



SOUTH WALES
POLICE
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SOUTH WALES POLICE
**GENDER PAY
GAP REPORT**

2021





Mark Stevenson

Director of People and
Organisational Development

Introduction

A workforce that is representative of the communities which it serves is fundamental toward increasing public confidence and engagement in keeping our communities safe. An inclusive workforce where everyone, free from inequality, has the opportunity and is supported to be the best they can be is key to realising a more modern and effective police service.

The Gender Pay Gap is one way in which South Wales Police can monitor its progress against our ambition to be one of the most diverse and inclusive forces in Wales and England and an employer of choice.

As a force, we serve a community that is 50% female. It is our aim to ensure that our workforce reflects this balance. Whilst we have a high percentage of females that work in our police staff roles (just over 60%), our representation of female officers as at 31st March 2021 was 33.5%. We acknowledge improvements we have made to date but we are mindful that more needs to be done to increase our representation of female officers.

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 whose pay, as employees of the Chief Constable of South Wales Police is allocated in accordance with a separate pay grading structure. Both salary scales are negotiated nationally.

In comparing the median hourly pay of our Police Officers with the median hourly pay of our police staff (across the two separate pay structures), the median Gender Pay Gap of our combined workforce is 20.4%. This is an improvement of 1.3% on the same period in 2020. When comparing median hourly rates for officers only, the median Gender Pay is 0.97% (down by 0.05% in 2020) whilst the median gender Pay gap for our Police staff is 0.62% (a reduction of 0.1% compared with 2020).

Whilst these improvements are incremental, it does highlight a positive trend. Our commitment to accelerate progress in this area and to improve workplace equality, diversity and inclusion is outlined in a number of clear and ambitious commitments within the Chief Constable Delivery Plan (2021 – 25). Under the direction of the Chief Constable, Jeremy Vaughan and Rt Honourable Alun Michael, our Chief officer team is committed and engaged in improving workplace gender representation, equality and inclusion.



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 2021 South Wales Police employed 2581 staff (inclusive of PCSO's) and 3211 officers. Officers and staff are employed on different terms and conditions of service.

Pay gap summary for bonus payments

The opportunity to earn bonuses for officers is limited and generally are for 'exceptionally unpleasant tasks' which police regulations allow between £50 and £500 to be paid. September 2020 saw the introduction of two other categories of bonus payment being implemented, one of these recognises the achievement and maintenance of detective skills and qualifications to assist in addressing a national detective skills shortage. Equality Impact assessments are undertaken ahead of the introduction of any new policy or payment to ensure that is no unintentional adverse impact on any group with a protected characteristic.

Police staff bonuses are for additional work or responsibilities and the minimum amount is usually £50. Chief Officers do not receive bonuses.

The numbers receiving bonuses are small and as such a small change in one payment will result in a large percentage change for the force.

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 2021** South Wales Police employed **2,581** Police Staff (inclusive of PCSOs). **1,010** were male and **1,571** were female. This equates to **60.87%** of our staff being female and represents a **0.13%** increase from 2020 and a **0.33%** increase from 2019.

60.87% Women



39.13% Men



Mean

Men earn

6.85%

more than women.



Median

Men earn

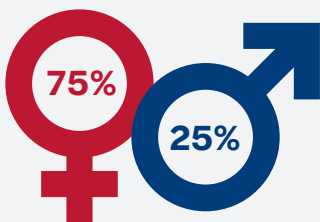
0.62%

more than women.

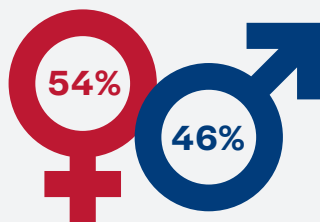


The proportion of male and female employees in quartile bands

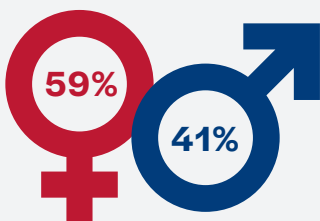
Quartile 1



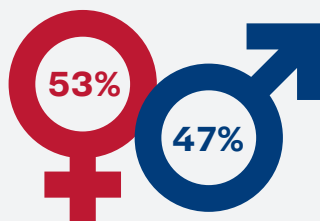
Quartile 2



Quartile 3



Quartile 4



The proportion of males and females receiving a bonus

1.41%

1.18%

Police Officers

As of **March 2021** South Wales Police employed **3,211** Police Officers. **2,135** were male and **1,076** were female. This equates to **33.5%** of our officers being female and represents a **1%** increase from 2020 and a **1.6%** increase from 2019.

33.5% Women



66.5% Men



Mean

Men earn

6.78%

more than women.



Median

Men earn

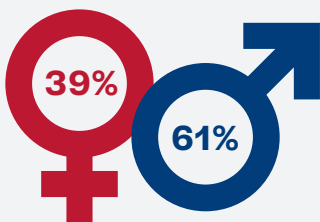
0.97%

more than women.

