

GENDER PAY GAP REPORT 2023



WILTSHIRE POLICE
Keeping Wiltshire Safe



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Introduction

Chief Constable Catherine Roper



This year I am pleased to publish our seventh Gender Pay Gap Report for the year to 31 March 2023. Our annual report details gender equality

information in relation to Wiltshire Police staff and officers. I am committed to developing a diverse workforce that reflects the communities served here in Wiltshire. Through transparent reporting we can analyse our progress and where we have more work to do. I believe that understanding how different genders and their associated pay are reflected in our workforce is crucial to driving improvements year on year.

The report details the percentage difference between mean (average) and median (mid-point) hourly earnings of men and women in the workplace. Men and women are paid equally at all grades in Wiltshire Police. If one gender dominates higher pay graded roles it results in a gender pay gap.

Given that historically policing was a male dominated profession, Wiltshire Police has focused on driving positive change to gain better equality and inclusion within our organisation. By unravelling the nuances of gender-based pay differences, we find valuable

insights that can inform policies and practices.

Here in Wiltshire Police the median gender pay gap as of 31 March 2023 was 7.60% in favour of male staff and officers. This is a welcomed decrease from the 9.02% in our 2022 report.

Nationally, among all employees, the gender pay gap decreased by 0.01% in 2023 (14.3% vs 14.4%) and is still below the levels seen in 2019 (17.4%) [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap). In Wiltshire Police, our gender pay gap has continued to decrease since reporting started in a decreased trend is reported which is the lowest since reporting the Gender pay gap since 2017.

Overall, as an organisation, we continue to employ more female than male officers and staff combined: **1,245** women and **1,145** men as of 31 March 2023. However, when focusing just on Police Officers we continue to see a higher percentage of male officers over females. In sharp contrast to this, we see a far higher percentage of women employed in police staff roles than men.

During the past 12 months Wiltshire Police has made some notable achievements which can be seen in this report.

I recognise that there is still progress to be made in this space. Achieving a gender balance and truly diverse organisation will be a priority for me and my Leadership Team.

Catherine Roper
Wiltshire Police Chief Constable

Achievements in the last 12 months

Steady increase in the number of female police officers within the organisation, with 460 in post in March 2023, a 34% increase in female officer numbers since 2019.

In this reporting period, females have a higher **exam pass rate** over males in both the Sergeants and Inspectors Exam - in 2023, 75% of females taking the Sergeants exam passed (12 out of 16), in 2022 73% passed (8 out of 11). This compares with 54% of males in 2022 (13 out of 24) and 59% in 2023 (13 out of 22). The Inspectors Exam saw a smaller difference in pass rates with 78% of females (7 out of 9) and 73% males (8 out of 11) passing.

In the reporting period, a total of 51 Police Officers have been successful in **promotion** to the rank of Sergeant. Of these, 17 were women (33%). In the same period, a total of 25 Sergeants were promoted to Inspector, significantly 12 (48%) were women.

Wiltshire Police continued to be ranked the **22nd most inclusive employer** in the Inclusive companies Index. Becoming the highest positioned Police Force of those applying. The Inclusive Companies Index is a list of UK based organisations which promote inclusion across all protected characteristics.

Our women's staff support network 'Connect' continues to thrive. As the network's main aim is to inspire, they run monthly 'Connections' talks with inspirational women from different walks of life. The talks have included sessions with female Chief Constables (both past and present), inputs on the history of women in coding and the cold war and the impact of the menopause. Connect are currently collaborating with other Staff Support Networks and the Positive Action Team to provide coaching webinars to support and encouraging people from under-represented groups to put themselves forward for promotional opportunities.

March 2024 saw the launch of the Wiltshire Police Girlguiding Police Challenge badge. Championed by Chief Constable Catherine Roper we launched with a Girlguiding event at Devizes HQ supported by the Connect network. Volunteers from across the force attended to support the event. This provided an opportunity for young women to understand the career options offered by policing.

In November 2023 we hosted our third Equality, Diversity & Inclusion internal conference. This year introduced the role of upstanders and bystanders, the importance of psychological safety, and the voice of our employee support networks.

Throughout the year our Positive Action team has been increasing outreach to engage with women in support of our Police Officer recruitment campaigns. This is an area of our workforce that despite great progress being made, we still have some way to go.

