



South Yorkshire
POLICE

Gender Pay Gap Report

2018 data
HR Shared Services

1. Executive Summary

The Force is in its second year of Gender Pay Gap reporting, which is retrospectively reported utilising a single date for data capture in each relevant year (March 31st).

Unfortunately, our position has worsened during 2018 and we have recently received a letter from the Government's Equality Office stating that we were in the highest quarter of gender pay gaps within our sector (26.8% compared to 15.4% for public administration and defence). A robust Action Plan has been recommended, elements of which are already in train, with others realised upon the refresh of Equality, Diversity and Inclusion as part of the HR Review.

Year	% Difference in hourly rate (Median)	% Difference in hourly rate (Mean)
2017	21.7	13.6
2018	26.8	15.1

In 2017, we ranked 28 out of 43 Forces based upon our median pay rate (the reportable figure). In 2018, we dropped to 38.

2. Scope

This report covers all employees of South Yorkshire Police; it does not cover those in the Office of the Police and Crime Commissioner. Those included are all staff permanently and temporarily employed; comprising officers, police staff and PCSO's engaged on the reporting 'snap shot' date of the 31st March each year. This report, therefore, analyses data from 31st March 2018.

For the purpose of the gender pay gap reporting there can only be one set of data presented, however it is useful to break down the information into different employment groups for context. Police officer pay scales are determined nationally, as is police staff pay up to point 43. Executive pay for police staff is determined locally.

3. Gender pay gap reporting explained

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. A gender pay gap can be driven by a number of factors, including crucially, a lack of females in senior positions.

It is key to note that this is different to the issue of equal pay. The gender pay gap does not highlight whether women are being paid less than men for the same work, which has been unlawful since the Equal Pay Act was introduced in 1970. It does, however, provide a measure of the differences in men and women's working patterns, different occupations, part-time roles (being predominantly female), and the lack of women in senior roles.

Organisations must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap, and distribution across quartiles.

According to the Annual Survey of Hours and Earnings 2018, the UK national gender pay gap currently stands at 17.1% for mean earnings and 17.9% for median earnings.

4. Hourly wages pay gap

It is important to understand that the figures contained in the report do not mean that men and women are being paid differently for equal work. Police officer and police staff pay is determined according to their roles, with no reference to gender.

Since reporting our gender pay gap last year, we have continued to focus on driving greater gender balance within our workforce, however due to reporting timescales we have not yet seen a change in the gap. The mitigating measures put into place, if successful, will only see effect in next year's report.

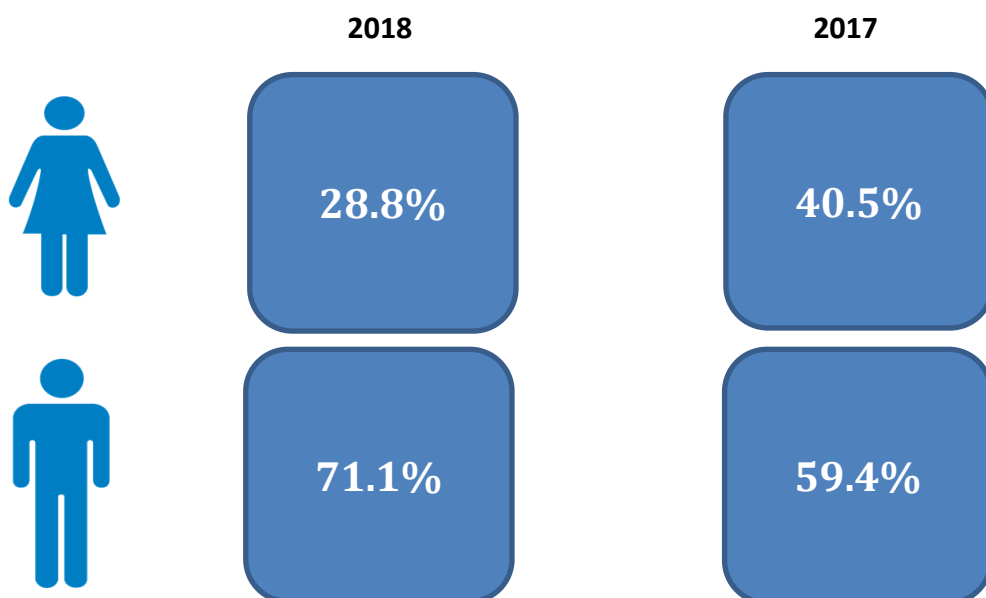
In this Force, **women earn 73p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **26.8% lower** than men's compared to 21.7% in 2017.

When comparing mean hourly wages, women's mean hourly wage is **15.1% lower** than men's compared to 13.6% in 2017.

5. Proportion of women in each pay quarter

Pay quarters are calculated by splitting all employees in an organisation into four even groups, according to their level of pay. Looking at the proportion of women in each quarter provides an indication of women's representation at different levels of the organisation.

