

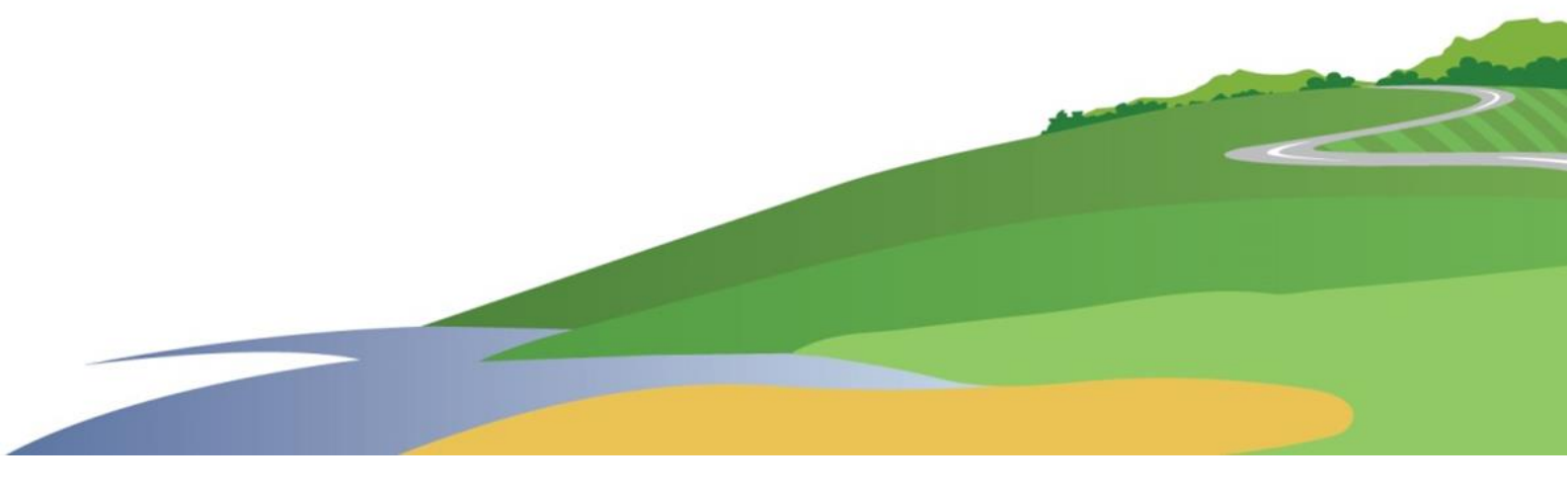


Heddlu Police

DYFED-POWYS

Our Gender Pay Gap Report

For year ending 31st March
2022



Introduction by Deputy Chief Constable Steve Cockwell

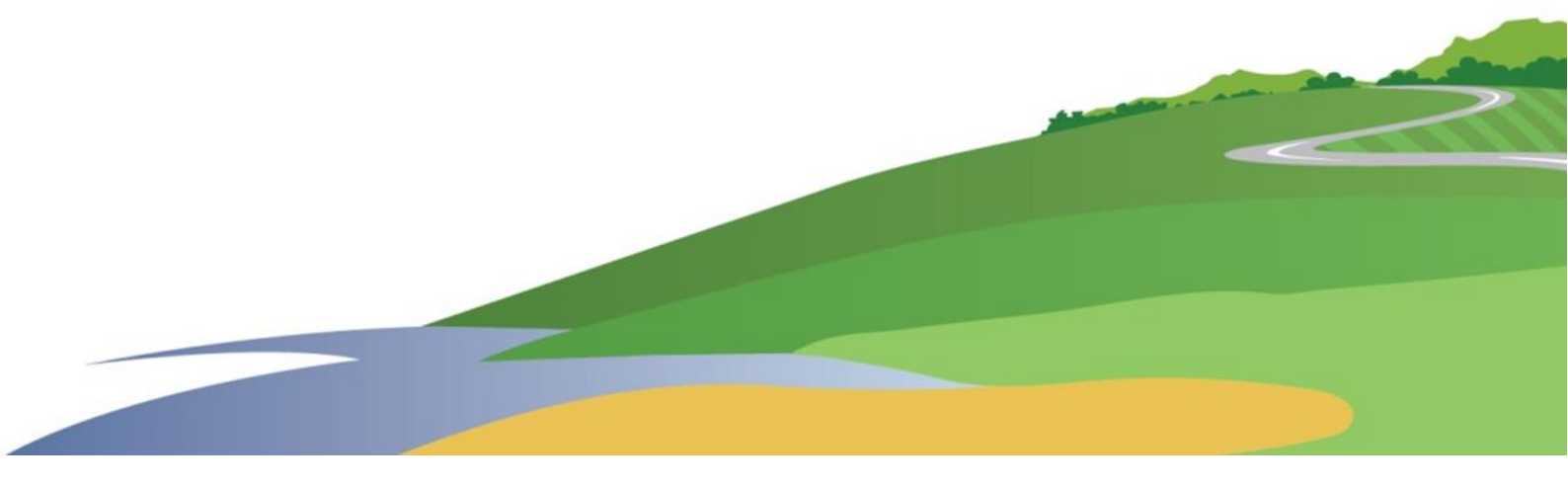


I am proud to present the Dyfed-Powys Police Gender Pay Gap Report, which outlines our results for the 2021/2022 financial year.

This is the third year that we have reported on our gender pay gap and are proud to see a continued year on year reduction in the mean pay gap within Dyfed-Powys Police. We have seen a total overall reduction of 2.4 percentage point since reporting back in 2018, which I have no doubt is as a result of the concerted efforts across the force, to enhance diversity and inclusion. This achievement is a positive reflection on our force and reassurance around our continued commitment to this pledge in reducing the gender pay gap.

