

Gender Pay Gap Report

Snapshot date: 31 March 2023



Leicestershire
Police
Protecting our communities

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Introduction

This update shares our latest findings on the gender pay gap within Leicestershire Police and outlines the good progress we're making to close this.

Pay gaps exist where different groups of people are being paid differently because, on the whole as a group, they often do different jobs. The pay they get is appropriate for their job, however, for various reasons barriers exist that have historically seen e.g. a higher concentration of women in the lower paid jobs. Whilst we already implement equal pay, i.e. a man and a woman doing the same job will receive the same pay, it is not yet the case that a man and a woman are just as likely as each other to do the same jobs.

All public sector employers with 250 or more employees are required to publish information about gender pay gaps, i.e. the difference between the pay of men and women in the organisation. We're keen to take a moment to review our pay gaps and to celebrate our achievements, to inform our ongoing journey.

"I am pleased to report that we have broadly maintained the successful progression of last year's mean hourly pay gap and have further decreased the median hourly pay gap."

Chief Constable Rob Nixon QPM
Leicestershire Police

Overview

In this update we talk about the mean and the median pay gaps in hourly rates of pay between men and women.

The mean is what we often refer to as the average. For example, if you take 10 different salaries, add up the values then divide by 10 you get the mean salary.

The median represents the middle value, for example if you listed all the salaries in order of value half of the people earn more and half earn less than the middle value. The median can be a preferable way of reflecting the 'typical' employee as it's not affected by having a few people on very high levels of pay, in the way that the mean is.

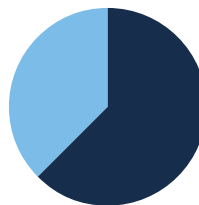
We're also required to report on quartiles, i.e. what proportion of people in the highest pay bracket is women compared to men, what that gender split is for the lowest pay bracket, and what the split is for the two pay brackets in between. Lastly we also report on what percentage of women and men receive bonuses.

We report this data for our Police Officers and for our Police Staff, as well as combined.

Differences between Police Officers and Police Staff Pay and Conditions of Service

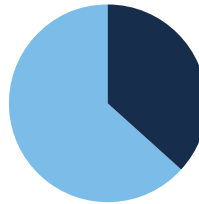
Police Officers - set by statute with pay scales for each rank and annual increments subject to satisfactory performance. Full time = 40 hour per week.

Police Staff - in line with national Police Staff Council payscales, applied locally to each force, other nationally and locally set conditions and Employment law. Full time = 37 hours per week.



2347 Police Officers

■ 1470 Male
■ 877 Female



1898 Police Staff

■ 698 Male
■ 1200 Female



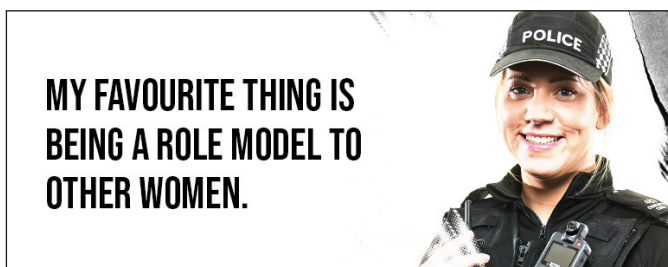
Overall, I am pleased to report that we have broadly maintained the successful progression of last year's mean hourly pay gap and have further decreased the median hourly pay gap by more than a percentage point.

This is good news and a reflection on the positive work our teams are doing. We are really conscious that the whole picture around inclusion and equality is of course much broader. Representation is important for us and we are working hard to increase the proportion of women in policing, at all levels and ranks, through our attraction, recruitment, retention and promotion initiatives.

We work with schools and universities and run interactive roadshows and webinars to get our inclusive message across. PCs in our Recruiting team and Positive Action team give 1:1 coaching for applicants from a minority group through all the different stages of recruitment. Onboarding mentoring is then put in place for as long as the person wants it.

All Police Officers going through a promotion process are eligible for positive action support from an external provider if they are from an under-represented group.

