



Heddlu Police

DYFED-POWYS

Our Gender Pay Gap Report

For year ending 31st March 2020

INTRODUCTION

Foreword from T/Chief Constable Claire Parmenter

Welcome to the Dyfed-Powys Police Gender Pay Gap report for the year ending 31st March 2020.

The gender pay gap highlights the differences between the average hourly pay rates of men and women across the organisation, and the data contained within this report is based on a snapshot as at 31st March 2020.

Dyfed-Powys Police's mean pay gap has decreased from 11.99% to 11.24% in 2020. The median pay gap has also decreased from 21% to 19.98% in 2020. This is a positive albeit small step forward.

We remain committed to closing this gap, and will continue to build on our action plan to achieve this.

Dyfed-Powys Police is working hard to become more representative of the communities we serve, and to create an inclusive and diverse culture where difference is valued and everyone feels a sense of belonging.



Our Communities

Dyfed-Powys Police safeguard people living, working and visiting the counties of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. It has a population of over 515,000, which is significantly boosted by tourists each year, and covers a land mass of over half of Wales.

The force was formed in 1968 with the merger of the four county Constabularies. Geographically it is the largest police force in England and Wales; it has over 350 miles of coastline, many remote rural communities along with a number of relatively small centres of population that include Aberystwyth, Cardigan, Haverfordwest, Carmarthen and Brecon. The area stretches from St David's in the West across to Crickhowell in the East and up to Welshpool and Machynlleth in the North.

Our vision is 'Safeguarding our Communities' and our overall ethos is to tailor the service we provide, with our partner organisations, to the local needs of our communities.

WHAT IS GENDER PAY GAP REPORTING?

The gender pay gap figures are a measure of the difference between men's and women's average earnings across the organisation.

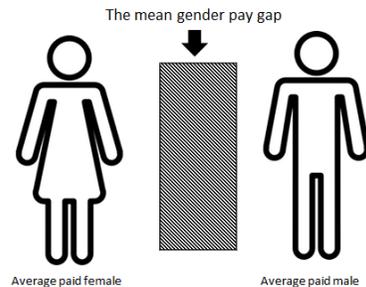
A gender pay gap exists because different jobs pay differently and the number of men and women performing these jobs varies.

This is different from 'equal pay' which highlights men and women undertaking the same employment performing equal work, as set out in the Equality Act 2010

Understanding the Mean

The mean gender pay gap is calculated by adding together all the hourly rates for full pay relevant employees and dividing this figure by the number of employees.

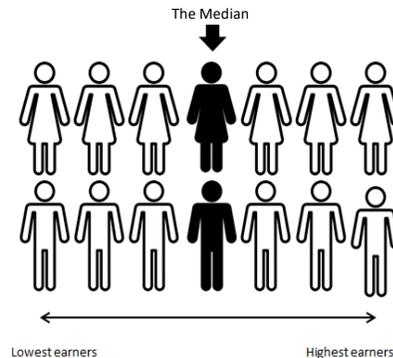
This is calculated separately for both male and female employees. The difference between the male and female figure is then given as a percentage of the men's mean hourly pay rate.



Understanding the Median

The median gender pay gap is calculated by arranging all the hourly pay rates of full pay relevant employees from highest to lowest and then finding the hourly pay rate that is in the middle range.

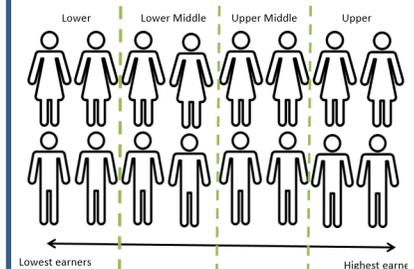
This is calculated separately for male and female employees. The difference between the male and female figure is then given as a percentage of the men's median hourly pay rate.



