

Gender Pay Report 2020



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 2020.

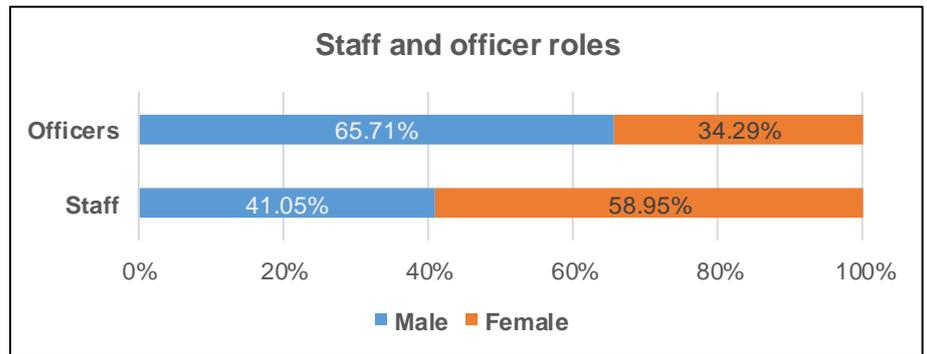
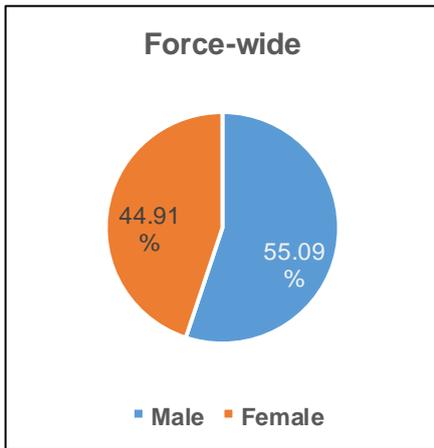
Mean (average) Gender Gap	Difference between the mean hourly rate of pay of male employees and that of female employees as a percentage
Median (midpoint of a range) Gender Gap	Difference between the median hourly rate of pay of male employees and that of female employees as a percentage
Mean Bonus Gap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

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 2020, Thames Valley Police had 8,106 employees of which 54% are police officers and 46% are police staff.

The ratio of males to females



As shown above the majority of police officers are men (65.71%) and the majority of police staff are female (58.95%). Police officers and police staff work to different terms and conditions as well as different pay scales, so combining them could be seen as misleading. 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 Korn Ferry Hay Guide Chart – Profile Method of Job Evaluation. 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 2020

Our calculations follow the legislative requirements published on the [Gov.uk website](https://www.gov.uk). 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 **4.80%** higher than females.

Police Staff: Males are paid an average hourly rate of **7.51%** higher than females.

Combined: Males are paid an average hourly rate of **9.97%** higher than females.

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

Police Officers: Males have a **0.83%** higher median hourly rate than females.

Police Staff: Males have a **5.26%** higher median hourly rate than females.

Combined: Males have a **19.79%** higher median hourly rate than females.

Summary of Mean / Median

Thames Valley Police has a combined mean gender pay gap of 9.97% and a combined median gender pay gap of 19.79%.

The high combined figure of 19.79% is the difference between the median pay point per hour for males of £19.96 and the median pay point for females of £16.01 (as shown below). The different police officer and police staff pay structures are a contributing factor to this high percentage.

	No. of full-pay relevant employees	Median £	Median %
Male	4386	19.96	19.79 %
Female	3575	16.01	

The below table shows the range of mean and median % differences in hourly rates for all reporting police forces:

	Range of % Difference in hourly rate (Mean)	Average Mean %	Range of % Difference in hourly rate (Median)	Average Median %
Snapshot Date 31/03/2020 18 out of 43 Forces Reported	14.7% – 9.4%	11.4%	28.6% - 9.1%	19.8%
Snapshot Date 31/03/2019 37 out of 43 Forces Reported	16.1% - -1.5%	11.3%	29.1% - 0%	19.7%

Thames Valley Police currently sits at 1.4% below the mean average and 0% to the median average. This is subject to change upon more forces reporting their gender pay gap.

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 2020

Police Officers: Males receive an average of **51.21%** higher bonus payments than females.

Police Staff: Males receive an average of **-2.49%** lower bonus payments than females.

Combined: Males receive an average of **54.72%** higher bonus payments than females.

