

## **Gender Pay Information: Hampshire**

### **Constabulary**

*March 2017 to March 2018*



### **Pay**

Hampshire Constabulary is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

The force has a gender pay gap of 11.6% (mean average). This is not as a result of paying men more than women for the same or equivalent work, and our approach is aimed at achieving equality in all elements of pay and reward. While police officer pay is well documented as being equal in terms of those at the same rank, the force has a number of police staff roles and uses the Towers-Watson job evaluation methodology to provide an objective and gender neutral framework to evaluate these jobs.

The force's commitment to gender equality extends from new student officers, who all join the force at the same salary, right through to a very visible commitment in the form of a chief officer team led by a female chief constable and female deputy chief constable. Hampshire Constabulary's gender pay gap exists in part as a result of a historic legacy of significantly more male employees joining policing and, once promoted, seeing through their careers in a limited pool of more senior ranks. Another relevant factor is the type of roles which men and women undertake as staff and officers within the force and the salaries that these roles attract.

### **Bonus**

The force's reward policy benefits men and women equally for the same type of work (e.g. payments for dealing with deceased bodies), and the requirement for these payments is reviewed annually. Women's bonus pay (mean and median) is now higher on average than for men (in 2017 men's

bonus pay was higher). More men receive bonuses than women, and relevant to this is that despite considerable effort to promote fire arms and public order positions to all, these still attract a predominantly male cohort of officers.

Overall the force paid more bonuses than in 2017 due to the introduction of incentive payments aimed at retaining and attracting officers into roles that are critical to the safety of the public in Hampshire and the Isle of Wight, and that require trained skills widely acknowledged to be scarce across UK policing. This includes fire arms, public order and investigations.

### **Background and how we have calculated our figures**

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the difference between the average hourly rate of pay of men and women expressed as a percentage. Calculations follow the legislative requirements published on the [Gov.uk website](https://gov.uk). Details of the gender pay gap for forces can be found by entering the police force name into the 'Search' box at <https://gender-pay-gap.service.gov.uk/>

For the purpose of this report all police officers and police staff – part time and full time – are considered as employees. As required, figures are based on data for the year ending 31<sup>st</sup> March 2018. They include the chief constable, and staff who work for ACRO (the national Criminal Records Office), based in Hampshire. The Office of the Police and Crime Commissioner is not included as it is a separate organisation.

The National Police Chief Council lead for gender, chief constable Dee Collins in 2018 highlighted the policing gender pay gap of 8 per cent in some areas to 15 per cent in others”, comparing favourably to the national average.

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Below is a screen grab of the Hampshire Constabulary data on the Gender Pay reporting site.

The full report can be found at [https://gender-pay-](https://gender-pay-gap.service.gov.uk/Employer/dzFsnzoe/2018)

[gap.service.gov.uk/Employer/dzFsnzoe/2018](https://gender-pay-gap.service.gov.uk/Employer/dzFsnzoe/2018)

When comparing mean hourly wages, women's mean hourly wage is **11.6% lower** than men's.

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## Proportion of women in each pay quarter

In this organisation, women occupy **31.1%** of the highest paid jobs and **64.1%** of the lowest paid jobs.