Understanding the Quartiles

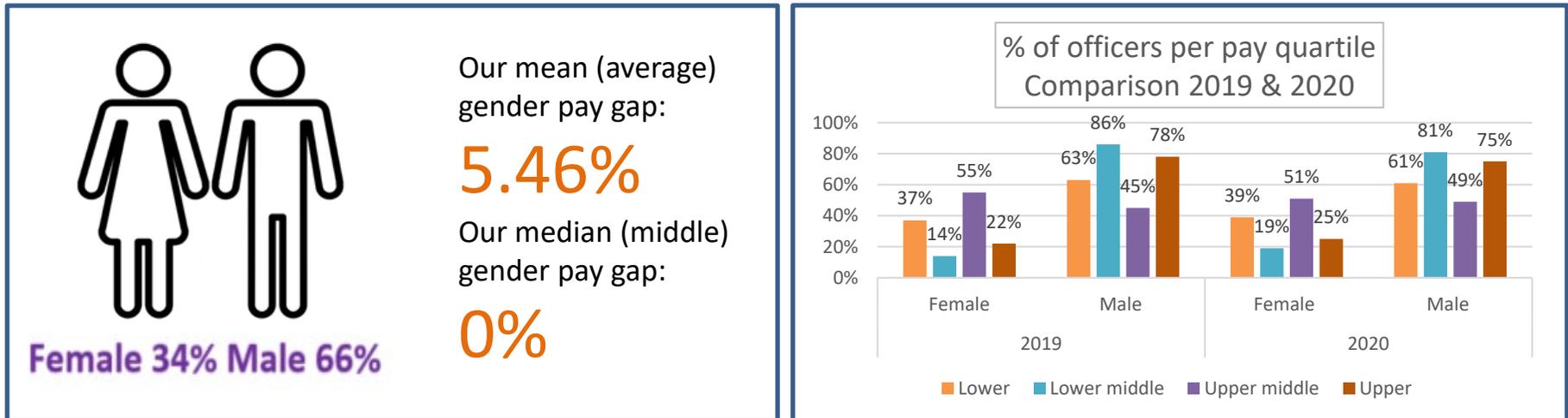
To show the proportion of male and female full pay relevant employees in four pay bands. The full pay relevant employees are arranged from highest to lowest paid and divided into four EQUAL parts (quartiles).

This is calculated by determining the percentage of men and women in each of the four parts; Upper Quartile, Upper Middle Quartile, Lower Middle Quartile and Lower Quartile.



POLICE OFFICER

In Dyfed-Powys Police, officers account for 57% of the overall workforce, this is a 4% increase on 2019. Police Officers who are servants of the crown operate within Police Regulations and a nationally agreed pay structure. Officer's pay is determined in accordance with the rank structure and length of service. Pay progression is through annual increments on the anniversary of appointment until the maximum is reached for that pay point.

