

Gender Pay Gap Report

Snapshot date: 31 March 2024



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 reduced our mean hourly pay gap since last year and have maintained the previous years' decreases in our 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, women and, for the first year, people recording a non-binary identity.

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.

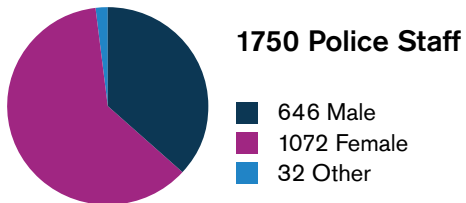
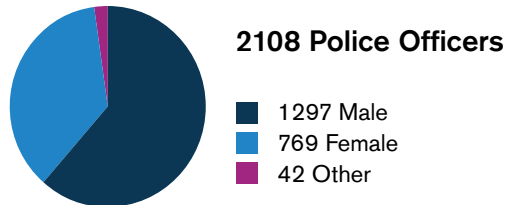
We're also required to report on quartiles, i.e. what proportion of people in the highest pay bracket is women compared to men, what that gender split is for the lowest pay bracket, and what the split is for the two pay brackets in between. Lastly we're required to report on what percentage of women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



Overall, I am pleased to report that we have reduced our mean hourly pay gap since last year and have maintained the previous years' decreases in our median hourly pay gap.

This is good news and a reflection on the positive work our teams are doing. We are 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.

During 2023-24 we have again achieved a 50% female, 50% male intake of Police Officers. The number of female Police Officers leaving was well below half the number of male Police Officers leaving. Amongst our Police Staff joiners, approximately twice as many women joined as men however we do not see twice as many women leaving as men; we see a lower leaver rate among women.

We work with schools and universities and run interactive roadshows and webinars to get our inclusive message across. PCs in our Recruiting and Positive Action teams 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 from an under-represented group who are going through a promotion process are eligible for positive action support from an external coach as well as internal positive action lead.

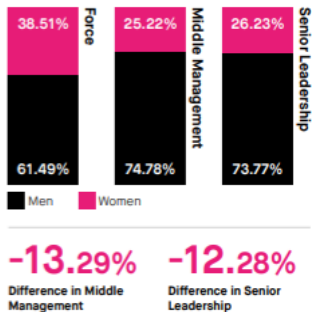
Our high-profile, internal "You're Right, That's Wrong" multi-media campaign tackling misogyny and sexism in the workplace has been hailed as best practice in the HeForShe, Gender Equality in UK Policing report 2024.

We're renewing efforts around improving representation in specialist policing units like firearms. A new range of trial sessions, open days, training tasters and attachments is giving an authentic insight into the roles and we're starting to see that convert to an increase in female representation.

A critical review of recruitment into our specialist training roles has yielded successes already including our first female driver trainer and our first female Chief Taser Instructor.



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% two years ago 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.



The latest Gender Equality in UK Policing Report (2024) cites Leicestershire Police as a "Good practice example". Compared to 2023 we have seen increased representation of women across policing and in middle management roles.

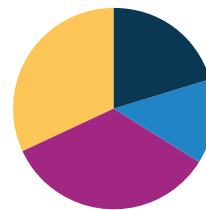
Whilst we celebrate our achievements we're not complacent; we recognise that there is much work to be done to ensure the increased representation of women in policing tracks through to increased representation in more senior roles. Through this, we are looking forward to further narrowing the gender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

We're normalising conversations about topics such as menopause, menstruation and breastfeeding. 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.

Having boosted our recruitment activities we're now looking forward to expanding our post-recruitment positive action offer in 2025 .



Our Leaver Rates:

- 9% of Male Police Officers
- 6% of Female Police Officers
- 15% of Male Police Staff
- 14% of Female Police Staff



Calculations

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 2024.

