

Thames Valley Police Pay Gap Report 2022/2023

FOREWORD



Thames Valley Police acknowledges the importance of sharing insights on our gender and ethnicity pay disparities, we are mindful of the imperative to improve the balance and create an inclusive environment where every individual feels equally valued.

Our continuing commitment to instilling trust and confidence within Thames Valley Police in our journey towards an inclusive workforce has led to collaborative efforts to improve our data collection, empowering us to better represent, involve, and support all members of our workforce.

Our new Trust and Confidence governance structure aligns to the national requirements and priority areas across the police services, including our Police Race Action Plan and Violence Against Women and Girls Strategy.

We are dedicated to ensuring equitable pay for all officers and staff, recognising that our pay gap reflects, in part, the distribution of genders and ethnicities within our force.

Notably, our 'Gender Pay Gap report' has evolved into our 'Pay Gap Report', facilitating the inclusion of data on Ethnicity. Although there is not a mandatory obligation under the Equality Act 2010 (Specific Duties and Public Authorities) to produce an ethnicity pay gap report, compliance with the National Police Chiefs' Council (NPCC) requirements as part of the Police Race Action Plan (PRAP) is essential.

The ongoing development of our Pay Gap Report will enable continuous monitoring and refinement of our workforce representation. We will leverage this data to inform our approach to address any disparities, allowing us to work towards building a richer and more diverse workforce.

Christine Kirby
Assistant Chief Officer – Director of People

Introduction

Gender Pay Gap 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 (GPG) or Ethnicity Pay Gap (EPG) should not be confused with equal pay. The GPG/EPG is the difference between the average pay of men and women. Equal pay is whether a man and woman doing the same (or comparable) job are paid the same.

Our calculations follow the legislative requirements published on the [Gov.uk website](https://www.gov.uk) for GPG. In calculating our ethnicity pay gaps, we have used the same principles and calculations that are applied to statutory GPG reporting for consistency across the pay gap structure.

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

Mean 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 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 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 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.

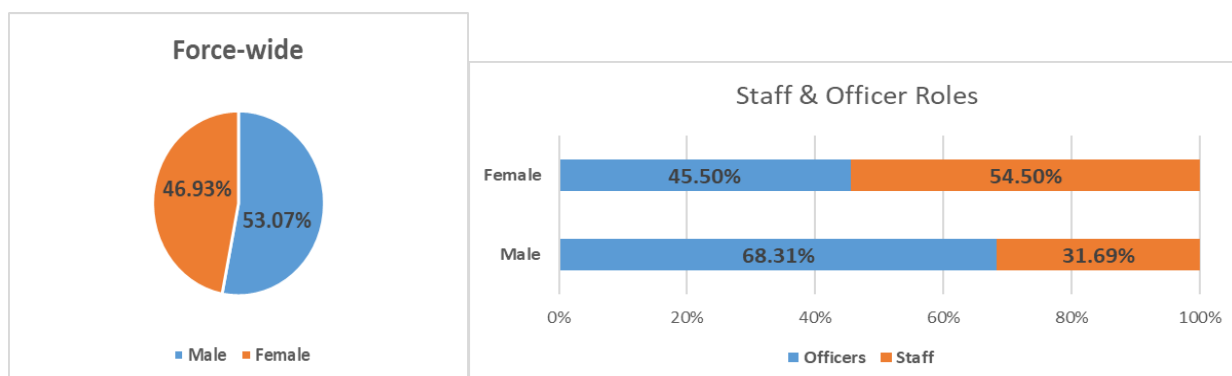
Percentage of men and women receiving bonus pay – intended to reflect the distribution of bonus payments made to all male and female employees, who were paid bonus pay in the 12 months that ended on the snapshot date.

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 2023, Thames Valley Police had 8,622 employees of which 53.07% are male and 46.93% are female.



As shown above the majority of police officers are men 68.31% (64.43% in 2022) and the majority of police staff are female 54.50% (59.47% in 2022).

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.

Gender Pay Gap Data as of 31 March 2023

Mean / Median

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

Mean Hourly Pay		No of FP Rel Emp	Mean £	Pay Gap %
Combined	Male	4559	£20.79	9.15%
	Female	4010	£18.89	
Officer	Male	3109	£21.37	4.75%
	Female	1805	£20.35	
Staff	Male	1450	£19.57	9.55%
	Female	2205	£17.70	

Combined mean results show that females earn 91p for every £1 that males earn.

