



SOUTH WALES POLICE
**GENDER PAY GAP
REPORT**

2017



HEDDLU
POLICE

Introduction

Assistant Chief Constable Jeremy Vaughan

This is South Wales Police's first annual gender pay report. As specified by the Equality Act (Specific Duties and Public Authorities) Regulations 2017, all public sector employers with 250 or more employees are required to publish information about gender pay gaps.

This publication highlights our workforce, the numbers of police staff and police officers we employ, and also the gender balance within our organisation.

We want those employed by South Wales Police to continue to be proud, professional and positive and we aim to attract those who can bring those values to life in South Wales Police.

South Wales Police is made up of police officers, who, as servants of the Crown, operate within Police Regulations and a nationally-agreed pay structure, and police staff who are graded in accordance with a pay structure which is applied equally to all members of police staff, regardless of their gender.

In summary, our report shows that men and women within South Wales Police are not being paid differently for equal work, however there are a higher percentage of females working within the lower grades for police staff, and there are fewer female police officers as a whole.

Our Delivery Plan for Female Recruitment, Progression and Retention highlights the work that has been undertaken to encourage women to join us and progress; promote a supportive working environment and promote women's health and wellbeing.

With the commitment of my team and under the direction of Chief Constable Matt Jukes, I know that we will continue to introduce further measures that create a workforce that better reflects our communities and those we serve. I look forward to the publication of these reports, year on year, and am confident that our recruitment and promotion will continue to address the gender balance of our workforce.

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010, as are all employers with 250 or more employees. This will be published on our own website and www.gov.uk. We are required to report in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps (the proportion of men and women who received bonuses), and the number of men and women according to quartile pay bands.

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.

In March 2017 South Wales Police employed 1819 staff, 2950 officers and 425 PCSOs. Officers and staff are employed on different terms and conditions of service. Both salary scales are negotiated nationally.

It serves 1.3 million people, covering 42% of the population of Wales. The force area spans seven local authorities –Bridgend, Cardiff, Merthyr Tydfil, Neath Port Talbot, Rhondda Cynon Taf, Swansea and the Vale of Glamorgan.

Pay gap summary for bonus payments

Bonuses for officers are for ‘exceptionally unpleasant tasks’ and police regulations allow between £50 and £500 to be paid. Police staff bonuses are for additional work or responsibilities and the minimum amount is usually £50. Chief Officers do not receive bonuses.

What is median and mean?

If all of our staff and officers were lined up in a female line and a male line in order of pay from highest to lowest, the **median** compares the pay of the female in the middle of their line and the pay of the male in the middle of their line.

The **mean** gender pay gap shows the difference in the average hourly rate of pay between male and female.

Police Staff

As at March 2017 South Wales Police employed 2244 Police Staff (inclusive of PCSOs). 900 were male and 1344 were female.

