

Gender Pay Gap Report 2019-2020



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE



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Introduction

In 2017, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Nottinghamshire Police is covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 30 March 2018 (and then annually), including: the mean and median gender gaps in hourly pay; the mean and median gender gaps in bonus pay; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate that there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Nottinghamshire Police support the fair treatment and reward of all staff, irrespective of gender. Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all staff, irrespective of gender.

We are committed to being a diverse and inclusive organisation and understanding and improving our gender pay balance.

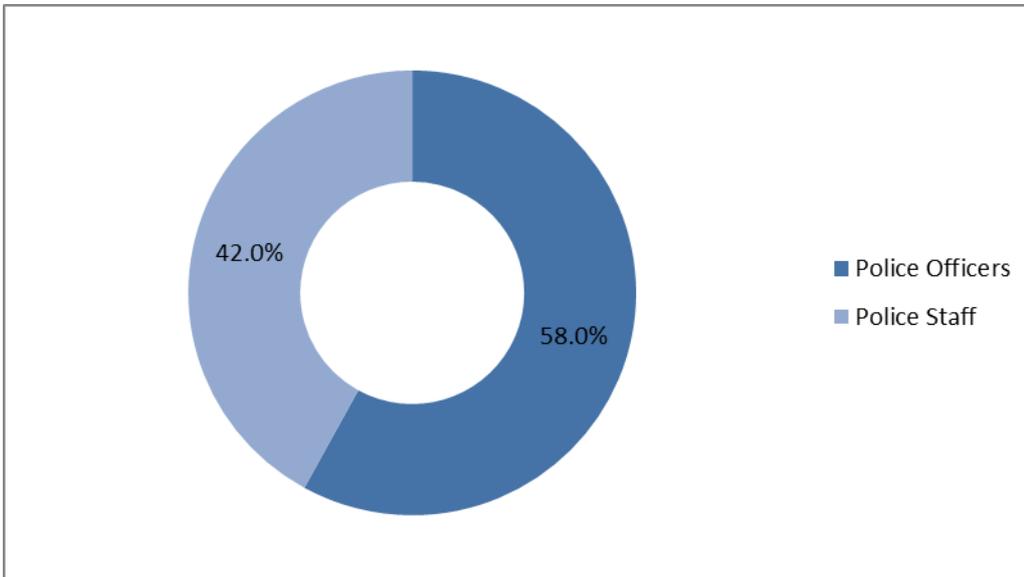
This report fulfils Nottinghamshire Police's reporting requirements, analyses the figures in more detail and sets out what we are doing to close the gender pay gap in the organisation.

The Data

All figures provided within the report are based on the organisation's data taken from 31st March 2020

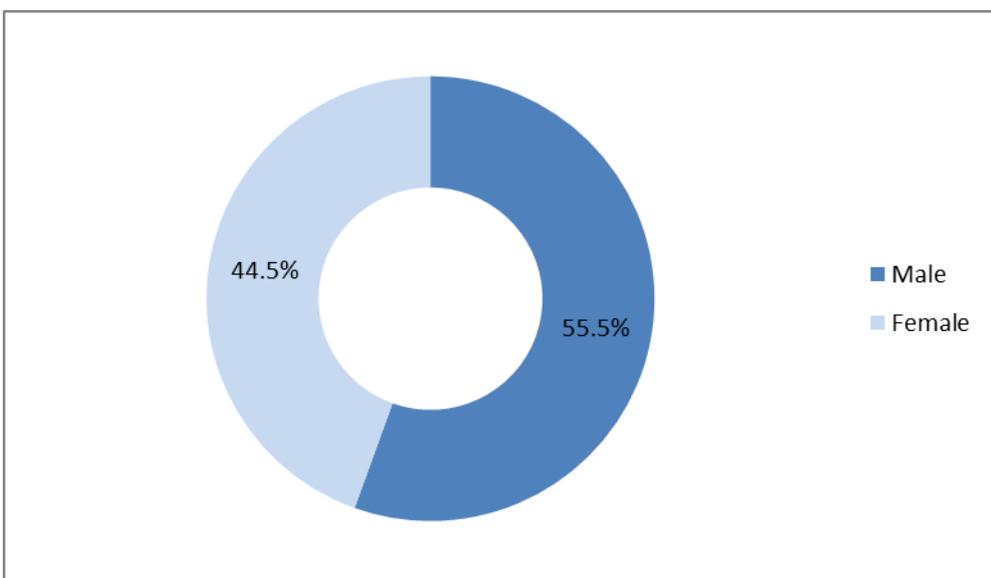
Workers in Scope

Included in the data are the Police Officers serving with Nottinghamshire Police and the employed Police Staff.