Officer mean results show that females earn 95p for every £1 that males earn.

Staff mean results show that females earn 90p for every £1 that males earn.

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

Median Hourly Pay		No of FP Rel Emp	Median £	Pay Gap %
Combined	Male	4559	£21.58	17.10%
	Female	4010	£17.89	
Officer	Male	3109	£22.14	0.41%
	Female	1805	£22.05	
Staff	Male	1450	£18.18	7.81%
	Female	2205	£16.76	

Combined median results show that females earn 83p for every £1 that males earn.

Officer median results show that females earn nearly £1 for every £1 that males earn.

Staff median results show that females earn 92p for every £1 that males earn.

Summary of Mean / Median

Thames Valley Police has a combined mean gender pay gap of 9.15% (9.99% in 2022) and a combined median gender pay gap of 17.10% (19.21% in 2022).

The high combined figure of 17.10% is the difference between the median pay point per hour for males of £21.58 (£20.67 in 2022) and the median pay point for females of £17.89 (£16.70 in 2022) 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 %
Male	4559 (4334 in 2022)	£21.58 (£20.67 in 2022)	17.10% (19.21% in 2022)
Female	4010 (3738 in 2022)	£17.89 (£16.70 in 2022)	

For Police Staff, the mean change is minimal with mean down 0.22%, whilst the median has increased 0.70%; this is an increase on the previous year when the gap was 7.11%. Police Officer changes remain minimal with mean down 0.70% and median down 0.17%.

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The below table shows the range of mean and median % differences in hourly rates for all reporting police forces as at 31 March 2022, 2021, 2020:

	Range of % Difference in hourly rate (Mean)	Average Mean %	TVP Combined Mean %	Range of % Difference in hourly rate (Median)	Average Median %	TVP Median %
Snapshot Date 31/03/2022 43 out of 43 Forces Reported	13.3% - -1.5%	9.9%	9.15%	33.2% - 0.0%	18.54%	17.10%
Snapshot Date 31/03/2021 43 out of 43 Forces Reported	14.1% - -1.1%	10.7%	10.2%	38.0% - 0.0%	20.4%	20.0%
Snapshot Date 31/03/2020 41 out of 43 Forces Reported	15.3% - -5.3%	11.0%	10.17%	31.6% - 6.3%	19.2%	19.98%

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 2023

Mean Bonus		No. Rcvd Bonus	Mean £	Mean %
Combined	Male	2013	£637.92	21.27%
	Female	1612	£502.21	
Officer	Male	1471	£718.12	11.80%
	Female	797	£633.35	
Staff	Male	542	£420.27	11.02%
	Female	815	£373.97	

Combined mean results show that females earn 79p for every £1 that males earn.

Officer mean results show that females earn 88p for every £1 that males earn.

Staff mean results show that females earn 89p for every £1 that males earn.

The median difference in bonus pay for all relevant employees in the 12 month period up to the snapshot date of 31 March 2023

Median Bonus		No. Rcvd Bonus	Median £	Median %
Combined	Male	2013	£350.00	0.00%
	Female	1612	£350.00	
Officer	Male	1471	£377.08	-24.64%
	Female	797	£470.00	
Staff	Male	542	£300.00	16.67%
	Female	815	£250.00	

Combined median results show that females earn £1 for every £1 that males earn.

Officer median results show that females earn 25p more for every £1 that males earn.

Staff median results show that females earn 83p for every £1 that males earn.

The number of employees in each category receiving a bonus payment in the 12 month period up to the snapshot date of 31 March 2023

		Total No. of Rel Emp	No. Rcvd Bonus	%
Combined	Male	4576	2013	43.99%
	Female	4046	1612	39.84%
Officer	Male	3126	1471	47.06%
	Female	1841	797	43.29%
Staff	Male	1450	542	37.38%
	Female	2205	815	36.96%

Summary of Bonus Mean/Median

The mean bonus pay gap for police officers remains higher for males. However the median gap is now -24.64% (16.67% in 2022) so a significant change in favour of females. The contributing factor towards this has come from changes to the Detective Constable bonus payment where there are number of females in post.

The mean and median bonus pay gap for police staff has increased significantly in favour of males. The mean is up from 0.55% to 11.02%, and the median is up from 0.0% to 16.67%. With the introduction of the Police Staff Investigator bonus payment, this has increased the number of males receiving a bonus which is the main contributing factor to these increases.

