

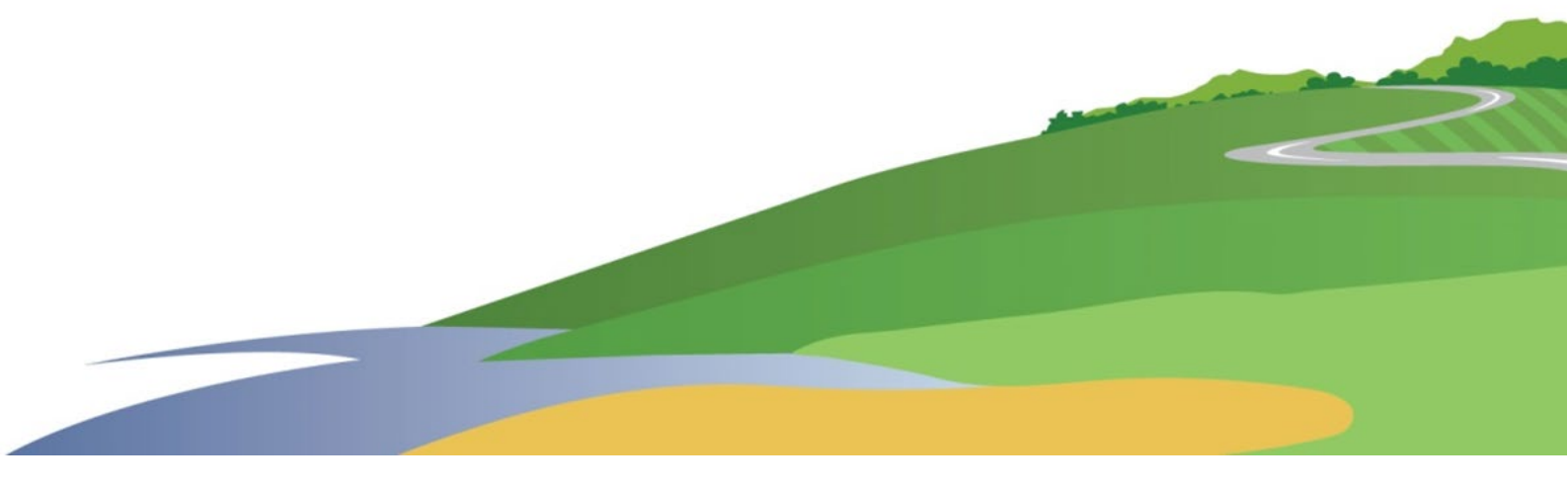


Heddlu Police

DYFED-POWYS

Our Gender Pay Gap Report

For year ending 31st March
2021



Introduction by Deputy Chief Constable Claire Parmenter

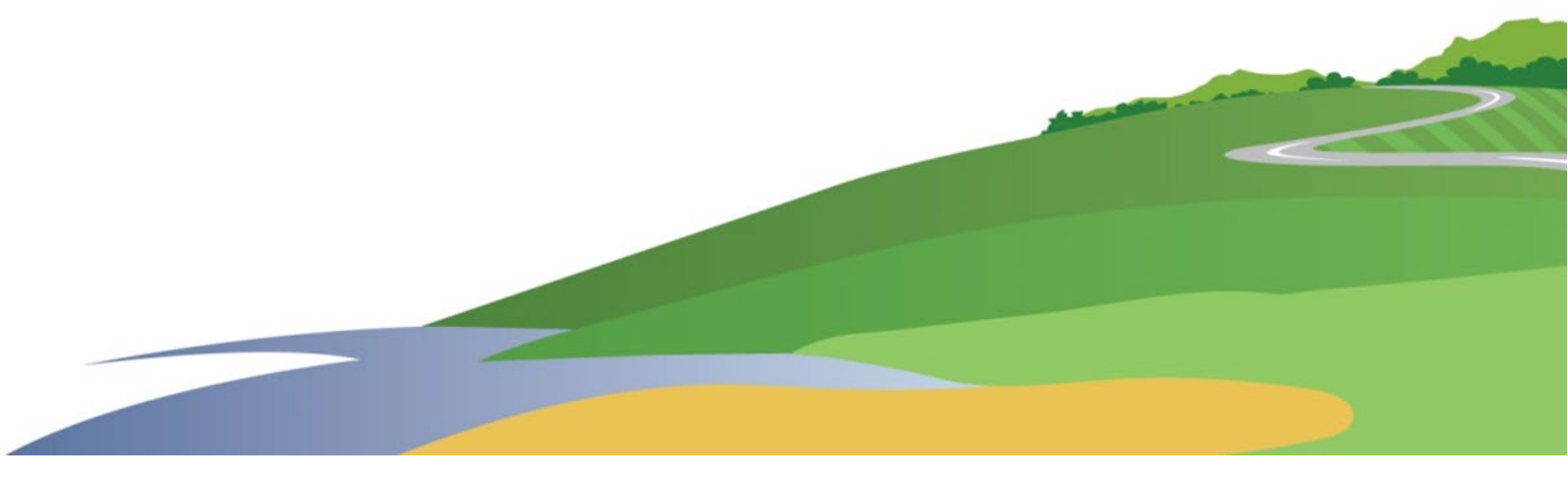


Welcome to the Dyfed Powys Gender Pay gap report for the year ending 31st March 2021.

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 of 31st March 2021.

Dyfed Powys Police's mean pay gap has decreased from 11.24% to 10.72% in 2021. We remain committed to closing this gap and will continue to build on our action plan to achieve this.

