



| GENDER PAY GAP

| Based on 31st March 2022

2021 | 2022



GENDER PAY GAP REPORTING - BASED ON 31st MARCH 2022

Organisations with more than 250 employees are required to publish the

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

In addition, organisations are required to publish a report in relation to their analysis. It is a requirement to publish it on our force website and report to government, by the deadline date for public sector employers which is 30th March 2023.

In relation to the analysis undertaken, the number of police officers and police staff 'in scope' totalled 2,337 and comprised of, 1,091 women and 1,246 men as of 31st March 2022 (compared to 1,052 women and 1,188 men the year before on 31st March 2021).

Only one figure for all employees in an organisation may be provided for publication on the government website, however, we have also looked at the gender pay gap figures for police officers and police staff who are governed by different terms and conditions and pay arrangements.

ALL OFFICERS & STAFF PAY GAP

Mean pay gap

The mean average involves adding up all the numbers and dividing the result by how many numbers were in the list.

The mean figure is **8.7% lower** for women which is an improvement compared to the previous 2 years.

2021 = 10.8% lower

2020 = 11.0% lower



Median pay gap (i.e. the middle point)

The median average involves listing all the numbers in numerical order and in this calculation, the median average is the middle number.

The median figure is **12.9% lower** for women which is a substantial improvement compared to the previous 2 years.

2021 = 21.5% lower
 2020 = 20.3% lower

BONUS PAYMENTS

Mean bonus payments

This shows the difference between the mean bonus pay that male and female employee received. 8 officers and 1 police staff employee received a bonus payment (6 men, all police officers and 3 women – 2 police officers and 1 police staff) during the Financial Year 2021-22.

Women’s mean bonus payment is **45.1% lower** than men which is worse than the previous 2 years.

2021 = 40.0% higher
 2020 = 6.2% lower

Median bonus payments

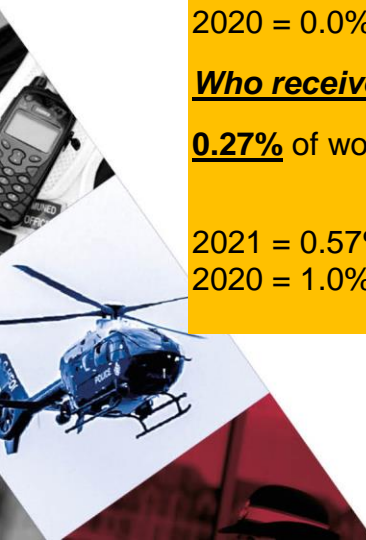
This shows the difference between the median bonus pay that male and female relevant employees receive. The median bonus payment figure for women was **33.3% lower** than men 2021-22 which is worse than the previous 2 years.

2020 = 33.3% higher
 2020 = 0.0%

Who received bonus pay?

0.27% of women (3 out of 1,091) **0.48%** of men (6 out of 1,246)

2021 = 0.57% of women and 0.67% of men received bonus payments
 2020 = 1.0% of women and 3.9% of men received bonus payments



ALL OFFICERS & STAFF PAY QUARTILES

This outlines how many men and women are in each quarter of the Gwent Police payroll. The top quartile represents the highest earners, and the lower quartile represents the lowest earners.

PAY QUARTILES	2022		2021		2020	
	% FEMALE	% MALE	% FEMALE	% MALE	% FEMALE	% MALE
Top Quartile	29.8	70.2	27.7	72.3	26.9	73.1
Upper Middle Quartile	50.9	49.1	49.5	50.5	45.4	54.6
Lower Middle Quartile	52.2	47.8	53.4	46.6	53.6	46.4
Lower Quartile	53.8	46.2	57.3	42.7	59.4	40.6

The number of females in the top and upper middle quartile have increased again this year and have decreased again in the lower middle and lower quartile, this is a continual improvement on the previous year.

ALL POLICE OFFICERS ONLY

The number of police officers who were 'in scope' totalled 1,389 and comprised of 487 females and 902 males as of 31st March 2022.

Mean

The mean average involves adding up all the numbers and dividing the result by how many numbers were in the list.

The mean figure is **5.4% lower** for women which is an improvement on the previous year.

