



Leicestershire
Police



Gender Pay Gap Report

Snapshot date: 31 March 2025

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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 achieved notable reductions in our mean and median hourly pay gaps over the last year as well as improvement in our pay quartiles."

**T/ Chief Constable
David Sandall**

Overview

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

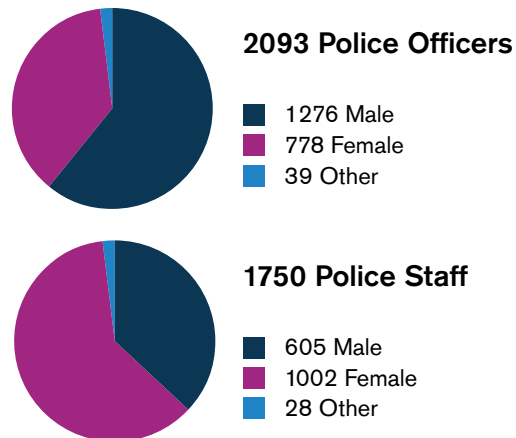
We're also required to report on quartiles, i.e. what proportion of people in the highest pay bracket is women compared to men, what that gender split is for the lowest pay bracket, and what the split is for the two pay brackets in between. Lastly we're required to report on what percentage of women 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 and our median hourly pay gap since last year, both for police officers and for police staff.

This is good news again this year, 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.

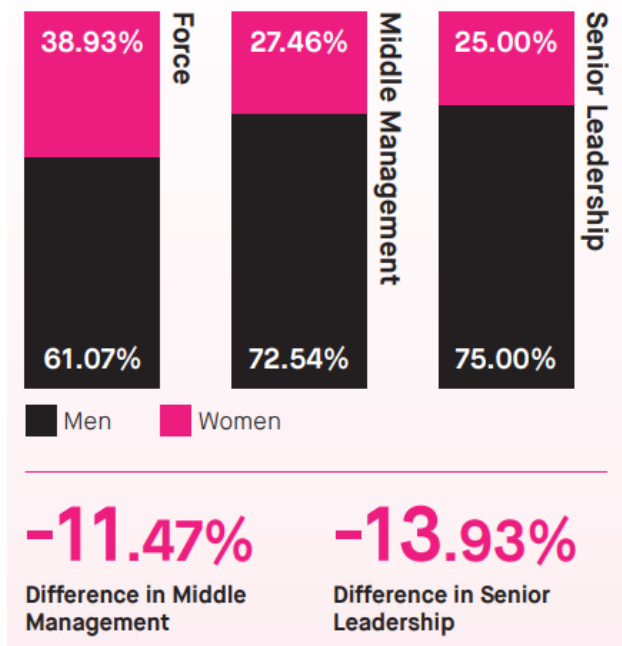
During 2024-25 we had 110 male and 67 female officers join which is a ratio of around 1:0.6. We had 121 male officers and 58 female officers leaving which is a ratio of 1:0.5 ie a lower representation of females leaving. We had 69 males and 90 females join as police staff which is a ratio of 1:1.3, a stronger representation of males compared to our background population where the ratio is 1:1.7.

We have seen our proportion of female Police Officers increase again over the 12 months up to 31st March 2025, from 36.5% to 37.2%. The Home Office Accredited Official Statistics for the national police workforce shows that at 31st March 2025, 36.1% of Police Officers nationally were female; in Leicestershire Police this was 37.2%.

	Nationally	Leicestershire
Female	36.1%	37.2%

NB National Statistics do not include a Non Binary / Other category

Improved representation at recruitment will improve representation throughout Team Leicestershire if we also work to retain our people. 37% of our Police Officers are women, compared to 35% three 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 (2025) cites Leicestershire Police as a “Good practice example”. Compared to 2024, we have again seen increased representation of women across policing and in middle management roles.

Whilst we celebrate our achievements, as always, 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.



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 2025.