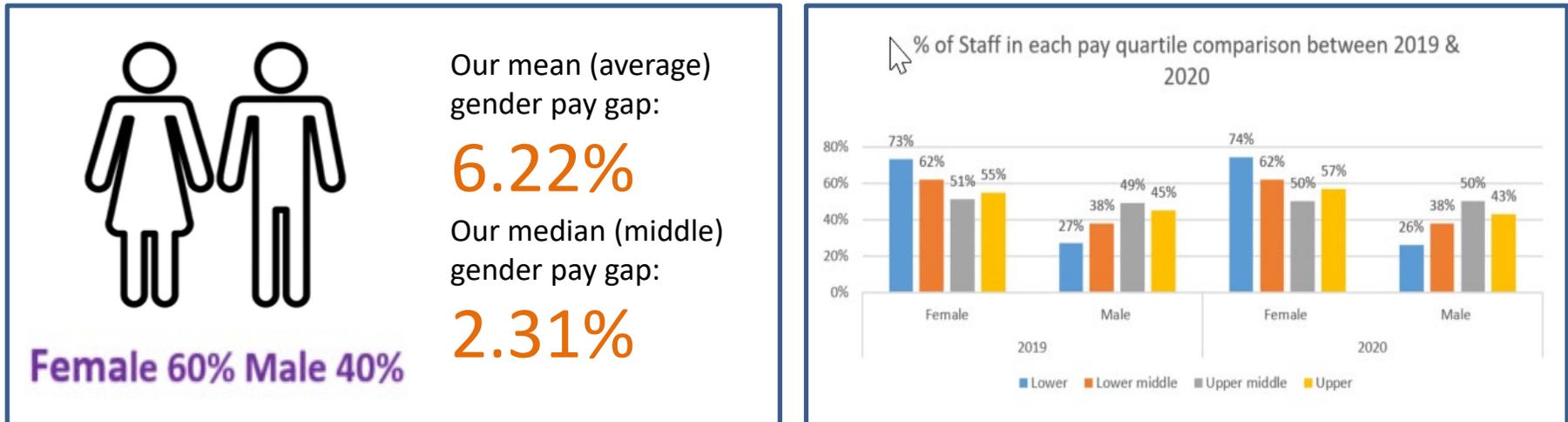


- ❑ The comparison graph of pay quartiles for 2019 and 2020 above shows that females in all but one quartile (upper middle) have increased in the year up to 31.03.2020.
- ❑ During 2019/2020 the force recruited 62 student police officers, of which 48% were male and 52% were female. This is an increase in 20% in comparison from last year and evidences a rise in women entering the force in Police Officer roles.

POLICE STAFF

In Dyfed-Powys Police, staff account for 43% of the overall workforce, which is an increase of 3% on 2019. Police Staff are a combination of non-uniformed and uniformed staff (Police Community Support Officers, Detention and Escort Support and Force Communication Centre staff). Their terms and conditions are negotiated in partnership with the recognised trade union.

Pay progression is through annual increments on the anniversary of appointment until the maximum is reached for that grade.



The graph above shows the % of staff in each pay quartile for 2019 and 2020.

- ❑ During the year 2019/2020 we recruited 90 police staff employees, 34% of these were male and 66% were female. This is a decrease in the number of males joining the organisation over this period compared with 41% in the year 2018/2019, and an increase in the number of females of 7% compared to 2018/2019 figures.
- ❑ During the year 2019/2020, a total of 70 police staff left Dyfed-Powys Police of these; 40 (57%) were female and 30 (43%) were males. This is a decrease on the 2018/2019 figure of 62% for females leaving. This has not impacted on the overall proportion of female and male staff, it remains at 60% females and 40% as was in 2018/2019.

PROGRESS SINCE OUR LAST REPORT



New Recruitment Portal

We implemented a new recruitment portal for police officer recruitment. The Oleo Applicant Tracking System (ATS) is an end to end online recruitment solution and provides all four Welsh police forces with e-resourcing and talent management functionality. The system provides an objective and official process for both recruitment teams and applicants. Online testing is incorporated to allow candidates who do not possess a Level 3 qualification to be assessed at this level and apply if successful, assisting with promotion of social mobility and female returners. Further online tests have been implemented, eliminating the need for competency based questions within the application, therefore reducing costs and time for the process.