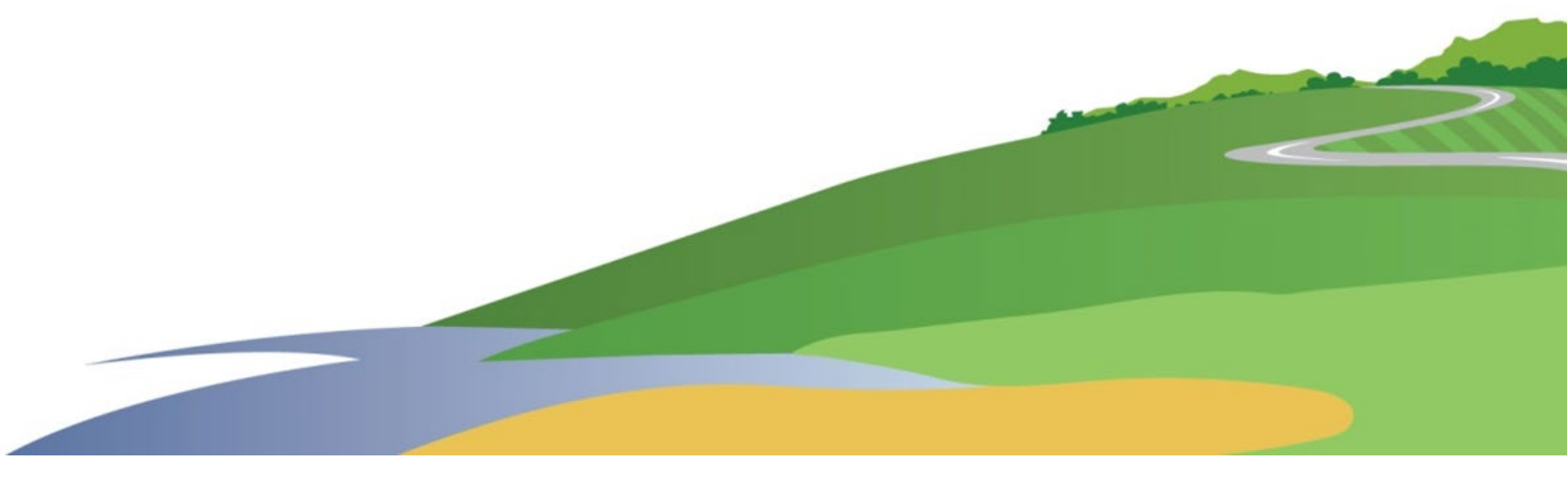
Dyfed Powys Police is working hard to become more representative of the communities we serve and to create an inclusive and diverse culture where difference is valued, and everyone feels a sense of belonging.



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 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.

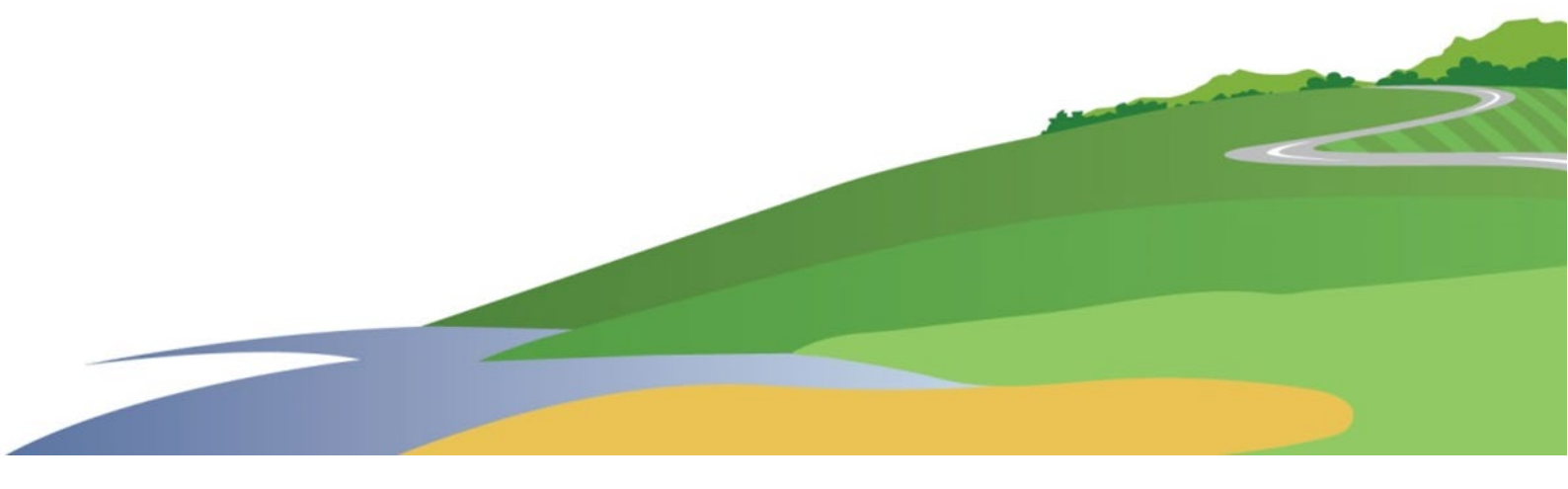
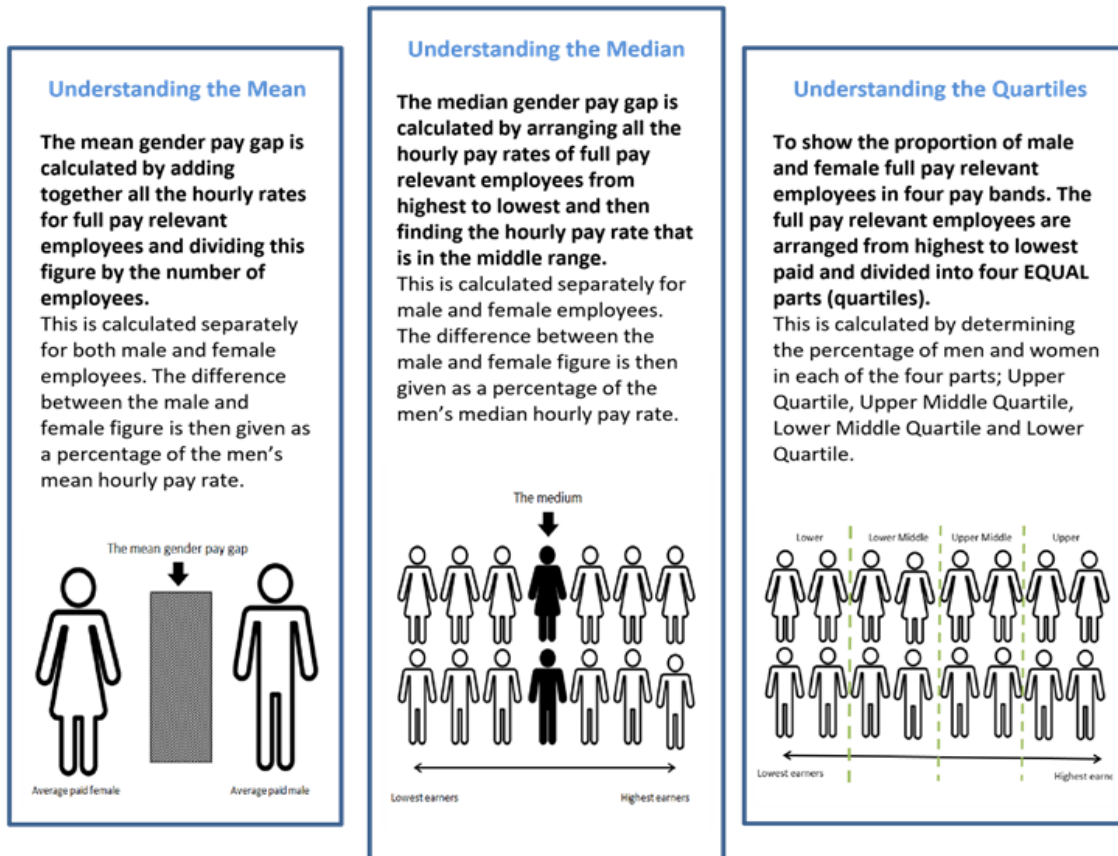