Whilst we are proud of this achievement, it should be highlighted that the report does identify a gender pay gap does exist within our workforce. To address this, Dyfed-Powys Police will remain focused in the implementation of the Positive Action Strategy, to develop a workforce which is representative of our communities that we serve and positively supports and encourages recruitment, retention and progression opportunities.

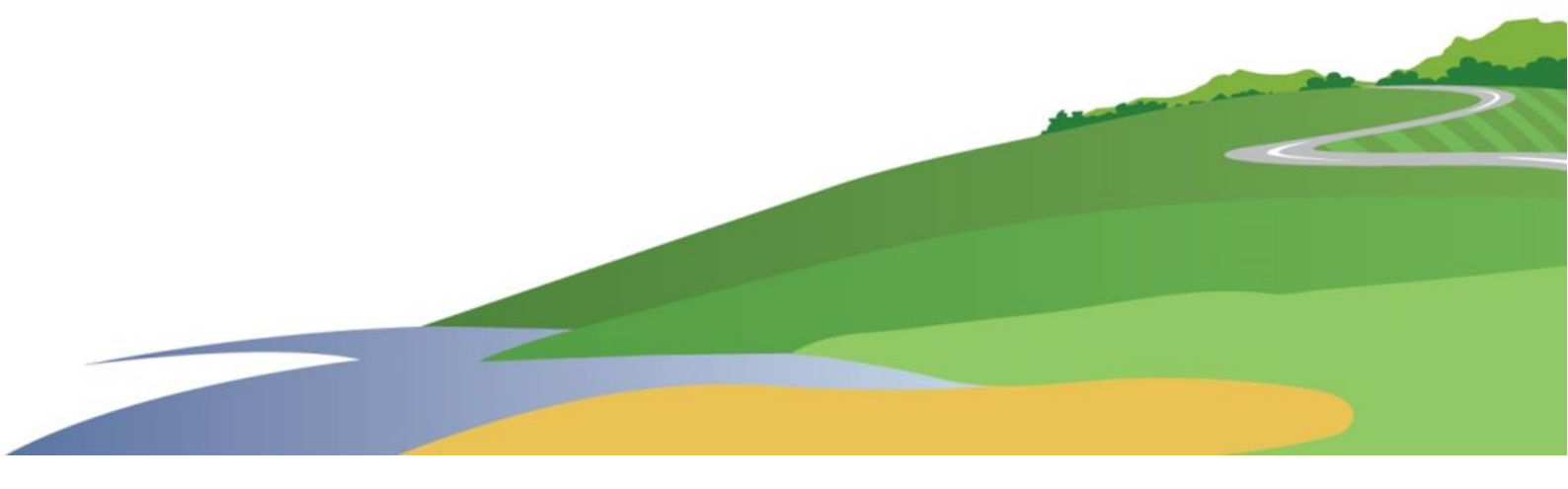
We all play a part in building a culture that represents diversity and inclusion and building a strong foundation that celebrates, embraces and values differences so that all employees of the Dyfed-Powys Police family feel a sense of belonging.



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?

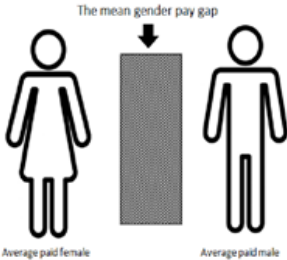
The gender pay gap figures are a measure of the difference between men's and women's average earnings across the organisation.

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.

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.

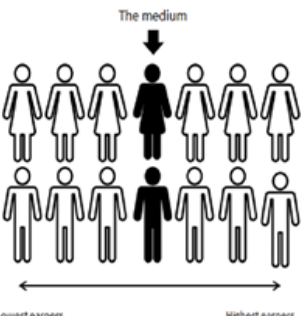


The mean gender pay gap

Average paid female Average paid male

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.

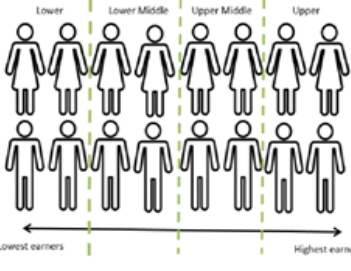


The medium

Lowest earners Highest earners

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.



Lower Lower Middle Upper Middle Upper

Lowest earners Highest earners



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 2163 out of a population of 2276.

The force also employees 40 Special Constables and 25 volunteers who are not included in this report.

For the purpose of this report there are 2163 relevant employees, this includes 1216 Officers and 947 Staff.

Our mean (average) pay gap is: **10.01%**

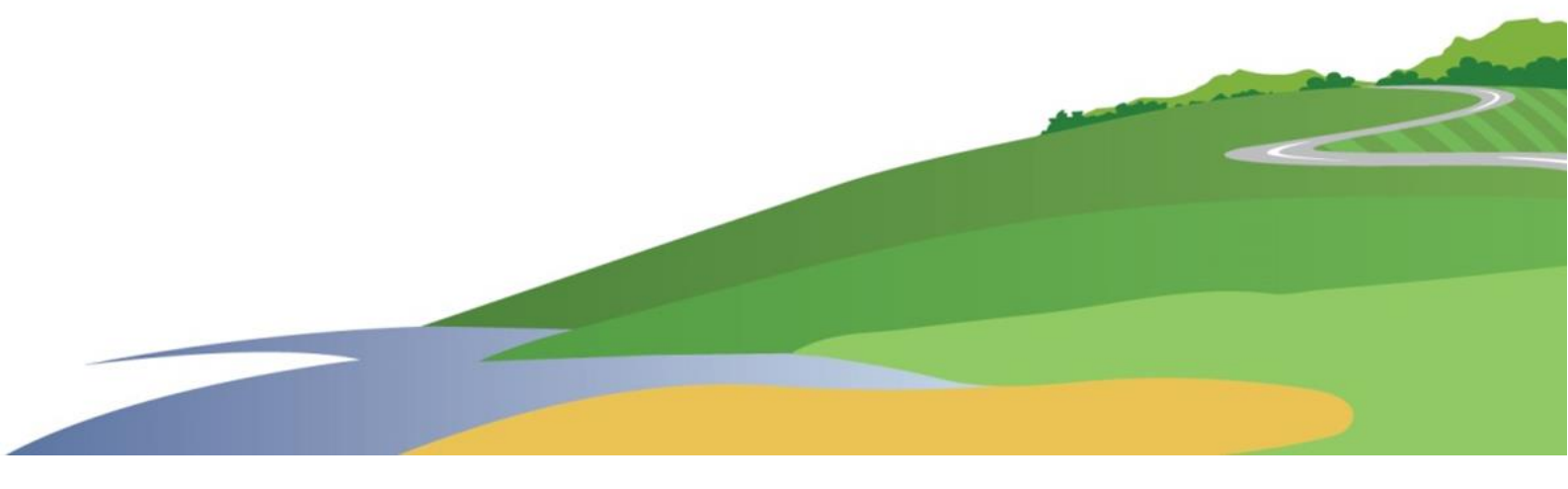
Our median (middle) pay gap is: **20.96%**

