

Gender Pay Gap Report 2018

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 31st March 2018. At this date GMP paid ordinary pay to 6147 Police Officers and 4211 members of Police Staff. Our Gender Pay Gap report is based on the combined number of Police Officers and Police Staff, which totals 10358.

Gender Profile of GMP



Female 42% (4334)



Male 58% (6024)

GMP's Gender Pay Gap

Mean Pay Gap



11.99%

*We calculated the average standard hourly rate for males (M = £17.85) and females (F = £15.71)
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 11.99% higher than females.*

Median Pay Gap



16.17%

*We found the median hourly rate for males (M = £18.68) and females (F = £15.66), 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 16.17% 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. Nominations for payments over £100 are considered by the Human Resources Governance Group and include a full rationale.

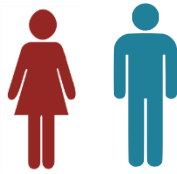
Mean Bonus Pay Gap



23.56%

*We calculated the average Bonus Payment for males (M = £138.61) and females (F = 105.96).
We then used the formula provided $(M - F) \div M \times 100$ to determine our Mean Bonus Pay Gap
The result has shown that males are paid on average 23.56% higher bonus payments than females.*

Median Bonus Pay Gap



0%

We found the median bonus payment for males (M = £100.00) and females (F = £100.00), 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.

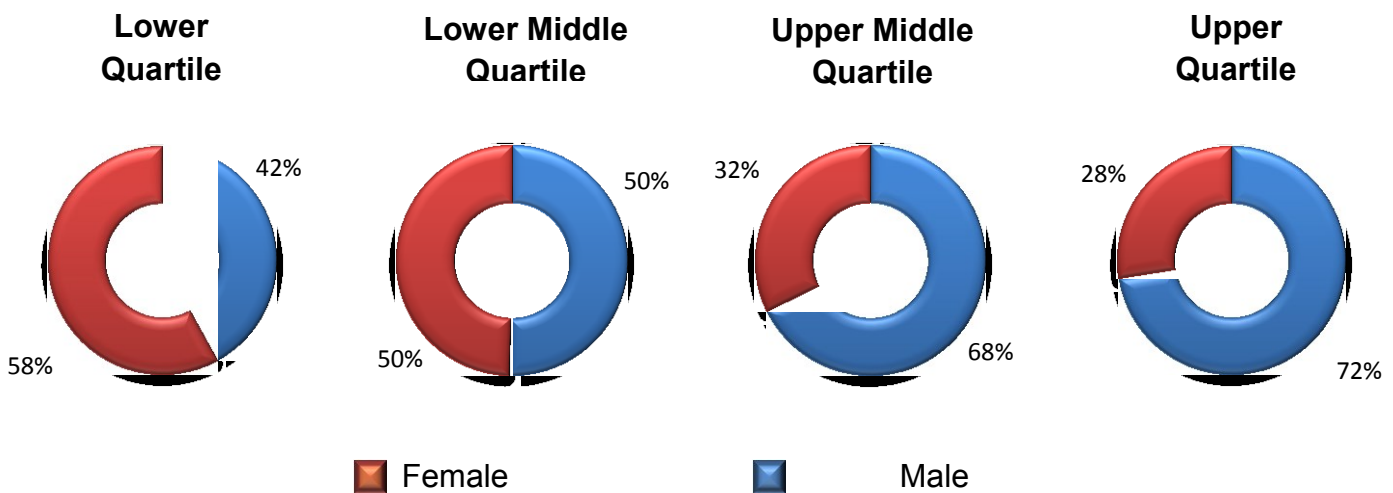
Between 1st Aril 2017 and 31st March 2018 we paid 2.32% of our workforce a bonus payment.

The proportion of male employees who were paid a bonus payment in the 12 month period is 1.57%.

The proportion of female employees who were paid a bonus payment in the 12 month period is 0.75%.

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 30% (1840)



Male 70% (4307)

GMP's Police Officer Gender Pay Gap

Mean Pay Gap



3.24%

We calculated the average standard hourly rate for male police officers ($M = £19.13$) and female police officers ($F = £18.51$). 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 3.24% higher than our female police officers.

