



# The gender pay gap and how we're tackling it



# Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires public and private sector organisations employing 250 or more employees to publish certain calculations each year, to show the size of the pay gap between male and female employees.

The calculations are:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

It is important to remember that 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.

In contrast, the gender pay gap shows the difference in the average pay between all men and all women in a workforce. A high gender pay gap can indicate that the organisation has a number of challenges to deal with. Some of these may be societal, while others may be specific to the organisation.

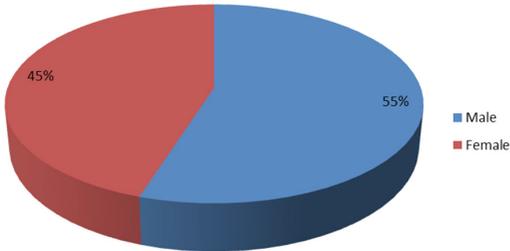
This report relates to individuals who are employed by the Chief Constable of North Yorkshire Police. This includes Police Officers, Police Community Support Officers, and some members of Police Staff.

It does not cover the Police Staff who work within the Force on the same terms and conditions, but who are employed by the Police and Crime Commissioner.

In the report, we provide the statutory calculations, as well as some additional information (which is not statutory) to explain how we are interpreting the figures, and what action we are taking in relation to the gender pay gap. As this is the first statutory year of publication for our gender pay gap figures, we expect our understanding of the underlying reasons to develop over time, as will our plans to tackle the gender pay gap.

# Basic facts about the workforce

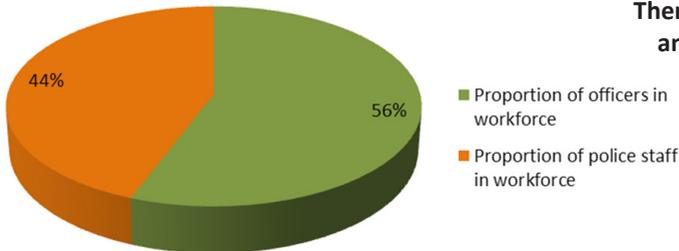
## SIZE OF THE WORKFORCE



**The Chief Constable employs:**

**2433 individuals**  
**1337 are men**  
**1096 are women**

## PROPORTION OF OFFICERS



**There are 1358 officers**  
**and 1075 police staff**

## PAY AND CONDITIONS

Police officers' pay and conditions are set nationally. Any changes are based on recommendations made by the Police Remunerations Review Body for officers a the rank of Chief Superintendent or below and the Senior Salaries Review Body above that rank.

Police Staff are employed under Police Staff Council terms and conditions. The Police Staff Council negotiates the national scheme of pay and condidtions for police staff. North Yorkshire Police has also agreed some local conditions of service with UNISON, the recognised trade union.

# The gender pay gap

## MEDIAN GENDER PAY GAP

20.8%

## MEAN GENDER PAY GAP

14.2%

## WHAT'S OUR INTERPRETATION?

The median is usually considered to be the most meaningful measure for understanding this type of dataset, so we have focused on this figure. Our median gender pay gap figure tells us that a man in the middle of the pay scale for all men is paid 20.8% more than a women in the middle of the pay scale for all women. The national median figure is 18.4%, which means that North Yorkshire Police has a slightly higher median gender pay gap compared with the national picture.

We believe that the main reason for this gap is that although the Chief Officer Team (the very top level of our organisation) comprises more women than men, in general we have fewer women working in the more highly-paid roles. This view is supported by the quartile pay band percentage chart, which is another of the statutory calculations shown later in this document.

## WHAT ACTION ARE WE TAKING?

As this is our first - or bench-marking - year of reporting on the gender pay gap, one of the actions we will be taking is to delve deeper into the causes of the gap for a more detailed understanding.

This deeper insight will inform an action plan to help us to address the underlying causes of the gender pay gap long-term.

