

2022

GENDER PAY GAP REPORT



WILTSHIRE POLICE
Keeping Wiltshire Safe



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Introduction

Deputy Chief Constable Dr Paul Mills QPM

I am pleased to publish our fifth Gender Pay Gap report for the year to 31 March 2022. This annual report provides gender equality information specific to Wiltshire Police staff and officers.

While the report compares the last two years side-by-side, you can read our previous four annual reports, back to 2017 when we began gender pay gap reporting, on our [website](#).

This publication forms part of our commitment to become more diverse in our workforce and more reflective of the communities we serve, through open and honest reporting showing how we are doing year-on-year.

It is also a legal requirement, under the Equality Act 2010, to conduct an annual audit of our employees to show how different genders make up our workforce and the pay received within our organisation.

This latest report, published on 30 March 2023, is a snapshot for the previous year – how we looked, and the pay gap between what men and women earn on 31 March 2022.

It shows the percentage difference between mean (average) and median (mid-point) hourly earnings of men and woman in the workplace. This is a different concept to equal pay - it is unlawful to pay people unequally because they are a man or a woman.

Men and women are paid equally at every grade in Wiltshire Police. However, if one gender dominates higher pay-graded roles, this results in a gender pay gap.



Traditionally, policing was a very male-dominated profession. Wiltshire Police has made great strides in recent times, thanks to our significant investment in our Equality, Diversity and Inclusion Strategy. As ever, however, we strive for more female representation across all ranks and grades in our organisation.

The median gender pay gap as of 31 March 2022 was 9.02% in favour of male staff and officers. This is a small, but welcome decrease from 9.56%, in our 2021 report.

- The slight decrease in the median pay gap is due to the sustained trend of slightly more female than male officers and staff overall.
- We also continued to see more female police officers joining.
- And the proportion of female to male police staff is steadily increasing; females represent more than two thirds of all police staff.

Nationally the gender pay gap among all full pay relevant employees also showed a slightly improved position, from **15.4% in 2021 to 14.9%** in 2022¹.

In Wiltshire, we continued the trend, which began in 2020, of employing more female than male officers and staff combined; **1,213 women and 1,156 men** as of 31 March 2022.

We have a way to go to achieve parity and still want to see more women applying to become police officers and taking promotion opportunities to progress to senior roles. We have seen good results in our promotion processes and warmly welcome the recent appointment of our second female Chief Constable Catherine Roper in February 2023.

In our police staff roles, **women outweigh men by a ratio of 65:35 (women/men)**.

Police officer numbers show a **37:63 ratio in favour of men (women/men)**.

This also accounts for the difference in the mean and median pay for male and female officers and staff. So, while across the organisation there is an even balance of men and women, with more women in staff roles, there are more male police officers and slightly more female civilian staff in senior positions.

I wanted to take this opportunity to note some achievements during the last 12 months, please see below.

Gender balance is and will continue to be a key priority for me and our chief officer group.

Paul Mills QPM

Wiltshire Police Deputy Chief Constable
Force lead for Equality, Diversity & Inclusion

¹[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)

Achievements in the last 12 months

Female police officer numbers continue to increase, with 424 female officers employed in March 2022, representing a 23% increase in the last three years.

In September 2022 our Chief Inspector recruitment process resulted in five out of six female officers being promoted, which was recognised by the HeForShe campaign and noted in the latest [Gender Equality in UK Policing Report](#).

Our women's staff support network Connect is thriving, with a monthly guest speaker talks programme called Connections introduced in 2022 featuring women from all walks of life.

Connect also launched a reverse mentoring programme including senior leaders and formed a new partnership with a not-for-profit organisation in Bath helping women back into employment through high quality clothing donations for interviews and interview coaching.

Success rates for female police officers taking promotion examinations are improving. Eight females and 22 males took the Sergeant examination, with seven females (88%) passing and 10 males (45%).

Our Menopause support group continues to flourish, with regular drop-in sessions. We also signed the national menopause pledge in 2022 to show our commitment to creating a supportive and understanding workplace including reasonable adjustments.

