

# Gender Pay Gap Reporting

Humberside Police Force



# Humberside Police GPG

## Hourly Rate Data

### Gender Pay Gap – Total Workforce

Difference in Mean hourly rate of pay	13.7%
Difference in Median hourly rate of pay	21.8%

The gender pay gap reporting requires us to report one figure for the entire workforce. However it should be noted that we have 2 distinct groups with different terms and conditions i.e. Police Officers & civilian Police Staff.

It should be recognised that the majority of females within the Force are in Police Staff roles. The Police Staff salary range starts at a lower point than the starting salary for Police Officers. Also females occupy more of the lower scale Police Staff posts such as catering and administration, so the reported figures above reflect this.



# Humberside Police GPG

## Hourly Rate Data

The pay for Police Officers is set nationally for all ranks. The female Police Officers currently make up 33.6% of the Police Officer workforce.

The percentage of females occupying supervisory and managerial roles above the rank of Constable currently shows 21.3% for Sergeants and 23.7% for Inspectors. This is an excellent step towards closing the gender pay gap and recent recruitment campaigns have brought in significant number of new females as student officers which should help counter balance the lower end of the salary scale. Alongside this female progression continues to be an important issue for the Force.



# Humberside Police GPG Comparators

Other Police Forces	Mean	Median	Other Employers	Mean	Median
Humberside	13.7%	21.8%	Hull City Council	10.2%	4.4%
South Yorkshire	13.6%	21.7%	Barclays Bank	48%	43.5%
Nottinghamshire	12%	11.6%	BAE Systems Plc	17.3%	15.6%
Cheshire	14.7%	26.2%	Axa UK Plc	20.6%	20.4%
Cleveland*	8%	0%	BP Plc	22.6%	20.8%
Lincolnshire	9.9%	7.6%			

Initial GPG data published indicates the Force is broadly consistent with other Forces and compare favourably with large employers from other sectors.

\*Note – It should be noted Cleveland Police outsource most of its Police Staff work.



# Humberside Police GPG

## Bonus Pay Data

### Gender Pay Gap – Bonus Pay

Difference in Mean bonus pay	0%
Difference in Median bonus pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%

The Force operates a Bonus scheme, but there were no bonus payments made in the relevant reporting period and therefore we have no bonus pay related figures to report for this period.



# Humberside Police GPG Quartile Data

Employees by Quartile	Male	Female
Upper quartile	69.8%	30.2%
Upper middle quartile	63%	37%
Lower middle quartile	43.2%	56.8%
Lower quartile	41.6%	58.4%

As detailed earlier the lower quartile is skewed as Police Officers having a higher starting salary and at present approximately two thirds of officers are male. But as recruitment of female Police Officers increases this will show improvement. Similarly female progression initiatives will impact on the upper & upper middle quartile figures.