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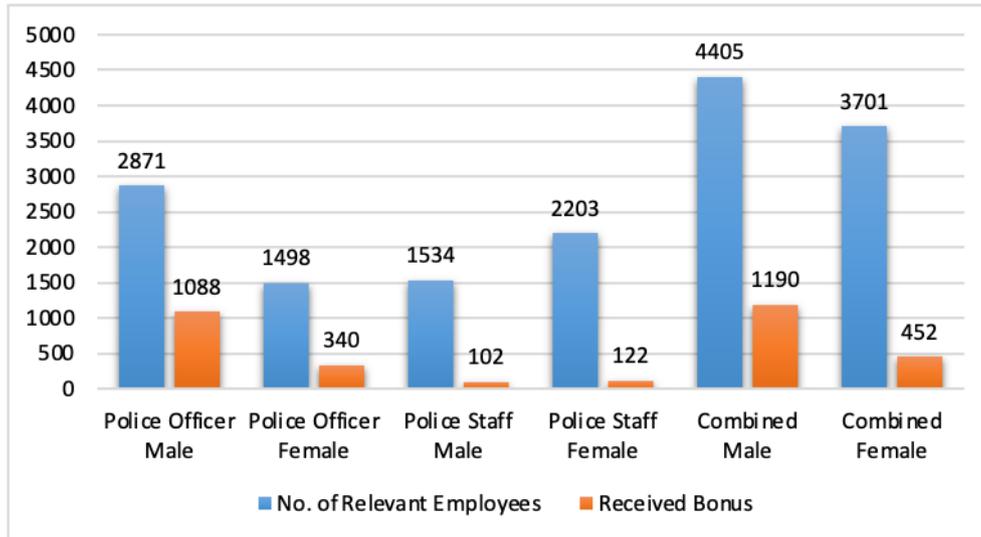
The **median difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2020

Police Officers: Males have a **36.00%** higher median bonus payment than females.

Police Staff: Males & females have an equal median bonus payment (**0.00%**).

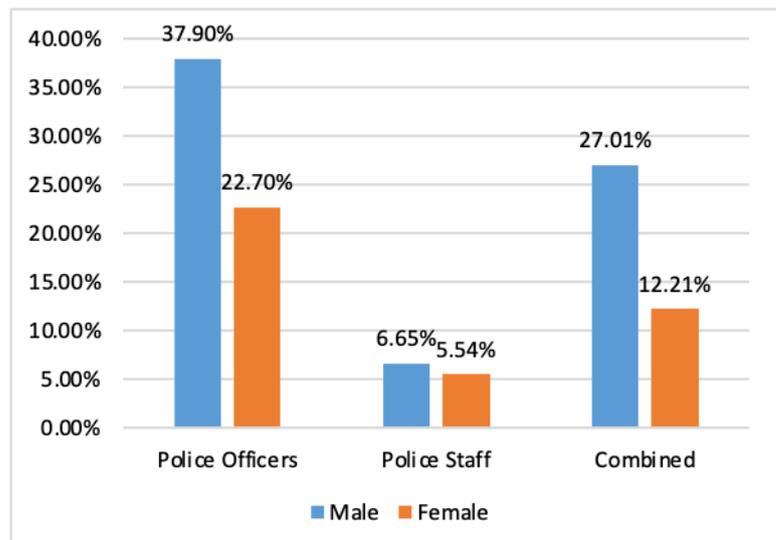
Combined: Males have a **40.00%** higher median bonus payment than females.

The **number of employees in each category receiving a bonus payment** in the 12 month period up to the snapshot date of 31 March 2020



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

	Male	Female
Police Officers	37.90%	22.70%
Police Staff	6.65%	5.54%
Combined	27.01%	12.21%



Summary of Bonus Mean / Median

The proportion of police staff males and females receiving a bonus is less this year, which overall slightly effects the combined proportion. This is a result of two centrally processed bonus payments being delayed and paid outside of this reporting year.

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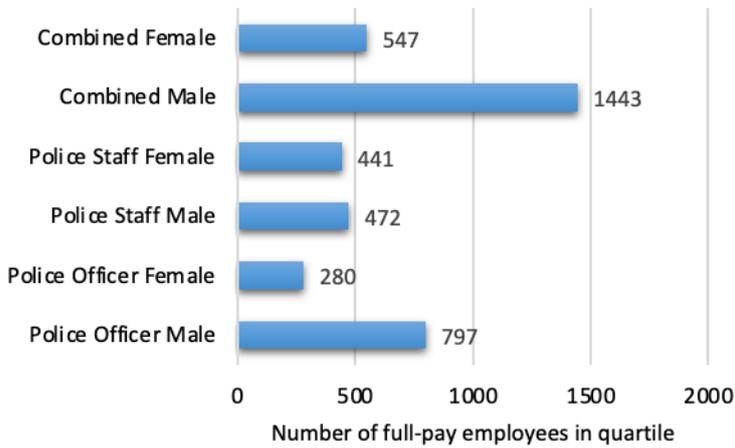
The mean and median for police officers continue to be higher for males. The roles and specialisms that attract higher bonus payments continue to be mostly occupied by men.