Workforce Gender Pay Split

Female	47%
Male	53%

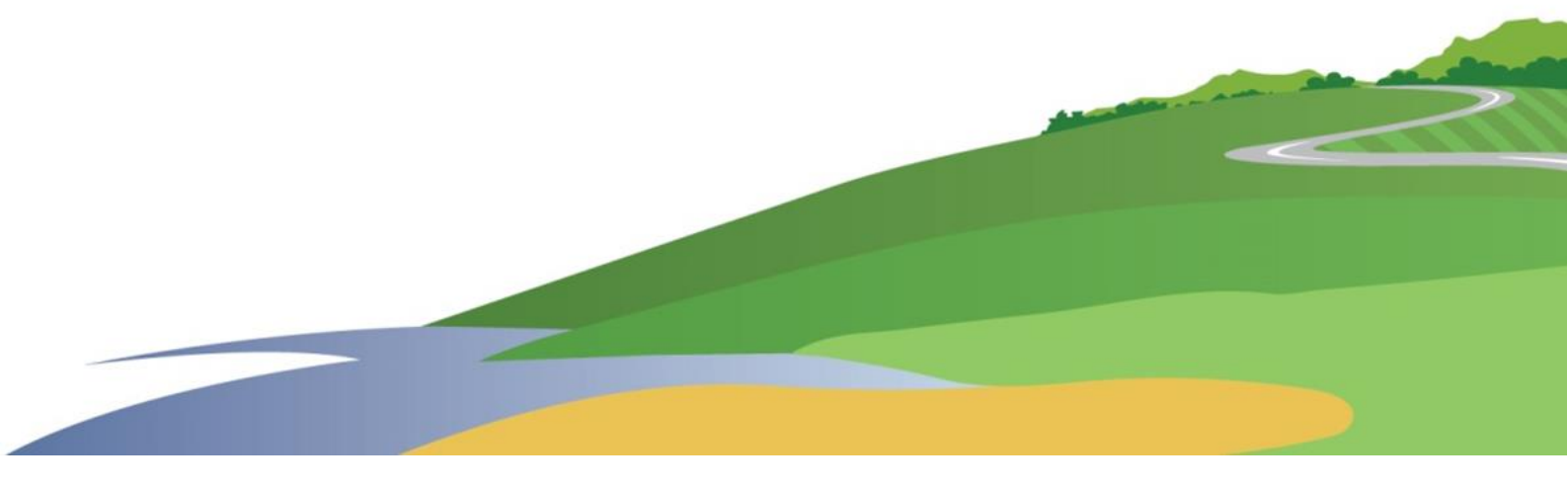
To understand our gender pay gap, particularly the median, it is key to highlight the following points:

- ❖ Our workforce is a combination of police officers & police staff. We currently have more officers (1216) than staff (947)
- ❖ 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.
- ❖ Police Officers had a pay freeze and so they did not have a change in pay scales from September 2020 to September 2022. The median male figure is £19.70 which is the top of a PC scale.
- ❖ Police Staff on scale point SS24 and above did not have a pay increase between September 2020 to April 2022. The median female figure is £15.57 which is the top of Scale D (SS24) plus allowances.



Gender Pay Gap Comparison

Years	Mean (average)	Median (middle)	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
			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%	33%	67%
2021 - 2022 (31st March 2022)	10.01%	20.96%	56%	44%	55%	45%	45%	55%	32%	69%



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: **5.3%**

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

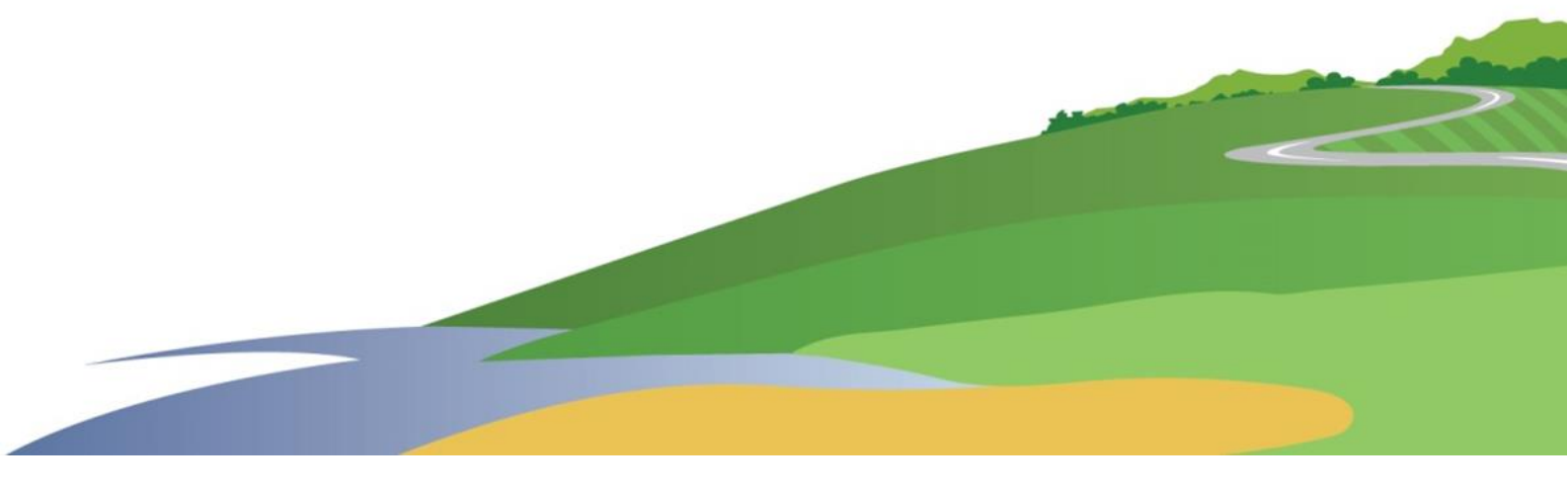
Police Officer split:

