



GENDER PAY GAP PUBLISHED DATA

Cumbria Constabulary is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 31 March 2017.

- The mean (average) gender pay gap is **13.34%**.
- The median (mid-point) gender pay gap is **19.09%**.
- The mean (average) gender bonus gap is **1.19%**.
- The median (mid-point) gender bonus gap is **-112.21%**.
- The proportion of male employees in receiving a bonus is **3.17%** and the proportion of female employees receiving a bonus is **2.42%**.

Pay quartiles by gender

Band	Males	Females
Low	39%	61%
Mid-Low	48%	52%
Mid-High	55%	45%
High	69%	31%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



CUMBRIA CONSTABULARY GENDER PAY GAP REPORTING NARRATIVE

Why report the Gender Pay Gap?

The Equality Act (Specific Duties and Public Authorities) Regulation 2017 introduced the specific requirement that all public sector employers with 250 or more employees must publish, on an annual basis, information regarding their gender pay gap.

The snapshot date that this report is based on is 31 March 2017 whilst the information relating to gender bonus gap is taken from the whole financial year commencing on 1 April 2016

What is the Gender Pay Gap?

The issue of equal pay and the gender pay gap are often confused.

While Equal Pay concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority.

It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

What are we required to report?

Cumbria Constabulary must, on an annual basis publish:

- Mean* Gender Pay Gap in hourly pay
- Median** Gender Pay Gap in hourly pay
- Mean* Bonus Pay Gap
- Median** Bonus Pay Gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

These figures are calculated as at 31 March 2017.

* Mean is defined as the average.

** Median is defined as the mid-point of the individual amounts if they were placed in order.

Factors affecting the gender pay gap

The causes of the gender pay gap are many and varied. An organisation with a higher proportion of men in senior roles and women in junior roles will have a gender pay gap. So too will an organisation with a higher proportion of men than women in better-paid functions such as IT and other science, technology and engineering roles.

Women also make up three-quarters of the national part-time workforce, whose hourly pay rates tend to be significantly lower than those of full-time workers. In addition, women are much more likely to take time out of their employment for family reasons, as a consequence slowing the pace at which they typically progress to more senior and better-paid roles.



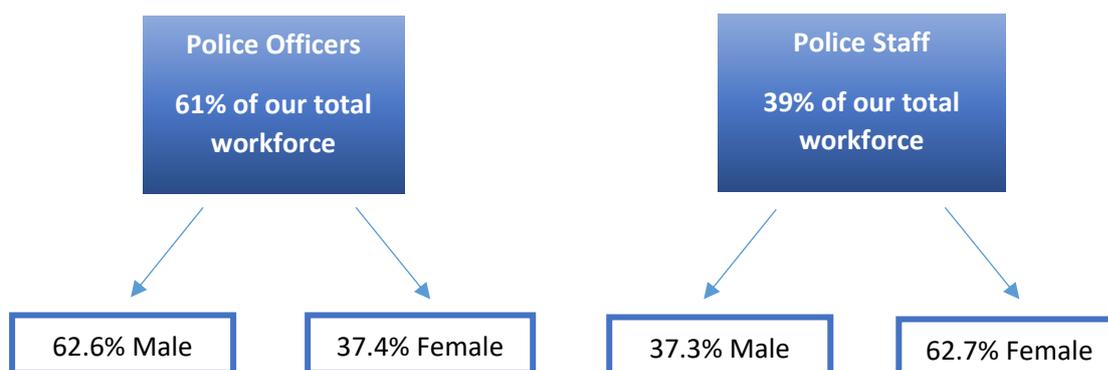
What groups are included in the calculation?

In interpreting the statistics it is important to note that the figures published for Cumbria Constabulary combine two main occupational groups:

Police officers	Servants of the Crown that operate within Police Regulations and a nationally agreed pay structure.
Police staff *	Who are employed under a contract of employment on local pay and conditions.