What Is Gender Pay Gap Reporting?

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 & women undertaking the same employment performing equal work, as set out in the Equality Act 2010.



Gender Pay at Dyfed Powys Police

This report does NOT include those who were on a career break, paid statutory sick pay, maternity, paternity, or parental leave pay. This means that the report contains data on 2127 out of a population of 2187.

The force also employees 68 Special Constables and 43 volunteers who are not included in this report.

For the purpose of this report there are 2127 relevant employees, this includes 1196 Officers and 931 Staff.

Our mean (average) pay gap is: **10.72%**

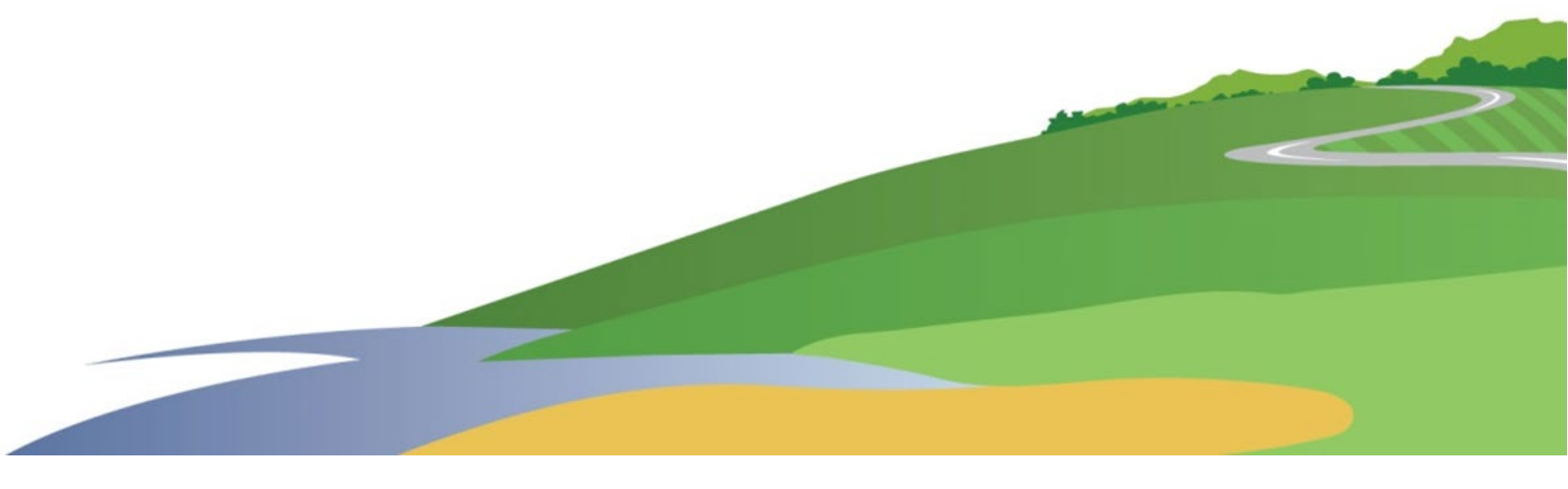
Our median (middle) pay gap is: **20.96%**

Workforce Gender Pay Split

Female	46.4%
Male	53.6%

To understand our gender pay gap, particularly the median, it is key to highlight the following points:

- ❖ Our workforce is a combination of police officers & police staff. We currently have more officers (1196) than staff (931)
- ❖ Police Service levels of pay for police officers & police staff are determined nationally by separate pay bodies
- ❖ On average pay points for police officers are at a higher rate than those of Police Staff
- ❖ We have more male police officers than female police officers and more female police staff than male police staff.



Gender Pay Gap Comparison

Years	Mean	Median	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	(average)	(middle)	Female	Male	Female	Male	Female	Male	Female	Male
31st March 2017	9.61%	8.03%	68.5%	31.5%	64%	36%	16%	84%	22%	78%
2017-2018 (31st March 2018)	12.41%	22.56%	60%	40%	49%	51%	40%	60%	24%	76%
2018-2019 (31st March 2019)	11.99%	21.00%	59%	41%	51%	49%	36%	64%	30%	70%
2019-2020 (31st March 2020)	11.24%	19.98%	59%	41%	51%	49%	32%	68%	38%	62%
2020- 2021 (31st March 2021)	10.72%	20.96%	57%	43%	55%	45%	39%	61%	34%	67%



Police Officer

Dyfed Powys Police, Officers consist of 56% of the overall workforce. Police Officers who are servants of the crown operate within Police Regulations and a nationally agreed pay structure. Officers 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.