Female	36%
Male	64%

% of Officer per pay quartiles comparison 2019 - 2022

Police Officer	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
Years								
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%
2021 - 2022 (31st March 2022)	39.27%	61.06%	25.08%	75.25%	51.16%	49.17%	27.06%	73.27%

- ❖ The comparison graph of pay quartiles for 2019, 2020, 2021 & 2022 above shows that females in two of the quartiles (upper middle and upper) have increased in the year up to 31.03.2022.
- ❖ During 2021/2022 the force recruited 92 student police officers, of which 60% were male and 40% 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: **4.4%**

Our median (middle) gender pay gap: **0.7%**

Police Staff Split:

Female	62%
Male	38%

% of Staff per pay quartiles comparison 2019 - 2022

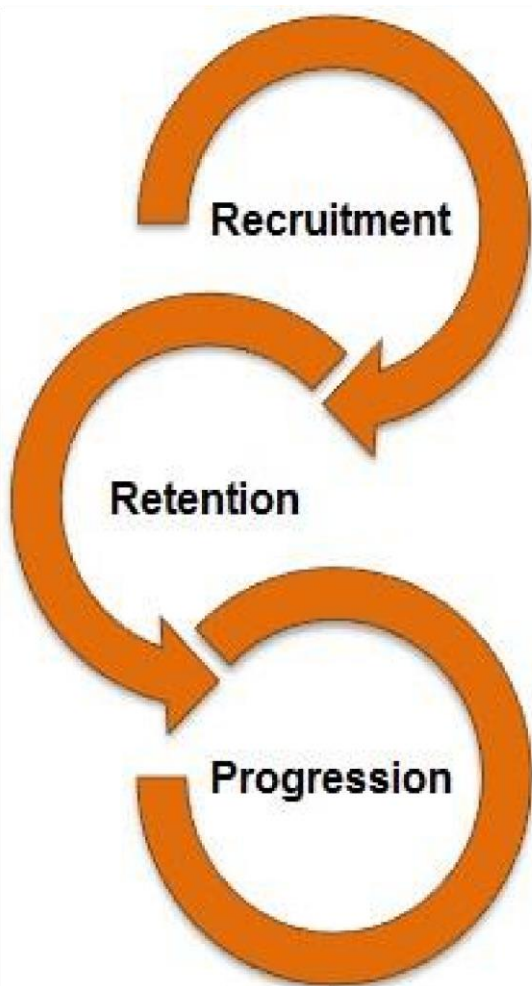
Police Staff	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
	Years							
2018-2019 (31st March 2019)	73%	27%	62%	38%	51%	49%	55%	45%
2019-2020 (31st March 2020)	74%	26%	62%	38%	50%	50%	57%	43%
2020- 2021 (31st March 2021)	67.8%	32.2%	63.5%	36.5%	56.7%	43.3%	58.2%	41.8%
2021 - 2022 (31st March 2022)	68.8%	32.5%	63.0%	37.9%	57.3%	44.0%	59.6%	40.9%

The table above shows the % of staff in each pay quartile for 2019, 2020, 2021 and 2022.

- ❖ The comparison graph of pay quartiles for 2020, 2021 & 2022 above shows that females in two of the quartiles (upper middle and upper) have increased in the year up to 31.03.2022.



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

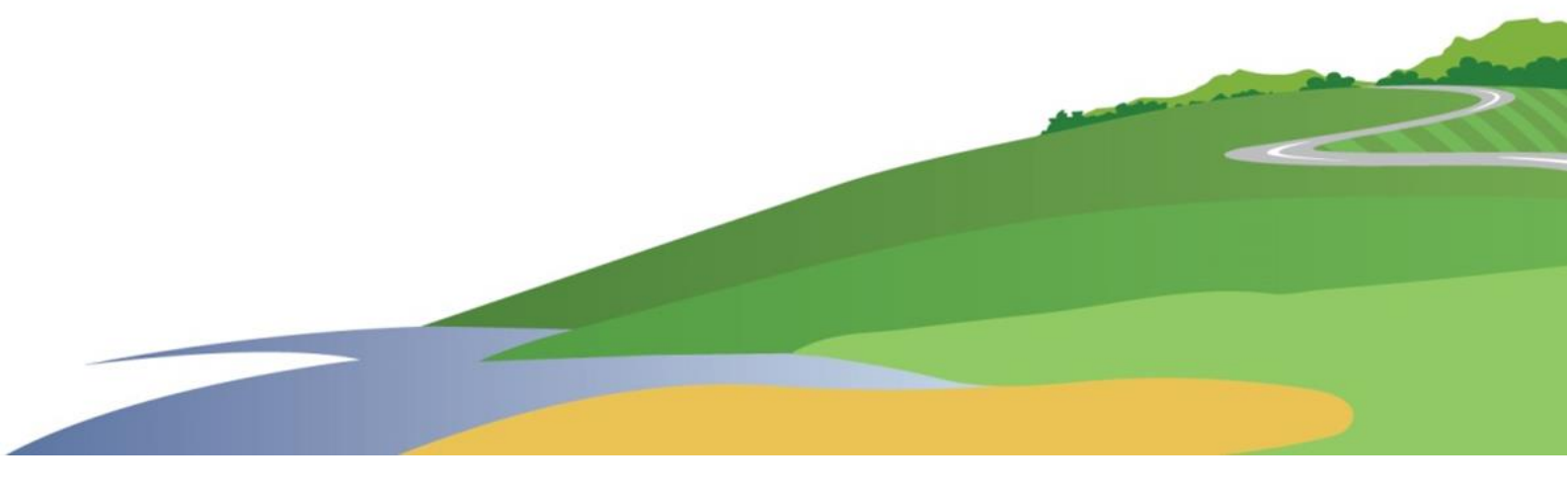
A talent bank was created whereby applicants who have requested Positive Action support, if the applicant wasn't successful in their application, their details are kept on the Talent Bank to make them aware of all the current vacancies within Dyfed Powys Police.