Expressions of Interest

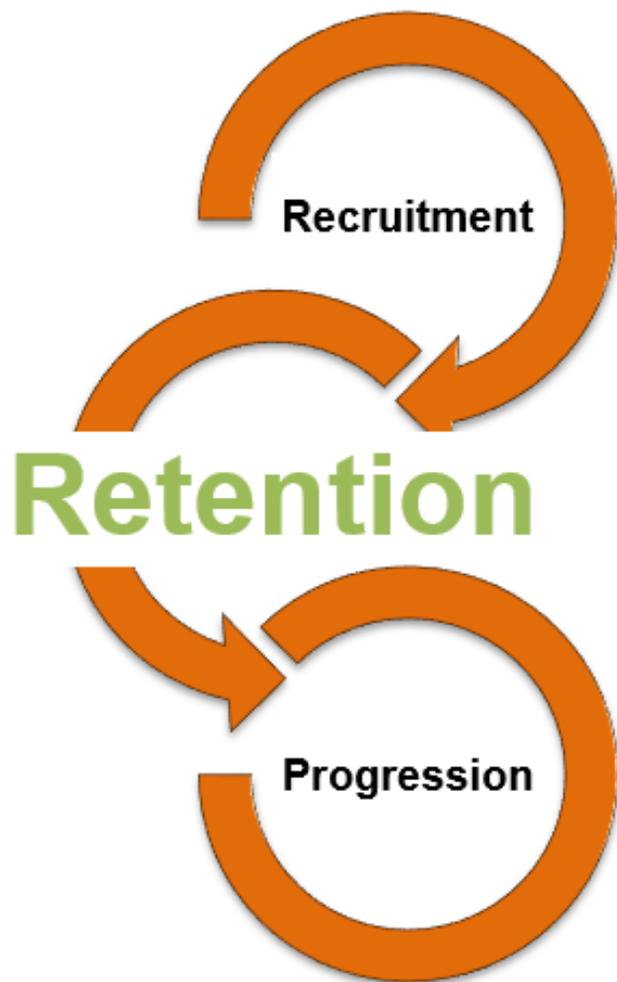
We opened an expression of interest process for individuals interested in applying for our Police Constable recruitment campaign. This allowed us to have early contact to support individuals requiring positive action throughout the process.

Smarter Working

The Covid-19 pandemic has accelerated the move towards smarter working, including extensive use of home working as part of a smarter working methodology. Over 600 employees have been home working during the pandemic and the case for home and smarter working has been proven to work successfully across many force functions. This has resulted in many force roles being designated as “flexible”, meaning that a blend of home and force location working will be available for many staff post pandemic. With the geographical challenges of the force this will see the breaking down of barriers to staff working remotely from the traditional work locations. Our internal and external pool of talent will be increased for recruitment, selection, and development opportunities.

...continued below

PROGRESS SINCE OUR LAST REPORT



Smarter Working (continued)

Our hope is that this will enable us to attract more females to join us, and also enable us to retain female staff who may have previously resigned due to caring responsibilities restricting their ability to commute. The development of virtual alternatives to classroom and residential training and development programmes negating the need for travel or overnight stays should also assist female colleagues.

#HeForShe

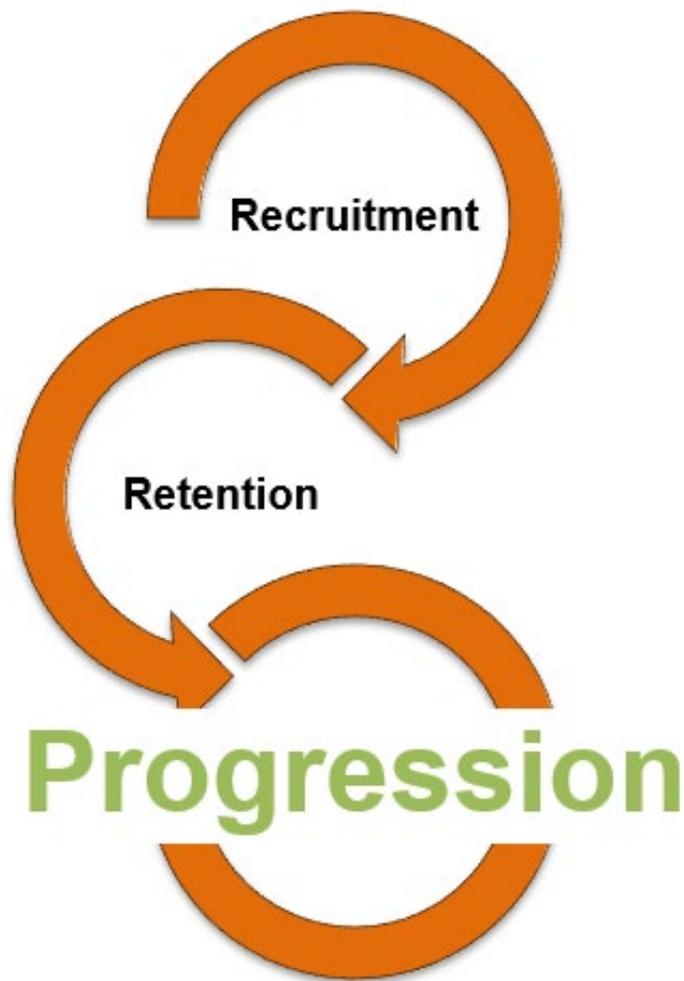
We have appointed a senior officer to lead our response to this national campaign. The work involves supporting the Gender Equality Network, Parenting Project, and Representative Workforce forum as a senior sponsor and advocate for positive change. The force lead is currently our Head of Learning and Development. Naturally this ensures that they are involved with recruitment and succession planning discussions, and ensuring that the aims of #HeForShe are considered at each stage. The force lead is supported talented officers and staff to receive support and coaching towards their career goals, including through diverse representation within our internal talent management scheme (Llywio).