Our mean (average) gender pay gap: **5.64%**

Our median (middle) gender pay gap: **0%**

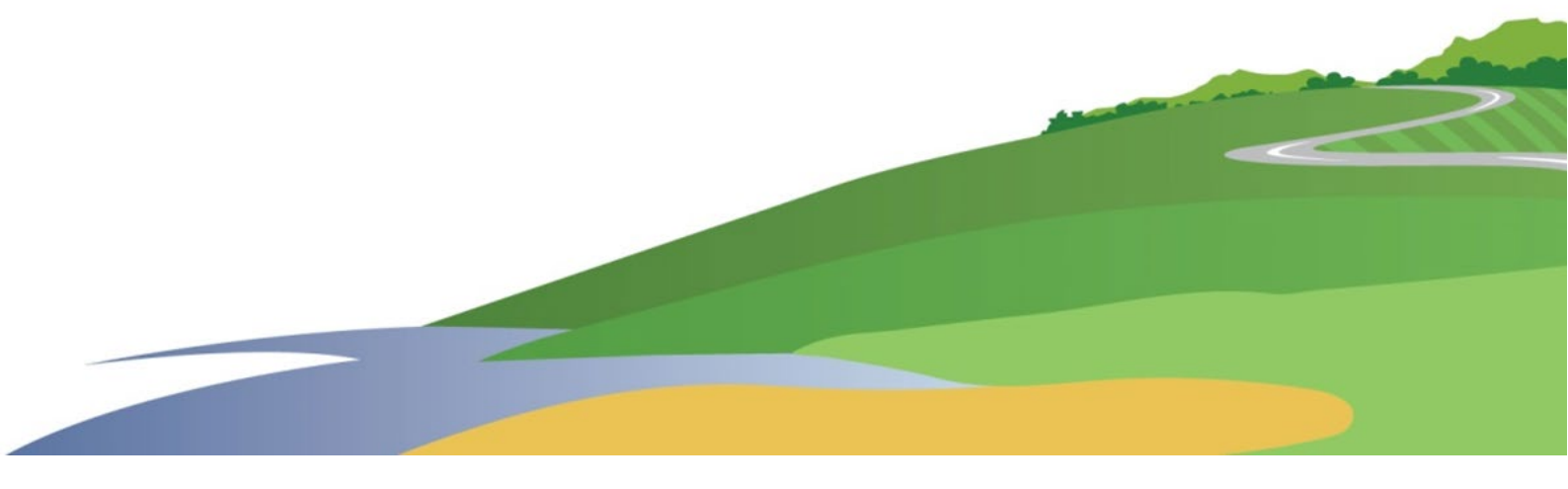
Police Officer split:

Female	34%
Male	66%

% of Officer per pay quartiles comparison 2019 - 2021

Police Officer	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
2018-2019 (31st March 2019)	37%	63%	14%	86%	55%	45%	22%	78%
2019-2020 (31st March 2020)	39%	61%	19%	81%	51%	49%	25%	75%
2020- 2021 (31st March 2021)	39.5%	60.5%	48.2%	51.8%	27.1%	72.9%	23.1%	76.9%

- ❖ The comparison graph of pay quartiles for 2019, 2020 & 2021 above shows that females in two of the quartiles (lower & lower middle) have increased in the year up to 31.03.2021.
- ❖ During 2020/2021 the force recruited 70 student police officers, of which 59% were male and 41% were female.



Police Staff

In Dyfed Powys Police, Staff consist of 44% of the overall workforce. Police Staff are a combination of non-uniformed staff 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.

Our mean (average) gender pay gap: **5.19%**

Our median (middle) gender pay gap: **1.68%**

Police Staff Split:

Female	62%
Male	38%

% of Staff per pay quartiles comparison 2019 - 2021

Police Staff	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
	Years							
2018-2019 (31st March 2019)	73%	27%	62%	38%	51%	49%	55%	45%
2019-2020 (31st March 2020)	74%	26%	62%	38%	50%	50%	57%	43%
2020- 2021 (31st March 2021)	67.8%	32.2%	63.5%	36.5%	56.7%	43.3%	58.2%	41.8%

The table above shows the % of staff in each pay quartile for 2019, 2020 and 2021.

- ❖ The comparison graph of pay quartiles for 2019, 2020 & 2021 above shows that females in three of the quartiles (lower middle, upper middle and upper) have increased in the year up to 31.03.2021.



Progress since our last report

Positive Action Strategy

The aim of this strategy is to develop a workforce which is representative of our communities it serves across all ranks and specialisms. We aim to oversee progression and delivery of the strategy by achieving a set of short, medium- and long-term actions against the themes of recruitment, retention and progression.

Talent Bank

A talent bank was created whereby applicants who have requested Positive Action support, if the applicant wasn't successful in their application, their details are kept on the Talent Bank to make them aware of all the current vacancies within Dyfed Powys Police.

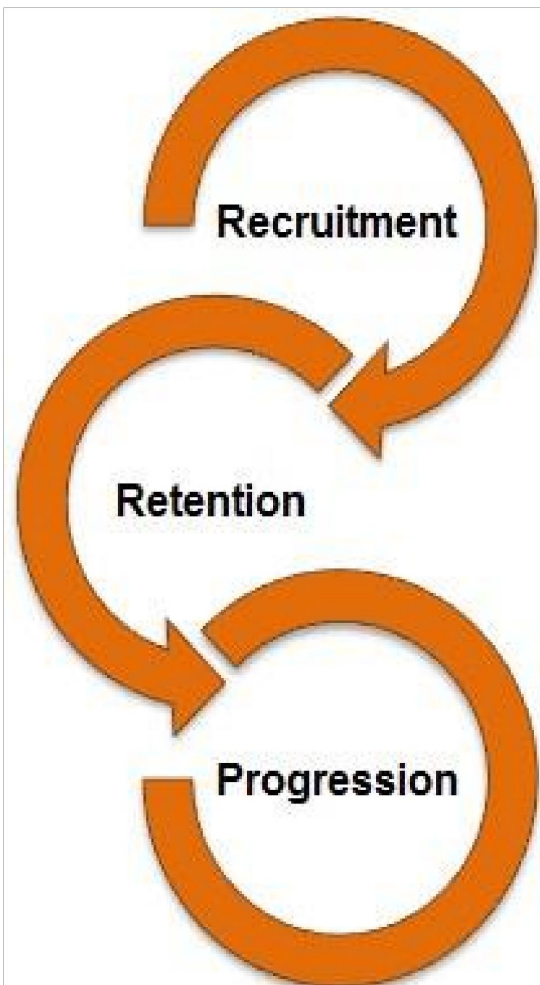
Application Familiarisation Events

Familiarisation Events are held prior to opening the Police Officer campaign. Support is provided to females who have requested Positive Action. The Positive Action Officer will advertise the event through the Gender Equality Network and also the PCEO will advertise within their communities.

