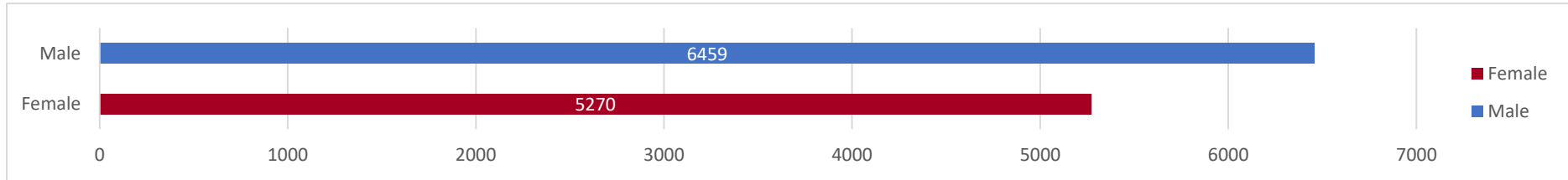


GENDER PAY GAP – Whole Workforce

Gender Profile



GENDER PAY GAP

Our mean Gender Pay Gap is

10.45%

Our median Gender Pay Gap is

20.49%

BONUS GENDER PAY GAP

Our mean Gender Bonus Pay gap is

25.80%

% of males were paid a bonus payment

11.47%

Our median Gender Pay Gap is

5.26%

% of females were paid a bonus payment

4.76%

Upper Quartile

31.34%

68.66%

Upper Middle Quartile

42.21%

57.79%

Lower Middle Quartile

47.44%

52.56%

Lower Quartile

58.73%

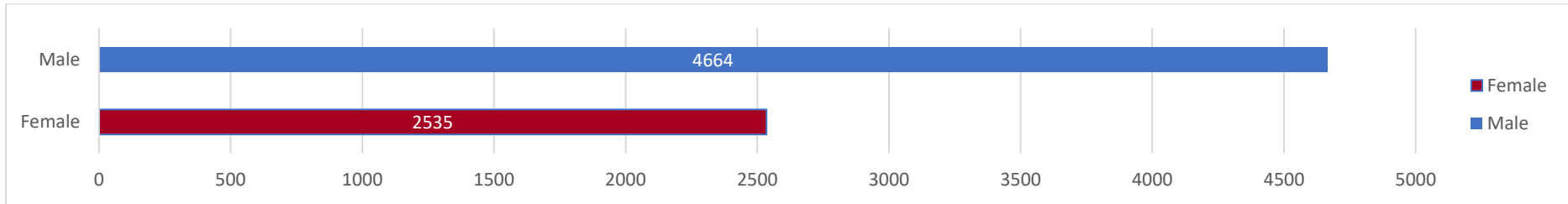
41.27%

Female

Male

GENDER PAY GAP – Police Officers

Gender Profile



GENDER PAY GAP

Our mean Gender Pay Gap is

6.89%

Our median Gender Pay Gap is

0.20%

BONUS GENDER PAY GAP

Our mean Gender Bonus Pay gap is

19.16%

% of males were paid a bonus payment

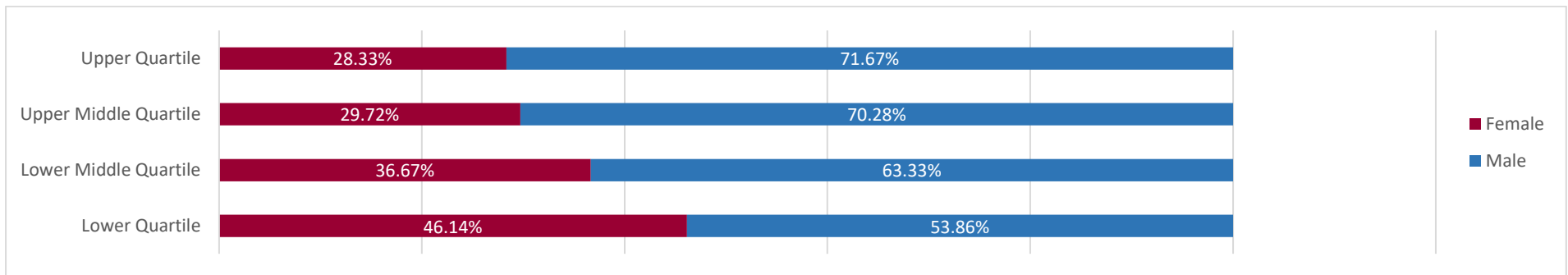
18.7%

Our median Gender Pay Gap is

7.22%

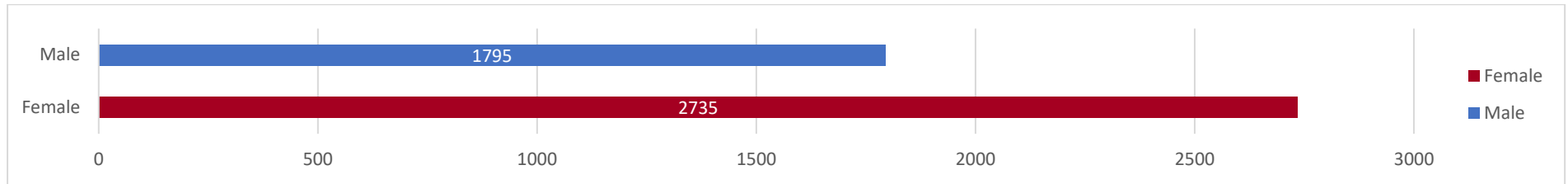
% of females were paid a bonus payment

10.77%



GENDER PAY GAP – Police Staff

Gender Profile



GENDER PAY GAP

Our mean Gender Pay Gap is

6.95%

Our median Gender Pay Gap is

3.83%

BONUS GENDER PAY GAP

Our mean Gender Bonus Pay gap is

71.46%

% of males were paid a bonus payment

0.84%

Our median Gender Pay Gap is

0.50%

% of females were paid a bonus payment

0.91%