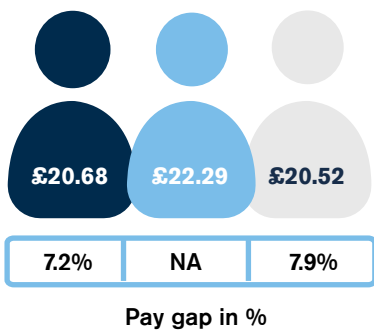
Gender pay gap data

Hourly pay- mean and median

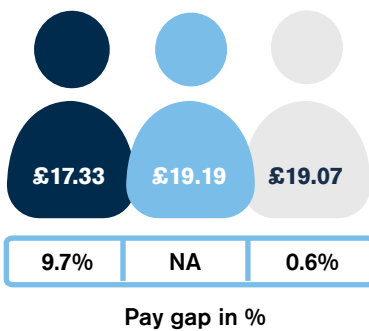


Mean gender pay gap

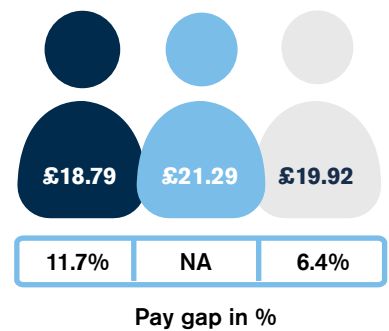
Police officers



Police staff

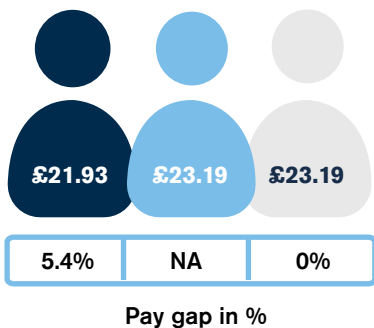


All staff

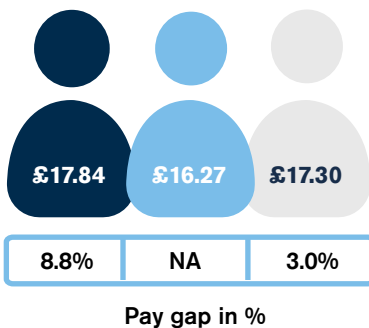


Median gender pay gap

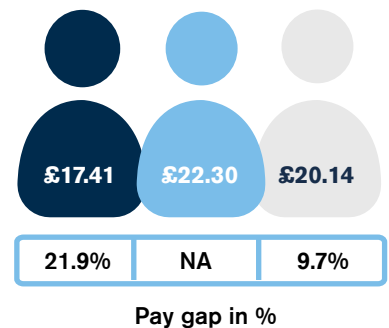
Police officers



Police staff



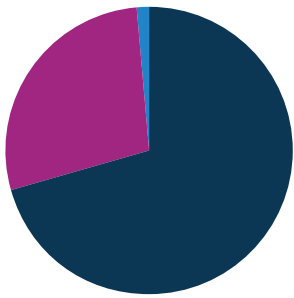
All staff



Recruiting a greater proportion of women as new PCs improves our female representation, however as new PCs are the lowest paid rank this can initially have an adverse impact on pay gaps. It is pleasing, therefore, to see that the Police Officer mean hourly pay gap has narrowed appreciably this year and the median pay gap has narrowed significantly. Our Police Staff mean and median pay gaps have notably narrowed as well.

