

## Joint Audit Committee



November 2024

### Cleveland Police Gender Pay Gap Report 2024

#### 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 any of the protected characteristics listed above).

The gender pay gap is an equality measure that shows the difference between the average hourly earnings of men compared to the average hourly earnings of women. 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 2024. This is the snapshot date prescribed for the 2023/24 year and must be published by 31 March 2025. 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 among all employees has decreased to 13.1% in 2024, down from 14.2% in 2023. This is the most up to date information available at the time of writing. (Source; ONS 2024)

This report shows the difference in average earnings between men and women across the combined workforce of Police Officers and Police Staff for Cleveland Police. This workforce data does not include the Office of Police and Crime Commissioner (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 2024 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 (Not applicable)

- 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.

## Definitions

- 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 2571 employees therefore the median pay is the mean between the pay of the 1285<sup>th</sup> and 1286<sup>th</sup> employee.

- 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 (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 hourly wage 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.

The 31 March 2024 data snapshot covers a total of 2571 people; 1178 identified as female, 1393 identified as male.

This can be further broken down as follows:

Gender	Police Staff	Police Officers
Female	669	509
Male	367	1026
<b>Total</b>	<b>1036</b>	<b>1535</b>

## 2. Background

What we will report:

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

Median (mid-point) pay gap. This is the percentage 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 2024:

The data below is with reference to the overall combined workforce.

	<b>Overall Workforce</b>	
Gender	Average of Hr rate Equivalent	Headcount
<b>F</b>	17.65	1178
<b>M</b>	20.02	1393
<b>Grand Total</b>	18.93	2571

The mean hourly rate for men is £20.02 and for women it is £17.65 resulting in a 11.86% gap. This has decreased by 0.72% from the previous year where it was reported as a 12.58% gap.

The median hourly rate for men is £20.72, compared to £15.47 for women resulting in a 25.34% gap, which has decreased by 6.28% from the previous year when it was reported as 31.62%.

For further analysis the data is split into Police Officers and Police Staff.

The data below represents Police Officers.

	<b>Police Officers</b>	
Gender	Average of Hr rate Equivalent	Headcount
<b>F</b>	19.63	509
<b>M</b>	20.94	1026
<b>Grand Total</b>	20.50	1535

The median hourly rate for male officers is £20.94 compared to £19.63 for female officers resulting in a mean pay gap of 6.27% and a median pay gap of 14.37%

The data below represents Police Staff.

<b>Police Staff</b>		
<b>Gender</b>	<b>Average of Hr rate Equivalent</b>	<b>Headcount</b>
<b>F</b>	16.14	669
<b>M</b>	17.45	367
<b>Grand Total</b>	16.60	1036

The median hourly rate for male Police Staff is £17.25 compared to £16.14 for women resulting in a mean pay gap of 7.51% and a median pay gap of 15.20%.

This data shows that we have a more significant pay gap in our Police Staff cohort than our Police Officer cohort.

The gender split expressed as a % within the 4 quartiles is highlighted in the table below:

	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Total
F	62.93%	51.01%	36.29%	33.07%	45.82%
M	37.07%	48.99%	63.71%	66.93%	54.18%
	100.00%	100.00%	100.00%	100.00%	100.00%

With reference to last year's data the first, third and fourth quartile has increased for females by 1.05%, 0.16% and 2.80% respectively. The second quarter decreased by 0.76%. This demonstrates some movement in the quartiles for females in an upward trajectory.

### 3. Understanding the Data

Without the data 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 46% women and 54% men. Police Officers make up 59.70% 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 40.30% of the organisation. The figures below shows that the majority of Police Staff are female (64.58%). This clearly impacts the pay gap as Police Staff, on average, receive a lower wage overall than that of Police Officers.

With Police Officers and Police Staff, 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. The key piece of information to note is that 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, including the attraction of Police Constables to provide a pipeline of future talent for the organisation and support for promotion through the ranks of Sergeant, Inspector and Chief Inspector.

Cleveland Police has an established and active Women's Network which discusses and highlights any potential areas for focus. In addition, 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 2023/2024 financial year, Cleveland Police has increased its female Police Officer representation from 31.72% to 33.16%. There has been a steady increase throughout the Uplift Programme and Cleveland Police have every intention of continuing this work. Overall, the numbers of female Police Officers have increased from 26.8% at March 2019 (just before uplift began) to 33.16% on 31<sup>st</sup> March 2024.