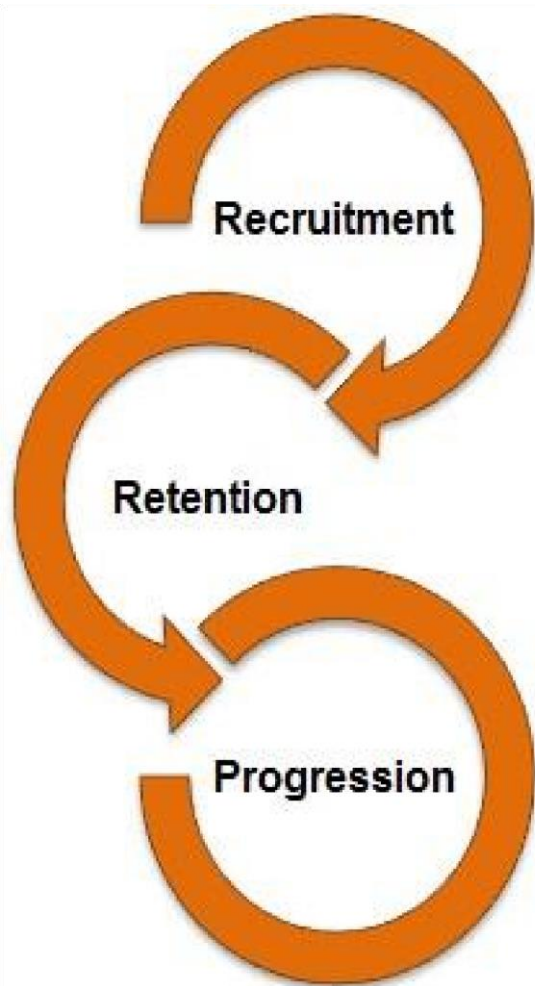
Application Familiarisation Events

Familiarisation Events are held prior to opening the Police Officer campaign. A Women in Policing online event was organised before the last Police Officer campaign to provide an overview and support for the recruitment process, 10 attendees attended this session. Support is also 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.

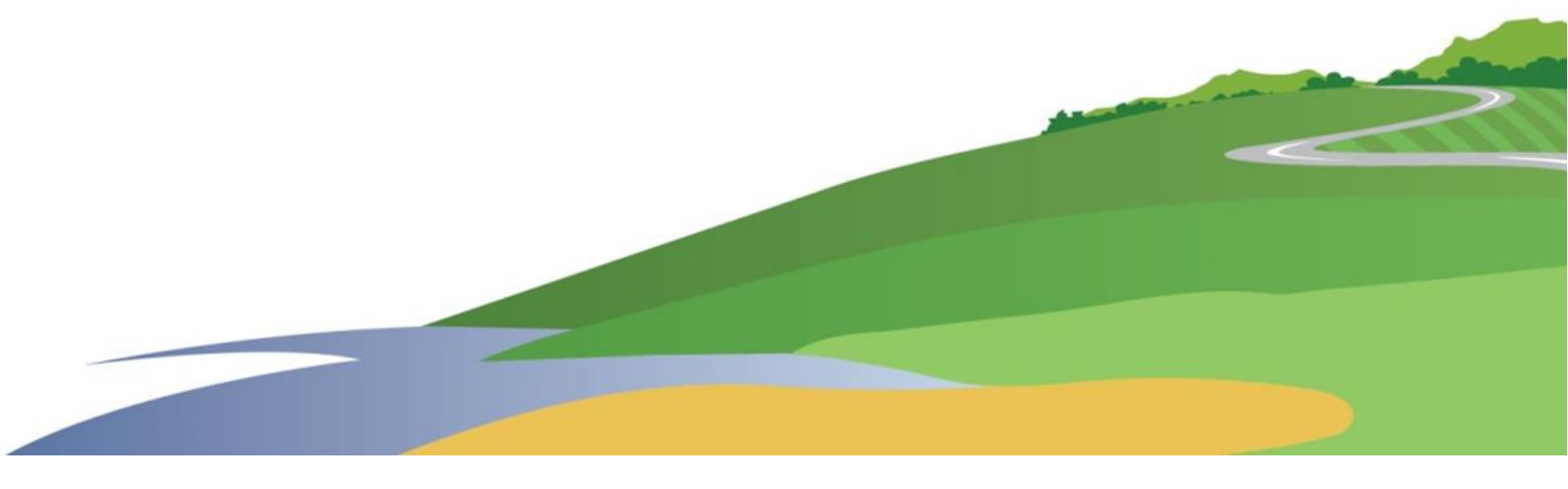
The RWWG reports quarterly to the Embracing Diversity Group, which has strategic oversight of all equality and diversity matters.

