

Cheshire Constabulary
GENDER PAY GAP REPORT
MARCH 2024



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Cheshire Constabulary

Gender Pay Gap Report

- March 2024

Cheshire Constabulary is required by law to carry out gender pay reporting under the Equality Act 2010. The legal requirement states that public sector organisations must publish their findings by 30th March each year.

What is the gender pay gap and why is it important?

The gender pay gap report shows the difference between mean and median earnings of men and women in the workplace. Gender pay reporting can be used to assess levels of equality in the workplace and the rates of male and female participation at all levels of seniority within an organisation.

Gender pay reporting is a different requirement to carrying out an equal pay audit. It is not a review of equal pay for equal work, it instead compares hourly rates of pay and any bonuses staff may receive by gender, seeking to expose any imbalance. Following further analysis of the results, some assumptions can be made about why the pay gap exists. The analysis and findings allow the force to understand where to direct positive action interventions in order to close the gender pay gap in future years.

Pay for both police officers and police staff is determined and negotiated at national level and police officer pay is at a higher rate than police staff. For staff roles the widely recognised HAY job evaluation scheme is used to evaluate new roles and positions.

Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. At Cheshire Constabulary men and women are paid equally at every grade, but if one dominates higher paid management roles, the organisation will have a gender pay gap.

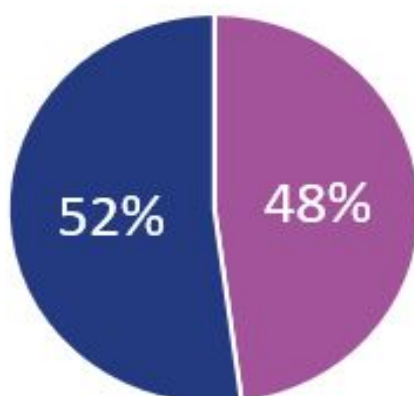
Cheshire Constabulary are required to calculate the following information:

- the mean (average) gender pay gap
- the median (middle number) gender pay gap
- the proportion of men and women in each quartile pay band
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of men and women receiving a bonus payment

Further information on gender pay gap reporting and how the indicators have been calculated is available at www.gov.uk/guidance/gender-pay-gap-reporting-overview.

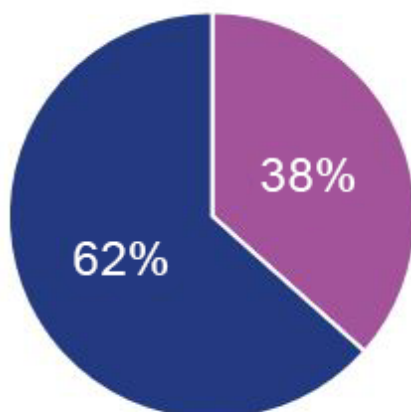
Cheshire Constabulary Workforce at March 2023

Officers and Staff



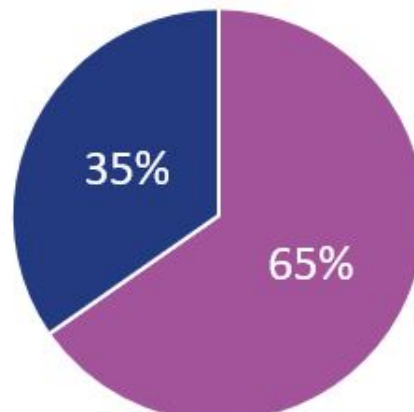
■ Women ■ Men

Officers



■ Women ■ Men

Staff



■ Women ■ Men

The following figures include all officers and police staff (both full and part time) who were employed by the Constabulary on the "snapshot date" of 31st March 2023. Pay data contained in this report relates to the period 1st April 2022 - 31st March 2023.