The percentage of full-pay employees in each pay quartile

Quartiles		% of Males	% of Females
Combined	Upper Q	64.8%	35.2%
	Upper Mid Q	59.2%	40.8%
	Lower Mid Q	44.7%	55.3%
	Lower Q	44.1%	55.9%
Officer	Upper Q	68.3%	31.7%
	Upper Mid Q	70.3%	29.7%
	Lower Mid Q	58.7%	41.3%
	Lower Q	55.8%	44.2%
Staff	Upper Q	52.6%	47.4%
	Upper Mid Q	38.4%	61.6%
	Lower Mid Q	37.8%	62.2%
	Lower Q	29.9%	70.1%

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Summary of Quartiles

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

Ethnicity Pay Gap Data as of 31 March 2023

The mean & median difference in hourly rate of pay when compared to white employees

Hourly Pay		White	Asian	Black	Mixed	Other Ethnic Group	Prefer Not to Say	Unknown
Mean	Combined	£19.88	£18.88	£18.69	£20.15	£18.79	£21.83	£17.74
	Pay Gap	n/a	5.07%	6.02%	-1.34%	5.49%	-9.77%	10.77%
	Officer	£20.96	£19.37	£20.65	£20.75	£19.71	£23.36	£20.92
	Pay Gap	n/a	7.59%	1.48%	1.01%	5.95%	-11.46%	0.21%
	Staff	£18.44	£18.27	£16.60	£18.87	£17.69	£19.35	£17.62
	Pay Gap	n/a	0.91%	9.98%	-2.34%	4.04%	-4.97%	4.45%
Median	Combined	£19.19	£16.94	£18.00	£19.77	£16.92	£22.20	£17.89
	Pay Gap	n/a	11.72%	6.20%	-3.02%	11.83%	-15.69%	6.77%
	Officer	£22.06	£16.60	£16.31	£22.06	£20.30	£22.83	£20.92
	Pay Gap	n/a	24.75%	26.07%	0.00%	7.98%	-3.49%	5.17%
	Staff	£17.32	£17.14	£22.06	£16.76	£16.27	£18.45	£17.84
	Pay Gap	n/a	1.04%	-27.37%	3.23%	6.06%	-6.52%	-3.00%

Summary of Mean / Median

This is our first time reporting the ethnicity pay gap so we have no previous data for comparison purposes.

Pay gap figures explained:

A negative percentage indicates that the hourly rate is higher than white for this group.

For example the staff median results show that mixed race employees earn 3p more for every £1 that white race employees earn (pay gap of -3.02%).

A positive percentage indicate that the hourly rate is higher for white.

The pay gap for white shows as n/a as white is the comparator and therefore cannot be compared against itself.

The percentage of full-pay employees in each pay quartile

Quartiles		White %	Asian%	Black %	Mixed %	Other Ethnic Group %	Prefer Not to Say %	Unknown %
Combined	Upper Q	89.08%	2.10%	0.65%	2.15%	0.37%	5.51%	0.14%
	Upper Mid Q	89.17%	2.19%	0.61%	2.24%	0.19%	5.09%	0.51%
	Lower Mid Q	89.82%	3.36%	0.75%	2.29%	0.42%	2.47%	0.89%
	Lower Q	89.87%	4.25%	0.98%	2.01%	0.56%	1.45%	0.89%
Officer	Upper Q	89.33%	1.87%	0.49%	2.28%	0.16%	5.86%	0.00%
	Upper Mid Q	88.28%	1.87%	0.81%	2.36%	0.41%	6.18%	0.08%
	Lower Mid Q	90.23%	3.09%	0.57%	2.77%	0.41%	2.85%	0.08%
	Lower Q	90.40%	4.64%	0.81%	2.93%	0.49%	0.73%	0.00%
Staff	Upper Q	89.92%	2.63%	0.55%	1.75%	0.33%	3.83%	0.99%
	Upper Mid Q	88.84%	2.84%	0.98%	1.31%	0.22%	3.83%	1.97%
	Lower Mid Q	88.62%	3.72%	0.55%	1.97%	0.44%	3.50%	1.20%
	Lower Q	90.15%	3.28%	1.31%	1.42%	0.66%	1.86%	1.31%

Summary of Quartiles

The data shows that white employees dominate each quartile as expected due to the low representation of non-white employees throughout the force. This is our first time reporting the ethnicity pay gap so we have no previous quartile data for comparison purposes.

