

## 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.

The required gender pay gap figures to calculate, report and publish are:

**Mean (average) gender pay gap using hourly pay** – uses hourly pay of all full-pay employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

**Median (mid-point in a range) gender pay gap using hourly pay** – the difference between the median hourly pay of full-pay male employees and the hourly pay of full-pay female employees.

**Mean (average) gender pay gap using bonus pay** – the difference between the mean bonus pay paid to all male employees, and the bonus pay paid to all female employees as a percentage.

**Median (mid-point in a range) gender pay gap using bonus pay** – the difference between the median bonus pay paid to all male employees, and the bonus pay paid to all female employees as a percentage.

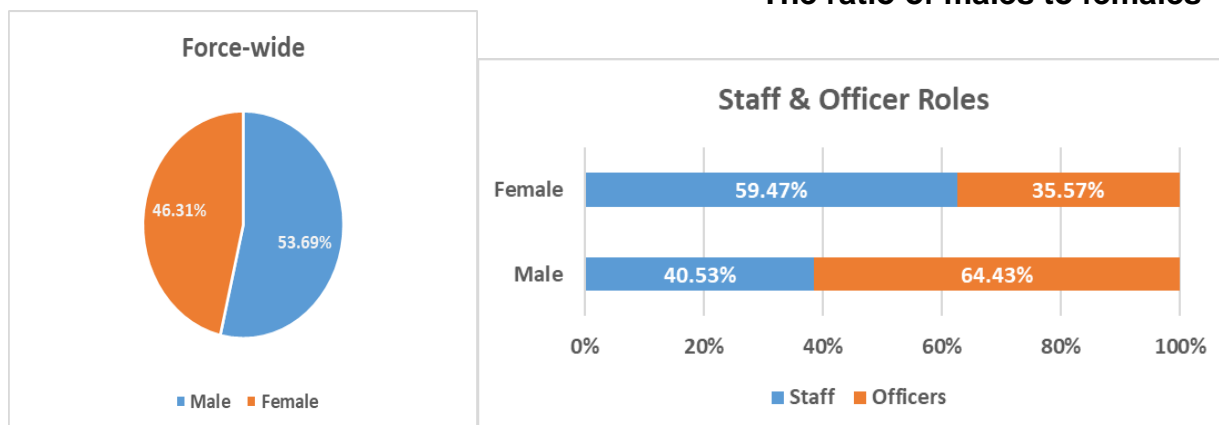
**Percentage of men and women receiving bonus pay** – intended to reflect the distribution of bonus payments made to all male and females employees, who were paid bonus pay in the 12 months that ended on the snapshot date.

**Percentage of men and women in each hourly pay quarter** – the percentage of full-pay male and female employees in four equal sized groups of employees based on their hourly pay.

## 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 up to Assistant Chief Officer.

At the snapshot date of 31 March 2022, Thames Valley Police had 8,072 employees of which 53.69% are male and 46.31% are female.



As shown above the majority of police officers are men 64.43% (65.10% in 2021) and the majority of police staff are female 59.47% (59.58% in 2021). 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 Gender Pay Gap Data as of 31 March 2022

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

**Combined:** Males are paid an average hourly rate of **9.99%** (10.17% in 2021) higher than females.

**Police Officers:** Males are paid an average hourly rate of **5.45%** (4.89% in 2021) higher than females.

**Police Staff:** Males are paid an average hourly rate of **9.34%** (9.09% in 2021) higher than females.

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

**Combined:** Males have a **19.21%** (19.98% in 2021) higher median hourly rate than females.

**Police Officers:** Males have a **0.58%** (0.72% in 2021) higher median hourly rate than females.

**Police Staff:** Males have a **7.11%** (7.55% in 2021) higher median hourly rate than females.

### Summary of Mean / Median

Thames Valley Police has a combined mean gender pay gap of 9.99% (10.17% in 2021) and a combined median gender pay gap of 19.21% (19.98%.in 2021).

The high combined figure of 19.21% is the difference between the median pay point per hour for males of £20.67 (£20.67 in 2021) and the median pay point for females of £16.70 (£16.54 in 2021) as shown in the table 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 %
<b>Male</b>	4334 (4460 in 2021)	£20.67 (£20.67 in 2021)	<b>19.21%</b> <b>(19.98% in 2021)</b>
<b>Female</b>	3738 (3770 in 2021)	£16.70 (£16.54 in 2021)	

For Police Staff, the mean has increased 0.25% whilst the median has decreased by 0.44%; this is a decrease on the previous year when the gap was 2.29%. Police Officer changes remain minimal with mean up 0.56% and median down 0.72%.