We were proud to improve our position in the Top UK Inclusive Companies index announced in December 2022, climbing 14 places in the rankings, from 36 to 22. The Index is a definitive list of UK based organisations which promote inclusion across all protected characteristics.

We are attracting more females into specialist departments like firearms and roads policing. We ran awareness sessions, mentoring and an open day event in 2022 which attracted a lot of interest from females. As a result, two female officers applied and are progressing through the rigorous recruitment process, compared with one in 2021.



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, seeking to expose any imbalance.

Our workforce numbers have changed very slightly in the 12 months to 31 March 2022 and overall, we continue to employ more females than males, a trend which began in 2020.

We employ **1,213** female officers and staff and **1,156** male officers and staff

We continue to see a significantly higher proportion of female police staff than male police staff, with **789 females** compared with **427 male** police staff

We welcome the steady increase in the number of female police officers, with **424** in post in March 2022, a 23% increase in female officer numbers in three years

Median Gender Pay gap

- The median gender pay gap in Wiltshire Police was 9.02% as of 31 March 2022, a decrease of 0.54% from 9.56% in our 2021 report.
- The median gender pay gap for the UK for all full time and part time employees in April 2022 was 14.9%, down from 15.4% the previous year.

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 determine salary rates based on job descriptions.

Pay for both police officers and police staff is determined 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 2022*

		2022	2021	2020	2019
STAFF AND OFFICERS	Male	1,156	1,151	1,101	1,098
	Female	1,213	1,212	1,140	1,042
	Ratio	49:51	49:51	49:51	51:49
TOTAL ALL EMPLOYEES		2,369	2,363	2,241	2,140
POLICE STAFF	Male	427	451	445	444
	Female	789	807	760	698
	Ratio	35:65	36:64	37:63	39:61
POLICE OFFICERS	Male	729	700	654	654
	Female	424	405	380	344
	Ratio	63:37	63:37	63:37	66:34

* The table includes 66 civilian staff (16 male/50 female) directly employed by the Office of the Police and Crime Commissioner (OPCC) to run his office and those working in HQ departments funded by the PCC in 2022: Finance, Legal, and Corporate Communications.



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 2023.

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 1:

Assistant Chief Constable Deb Smith



Our Menopause Support group is for anyone struggling with symptoms of the menopause

or who wants to understand the help available both inside and outside the organisation.

Assistant Chief Constable Deb Smith explains more.

"It's fair to say the menopause had a huge impact on me. The symptoms came out of the blue – bad sleep, headaches, brain fog, memory lapses, joint pains – and a huge loss of confidence. But luckily, I was able to access support – and the menopause group was a huge part of that.

The group meets regularly during work hours to talk and to support each other with the menopause. It's reassuring to listen to colleagues and know that you are not alone and that there are others you can turn to for support.

We've created several digital channels that anyone in the force can access, including pages of advice and information on our intranet, and a Teams channel where we can support each other informally.

And the group is there for male colleagues too, to help them support partners and work colleagues who may be suffering.

We're going to running a session soon aimed at male leaders in the organisation, as well as for female

colleagues to come along and learn a bit more.

As well as the support, I think there's something powerful about having this kind of group in a workplace.

For a start, you are with people who understand the pressures of policing and how menopause might interact with those pressures, especially when many of the symptoms may be playing out when you're at work.

But also, I think there's still a taboo around menopause, especially talking about it in a professional environment.

Having a group like this, chaired by the Head of HR, sends a powerful message that the organisation takes this seriously, has the appropriate support and policies in place, and that you aren't going to be seen as a 'problem child' because you have some of these horrendous symptoms.

I went to a national menopause conference in London last year, aimed at health organisations, employees and academia. It was eye-opening to hear of some large organisations that still don't have robust menopause policies.

It brought home to me that we are in a strong place in Wiltshire Police, and I think we do support our female colleagues who are going through the menopause very well.