The mean & median difference in bonus pay when compared to white employees in the 12 month period up to the snapshot date of 31 March 2023

Bonus Payments		White	Asian	Black	Mixed	Other Ethnic Group	Prefer Not to Say	Unknown
Mean	Combined	£575.61	£490.41	£456.88	£684.87	£733.27	£598.67	£675.73
	Pay Gap	n/a	14.80%	20.63%	-18.98%	-27.39%	-4.01%	-17.39%
	Officer	£689.81	£499.75	£567.78	£754.02	£1,022.11	£669.23	£2,004.40
	Pay Gap	n/a	27.55%	17.69%	-9.31%	-48.17%	2.98%	-190.57%
	Staff	£387.62	£475.82	£314.29	£348.33	£300.00	£474.89	£410.00
	Pay Gap	n/a	-22.75%	18.92%	10.14%	22.60%	-22.51%	-5.77%
Median	Combined	£350.00	£361.13	£250.00	£491.25	£400.00	£320.00	£450.00
	Pay Gap	n/a	-3.18%	28.57%	-40.36%	-14.29%	8.57%	-28.57%
	Officer	£415.00	£250.00	£250.00	£482.50	£883.83	£341.00	£2,004.40
	Pay Gap	n/a	39.76%	39.76%	-16.27%	-112.97%	17.83%	-382.99%
	Staff	£275.00	£500.00	£250.00	£500.00	£275.00	£300.00	£325.00
	Pay Gap	n/a	-81.82%	9.09%	-81.82%	0.00%	-9.09%	-18.18%

Pay gap figures explained:

A negative percentage indicates that the hourly rate is higher than white for this group.

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For example the combined mean results show that Other Ethnic Group employees earn 27p more for every £1 that white race employees earn (pay gap of -27.39%).

A positive percentage indicates that the hourly rate is higher for white.

The pay gap for white shows as n/a as white is the comparator and therefore cannot be compared against itself.

The number of employees in each category receiving a bonus payment in the 12 month period up to the snapshot date of 31 March 2023

	Combined			Officer			Staff		
	Total No. of Rel Emp	No. Rcvd Bonus	%	Total No. of Rel Emp	No. Rcvd Bonus	%	Total No. of Rel Emp	No. Rcvd Bonus	%
White	7717	3260	42.24%	4450	2028	45.57%	3267	1232	37.71%
Asian	256	82	32.03%	142	50	35.21%	114	32	28.07%
Black	64	16	25.00%	33	9	27.27%	31	7	22.58%
Mixed	188	88	46.81%	129	73	56.59%	59	15	25.42%
Other Ethnic Group	33	10	30.30%	18	6	33.33%	15	4	26.67%
Prefer Not to Say	312	157	50.32%	193	100	51.81%	119	57	47.90%
Unknown	52	12	23.08%	2	2	100.00%	50	10	20.00%

Summary of Bonus Mean/Median

This is our first time reporting the ethnicity pay gap so we have no previous data for comparison purposes.

The negatives shown in the data are a reflection of the smaller number of employees within each non-white group.

For officers, the bonus payments made to non-white employees is largely the Detective Constable bonus which during this period made annual payments of up to £1,250.

The majority of staff bonus payments made to non-white employees have been awarded through the rewards and recognition scheme.

How we're addressing the pay gap.

For TVP, being at our best as an employer means working together to establish an inclusive, supportive culture that values skills and experience.

Our five-year People Strategy sets out the road map in achieving that aim. The people within this force are our most important asset. Every individual within the Force will play an important role in driving this strategy forward.

The strategy is formed of four key pillars supporting:

- the effective delivery of policing services – agile thinking that allows us to adapt to changing demands
- a healthy and safe workforce – with wellbeing at the heart of all we do
- a diverse workforce – where every individual feels included and valued

- a flexible and capable workforce – where people feel encouraged and empowered to achieve their goals

The Trust and Confidence governance structure (Strategy is being developed) reflects the National Police Race Action Plan and the National Violence against Women and Girls Strategy. This allows the force to align our priority areas around workforce programmes that assist in improving our workforce experience and representation.