Smarter Working

The force implemented a Smarter Working programme in 2022. One of the major elements of this programme is the enabling of staff in roles designated as suitable for agile and home working to 'opt in' and continue working as had been the case during the Covid Pandemic. This programme has embedded remote and home working in the organisation. In an increasingly competitive market place the ability of staff to work remotely from the traditional work locations is a positive which has extended our talent pool both internally and externally. Online meetings, learning events and virtual learning is also common practice. This is reducing the need for travel to meetings and training events and minimised the need for overnight stays. In particular this change is a positive for those staff with caring responsibilities, assisting with the attraction and retention of staff.

Gender Equality Network

The Gender Equality Network (GEN) continues to meet on a quarterly basis reporting into the Embracing Diversity Board



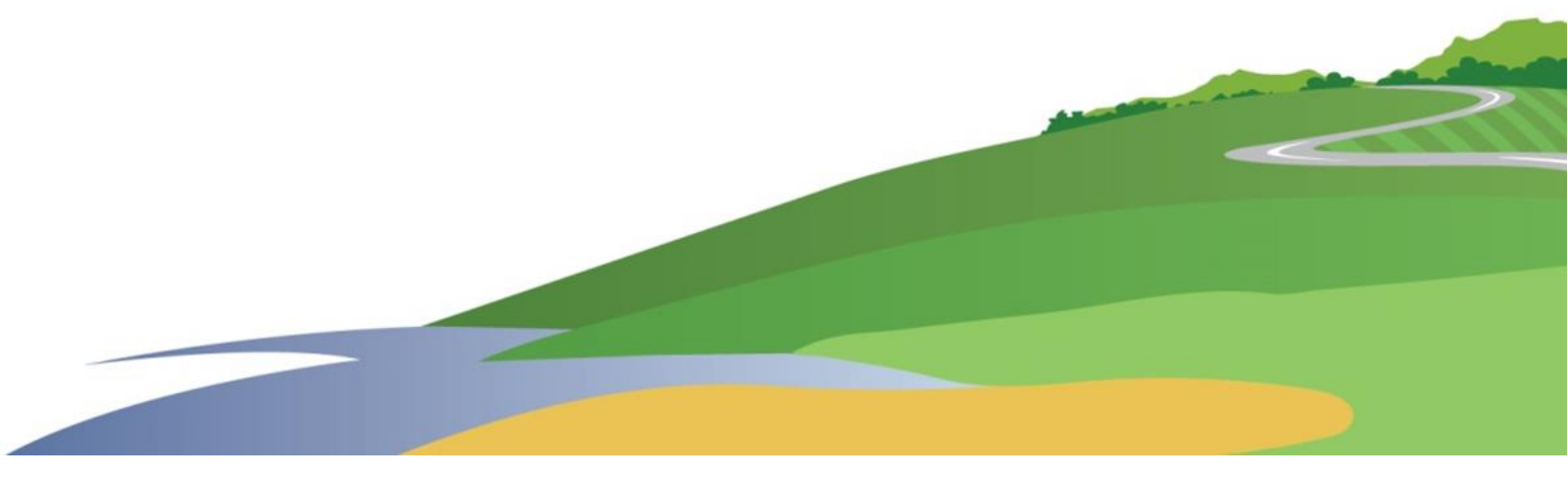
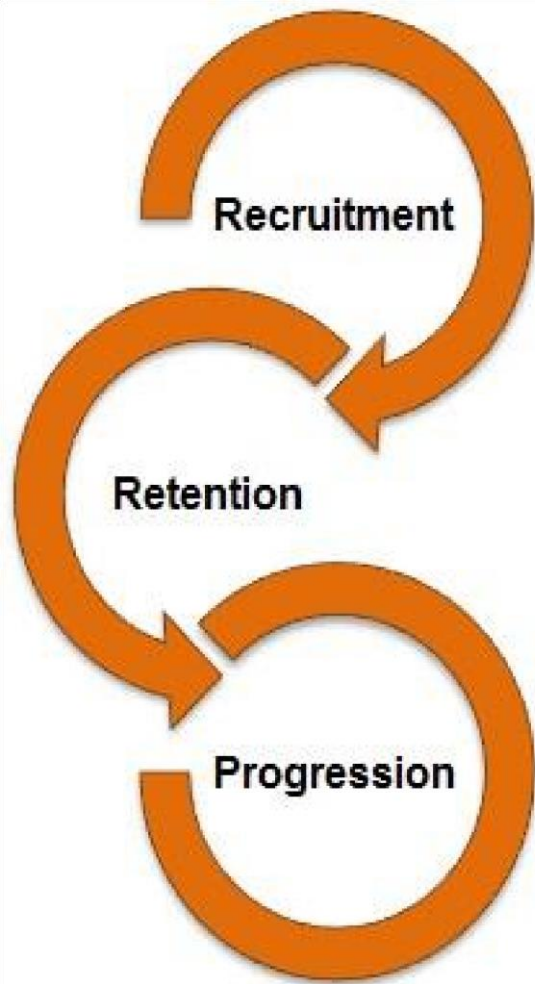
and Workforce Representative Working Group, acting as a critical friend to the organisation, working towards equity for all genders across recruitment, progression and retention.