2021 = 6.7% lower

2020 = 5.1% lower



Median

The median average involves listing all the numbers in numerical order and in this calculation, the median average is the middle number.

The median figure is **8.8% lower** for women which is worse compared to the previous 2 years.

2021 = 0.3% lower

2020 = 0.1% lower

BONUS PAYMENTS

Mean bonus payments

Total number of officers who received bonus payment is 8 (6 males and 2 females).

The mean bonus payment is **37.8% lower** for women which is worse compared to the previous 2 years.

2021 = 0.0%

2020 = 16.6% lower than men

Median bonus payments

This shows the difference between the median bonus pay that male and female relevant employees receive. The median bonus payment is **33.3% lower** for women which is worse compared to the previous 2 years.

2021 = 0.0%

2020 = 33.0% lower

Who received bonus pay?

2 women (0.04%) and 6 men (0.7%) received bonus payments

2021 = 0.6% of women and 0.8% of men received bonus payments

2020 = 2.1% of women and 4.1% of men received bonus payments

ALL POLICE OFFICER PAY QUARTILES

This outlines how many men and women are in each quarter of the Gwent Police payroll. The top quartile represents the highest earners, and the lower quartile represents the lowest earners.

OFFICER PAY QUARTILES	2022		2021		2020	
	% FEMALE	% MALE	% FEMALE	% MALE	% FEMALE	% MALE
Top Quartile	25.4	74.6	27.7	72.3	25.8	74.2
Upper Middle Quartile	40.6	59.4	30.9	69.1	28.5	71.5
Lower Middle Quartile	43.9	56.1	38.4	61.6	39.3	60.7
Lower Quartile	38.3	61.7	44.9	55.1	41.1	57.9

The number of female officers in the top quartile have decreased slightly, however the upper middle quartile and lower middle quartile have both increased, since last reported.

Female officers have decreased in the lower middle quartile, since last reported.

ALL POLICE STAFF EMPLOYEES ONLY

The number of police staff who were 'in scope' totalled 948 and comprised of 604 women and 344 men as of 31st March 2022.

Mean

The mean average involves adding up all the numbers and dividing the result by how many numbers were in the list.

The mean figure is **5.5% lower** for women which is an improvement compared to the last 2 years.

2021 = 7.5% lower than men

2020 = 8.4% lower than men



Median

The median average involves listing all the numbers in numerical order and in this calculation, the median average is the middle number.

The median figure is **2.2% lower** for women which is a substantial improvement compared to the last 2 years.

2021 = 4.5% lower than men

2020 = 4.7% lower than men

BONUS PAYMENTS

Mean bonus payments

Women's mean bonus payment is 100% higher than men for 2022 as only one female police staff member received a bonus payment.

2021 – 20.0% lower

2020 - Only 1 police staff employee (female) received a bonus payment which was £500 during 2019-20.

Median bonus payments

This shows the difference between the median bonus pay that male and female relevant employees receive. The median bonus payment figure for women was 100% higher than men in 2021-22.

2021 = women were 100% higher than men

2020 = women were 100% higher than men

Who received bonus pay?

1 woman (0.2%) and no men (0.0%) received bonus payments

2021 = 0.5% of women and 0.3% of men received bonus payments

2020 = 0.2% of women and 0% of men received bonus payments

AII POLICE STAFF PAY QUARTILES

This outlines how many male and female police staff employees are in each quartile of the Gwent Police payroll.

POLICE STAFF PAY QUARTILES	2022	2022	2021	2021	2020	2020
	% FEMALE	% MALE	% FEMALE	% MALE	% FEMALE	% MALE
Top Quartile	56.0	44.0	60.2	39.8	61.0	39.0
Upper Middle Quartile	67.4	32.6	58.1	41.9	60.1	30.9
Lower Middle Quartile	56.7	43.3	63.4	36.6	63.1	36.9
Lower Quartile	73.2	26.8	74.0	26.0	78.6	21.4

The numbers in all police staff pay quartiles are dominated by females.

Females have decreased slightly in the top, lower middle, and lower quartiles.

The upper middle quartile has slightly increased.