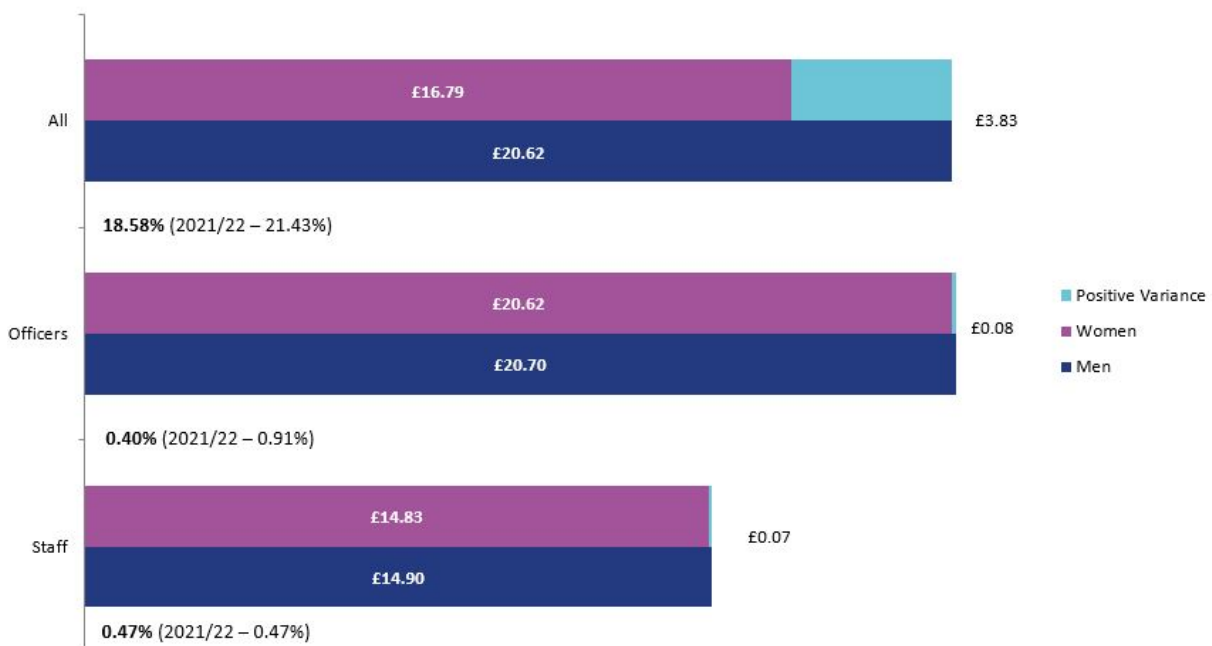
Findings

Mean and Median Gender Pay Gap Based on Hourly Rate

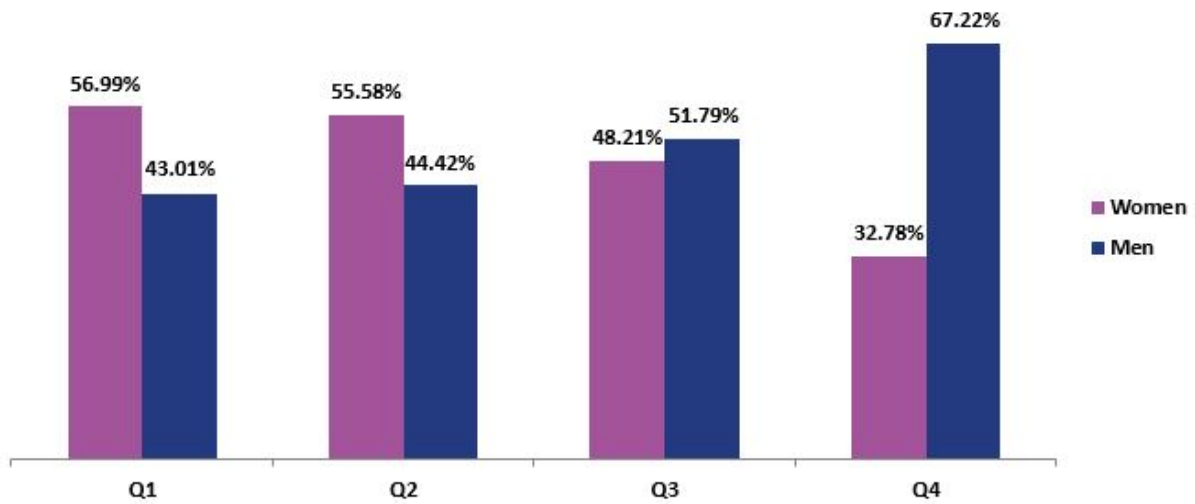
Mean Pay Gap



Median Pay Gap

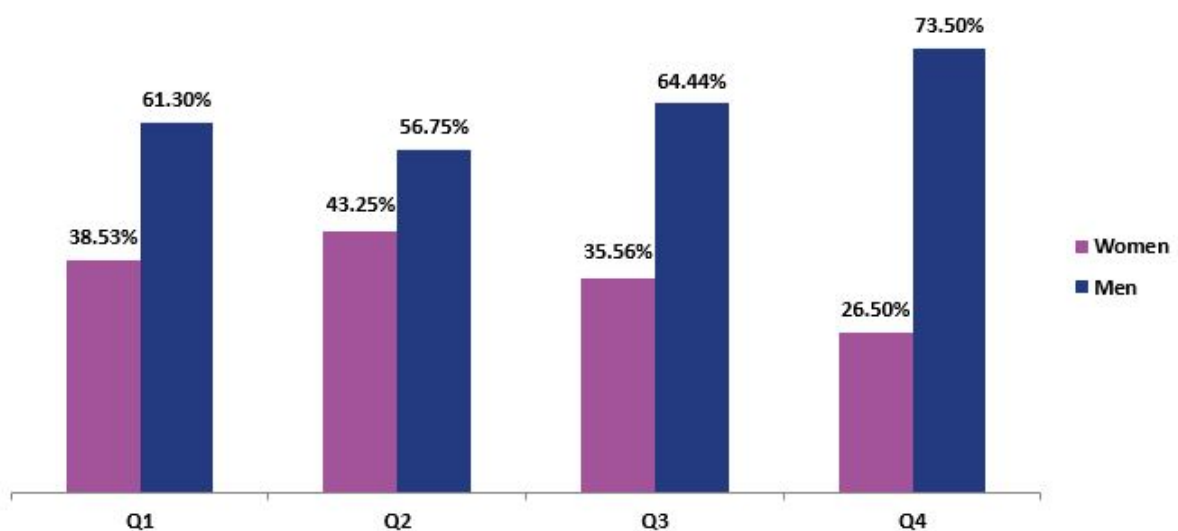


Proportion of Officers and Staff in each salary quartile band



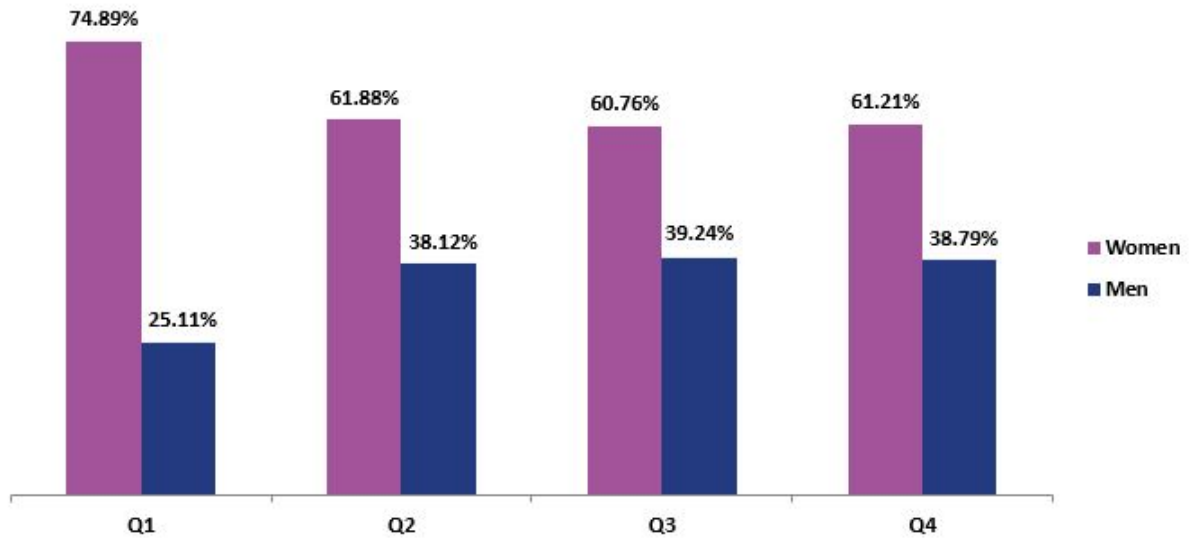
The results for officers and staff in 2022/23 are broadly comparable with the results from 2021/22, with small increases in the proportion of women in quartile 4.

Proportion of Officers in each salary quartile band



The results for officers in 2022/23 are broadly comparable with the results from 2021/22, with small increases in the proportion of women in quartile 3.

Proportion of Staff in each salary quartile band



The results for officers in 2022/23 are broadly comparable with the results from 2021/22, with small increases in the proportion of women in quartiles 1 and 2.

Bonus Payments

As part of police officer pay, bonuses can be paid to officers as a one-off payment between £50 and £500 in recognition of work performed of an outstandingly demanding, unpleasant or important nature. As part of police staff conditions, staff may be recommended for a performance payment to recognise consistently high levels of work or acting up responsibilities.

Reasons for the award of bonus payments and honorariums vary each year based on the needs of the force and individual tasks completed by officers and staff.