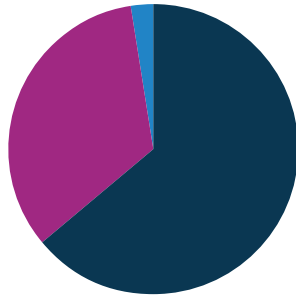
Hourly pay- quartiles

Police officer pay quartiles



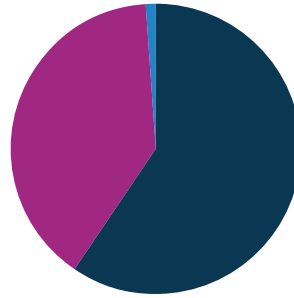
Upper quartile

■ Male 70.7%
■ Female 27.9%
■ NB/U/O 1.3%



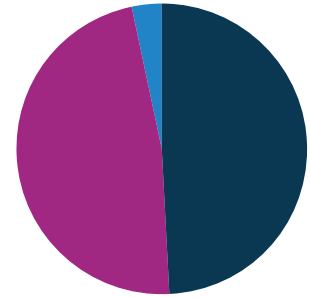
Upper middle quartile

■ Male 64.1%
■ Female 33.7%
■ NB/U/O 2.3%



Lower middle quartile

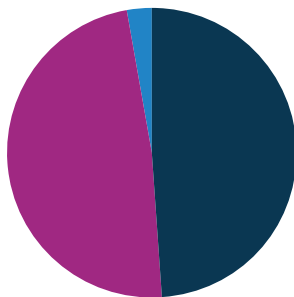
■ Male 59.7%
■ Female 39.6%
■ NB/U/O 0.8%



Lower quartile

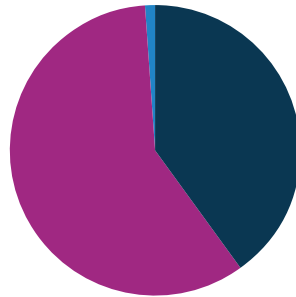
■ Male 49.4%
■ Female 47.5%
■ NB/U/O 3.1%

Police staff pay quartiles



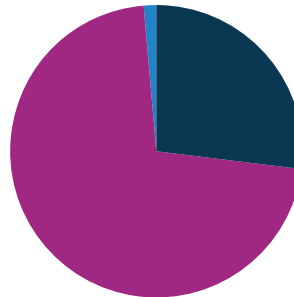
Upper quartile

■ Male 49.1%
■ Female 48.2%
■ NB/U/O 2.7%



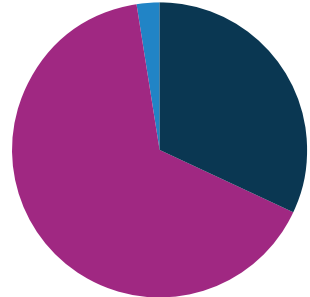
Upper middle quartile

■ Male 40.1%
■ Female 58.9%
■ NB/U/O 1.0%



Lower middle quartile

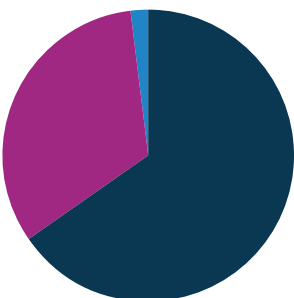
■ Male 27.1%
■ Female 71.6%
■ NB/U/O 1.2%



Lower quartile

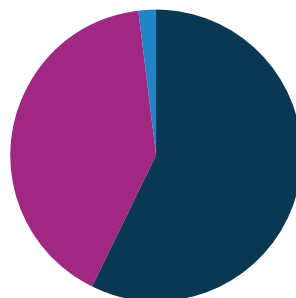
■ Male 31.6%
■ Female 66.4%
■ NB/U/O 2.0%