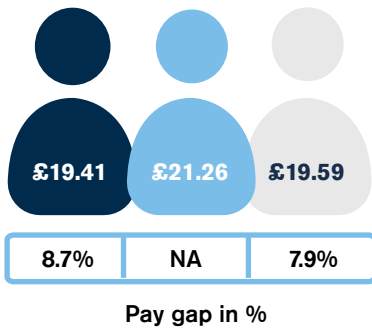
Gender pay gap data

Hourly pay- mean and median

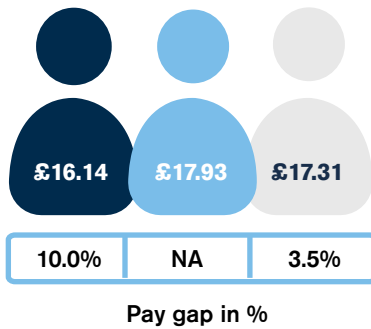


Mean gender pay gap

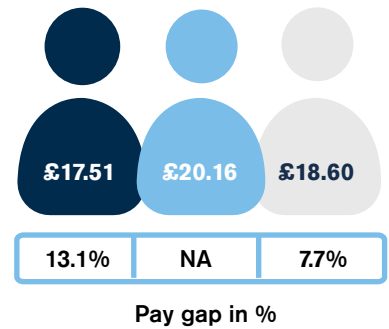
Police officers



Police staff

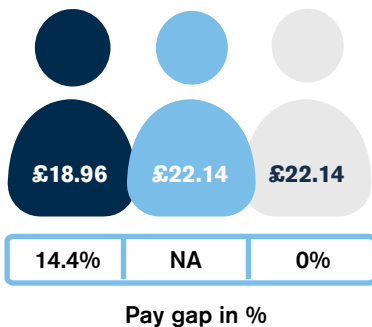


All staff

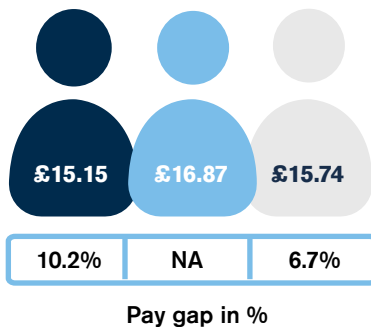


Median gender pay gap

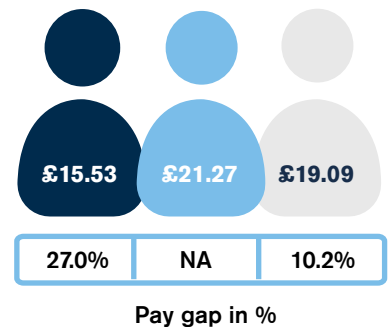
Police officers



Police staff



All staff



Recruiting a greater proportion of women as new PCs improves our female representation, however as new PCs are the lowest paid rank this will initially have an adverse impact on our pay gap. It is pleasing, therefore, to see that the Police Officer mean hourly pay gap has narrowed slightly again this year.

We raise the profile of gender equality in policing through the Gender Steering Group, chaired by the Chief Constable, provision of an active Women's Inclusive Network and campaigns to celebrate International Women' Day and Women's history month.

Those successful in our 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.

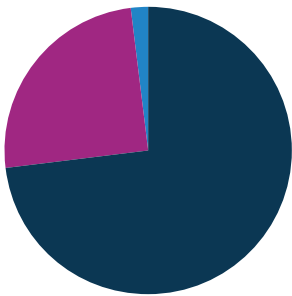
We offer three 1:1 coaching sessions for all Police Officers and Police Staff completing the Inclusive Leadership Development Programmes.

We continue to roll out our mandatory one-day group EDI input for all colleagues, delivered by an external subject matter expert.