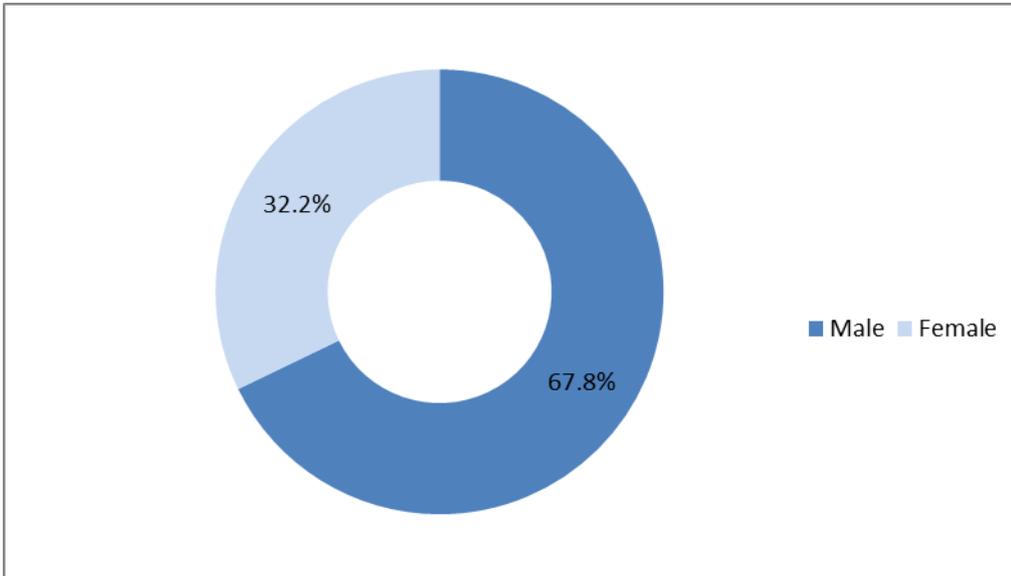


Gender Profile

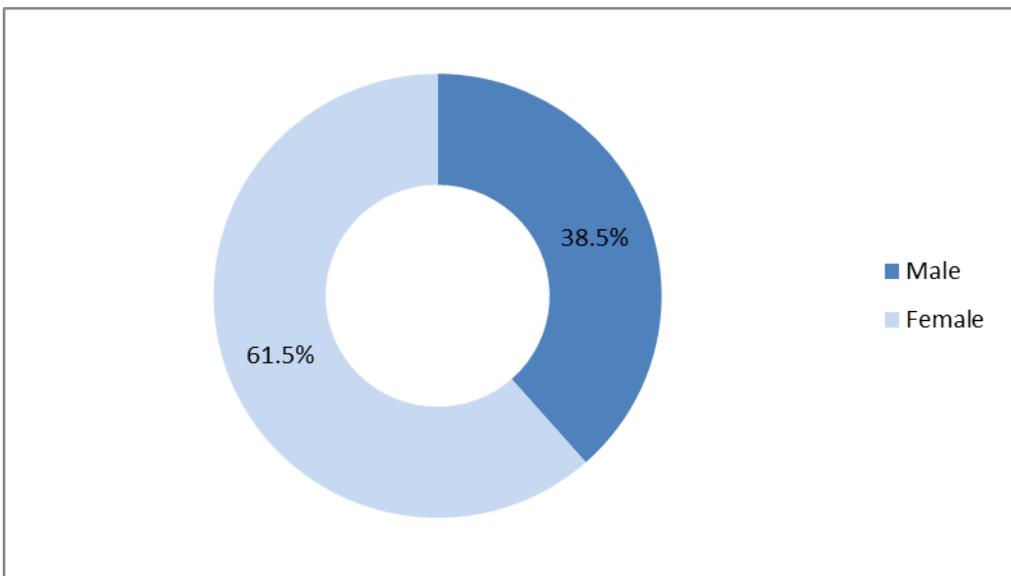
The gender profile of Nottinghamshire Police is as follows:



Police Officers



Police Staff



Gender Pay Gap in Hourly Pay – Combined

Mean Gender Pay Gap	10.2%
Median Gender Pay Gap	19.1%

Gender Pay Gap in Hourly Pay – Police Officers

Mean Gender Pay Gap	2.8%
Median Gender Pay Gap	0.0%

Nottinghamshire Police uses the national police officer ranks ranging from Constable to Chief Constable. Each rank has a specific pay scale. Police officers move through the pay scale within a rank based on length of service, regardless of gender.

Pay quartiles - Police Officers	Female	Male
Lowest	35.7%	64.3%
Lower middle	32.9%	67.1%
Upper middle	29.8%	70.2%
Highest	30.4%	69.6%

The difference in hourly pay is driven by a number of factors, including the greater proportion of female police officers in the lowest pay quartile (35.7%) compared to (32.2%) average across all quartiles for female officers.

