



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 2020.

- The mean (average) gender pay gap is **10.93%**
- The median (mid-point) gender pay gap is **21.54%**
- The mean (average) gender bonus gap is **31.10%**
- The median (mid-point) gender bonus gap is **-211.65%**
- The proportion of male employees in receiving a bonus is **4.52%** and the proportion of female employees receiving a bonus is **3.71%**.

Pay quartiles by gender

Band	Males	Females	Trend
Low	38%	62%	↑
Mid-Low	49%	51%	↓
Mid-High	54%	46%	↑
High	64%	36%	↑

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 2020 whilst the information relating to gender bonus pay is taken from the whole financial year commencing on 1 April 2019.

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 2020.

* 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.



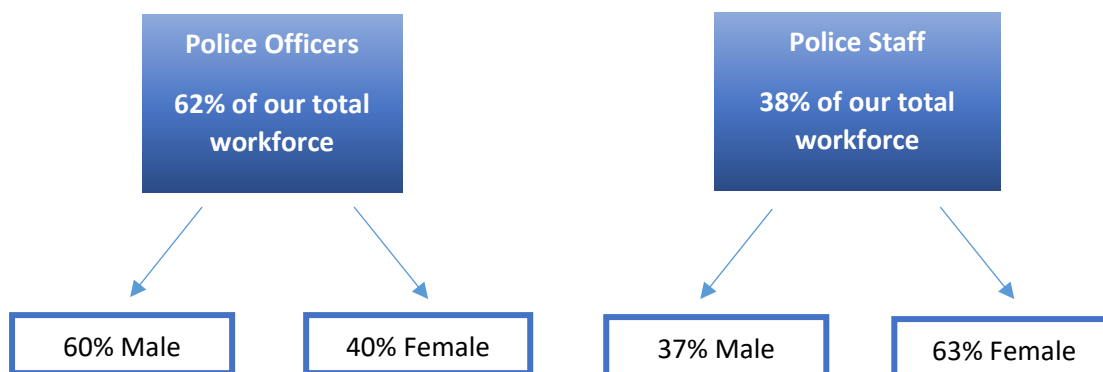
What groups are included in the calculation?

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 remains consistent with previous years and can be broken down as follows:



Based on a workforce of 1989 full pay relevant individuals as at the 31 March 2020.

As the above illustrates the workforce composition of Police Officers and that of Police Staff are an opposed 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

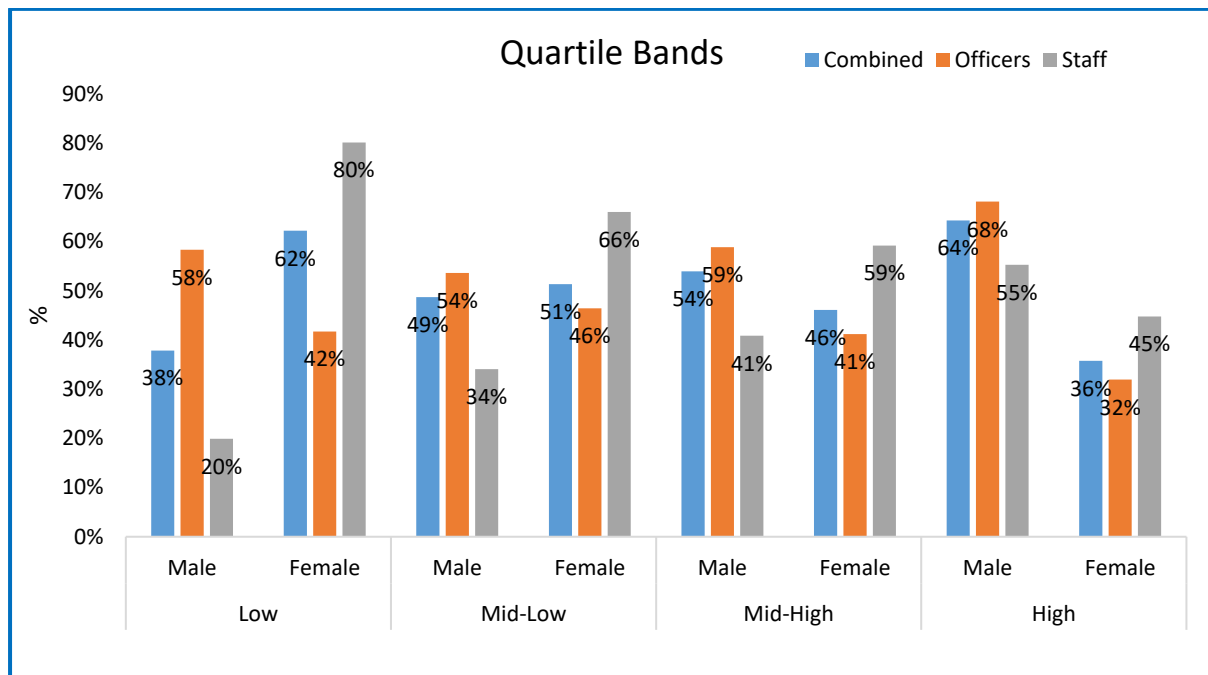
		Mean Hourly Pay	Pay Gap %	Trend
Police Officers	Male	£18.59	3.59%	↓
	Female	£17.92		
Police Staff	Male	£16.19	14.00%	↑
	Female	£13.92		
Combined	Male	£17.91	10.93%	↓
	Female	£15.96		