Top quarter (highest paid)



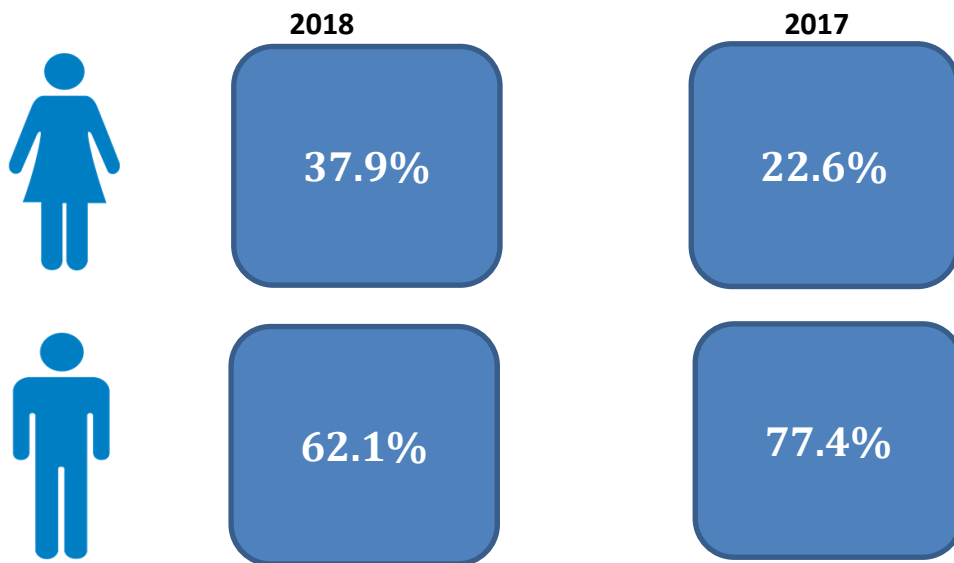
South Yorkshire Police have seen a large decrease in females in the highest paid jobs since 2017, with a decrease of 130 females in the upper quartile. In 2017, there was a decrease in the number of females in the top quartile from 471 to 341, and an increase of males from 691 to 841 in 2018.

When the results are separated into police officers and staff, a different picture emerges. In 2017, the ratio of female to male police staff was 53.2% to 46.8%, and this trend continues in 2018, with 52.2% females in the upper quartile compared to 47.8% males.

For police officers, there is a wide gap in favour of males in the upper quartile; 78.1% were males versus 21.9% female in 2017. In 2018, there has been a slight decrease in the number of males in this quartile of 75.5%, and 24.5% female.

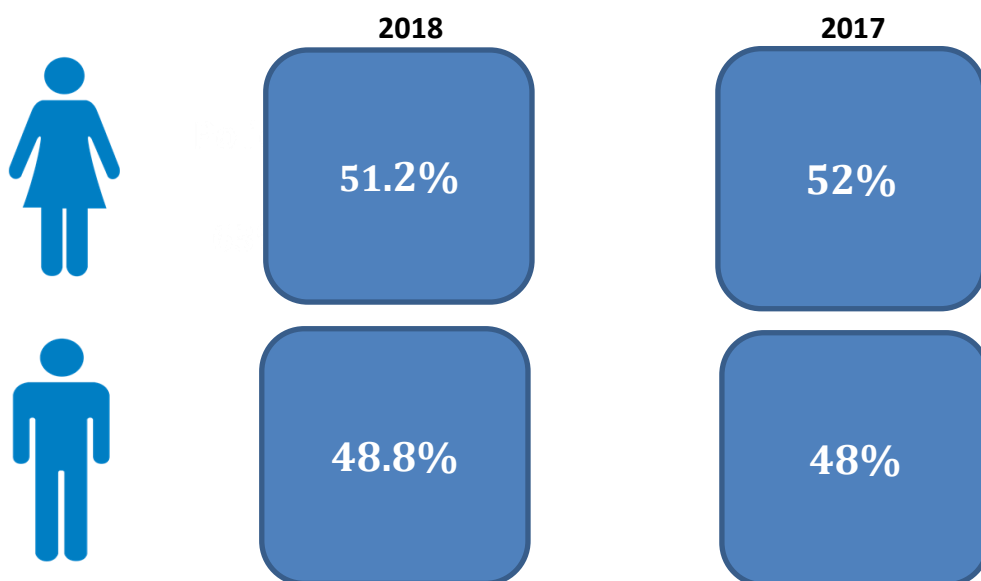
As previously highlighted, police officer and police staff are on different pay scales with police staff typically paid less than police officers. This, together with the fact that women make up a higher percentage of police staff and more males occupy both officer and the most senior positions, accounts for the greater gender pay gap.

