



## Gender Pay Gap Report 2017

Greater Manchester Police (GMP) was formed in 1974, serving more than 2.5 million people and covering an area of 500 square miles. GMP is split into 10 Districts - Bolton, Bury, City of Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan and a number of specialist branches.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

This involves carrying out six calculations (shown below) that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data:

- the difference in the mean (average) hourly rate of pay between male and female full-pay relevant employees
- the difference in the median (mid-point) hourly rate of pay between male and female full-pay relevant employees
- the difference in mean bonus pay between male and female relevant employees
- the difference in median bonus pay between male and female relevant employees
- the proportions of male and female relevant employees who received bonus pay, and
- the proportions of male and female full-pay relevant employees in each of the four quartile pay bands.

This Gender Pay Gap report is based on data as at the 31<sup>st</sup> March 2017. At this date GMP paid ordinary pay to 6061 Police Officers and 4078 members of Police Staff. Our Gender Pay Gap report is based on the combined number of Police Officers and Police Staff, which totals 10139.

### Gender Profile Of GMP



Female 41% (4126)



Male 59% (6013)

## GMP's Gender Pay Gap

### Mean Pay Gap



11.85%

*We calculated the average standard hourly rate for males ( $M = £17.88$ ) and females ( $F = £15.76$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Pay Gap. The result has shown that males are paid an average hourly rate of 11.85% higher than females.*

### Median Pay Gap



14.05%

*We found the median hourly rate for males ( $M = £18.36$ ) and females ( $F = £15.78$ ), by placing the standard hourly rates of males in ascending order and chose the hourly rate which fell in the middle, we then repeated this for females. We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Pay Gap. The result is that men have a 14.05% higher median hourly pay rate than females.*

## GMP's Gender Bonus Pay Gap

The Home Office have agreed the provision for Chief Constables to award bonus payments to Police Officers of between £50 and £500 for occasional work of outstandingly demanding, unpleasant or important nature e.g. hostage negotiation, or fingerprinting and searching badly decomposed bodies. In GMP we have also extended these provisions to Police Staff.

District Commanders have discretion to authorise bonus payments up to the value of £100, for instance for Chief Constables commendations or acts of outstanding bravery. Nominations for payments over £100 are considered by the Human Resources Governance Group and include a full rationale.

### Mean Bonus Pay Gap



-59.36%

*We calculated the average Bonus Payment for males ( $M = £115.91$ ) and females ( $F = £184.72$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Bonus Pay Gap. The result has shown that females are paid on average 59.36% higher bonus payments than males.*

## Median Bonus Pay Gap



0%

We found the median bonus payment for males ( $M = £50.00$ ) and females ( $F = £50.00$ ), by placing the bonus payments of males in ascending order and chose the bonus payment which fell in the middle, we then repeated this for females.

We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Bonus Pay Gap

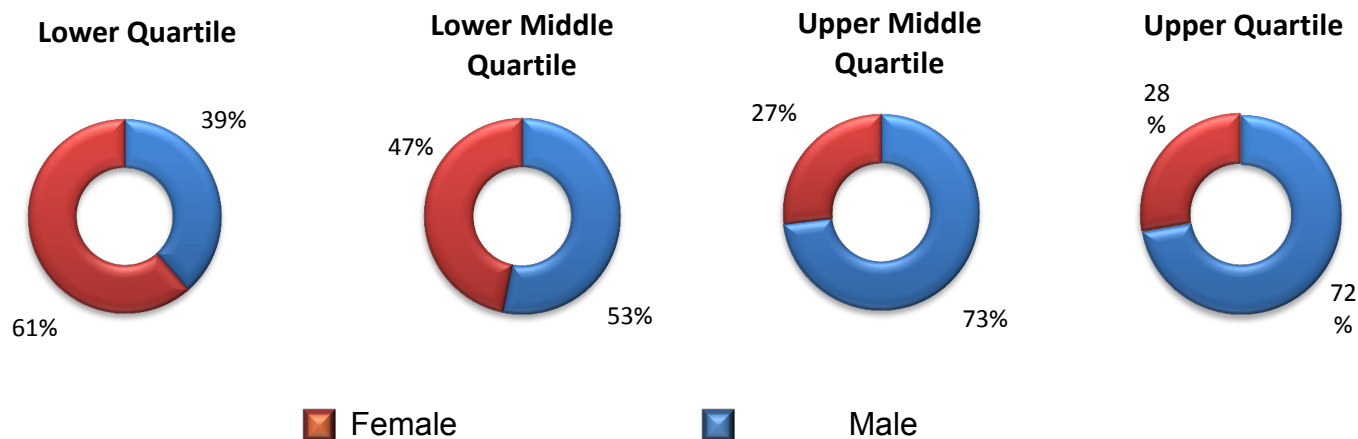
The result, as they are both the same amount, being a 0% gap.

The proportion of male employees who were paid a bonus payment in the 12 month period is 1.28%.

The proportion of female employees who were paid a bonus payment in the 12 month period is 1.09%.