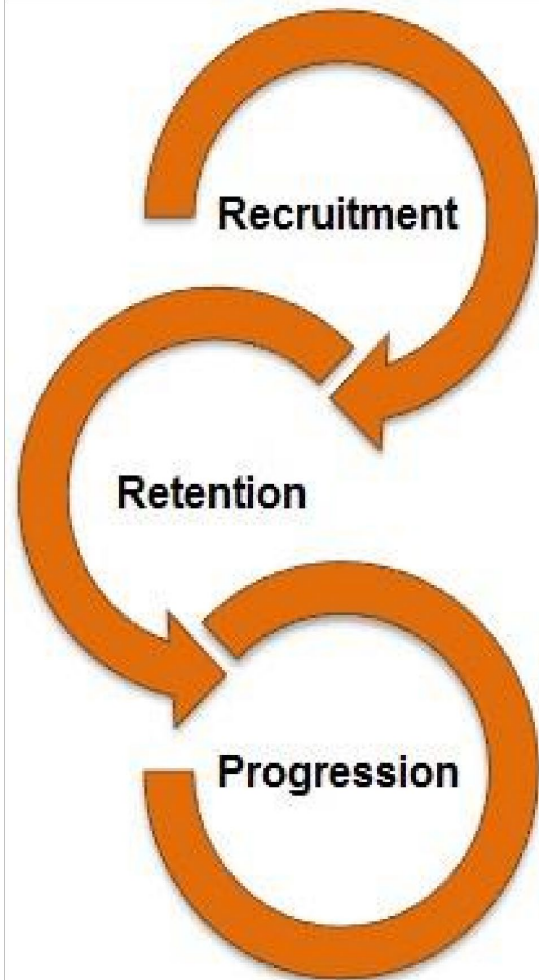
Representative Workforce Working Group

To support the implementation of the Positive Action Strategy, the Force has established a Representative Workforce Working Group (RWWG). The RWWG is an internal accountable body, with representation from key areas. The main objectives of RWWG will be to monitor and oversee the implementation of Positive Action initiatives across the Force and to lead on promoting best practice in implementing these initiatives. The group is comprised of key stakeholders from across the organisation with a mandate to:

- ❖ Look at innovative ways of improving the attraction of applications from underrepresented groups.
- ❖ Review any barriers existing within the recruitment processes and how to overcome these.



- ❖ Look at appropriate positive action methods for applicants from underrepresented groups.
- ❖ Discuss and propose support mechanisms needed to ensure retention of employees from underrepresented groups.
- ❖ Review representation across all ranks/levels/specialist roles within the force and look at ways of increasing diversity where required.
- ❖ Identify and oversee the delivery of actions to improve our workforce representation against the force and the OPCC's strategic equality plan.



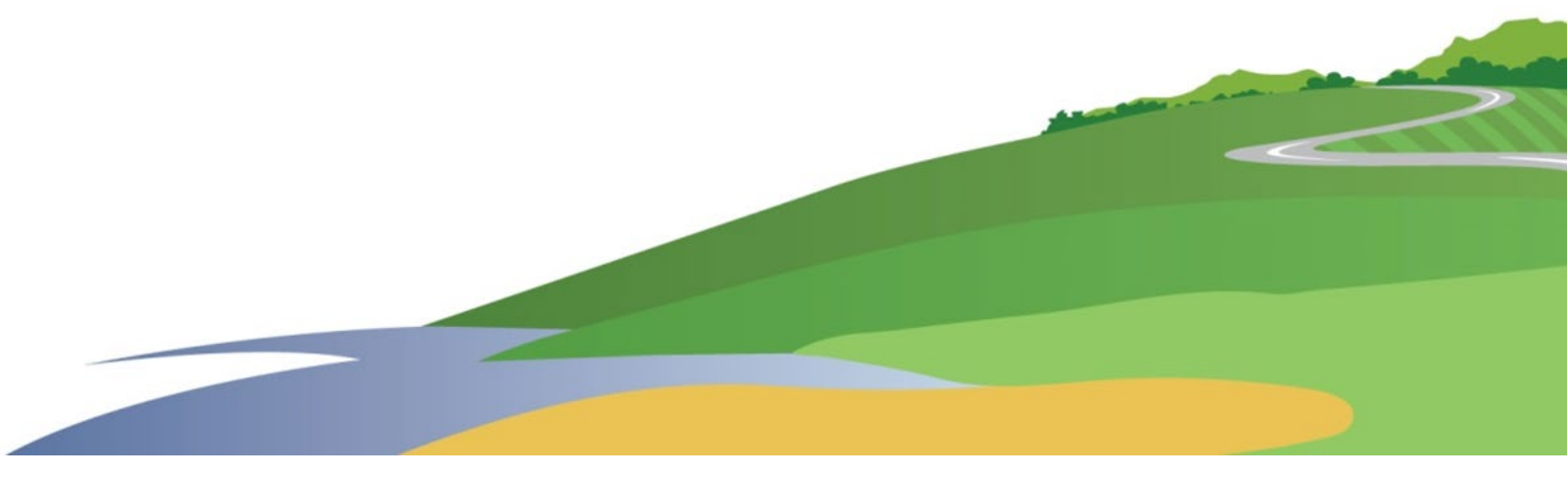
The RWWG reports quarterly to the Embracing Diversity Group, which has strategic oversight of all equality and diversity matters.