In the year 2022-23, our intake of police officers was 50% female, 50% male. Five years ago this gender split was 44% female, 56% male so we're really pleased to have got to where we want to be in terms of our gender representation among incoming Police Officers. That's alongside achieving our overall recruitment target for the national Officer Uplift programme.



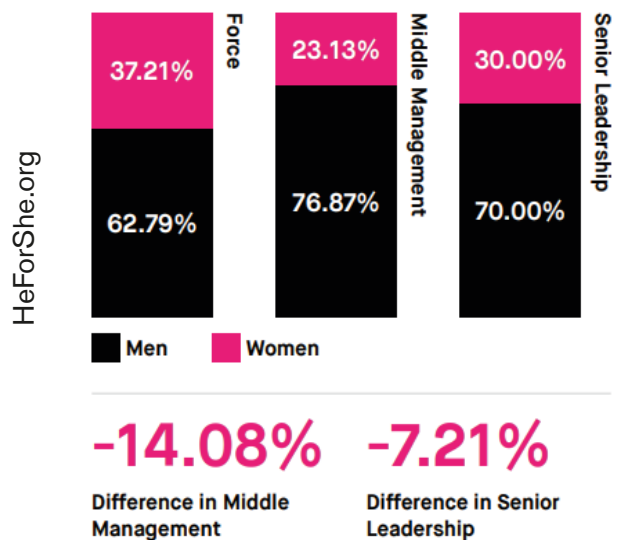
Improved representation at recruitment will improve representation throughout Team Leicestershire if we also work to retain our people. Already 37% of our Police Officers are women compared to 35% last year which is a step forward. Through our various wellbeing and engagement initiatives we're keen to provide a good experience at work and remain an employer of choice.

We've done a lot of work to get people talking more about menopause and menstruation. We've achieved Menopause Friendly Accreditation and are pleased to be linking with HenPicked to support and inspire our people to overcome barriers.

We give 1:1 support with the Job-Related Fitness Test for people returning from parental leave. We know many women especially will not feel ready to run it in front of a group yet.

Our "KIT Day" events twice a year have been hugely popular especially with women on parental leave. Giving a community feel and practical advice to support people back to work directly helps our retention and progression of women in policing.

The latest Gender Equality in UK Policing Report (2023) cites Leicestershire Police as a "Good practice example". Compared to 2022 we have seen increased representation of women across policing and in middle management roles and a maintenance in senior roles.



Whilst we celebrate our achievements we're not complacent; we recognise that there is much work to be done to ensure the increased representation of women in policing tracks through to increased representation in more senior roles. Through this, we are looking forward to further narrowing the gender pay gap at Leicestershire Police.

Our leaver rates:

- 7.4% of male Police Officers
- 5% of female Police Officers
- 11.8% of male Police Staff
- 14.8% of female Police Staff

The Data

Gender pay gap data

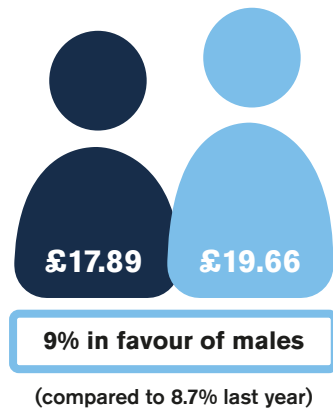
The visuals below include all full pay relevant (full and part time) police officers and police staff employed by Leicestershire Police on the snapshot date of 31 March 2023.