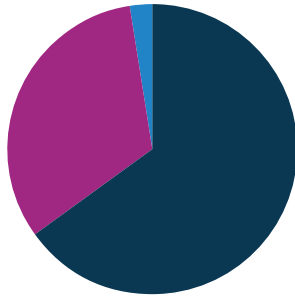
Hourly pay- quartiles

Police officer pay quartiles



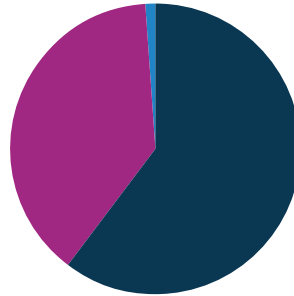
Upper quartile

Male 73.1%
Female 25.2%
NB/U/O 1.7%



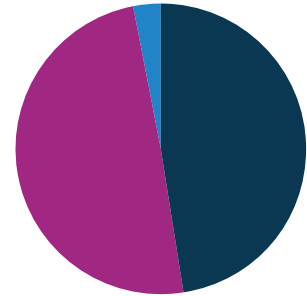
Upper middle quartile

Male 65.1%
Female 32.6%
NB/U/O 2.3%



Lower middle quartile

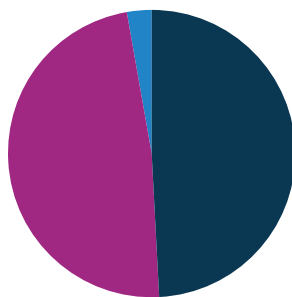
Male 60.3%
Female 38.7%
NB/U/O 0.9%



Lower quartile

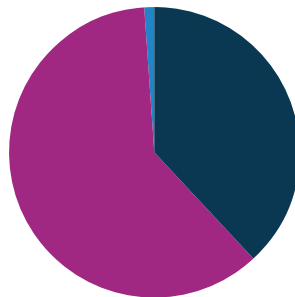
Male 47.6%
Female 49.3%
NB/U/O 3.0%

Police staff pay quartiles



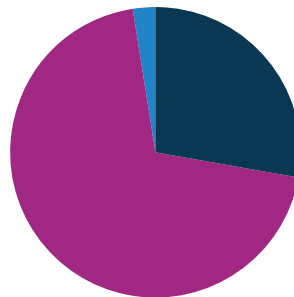
Upper quartile

Male 49.2%
Female 48.1%
NB/U/O 2.7%



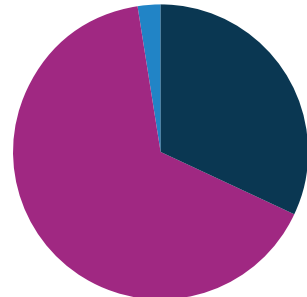
Upper middle quartile

Male 38.1%
Female 61.0%
NB/U/O 0.9%



Lower middle quartile

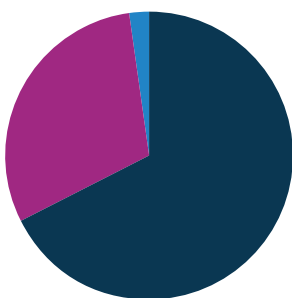
Male 28.3%
Female 70.3%
NB/U/O 2.3%



Lower quartile

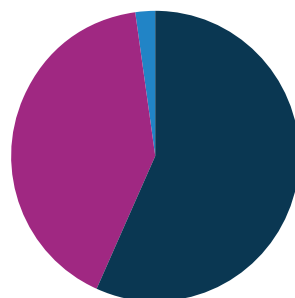
Male 32.0%
Female 65.7%
NB/U/O 2.3%

All combined pay quartiles



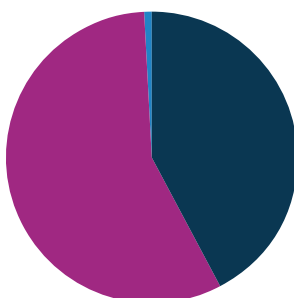
Upper quartile

Male 67.7%
Female 30.3%
NB/U/O 2.0%



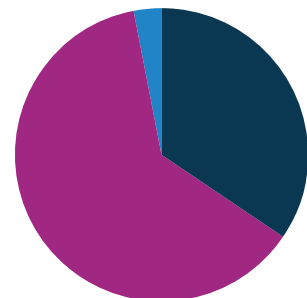
Upper middle quartile

Male 56.7%
Female 41.2%
NB/U/O 2.1%



Lower middle quartile

Male 42.4%
Female 57.0%
NB/U/O 0.6%



Lower quartile

Male 34.6%
Female 62.3%
NB/U/O 3.0%

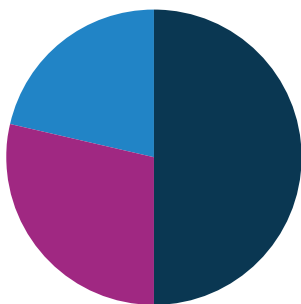
The distribution of men and women in the pay quartiles has seen a pleasing improvement compared to last year. We continue to run initiatives to encourage women to progress into senior roles and look forward to this further improving our pay gender split.

Our facilitated Courageous Conversations workshops enable people to raise and review the handling of situations in open and confidential dialogue both with, and in the absence of, senior officers. Sessions are themed covering topics such as violence against women and girls and draw out issues arising from the annual workforce survey.

Our Career Pathways process for Police Officer postings ensures development opportunities are accessible to all based on clear criteria.

