



South Wales
POLICE
HEDDLU
De Cymru

SOUTH WALES POLICE
**GENDER PAY
GAP REPORT**
2020





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Introduction

This is South Wales Police's fourth 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.

Our report continues to show that men and women within South Wales Police are not being paid differently for equal work, however whilst just over 60% of our Police Staff are female, 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. That said we are beginning to see the impact of the work that we have undertaken as part of our delivery plan for female recruitment and retention. We continue to see for example, more female officers than ever joining us and even more female officers progress to higher paid roles.

In summary: There was a 0.20% increase in female police staff from 2019. There was a 0.5% increase in female police officers from 2019 with 40% of all the recruits in 2020 being female.

One of our targets has been to increase the number of females in the higher quartiles of top earning officers. This has increased by 0.44% at the highest quartile and a 4.32% increase in quartile 3 with movement between the other quartiles evident. We expect this increase to continue next year with the recent appointment of a female Deputy Chief Constable, further increasing representation at our Chief Officer level.

Although these numbers are small, it does show a positive trend. It is also based on information as at 31st March 2020 and data already available shows that we can expect further improvements for March 2021.

This trend is really encouraging and given the ongoing commitment of my team, under the direction of Chief Constable Jeremy Vaughan, we will continue to deliver a workforce that better reflects our communities and those we serve. I remain confident that we will deliver ongoing improvements.



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 2020 South Wales Police employed 2529 staff (inclusive of PCSO's) and 3052 officers. 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

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.

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 very 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 2020** South Wales Police employed **2529** Police Staff (inclusive of PCSOs). **993** were male and **1536** were female. This equates to **60.74%** of our staff being female and represents a **0.20%** increase from 2019.

60.74% Women



39.26% Men



Mean

Men earn **7.24%** more than women.

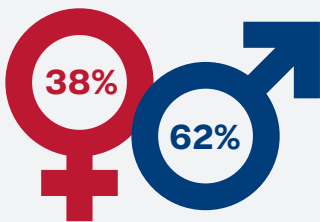


Median

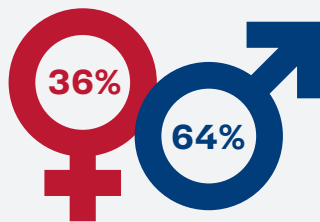
Men earn **0.72%** more than women.



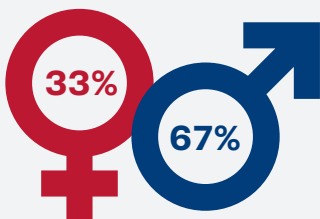
Quartile 1



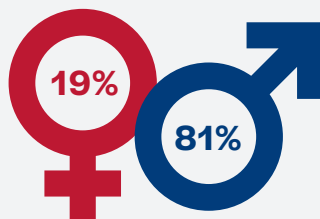
Quartile 2



Quartile 3



Quartile 4



The proportion of males and females receiving a bonus

9.70%

17.11%

Police Officers

As of **March 2020** South Wales Police employed **3052** Police Officers. **2058** were male and **994** were female. This equates to **32.6%** of our officers being female and represents a **0.50%** increase from 2019.

32.6% Women



67.4% Men



Mean

Men earn **7.14%** more than women.

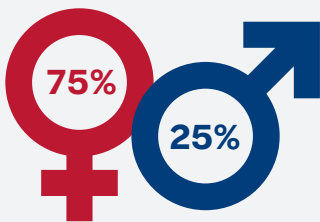


Median

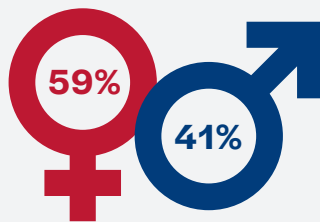
Men earn **1.02%** more than women.



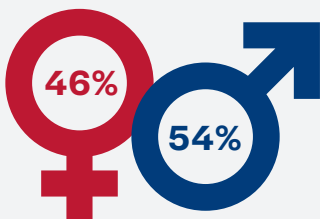
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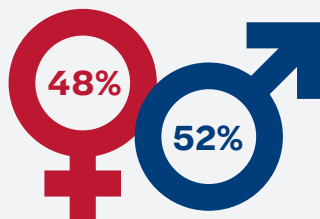
Quartile 2



Quartile 3



Quartile 4



The proportion of **males** and **females** receiving a bonus

1.34%

1.64%

Police Staff and Police Officers

As at **March 2020**, South Wales Police employed **5581** Officers and Staff. **2530** were female and **3051** were male. This equates to **45.3%** of our workforce being female and represents a **0.7% increase** from 2019.

45.3% Women



54.7% Men



Mean

Men earn **12.44%** more than women.

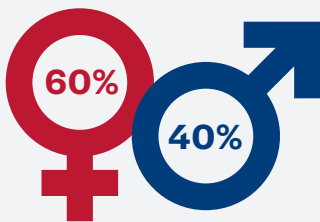


Median

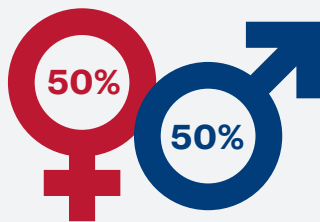
Men earn **21.70%** more than women.



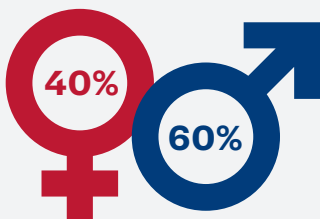
Quartile 1



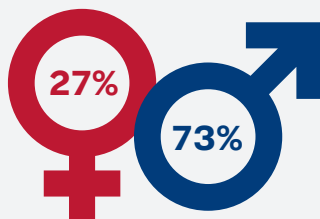
Quartile 2



Quartile 3



Quartile 4



The proportion of males and females receiving a bonus

6.94%

7.28%

Female Recruitment

We have made significant progress over the past decade or so. In 1998 there were 110 recruits, 32 of which were female, equating to 29%. We have come a long way but still need to make progress with our ambition to have a fifty/fifty male/female ratio. At the end of March 2020, 75 recruits were female representing 40% of all recruits. This is a slight reduction from the previous year (2019).



Conclusion and Recommendations

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

The information presented was collated on the 31/03/20 and took into consideration all the data for South Wales Police on that day or in the month in advance of this date.

Our female officer representation has been increasing year on year for some time although does show a small dip in 2020. This is of concern given the pleasing progress that has been made thus far.

South Wales Police is committed to ensuring a diverse and inclusive organisation and we will review our Gender Delivery Plan to ensure it reflects our ambition to deliver gender balance across our workforce. We will continue to work closely with representatives from our Police Federation, Trade Unions, Gender Equality Network, other staff associations and bodies such as Chwarae Teg and He for She to understand any barriers in our policies and processes.

In addition, we are developing a new Workforce Equality, Diversity and Inclusion strategy which sets out our ambition to achieve a fifty/fifty gender split within the organisation. We are refreshing our governance structure to ensure that we continue to challenge inequalities, start new conversations, set challenging targets, build productive relationships, and help people feel valued.

We acknowledge the dedication of all those involved in our successes so far and recognise that we still have more to do. Through the determination of our staff and officers, the continued commitment and encouragement of our Chief Officers, Police and Crime Commissioner, Senior Management Team and other key stakeholders, we will continue to strive for progress in addressing and improving the gender balance of our workforce.