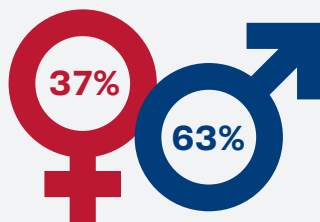


The proportion of male and female employees in quartile bands

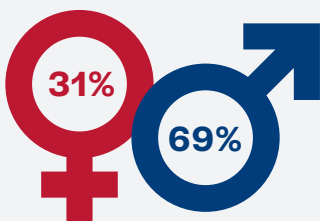
Quartile 1



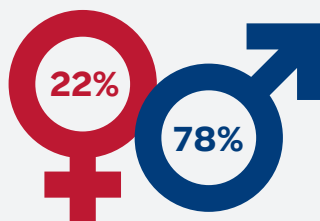
Quartile 2



Quartile 3



Quartile 4



The proportion of males and females receiving a bonus

13.07%

19.82%

Police Staff and Police Officers

As at **March 2021**, South Wales Police employed **5,792** Officers and Staff. **2,647** were female and **3,145** were male. This equates to **45.7%** of our workforce being female and represents a **0.4%** increase from 2020.

45.7% Women



54.3% Men



Mean

Men earn

11.46%

more than women.



Median

Men earn

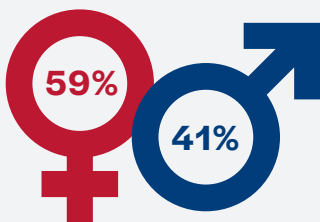
20.40%

more than women.

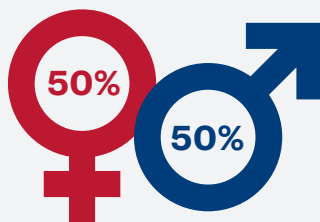


The proportion of male and female employees in quartile bands

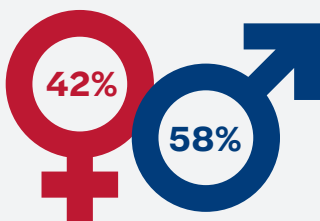
Quartile 1



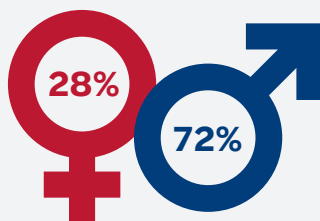
Quartile 2



Quartile 3



Quartile 4



The proportion of males and females receiving a bonus

8.65%

9.31%

Female Recruitment and Progression

We understand that to deliver our commitment of a 50/50 gender workplace mix, and increased representation within all teams at all ranks and grades, we need to increase the number of females that we are attracting and ultimately, recruiting. We have made significant progress over recent years. Previous reports have highlighted that in March 1998, 29% of all officer joiners were female whilst our average joiner rate for the last 3 years has been 41.2 %.

As we make strides to increase the overall numbers of female police officers, we have also made some progress with regards to representation across the ranks. Female representation at quarter 2 pay rates has increased by 3.28% and by 2.55% at quarter 4 pay rates since 2019. This shows progress in our developing our pipelines for our higher ranks with an overall improvement in the number of females at our highest rank levels. Again, these positive improvements are incremental and compare favourably with other forces nationally.

Work continues to further develop positive action strategies in support of our attraction and progression strategies to continue these improvements.



Conclusion and Recommendations

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

The information presented was collated on the 31/03/21 and took into consideration all the data for South Wales Police on that day or in the month in advance of this date.

The overall median gender pay gap of 20.4% that is reported compares hourly salaries of officers with police staff; this compares staff operating within two different sets of terms and conditions. The median hourly pay gaps when comparing Police Officers only is 0.97% whilst median hourly pay gap for staff only is 0.62%.

Our ambition remains that we are reflective of the communities that we serve and as such continue to work towards a 50/50 gender mix and have a gender balance across our teams throughout the organisation.

Actions Taken to close the Gap

Our actions over the last 12 months have included:

- The ongoing monitoring of all our policies and processes for adverse impacts on all our under-represented groups.
- Undertaking an exercise to encourage individuals to share insights and experiences with us to help us better understand trends in data or discrepancies in our processes.
- Amending our processes for requests for flexible working, making it easier to apply and easier to monitor requests.
- Continuing the implementation of recognised good practice in our recruitment and selection processes such as ensuring diverse recruitment and selection panels, including mixed gender representation and maintaining anonymised job applications.
- Implementing a new governance structure to further scrutinise our approach to developing a representative workforce, allocating a Chief Officer and a workstream lead to each under-represented group.
- Publishing our new “Towards a more representative workforce” strategy.
- Investing in additional resources to support our commitment to positive action activities to further focus our attraction, selection, engagement and progression activities.



Further actions to be taken

Further actions to be taken include:

The implementation of the action plans outlined within our “Towards a more representative workforce strategy” which includes, but not limited to:

- A more targeted and innovative attraction strategy to ensure we are enhancing our engagement with under-represented communities more effectively.
- Working with key strategic partners including our Gender Equality Network, the Office of the Police and Crime Commissioner, the national Uplift Programme team and FE /HE institutions to evaluate current provisions and inform, new innovative approaches.
- Undertaking further research to better understand perceived and real barriers to internal progression.