## Hourly Pay Quartiles

The proportions of males/females in each quartile pay band are:



Pay for Police Officers and Police Staff are agreed nationally. Police Officer salaries are set by the Home Office and are based on a rank structure. All Police Staff roles are taken through GMP's job evaluation scheme; the role is reviewed against a standard set of factors and awarded an appropriate score for each factor. This overall score then determines the grade of the role. The evaluation is completed by an independent trained team of evaluators. This ensures consistency is applied in determining Police Staff grades and that the correct salary is paid for the responsibility undertaken in the role.

We are confident that there are no differences in pay rates for different genders occupying equivalent roles, given the national rank structure for Police Officers and Police Staff pay grades being set nationally and subject to job evaluation at a local level. This is not, therefore, an equal pay issue.

In addition to calculating the gender pay gap for the whole of the organisation we have also repeated the six calculations for both Police Officers and Police Staff.

## Gender profile of GMP's Police Officers



Female 29% (1756)



Male 71% (4305)

## GMP's Police Officer Gender Pay Gap

### Mean Pay Gap



2.60%

*We calculated the average standard hourly rate for male police officers ( $M = £19.19$ ) and female police officers ( $F = £18.69$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Pay Gap for our police officer group. The result has shown that our male police officers are paid an average hourly rate of 2.60% higher than our female police officers.*

### Median Pay Gap



1.56%

*We found the median hourly rate for male police officers ( $M = £18.61$ ) and female police officers ( $F = £18.32$ ), by placing the standard hourly rates of male police officers in ascending order and chose the hourly rate which fell in the middle, we then repeated this for female police officers. We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Pay Gap for our police officer group. The result has shown that our male police officers are paid a 1.56% higher median hourly pay rate than female police officers.*

## GMP's Police Officer Gender Bonus Pay Gap

### Mean Bonus Pay Gap



-39.42%

*We calculated the average Bonus Payment for male police officers ( $M = £136.27$ ) and female police officers ( $F = £190.00$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Bonus Pay Gap for our police officer group. The result has shown that female police officers are paid an average of 39.4% higher bonus payments than male police officers.*

## Median Bonus Pay Gap



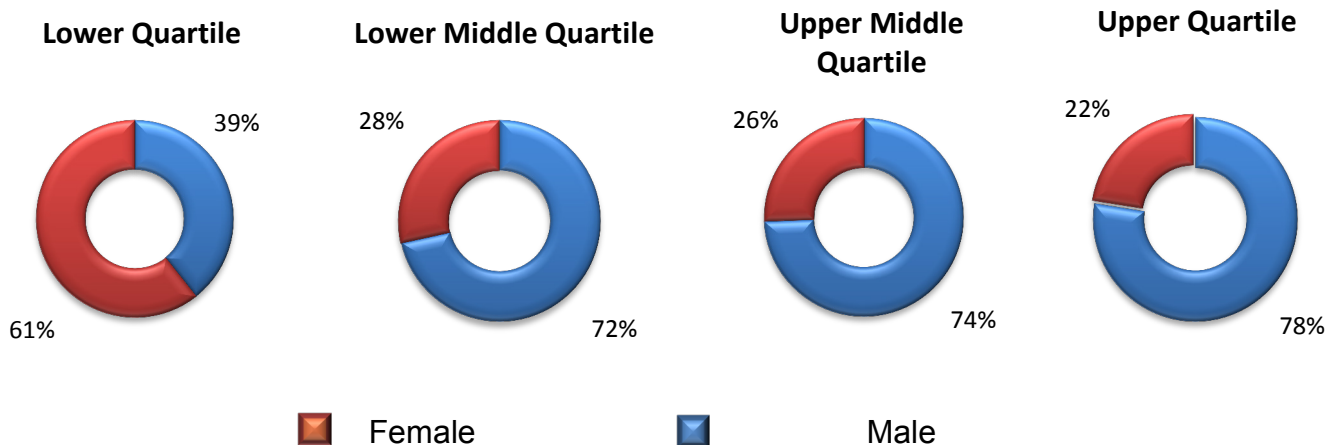
*We found the median bonus payment for male police officers (M = £100.00) and female police officers (F = £200.00), by placing the bonus payments of male police officers in ascending order and chose the bonus payment which fell in the middle, we then repeated this for females police officers. We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Bonus Pay Gap for our police officer group. The result has shown that female police officers are paid a 100% higher bonus payment than male officers.*

The proportion of male Police Officers who were paid a bonus payment in the 12 month period is 1.18%.