PERCENTAGE DIFFERENCE IN
MEAN PAY

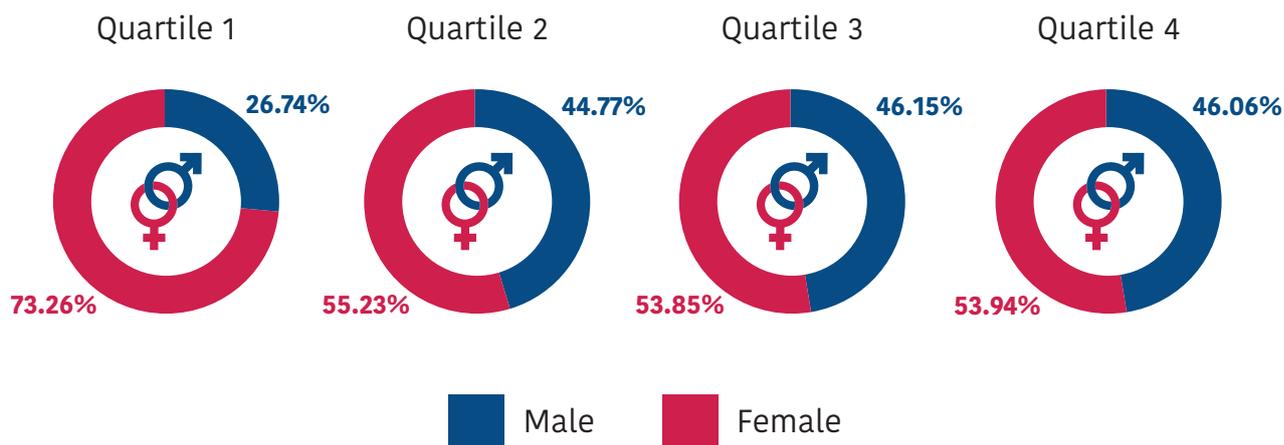
6.81%

PERCENTAGE DIFFERENCE IN
MEDIAN PAY

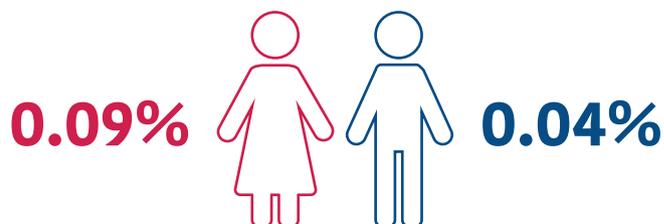
5.35%

Difference between men and women	Mean	Median
Gender Pay Gap	6.81%	5.35%
Gender Bonus Pay Gap	0%	0%

Proportion of male and female employees in quartile bands



The proportion of males and females receiving a bonus



Police Officers

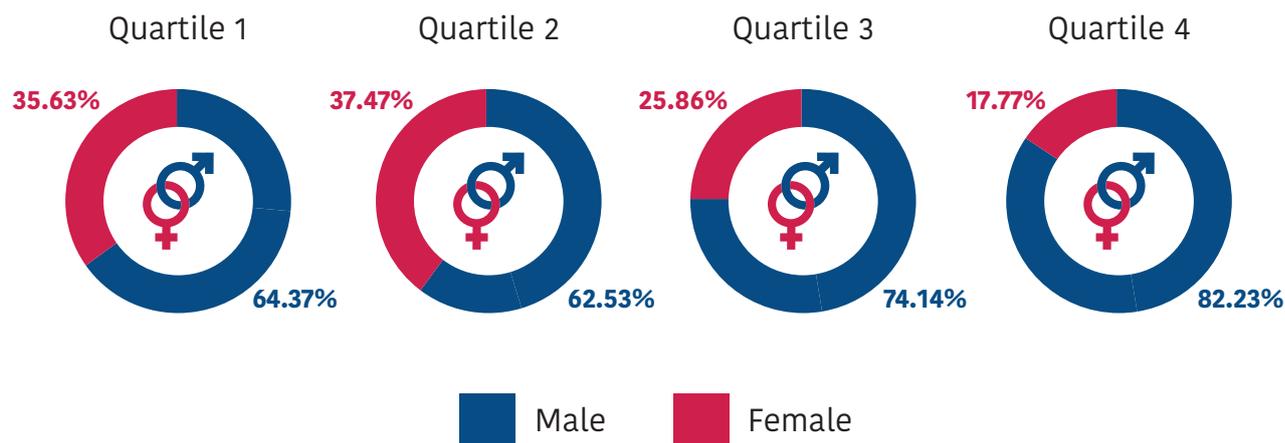
South Wales Police employed 2950 Police Officers. 2060 were male and 890 were female.

PERCENTAGE DIFFERENCE IN
MEAN PAY
7.31%

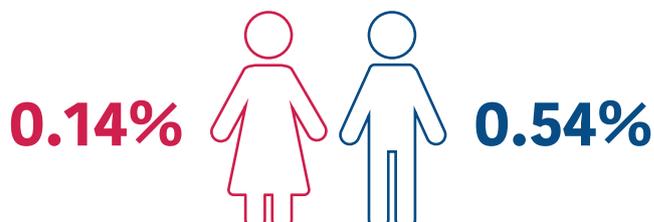
PERCENTAGE DIFFERENCE IN
MEDIAN PAY
1.64%

Difference between men and women	Mean	Median
Gender Pay Gap	7.31%	1.64%
Gender Bonus Pay Gap	54.29%	0%