Executive Summary

Gender pay reporting is different from an equal pay audit - it is not a review of equal pay for equal work.

It compares hourly rates of pay and any bonuses staff may receive by gender, looking to expose any imbalance.

Our workforce numbers have changed very slightly in the 12 months to 31 March 2023 and overall, we continue to employ more females than males, a trend which began in 2020.

We employ **1,245** female officers and staff and **1,145** male officers and staff

This year we again see a year-on-year increase in the number of female police officers with **460** in post in March 2023, a 34% increase in female officer numbers since 2019

We continue to see a significantly higher proportion of female police staff than male police staff, with **785 females** compared with **408 male** police staff

Median Gender Pay gap

- The median gender pay gap in Wiltshire Police was **7.60%** as of 31 March 2023, a decrease of **1.42%** from our 2022 report.
- The median gender pay gap for the UK for all full time and part time employees in April 2023 was 14.3%, down from 14.4% the previous year.

Mean Gender Pay Gap

- The mean gender pay gap in Wiltshire Police was **7.31%** in favour of male staff and officers as of 31 March 2023, a decrease of **1.29%** from our 2022 report.

Police Pay

We have little control over the rate of pay for police officer and staff roles, although for staff roles the widely recognised HAY job evaluation scheme is used to decide salary rates based on job descriptions.

Pay for both police officers and police staff is decided by the Home Office nationally and police officer pay is at a higher rate than police staff. Following analysis of the results, assumptions can be made about why the pay gap exists.

Action Plan

The analysis and findings allow us to understand where to direct positive action interventions to close the gender pay gap in future years. The figures were calculated using standard methodologies under the Equality Act 2010. We will continue to use this data to understand where we need to focus our efforts to continue to close the gender pay gap and will report on our findings on an annual basis.

Wiltshire Police employees

Employee numbers as of 31 March 2023*

		2023	2022	2021	2020	2019
STAFF AND OFFICERS	Male	1,145	1,156	1,151	1,101	1,098
	Female	1,245	1,213	1,212	1,140	1,042
	% ratio	48:52	49:51	49:51	49:51	51:49
TOTAL ALL EMPLOYEES		2,390	2,369	2,363	2,241	2,140
POLICE STAFF	Male	408	427	451	445	444
	Female	785	789	807	760	698
	% ratio	34:66	35:65	36:64	37:63	39:61
POLICE OFFICERS	Male	737	729	700	654	654
	Female	460	424	405	380	344
	% ratio	62:38	63:37	63:37	63:37	66:34

* The table includes 74 civilian staff (57 female and 17 male) directly employed by the Office of the Police and Crime Commissioner (OPCC) to run his office and those working in Headquarters departments funded by the PCC in 2023.



Gender Pay Gap: What is it and why is it important?



Wiltshire Police is required by law to carry out annual Gender Pay Reporting under the Equality Act 2010.

Public sector organisations and all UK companies with 250 or more employees must publish their gender pay gap data, for the previous year, by 30 March 2024.

The Gender Pay Gap report shows the difference between mean and median earnings of men and women in the workplace.

Gender pay reporting can be used to assess levels of equality in the workplace

and the rates of male and female participation at all levels of seniority within an organisation. The Gender Pay Gap is a different concept to that of equal pay.

Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman.

At Wiltshire Police, men and women are paid equally at every grade, but if one dominates higher-paid management roles, the organisation will have a gender pay gap.



Case study:

Theresa Freestone, Wiltshire Police ICT Tech-Ops Manager

My journey to my current post has not been easy, I am a shy, quiet sort of person, who loves to help people whenever I can, I want to make a difference. One characteristic has helped me through life is I rarely give up and I am incredibly determined to be the best version of myself that I can be.

I started out as a Retail assistant when I was 16, whilst studying ICT at College. I progressed to Assistant manager and by age 21 I was a successful Store manager. I was given my first break by someone who believed in me.

I always wanted to be in ICT, so after I had my family, I took an Apprentice role in a local family run ICT firm. Progressing to a role in a school as an ICT technician, the working hours suited raising a young family. Challenges in my life left me as a

single parent of three young children, I continued to work hard and learnt new skills.

I took a role with Wiltshire Council as a Service desk engineer in 2016, moving onto a Field Engineer and then a Server Engineer, this included working to support Wiltshire Police ICT.