Hourly pay- mean and median

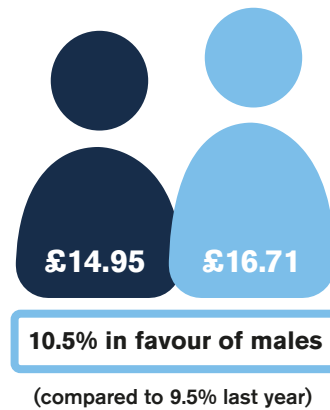
● Female ● Male

Mean gender pay gap

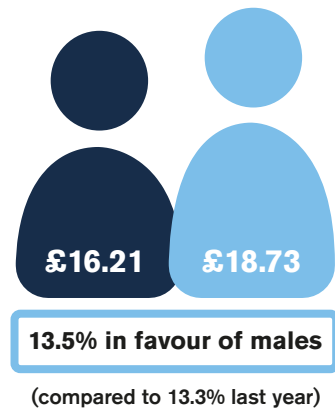
Police officers



Police staff

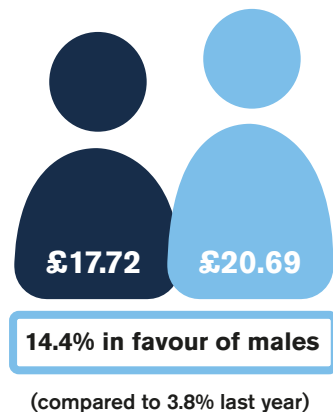


All staff

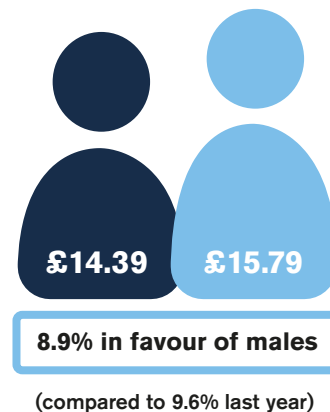


Median gender pay gap

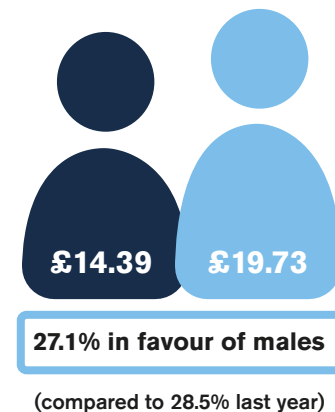
Police officers



Police staff



All staff



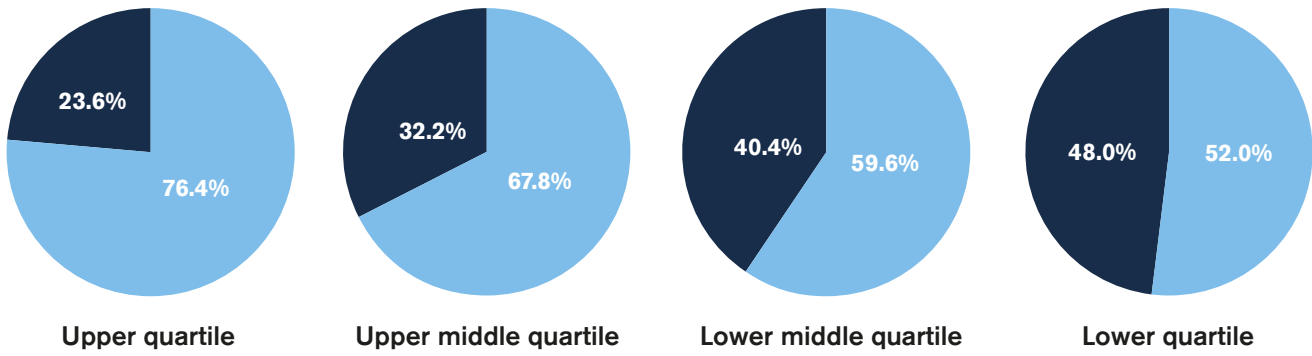
Recruiting a greater proportion of women as new PCs is great news for improving female representation, however as new PCs are the lowest paid rank this will initially have an adverse impact on our pay gap. It is very pleasing, therefore, to see that the combined Police Officer and Police Staff Median pay gap has in fact further narrowed this year. Contributing to this is all the good work done through our workforce planning and career development initiatives.

Those successful in the recent Chief Inspector and Superintendent promotion processes were enrolled onto the Level 7 Chartered Management Institute accredited Inclusive Leadership Programme. This provides the skillset to thrive at higher ranks. Police staff can also be enrolled.