Meanwhile, because the most significant cause is the lower proportion of women in higher-paid roles, we are already taking a number of more immediate actions to encourage career progression, and these are described in the section on the quartile pay band percentage.

# Bonus pay

## % OF MEN WHO GET BONUS

5.4%

## % OF WOMEN WHO GET BONUS

2.6%

## MEDIAN BONUS GENDER PAY GAP

9.0%

## MEAN BONUS GENDER PAY GAP

26.0%

## WHAT'S OUR INTERPRETATION?

Bonuses are usually paid for additional work and responsibilities (for example for acting as a tutor to new police officers and staff in the early stages of their career), or for unpleasant tasks.

Our initial interpretation of this statistic is that there are more men than women in those areas of the organisation which would attract regular bonus payments for unpleasant tasks

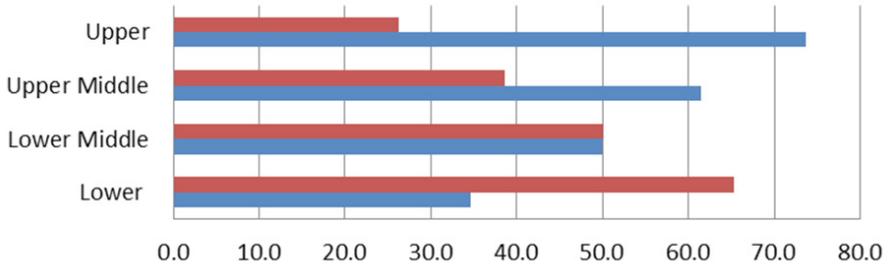
## WHAT ACTION ARE WE TAKING?

We are investigating the gender split of tutors across North Yorkshire Police, and actively taking steps to promote tutoring opportunities across all parts of the Force.

We are investigating the gender make-up of roles which undertake unpleasant tasks for which bonuses are paid. We will also look at the frequency of those payments in these roles.

# Quartile pay band percentage

## PROPORTION OF MEN AND WOMEN IN EACH QUARTILE BAND



	Lower	Lower Middle	Upper Middle	Upper
Female	65.3	50.1	38.6	26.3
Male	34.7	49.9	61.4	73.7

## WHAT'S OUR INTERPRETATION?

The quartile pay band is a significant indicator for our gender pay gap. It clearly shows that the higher the quartile, the smaller the proportion of women within it.

Typically this can indicate a number of challenges. For example:

- The nature of the job and the working patterns that go with it, or working policies that do not sufficiently support combining career progression with family responsibilities
- Unequal sharing of care responsibilities contributing to a higher proportion of women taking part-time work, which is generally lower-paid
- Lack of diverse role models, mentoring or networking opportunities
- Assumptions about mothers not wanting, or being in a position to accept, promotion
- A need to overcome stereotypical representations of “male” areas of work

## WHAT ACTION ARE WE TAKING?

- We already have family-friendly procedures and processes, such as flexible/agile working, paid emergency leave, career breaks, maternity support and shared parental leave - many of which go beyond statutory requirements. We will keep updating these as necessary to ensure they keep pace with the needs of our workforce as well as the organisation.
- We are running a Positive Action campaign to ensure that women officers are not unintentionally disadvantaged in recruitment or promotion processes. Whilst we will always continue to promote on merit alone, we will do everything we can to encourage women to join the organisation through our recruitment campaigns, and develop within the organisation through various career paths.
- We are providing informal mentoring and support through our peer-to-peer mentor network, our gender group for women, and our annual Women in Policing conference. This event aims to inspire women, highlight key issues in the workplace and share information about support available to women at North Yorkshire Police.
- We are planning a series of training events on “unconscious bias” to help managers to be aware of “glass-ceilings”, challenge assumptions, and take a positive approach to supporting individuals in their career progress.
- We are encouraging and promoting female role models in areas of the Force where women are under-represented (for example, the firearms unit). In doing so we hope to encourage women to pursue their career options across all parts of the organisation, including higher-paid roles which may historically have been proportionately more male-dominated.

