

Gender Pay Gap

Report

Reporting year 1 April 2020 to 31 March
2021

Essex Police

Date: March 2022

Unit: Operational HR

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Foreword

Essex Police is committed to upholding the highest possible principles of equality and diversity. We have talented and able workforce, and we promote gender equality in all areas of our business. Women perform an integral role across all areas of the force, leading and delivering operational, strategic, investigative, and administrative teams every day.

The data in our gender pay report does identify that a gap exists, and the force will work hard to address any areas where that gap can be reduced.

The combined percentage gender pay gap is 11% (compared with 11.2% for 2019/20), this is a reduction of 0.2 percentage point since the last reporting period. This reduction is the result of concerted efforts across the force to enhance diversity and inclusion across our workforce. We continue to run hugely successful recruitment campaigns which focus upon recruitment of those from more diverse groups, including women, those from ethnic minority groups and people from ethnic minority backgrounds. As a result of our work to promote Essex Police as a diverse and inclusive employer, we have seen increasing numbers of women joining Essex Police. We have almost 1,300 in the force now, which is a rise of 1.3 percentage point since Spring 2020.

Our Diversity, Equality and Inclusion Strategy has now not only been published but is also being brought to life through education and training across the force to ensure the principles are put into practice every day, both internally and externally. Our Positive Action Team continues to work to support attraction and recruitment of underrepresented groups into policing through outreach, community engagement and the retention and progression of those groups within our workforce. Whilst positive strides have been made by the force to reduce the gender pay gap and enhance the diversity of our workforce, we are not complacent, and this work remains a priority area for Essex Police.



Ben-Julian Harrington
Chief Constable, Essex Police

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1. Executive Summary

This is Essex Police's fifth Gender Pay Gap Report following the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This prompted Essex Police to review and analyse if a pay gap exists within the workforce.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Essex Police to publish explicit gender related pay information to determine if a pay gap exists between male and female workers within the workforce. This information must be published on the force's website and the government's online reporting service by the 30 March 2022. This report covers the period 1st April 2020 to 31 March 2021 and provides a detailed review and analysis of the data required, from which a summary document for publication can be produced.

Pay information has therefore been reviewed and analysed for both Police Officers and Police Staff around gender. This report has been extended to incorporate both ethnicity and disability pay gap analysis. In line with the regulations the analysis is focused on the mean hourly pay, median hourly pay and bonus payments and has been used for each of these comparable groups.

In addition, it is important to note that there are national pay scales for Police Officers which tend to be higher than the average salaries for Police Staff. As the force employs 65.69% male officers and 64.82% female police staff this does have a marked effect on skewing the combined figure. For Police Officers the median pay gap is 0.02% but for Police Staff it shows there is still a noticeable pay gap of 11% in favour of men. This is because whilst there are less males than females employed in Police Staff jobs, there are a higher proportion of males in the higher graded roles than there would be if male and female representation was distributed equitably.

The Equalities and Human Rights Commission (EHRC) requires organisations to undertake further investigations where differences of 5% or more or any recurring differences of 3% present both individually for Police Officers and Police Staff but also as a collective.

The combined percentage gender pay gap is 11% for the mean hourly rate (compared with 11.2% for 2019/20), this is a reduction of 0.20 percentage point since the last reporting period. For Police Officers the average pay gap is 3.30% in favour of men, this indicates a decrease of 0.10 percentage point since the last reporting period, which remains within the acceptable range as stipulated by EHRC. For Police staff the average pay gap is 11.3% in favour of men which remains the level since the last reporting period. To understand these trends, further analysis was undertaken which is explained in section 3.1 Table 4 – Gender Pay Gap – Mean.

The combined percentage for the median (middle point) pay gap is 22.10%, which indicates a decrease in the pay gap of 0.80 percentage point since the last reporting period. The breakdown shows the median for police staff is 11% in favour of men which is a decrease of 0.08 percentage point since 2019/20 and for police officers there is no longer a gap, which reflects a marginal decrease of 0.02% from the last

reporting period. To understand these trends, further analysis was undertaken which is explained in section 3.2 Table 7 – Gender Pay Gap – Median.

The combined mean bonus pay gap is 24.3% in favour of men which is a decrease of 29.2 percentage point since 2019/20, which is attributed by the one-off bonus payment made due to the pandemic. To understand these trends, further analysis was undertaken which is explained in section 3.3 Table 8 to 12 – Gender Pay Gap – Mean Bonus Pay.