All combined pay quartiles



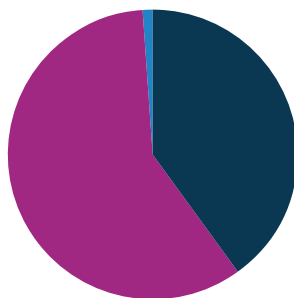
Upper quartile

■ Male 65.5%
■ Female 32.7%
■ NB/U/O 1.8%



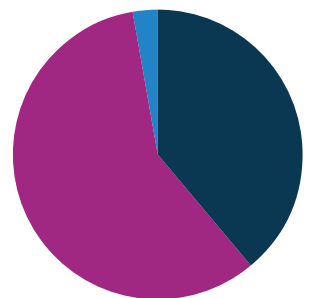
Upper middle quartile

■ Male 57.4%
■ Female 40.7%
■ NB/U/O 1.9%



Lower middle quartile

■ Male 40.0%
■ Female 59.1%
■ NB/U/O 0.9%

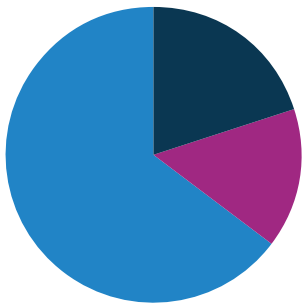


Lower quartile

■ Male 38.9%
■ Female 58.5%
■ NB/U/O 2.6%

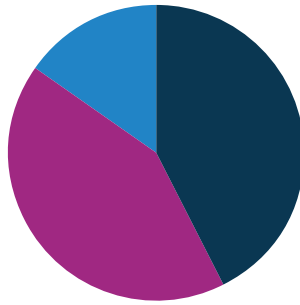
The distribution of men and women in the pay quartiles has seen some improvement compared to last year. For police officers there is a better representation of females in both of the top two quartiles. We continue to run initiatives to encourage women to progress into senior roles and look forward to this further improving our pay gender split.

Proportion Receiving Bonus Payments



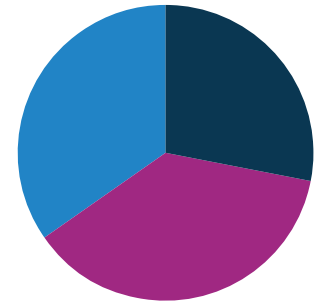
Police officers

Male 2.4%
Female 1.8%
NB/U/O 7.7%



Police staff

Male 10.2%
Female 10.1%
NB/U/O 3.6%

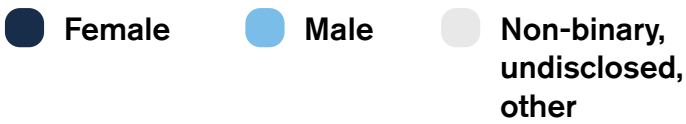


All

Male 4.9%
Female 6.5%
NB/U/O 6.0%

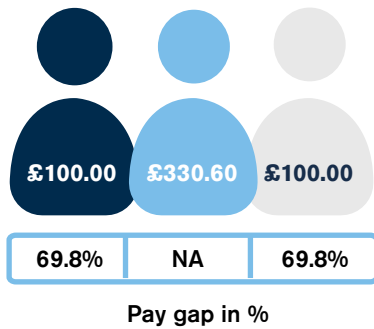
There appears a slightly greater disparity this year between males and females receiving bonuses however fewer payments were made (47 for Police Officers, 164 for Police Staff) so the figures are more easily skewed. Of the Police Officer bonuses that were greater than £500, all 4 were for males.