I joined Wiltshire Police in the newly formed ICT department in 2021 as a Tech-ops engineer.

My determination and hard work paid off because I have progressed through to Senior tech ops engineer and now onto the ICT tech ops managers role.

If I had to say one thing - anything is possible with hard work and determination, always believe in yourself and take opportunities when they arise.

Gender Pay Gap: Comparisons



The tables on pages 10 and 11 include all full pay relevant (full and part time) police officers, PCSOs and police staff employed by Wiltshire Police on the snapshot date of 31 March 2023.

The tables exclude 74 staff working in departments directly funded by the Police and Crime Commissioner as of 31 March 2023.

Organisations which employ less than 250 people are not required to produce an annual Gender Pay Gap Report.

Those in brackets are the percentages from 31 March 2022.

- Quartile 1 is the proportion in the lowest hourly pay bracket
- Quartile 4 is the proportion in the highest hourly pay bracket.

Gender Pay Gap: Staff and officers

**All The figures in italics and brackets are from the previous year – 2022*

Mean gender pay gap



7.31%
*(*8.60%)*

in favour of male
staff and officers

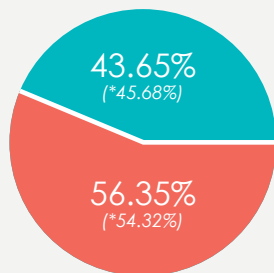
Median gender pay gap



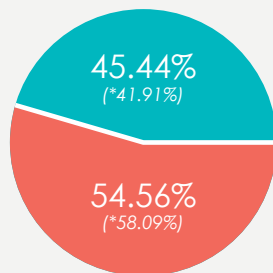
7.60%
*(*9.02%)*

in favour of male
staff and officers

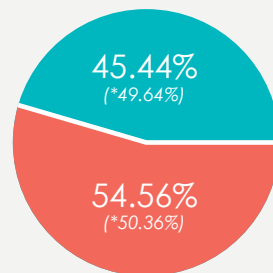
Total proportion of male and female employees in each salary quartile band (Q1 lowest paid, Q4 highest paid)



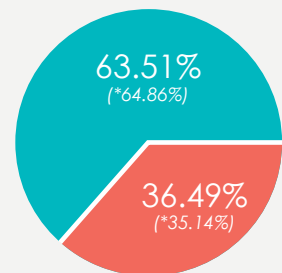
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Male Female

Gender Pay Gap: Officers

**All The figures in italics and brackets are from the previous year – 2022*

Mean gender pay gap



2.11%
*(*2.93%)*

in favour of male
officers

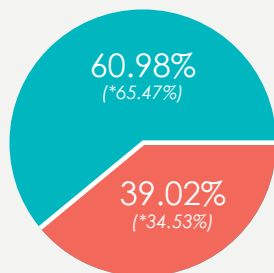
Median gender pay gap



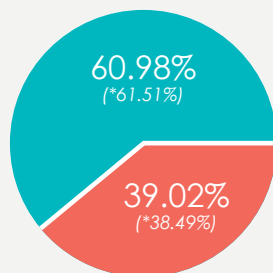
0.00%
*(*0.00%)*

no difference for
either male or
female officers

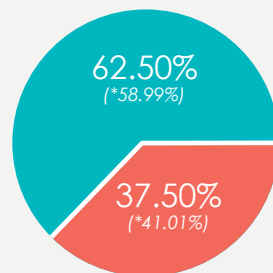
Total proportion of male and female police officers in each salary quartile band (Q1 lowest paid, Q4 highest paid)



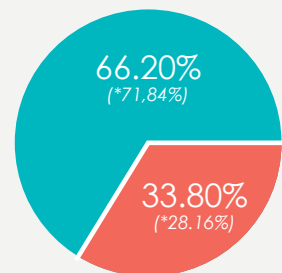
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Male Female