6. Upper middle quarter



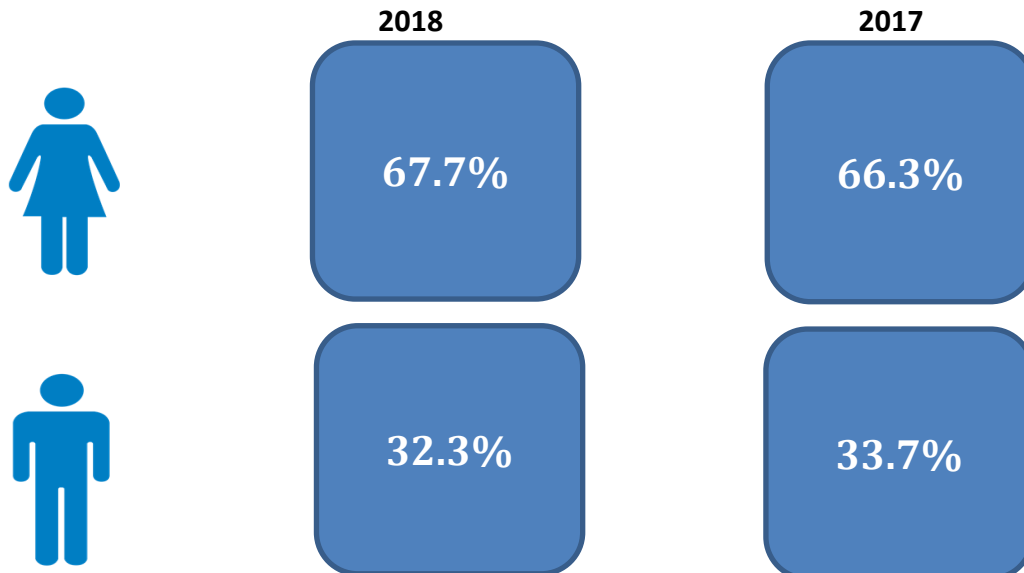
There has been a large increase in females in the upper middle quartile being paid £16.59 to £18.21 per hour since 2017, rising from 262 to 448 in 2018. This is mainly due to the increase of women in police staff roles moving into this quartile, and is a positive step in improving the gender pay gap.

7. Lower middle quarter



There remains an even spread of male and females in the lower middle quartile over the past two years. When police officers and police staff are separated, female police staff dominate this quartile at 65.8%. This flips to just 30.3% females in this pay quartile in 2018 for police officers.

8. Lower quarter (lowest paid)



The above statistics show that the force is relatively static in the lower quarter where women are predominantly in the lowest paid quartile.

This quartile largely consists of police staff occupying the pay ranges of £4.54 to £12.45 per hour (Apprentice to band C and the first pay point for PC's). 800 females were in this quartile in 2018, compared with only 382 men. This quarter sees the highest concentration of flexible workers for police staff, with approximately 344 having a flexible working plan.

9. Bonus pay gap

For police officers, bonuses consist of one off payments to individual officers of £50 to £500 per head for demanding, unpleasant or outstanding work. Police staff can be paid honoraria bonus payments, either in addition to monthly salary for a set period of time, or as a one off discretionary lump.

In this Force, **women earn £4.38** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **338% higher** than men's.

When comparing mean bonus pay, women's mean bonus pay is **91.8% higher** than men's.

In 2017, honoraria bonus payments were not included in the gender pay gap report, consequently there has been a large increase in the number and size of bonus payments reported in 2018.

Who received bonus pay:

0.3% of women.

0.3% of men.

10. Work on eradicating the gender pay gap

We are committed to improving our gender pay gap and are looking at a number of initiatives to reduce the differential, these include:

- Active support for women returning to work following maternity or adoption leave. We offer a number of work life balance strategies including; enhanced shared parental leave, job share and part time opportunities, flexi time, time off for dependants and agile working. We were the first force to offer premature baby leave in 2018.
- Ensuring women have the opportunity and ability to progress through their careers through talent management schemes, including the 'Mind the Gap' conference to encourage women in Policing with progression, and into underrepresented posts. South Yorkshire Police have a positive action strategy to support underrepresented groups in policing and this includes women.
- The Women's Network actively promotes gender equality and runs coaching and mentoring schemes. The network is a key consultation body within the force; it runs inspirational events to support women in the force.
- The force has recently formed the Menopause Action Group. Many officers suffer symptoms and do not have access to facilities in the same way female police staff do. Female officers, with support, should feel more empowered to apply for promotion due to a growing awareness amongst line managers.

11. Recommended Actions from the Equalities Office

The actions highlighted were:

- a. Analyse the data to understand causes; this report achieves that aim
- b. Consider appropriate actions – recruitment, retention, progression; there are now a number of trained coaches to support diversity and inclusion, we ran the Mind the Gap event, promoting 'non-traditional' pathways for females.
- c. Review evidence based guidance – actions include shortlisting more than one female, skills-based assessment, structured interviews, transparency in pay; actions we normally undertake.
- d. Develop a robust action plan; we propose to undertake a deeper dive into the data, to undertake further analysis to understand why females are under-represented (perceived barriers etc.) and assess proposed actions.