

# **Gender Pay Gap Report**

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**March 2023**

The gender pay gap, is different to equal pay, it shows the difference in the average hourly rate of pay between male and female employees.

Legislation (Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) requires all employers with 250 or more employees to publish their gender pay gap annually. This report covers employees paid ordinary pay in GMP as at 31 March 2023. 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.

When producing the report we have followed the methodology required by the Government Equalities Office, which involves carrying out six calculations (shown below). It does not involve publishing individual employee data.

- Mean gender pay gap – the difference between the average hourly rate of pay of male full-pay employees and female full-pay employees.
- Median gender pay gap – the difference between the midpoints in the ranges of the hourly rate of pay for male full-pay employees and female full-pay employees.
- Mean bonus gender pay gap – the difference between the average bonus pay paid to males and females
- Median bonus gender pay gap – the difference in median bonus pay of males and females
- Proportion of males and females who received a bonus.
- Proportion of males and females in each of our four pay quartiles

GMP is not able to influence Pay Scales for Police Officers and Police Staff, as these are agreed nationally. Police Officer salaries are set by the Home Office and are based on a rank structure.

We are confident that there are no differences in pay rates for different genders occupying equivalent roles and that this is not an equal pay issue. GMP's gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Within GMP:

- on average, police officers are paid more than police staff employees;
- there are more police officers than police staff employees; and
- as there are more male police officers than female police officers, it has the effect of exacerbating GMP's gender pay gap.

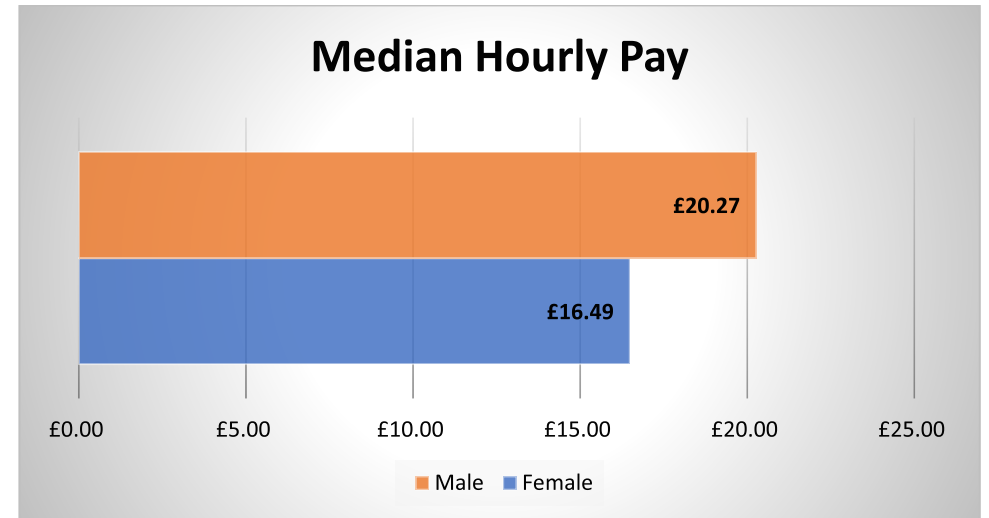
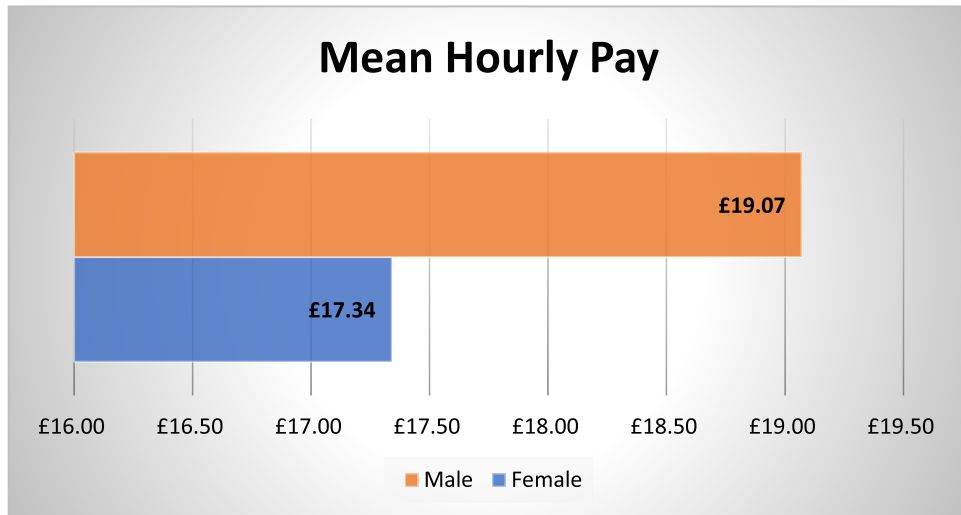
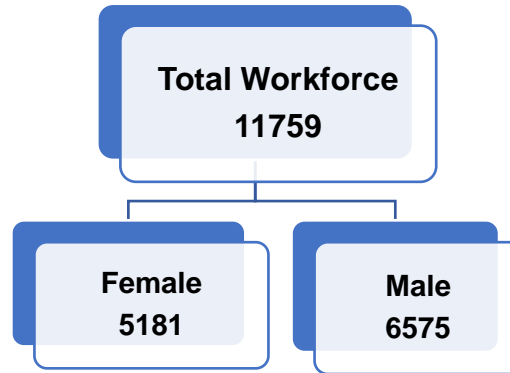
In addition to calculating the gender pay gap for the whole of the organisation we have also repeated the six calculations separately for Police Officers and Police Staff. This significantly lowers the gender pay gaps for both groups.