Median Gender Pay Gap

		Median Hourly Pay	Pay Gap %	Trend
Police Officers	Male	£19.27	0.29%	↓
	Female	£19.22		
Police Staff	Male	£15.01	8.94%	↑
	Female	£13.67		
Combined	Male	£18.83	21.54%	↓
	Female	£14.41		



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



The October 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures reported the mean gender pay gap for the whole economy as slightly reduced at 15.5%.

The published data demonstrates that whilst the Constabulary has a combined mean gender pay gap of 10.93% this is below the national average. When presented as separate data sets it is apparent that the gap in respect of Police Officers has reduced on 2019 and remains significantly below the national mean at 3.59%.

Whilst the Police Staff mean is also slightly below the national figure there remains a clearly distinguishable difference internally in comparison to officers at 14.00% - this is a slight increase from the 2019 figure of 13.37%.

Overall the combined median figure of 21.54% is a reduction on the 2019 figure of 23.13%. This can be attributed to the higher proportion of females in the mid-high and high quartile categories. Whilst there has been a slight increase in the proportion of females in the low salary quartile from 61% in 2019 to 62% in 2020, there has been a decrease in the number of females in the mid-low quartile by 3%.

Female police staff composition remains consistent at 23.98% of the total workforce. 65% of this composition fall within the low salary quartile. This is due to the number of individuals working part time in these roles. This has the potential impact on lowering the hourly pay of the combined figure of females overall resulting in the differential in the staff gender pay gap figure.

This is a position reflected in the National statistics where it is noted that women fill more part-time jobs which have a lower hourly median pay than full-time jobs and are more likely to be in lower paid occupations.



BONUS PAY

Proportion Receiving Bonus Payments

		%	Trend
Police Officers	Male	5.33%	↓
	Female	1.82%	↓
Police Staff	Male	2.45%	↑
	Female	5.66%	↑
Combined	Male	4.52%	↓
	Female	3.71%	↑

Mean Bonus Pay Gap

		Mean Bonus Paid	Pay Gap %	Trend
Police Officers	Male	£134.62	5.08%	↓
	Female	£127.78		
Police Staff	Male	£5,008.16	84.78%	↑
	Female	£762.41		
Combined	Male	£876.24	31.10%	↑
	Female	£616.26		

Median Bonus Pay Gap

		Median Bonus Paid	Pay Gap %	Trend
Police Officers	Male	£100.00	0.00%	↓
	Female	£100.00		
Police Staff	Male	£1,190.46	56.85%	↓
	Female	£513.72		
Combined	Male	£100.00	-211.64%	↓
	Female	£100.00		

Bonus payments are not widely applied within the Constabulary with only 8.2% of the total workforce receiving a payment during the reported period – which is an increase on the previous reporting period (from 7.66%). 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.