Skills Mapping

We are in the process of reviewing all police officer role profiles to closer align with College of Policing Professional Profiles, and ensure they are gender neutral. This will provide additional detail on skill requirement and continuing professional development which will support clarity on career pathways.

We are also in the process of collating and recording the skill requirements of roles within our iTrent HR system. It is envisaged that this will enable us to extend our capability to proactively plan training requirements for roles, and apply more sophisticated succession planning.

PROGRESS SINCE OUR LAST REPORT



Gender Equality Network

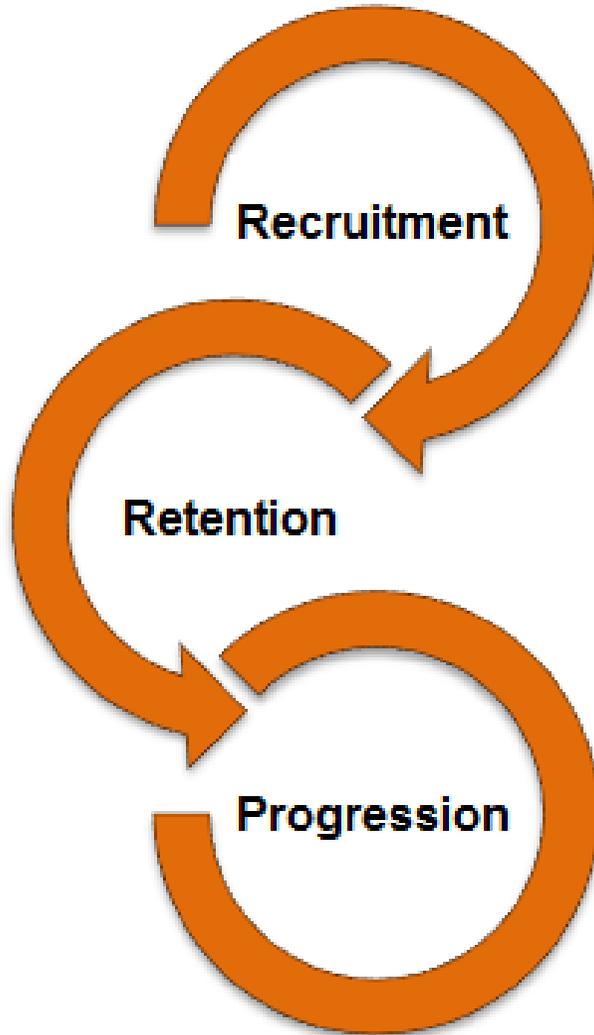
We have widened the remit of the Female Support Network to become the Gender Equality Network encompassing all genders. Network members have joined an International Buddy Scheme looking at best practice moving forward, in liaison with the International Association of Women in Policing. Dyfed-Powys Police are members of the British Association of Women in Policing (BAWP. The GEN Chair represents Wales in this forum, and using this platform to draw down best practice, national guidance, and knowledge. The GEN continue to meet on a regional basis with other Gender Equality Networks to discuss and share best practice and collaborate on pan-Wales projects. GEN have developed an all-Wales 8 point pledge for Chief Officers to set the standards for gender equality pan-Wales – this has been agreed by all Chief Officers.