Median Pay Gap



1.58%

We found the median hourly rate for male police officers ($M = £18.99$) and female police officers ($F = £18.69$), 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 1.58% higher median hourly pay rate than female police officers.

GMP's Police Officer Gender Bonus Pay Gap

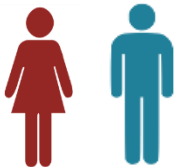
Mean Bonus Pay Gap



14.13%

We calculated the average Bonus Payment for male police officers ($M = £152.10$) and female police officers ($F = £130.61$). 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 male police officers are paid an average of 14.13% higher bonus payments than female police officers.

Median Bonus Pay Gap



0%

We found the median bonus payment for male police officers ($M = £100.00$) and female police officers ($F = £100.00$), 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 as our median bonus payments for male and female police officers is the same, there is a 0% median bonus pay gap.

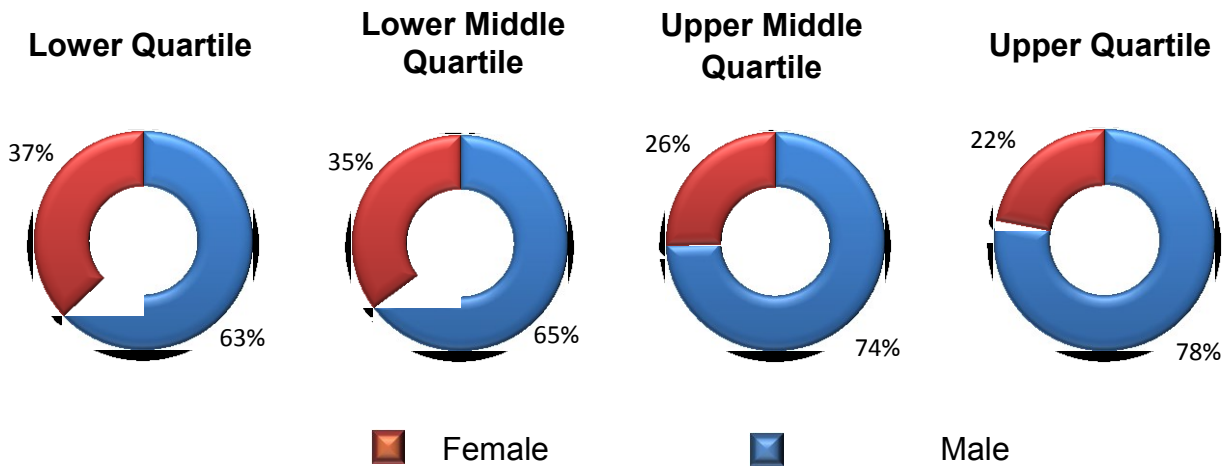
Between 1st Aril 2017 and 31st March 2018 we paid 3.07% of our Police Officers a bonus payment.

The proportion of male Police Officers who were paid a bonus payment in the 12 month period is 2.27%.

The proportion of female Police Officers who were paid a bonus payment in the 12 month period is 0.80%

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 59% (2494)



Male 41% (1717)

GMP's Police Staff Gender Pay Gap

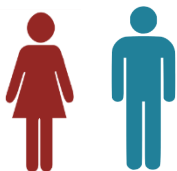
Mean Pay Gap



6.80%

We calculated average standard hourly rate for male police staff (M = £14.64) and female police staff (F = £13.64). 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 6.80% higher than female police staff.

Median Pay Gap



4.46%

We found the median hourly rate for male police staff (M = £14.13) and female police staff (F = £13.50), 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 4.46% higher than female police staff.

GMP's Police Staff Gender Bonus Pay Gap

Mean Bonus Pay Gap



-13.78%

We calculated the average Bonus Payment for male police staff ($M = £56.52$) and female police staff ($F = £64.31$). 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 13.78% 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.

Between 1st Aril 2017 and 31st March 2018 we paid 1.24% of our Police Staff a bonus payment.

The proportion of male Police Staff who were paid a bonus payment in the 12 month period is 0.55%.

The proportion of female Police Staff who were paid a bonus payment in the 12 month period is 0.69%.

Hourly Pay Quartiles for Police Staff

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