Due to the relatively small number of bonus payments made a small fluctuation in the number of payments and the amounts can represent a large change in the reported figures. For example, the apparent significant increase in the mean Bonus Gap for police staff from 28.5% in 2019 to 84.78% in 2020 is due to two individuals undertaking additional work for an external organisation.

However the combined median figure shows a negative gap indicating that the median amount paid to females across the workforce is 32% more than that to males.

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). Police Staff job roles remain 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 remains significantly less than the national reported figures.

Spread of Part-time Opportunities

One significant area 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.

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



- **Creating an evidence base and developing reporting tools:**

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:**

The Constabulary has reacted dynamically to the COVID19 situation and have rolled out laptops to enable a significant proportion of individuals to work from home if within the scope of the role. The Constabulary have embraced the rewards of this and will continue to promote agile working post pandemic to encourage flexibility and support the wellbeing of staff and officers.

Individuals who may have been unable to work during the pandemic due to personal circumstance have been afforded increased flexibility in relation to their role, location and hours without impacting on individuals pay.

- **Review of Police Officer Promotion Processes:**

The Constabulary has undertaken a full review of promotion processes including undertaking engagement and consultation with internal stakeholders. This has resulted in an overhaul of the process which has resulted in a higher success rate for females.

- **Supporting parents and families:**

The Constabulary will continue to review its current guidelines for employees and managers on supporting employees prior to, during and on return from maternity and other parental leave. Providing flexibility and encouraging management discretion.

The Constabulary continue with promotion of flexible working and education of management (including delivery of training) to ensure managers embrace the benefits of flexible working.

During the COVID19 pandemic the Constabulary have increased support in relation to dependents leave, annual leave management and protection of pay during COVID related absences.

In relation to Police Staff, further flexibility in working practices has been adopted through enhancing the Police Staff "Flexi Time" scheme.

- **Introduction of Pay Panels**

The Constabulary have introduced a new procedure in relation to pay for individuals absent through sickness (includes officers and staff). The view is to increase transparency around decision making.



- **Positive Action**

A new Positive Action recruitment team has been formed to mentor and coach candidates from underrepresented groups to ensure the Constabulary reflects the community it serves.

- **Development of Talent Management:**

The Spotlight Programme is a newly established initiative aimed at highlighting individuals who display authentic leadership abilities. By providing a framework, underpinned by the Code of Ethics, the Programme intends to identify, develop, support, nurture and attract talented individuals at all levels. The scheme is open to staff and officers up to the rank of Inspector (or police staff equivalent) with a proportion of spaces dedicated to positive action candidates.

The scheme will provide individuals access to senior mentoring, professional coaching, projects to increase strategic awareness, 360 feedback, a variety of skills based external and internal workshops and much more.

The programme does not focus solely on promotion; it is recognised that many people enjoy the role they do and may not necessarily wish to pursue fast-track moves up the career ladder. The scheme's aspiration is to harness the potential of talented individuals, whilst taking a holistic approach to their development.

- **Further Development of Workforce Planning:**

With the continued implementation of the Business Transformation project and the development of the workforce planning function within the Constabulary specific focus can be applied to female representation at rank and age group to identify any trends or patterns as a result of which targeted action can be taken to address any gaps.

- **Development of Inclusion Hub**

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- We have developed and are developing internal support networks which include all genders but also support women.

- As well as the groups themselves the setting up and continued work in these groups is developing women which in turn will enable people to have the confidence, skills and experience to apply for other roles.

- The groups include:

- o Family support, pregnancy, fostering, adoption, breast feeding, maternity, miscarriage, IVF Mummy MOT's, bereavement

- o Carers

- o Chronic Illness

- o Menopause

- o Cancer support

- These groups link to national and external groups such as:

- o All the family support links externally and nationally

- o The fatigue clinic

- o External menopause groups...

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.