Smarter Working

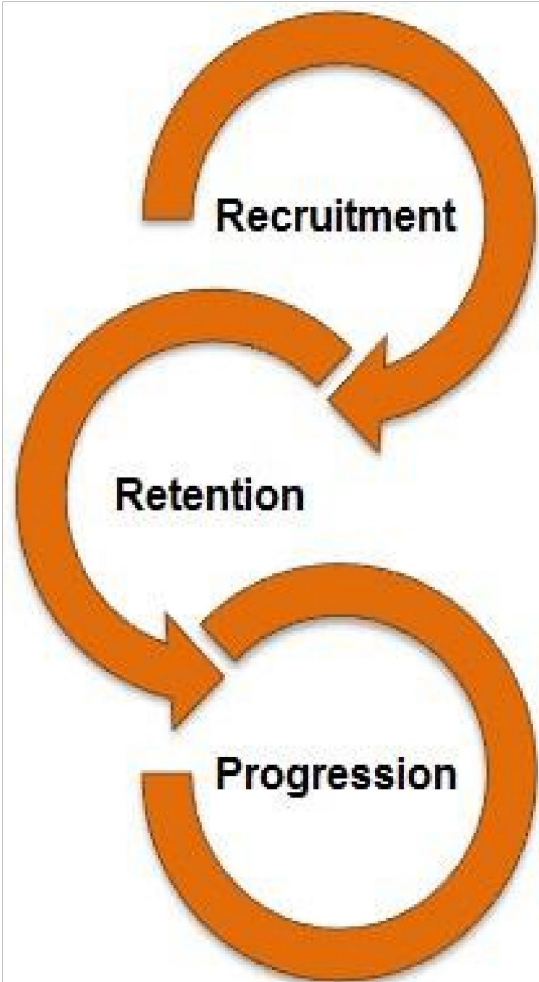
With the easing of Covid restrictions the force is preparing for the implementation of a Smarter Working programme from April 2022. One of the major elements of this programme is the enabling of officers and staff in roles designated as suitable for agile and home working to 'opt in' and continue working in this way post Covid. This will cement the breaking down of barriers to remote working which has begun during the pandemic. In an increasingly competitive market place the ability of staff to work remotely from the traditional work locations will extend our talent pool both internally and externally. Through the pandemic we have also developed and implemented online learning and virtual learning across a range of subjects. This is reducing the need for travel to training events and the necessity for overnight stays. In particular this will enable us to attract and retain more female officers and staff.

Gender Equality Network

The Gender Equality Network (GEN) is an incredibly busy group of staff of all genders – working towards a common aim of gender equity for all ranks and grades working at Dyfed-Powys. We act as a friendly advisor for Chief Officers and other departments to ensure practices are fair and not adversely impacting women in the organisation.



The network has continued our regional link with the other 3 Welsh Forces and these meetings will now be followed by a meeting for the Force Chief Officer leads with the outcome of these meetings being fed into the National Gender Board – run by CC Rachel Swann.



Locally, the GEN are working with Force lead, DCC Parmenter, to progress the use of positive action for all women officers and staff and to raise the awareness of and support for those impacted by intersectionality. The aim being to improve female representation in senior ranks and grades.

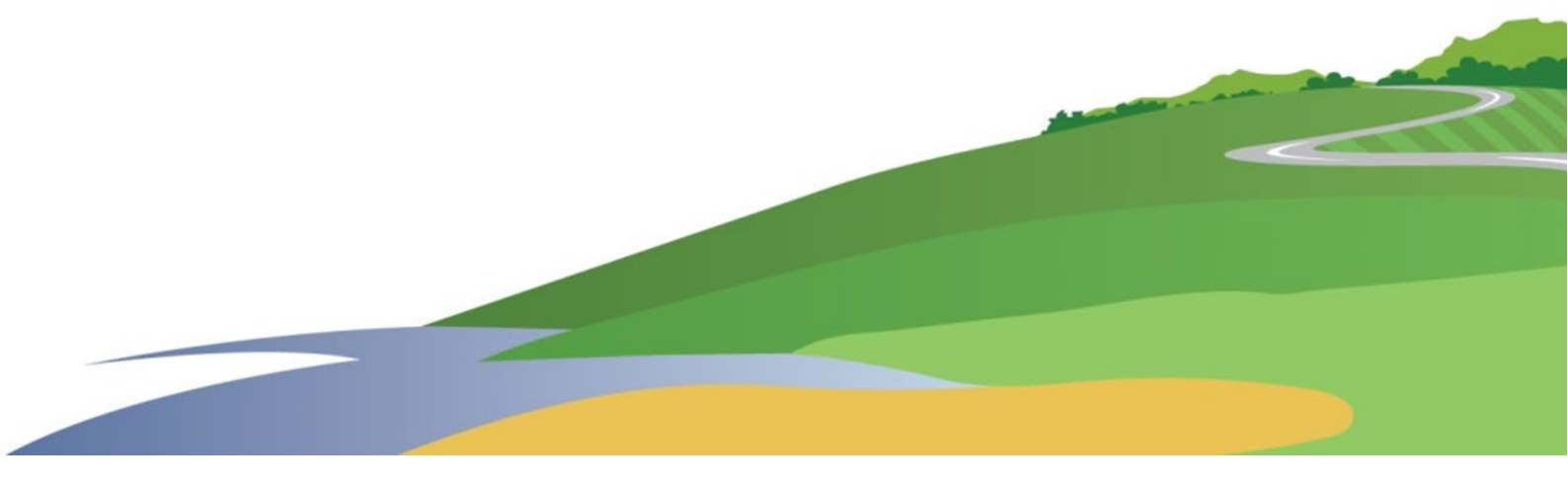
We continue our work on the menopause; introducing a policy specifically for those going through menopause, webinars for supervisors - explaining the condition and how best to support their staff, along with webinars and pop up cafes to assist staff or partners / family members going through it themselves.

The GEN are driving the work to become an Endometriosis friendly Force via Endometriosis UK. 1 in 10 women suffer from this chronic condition and the impact within the workplace can be difficult to manage. The GEN are focusing on 3 key areas – tackling stigma, changing culture and improving communication.

The network offer coaching and mentoring opportunities to network members whether that is for promotion, lateral moves, accessing specialist posts or simply for personal development. Members of the network also offer buddying support for new parents, along with those living with endometriosis or the menopause.

We have celebrated International Women’s Day 2022 by running a webinar on ‘50 ways to break bias’ –identifying micro aggressions, the part intersectionality has to play and more importantly how to challenge others constructively in order to break the cycle. The GEN are working with the Joint Firearms Unit to improve female representation within the Dyfed-Powys area with a survey currently being completed and a number of actions ready to be deployed based on the outcomes.