## Gender Pay Gap – Hourly Rate Comparison Table

The below table shows the mean and median hourly pay of our officers and staff, by gender. We have then calculated the differences in pay as a percentage; and also as a monetary value.

	Hourly Pay	Male	Female	Pay Gap	Difference
Mean	Whole Workforce Hourly Pay	£19.07	£17.34	9.09%	£1.73
	Police Officers Hourly Pay	£19.76	£18.40	6.90%	£1.36
	Police Staff Hourly Pay	£16.95	£16.15	4.73%	£0.80
Median	Whole Workforce Hourly Pay	£20.27	£16.49	18.65%	£3.78
	Police Officers Hourly Pay	£20.62	£18.26	11.45%	£2.36
	Police Staff Hourly Pay	£16.49	£16.36	0.79%	£0.13

# Whole Force Gender Pay Gap Data

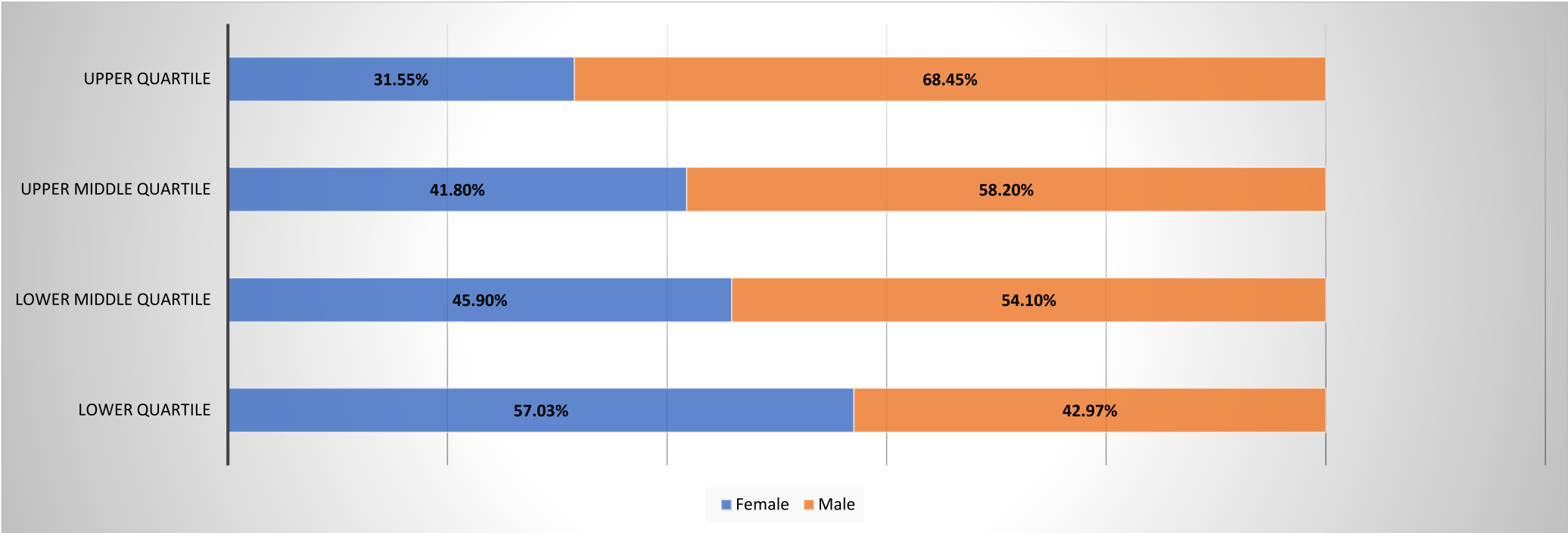


## Total Force Bonus Payments

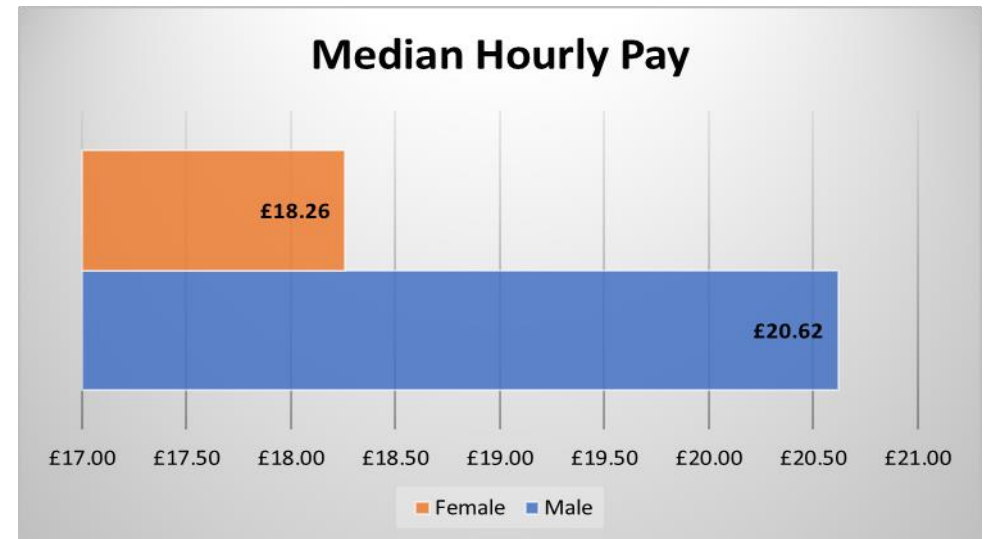
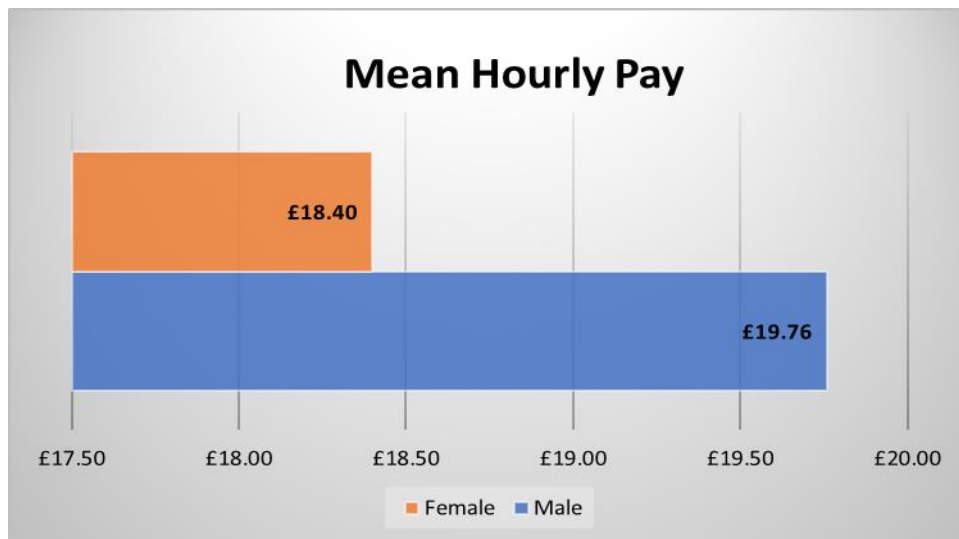
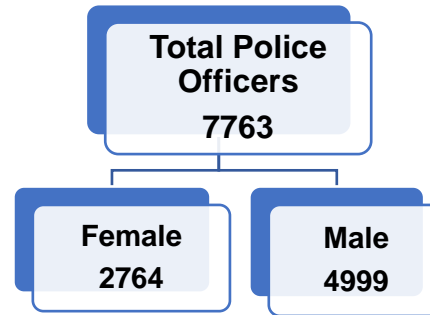
Based on the total force relevant employees (employees receiving their full pay) = 11,756 of which 1809 received a Bonus Payment