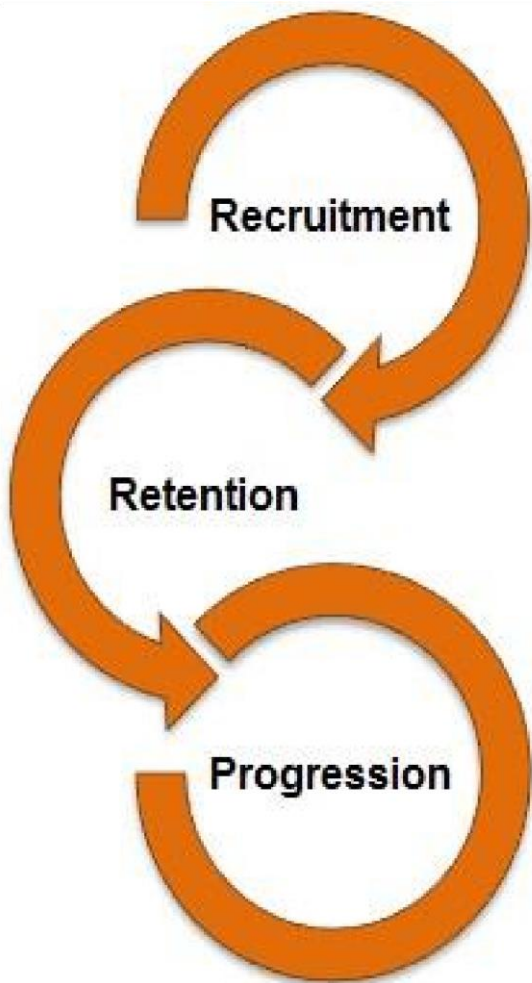
The GEN are active members of the British Association of Women in Policing and are pursuing membership of the International Association of Women in Policing. The Network also meets with the 3 other Welsh Police Forces quarterly to discuss issues as a region, with a regional Chief Officer lead taking any concerns to the National Gender Board chaired by CC Rachel Swann.

The GEN have created a women's health input which is now shared with all supervisors as part of ongoing CPD training, there's a dedicated intranet site covering women and men's health including an Endometriosis online library with resources for supervisors and staff, alongside a list of champions. The GEN have celebrated Endometriosis awareness month by working with our partners in Hywel Dda to provide a specialist health talk to supervisors and staff on the topic of endometriosis.

The GEN continues to have an active working group for all things 'parenting', with our parenting pitstop and toolkit concepts being adapted and adopted as national best practice. The parenting working group are currently working towards adopting additional best practice in the area of flexible working using a national tool kit released to Forces.

The GEN has instigated a number of opportunities for men and women across the force including the 'Future Super' development scheme via the Supt's Association, 'Aspire' from the College of Policing and the 'Senior Leadership Experience' via Academi Wales. The GEN has also created a Senior Women's Forum looking to work with key stakeholders to address the balance of female senior officers within Dyfed-Powys Police.





Reverse Mentoring Scheme

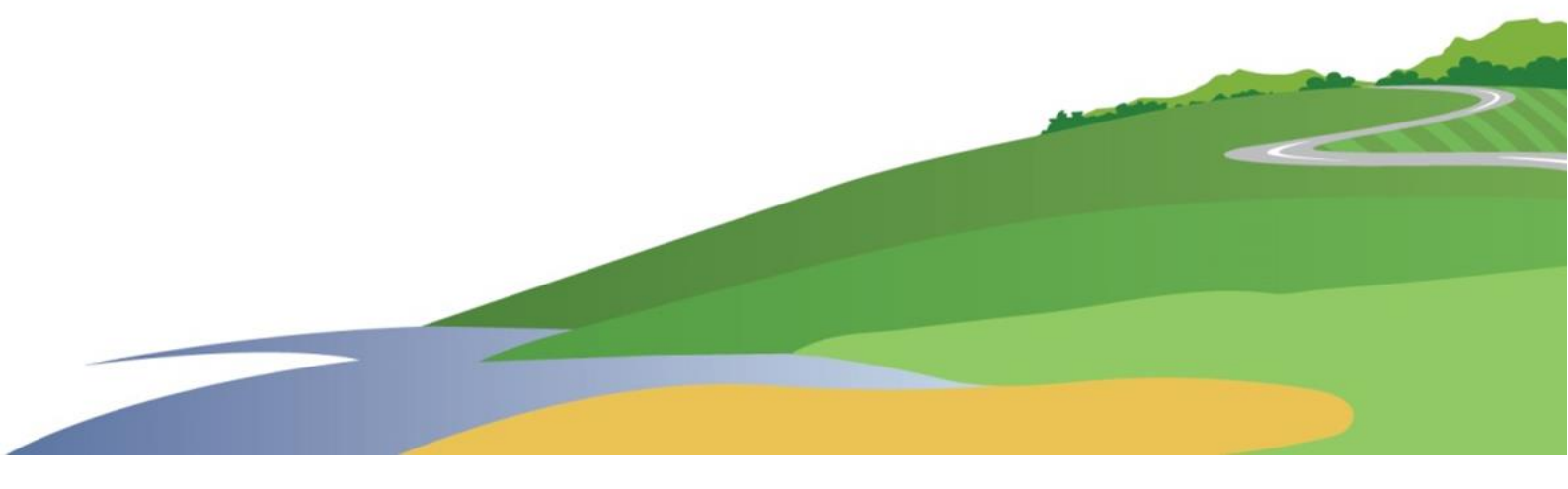
This is a three-stage reverse mentoring programme which involves officers, staff and colleagues from front line roles, Ethnic Minority officers and staff and from our independent scrutiny and critical friending groups such as the IAG.