Gender Pay Gap: Staff

**All The figures in italics and brackets are from the previous year – 2022*

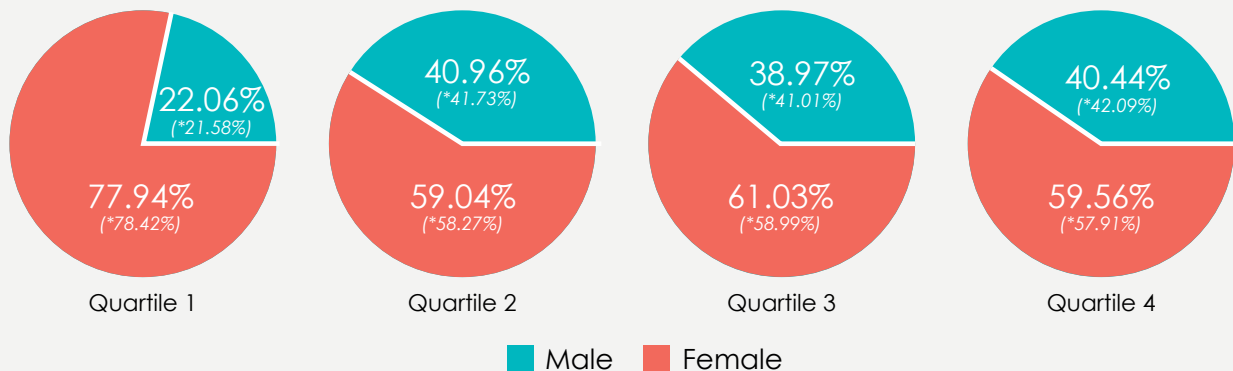
Mean gender pay gap



Median gender pay gap



Total proportion of male and female staff in each salary quartile band (Q1 lowest paid, Q4 highest paid)



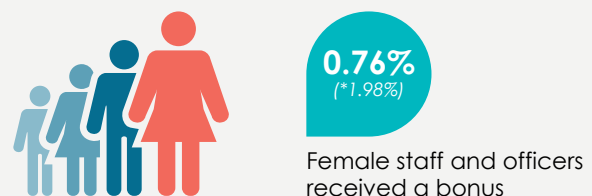
Gender Pay Gap: Officers and staff bonus pay

**All The figures in italics and brackets are from the previous year – 2022*

Bonus payments have been reviewed over a 12-month period to 31 March 2023 and show that:

- Bonus payments can be awarded between £50 and £500.
- In 2022/2023, 22 individuals were awarded bonus payments of which 13 were male and 9 were female.

- The decrease in number of bonus payments made year-on-year is due to 2022 payments (total 113) made in relation to the G7 and Glasgow Climate Summit operations.



Mean gender bonus gap



Median gender bonus gap



Gender Pay Gap: Office of the Police and Crime Commissioner

The Police and Crime Commissioner employs 34 members of staff in his office (the OPCC) and employs 74 employees in total.

This includes those working in shared services departments employed, and hosted, by the PCC - finance, facilities, estates, strategic support, corporate communications, media & engagement.

As a publicly funded organisation, which employs under 250 people, the OPCC is not obliged to report its gender pay

gap in the same way Wiltshire Police does. However, the PCC believes that it is important, for transparency, that residents, to whom he is accountable, have access to those figures. The figures included below represent a snapshot of the organisation on 31 March 2023.

The 2023 figures show that the OPCC continues to directly employ more females than males. There are more females than males in all pay band quartiles.

OPCC employee breakdown

	2023	2022	2021	2020	2019
Male	17	16	16	17	15
Female	57	50	49	41	39





Case study:

Police Sergeant Alanna Wakeford

Alanna started her career in the Metropolitan Police in

2008. She transferred to Wiltshire Police in 2017 after a short time in Gloucestershire Police. Alanna is currently a Sergeant and Staff Officer to Chief Constable Catherine Roper here in Wiltshire.

"I always knew I wanted to pursue a career that was varied and enabled me to support others so becoming a Police Officer seemed to be a natural fit for me. I started in the Metropolitan Police where I was a response officer. This was fast paced and exciting and I really enjoyed the variety my role offered. I then went on to work on a Task and Review Team where I had the privilege of working for Commander Alison Newcomb. It was whilst working for Commander Newcomb I realised that although policing was a demanding career, it was possible to be a working mother and still progress. I knew that I too wanted to have children, but I worried about trying to juggle motherhood with policing. Commander Newcomb was an inspiration to me highlighting first hand that it was possible to be a mum and an officer with a demanding day job.