Nottinghamshire Police have seen an increase of 3.3% in female officers in the upper quartile and a 0.7% decrease of female officers in the lowest quartile when contrasting the 2019 and 2020 pay gap police officer data.

Gender Pay Gap in Hourly Pay – Police Staff

Mean Gender Pay Gap	7.2%
Median Gender Pay Gap	4.4%

Nottinghamshire Police uses local police staff grades determined following formal job evaluations. Each grade has a specific pay scale. Police Staff move through the pay scale within a grade based on length of service, regardless of gender. There are a small number of Police Staff who are on career grade schemes, who progress across grades linked to attainments such as qualifications.

Pay quartiles	Female	Male
Lowest	72.3%	27.7%
Lower middle	66.3%	33.7%
Upper middle	54.1%	45.9%
Highest	53.4%	46.6%

This demonstrates that the pay gap for police staff is partly as a consequence of a higher proportion of females occupying more junior roles.

Nottinghamshire Police have seen a reduction of 3.6% for females in the lowest pay quartile when contrasting the 2019 and 2020 data. In the highest quartile the proportion of females in this quartile remains 6.8% higher than males with the figures remaining the same from the previous reporting year.

Bonus Gender Pay Gap – Combined

Mean Bonus Gender Pay Gap	-2.6%
Median Bonus Gender Pay Gap	0.0%

	Female	Male
Proportion of Men and Women receiving a bonus payment	11.3%	16.6%

The percentage of females in force paid a bonus has doubled in 2020 in contrast to 2019 when 5.2% received a bonus payment.

Bonus Gender Pay Gap – Police Officers

The Police Officer Bonus Payment Procedure provides details of the bonus payment scheme within Nottinghamshire Police and the circumstances in which the bonus payment will be awarded. The objective is to ensure a consistent and fair approach to bonus payments.

Mean Bonus Gender Pay Gap	-3.2%
Median Bonus Gender Pay Gap	0.0%

	Female	Male
Proportion of Men and Women receiving a bonus payment	21.2%	21.4%

Police Officers are eligible to be considered for a bonus under the Police Officer Bonus Payment Scheme, as per the May 2002 Police Negotiating Board Pay Agreement.

The proportion of officer's male and female receiving a bonus payment has

narrowed in 2020 to a 0.2% gap in contrast to 1.2% difference in 2019.

Overall, there is a significant increase with the proportion of officers receiving bonus payments, with both the male and females figures almost doubling from 2019 to 2020.

Bonus Gender Pay Gap – Police Staff

Mean Bonus Gender Pay Gap	7.2%
Median Bonus Gender Pay Gap	4.4%

	Female	Male
Proportion of Men and Women receiving a bonus payment	4.1%	4.8%

Police staff in certain roles, are eligible to be considered for a bonus payment for undertaking formal tutoring. The Police Staff Honoraria Procedure also provides opportunities for consideration of an honoraria payment for police staff undertaking some higher-level duties or demonstrating exceptional performance over a prolonged period.

In 2019 1.5% male police staff and 0.9% female police staff (0.6pt gap) received a bonus in contrast to the 2020 figures 4.8% male and 4.1% for females. There is a clear increase with the proportion of police staff receiving bonus payments.

Taking action – The Year in Review

In our 2018/9 gender pay gap report, we prioritised a number of areas for action to help reduce our gender pay gap. Here we report on our progress for those areas and how we will build on our plan in order to work towards reducing the gender pay gap for Nottinghamshire Police.

We committed to the following:

- Refresh our family friendly policies to enable parents and carers to achieve a work life balance. These include but are not limited to flexible working, career break, agile working and Recruitment and Selection.

We have reviewed our family friendly policies and procedures and have developed and implemented a policy schedule for refresh and review which has been agreed and supported by our consultative committee.

Within the assessment period we have completed the following policy and procedure refresh:

- Career Break for Police Staff and Officers
- Flexible Working
- Flexi Time policy for Staff
- Time Off in Lieu
- Maternity, Paternity and Adoption
- Discretionary leave
- Parental Leave
- Shared Parental Leave

This list is not exhaustive and we will continue with this work via a rolling plan.

- We have developed and delivered the People Services Strategy and plan. This clearly identifies how People Services will help to meet our force priorities, with the aim to develop and deliver a diverse, flexible, talented modern workforce that people want to be a part of, with the objective being to become an employer of choice.
- We have developed and implemented a People Services Strategy which has been published to the officers and staff of Nottinghamshire Police.
- We have developed a 5-year plan which we regularly review and refresh and links closely to the Strategy. This is overseen by the Deputy Chief Constable.
- Our recruitment is targeted to support our aim of increasing

representation. As at 31st March 2020 our overall force female representation sat at 44.14% female and as at 31st March 2021 the female representation increased to 45.41%. Similarly, this representation trend is mirrored with the BME percentage overall in force, this shows an increased from the 31st March 2020 figure 5.73% to 6.62% as at 31st March 2021.