The below table shows the range of mean and median % differences in hourly rates for all reporting police forces as at 31 March 2021, 2020, 2019:

	Range of % Difference in hourly rate (Mean)	Average Mean %	TVP Mean %	Range of % Difference in hourly rate (Median)	Average Median %	TVP Median %
<b>Snapshot Date 31/03/2021</b> 43 out of 43 Forces Reported	14.1 % – -1.1%	10.7%	10.2%	38.0% - 0.0%	20.4%	20.0%
<b>Snapshot Date 31/03/2020</b> 41 out of 43 Forces Reported	15.3% – 5.3%	11.0%	10.17%	31.6% - 6.3%	19.2%	19.98%
<b>Snapshot Date 31/03/2019</b> 37 out of 43 Forces Reported	16.1% - -1.5%	11.3%	9.97%	29.1% - 0%	19.7%	19.79%

### 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 2022

**Combined:** Males receive an average of **34.51%** (30.79% in 2021) higher bonus payments than females.

**Police Officers:** Males receive an average of **27.32%** (17.47% in 2021) higher bonus payments than females.

**Police Staff:** Males receive an average of **0.55%** (8.69% in 2021) higher bonus payments than females.

**GENDER PAY REPORT 2022**  
**REPORTING PERIOD 1 APRIL 2021 TO 31 MARCH 2022**



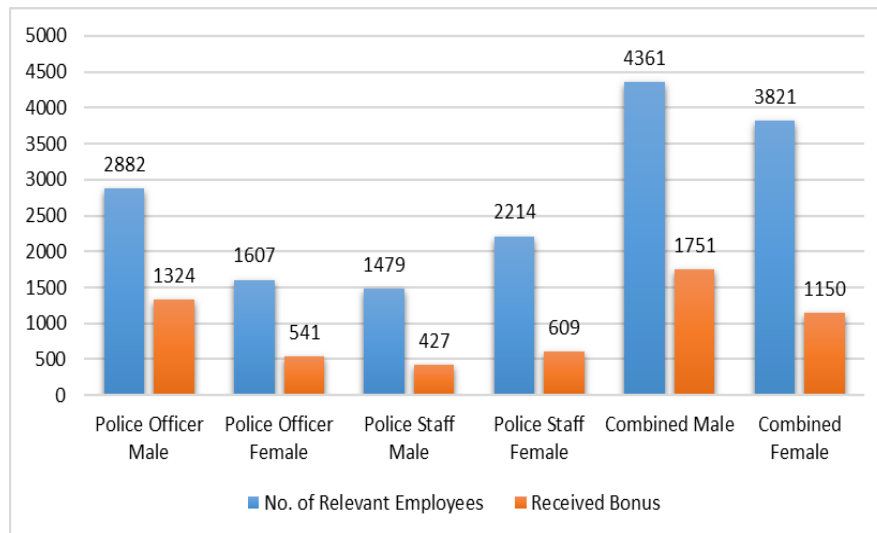
The **median difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2022

**Combined:** Males have a **16.67 %** higher median bonus payment (0.00% in 2021) than females.

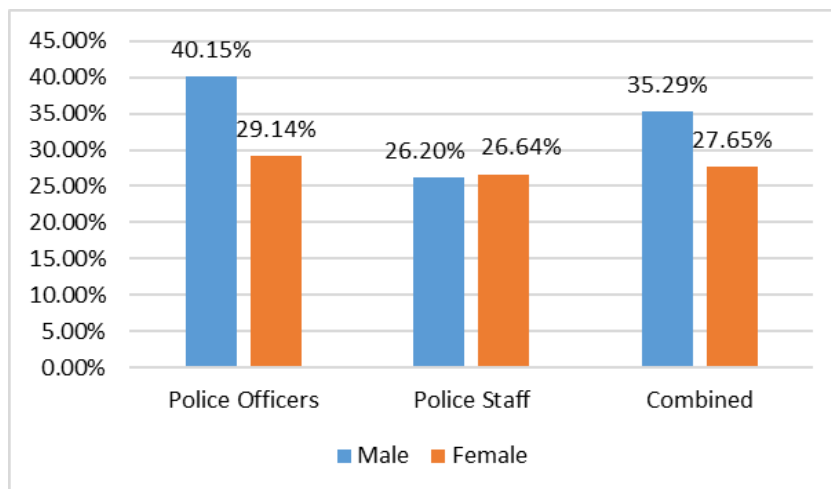
**Police Officers:** Males have a **16.67%** (6.67% in 2021) higher median bonus payment than females.