I am really proud of some of the ancillary roles that I have held in addition to my main role of being a uniformed Police Officer. Whilst I worked for Gloucestershire Police, I undertook training to become a Sexual Offences Officer and provided part of the primary response to victims and survivors. Here I found myself in a position where I could

support individuals and I was pleased to be able to undertake this role in addition to my day job. Then, in 2018 I became a Police negotiator, and it has been such a privilege to be able to help people in their time of crisis. I put myself forward for this role after being called to an incident involving a young lady in crisis threatening to jump from a bridge. She had said that she would only talk to a female officer. I recall getting to the bridge with such an overwhelming feeling of responsibility towards her and desire to do all I could to resolve the situation safely. It was this incident that made me realise the importance of having a diverse work force that represents our communities and how important my role as a female in policing could be.

I soon started to focus on undertaking roles that enabled me to gain the experience necessary to become a Sergeant. I held several 'acting' Sergeant positions and then passed the promotion process in 2021. By this time, I was a mother myself and needed to balance the demands of motherhood and working full time. I won't deny that there were challenges for me when it came to juggling my childcare and work commitments but with some compromises and appropriate support, I was able to start as a Sergeant on a local Neighbourhood team in May 2022. I loved the role and especially finally having my own team to develop and manage. More recently I have taken on the role of Staff Officer to the Chief Constable of Wiltshire Police, an amazing opportunity to learn and develop whilst working directly to the most senior ranking officer in Wiltshire Police. Working for a female Chief Constable has again been an inspiration as to the art of the possible and helped me to think about my future in policing.

2023 highlights

Every Voice Matters



Creating an inclusive voice for everyone

In November we hosted our third Equality, Diversity & Inclusion internal conference. We managed to film the event and have been able to make wonderful use of recordings to support our work.

We opened discussions on the role of upstanders and bystanders, the importance of psychological safety, and the voice of our support networks. Our keynote speaker was Jackie Malton, a retired Metropolitan Police Detective Chief Inspector. Jackie was the inspiration behind DCI Jane Tennison in the ITV drama series Prime Suspect.

Jackie's section on upstanders is nothing short of inspirational. She also explored how individuals can promote inclusivity and stand up to bias. I quote, **'If you do not say anything, you become part of the problem'**.

Her journey as a police officer was nerve-racking, especially when she spoke of the initiation in the CID. Her story shows how life as a female officer has changed over the years.

Inclusive Companies

Wiltshire Police continued to be ranked the 22nd most inclusive employer in the Inclusive companies Index. Becoming the highest positioned Police Force of those applying.

The Inclusive Companies Index is a list of UK based organisations which promote inclusion across all protected characteristics.

This accomplishment is more than just a number; it represents our commitment as an organisation to creating an



environment where every team member can thrive and contribute.

Connect – We Rise



The Network has been busy this year developing a new Bereavement Support Group, launching the 'We Rise' programme

and continuing their 'Connections' lunch and learn sessions.



Connect network chair, Detective Superintendent Liz Coles spoke at our

Annual EDI conference, this inspirational talk showed some of the highs and lows navigated by one of our senior female leaders.



We Rise is a development programme aimed to empower officers and staff from under-represented groups. The programme gives a learning opportunity that wouldn't ordinarily be available through standard force routes. It provides support network members a platform to learn, gain confidence and develop.

HeForShe publishes its fifth report on gender equality

In 2023, the HeForShe report continues to make waves within the UK policing sector, advocating for gender equality and inclusivity.

This year's data shows steady progress across all areas; the overall number of women officers has increased to 35% (+3%), women officers in middle management teams to 25% (+2%) and women officers in senior leadership teams to 29% (+1%).

The report has a strong emphasis on educational initiatives. Workshops, seminars, and training sessions were organised to raise awareness about gender biases. The strides made in 2023 lay the foundation for a more equitable future.

Wiltshire Police has a thriving staff support network, Connect dedicated to promoting and empowering women in policing. The network is chaired by Detective Superintendent Liz Coles, and currently has over 200 members, about 9% of the Wiltshire Police workforce.