Fortunately for me, my GP was amazing, and put me straight onto HRT. But I know others haven't been so lucky, which shows that there still isn't a consistent approach to menopause across the healthcare services.

Hopefully, through support groups like ours, we can at least pass on our knowledge and experiences, and ensure that colleagues get as much support as they can."

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 2022.

The tables exclude 66 staff working in departments directly funded by the Police and Crime Commissioner as of 31 March 2022.

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 2021.

- 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 (*2021 figures)

Mean gender pay gap



8.60%
(*8.99%)

in favour of male staff and officers

Median gender pay gap

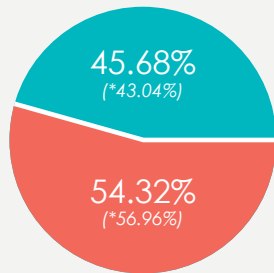


9.02%
(*9.56%)

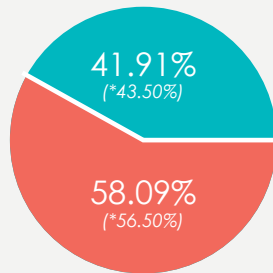
in favour of male staff and officers

Total proportion of male and female employees in each salary quartile band

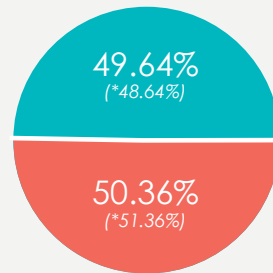
(Q1 lowest paid, Q4 highest paid)



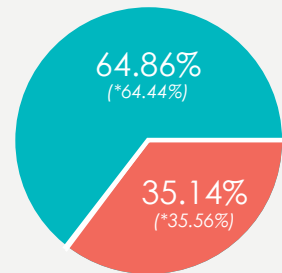
Quartile 1



Quartile 2



Quartile 3



Quartile 4

■ Male ■ Female

Gender Pay Gap: Officers (*2021 figures)

Mean gender pay gap



2.93%
(*3.81%)

in favour of male officers

Median gender pay gap

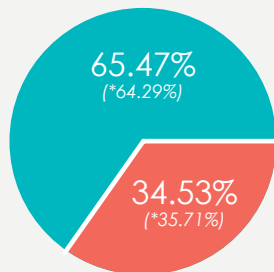


0.00%
(*0.00%)

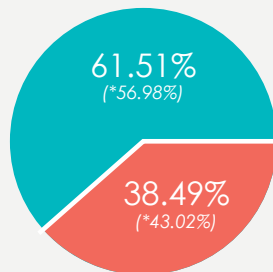
no difference for either male or female officers

Total proportion of male and female police officers in each salary quartile band

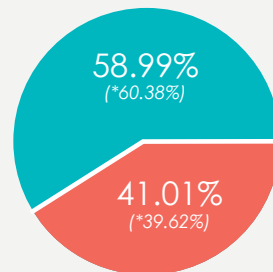
(Q1 lowest paid, Q4 highest paid)



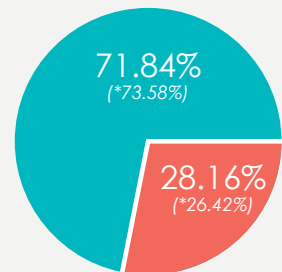
Quartile 1



Quartile 2



Quartile 3



Quartile 4

■ Male ■ Female

Gender Pay Gap: Staff (*2021 figures)

Mean gender pay gap



6.81%
(*5.51%)

in favour of male staff

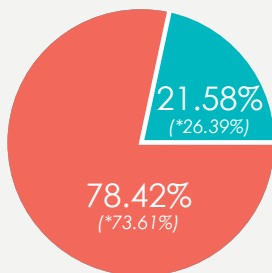
Median gender pay gap



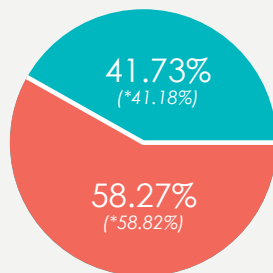
3.62%
(*2.52%)

in favour of male staff

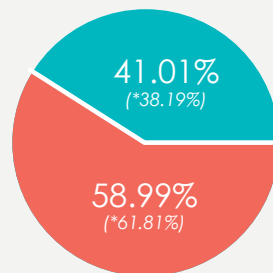
Total proportion of male and female staff in each salary quartile band (Q1 lowest paid, Q4 highest paid)