The GEN are working with our learning and development department to relaunch the Springboard mentoring and

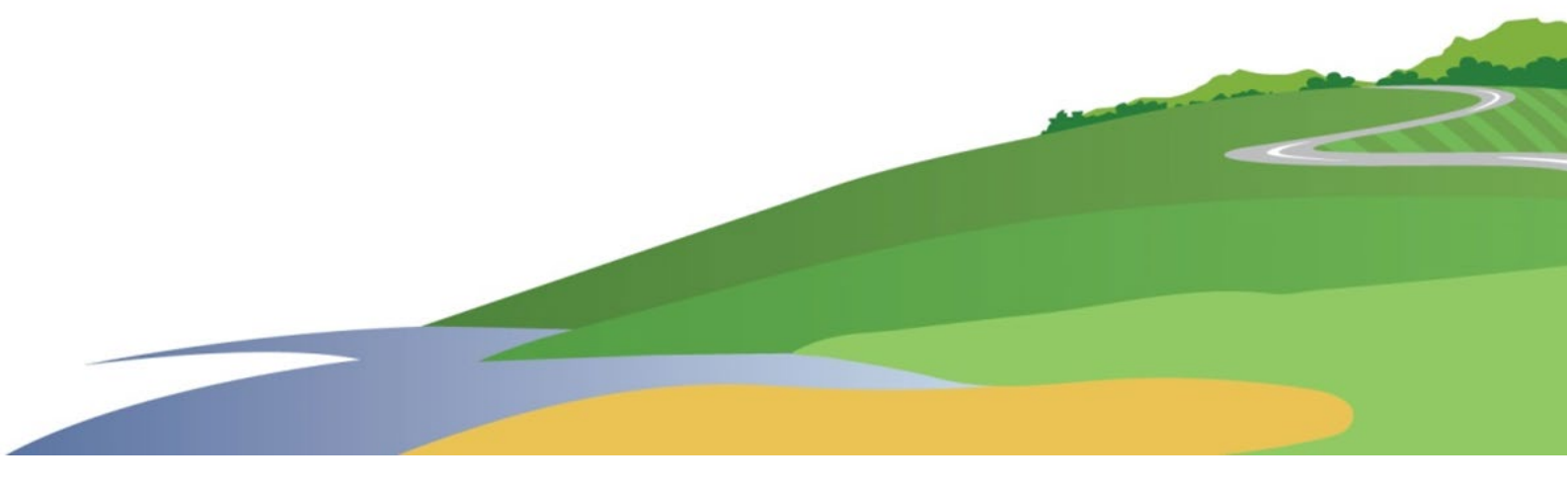
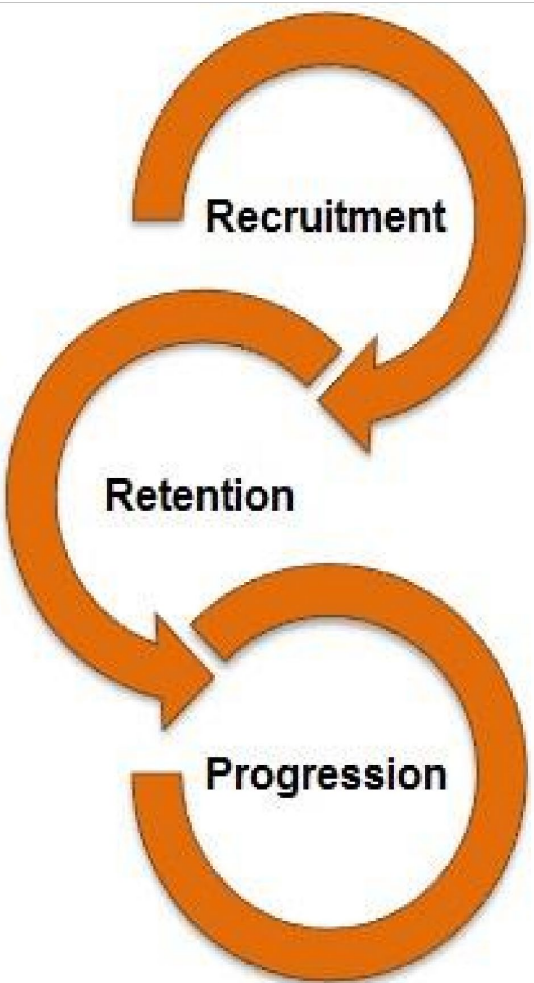


network sessions post covid-19 and we look forward to seeing this restart a little later in the year.

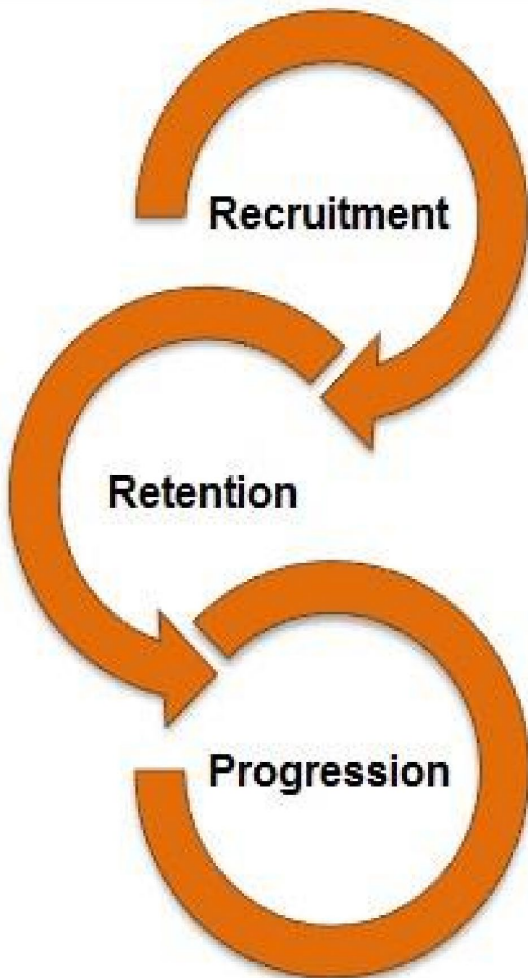
Finally our parenting group are revising and relaunching the manager and staff parenting journey guide books with details of our option of phased return from maternity leave. They have also worked with HR and the Chief Officer team to send a newsletter to all staff away from the work place on maternity or adoption leave and will be restarting 'Keep In Touch' days post covid-19 on the 28th April 2022.