**Police Staff:** Males & females have an equal median bonus payment **0.00%** (0.00% in 2021).

The **number of employees in each category receiving a bonus payment** in the 12 month period up to the snapshot date of 31 March 2022



In percentage terms the **total number of employees receiving a bonus payment** in the 12 month period up to 31 March 2022



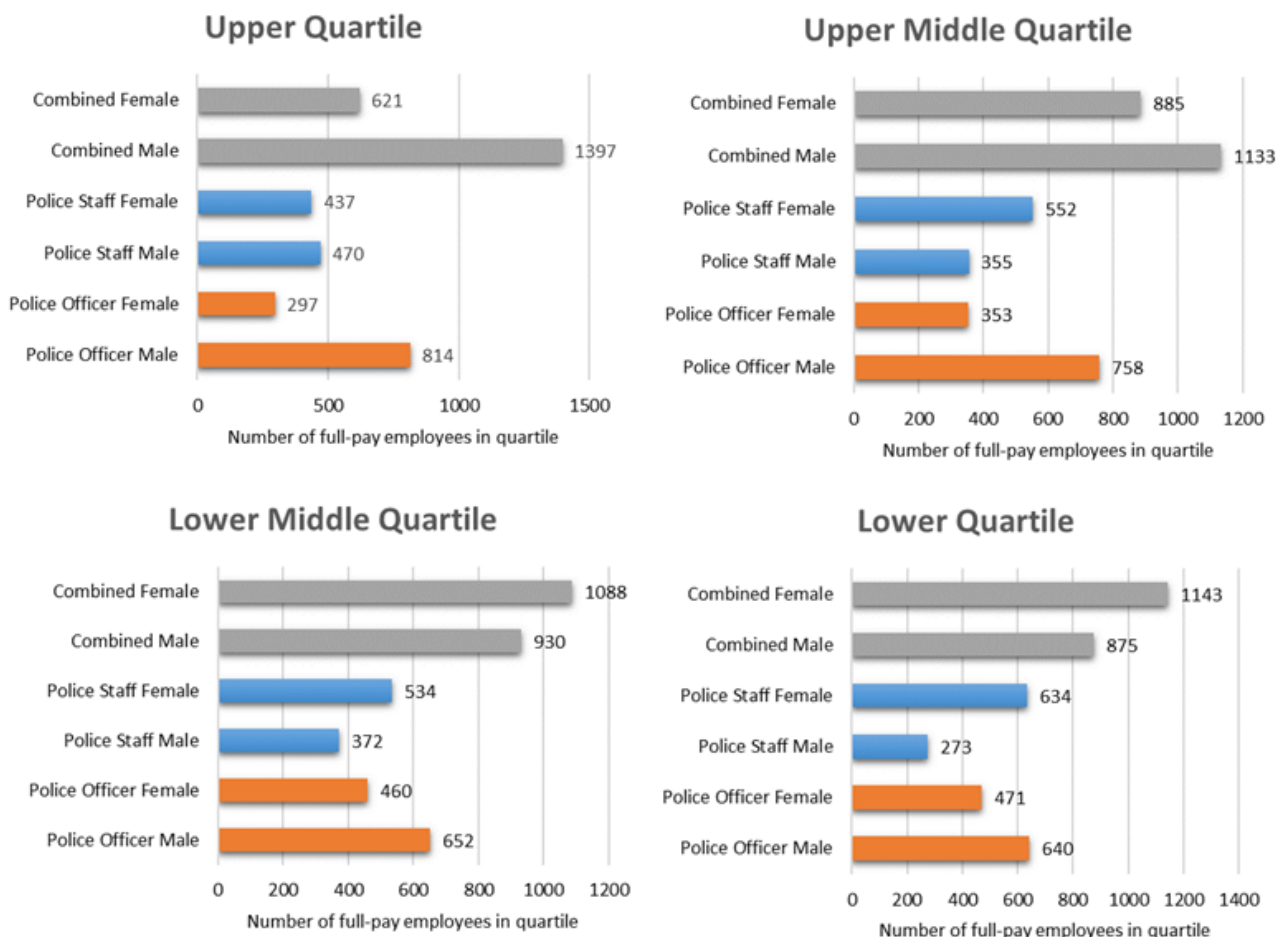
**Summary of Bonus Mean/Median**

The mean and median bonus pay gap for police officers continues to be higher for males. This has increased significantly in this reporting period and is an area the force will need to understand better in terms of the factors contributing towards this. One key contributing factors remains that men mostly occupy roles in specialisms that attract higher bonus payments.

On a more positive note, the mean and median bonus pay gap for police staff is shown as reaching near parity for both the mean and median ratios. The data shows that the number of female police staff receiving bonuses through the rewards and recognition scheme has been the main contributor to aligning this gap.

**The percentage of full-pay employees in each pay quartile**  
 (2021 figures in brackets)

	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Combined	69.2% (70.8%)	30.8% (29.2%)	56.1% (55.8%)	43.9% (44.2%)	46.1% (45%)	53.9% (55%)	43.4% (45.1%)	56.6% (54.9%)
Police Officers	73.3% (74.1%)	26.7% (25.9%)	68.2% (70.6%)	31.8% (29.4%)	58.6% (57.1%)	41.4% (42.9%)	57.6% (59.8%)	42.4% (40.2%)
Police Staff	51.8% (51.5%)	48.2% (48.5%)	39.1% (41.7%)	60.9% (58.3%)	41.1% (39.3%)	58.9% (60.7%)	30.1% (31.6%)	69.9% (68.4%)



## Summary of Quartiles

The data shows that the highest percentage of female officers and staff remain in the lower quartile, with an increase of 1.7%. Although the percentage is low, we have seen an increase of female police officers within the upper and upper middle quartiles during this reporting period.

The level of female police staff within the upper middle and lower middle quartiles remain higher with an increase in female representation in the upper middle quartile by 2.6% on the previous year.

## Thames Valley Police 2021/22 – Support in closing the Gender Pay Gap

The Thames Valley Police (TVP) People Strategy 2021-25 has four pillars they are to support a diverse workforce, support a healthy and safe workforce, supporting effective delivery of policing services, supporting a flexible and capable workforce.

