



Our Ref: 003318/21

Your Ref:

Address Correspondence to: Information Management

Date 06 October 2021

### **Freedom of Information Act 2000**

I write further to your request for information received 06/10/2021.

I note you seek access to the following information:  
Does your force have an equal pay policy?

Following receipt of your request, searches were conducted within Leicestershire Police to locate information relevant to your request.

**Your request for information has now been considered and the information asked for is as follows: -**

We have an internal Pay Pensions and Benefits Policy.  
<http://hq95t029/cms/admin/files/uploads/PayPensions&BenefitsPolicy-July21.pdf>

This supports the application of the Police Officer Regulations as pay is set nationally through the government for police officers. There is an annual structured system to consider pay information provided by the staff associations, the NPCC and considered by the Pay Remuneration Body before it goes to the Home Secretary and Government for decisions.

This also supports the application of Police Staff Pay and Conditions of Service which also sets pay for Police Staff. This has an annual structured system to consider pay information provided by the Trade Unions and by the Employers which is consulted and negotiated through the national police staff council.

Our internal Pay and Reward Policy provides the governance for job evaluation and the pay model for police staff supporting the national pay structure. The choice of job evaluation scheme is local to each police force to determine.

Leicestershire Police also completes the annual gender pay gap report which is a statutory requirement and this considers pay for police officers and staff. This is published on the government websites as well as the Leicestershire Police website.

Leicestershire Police undertook an equal pay audit in 2012.

Leicestershire Police provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Corporate Services Department at the above address. If you decide to request such a review and having followed the Force's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Freedom of Information Officer  
Leicestershire Police

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