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 where females and males are promoted in equal percentages. We know from our gender profile and examination/ promotion data that we have the greatest disproportion of females to males at the ranks of Sergeant, Inspector and Chief Inspector ranks and women are less likely to seek promotion. Therefore, part of our focus continues to be around encouraging females from Police Constable and upwards to apply for promotion and seek to understand, then remove the barriers to promotion.

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

From a previous survey and workshops commissioned by the Police Uplift Programme, supported by the British Association of Women in Policing (BAWP) in 2023, Cleveland Police has sought to build on the data and insight gained from this survey.

Specific barriers were identified from the participants nationally and this was followed up with a local survey for female officers in the Constable, Sergeant and Inspector ranks.

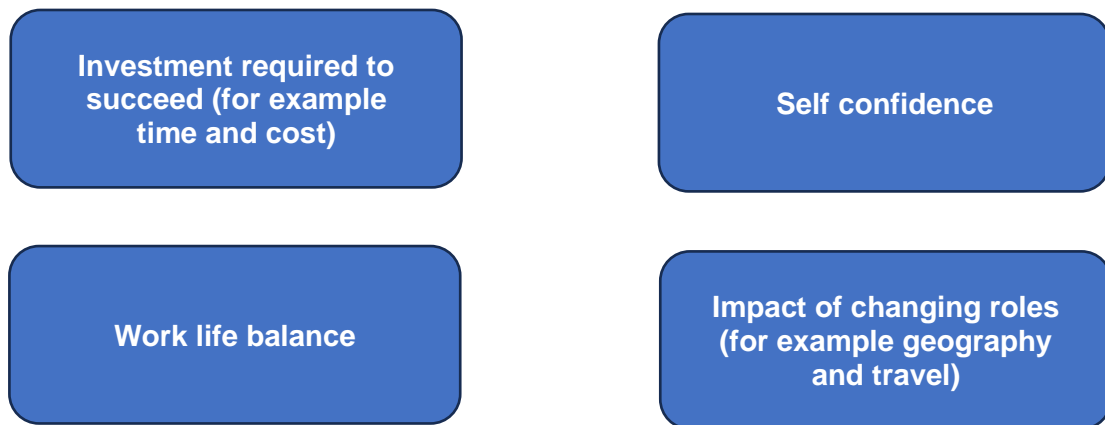
We are aware that in Cleveland Police, we have a disproportionately low number of female Officers applying for promotion opportunities or lateral development in comparison to male Officers. The ranks of Sergeant and Inspector typically have the lowest numbers of women in post.

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.

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 work is being developed further with a crucial collaboration between the organisation, The Women's Network with the support of the HeForShe campaign. Inviting female Police Constables, Sergeants and Inspectors to join together for an anonymous conversation around culture, careers and support for women in The Force, as part of a positive action agenda. The outcomes will be captured in the 2024/2025 Gender Pay Gap Report.

We already hold national and local insight into some of the key issues that females state are barriers to promotion for example:



However, the positive action focus group will enrich this insight and aid The Force to understand and address the barriers.

Further future activities planned that are designed to reduce the gender gap and increase gender representation include the following:

- Ensure the continuous review of our Recruitment Policy following each episode of recruitment, to provide assurance that the process continues to actively encourage and support applicants from all sections of the workforce and the community we serve
- Through an agreed communication strategy ensure the transparency of the promotion, pay and reward processes
- Refresh The Forces Positive Action Recruitment Team PART (organisational wide) to support with engagement and recruitment activity
- In collaboration with DEI colleagues, Staff Network Groups and the wider Force, further develop our local community intelligence and engagement and continue to identify key community groups that are underrepresented in our workforce
- Create a positive action plan for each recruitment campaign, utilising workforce and community data and identifying the positive action that will take place to support the campaign
- Ensuring where possible we have employees from underrepresented groups supporting recruitment activity, including engagement events and interview panels/ promotion boards through the PART team

- Continue to work alongside and empower Staff Networks, including the Women's Network, to identify and address any barriers to careers within the Police
- Increase the uptake of exit interviews and stay interviews and examine/ report on trends with reference to underrepresented groups
- Introduce talent identification processes and career development programmes for all and 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 the information in this report.

### **6.2 Diversity and Equal Opportunities**

The proposals contained within this report are designed to reduce our gender pay gap. Positive action will be delivered through creation of positive action plans 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
- Reputational
- Retention of skill and experience
- Gender representation at all ranks.