



## Gender pay gap reporting narrative

Gender Pay Gap legislation (developed by the Government Equalities Office) was introduced in April 2017 and requires all public sector employers with 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

The aim of the College of Policing is to have an inclusive, diverse and representative workforce that values the difference people bring to the organisation. The Equality Act 2010 sets out that public bodies must have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. Consequently the College's approach to pay supports fair treatment and reward of all staff irrespective of gender.

### College of Policing pay grades

The College has its own local pay grades for National or London based staff. Grades vary according to the size of the role as evaluated using the Hay job evaluation scheme. Individuals are slotted into grades depending on the outcomes of the job evaluation scheme irrespective of the gender of the jobholders.

### The College of Policing gender pay gap position

The College in assessing its gender pay gap for reporting purposes commissioned an independent specialist to support the analysis of the data. This was to ensure robustness in the data analysis and to offer confidence and reliability.

Based on the Government's methodology, the College is reporting **median** gender pay gap as **18.5 per cent** with reportable **mean** gap as **17.3 per cent** as depicted below:

### GPG Statistics - Gender Pay Gap



There is a nil report with respect to bonus payments as the College does not offer bonus payments at present.

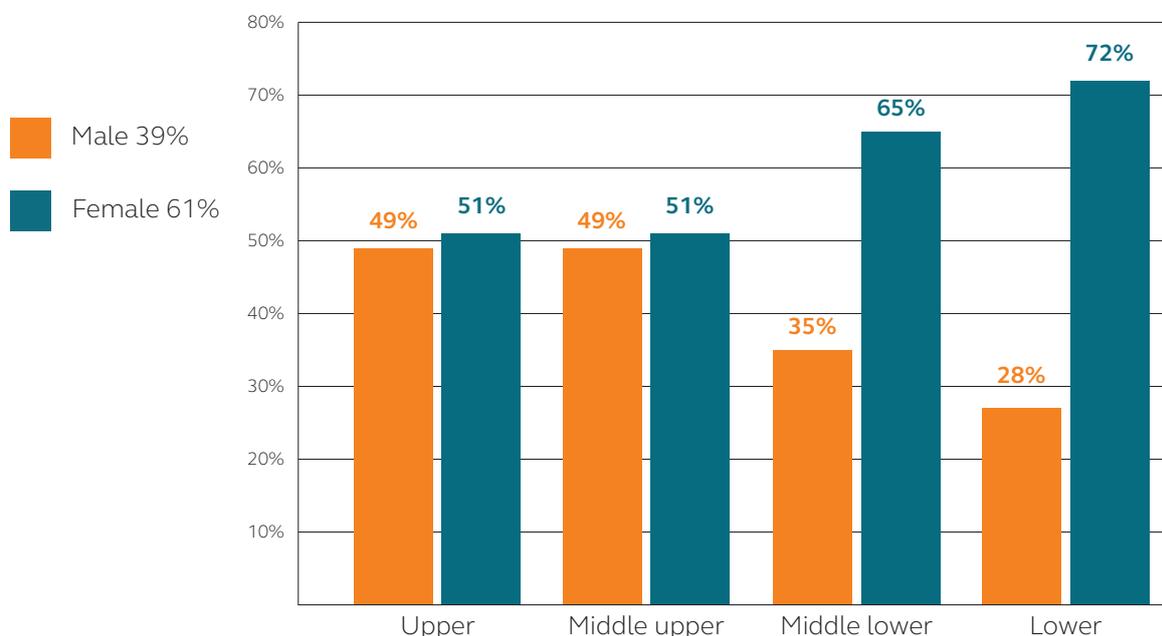
## How we compare

Based on Office of National Statistics (ONS) Annual Survey of Hours and Earnings, the median gender pay gap in the UK has decreased from **22.5% in 2008 to 18.1% in 2016**. The ONS also reported the Civil Service pay gap as 11.9% mean and 13.6% median.

## Pay quartiles

The College employs 61 per cent women and 39 per cent men and whilst there are broadly equal number of men and women in the upper quartiles of the pay ranking as shown below, the proportion of women in the Middle Lower and Lower paid quartiles is higher (at 65 per cent and 72 per cent respectively).

## GPG Statistics – proportion in each band



Further analysis of each of the median gap breakdown for each of the bands above is as follows:

- ▶ **Lower quartile**                      **7.9 per cent**
- ▶ **Middle lower quartile**            **-0.1 per cent**
- ▶ **Middle upper**                        **-0.9 per cent**
- ▶ **Upper**                                    **2.0 per cent**

## Steps to bridge the gap

A major contributor to our gender pay gap is the higher proportion of women in our Middle Lower and Lower band roles.

The College has a good balance of men and women in the more senior roles (top two quartiles) and we will continue to ensure our practices maintain and support this. We will continue to monitor the gender balance across all grades in our organisation. A recent analysis of our data demonstrated that the proportion of joiners recorded as females has increased from 40 per cent (2014/15), 45 per cent (2015/16) to 61.4 per cent of total joiners (62 of 101 joiners) during 2016/17.

Flexible working is an important part of the College of Policing culture with approximately 28 per cent of our workforce being homebased. We believe this makes the College an attractive employer for those looking to have a home to work-life balance - particularly those with children at school going age.

The College of Policing is fully committed to fair pay irrespective of gender and we continue to review our policies and practices to ensure no group is disadvantaged. We continue to take action to address any gaps and to make sure our policies and practices are equality impact assessed for fairness across the board. Some of the initiatives being promoted include:

- gender equality has been made a central focus for the College's **Public Sector Equality Duties objectives**
- continually reviewing and improving our recruitment processes including introduction of anonymised recruitment process to reduce the potential for unconscious bias
- unconscious bias training for those on selection interview panels
- providing support for returnees from paternity/maternity/adoption leave so that they can adapt their work arrangements to balance their work with their caring responsibilities
- encouraging women to take advantage of promotional opportunities as well as participate in schemes that support career advancement such as the Civil Service Future Leaders Scheme and the Senior Leaders Scheme etc
- taking action to understand and redress the factors contributing to the higher gap within the Lower quartile band.

We take our commitments under the Equality Act seriously and focus on the right actions in order to redress any perceived inequalities, we are also mindful that meaningful and sustained change will take time and will require consistent focus by our most senior leaders.