Individuals doing the same job (officer or staff) are paid the same grade for the same job; no pay gaps were identified, other than the differences in pay related to the accepted incremental steps based on length of service and performance. The analysis undertaken highlights a mixed picture regarding representation of the various groups. It is felt that there is a need to continue with specific recruitment and selection initiatives for under-represented groups to ensure greater representation within the wider force.

As it has done previously, the Force will continue to work with support groups and support networks and staff associations to encourage people to self-declare any protected characteristics. This will help to make comparisons more meaningful and other recommendations will be carried out over the next 12 months, utilising the action plans from this document and the [Essex Police Statutory Duty Information Report](#) to close the gaps presented where possible.

2. Introduction

2.1. Background and legislative requirement

On 31 March 2017 the government introduced the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This placed a duty on all specified public authorities with at least 250 employees to publish a gender pay gap report; Essex Police are one of these organisations. The Regulations stipulate a defined list of calculations showing the difference between the median (middle point) and mean (average) pay of male and female employees. Analysis has been undertaken in relation to the results to consider the impact of any gaps and identify ways to reduce them where possible. Full details of the requirements under the Regulations are detailed in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Importantly, a pay gap does not necessarily mean pay and allowances are inappropriate or discriminatory; the analysis will identify reasons for any identified gaps and future reviews can begin to analyse any trends. This data will then be used to develop an existing committed workforce and look for opportunities to reduce barriers or enhance opportunities moving forwards.

As a police force serving a large and diverse population, Essex Police is committed to being a fair and progressive employer, attracting a wider pool of potential recruits and enhancing productivity through a workforce that feels valued and engaged in a culture committed to tackling inequality.

This report is written to provide a narrative to explain the published calculations which is supported by the Gender Pay Gap Reporting guidance.

The presentation of data in this report is set out according to the following groups:

- Police Officers
- Police Staff
- Combined (published figure)

2.2. Scope and Parameters

The Regulations set clear details of the pay types to be reported on and includes a definition of bonus calculations which also forms part of the pay gap analysis. Full definitions for pay calculations are shown in parameters and calculations.

The Regulations state that there is a requirement to report based on a 'snapshot' of data. This has been set by statute for this year as 31 March 2021.

From the snapshot data the six calculations required under the Regulations must be undertaken to show the difference between the average earnings of men and women.

The Equality and Human Rights Commission provides guidance for equal pay audits for large organisations which suggest the following:

*'As a general rule differences of 5% or more, or any recurring differences of 3% or more merit further investigation.'*¹

Essex Police has applied the above principles to the analysis of the data for the Gender Pay Gap report. This data will be published on the Essex Police website and will also be shared on a government website by 30th March 2022 in accordance with the legislative requirements.

2.3. Essex Pay Structures

Police officer pay is determined nationally by the Home Office and subject to an incremental grading system with set pay brackets. The Home Secretary is responsible for setting pay awards and making changes to conditions of service.

In 2020, Police Officers received a 2.5% pay increase, which was applied to salaries from 1 September 2020 onwards. This is reflected in the increases in mean pay for both male and female police officers.

Police staff pay and conditions for Essex Police are determined as part of the National Police Staff Council (PSC) and associated handbook. All police staff pay is determined through banded pay scales with twenty-five pay grades. Each pay grade is divided into individual pay points (spinal column points (scp)) which staff progress through subject to satisfactory performance.

The pay spine is set by the PSC and pay scales within Essex Police determined by the aligning pay points at the top and bottom of each pay scale to job evaluation points in accordance with either the purple book (scale 1 to PO6 inclusive) or Hay (SPS1 and a above), with grading reviews managed in accordance with our agreed protocol to ensure fairness and consistency. In addition, our recruitment protocol sets out standards and expectations for appointing candidates to spinal column points based on evidence and experience.

The 2020/21 pay award of 2.5% on all pay scales was awarded in November 2020 and backdated to 1 September 2020, this is also reflected within this year's data. Police Officers were also afforded pay awards in line with those awarded to Police Staff; this is reflected in this year's data.