The proportion of female Police Officers who were paid a bonus payment in the 12 month period is 1.14%

## Hourly Pay Quartiles for Police Officers

The proportions of males/females in each quartile pay band are:



## Gender Profile of GMP's Police Staff



Female 58% (2370)



Male 42% (1708)

## GMP's Police Staff Gender Pay Gap

### Mean Pay Gap



6.85%

*We calculated average standard hourly rate for male police staff ( $M = £14.59$ ) and female police staff ( $F = £13.59$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Pay Gap for our police staff group. The result has shown that male police staff are paid an average hourly rate of 6.85% higher than female police staff.*

### Median Pay Gap



3.44%

*We found the median hourly rate for male police staff ( $M = £13.97$ ) and female police staff ( $F = £13.49$ ), by placing the standard hourly rates of male police staff in ascending order and chose the hourly rate which fell in the middle, we then repeated this for female police staff. We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Pay Gap for our police staff group. The result has shown that male police staff are paid a median hourly rate of 3.44% higher than female police staff.*

## GMP's Police Staff Gender Bonus Pay Gap

### Mean Bonus Pay Gap



-41.24%

*We calculated the average Bonus Payment for male police staff ( $M = £75.96$ ) and female police staff ( $F = £107.29$ ). We then used the formula provided  $(M - F) \div M \times 100$  to determine our Mean Bonus Pay Gap for our police staff group. The result has shown that female police staff are paid an average of 41.24% higher bonus payments than male police staff.*

## Median Bonus Pay Gap



0%

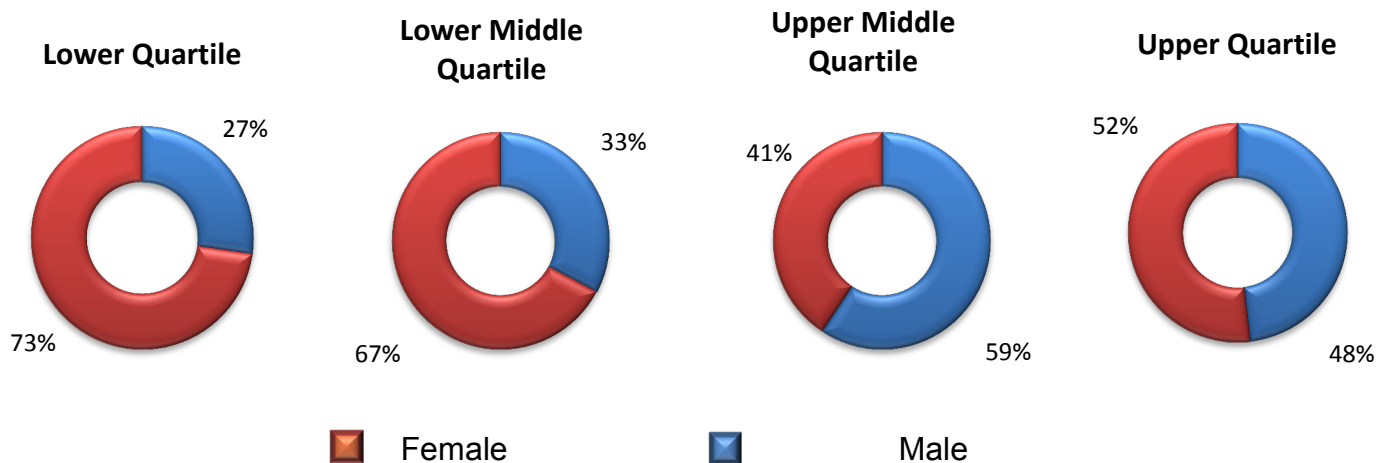
*We found the median bonus payment for male police staff (M = £50.00) and female police staff (F = £50.00), by placing the bonus payments of male police staff in ascending order and chose the bonus payment which fell in the middle, we then repeated this for females police staff. We then used the formula provided  $(M - F) \div M \times 100$  to determine our Median Bonus Pay Gap for our police staff group. The result has shown as our median bonus payments for male and female police staff is the same, there is a 0% median bonus pay gap.*

The proportion of male Police Staff who were paid a bonus payment in the 12 month period is 1.52%.

The proportion of female Police Staff who were paid a bonus payment in the 12 month period is 1.01%.

## Hourly Pay Quartiles for Police Staff

The proportions of males/females in each quartile pay band are:



## Action

GMP is committed to the principles of the Equality Act 2010 and the equal treatment for all Police Officers and Police Staff, regardless of their protected characteristics or personal circumstances. The causes of a gender pay gap can be many and varied. Further and more detailed analysis is required to fully understand the range of factors which may have had an impact. This year's data should be seen as a starting point to measure future progress against. Gender pay gap data will not be viewed in isolation but as part of our People Strategy.

Some of this work will include:

- attraction and recruitment strategies so we better reflect the gender make up of Greater Manchester\*
- the progression of female staff through the organisation
- access to training, development and promotion; e.g. when working part time or on a flexible working plan
- reviewing the retention of female staff e.g. following return from maternity leave
- career pathways particularly for police staff where there isn't always an obvious route
- representation of female staff in what are currently predominantly male roles, and
- reviewing our exit interview process to increase participation and understand why staff leave GMP

\* Our current workforce gender mix is 41% female and 59% male. Across the Greater Manchester working population this is 47% female and 53% male (ONS, September 2017).

GMP is committed to reporting what we are doing to reduce the gender pay gap and the progress that we are making on an annual basis.