Quartiles

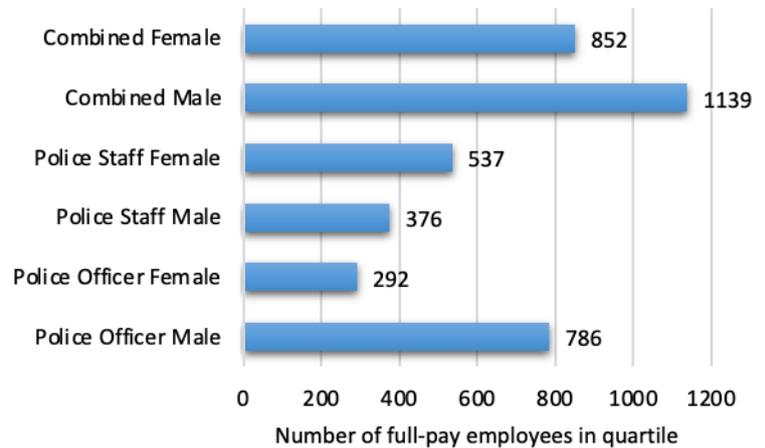
The percentage of full-pay employees in each pay quartile

	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Police Officers	74.0%	26.0%	72.9%	27.1%	57.5%	42.5%	61.1%	38.9%
Police Staff	51.7%	48.3%	41.2%	58.8%	39.5%	60.5%	34.7%	65.3%
Combined	72.5%	27.5%	57.2%	42.8%	45.1%	54.9%	45.6%	54.4%

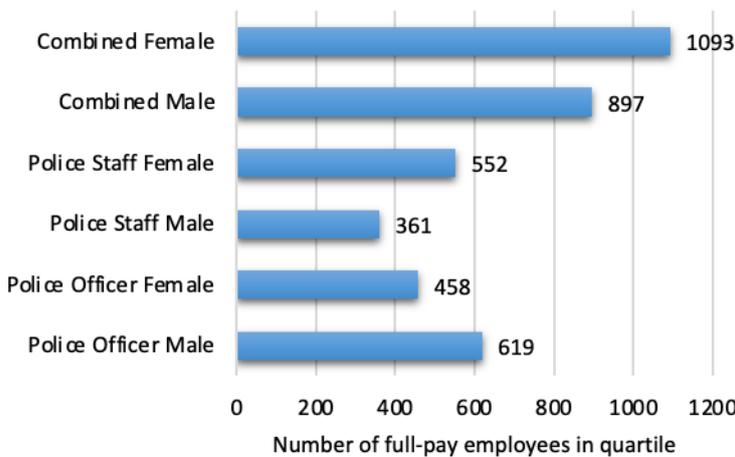
Upper Quartile



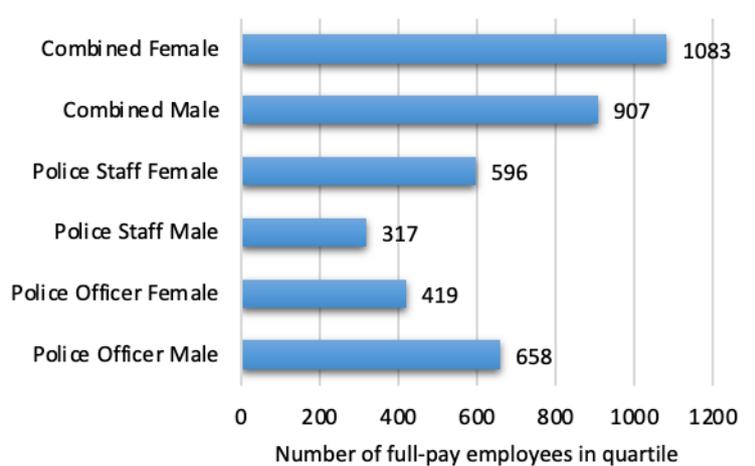
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Summary of Quartiles

The proportion of male police officers and staff continues to increase from the lower to the upper quartile. The percentage of female police officers and staff also continues to be greatest in the lower quartiles. The percentage of female police staff in the upper middle quartile is 13.4% greater than male police staff and 3.4% less than police staff male in the upper quartile.

Closing the gender pay gap

Thames Valley Police continues to be dedicated to addressing its gender pay gap. Our leaders and Staff Support Networks continue 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.

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. With the exception of the differences in pay associated to length of service and performance men and women are paid the same grade for the same job.

The gender pay gap is a result of the differing pay structures, between police officer and police staff 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.