



Heddlu Police

DYFED-POWYS

Our Gender Pay Gap Report

For year ending 31st March
2023

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 several 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.

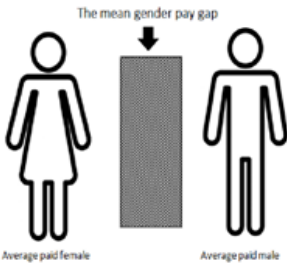
A gender pay gap exists because different jobs pay differently and the number of men and women performing these jobs varies.

This is different from 'equal pay' which highlights men 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.

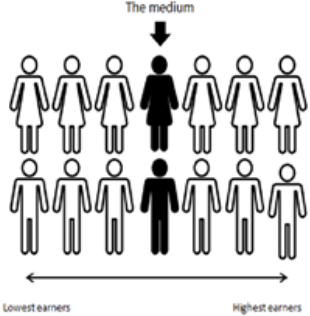
This is calculated separately for both male and female employees. The difference between the male and female figure is then given as a percentage of the men's mean hourly pay rate.



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.

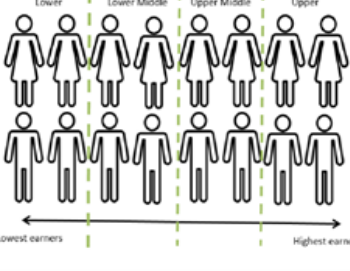
This is calculated separately for male and female employees. The difference between the male and female figure is then given as a percentage of the men's median hourly pay rate.



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.



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%	33%	67%
2021-2022 (31st March 2022)	10.01%	20.96%	56%	44%	55%	45%	45%	55%	32%	69%
2022-2023 (31st March 2023)	9.37%	19.30%	55.09%	45.09%	53.45%	46.73%	41.09%	59.09%	37.45%	62.55%

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

- Police service levels of pay for police officers and police staff are determined nationally by separate pay bodies;
- On average pay points for police officers are at a higher rate than that of Police Staff;
- Dyfed-Powys Police have more male police officers (63%) than female police officers (37%);
- Dyfed-Powys Police have more female police staff (62%) than male police staff (38%).

It is therefore useful to separate the two groups and report separately on their respective pay gaps.

Police Officer

% of Current Workforce

Female	37%
Male	63%

% of Officer per pay quartiles comparison 2019 – 2023

<u>Police Officer</u>	<u>Lower Quartile</u>		<u>Lower Middle Quartile</u>		<u>Upper middle Quartile</u>		<u>Upper Quartile</u>	
<u>Years</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>
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%	76.9%
2021-2022 (31st March 2022)	39.27%	61.06%	25.08%	75.25%	51.16%	49.17%	27.06%	73.27%
2022-2023 (31st March 2023)	40.06%	59.94%	10.09%	89.91%	64.35%	35.65%	28.80%	71.20%

The table above shows the % of officers in each pay quartile for 2019, 2020, 2021, 2022 and 2023.

- ❖ The comparison graph of pay quartiles for 2021, 2022 and 2023 above shows that females in two of the quartiles (upper middle and upper) have increased in the year up to 31.03.2023.

Police Staff

% of Current Workforce

Female	62%
Male	38%

% of Staff per pay quartiles comparison 2019 – 2023

Police Staff	Lower Quartile		Lower Middle Quartile		Upper middle Quartile		Upper Quartile	
	Years							
	Female	Male	Female	Male	Female	Male	Female	Male
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%
2022-2023 (31st March 2023)	68.80%	31.20%	62.82%	37.18%	56.41%	43.59%	57.69%	42.31%

The table above shows the % of staff in each pay quartile for 2019, 2020, 2021, 2022 and 2023.

- ❖ The comparison graph of pay quartiles for 2022 and 2023 above shows that females in two of the quartiles (upper middle and upper) have decreased slightly in the year up to 31.03.2023.

Continuing to address the gender pay gap:

- Dyfed-Powys Police has a specific Embracing Diversity Board that meet quarterly to support activity in this area.
- Dyfed-Powys Police has a Positive Action Officer that continues to implement the Positive Action Strategy by supporting all underrepresented groups, including gender.
- Positive Action Support Sessions continue to be run to cover all aspects of the PC recruitment process.
- Dyfed-Powys Police has several internal support networks; including a Gender Equality Network. The Gender Equality Network (GEN) continues to meet on a quarterly basis reporting into the Embracing Diversity Board, acting as a critical friend to the organisation, and working towards equity for all genders across recruitment, progression and retention.
- Dyfed-Powys Police has made flexible working more accessible for everyone ensuring that those with caring responsibilities are supported and to encourage a healthy work life balance.
- Dyfed-Powys Police continues to improve the support available to female colleagues before and after maternity leave and promotes female health and wellbeing, with a specific focus on menopause and Endometriosis support.
- All police staff roles are “job evaluated,” in conjunction with the recognised trade union, which ensures that roles are evaluated fairly and consistently.
- All job opportunities are advertised externally, as well as internally, to enable as broad a range of applicants as possible.
- Dyfed-Powys Police will continue to review police officer promotion processes and how we might better support women in applying for and securing more senior officer roles.
- Dyfed-Powys Police will continue to run specific initiatives that aim to improve career and development pathways for female police officers and other underrepresented groups.
- 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.
- HeForShe - We have 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.

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 that 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) %	Mean 2023 (average) %	Median 2023 (middle) %
All Force	11.99	21.00	11.24	19.98	10.72	20.96	10.01	20.96	9.37	19.30
Police Officers	7.33	3.07	5.26	0.00	5.64	0.00	5.3	0.0	5.81	0.00
Police Staff	5.35	0.00	6.22	2.31	5.19	1.68	4.4	0.7	5.18	2.60

Mean (average) hourly pay for women and men - 31st March 2023	Women	Men	Median (middle) hourly pay for women and men - 31st March 2023	Women	Men
All Force	17.47	19.27	All Force	16.64	20.62
Police Officers	19.07	20.24	Police Officers	20.62	20.62
Police Staff	16.21	17.09	Police Staff	15.73	16.15

All Force - number of women and men in each of the pay quartiles	Women %	Men %
Lower	55.09	45.09
Middle Lower	53.45	46.73
Upper Middle	41.09	59.09
Upper	37.45	62.55

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	40.06	59.94	Lower	68.80	31.20
Middle Lower	10.09	89.91	Middle Lower	62.82	37.18
Upper Middle	64.35	35.65	Upper Middle	56.41	43.59
Upper	28.80	71.20	Upper	57.69	42.31

I confirm the information and data reported is accurate as of 31st March 2023.



Steve Cadenne De Lannoy
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