The Essex Police and Kent Police Reward and Recognition Protocol clearly defines the criteria for bonuses and aims to apply fairness and equality to awards. Bonuses are typically awarded for work considered to be 'outstandingly demanding, unpleasant or important in nature' and honorariums are paid for those demonstrating exceptional performance. All applications for a bonus or honoraria payment are submitted to the force Reward and Recognition Panel following sign off by the relevant local senior management team. The panel independently and consistently reviews all applications. For the purposes of this report the reference to bonuses includes both bonus and honorarium payments.

¹ <https://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-step-4-causes-gender-pay-differences>

Authorised Firearms Officers are paid under section 31 'rewards for diligence' of the Police Act 1996 (amended in 2014), which counts as a bonus for the purposes of this report under statute. To qualify for the payment, each officer needs to have had a permit to carry a firearm and been available for deployment as well as maintaining operational competence during the review period; it is payable quarterly. All firearms payments are approved through a local remuneration panel chaired by the Operational Police Command Superintendent (Firearms) together with support from Human Resources. The aim of the panel is, again, to ensure the consistent application of policy.

Police Constable who has achieved a National Investigators Exam (NIE) pass or are in a designated detective post are paid under Regulation 34 Annex U, Target Variable Payments (TVP) that came into effect 1 July 2021, which counts as a bonus for the purpose of this report under statute. All TVP payments are approved at a Detective Remuneration Panel, chaired by the DCS Head of Crime, Strategic Investigative Development Adviser together with support from Human Resources. The aim of the panel is, again, to ensure the consistent application of policy.

For the purposes of the report each staffing category has been analysed independently (officers and staff) as well as collectively in the combined analysis. This combined analysis does not always represent a true picture because the pay structures for officers and staff are different.

2.4 Overall Data Sets

The following tables show the total headcount figures² for police officers and police staff used to calculate all pay gap data contained within the following report. Police officers and police staff who are temporary promoted at the time the snapshot data are counted against the temporary rank.

Table 1:

Police Officers	Total Number			% At Rank	
	Male	Female	Total	Male	Female
Chief Officers	4	3	7	57.14	42.85
Chief Superintendent	8	1	9	88.90	11.10
Superintendent	18	7	25	72	28
Chief Inspector	33	11	44	75.00	25.00
Inspector	124	44	168	73.80	26.19
Sergeant	335	136	471	71.12	28.87
Constable ³	1718	978	2696	63.72	36.27
Total	2260	1180	3440	65.69	34.31

Table 1 above, shows an overall increase in headcount of 54 (from 3386) police officers compared to the previous reporting period ending on the 31 March 2020. It is

² The data is a snapshot as at 31/3/21, includes percentage of gender at each rank / grade

³ Includes student constables (those within training at the Police College) and probationers (those that are Independent of the College and posted to a Local Policing Area).

worthy of note that the percentage of female officers in the force has increased from 34.02% to 34.31% in the current reporting period.

Table 2:

Police Staff	Total Number			% At Grade	
	Male	Female	Total	Male	Female
SPS5 to Chief Officer	8	6	14	57.14	42.85
SPS 1-4	8	5	13	61.53	38.46
PO 6	5	2	7	71.42	28.57
PO 5	14	13	27	51.85	35.13
PO4	20	19	39	51.28	48.71
PO 3	39	20	59	66.10	33.89
PO 2	48	33	81	59.25	40.74
PO 1	49	56	105	46.66	53.33
SO 2	58	75	133	43.60	56.39
SO 1	95	132	227	41.85	58.14
Scale 6	102	163	265	38.49	61.50
Scale 5 ⁴	155	370	525	29.52	70.47
Scale 4	169	421	590	28.64	71.35
Scale 3	67	249	362	18.50	68.78
Scale 2	22	20	42	52.38	47.61
Total	860	1585	2445	35.17	64.82

Table 2 above, shows that the headcount for police staff has increased by 61 (from 2384) compared to the previous reporting period ending on the 31 March 2020. It is worthy of note that the percentage of female police staff in the force has increased from 64.43% to 64.82% in the current reporting period.

⁴ Includes PCSO's

3. Gender Pay Gap Calculations

The overall gender make-up of the force is:

Table 3:

	Male %	Female %	+/- 2020⁵ %
Police Officers	65.69	34.31	+0.29
Police Staff	35.17	64.82	+0.39
Combined	53.01	46.98	+0.39

The table above demonstrates that the Force have seen an increase in the number of women both recruited and retained by the force across both police officer and police staff categories.