Officers and Staff

	Median	Mean	Proportion of Men and Women Receiving a Bonus Payment
Men	£220	£367.15	7.44%
Women	£242.47	£331.75	6.26%
Pay Gap	-£22.48	£35.40	
% Difference	-10.22%	9.64%	

Officers

	Median	Mean	Proportion of Men and Women Receiving a Bonus Payment
Men	£200	£308.69	8.25%
Women	£220	£262.86	8.06%
Pay Gap	-£20	£45.83	
% Difference	-10%	14.85%	

Staff

	Median	Mean	Proportion of Men and Women Receiving a Bonus Payment
Men	£382.45	£575.94	5.52%
Women	£326.53	£414.90	4.93%
Pay Gap	£55.92	£161.04	
% Difference	14.62%	27.96%	

Mean and Median Bonus Pay Gap

The difference in mean (average) bonus pay for officers and staff is 9.64% in favour of men (2021/22 - 22.85% in favour of women). The mean bonus payment value across Cheshire Constabulary was £349.45 (2021/22 £263.30). The difference in median (middle number) bonus pay for officers and staff is 10.22% in favour of women (2021/2022 was - 13.33% in favour of men).

Proportion of Men and Women Receiving a Bonus Payment

In 2022/23, 7.44% men (2021/22 - 6.89%) and 6.26% women (2021/22 - 5.74%) received a bonus payment.

Actions

We recognise that although our pay gap is reducing year on year, we still have work to do to maintain the reduction of the pay gap.

We are committed to stamping out inequality through our inclusive culture, and by continuing to develop a workplace environment where staff can flourish and be their best.

Our strategic people plans contain measures to ensure that we attract more female officers and continue to develop the talent of our female workforce, thereby contributing to closing the gender pay gap through a number of measures including:

Transparency

- Explain why we monitor protected characteristics to measure the effectiveness of all our current and future initiatives, and we will;
- Run the Safe to Say campaign and promote locally
- Continue to collaborate with our external Diversity, Equality and Inclusion (DEI) Board, Staff Support Networks, Staff Associations and Unison to ensure that barriers for females wishing to join or who are employed by the Constabulary are identified are minimised

Policies

- Engage with our networks and allies to better understand the problems that people face whilst being pregnant, taking maternity leave, working Keep in Touch (KIT) days, having IVF treatment, taking shared parental leave and returning to work during their working life. We will work as a collaborative team to create a smoother process
- Ensure that annual equality impact assessments are carried out on all family friendly policies (those that help to balance and benefit our work/family life) to ensure they are inclusive, both in application and development
- Set a force training priority for mandatory training for all staff and officers around diversity, equality and inclusion, to ensure our inclusive culture is developed and maintained throughout our colleagues' careers
- As member of the VAWG (Violence Against Women and Girls) work. We will support the development of policies and conditions around VAWG and actively promote

Attraction and recruitment

- Promote the Constabulary as 25th in the Inclusive Top 50 UK Employers Awards, to show potential applicants how inclusive we are, and attract females to our organisation
- Continue to explore ways to promote inclusivity, including during the recruitment process; including exploring ways to make policing in Cheshire a more attractive career choice for females, work with CWIP to review
- Continue to enable and encourage females into officer roles by offering positive action support through our familiarisation events

Promotion

- Extend our coaching and mentoring programmes throughout the organisation, across all roles and ranks to assist with career plans with a focus on developing skill sets and building experience
- Continue to enable and encourage our under-represented colleagues to develop skills through the Aspire programme, so they can be more confident in their current role, or they can confidently pursue lateral moves or promotion aspirations. We will always offer this support to females who do not succeed in their application for a promotion
- Actively promote and encourage performance and talent discussions to take place and will dip sample this for our female and underrepresented colleagues

Retention

- Refresh of our Family Hub will enable the process of pregnancy, IVF treatment, maternity, kit days, shared parental leave and return to work to be more effective and will help us to retain essential knowledge, skills and experience
- Extend our training offer to include training specifically around the health of those who identify as women and information around women only health conditions for the entire force, eg. Menopause, Endometriosis
- Continue to work with our Cheshire Women in Policing Staff Support Network to support female in the workplace, via individual network strand leads, such as Menopause, Pregnancy and Endometriosis
- Promote the personal support passport for carers (58% of carers are women) to understand what they need, in order to give their best performance whilst at work
- Offer stay interviews to identify any trends and learning around women leaving the organisation and involve representatives from CWIP to review

Contact

Email:

public contact@cheshire.police.uk

Web: www.cheshire.police.uk

Twitter: @cheshirepolice

Facebook: Cheshire Police

Address:

Cheshire Constabulary Headquarters
Clemonds Hey
Oakmere Road
Winsford
CW7 2UA

Telephone: 101

Email:

police.crime.commissioner@cheshire.police.uk

Web: www.cheshire-pcc.gov.uk

Twitter: @CheshirePCC

Facebook: Police and Crime Commissioner for Cheshire

Address:

Office of the Police & Crime Commissioner for Cheshire
Stockton Heath Police Station
Grappenhall Road
Warrington
WA4 2AF

Telephone: 01606 364000



**Cheshire
Constabulary**