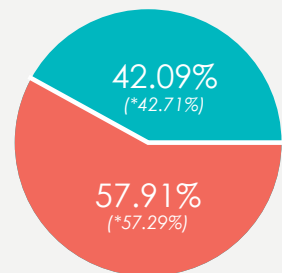
Quartile 1



Quartile 2



Quartile 3



Quartile 4

■ Male ■ Female

Gender Pay Gap: Officers and staff bonus pay (*2021 figures)

Bonus payments have been reviewed over a 12-month period to 31 March 2022 and show that:

- Bonus payments can be awarded between £50 and £500.
- In 2021/2022, 113 individuals were awarded bonus payments, of which 90 were male and 23 were female.

- Females received higher payments than males on average, as per the previous year, at £307.61 for males and £313.39 for females.
- The increase in numbers awarded a bonus was due to the G7 and Glasgow Climate Summit operations, where an Inspectors allowance of £500 was paid as a bonus amount.



7.89%
(*1.59%)

Male staff and officers received a bonus



1.98%
(*0.52%)

Female staff and officers received a bonus

Mean gender bonus gap



-1.88%
(*-107.27%)

in favour of male staff and officers

Median gender bonus gap



0.00%
(* -225.0%)

no difference for either male or female staff and officers

Gender Pay Gap: Office of the Police and Crime Commissioner

The Police and Crime Commissioner employs 26 members of staff in his office (the OPCC) and 66 employees in total.

This includes those working in shared services departments employed, and hosted, by the PCC - finance, facilities, legal, corporate communications & engagement and the service recovery team.

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 2022.

The 2022 figures show that the OPCC continues to directly employ more females than males; with one more female in this reporting period compared with the previous year. However, many females work in the lower three pay band quartiles, which would make any gender pay gap appear much wider than that of the Force and is not directly comparable.

OPCC Employee breakdown

	22		20	19
Male	16	16	17	15
Female	50	49	41	39

Case study 2:

Detective Chief Inspector Kerry Lawes



Kerry joined Wiltshire Police as a Special Constable in Salisbury in 1998 and two years later became a PC.

"I was the first female Special Constable in the Traffic Department (Roads Policing) at Salisbury. There was only one female PC at the time on the department. I felt very much in the minority. I was issued a skirt, handbag, and wooden truncheon!

I felt I had to work harder to prove myself, that I was just as tough as my male colleagues, always trying to be first at pub fights and akin to my male colleagues when it came to physical foot chases and scuffles that usually followed to arrest offenders.

I was lucky to always work with highly motivated teams, racing each other to get to jobs quickest and the highest arrest figures. We always had each other's backs through some terrible and some of the most rewarding jobs.

One of my favourite jobs was a commercial burglary at a garage. The suspect was still on the premises when we entered in complete darkness. A colleague and I crept in silence around the workshop, broken by a 'trigger happy TV' Nokia ringtone! A shine of our heavy spotlight towards the noise showed a surprised regular burglar with

a Nokia in his hand under the influence of drugs, who I think we blinded in the process!

I was promoted to Sergeant after five years, fairly early on back in those days. I began to widen my skillset and applied for promotion in 2019, to Professional Standards Department (PSD) Detective Inspector.

I thoroughly enjoyed my two and a half years there before a temporary promotion and then applied for the role of Chief Inspector. I manage the Criminal Justice Unit and Custody, with 140 staff under my two areas - a big jump from seven in PSD! Lots of opportunities for positive change, which I hope will help the frontline.