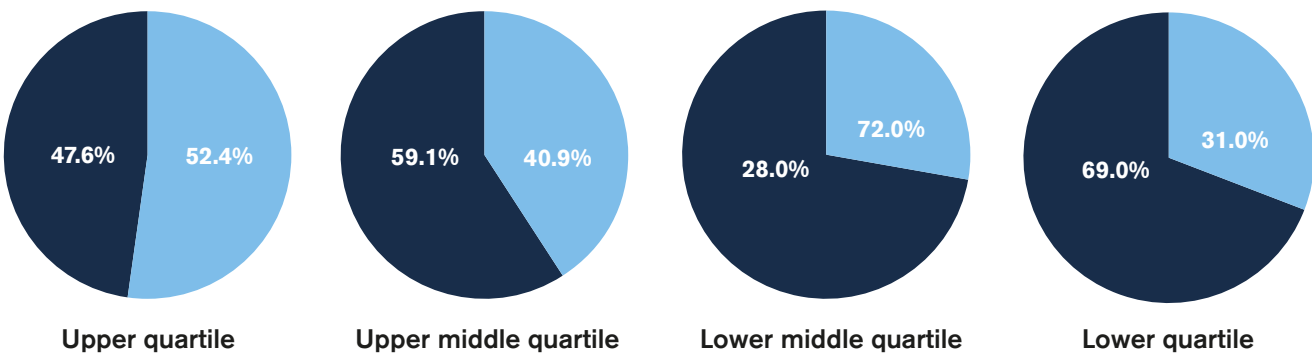
Hourly pay- quartiles

Female Male

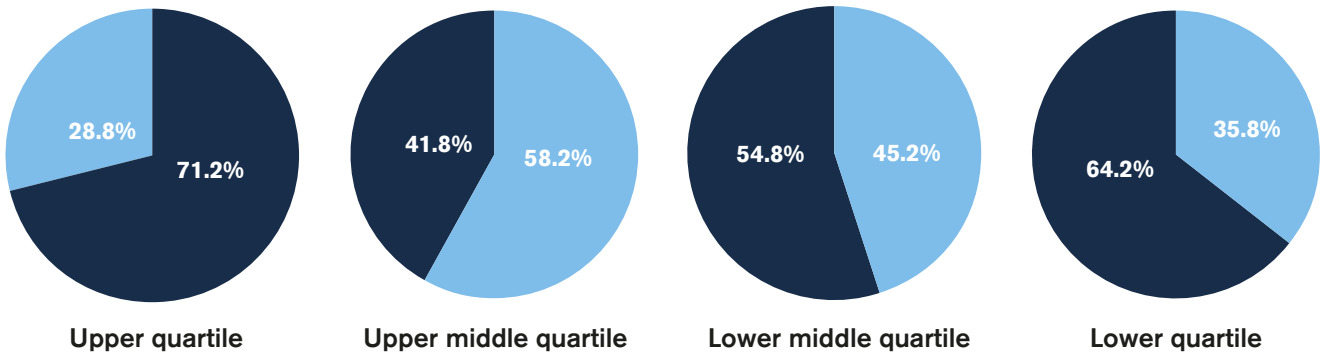
Police officer pay quartiles



Police staff pay quartiles



All combined pay quartiles



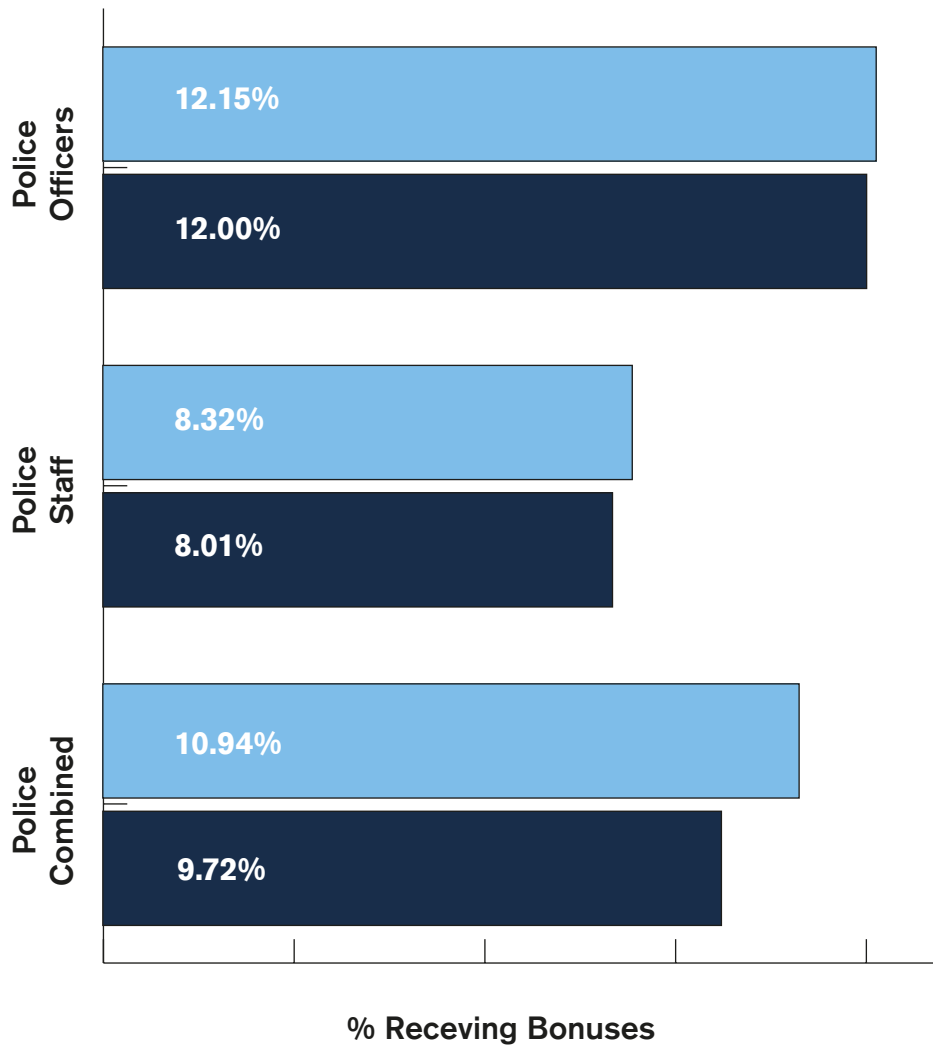
The distribution of men and women in the pay quartiles has remained similar to last year, despite the potential adverse influence of increased representation of women in police roles. We continue to run initiatives to encourage women to progress into senior roles and look forward to this positively impacting on our pay gender split.

Our Career Pathways process for Police Officer postings ensures development opportunities are accessible to all based on clear criteria. A current review is considering a positive action statement and specific consideration of officers returning from maternity leave.

Bonus pay

Female Male

Proportion receiving bonus payments

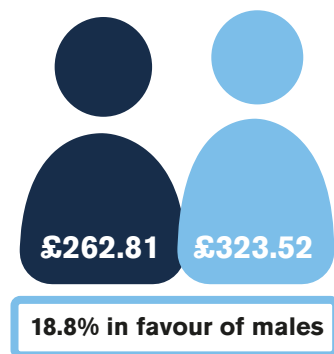


It is really pleasing to see that proportions of men and women receiving bonuses are even more closely matched than last year for both Police Officers and Police Staff, as well as all staff combined.

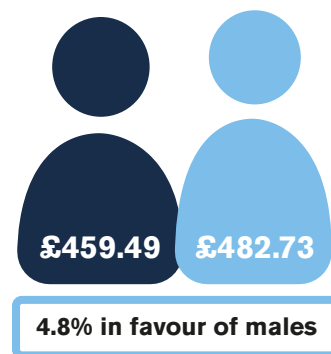
Our procedures for bonus payments are applied universally and I look forward to seeing equitable distribution continue.