*Police Community Support Officers (PCSOs) are uniformed, operational police staff and are included within the police staff category.

Cumbria Constabulary workforce composition can be broken down as follows:



Based on a workforce of 1842 individuals as at the 31 March 2017.

As the above illustrates the workforce composition of Police Officers and that of Police Staff are almost a mirror image.



GENDER PAY GAP DATA

Cumbria Constabulary is committed to the principle of equal opportunities and equal treatment for all, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The aim of the Constabulary is to have an inclusive, diverse and representative workforce that values and recognises difference and what this can contribute to the organisation. Public Bodies must have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. The Constabulary approach to the gender pay gap will support this aim, ensuring fair treatment and reward for all officers and staff.

HOURLY PAY

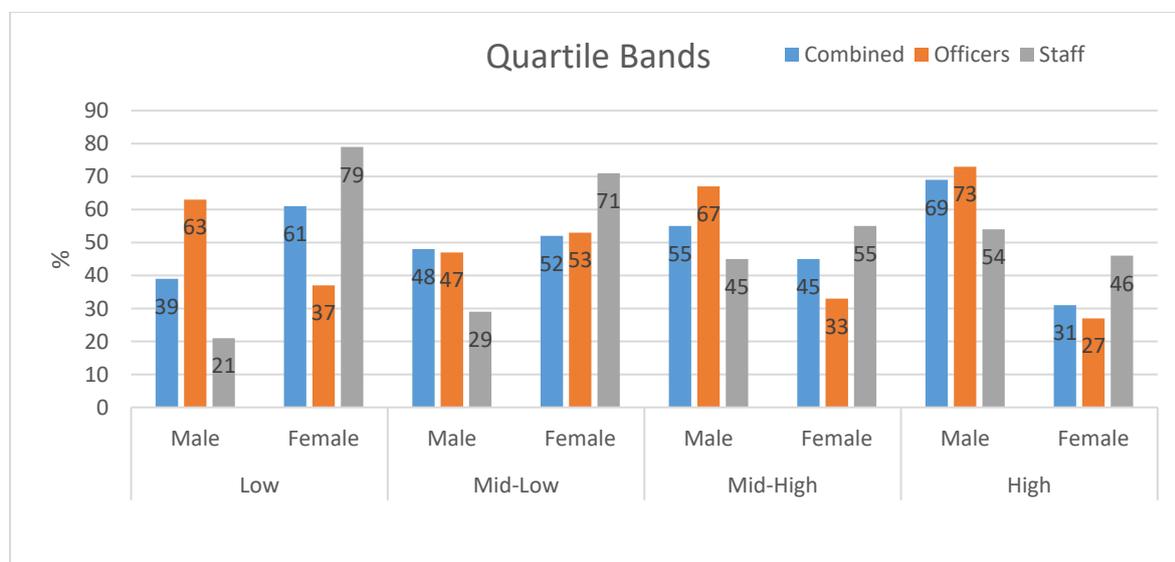
Mean Gender Pay Gap

		Mean Hourly Pay	Pay Gap %
Police Officers	Male	£18.23	5.23%
	Female	£17.28	
Police Staff	Male	£15.05	13.99%
	Female	£12.95	
Combined	Male	£17.36	13.34%
	Female	£15.04	

Median Gender Pay Gap

		Median Hourly Pay	Pay Gap %
Police Officers	Male	£18.57	1.99%
	Female	£18.20	
Police Staff	Male	£13.98	11.02%
	Female	£12.44	
Combined	Male	£18.20	19.09%
	Female	£14.73	

Hourly Pay Quartiles – Proportion of male/females in each salary quartile band





The October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) reported the mean gender pay gap for the whole economy at 17.4% with the median gender pay gap at 18.4%.

The published data demonstrates that whilst the Constabulary has a combined mean gender pay gap of 13.34% this below the national average. When presented as separate data sets it is apparent that the gap in respect of Police Officers is significantly below the national mean at 5.3%.