I joined the police to make a difference to victims and lock up the bad guys. Although I feel much more removed from this now, I like to think I can make a difference to our overall service delivery, and to my teams who do all the hard work. I hope my authenticity reflects my values, by listening, taking on board feedback and making necessary changes.

I am lucky to have had supportive Superintendents who have given me strong words at times about work/home life balance. Ultimately, we are only one to our family and can't be replaced; work will always continue.

My family has supported me to get where I am. Juggling a young family and promotion is difficult.

Wiltshire Police has changed so much for the better. I would love to see more women in senior leadership positions."

2022 highlights

Raise Your Voice

Our second Equality, Diversity & Inclusion internal conference attracted an audience of 125 and hundreds of views of the event recording.

Lively contributions from our five Staff Support Networks and talks on why cultural change is happening and attitudes towards the police are changing, as well as a masterclass on the historic disconnect between the police and the black community.

The aim was to give people from underrepresented groups the



opportunity to speak up and be heard and raise awareness of the support available from our staff networks.

Connect – growing stronger together



Our Staff Support Network supports, promotes and empowers women in Wiltshire Police.

In the last two years membership has doubled to 218 with more leadership, development and reverse mentoring opportunities.

The group launched a monthly Connections talks programme with guest speakers ranging from Wiltshire's first female Chief Constable Dame Elizabeth Neville to TV drama series Prime Suspect writer Jackie Malton.

The network has formed a new partnership with 1st Impressions, a Bath based not for profit organisation which



helps women get back into employment, through interview coaching and clothing. Employees are asked to donate high quality women's clothing and are encouraged to refer women in their communities who may need a helping hand to find work.

Inclusive Companies - improved ranking

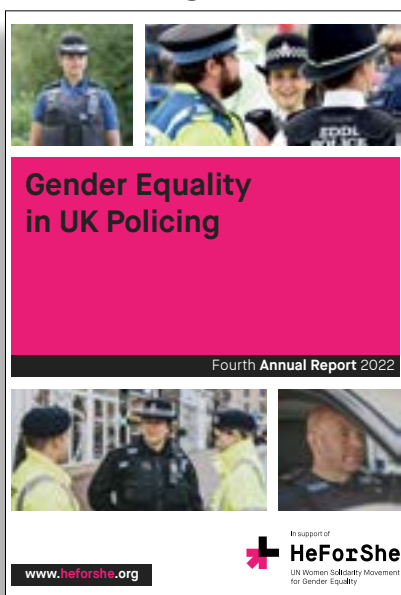
Our work to become a more diverse and inclusive employer received a boost in December 2022 with our position in the **2022 Inclusive Top 50 UK Employers Index** climbing 14 places in the rankings, from 36 to 22 and the second highest police force on the list.

The Index is a definitive list of UK based organisations which promote inclusion across all protected characteristics – an independent panel looks for evidence of inclusive practices on age, culture, disability, ethnicity, gender, sexual orientation and religion.



The report noted good practice with inclusion training delivered to all frontline officers and staff and our work to increase female representation at senior level, with good success rates for women applying for promotion through the ranks.

HeForShe publishes its fourth report on gender equality



We are making progress towards gender equality, according to a new Gender Equality in UK Policing report.

Every police force in the UK has

signed up to the United Nations gender equality campaign, HeForShe, with a pledge to improve gender imbalances at senior levels in policing and to continue to combat domestic and sexual abuse in society.

In the year to March 2022, we saw a 50% increase in the number of female officers in senior roles in Wiltshire, compared to the previous year.

Specific campaigns to encourage female officers to specialise in traditionally male dominated roles, like firearms and roads policing, are

also highlighted in the report as good practice.

The report highlights the steps all UK police forces have started to take to meet three key commitments agreed with the UN in July 2022:

- To address the gender imbalance in middle management teams, particularly the ranks of Sergeant and Inspector
- Address and remove sexism and misogyny, where it exists, in police culture
- Support the annual reporting of gender equality information.