During this reporting period the force remains committed to addressing the gender pay gap through many initiatives, these have included:

**The Police Uplift Programme** the initiative set out by the Government to recruit additional officers into forces as a response to the challenges modern policing faces.

The Police Uplift Programme is about supporting forces to meet these challenges, so we are able to continue serving our communities with honour and pride.

The Police Uplift Programme has been rolled out across all 43 forces, and is designed to achieve these three outcomes:

- Consider: Attract a wide and diverse range of people who actively consider policing as a career;
- Join: Recruit people with the qualities and attributes that support our growth ambitions to join the forces;
- Stay: Retain the people that have joined the forces by ensuring there is more support, more opportunity and more diversity;

While the Police Uplift Programme is about recruitment and growing our numbers (consider and join outcomes), it's also about growing, developing and supporting our people, improving how we do things and organising ourselves in the most efficient way (stay outcome).

During the reporting period 2021/22, the uplift programme female recruitment intake was 45% within the force.

**Positive Action and Engagement Team-** TVP's Positive Action and Engagement Team (PAET) focuses on building engagement with our under-represented communities, encouraging people from ethnically diverse backgrounds to consider a career in policing.

As well as focusing on outreach work in the communities, the team supports and encourages applicants through the recruitment process and works to improve retention by supporting ethnically diverse student officers already in force with sign-posting to mentoring, coaching and support.

The PAET has been able to support a significant number of new female recruits from diverse communities joining TVP. During this reporting period 41% of all potential recruits that made contact with the PAET were females.

**In house Positive Action Leadership and Development Programmes.** Thames Valley Police have developed a number of bespoke programmes for leadership that supports the development and progression of female officers and staff.

During this reporting period this has included Professional Action Learning Sets (the target audience all officers and staff based on ethnicity), and The Women's Development Programme for police officers, and the Sergeant to Chief Inspector progression programme (targeted at the rank of Sergeant).