Foreword

This is the third annual report on gender pay in Thames Valley Police.

As a public service we are passionate about fairness and dedicated to bringing alive our values of fairness, openness and accountability. This report shows that we continue to have a gender pay gap.

It is worth noting that this gap does not arise because of any difference in the pay that men and women working for Thames Valley Police receive for doing the same job. It is associated with an imbalance in the number of women in senior positions or in roles that accrue an additional bonus payment, such as firearms officers.

We continue to work to address this imbalance but as highlighted in our previous reports there is no quick fix that can be applied and making a positive change to our gender pay gap will take time. We have linked the work of our Workforce Board and our Equality, Diversity and Inclusion Action Plan to address this disparity. Along with our leaders and Staff Support Networks I will ensure that equality and inclusion issues are actively considered and addressed at every opportunity.

I am committed to ensuring that we have the right foundations in place for Thames Valley Police to reflect the diversity of the communities we serve and to be in the best possible position to deliver a high quality service to the public.

John Campbell, QPM
Chief Constable
Introduction

Gender Pay reporting within the Equality Act 2010 legislation requires employers with 250 or more employees to publish statutory calculations each year, showing what the pay gap is between men and women within their organisation.

The Gender Pay Gap often gets confused with Equal Pay. The main difference is:

- The gender pay gap is the difference between the average pay of men and women, expressed relative to men’s earnings
- Equal pay is whether a man and woman doing the same (or comparable) job are paid the same.

Thames Valley Police understand the importance of sharing information on our gender pay gap, along with action we are taking to address this, and we are mindful of the need to improve gender balance and create an inclusive environment where all individuals feel equally valued.

This report is based on the snapshot date of 31 March 2019.

<table>
<thead>
<tr>
<th>Description</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean (average) Gender Gap</td>
<td>Difference between the mean hourly rate of pay of male employees and that of female employees as a percentage</td>
</tr>
<tr>
<td>Median (midpoint of a range) Gender Gap</td>
<td>Difference between the median hourly rate of pay of male employees and that of female employees as a percentage</td>
</tr>
<tr>
<td>Mean Bonus Gap</td>
<td>Difference between the mean bonus pay paid to male employees and that paid to female employees as a percentage</td>
</tr>
<tr>
<td>Median Bonus Gap</td>
<td>Difference between the median bonus pay paid to male employees and that paid to female employees as a percentage</td>
</tr>
<tr>
<td>Bonus Proportions</td>
<td>Percentage of male and female employees paid a bonus during the relevant period</td>
</tr>
<tr>
<td>Quartile Pay Bands</td>
<td>Percentage of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands</td>
</tr>
</tbody>
</table>

Background

Thames Valley Police has a workforce made up of both police officers and police staff (which includes Police Community Support Officers). On the police officer side this ranges from the rank of Police Constable up to Chief Constable and on the police staff side, from our lowest grade roles (Broad Band 1) up to Assistant Chief Officer.

At the snapshot date of 31 March 2019, Thames Valley Police had a total of 4,210 males and 3,466 females in the organisation.
The ratio of males to females

Police officers and police staff work to different terms and conditions as well as different pay scales. Police officers’ pay is based on rank, and pay scales are approved by the Home Office as recommended by the Police Remuneration Review Body. Police staff roles are evaluated using the Hay evaluation method. This is the most widely used job evaluation method by both private and public sector organisations throughout the world. The benefit of using this method is that it is ‘value’ free and evaluates a role objectively without bias.

Key Findings

Our Pay Gap Data as of 31 March 2019

Our calculations follow the legislative requirements published on the Gov.uk website. For the purpose of this report all police officers and police staff are considered as employees.