Mean and Median Bonusses and Pay Gaps

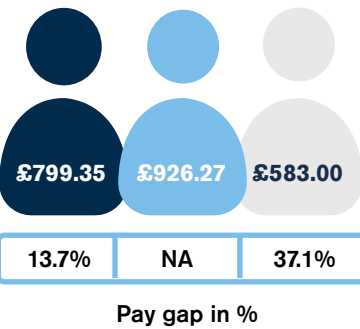


Mean gender pay gap

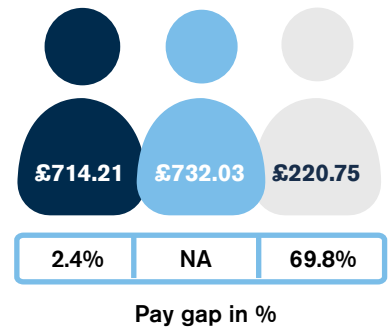
Police officers



Police staff

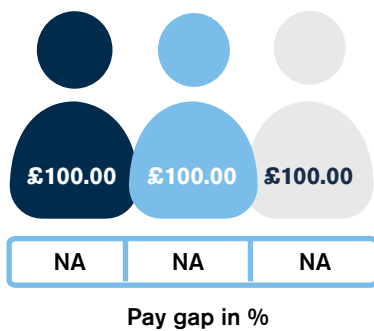


All staff

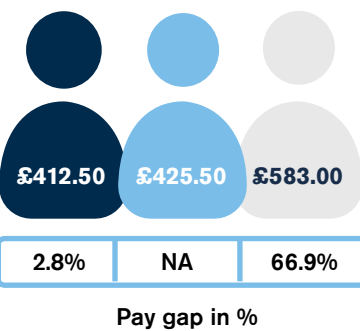


Median gender pay gap

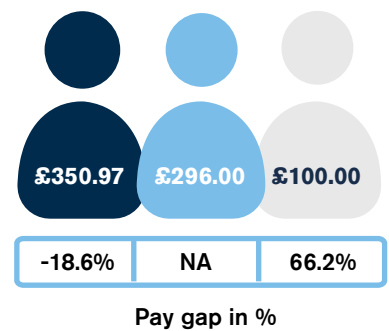
Police officers



Police staff



All staff



Our procedures for bonus payments are applied universally, however, so it will be of interest to see how this trends in future years of reduced bonus payments.

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.

Initiatives

Over the past year we have revitalised our strategic leadership and governance to create the Equality, Diversity, Inclusion and Cohesion Board (EDIC) to ensure that EDI principles are embedded across all polices and practices and to champion an inclusive culture. The board meets quarterly, chaired by the Chief Constable and made up of head of departments and Trade Union, Staff Association and network representatives. Over the coming year we look forward to publishing our new EDI Strategy and bringing it to life with tangible activities throughout the organisation and our communities.

We are working really hard to support our female colleagues and have come a long way with a revamped, and significantly more internally-collaborative, wellbeing and CPD offer.

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 going for promotion interviews, including external candidates, can receive internally and externally provided coaching support if they are from an under-represented group.



Our high-profile, internal “You’re Right, That’s Wrong” multi-media campaign tackling misogyny and sexism in the workplace has continued and been recognised as best practice.

We’re renewing efforts around improving representation in specialist policing units like firearms. A 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.

We’re normalising conversations about topics such as menopause, menstruation and breastfeeding and have seen a cultural shift in this where women are talking more about the support that they can access to help them achieve at work.

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. We have seen an impressive uptake on our personalised wellbeing packages including people accessing the 28-day immunity plan, menopause workshops, menstruation, sleep advice, personal health MOTs, nutrition and other lifestyle interventions.



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. Our annual WIN (Women’s Inclusive Network) conference was a success again this year boosting the CPD offer for women.

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.

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.

We are in the pilot phase of an inclusive succession planning and career aspirations scheme for business-critical roles.

57 Police Officers & Police Staff signed up to the National Mentoring Pilot.

A reverse mentoring scheme is being introduced, where a senior leader is assigned a mentor from an under-represented group.

Police Staff and Officers successful in gaining a place on the Inclusive Leadership Development Programme are enrolled onto the Level 7 Chartered Management Institute accreditation. This provides the skillset to thrive at more senior levels.

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

We have embedded inclusive leadership modules into all levels of our leadership programme that promotes cultural change.

Informal and formal mentoring including via College of Policing’s PushFar platform

We offer three 1:1 coaching sessions for Police Officers and Police Staff from under-represented groups completing the Inclusive Leadership Development Programmes.

Our Force Family Open Day in the summer celebrates our working parents and promotes the culture of support.



About this audit- calculations

This is the ninth 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 2025.

The gender bonus gap information is based on the bonus data taken from the 1 April 2024 to 31 March 2025.

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.