Our priority areas of work are:

1. Community Mapping
2. Use of Powers
3. Hate Crime
4. Retention and progression
5. Disability

We continue to make progress to deliver these programmes of work, our focus to remains on building a workforce that is diverse and representative of our communities. Thus, we are working hard to increase our number of Black, Asian and Ethnic Minority staff and officers, we aspire to grow our pipeline and have better representation at senior levels of the force.

Thames Valley Police's ambition is not only to grow the diversity of our workplace but to be an inclusive place to work and where our people feel that they belong.

During this reporting period the force remains committed to addressing the pay gap through many initiatives and being recognised externally for the work we deliver, these have included:

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 team work closely with the Student Officer Foundation team to ensure that student officers in their probation period are offered support accordingly, especially officers from a Black, Asian or Minority Ethnic background.

The close working relationship between the PAET, who now sit directly within Police Officer Recruitment - Workforce Planning, and Corporate Communications has been pivotal to the ongoing success of our recruitment marketing and attraction strategy, particularly around helping us achieve our Uplift target.

Retention Team

We value our people and acknowledge how hard each individual works to make a difference and protect our communities. Retaining our skilled workforce is a key priority for the organisation. A dedicated team has been commissioned on a short-term basis to focus on targeted activity to reduce our attrition rates and improve retention. This team have developed initiatives such as 'Leaving TVP' process to 'Career

Conversations' by proactively engaging with individuals, especially those from an underrepresented background, who may be considering leaving the force.

Staff Support Networks

Thames Valley Police has a diverse range of Staff Support Networks and a growing number of support groups, these include gender-based, faith-based, sexual orientation-based, ethnicity-based networks and issue-specific groups.

Our TVP Staff Support Networks and Support Groups provide advice and support on a range of issues to members or anyone who requests help.

Our networks and groups act as a critical friend to the organisation, championing improvements to policies and practice that improve the working lives of those within the force and offer a way to build networks, share common experiences, concerns and develop solutions. In addition, the networks work in partnership with a variety of internal stakeholders, including our TVP Buddy Schemes which offer 1-2-1 support.

Apart from our own networks, our force is also involved with a number of national groups such as: British Association of Women in Policing, National Black Police Association, National Christian Police Association, National LGBT Police Network, National Association of Muslim Police and the newly formed National Trans Police Association.

Diversity, Equality and Inclusion Standards

Thames Valley Police have been accredited as **Disability Confident** Level Three 'Leader' status, following validation from an independent assessor of the Government's Department of Work & Pensions (DWP).

The assessor commented "The immense amount of work that has gone into this application is brilliant, the evidence submissions have been fantastic, and I am in no doubt that TVP are doing all they can to support colleagues with a disability and that this work will continue to move forward."

Thames Valley Police was recognised as the first ever force to achieve **Trailblazer Bronze status** in 2022 by the Race Equality Matters independent panel of judges in recognition of our work to address racial inequality within the organisation.

Bronze is the first stage in the Trailblazer series spotlighting organisations that are implementing impactful solutions to drive race equality. We are currently in the process of submitting an application of recognition for the Silver status.

Data

As part of the Trust and Confidence/Legitimacy and Public Value portfolio, TVP committed to the creation of a dedicated Legitimacy Analyst role. The purpose of the role is to accelerate some of the work surrounding legitimacy, and to test new and innovative ways of approaching disproportionality as a question.

We continue to encourage people to share their personal data to help inform our workforce representation and seek how we may be able to support underrepresented groups via positive action and support.

Leadership Academy

Our Leadership Academy continues to support and guide staff and officers on their learning journey. It provides direction for individual's career aspirations by signposting them to learning and development programmes. We have continued to encourage Constables from underrepresented groups to engage with the external Police Now Frontline Leaders Programme, the purpose of which is to support progression to the rank of Sergeant. The Force continues to support senior managers, both officers and staff from underrepresented groups in attending the Aspire programme Police Leadership programme delivered by the College of Policing, and the Future Supers programme, run by the Superintendents Association. Other programmes include Reverse Mentoring, Coaching and Mentoring, Professional Action Learning sets (PALS) where the target audience is based on ethnicity) and a Women's Development Programme (for Police Officers) and the Sergeant to Chief Inspector Programme (targeted at the rank of Sergeant).

Summary

Although we have improved in some areas in comparison to last year (for gender), our pay gap report indicates that there is more work to be done and as an organisation we are working hard to eliminate pay gaps between different groups and will continue to analyse our gender and ethnicity data to identify and highlight areas for action.