Mean / Median

The mean difference in hourly rate of pay for all full-pay relevant employees

**Police Officers:** Males are paid an average hourly rate of 4.5% higher than females.

**Police Staff:** Males are paid an average hourly rate of 8.2% higher than females.

**Combined:** Males are paid an average hourly rate of 10.3% higher than females.

The median difference in hourly rate of pay for all full-pay relevant employees

**Police Officers:** Males have a 1.0% higher median hourly rate than females.

**Police Staff:** Males have a 4.4% higher median hourly rate than females.

**Combined:** Males have a 20.4% higher median hourly rate than females.

Summary of Mean / Median

Thames Valley Police has a mean gender pay gap of 10.3% and a median gender pay gap of 20.4%.
The high combined figure of 20.4% is the difference between the median pay point per hour for males of £19.65 and the median pay point for females of £15.64 (as shown below).

<table>
<thead>
<tr>
<th>No. of full-pay relevant employees</th>
<th>Median £</th>
<th>Median %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>4188</td>
<td>19.65</td>
</tr>
<tr>
<td>Female</td>
<td>3355</td>
<td>15.64</td>
</tr>
</tbody>
</table>


**Bonus Mean / Median**

The **mean difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2019

**Police Officers:** Males receive an average of **44.4%** higher bonus payments than females.

**Police Staff:** Males receive an average of **-0.6%** lower bonus payments than females.

**Combined:** Males receive an average of **57.8%** higher bonus payments than females.

The **median difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2019

**Police Officers:** Males have a **11.1%** higher median bonus payment than females.

**Police Staff:** Males have a **27.9%** higher median bonus payment than females.

**Combined:** Males have a **50.0%** higher median bonus payment than females.

The **number of employees in each category receiving a bonus payment** in the 12 month period up to the snapshot date of 31 March 2019

![Bar chart showing the number of relevant employees and received bonus for Police Officers and Staff, combined for males and females]

March 2020
In percentage terms the total number of employees receiving a bonus payment in the 12 month period up to 31 March 2019

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Officers</td>
<td>36.80%</td>
<td>20.50%</td>
</tr>
<tr>
<td>Police Staff</td>
<td>13.30%</td>
<td>13.50%</td>
</tr>
<tr>
<td>Combined</td>
<td>30.30%</td>
<td>16.60%</td>
</tr>
</tbody>
</table>

Summary of Bonus Mean / Median

The data has changed little since last year, the proportion of males and females receiving a bonus shows a similar number of males and females claim a bonus. However the amounts claimed by male police officers are higher, which indicates the roles and specialisms that attract higher bonus payments are dominated by men.

Quartiles

The percentage of full-pay employees in each pay quartile

<table>
<thead>
<tr>
<th></th>
<th>Upper Quartile</th>
<th>Upper Middle Quartile</th>
<th>Lower Middle Quartile</th>
<th>Lower Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Police Officers</td>
<td>74.2%</td>
<td>25.8%</td>
<td>74.1%</td>
<td>25.9%</td>
</tr>
<tr>
<td>Police Staff</td>
<td>50.4%</td>
<td>49.6%</td>
<td>43.3%</td>
<td>56.7%</td>
</tr>
<tr>
<td>Combined</td>
<td>72.8%</td>
<td>27.2%</td>
<td>58.9%</td>
<td>41.1%</td>
</tr>
</tbody>
</table>
**Closing the gender pay gap**

Our leaders and Staff Support Networks are continuing to create a culture that values diversity, equality and inclusion and believes this is the golden thread that runs throughout everything that Thames Valley Police does.

Thames Valley Police continues to be dedicated to addressing its gender pay gap. Various tools and initiatives from the Government Equalities Office are being used to help understand and tackle the gap.

Gender pay disparity initiatives are also linked with our Workforce Representation Equality, Diversity and Inclusion Toolkit. This toolkit sets out the key strands to successfully work towards achieving the NPCC and the APCC Policing 2025 vision, which is dedicated to improving leadership, culture, attraction, recruitment, retention and progression. We are committed to creating the right environment to ensure that all equality and inclusion issues are considered and addressed.
Conclusion

Thames Valley Police believes that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We continue to be committed to work towards taking action to understand and close the gender pay gap by supporting and encouraging flexible, creative and innovative ways to attract, develop and retain women. However, being realistic it will take a number of years before any initiatives taken will have an impact on significantly reducing the gap.