You can read the fourth Annual Report published in December 2022 here: www.wiltshire.police.uk/SysSiteAssets/media/downloads/wiltshire/gender-pay-gap/86176-heforshe-annual-report-22.pdf

Gender Equality in UK Policing - Wiltshire Police summary (March 2022)

	% change in number of female officers overall	% change in the number of female officers in senior leadership roles
2022	5.21%	50%
2021	13.02%	0%
2020	4.29%	33.33%

Case study 3:

Detective Chief Inspector Lucy Thorne



“You can always come up with a reason it’s not the right time to achieve your goals. In my case I thought exactly that. I wanted a baby and felt my goals needed to be put on hold.

I was comfortable in different Sergeant roles and wanted to do my Inspectors exam, however I felt like the time wasn’t right. My partner and I had struggled for years to have a baby. I felt this needed to be my priority.

As much as my family will always be a priority, what I didn’t appreciate was the support I would have from the Force to have both as priorities; achieving my personal goals of becoming a mother and my career goals.

With support from my line manager and partner, I studied and passed my inspectors exam and promotion process while pregnant then having a newborn baby. The 3am feeds watching police pass videos and swapping the nursery rhymes for police audio books was hard, but it paid off!

I was posted to DI of the Child Abuse team. The team was brand new and for the first 12 months I was the only DI for the county responsible for our child abuse teams and taking the lead role for child death. As important as this role was, with a partner as serving police officer, I wanted to make sure I kept a good work life balance.

I submitted a flexible working pattern, including evening and weekend working. My Superintendent was supportive although did comment I was the only DI to not work Monday to Friday. I had great support from my peers and line manager, who still pick up work in my absence. This didn’t stop the guilt I had for having mid-weekdays off!

This work was incredibly challenging across all investigation hubs. I set my own goals of how much I allowed myself to let this impact on my home life. I didn’t let it. I reminded myself that the Force didn’t stop without me, if there was anything urgent, work had my mobile number. I limited the time I spent off duty checking emails and catching up on work.

Having a newborn, the child death role was something that as an intelligence analyst in the intelligence unit, having trained in Forensic Psychology, I always wanted to work in policing, so this was a brilliant starting point and great introduction to policing situations.

I’m now Head of Improvement and Change Not in Post. With the support considered for myself when I started out, but I’ve been lucky to have in my career been able to take up opportunities making a change of roles in Wiltshire Police and this has led me to this one, which I love.

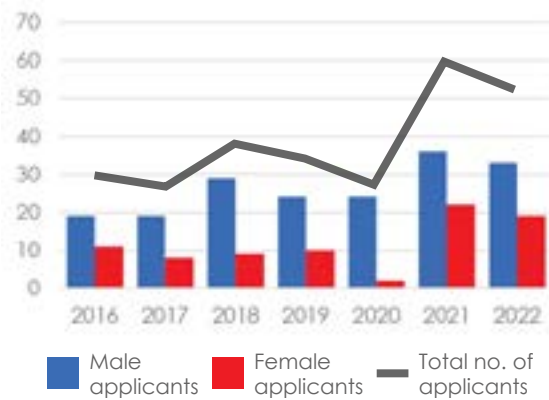
The differences and benefits police staff can bring to role (including

Promotion Support

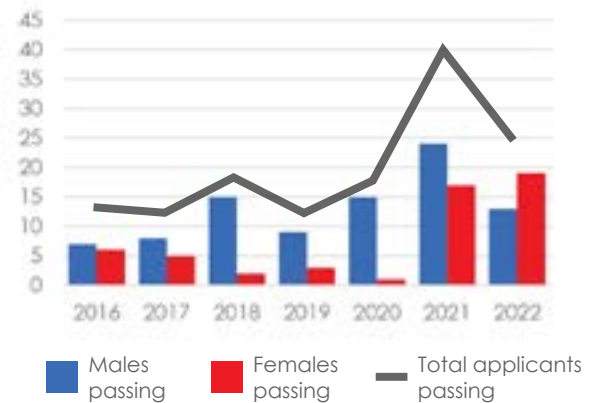
We actively encourage women to apply for promotion, to address the underrepresentation of females at senior ranks. Female officers are offered additional support through online awareness events and 1:1 coaching to build confidence and provide practical support throughout the promotion process.