HeForShe

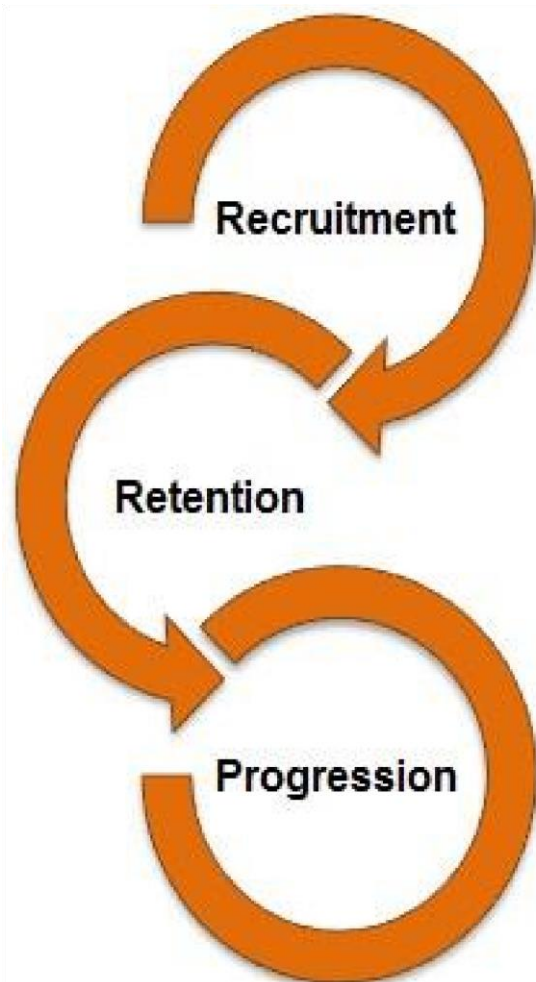
We have appointed a senior officer to lead our response to this national campaign. The work involves supporting the Gender Equality network, Parenting Project and Representative Workforce forums as a senior sponsor and advocate for positive change. The force lead is currently a Superintendent who aims to ensure that the aims of HeForShe are considered at force level. The force lead is supporting talented officers and staff to receive support and coaching towards their career goals, especially in the lead up to promotion processes. Sharing and promoting of emergent good practice internally/externally from the National HeForShe network continues. Examples are the Sussex 'Not in my force' video regarding the challenging of sexual harassment in the workplace which continues to be used to promote healthy culture'.

Springboard

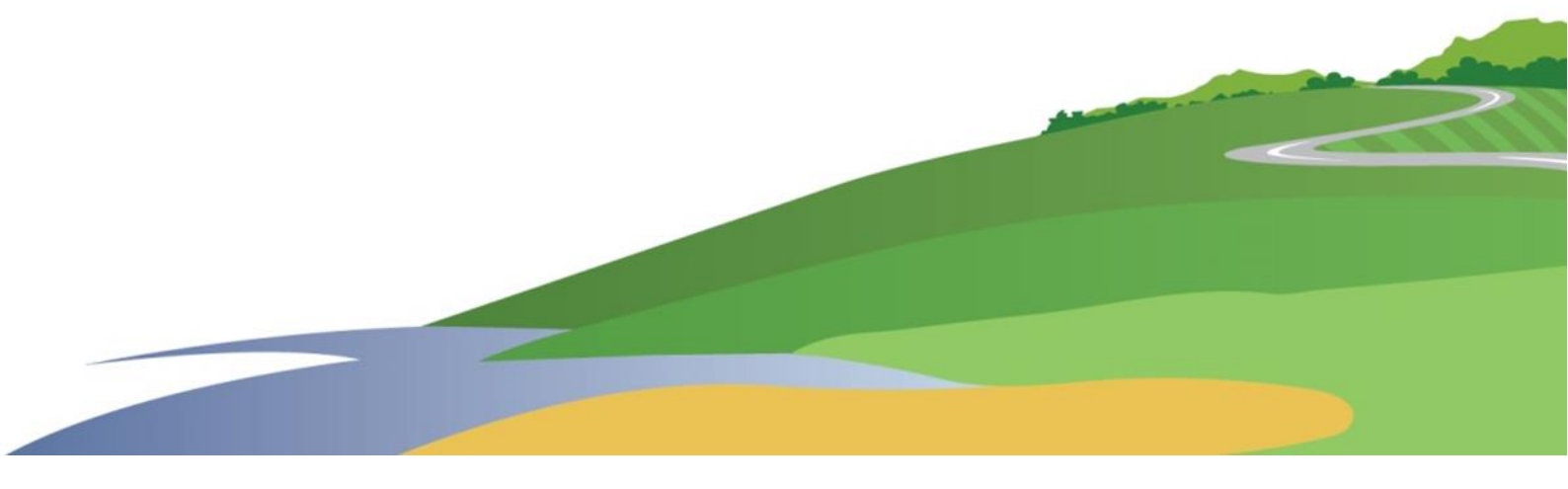
Springboard is an aspirational training programme designed for women's development. Since October 2022 2 courses have been run with 20 delegates attended the programme. The next planned course is to take place in September 2023.



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) %	Mean 2022 (average) %	Median 2022 (middle) %
All Force	11.99	21.00	11.24	19.98	10.72	20.96	10.01	20.96
Police Officers	7.33	3.07	5.26	0.00	5.64	0.00	5.3	0.0
Police Staff	5.35	0.00	6.22	2.31	5.19	1.68	4.4	0.7

Mean (average) hourly pay for women and men - 31st March 2022	Women	Men	Median (middle) hourly pay for women and men - 31st March 2022	Women	Men
All Force	16.54	18.38	All Force	15.57	19.70
Police Officers	18.57	19.61	Police Officers	19.70	19.70
Police Staff	15.03	15.72	Police Staff	14.78	14.88

All Force - number of women and men in each of the pay quartiles	Women %	Men %
Lower	55.9	44.3
Middle Lower	55.4	44.8
Upper Middle	45.0	55.2
Upper	31.7	68.5



Police Officers - number of women and men in each of the pay quartiles	Women %	Men %	Police Staff - number of women and men in each of the pay quartiles	Women %	Men %
Lower	39.27	61.06	Lower	68.8	32.5
Middle Lower	25.08	75.25	Middle Lower	63.0	37.9
Upper Middle	51.16	49.17	Upper Middle	57.3	44.0
Upper	27.06	73.27	Upper	59.6	40.9

I confirm the information and data reported is accurate as of 31st March 2022.



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