Proportion of male and female employees in quartile bands



The proportion of males and females receiving a bonus



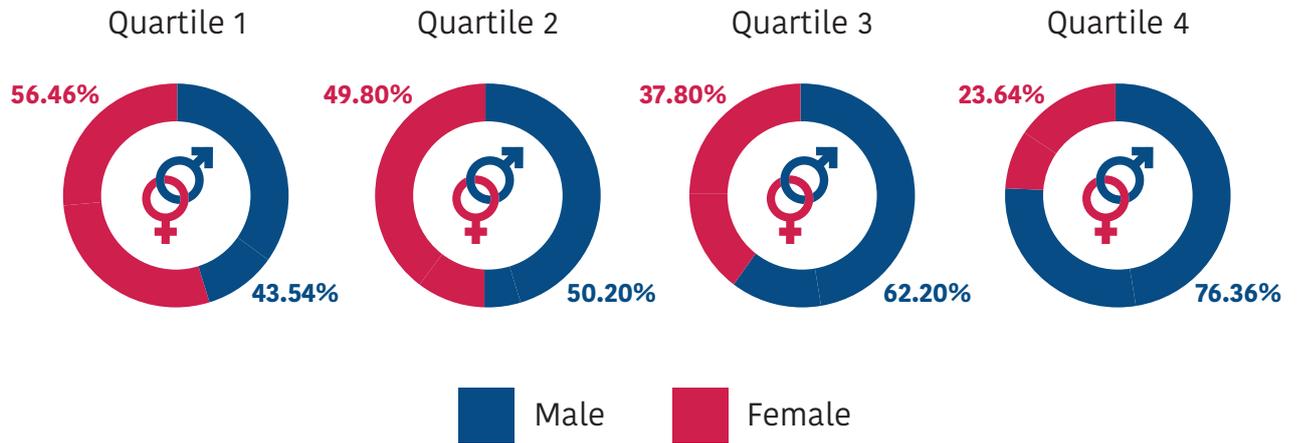
Police Staff and Police Officers

PERCENTAGE DIFFERENCE IN
MEAN PAY
13.39%

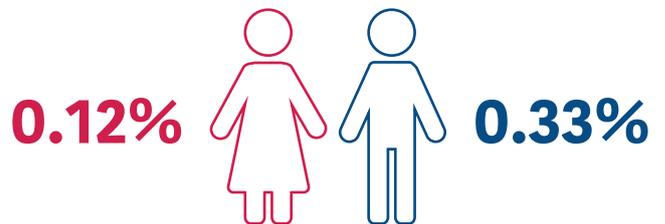
PERCENTAGE DIFFERENCE IN
MEDIAN PAY
20.19%

Difference between men and women	Mean	Median
Gender Pay Gap	13.39%	20.19%
Gender Bonus Pay Gap	52.78%	0%

Proportion of male and female employees in quartile bands

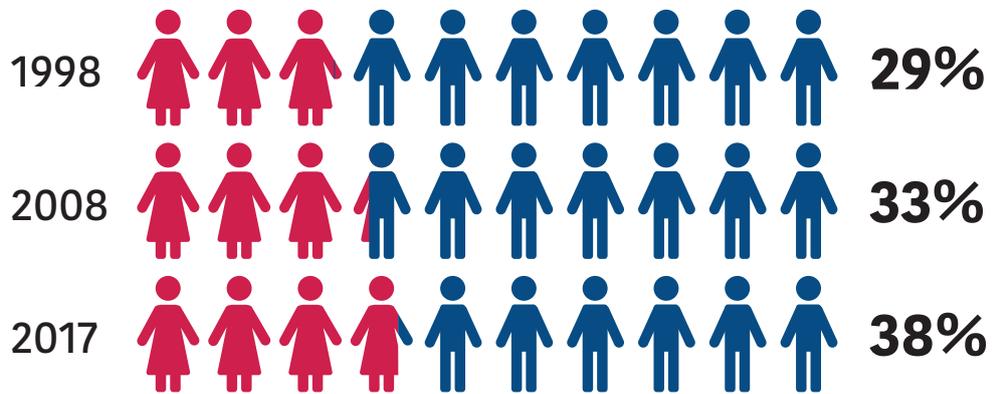


The proportion of males and females receiving a bonus



Female Recruitment

In 1998 there were 110 recruits, 32 of which were female.
In 2008 there were 69 recruits, 23 of which were female.
At the end of 2017, 38% of recruits were female.



Conclusion and recommendations

The figures set out above were calculated using standard methodologies under the Equality Act.

The information presented was collated on the 31/03/17 – and took into consideration all the data on that day and the month in advance of this date in South Wales Police.

South Wales Police is committed to promoting equality and to ensuring that diversity is seen and valued within our employee make-up.

Our female officer representation has been increasing year on year for some time. In 1998, 29% of the recruits were female, 2008 33% of the recruits and at the end 2017, 38% of recruits were female.

However this is still not where we want to be. Female police officers are underrepresented in South Wales Police, as indeed they are across the police service nationally.

Our Gender Delivery Plan sets out our approach to working toward achieving a more positive gender balance in South Wales Police. It looks to address the key areas we believe will make a difference in our aim to recruit, retain and develop female officers and PCSOs. Specifically we are exploring how we attract more women at every level of our organisation including the senior leadership team and continue to actively encourage flexible working.

From the recommendations of our Gender Delivery plan, the dedication of our staff and officers, the continued commitment and encouragement of our Chief Officers, Police and Crime Commissioner and Senior Management Team, we hope that we strive to make progress and continue to address and reduce the gender balance of our workforce.