KEY SUMMARY

Since the publication of our Gender Pay Gap Reporting last year

- Female police officer representation in the top quartile have decreased slightly, however the upper middle and lower middle quartile has increased this year. The lower quartile has decreased, which is a positive result.
- Female police staff representation in the top, lower middle and lower quartile has decreased again, and the upper middle quartile has increased.
- Mean pay gap for Female police officers and police staff has continued to improve this year.
- Median pay gap for Female police staff has continued to improve this year, however Female police officer gap has shown an increase.
- Mean bonus payment for Female police officers has increased this year. Female police staff mean bonus payment is 100% higher than male due to only one female receiving a bonus payment.
- Median bonus payment for Female police officers has increased this year. Female police staff median bonus payment is 100% higher than male due to only one female receiving a bonus payment.

Gwent Police has continued to develop and drive diversity and inclusion across the force. The positive action team has grown from two full time resources to three resources with a positive action coordinator being appointed. We have additionally just appointed a further positive action officer to continue the drive for diversity. We now offer a positive action programme for females applying to become a police officer and community support officers. We have run a number of female only career sessions which have been successful with very positive feedback. The positive action programme includes bespoke sessions, guidance and support on sifting, assessment centre advice, mock interviews and mock fitness tests.

The percentage of female officers has slightly decreased to 34.82% as of 31st March 2022 from 35.71% in April 2021. Our joining rate of female police officers has decreased over the 12 months, but we continue to promote females to policing through female only events and our branding and marketing campaigns. We are planning a direct entry detective route as nationally there has been wider interest from females to join through this route.

We have rebranded our imagery and marketing material to focus on females' attraction and have utilised senior female police officers to promote females in policing. The very fact that we have a female Chief Constable and female Deputy Chief Constable has encouraged females to apply and transfer from other police forces.

We have worked with specialist department such as Firearms, Area Support and dogs section to promote females in historically male dominated departments. The number of detectives across the force are equally balanced across gender, which is really positive as this was a particularly male dominated area a few years ago.

We equality impact all promotion processes to ensure there is no disproportionality against females. Females tend to perform better at interviews across the rank structures. We have a strong HeForShe support group with male advocates supporting



females through progression. We have had support from the HeForShe group prior and following board promotions. Unsuccessful female applicants and those who were not supported by their line manager have been offered support and mentoring through the HeForShe group.

We have a strong and active Gender Equality Network (GEN) which HR also have a strong presence on. The group work together with the force to raise the profile of all women in force. They support and contribute on issues of concern, career progression and wellbeing. During the last 12 months the group have actively supporting females with mentoring within force, provided support for female health issues such as the menopause and endometriosis. We have a strong wellbeing team within HR and support women with female related health conditions.

We openly welcome flexible and part time working and actively promote the options within force. For many police staff roles, they can work in a flexible way around balancing their work and family life. Many roles are also able to work in an agile way again enhancing flexibility and a work/life balance. We have launched 'Gwent babies' which is a peer support group to new parents to assist employees remaining engaged with their professional lives and to feel connected with their Gwent Police family.

An eight point 'Four Welsh Force' Equality Pledge has also been implemented:

- 1. Each force will ensure a prompt and robust response to any report of sexual harassment.*
- 2. Each force will commit to mixed gender interview panels and will ensure that all members of interview panels have undertaken unconscious bias awareness training.*
- 3. Each force will commit to ensuring fair gender representation for all ranks/grades and roles in promotion opportunities, encouraging support and positive action where women are underrepresented at point of interview.*
- 4. Each force will monitor the gender balance within the organisation and will actively encourage and support Positive Action where there is need due to underrepresentation in ranks/grades and/or roles.*
- 5. Each force will commit to encouraging fair processes in flexible working and job share, ensuring that all vacancies including supervisory are assumed as suitable for flexible working unless a strong organisational case is made to the contrary.*
- 6. Each force will align a Chief Officer to their Gender Equality Network who will meet regularly with the Chair and allow members to carry out network associated tasks in duty time.*
- 7. Each force will support attendance at Gender Equality Events.*
- 8. Each force will review Corporate Communications material and systems to ensure it reflects the diversity within the organisation.*

The Force People Strategy Board will review the gender activities completed by the additional Positive Action members to ensure that the organisation is making the right improvements.