Reverse Mentoring Scheme

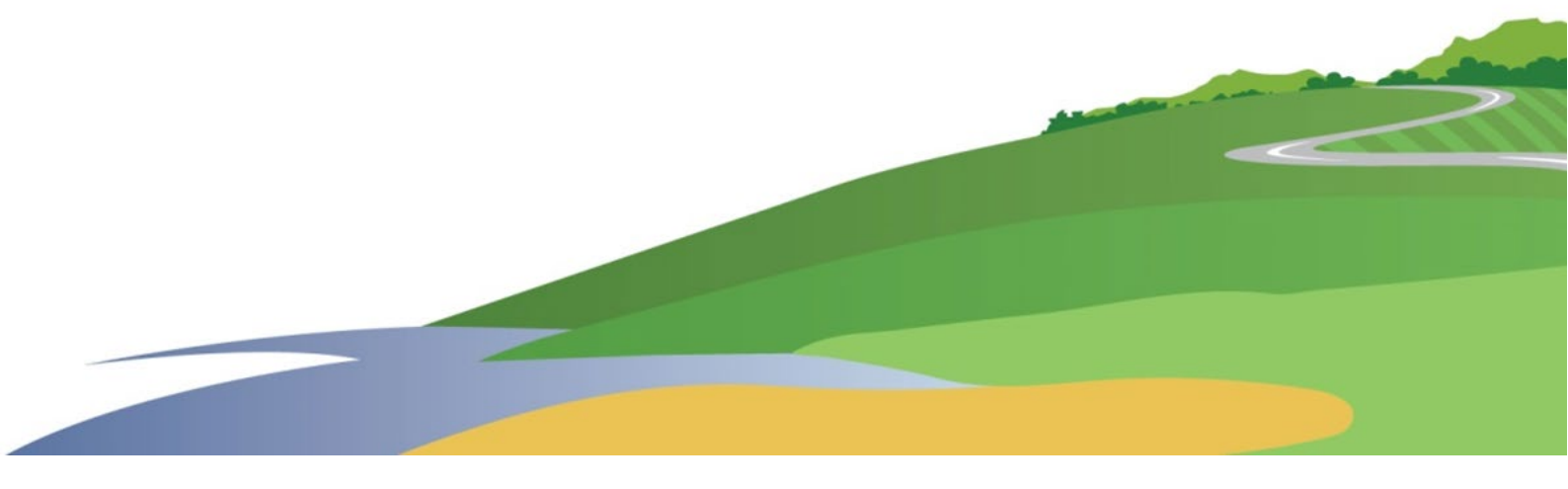
This is a three-stage reverse mentoring programme which involves officers, staff and colleagues from front line roles, Ethnic Minority officers and staff and from our independent scrutiny and critical friending groups such as the IAG.



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 and Endometriosis support.
- ❖ Make flexible working more accessible for everyone ensuring that those with caring responsibilities are supported and 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.



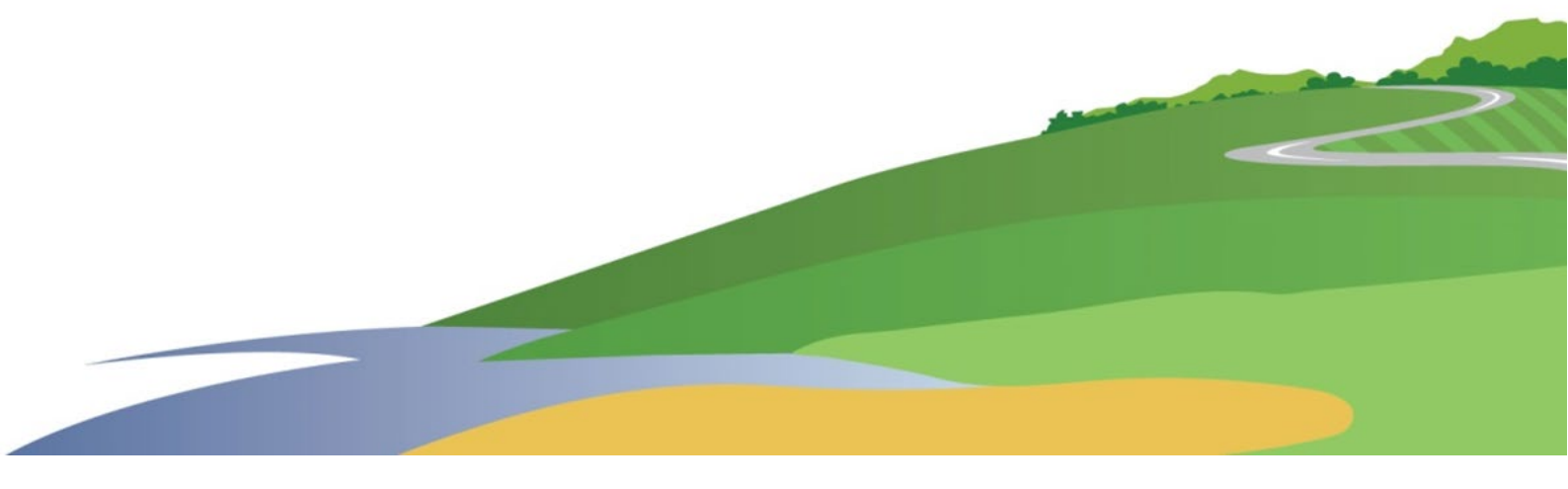
Statutory Disclosures

The UK Governments Gender Pay Gap regulation stipulates that all companies in the UK with over 250 employees are required to publish annual statutory calculations showing the gender pay gap. Under the provisions of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Dyfed Powys Police are required to report on their 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 & men	Mean 2019 (average) %	Median 2019 (middle) %	Mean 2020 (average) %	Median 2020 (middle) %	Mean 2021 (average) %	Median 2021 (middle) %
All Force	11.99	21.00	11.24	19.98	10.72	20.96
Police Officers	7.33	3.07	5.46	0.00	5.64	0.00
Police Staff	5.35	0	6.22	2.31	5.19	1.68

Mean (average) hourly pay for women and men - 31st March 2021	Women	Men	Median (middle) hourly pay for women and men - 31st March 2021	Women	Men
All Force	16.46	18.43	All Force	15.57	19.70
Police Officers	18.54	19.64	Police Officers	19.70	19.70
Police Staff	14.96	15.78	Police Staff	14.63	14.88

All Force - number of women and men in each of the pay quartiles	Women %	Men %
Lower	57	43
Middle Lower	55	45
Upper Middle	39	61
Upper	33	67



Police Officers - number of women and men in each of the pay quartiles	Women %	Men %
Lower	40	60
Middle Lower	48	52
Upper Middle	27	73
Upper	23	77

Police Staff - number of women and men in each of the pay quartiles	Women %	Men %
Lower	68	32
Middle Lower	63	37
Upper Middle	57	43
Upper	58	42

I confirm the information and data reported is accurate as of 31st March 2021.



Steve Cadenne De Lannoy
 Senior Manager, Human Resources (HR Service Delivery)