The Parenting Working Group were awarded the force ‘Diversity in Action’ award, and Chief Inspector Louise Harries is now leading the way on the National Strategic Group, and co-chairing the maternity and new parent sub groups.

Representative Workforce Working Group

In 2019, the Representative Workforce Working Group was created in order to ensure that the force is truly representative of its communities, and doing all that it can to attract, recruit, and retain diverse staff and officers. Ultimately, the group’s role is to ensure diverse representation, looking for new and innovative ideas on how to attract a more diverse workforce. It is important to note that this group is not only about recruiting people from diverse communities, but also about how we retain and support staff and officers once they are recruited into the organisation. This includes identifying and addressing issues, in order to enable those working in Dyfed-Powys Police to have flexible working arrangements which suit their specific needs, and ensuring efficient support.

OUR CURRENT FOCUS



- To continue working towards ensuring that all recruitment campaigns and job adverts are widely promoted amongst our most diverse communities.
- To review promotion processes and how we might better support females in applying for and securing more senior roles.
- Continue to improve the support available to female colleagues before and after maternity leave, and promote female health and wellbeing with specific focus on menopause support, and becoming an Endometriosis Friendly Employer.
- Make flexible working more accessible for everyone, ensuring that those with caring responsibilities are supported to encourage a healthy work life balance.
- Continue to act in removing barriers to progression for everyone, and run initiatives that aim to improve career and development pathways.

STATUTORY DISCLOSURES

The UK Government's Gender Pay Gap Regulations stipulate that all companies in the UK with over 250 employees are required to publish annual statutory calculations showing their gender pay gap.

Under the provisions of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Dyfed-Powys Police is required to report on our gender pay gap in six different ways.

Please note the force does not operate any bonus schemes and therefore no bonus calculations are reported.

The difference between women and men	Mean 2019 (average) %	Median 2019 (middle) %	Mean 2020 (average) %	Median 2020 (middle) %
All force	11.99	21.00	11.24	19.98
Police officers	7.33	3.07	5.46	0.00
Police staff	5.35	0	6.22	2.31

The all force figures for 31 March 2020 show a decrease in both the mean and median gender pay gap since 31 March 2019.

Mean (average) hourly pay for women and men – 31 March 2020	Women		Median (middle) hourly pay for women and men – 31 March 2020	Men	
	Women	Men		Women	Men
All force	£16.09	£18.13	All force	£15.38	£19.22
Police officers	£18.29	£19.34	Police officers	£19.22	£19.22
Police staff	£14.48	£15.44	Police staff	£14.40	£14.74

All force – number of women and men in each pay quartile	Women %	Men %
Lower	59	41
Middle lower	51	49
Upper middle	32	68
Upper	38	62

Police officer – number of women and men in each pay quartile	Women %	Men %
Lower	39	61
Middle lower	19	81
Upper middle	51	49
Upper	25	75

Police staff – number of women and men in each pay quartile	Women %	Men %
Lower	74	26
Middle lower	62	38
Upper middle	50	50
Upper	57	43

Declaration
I confirm that the information and data reported is accurate as at 31 March 2020.

Steve Cadenne De Lannoy, Chartered FCIIPD HR Senior Manager, Employee Relations, People Services