- We have implemented our Career Conversation process which includes a Career Matrix supporting managers to identify talent and individuals who either excel in their field or are seeking promotion and development opportunities.
- We have given notice to our transactional (level 1 Human Resources) services provider and are in the process of returning these to Nottinghamshire Police under the programme Regain project. This is due to complete in April 2022. We seek for this to increase our customer experience both internally and externally with this work supporting our 'Employer of Choice' aim.
- We will continue to develop and deliver the Wellbeing Strategy and Wellbeing Plan. We aim for a highly engaged workforce where people are valued, motivated and fully involved in and committed to their work, colleagues and the public.
- We are committed to creating a culture and environment where attendance is high and people are as fit and healthy as they can be. We support this strategy with an annual thematic wellbeing calendar of events and initiatives.
- We regularly assess incoming data to ensure that we are delivering on the priorities that have been identified by our colleagues. We have conducted pulse surveys to ensure our plan for 2021 remains in line with our colleagues requirements.
- We have completed a refreshed People Survey where 51.9% of our colleagues participated and voiced their opinions on the progress already made. In 2021 we will look to further this work dependant on the outcomes identified.
- We have supported our managers with an Attendance Management training day to provide them with the necessary tools to manage sickness and support individuals.

Within our annual thematic plan we have supported our colleagues in a

number of ways including:

- Know Your Numbers
 - Sleep Workshops
 - Diabetes Awareness
 - The Art of Being Brilliant (positivity)
 - Financial Wellbeing
 - Hydration
-
- We will look to align to the 'He for She' campaign to advance our gender equality. To achieve equality by encouraging all genders to partake as agents for change to take action against stereotypes and behaviours.

Our ACC is an advocate for 'He for She' within Nottinghamshire Police.

Our Recruitment Increases

- Our work force profile has been broadened by the inclusion of over 243 new officers, apprentices and the increase of transferee numbers into force.
- We were the first Force in the country to develop and deliver the Special Constable to Police Officer pathway and we working to deliver Degree Holder Entry Programme in 2021/2.

Staff networks and wellbeing initiatives

- We continued support for the Nottinghamshire Encouraging Women to Succeed support network (NEWS) to provide a safe and positive environment for women to work in.
- We partner with NEWS to support initiatives to allow women to thrive in policing. Examples of this work are:
 - Quarterly KIT days for new mothers
 - This Girl Can campaign
 - Phased return to work from maternity leave
 - Mummy MOTS
 - Fitness Test support
 - Imposter Syndrome Awareness
 - Menopause Policy refresh and during the reporting period we have partnered with the university who undertook focus groups

and an academic review on our policy and procedure.

Nottinghamshire Police is committed to embedding equality and diversity issues into every day operational delivery and processes. Each Chief Officer holds responsibility for a diversity portfolio. We will continue to work with all our support networks to improve service delivery and maximise potential.

Future Actions to Remove the Gender Pay Gap

Nottinghamshire Police is committed to addressing the gender pay gap and aims to undertake further initiatives and actions to reduce this including:

Recruitment and selection

We intend to provide recruitment and selection training to staff involved in recruitment. We have already provided some unconscious-bias training, and this will be included in the training day.

With our recruitment and selection, we continue to work hard on diversity and representation from under-represented groups particularly women.

Widening access

Following the success of the first years Widening Access Course aimed at our under-represented groups. This positive action course allowed an exciting opportunity for individuals interested in developing a greater understanding of Nottinghamshire Police providing an in-depth understanding about the variety of policing roles and career opportunities. This initiative ran for two weeks and provided participants with a real and practical insight into the specifics of being a Police Officer.

The course offered support for the national assessment centre preparing individuals for the processes involved in becoming a police officer. The main purpose of this programme was to remove the barriers that are present for individuals in considering policing as a career with the aim of helping and developing participants to gain a greater insight and passion for the role and support them towards their career as a police officer within Nottinghamshire Police.

Schools

We continue to have a dedicated school engagement team to visit schools to promote recruitment, educate young people around criminality affecting the area and encourage interest and engagement toward the police force through open communication and education

Development plans for promotion

We are implementing detailed development plans to those who are unsuccessful at promotion, that will highlight areas of strength and specific areas to dedicate improvement to, to allow for growth and reflective learning.

We are developing a dedicated group of individuals from different ranks and roles within the organisation who are given specialist training to support those seeking promotion.

People Survey – you said we did

We hold an annual People Survey, which provides an opportunity for colleagues to tell us what's important to them. This opportunity is reinforced by the Deputy Chief Constable's roadshows, where we ask colleagues, if there are any barriers/hindrances factors that are hampering them performing their role or issues that are important to them. In response to this we review the feedback received and communicate our responses through a 'You said We did' campaign.