3.1. The Gender Pay Gap - Mean

Table 4:

	Male Hourly (Hrly) Rate	Female Hourly (Hrly) Rate	% Pay Gap⁶	+/- 2020⁷ %
Police Officers	£19.17	£18.54	+3.30	-0.10
Police Staff	£16.88	£14.98	+11.30	0.00
Combined	£18.54	£16.51	+11.00	-0.20

The data in table 4 shows that, on average, men earn more than women in both police officer and police staff categories. The pay gap during the last reporting period has decreased for police officers however remains within the EHRC parameters.

The higher combined difference of 11% shown above is representative of the differences in pay and gender balance between police officers and police staff as described and detailed in table 13, section 3.6.

The data in table 4 shows that, on average, men earn more than women in staff categories; the pay gap within the lower grades (Scale 2 to SO2) is summarised in the table 5 below:

⁵ + is in favour of women.

⁶ + means that the pay gap is in favour of men and – means the pay gap is in favour of women

⁷ + or – indicates the difference from the last reporting period – snapshot data 31 March 2021.

Table 5:

	Male Hrly Rate	Female Hrly Rate	% Pay Gap ⁶	+/-2020 ⁷ %
Scale 2	£10.01	£12.13	-21.20	+4.40
Scale 3	£11.40	£11.17	+2.00	-1.02
Scale 4	£13.95	£13.49	+3.30	-0.48
Scale 5	£14.84	£14.30	+3.60	+0.28
Scale 6	£15.43	£15.31	+0.80	-3.00
SO 1	£17.47	£17.08	+2.20	-1.50
SO 2	£18.29	£18.33	-0.20	-1.33
Total	£14.89	£14.07	+5.50	+5.01

Further analysis indicates that the pay gap increase seen at Scale 2 is due to the increase of male staff commencing employment within the period (27.27%) and is reflective of the lower starting salary, compared to fewer female staff commencing employment within the period (10%). It should be noted that as these new members of police staff progress through the scale points, the pay gap will reduce.

Those in posts PO2 and above (16 grades) have a higher proportion of men (24.03%) than women as indicated earlier in table 2. These posts are higher graded so will increase the male mean pay. However, in comparison to last year's data, more women now work within these grades which has increased the female mean pay and reduced the overall mean pay gap by 2.63 percentage point at this level.

Table 6:

	Male Hrly Rate	Female Hrly Rate	% Pay Gap ⁶	+/-2020 ⁷ %
PO 1	£19.91	£20.15	-1.20	+3.03
PO 2	£20.99	£21.61	-3.00	+4.61
PO 3	£23.39	£23.06	+1.40	-5.64
PO 4	£24.60	£23.77	+2.40	+0.51
PO 5	£26.36	£26.21	+0.60	-1.97
PO 6	£29.39	£27.75	+5.60	+4.39
SPS 1 - 4	£31.79	£32.50	-2.20	-3.67
SPS5 - Chief Officer	£44.00	£47.63	-8.20	+1.39
Total	£23.69	£23.42	+1.20	-2.63

Through analysis it is evident that the organisation attracts both genders to Senior Police Staff (SPS) posts. Work will continue to ensure these opportunities remain available to both male and female employees through effective and transparent recruitment processes.

3.2. The Gender Pay Gap - Median

Table 7:

	Male Hrly Rate	Female Hrly Rate	% Pay Gap ⁶	+/-2020 ⁷ %
Police Officers	£20.71	£20.66	+0.02	+0.02
Police Staff	£15.94	£14.18	+11.00	+0.08
Combined	£19.39	£15.10	+22.10	+ 0.10

For police officers, the median (mid-point) for both genders fall in the Constable Pay bracket. The nominal difference which presented in the last reporting period (0.02%) has been equalised and this can be attributed to an increase in recruitment of female officers against the previous reporting period (0.39%).

The median for police staff covers two roles at two different grades, the median point for men falls within scale SO1, whilst the median pay point for women is scale 4, this role attracts a shift allowances which impacts on the median pay point. All roles have been graded through the recognised job evaluation process and there are no concerns in relation to equal pay, as the grades reflect the responsibilities and accountabilities of two very different roles.

There are more women in posts graded below grade PO1 than men, this affects the overall median pay. The organisation will continue to carry out further activity to ensure women are more equally represented through effective, fair, and transparent succession planning and recruitment processes.