**Gender Equality
in UK Policing**
Fifth Annual Report 2023



www.heforshe.org

You can read the fifth Annual Report published in 2023 here: [Gender Equality in UK Policing | Fifth Annual Report 2023](https://www.heforshe.org/gender-equality-in-uk-policing-fifth-annual-report-2023)



Case study:

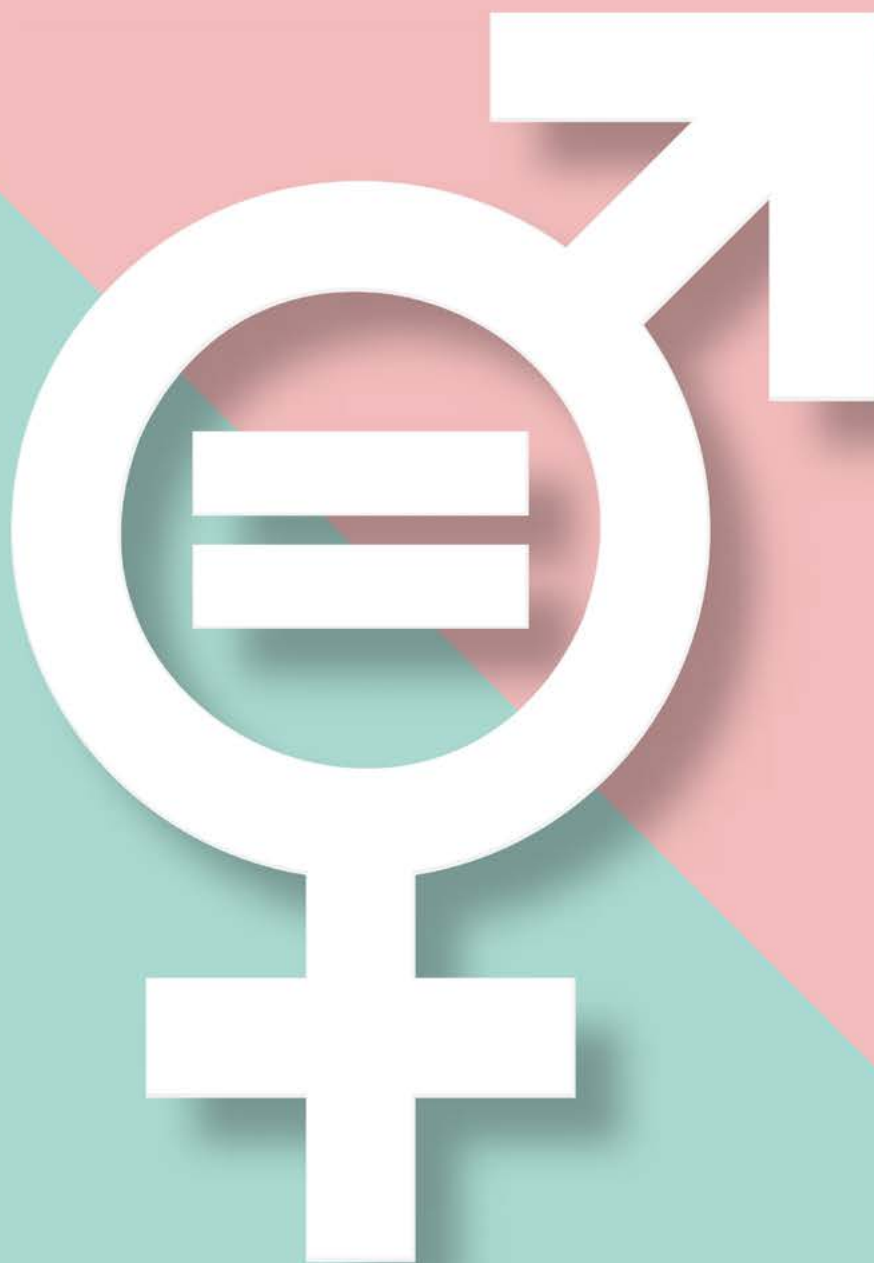
Police Constable Laura Bellis

"I have worked at Wiltshire Police for ten years and recently became a police constable, under the Police Constable Degree Apprenticeship (PCDA). Prior to this 'leap' across to being a warranted officer, I worked within the Intelligence section of the force and the police control room.

I had a number of reservations including my age and gender (perimenopause and memory, my physical size) prior to joining the PCDA route. These reservations were of no concern and conversely I found that I am supported in my role as an officer, without any gender, age or physical barriers.

Whilst there have been some challenges throughout my time at Wiltshire Police, as a female member of staff there has always been the right support at the right time.

I encourage other women to work hard towards any role they pursue, seek mentoring where applicable, network with positive people and reach out to others within the police 'family'. These elements are key to driving self-confidence and the mindset to go for that job role or promotion."



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30 March 2024

