

# Gender Pay Gap Report

For year ending 31  
March 2025



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## Introduction

At Dyfed-Powys Police, we are committed to ensuring fairness, equality, and transparency in our pay practices and all aspects of our organisation.

As a police service, we recognise the importance of fostering an inclusive workforce where everyone, regardless of gender, has equal opportunities to develop, progress, and be rewarded fairly.

The gender pay gap reflects the difference in pay between men and women across our organisation and is influenced by the types of roles and levels of seniority held by employees.

While it is not a measure of equal pay, which ensures that individuals are paid the same for doing the same or similar work, it does highlight areas where we can continue to improve representation and career progression opportunities for all.

We are proud of the steps we have already taken to promote diversity and inclusion, but we know there is still work to do. This report outlines our gender pay gap data as of 31<sup>st</sup> March 2025 in accordance with the UK government's reporting regulations. The report also outlines the actions we are taking to reduce the gap, ensuring that Dyfed-Powys Police remains a fair and inclusive place to work.



## What is Gender Pay Gap Reporting?

The gender pay gap report is the difference in average earnings between men and women across an organisation, expressed as a percentage of men’s earnings.

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.

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.

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.

Lowest earners      Highest earners

## The Dyfed-Powys Area

The Dyfed-Powys Police area covers the largest area in England and Wales, accounting for over two thirds of Wales’s landmass. The area includes four local authority areas, two health boards, two international ferry terminals, two national parks and over 8,500 miles of road. Overall, the region has a growing and diversifying population. According to the last Census data (2021), the resident population of the four counties served by our police service was 515,899. Within our policing area, roughly 51% of the population are female, compared with 49% who are male.





## Our Gender Pay Gap Figures

The figures below represent our gender pay gap calculations based on a snapshot date of 31/03/2025 and are calculated using the standard methodology required by the UK Government.

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 2248 out of a population of 2372.

Dyfed-Powys Police also employ 43 Special Constables and 13 volunteers who are not included in this report.

For the purpose of this report there are 2248 relevant employees, this includes 1268 Officers and 980 Staff.

Our mean (average) pay gap is: 8.89%

Our median (middle) pay gap is: 16.79%

### Pay Quartiles

Pay Quartile	% Male	% Female
Upper Quartile	63.7%	36.3%
Upper Middle	54.3%	45.7%
Lower Middle	43.6%	56.4%
Lower Quartile	46.3%	53.7%

### Workforce Gender Split

Female	48%
Male	52%

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 (1268) than staff (980).
- 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 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

Police Officers consist of 55% 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.

The Pay Progression Standard (PPS) as set out in Annex F of the Police Regulations was implemented in forces in England and Wales on 1 April 2022.

The PPS applies to all police officers who are on an incremental pay scale and not yet reached their top pay point. The PPS is a fair and straightforward process that introduces a link between capability and pay progression

Our mean (average) gender pay gap: 5.56%

Our median (middle) gender pay gap: 0.00%

### Police Officer Split

Female	39%
Male	61%

### Pay Quartiles

Pay Quartile	% Male	% Female
Upper Quartile	69.4%	30.6%
Upper Middle	68.1%	31.9%
Lower Middle	51.1%	48.9%
Lower Quartile	59.6%	40.4%

- The comparison from last year’s figures shows that females in one of the quartiles (upper) have increased in the year up to 31.03.2025.
- During 2024/2025 the force recruited 66 student police officers, of which 53% were male and 45% were female and 1 prefer not to say.





**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: 5.61%

Our median (middle) gender pay gap: 1.82%

**Police Staff Split**

Female	62%
Male	38%

**Pay Quartiles**

Pay Quartile	% Male	% Female
Upper Quartile	42.9%	57.1%
Upper Middle	42.0%	58.0%
Lower Middle	41.6%	58.4%
Lower Quartile	29.0%	71.0%

- The comparison from last year’s figures shows that females in two of the quartiles (Lower middle & Upper middle) have increased in the year up to 31.03.2025.
- During the year 2024/2025 we recruited 129 police staff employees, 36% of these were male and 64% were female.





## Progress since our last report

### Strategic Equality Plan

We launched our new Strategic Equality Plan (2024-2028), and an annual report is published annually, the objectives in the plan are:

- Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.
- Address and eliminate racial disparities within Dyfed-Powys Police (DPP) and the Office of the Police and Crime Commissioner (OPCC) by implementing policies and practices that promote racial equality.
- Strengthen our relationships with our communities through proactive community policing and engagement activities.
- Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic.

The full version of the strategy is available on our website together with an easy read version: [Our equality objectives | Dyfed-Powys Police](#)

### Positive Action Strategy

We launched our new Positive Action Strategy (2024-28) and an annual report is published annually. The aim of this strategy is to develop a workforce which is representative of the communities we serve across all ranks and specialisms. We aim to deliver the strategy by achieving a set of short, medium- and long-term actions against the themes of recruitment, retention and progression.