Mean bonus payment pay gap

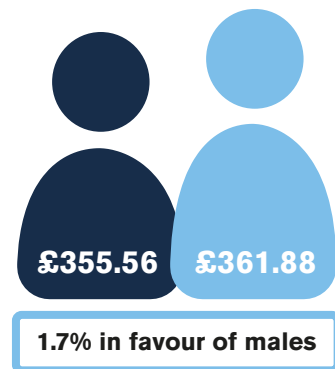
Police officers



Police staff

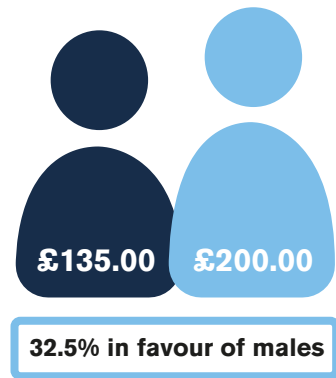


All staff

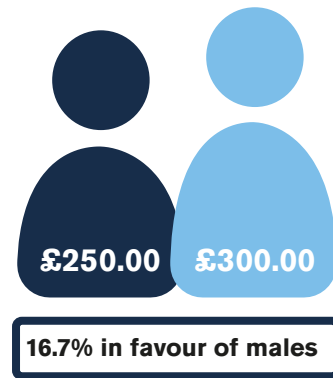


Median bonus payment pay gap

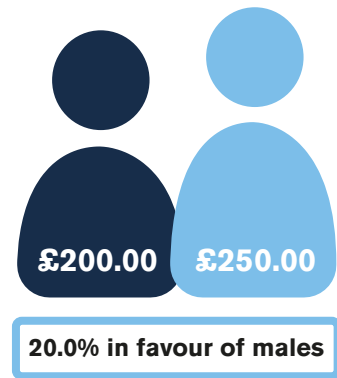
Police officers



Police staff



All staff



Bonus payments

We have seen a narrowing of the pay gap this year for the mean amount paid as bonuses to Police Officers as well as to all staff combined. There has also been a narrowing of the gap for the median bonus amount for Police Officers and a maintenance of the gap for all staff combined.

Bonuses are paid for a variety of reasons within a defined process of authorisation. Situations include where a Police Officer dealt with a badly decomposed body or tutored a new PC over a period of time or where a Police Staff member undertook a significant extra piece of work or provided prolonged cover for a more senior role.

We're proud of our achievements to be a modern, progressive police force and are passionate about being representative of the communities we serve.



About this audit- calculations

This is the seventh annual gender pay report for Leicestershire Police.

This report is based on data taken from the 'snapshot date' for public sector employers of 31 March 2023.

The gender bonus gap information is based on the bonus data taken from the 1 April 2022 to 31 March 2023.

The report has been produced in line with the Equalities Act 2010 and associated ACAS Guidance 'Managing Gender Pay Gap reporting'.

Any agency workers who provide services for Leicestershire Police are included in the publication for the relevant agency.

Police officers and police staff on secondment to outside the force area in the UK or overseas and being paid for by Leicestershire Police on the snapshot date are included within the report.

What is included within the data analysis:-

'Ordinary Pay' data includes basic pay, payments for extra responsibilities and on call.

Gross figures are used before tax and any deductions for pension contributions and after any deductions for salary sacrifice.

'Bonus Payment' data includes any rewards relating to productivity, incentive and performance. Included within the report are honoraria payments for police staff and bonus payments for police officers (further detail outlined below).

Police officers

The Chief Constable can award a one off bonus payment to an individual police officer of £50 to £500 per head for demanding, unpleasant or outstanding work. The Chief Constable can also recognise whole teams of police officers with a team recognition payment capped at up to £100 per officer.

Police staff

Police forces have the discretion to pay honoraria bonus payments, either as an addition to monthly salary for a set period of time, or as a one off discretionary lump sum. A policy is decided by local collective agreement. Currently within Leicestershire Police a discretionary lump sum is usually given on the completion of a particular project or to reward an exceptional piece of work. These one off payments are capped at £500.

The force does not have bonuses relating to commission or profit sharing.

What is not included within the data analysis:-

Overtime pay, redundancy pay, pay related to termination of employment, payments of authorised expenses, pay in lieu of annual leave, salary sacrifice schemes, housing allowances, allowances earned during overtime hours, any interest free loans, or benefits in kind.