The combined median difference of 22.10% is due to the differing pay structures for police officers and police staff, with a majority of police officers being appointed at the entry of the pay structure for constables whilst police staff are appointed to the relevant grade appropriate to the role.

3.3. The Gender Pay Gap – Mean Bonus Pay

Bonuses are awarded for work considered to be 'outstandingly, demanding, unpleasant or important in nature' and honorariums are paid for those demonstrating exceptional performance, acting up arrangements or creative or innovative ideas. Males and Females both can be allocated to this type of work. In addition, Firearms payments are paid to those police officers with firearms permits providing they fulfil a range of pre-defined and agreed criteria. This is the first reporting period that includes detective payments for those that have qualified, this accounts for 472 detective bonus payments being made. In addition, a one-off payment was made to both police officers and police staff in recognition for contributions during the pandemic, this accounts for 5751 payments being made.

Within this section the data reflects bonuses paid to any police officers or police staff during the 2020/21 financial year, whereas the pay data reflects a specific reference date (31 March 2021).

The following table reflects the mean of all bonus paid during the last reporting period, which includes firearms bonus, detective payments and a one-off payment made to both police officers and police staff in recognition for contributions during the pandemic, therefore attributing to the difference in the gender pay gap.

Table 8:

	Male	Female	% Pay Gap₆	+/-2020₇ %
Police Officers	£327.79	£346.76	-5.8	+55.15
Police Staff	£98.71	£89.87	+9	+70.2
Combined	£265.43	£200.80	+24.3	-29.2

An analysis of the positive increase of the number of females that have received a bonus is shown in table 9.

The following table summarises the mean payment made to police officers that received a payment to firearms officers.

Table 9:

	Male	Female	% Pay Gap₆
Police Officers	£1741.37	£2000	-14.85

The above reflects the positive recruitment of female firearms police officers who have worked a full year within the role, entitling them to the full £2,000 bonus.

The following table summarises the mean payment made to police officers that received a detective payment

Table 10:

	Male	Female	% Pay Gap₆
Police Officers	£1098.63	£1123.70	-2.28

During the reporting period detective bonuses have been paid to 254 females and 218 male detectives at the rank of Police Constable, which demonstrates fairness and equality in progressing a career as a detective.

The following table summarises the mean bonus payments made to police officers during the reporting period

Table 11:

	Male	Female	% Pay Gap₆
Police Officers	£214.00	£235.71	-10.14%

The following table summarises the mean honorarium payments made to staff

Table 12:

Area	Gender	Amount
HQ Directorate	Female	£298.15
Contact Management	Male	£285.71

During the last reporting period, honorarium bonuses have been paid to 9 female and 7 male staff members. The mean payment to female staff has increased by 45.07%.

Bonus and honorarium are considered on a case-by-case basis by the remuneration panel, which ensures fairness and equity of payments; bonus payments are available to all.

3.4. The Gender Pay Gap - Median Bonus

Table 13:

	Male	Female	% Pay Gap ₆	+/-2020 ₇ %
Police Officers	£100	£100	0.00	-50.00
Police Staff	£100	£100	0.00	+25.0
Combined	£100	£100	0.00	-87.5

The combined figure of all bonuses is equal for men and women, this is attributed to the one of payment made to all police officers and police staff in recognition for contributions during the pandemic.

The median point of £2,000 which represents four £500 bonus payments to eligible firearms officers, was paid equally to both male and female police officers, which contributes to the improvement from the last reporting period.

For police staff, the median bonus payment for women is £250 and for men £250. The payment is based on the types of work individuals deal with and neither gender is prohibited nor disadvantaged in the opportunity to complete the work; it is based on who is on duty for the relevant incident.

With the firearms officers, detective payment and one-off payment for the pandemic removed, the median bonus pay gap for both the police officer and police staff, is in favour of men, as indicated in table 14 below. The payment is again based on the types of work individuals deal with and neither gender is prohibited nor disadvantaged in the opportunity to complete the work; it is based on who is on duty for the incident that attracts a bonus payment.

Table 14:

Excluding firearms, detective, and pandemic payment	Male	Female	% Pay Gap ₆	+/- 20 ₇ %
Police Officers	£200.00	£150.00	+25.0	+50.00
Police Staff	£250.00	£250.00	0.00	+28.57

It should be noted that due to the small number of payments made, the median figure would likely alter by the addition or removal of a single payment; each payment has been assessed by the force remuneration panel who independently and consistently review all applications to ensure fairness and equity to all.

