector ranks.

Recent research has revealed that in Cleveland Police, we have a disproportionately low number of female officers applying for promotion opportunities or lateral development in comparison to male officers. The ranks of Sergeant and Inspector typically have the lowest numbers of women in post.

As these ranks provide career progression into more senior roles, it's important to understand what the cause or causes may be before representation at a senior level becomes a challenge.

In order to understand the local picture, we conducted a survey to help us better understand if there are any barriers to female police officers applying for either promotion or lateral development opportunities. Eighty female officers completed the survey

The survey has allowed us to understand why females in the organisation are not seeking opportunities at the rate one would expect and also what barriers women in policing face so we can support the representation of and seek to improve their experiences.

This is the first time we have national and local evidence to support previous anecdotal experience.

The key concerns women have about promotion are the same in both the national Uplift and local force surveys. In broad terms barriers to promotion relate to:

Investment required to succeed in the process

- Study time and cost of materials
- Understanding what the process requires

Self confidence

- Impact of failing the process
- Lack of self-belief (particularly in relation to leadership and self-promotion skills)
- Role models and support are therefore important

Work life balance

- Family friendly policies and working patterns
- Caring responsibilities
- Organisational reluctance to embrace part time working in supervisory ranks.

Changing roles

- Geography and travel
- Skill set changes / using current skills

4. Positive Action and the Gender Pay Gap

Taking into account the insight gained through engaging directly with females in relation to promotion, any activities to reduce the gender pay gap must address the barriers described in both surveys. Activities undertaken in the first year of the 3-year action plan designed to reduce the gender gap and increase gender representation included the following

- Transparency of promotion, pay and reward processes
- Inspiring women from across the force to act as positive role models
- Recruitment of returners and encouragement of careers breaks for leavers not pursuing employment elsewhere
- Focused exit interview processes to improve retention rates
- Mentoring and coaching
- Unconscious Bias training
- Diversity training
- Leadership Development training
- Menopause adjustments and support
- Support and signpost to mitigate the impact of cost-of-living issues
- Diverse selection panels
- Improve workplace flexibility for men and women
- Encourage the uptake of shared parental leave
- Understand barriers to promotion for females
- Improve community engagement, offering role models to positively market a career in Cleveland Police
- Offer networking programmes
- 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

5. Recommendations

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

6. Implications

6.1 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.

6.2 Diversity and Equal Opportunities

The proposals are contained within this report are designed to reduce our gender pay gap. Positive action will be delivered through creation of an action plan to achieve that aim.

6.3 Human Rights Act

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

6.4 Sustainability

Sustainability is dependent on successfully mainstreaming proposed activities.

6.5 Risk

The risk associated with not addressing the gender pay gap is as follows:

- Impact our ability to attract females to work for the organisation.
- Retention of skill and experience
- Gender representation at all ranks.

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