Whilst the Police Staff mean is also below the national figure there is a clearly distinguishable difference internally in comparison to officers at 13.99%.

Whilst the combined median figure of 19.09% is above the national median rate, however when the two categories are separated the Officers Median is less than 2% with Staff at 11.02%.

The higher combined figure can be attributed to the fact that male officers represent 72.5% of all male employees and have a higher representation in the mid-high and high salary quartile. This has the potential impact of increasing the hourly pay of the combined figure for males overall.

Similarly female police staff represent 54.7% of all female employees and have a higher representation in the low and low-mid salary quartiles. This has the potential impact on lowering the hourly pay of the combined figure of females overall and the differential in the staff gender pay gap figure.

BONUS PAY

Proportion Receiving Bonus Payments

		%
Police Officers	Male	3.10%
	Female	0.91%
Police Staff	Male	3.35%
	Female	3.85%
Combined	Male	3.17%
	Female	2.42%

Mean Bonus Pay Gap

		Mean Bonus Paid	Pay Gap %
Police Officers	Male	£422.34	76.91%
	Female	£97.50	
Police Staff	Male	£671.82	14.28%
	Female	£575.87	
Combined	Male	£494.77	1.19%
	Female	£488.90	

Median Bonus Pay Gap

		Mean Bonus Paid	Pay Gap %
Police Officers	Male	£150.00	46.67%
	Female	£80.00	
Police Staff	Male	£291.09	-71.77%
	Female	£500.00	
Combined	Male	£150.00	-112.21%
	Female	£409.16	



Bonus payments are not widely applied within the Constabulary. Police Officer bonus payments are made in accordance with Police Regulations and are associated with work that is considered demanding, unpleasant, outstanding or important with amounts ranging from £50 to £500.

Police staff bonus payments are predominantly paid in recognition of a period of undertaking higher level duties and tend to be based on the pay rate associated with these duties.

What are the underlying causes of Cumbria Constabulary's gender pay gap?

Pay Rates

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Officers are paid in accordance with nationally set pay scales whilst for all Police Staff we have in place a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such all Police Staff job roles are evaluated under the Hay Job Evaluation Scheme to ensure a fair structure and eliminate any gender bias.

Cumbria Constabulary is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its 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.

When comparing the separate categories we are comparing the same or similar rates of pay. This separation of the combined data illustrates that for police officers and police staff alone the mean and median gender pay gap is significantly less than the national reported figures.

Breaks in Service

The gap can be further explained by the fact that women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. Given that both Police Officers and Staff are subject of incremental progression which is linked to length of service, this may be a contributory factor to the reported pay gap.

Spread of Part-time Opportunities

One significant areas which may contribute to an organisation's pay gap is that fact that females are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

The pattern from the National economy as a whole is reflected in the make-up of the Constabulary's workforce, where 81% of the part-time Police Staff workforce are female with 73% of all part-time Police Staff are females employed within lower paid roles.

What is the Constabulary doing to address its gender pay gap?

While the Constabulary's gender pay gap compares favourably with that of the national economy, there is still more than can be put in place to better understand and contribute to the reduction of this gap.



Cumbria Constabulary will make improvements to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:**

To identify any barriers to gender equality and inform priorities for action, gender monitoring will be improved to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation.

- **Development of Agile Working Practices:**

Following the introduction of mobile devices across the workforce the Constabulary is exploring and developing agile working practices which encourage flexibility and support the wellbeing of staff and officers.

- **Supporting parents:**

The Constabulary will review current guidelines for employees and managers on supporting employees prior to, during and on return from maternity and other parental leave.

- **Development of internal and External Networks:**

The Women's Emergency and Public Services Association has recently been established and has developed an action plan in line with the National Gender Agenda. The work of this group will complement the development of initiatives in line with the People Strategy to support gender equality within the workplace.

None of these initiatives will alone remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Cumbria Constabulary is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.