3.5. The Proportion of Males & Females Receiving a Bonus Payment

Table 15:

	Male %	Female %	Difference ₆	+/-2020 ₇ %
Police Officers	96.99	97.97	-0.98	-7.47
Police Staff	95.35	95.96	-0.61	-1.08
Combined	96.54	96.82	-0.28	-5.17

The data shows that a higher proportion of female police officers have been awarded a bonus payment than male police officers. This is attributed to the increase in female firearms officers being awarded the full £2,000 bonus, since the last reporting period and a larger proportion of female detectives (53.81%) than male detectives (46.18%) awarded a bonus.

For police staff, the data shows that a marginally higher percentage of women than men received a bonus payment, attributed to more females being awarded an Honarium.

Further analysis was undertaken to identify any disparities or concerns but there was no pattern to payments in terms of any gender split and each payment is subject to scrutiny by the remuneration panel or other means against criteria set out in policy. Notwithstanding the differences, when individual payments are considered, both males and females receive the same payment for the same circumstances.

The Proportion of Males & Females in Each Quartile Pay Range

Table 16:

	Police Officers %			Police Staff %			Combined %		
	Male	Female	+/- 2020 ₇	Male	Female	+/- 2020 ₇	Male	Female	+/- 2020 ₇
Upper	73.50	26.50	+0.4	49.7	50.30	-0.90	71.10	28.9	-1.00
Upper Middle	67.90	32.10	-3.8	40.20	59.80	+2.4	52.80	47.20	+2.80
Lower Middle	60.60	39.40	+3.20	30.80	69.20	-0.60	48.10	51.90	-1.80
Lower	62.40	37.60	+2.7	22.40	77.60	0.00	42.50	57.50	+1.80

From analysis, it has been identified that police officers at the constable rank now feature across all four quartiles for both men and women, this is because 78.37% of ranked officers are employed at the constable level.

The analysis for police staff reflects the increase in women being represented at the upper middle, with a slight decrease in the upper and lower middle quartiles.

At the lower and lower middle quartiles there are a slightly greater percentage of women than men compared to the overall gender make up. However, in the upper middle and upper quartiles there are more men than women. There has been an improvement within the last reporting period in the percentage of women in the upper middle and lower; activity will continue to seek to balance the gender representation at all quartiles.

4. Conclusions and Recommendations

The EHRC⁸ recommend that following the publication of the pay gap data, employers should consider whether their recruitment, promotion and reward policies and approaches to flexible working are contributing to their pay gaps, and then develop an action plan to address this if needed.

As can be seen detailed in our People and Learning Strategy (appendix C) there are principles in place to enhance the diversity of the workforce through the ability to “Innovate”, “Attract”, “Develop” and “Support” our people.

It is recognised that there are pay gaps within Essex Police. Although many differences are within the recommended EHRC parameters, those which appear to warrant further exploration and action are:

- Gender pay gap for police staff; the mean and median gap is between 11.30% and 11% in favour of males. This is due to a larger number of males in higher graded Police Staff roles compared to females, as detailed in paragraphs 3.1 and 3.2. This will continue to be addressed through the action plan below, albeit it is recognised that this is likely to be a long-term plan.
- Data shows that a higher proportion of female police officers have been awarded a bonus payment than male police officers. This is attributed to the increase in female firearms officers being awarded the full £2,000 bonus, since the last reporting period and a larger proportion of female detectives (53.81%) than male detectives (46.18%) awarded a bonus. Each case is considered on its merits by the remuneration panel, which ensures fairness and equity of payments.
- Since creation in 2020 the Positive Action Team have continued with the objective of supporting attraction and recruitment of underrepresented groups into policing through outreach, community engagement and the retention and progression of underrepresented groups within in our workforce.

The Positive Action Team have introduced Positive Action briefing events to encourage more diverse applicants for all promotion processes both internally and externally.

The Positive Action Team has introduced several new measures to support progression and retention of under-represented groups, and officers/Staff with protected characteristics, aimed predominately at the junior ranks, as the greatest pool of diversity sits within these ranks. These measures include supporting officers for their promotion exams (for Sergeants and Inspectors) and promotion boards (from Sergeant to Superintendent rank).