The full version of the strategy is available on our website: [Positive Action | Dyfed-Powys Police](#)

### Talent Bank

We have a talent bank for applicants who are interested in specific roles. Candidates can ask us to keep their details on the Talent Bank to make them aware of all the current vacancies within Dyfed-Powys Police.

### Recruitment/Familiarisation Events

Familiarisation events are held prior to the opening of the Police Officer campaign. Our Talent & Attraction Officer ensures that these events are advertised within our diverse communities.

Familiarisation events are also held prior to each stage of the recruitment process i.e. prior to the Online Assessment Centre the Positive Action Officer will hold events to support/guide applicants who have requested Positive Action support.



Recruitment leaflets have been created with information about our current opportunities which also include information about Positive Action and how applicants can access the support.

## Governance

We are committed to ensuring fairness, equity, and transparency and our governance structure. Our Staff Support Networks and working groups report into the Embracing Diverse Representation Group meeting (chaired by the Director of People and Organisation Development), which escalates to the People, Culture and Ethics Board meeting (chaired by the Deputy Chief Constable).

## Strategic Workforce Plan and Workforce Engagement Strategy 2025 - 2029

Effective workforce planning enables the Force to reduce the gap between supply and demand, with the aim of reducing inefficiencies and improving service delivery.

This Strategic Workforce Plan sets out a comprehensive approach to ensuring Dyfed-Powys Police has the capability and capacity to meet current and known future challenges whilst ensuring a workforce that is diverse, inclusive, and resilient.

This integrated approach to workforce planning focusses on talent attraction, retention, and skills development together with wellbeing support, to ensure the force is better equipped to protect the public and maintain high standards of service delivery. The Plan will be reviewed quarterly and refreshed annually to ensure it reflects contemporary and emerging needs or legislative requirements within the UK policing context.

The Strategic Workforce Plan aligns with the Police & Crime Commissioners priorities and sets out how we support our people and build a modern workforce to meet the current and future demands of Dyfed Powys Police, in accordance with our priorities.

Our vision is to ensure that the force has the right people, with the right skills, in the right place, at the right time to meet operational demands. It focuses on 3 key areas:

- Attraction, retention and skills development of Police Officers, Staff and Volunteers.
- A diverse and resilient workforce, representative of the communities we serve.
- Building capacity and capability to deliver priorities and to respond to challenges.

## Gender Equality Network

The purpose of the Gender Equality Network (GEN) is to provide a voice for individuals working across Dyfed-Powys Police to improve equality in recruitment, selection and working towards achieving equal representation across all ranks/specialisms.

The GENs **vision** is to proactively drive equality of opportunity within the workplace and the wider community, as well as providing a safe and supportive environment to



discuss important issues, recognising the value and contribution of officers, police staff and volunteers to promote gender equality in 21st century policing. We currently have three working groups that are addressing specific concerns relating to (1) Menopause (2) Endometriosis & (3) Parenting, whilst also influencing force decisions on policy, and uniform by raising member's concerns as a collective voice.

**International Women's Day – 8<sup>th</sup> March 2025** - On international Women's Day, we celebrated the incredible women in policing and across our communities. This year's theme 'accelerated action for gender equality', emphasises the importance of removing barriers, and creating equal opportunities for women in all aspects of society and, in particular policing. This year we focussed on some of the women working in the Specialist Operations Department, hearing about their role, the workplace and about work/life balance.

**Mental Health Awareness Week:** Motherhood, Policing and Mental Health Dial-in was held on the 15<sup>th</sup> May 2025 with T/Supt Louise Harries and Met Police Inspector Jen Sharpling discussing motherhood, policing, mental health and the importance of creating networks of support and guidance for staff.

**Employers for Carers** – Dyfed Powys Police have invested in a 3 year membership with Employers for Carers, we will be launching and embedding the membership in DPP by hosting a launch event in line with the new 'families group' on the 9<sup>th</sup> of June, which falls in alignment with National Carers Week 9-13<sup>th</sup> June. The employers for Carers membership supports our organisation by revisiting our policies, offering support to employers around entitlements, they offer opportunities for carers themselves to attend training courses, run 'lunch and learn' sessions to accommodate any common concerns that carers in our force are experiencing, they run networking events and a whole host of different resources.

**Families Support Group launch** – an event was arranged on the 30<sup>th</sup> of June to launch the group along with other external organisations (Fly mama & Employers for carers)

### **Smarter Working**

Our Smarter Working Policy embeds 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. This assists with the attraction and retention of staff, for example for staff with caring responsibilities.