	Male	Female	Gap/Difference
<b>Total Paid a Bonus Payment</b>	1164	645	519
<b>Percentage of Force Paid a Bonus Payment</b>	9.90%	5.49%	4.44%
<b>Percentage of total bonus payments made</b>	64.34%	35.66%	28.68%
<b>Mean Bonus Payment</b>	£218.09	£189.08	0.13%
<b>Median Bonus Payment</b>	£100.00	£100.00	0%

# Whole Force Gender Pay Gap – Quartile Split



## Police Officers Gender Pay Gap

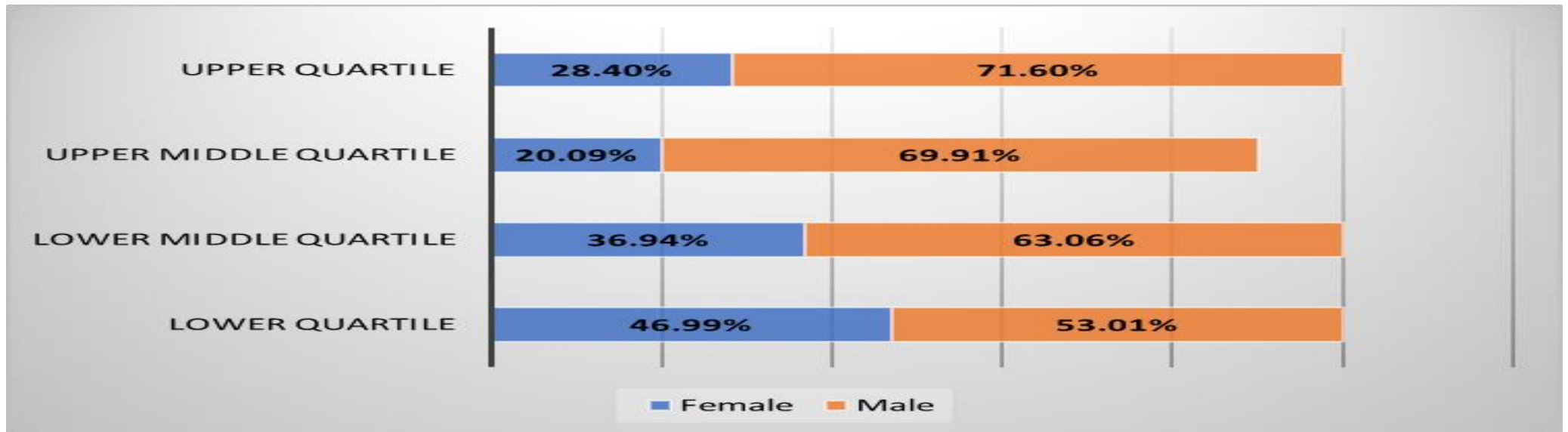


### Total Police Officer Bonus Payments

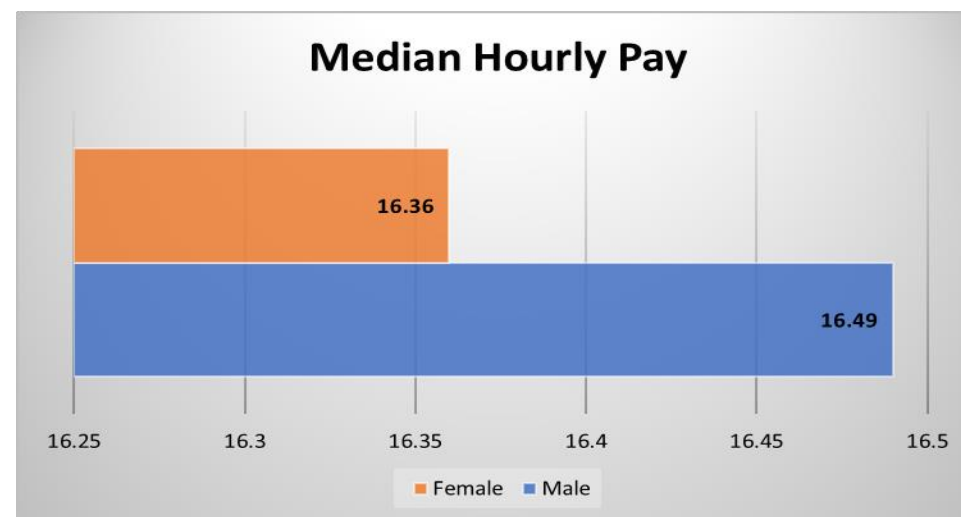
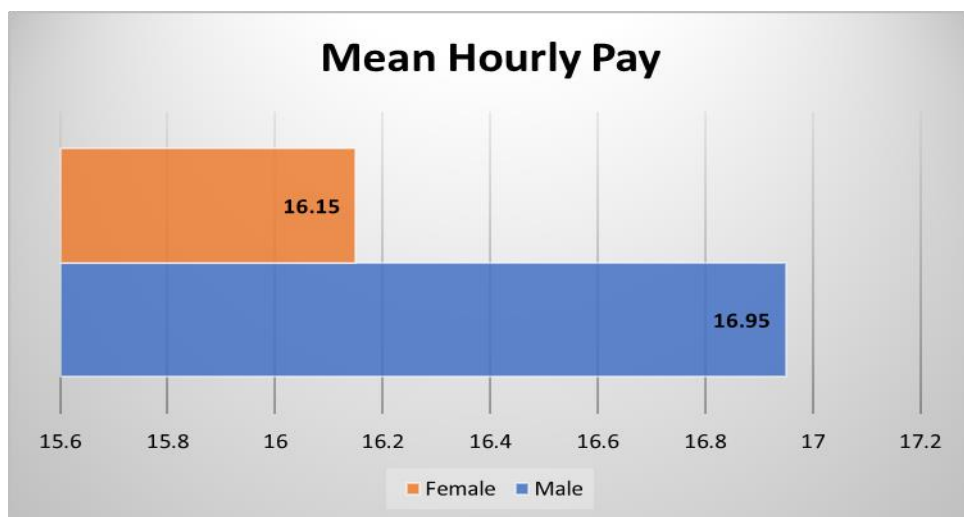
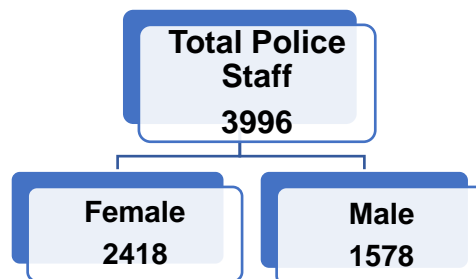
Based on the total force relevant employees (employees receiving their full pay) = 11,756 of which 1809 received a Bonus Payment

	Male	Female	Gap/Difference
<b>Total Paid a Bonus Payment</b>	1020	354	666
<b>Percentage of Force Paid a Bonus Payment</b>	13.14%	4.56%	8.58%
<b>Percentage of total bonus payments made</b>	74.24%	25.76%	48.48%
<b>Mean Bonus Payment</b>	£223.04	£206.14	0.07%
<b>Median Bonus Payment</b>	£180	£100.00	0.45%

## Police Officers Gender Pay Gap – Quartile Split



## Police Staff Gender Pay Gap



## Total Police Officer Bonus Payments

Based on the total force relevant employees (employees receiving their full pay) = 11,756 of which 1809 received a Bonus Payment

	Male	Female	Gap/Difference
<b>Total Paid a Bonus Payment</b>	145	291	-146
<b>Percentage of Force Paid a Bonus Payment</b>	3.63%	7.28%	-3.65%
<b>Percentage of total bonus payments made</b>	33.26%	66.74%	-22.48%
<b>Mean Bonus Payment</b>	£167.05	£168.33	-0.19%
<b>Median Bonus Payment</b>	£100.00	£100.00	0%



# Police Staff Gender Pay Gap – Quartile Split