⁸ Source: <https://www.equalityhumanrights.com/en/advice-and-guidance/what-equal-pay>

The Team are working with all Heads of Commands, to appoint Senior Leadership Positive Action Leads which will help with organisational learning, sharing of best practice, ideas, and initiatives.

Essex Police will continue to monitor and analyse trends on an annual basis in line with the legislative requirements.

Recommendation 1

Review the data in 12 months' time to compare progress and identify any trends in relation to the Gender, Ethnicity and Disability Pay Gaps.

Work is already underway in promoting police officer recruitment to all genders through recruitment strategies and campaigns.

There are more men than women in higher ranked officer roles, which results in a slightly higher mean pay for male officers. There has been a significant amount of work undertaken over the previous 12 months linked to succession planning and retention, specifically to identify and seek to overcome reasons for officers leaving the force, work will continue to review and identify any learning from exit data.

The average hourly rate for police staff is higher for men than women due to more men being in roles graded as PO 2 or above.

Recommendation 2

HR to continue to engage and work with the Women's Leadership and Development Forum (WLDF) and participate in initiatives (workshops, network meetings etc.) to ensure women and ethnic minority officers are more equally represented for future promotion processes.

There are a higher percentage of male police officers than females in the upper quartile and a higher percentage of female police staff than males in the lower quartile.

There is a lower percentage of white police officers and police staff within the lower middle quartile.

Recommendation 3

Continue work with the WLDF and Firearms to address under-representation by maximising opportunities to ensure women are more equally represented for firearms roles.

Although a higher proportion of female police officers have been awarded a bonus payment than male police officers. This is attributed to the increase in female firearms officers being awarded the full £2,000 bonus, since the last reporting period and a larger proportion of female detectives (53.81%) than male detectives (46.18%)

awarded a bonus, continuation should identify the opportunities to ensure women are equally represented.

Recommendation 4

Work with the Help Forum, police officers and police staff in regard to the transition and progression when returning from maternity/adoption and shared parental leave.

To help retain staff following maternity/adoption/shared parental leave or a career break it is best practice for line managers to ensure their staff are fully supported in returning to the workplace and that discussions are held about career progression, learning and development opportunities etc.

Consideration should also be given to appointing a mentor to provide additional support. Retaining staff, particularly if they are female, and seeking to remove the barriers to promotion that can exist after a return to work will have a positive impact on the gender pay gap.

A Maternity Portal is now live on the force Intranet and provides line managers with additional information to support staff before, during and after their leave.

Recommendation 5

Continue to work with the relevant networks to encourage the recruitment of under representative groups

Work with appropriate support groups and review future recruitment campaigns for Police Officer and police staff roles to maximise opportunities for any of the diverse groups.

In addition, recruitment processes should seek to attract applicants that give a better gender balance to the workforce and, for police staff roles, a more equitable distribution across the job grades.

5. Action Plan

The recommendations in the action plan below are closely linked with the Essex Police Equality objectives set out in the Essex Police Statutory Duty Information Report (Appendix D). Essex Police will continue to take positive action to addresses any gaps and to make continuous improvements.

No.	Recommendation	Lead / Owner
1.	Review the data in 12 months' time to compare progress and identify any trends in relation to Gender, Ethnicity and Disability Pay Gaps.	HR Partners
2.	HR to continue to engage and work with the Women's Leadership and Development Forum (WLDF) and participate in initiatives (workshops, network meetings etc.) to ensure women and those from ethnic minority groups are more equally represented for future promotion processes.	HR Talent & People Development Manager; Diversity & Inclusion Manager; Positive Action Team
3.	Continue work with WLDF and Firearms to address under-representation by maximising opportunities to ensure women are more equally represented for firearms roles.	HR Talent & People Development Manager, HR Partners and Positive Action Team
4.	Publicise and encourage officers and staff to self-declare any disability on SAP enabling the organisation to fully understand the representation. This can be promoted through working with the Disability Network.	Diversity & Inclusion Manager
5.	Work with the Disability Network to encourage officers and staff to declare any disabilities through SAP and publicise the availability of bonus payments.	Diversity & Inclusion Manager
6.	Work with the Help Forum, police officers and police staff in regard to the transition and progression when returning from maternity/adoption and shared parental leave.	Operational HR and Positive Action Team
7.	Continue to work with the relevant networks to encourage the recruitment of under representative groups.	Head of Resourcing / Talent and People Development Manager/ Positive Action Team