- Our 2022 Chief Inspector recruitment process saw five out of six women promoted, recognised by the HeForShe campaign and noted in the latest Gender Equality in UK Policing Report
- The graphs opposite (top right) shows male and female Police Constable to Sergeant promotion trends at the examination stage showing more women stepping forward to take the exam; in 2022 there were 16 women and 24 men. In the subsequent assessment stage, eight females and 22 males applied, with seven females (88%) passing and 10 males (45%)
- At Inspector level and above we are seeing a steady increase in the number of female officers, up five from 14 to 19 between 2021 and 2022. More recently, we saw a 78% success rate for female Sergeants gaining promotion to Inspector in March 2023, a pivotal role requiring significant leadership challenges and responsibilities.

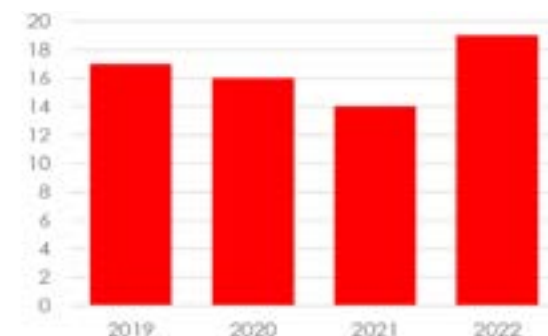
Applicants taking exam (step 2)
PC - Sgt



Applicants passing the Sergeant exam
PC - Sgt



Female (Gender) - Insp and above



Case study 4:

Detective Superintendent Chris Feerick



Chris joined Wiltshire Police as a Police Constable in 1999 with a degree in Politics. She is now Detective Superintendent and Head of PPD.

"I became a mum after being in

uniform three years and joined CID when my son was two. My other half at the time was working with the army away quite a bit. I was a full-time mum, working on a career, with none of the support at home others might get.

But as my dad always said to us: just because you are girls it doesn't mean you can't do anything. I think that's what's always fuelled the fire in my belly.

After CID I became staff officer to Brian Moore. He was national lead for domestic abuse, so I started working on what are now Domestic Violence Protection Orders. I worked in ED&I, then became hate crime Sergeant, then moved to the local crime team, before moving to PPD, where I have been more or less ever since.

I worked my way up to DI in 2017 and lead for child abuse, and Chief Inspector in April 2021 as deputy director of Intel. After 16 months I got moved back into PPD, and in August 2022 became Superintendent.

I have had a varied and rewarding career, which I have hugely enjoyed. But that doesn't mean it hasn't been without its challenges.

When I was pregnant, I remember being put in the front office at Devizes Borough for eight months to answer telephones. It was as if becoming pregnant had suddenly made me unable to be a police officer.

In Kennet CID, although I was the youngest, I passed my sergeant's exam at the same time as two of my male colleagues, so expected to be treated the same. But they were always given the opportunities. When I challenged this, the answer was often a shrug of the shoulders. It was only when the other two men were not around, I got given the acting-up jobs.

In 2009 I got injured on duty quite badly, and I had 15 months off after spinal surgery. That put my career back a bit, especially when I got told when I came back that there was probably not a lot I could do jobwise. I felt I was put out to grass which probably put my career on hold for about 3-4 years.

I have a funny feeling if I'd been a bloke, they probably would have been able to find me something.

I would say to any young woman thinking about policing that things have changed massively since then. The organisation has come a long way in tackling misogyny, for example. But society still views female police officers differently to men. There's a belief that women can't handle the rough and tumble of being a police officer, which is just not true – I can vouch for that!

Being a woman in the police makes you a more interesting character. It gives you resilience, courage, a bit of grit, and more determined in life. I won't ever let anyone say I can't do something just because I'm a woman."



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