### **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**

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 [HeForShe Annual Report - 2024.pdf](#)

## **Man Ally Training**

Designed to address some of the most common workplace barriers regarding culture, community, and communication, the Man Ally course creates learning spaces to encourage participants to reflect, peer-learn, and collaborate effectively in creating inclusive workplaces. The course provider, Beyond Equality, is a leading workplace changemaker specialising in engaging men towards equality, inclusion, wellbeing, and rethinking masculinities.

These tailored workshops aimed to deepen awareness of social and workplace discrimination and enable us to recognise how we can contribute thoughtfully to equality. The sessions were delivered through two in-person sessions and an online action planning half day.

## **College Learn (e-learning)**

All officers and staff have access to the College Learn platform. Led by College of Policing, the packages include topics such as the Equality Act 2010, Upstander, Sexual Harassment, Stop and Search Unconscious Bias, Understanding Autism and the Code of Ethics.

## **Menopause Policy**

Dyfed-Powys Police is committed to ensuring that all individuals are treated fairly with dignity and respect in their working environment. As an employer, Dyfed-Powys Police seeks to ensure that there is reasonable and appropriate support to those individuals experiencing the various stages of peri and post menopause. It is important that Dyfed-Powys Police understands the difficulties and anxieties of anyone affected and that we support those colleagues by raising awareness, training and development for leaders, line managers and other colleagues.

Dyfed-Powys Police currently have a Menopause policy and a Menopause working group which sits under the Gender Equality Network.



## Looking Ahead

- Continually reviewing and monitoring our application processes in order to identify any barriers in our recruitment process.
- Providing appropriate support to individuals eligible for Positive Action.
- Seeking advice from partners and stakeholders to attract the most talented candidates from all communities, especially under-represented communities.
- Training those who are involved in recruitment about lawful and appropriate positive action measures
- Innovative, targeted marketing.
- Diversity and inclusion training within the force
- Offering support throughout student officers' and staff training and probationary periods
- Signposting to appropriate support networks for additional support within the workplace
- Investigating and understanding internal issues which may be affecting individuals from under-represented groups, in order to support retaining individuals
- Developing specific assigned projects e.g. Dyslexia Assessors
- Raising awareness amongst managers and supervisors to consider and recognise potential barriers to the retention of staff and officers with protected characteristics and take steps, where possible, to mitigate those
- Building strong working links between positive action work and wellbeing staff
- Carry out exit interviews to explore reasons for leaving and taking appropriate action to address any concerns.
- Monitor and receive updates on those leaving Dyfed-Powys Police
- Remove barriers to progression identified by our workforce and national research.
- Encouraging individuals from under-represented groups to step forward for promotion and career progression opportunities (such as temporary or acting postings).
- Providing appropriate support to those wishing to progress • Reviewing promotion and progression processes and policies.
- Scrutinising promotion boards to identify any unconscious bias or potential barriers to progression.
- Raising awareness amongst managers and supervisors to consider and recognise potential barriers to the progression of staff and officers with protected characteristics and take steps, where possible, to mitigate these.
- Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression. Addressing and eliminating racial disparities within DPP and OPCC by implementing policies and practices that promote racial equality.
- Strengthen our relationships with our communities through proactive community policing and engagement activities.



- Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

**The network aim to:**

- Increase membership, including addressing barriers on why individuals identifying as male do not consider the network
- Continue growing the parenting working group to encompass all areas of the parenting journey
- Work collaboratively with the Force Wellbeing Manager
- Provide CPD opportunities for members
- Ensure individuals new to force are aware of the GEN and how to join

**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 2025 (average) %	Median 2025 (middle) %
All Force	8.89	16.79
Police Officers	5.56	0.00
Police Staff	5.61	1.82

Mean (average) hourly pay for women and men - 31st March 2025	Women	Men
All Force	£19.84	£21.78
Police Officers	£21.60	£22.87
Police Staff	£18.43	£19.53

Median (middle) hourly pay for women and men - 31st March 2025	Women	Men
All Force	£19.23	£23.11
Police Officers	£23.11	£23.11
Police Staff	£18.48	£18.83



All Force - number of women and men in each of the pay quartiles	Women %	Men %
Upper	36.3	63.7
Upper Middle	45.7	54.3
Lower Middle	56.4	43.6
Lower	53.7	46.3

Police Officers - number of women and men in each of the pay quartiles	Women %	Men %
Upper	30.6	69.4
Upper Middle	31.9	68.1
Upper Lower	48.9	51.1
Lower	40.4	59.6

Police Staff - number of women and men in each of the pay quartiles	Women %	Men %
Upper	57.1	42.9
Upper Middle	58.0	42.0
Upper Lower	58.4	41.6
Lower	71.0	29.0

### Declaration

I confirm that the information in this report is accurate and has been calculated in line with the UK Government's gender pay gap reporting requirements.

Name: Steve Cadenne de Lannoy

Job Title: Head of HR Service delivery

Dyfed-Powys Police

5<sup>th</sup> November 2025