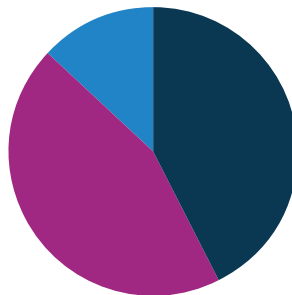
We have 10 senior leaders from under-represented groups receiving positive action development through professional development coaches.

Proportion Receiving Bonus Payments



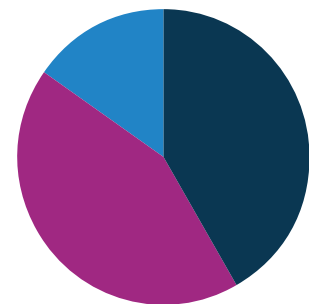
Police officers

■ Male 5.9%
 ■ Female 3.4%
 ■ NB/U/O 2.4%



Police staff

■ Male 10.2%
 ■ Female 10.6%
 ■ NB/U/O 3.1%



All

■ Male 7.4%
 ■ Female 7.6%
 ■ NB/U/O 2.7%

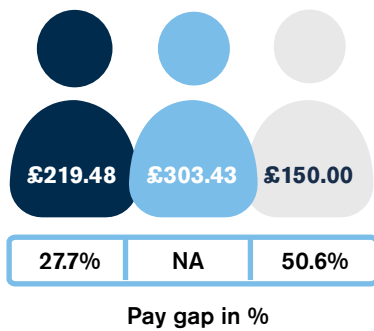
It is reassuring to see that proportions of men and women receiving bonuses remain relatively closely matched. Whilst the proportion of staff who declare neither a Male or Female identity appear to receive fewer bonuses, this is a comparatively smaller data set and it will be interesting to see how this data progresses in future years.

Mean and Median Bonusses and Pay Gaps

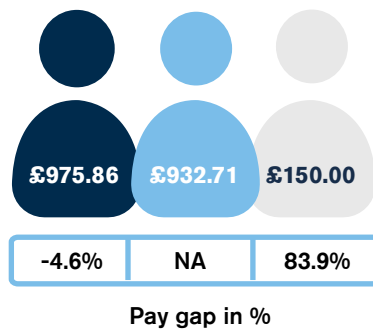


Mean gender pay gap

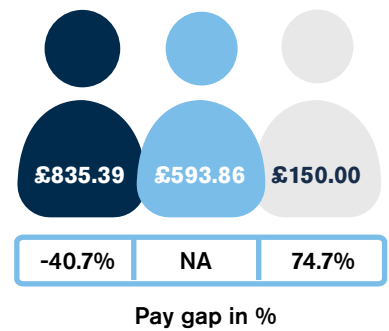
Police officers



Police staff

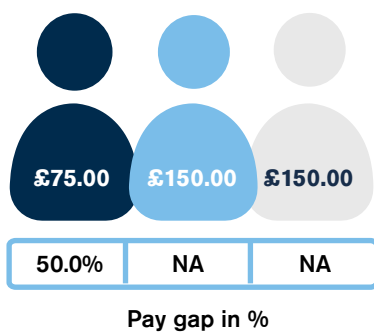


All staff

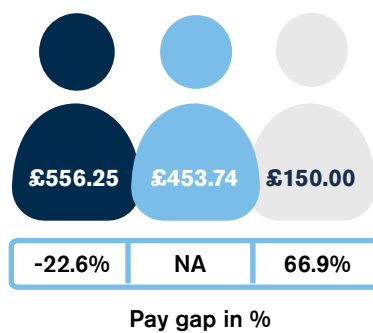


Median gender pay gap

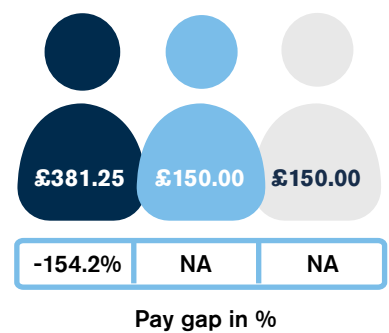
Police officers



Police staff



All staff



Whilst we have seen a slight widening of the pay gap for bonuses paid to Police Officers, we have seen a significant reversal of the pay gap for bonuses paid to Police Staff, or when looking at all bonuses for the groups combined.

Bonuses are paid for a variety of reasons within a robust authorisation process. Examples 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 eighth 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 2024.

The gender bonus gap information is based on the bonus data taken from the 1 April 2023 to 31 March 2024. 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

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.

