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<b>Title</b>	MPS Ethnicity Pay Gap Analysis - 2020
<b>Version</b>	
<b>Summary</b>	This is our fourth formal report examining how pay systems, people processes and management decisions impact on average pay across MPS officers and staff of different ethnicities. The insight provided in this report is valuable and will be used to inform future pay and HR processes.
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## METROPOLITAN POLICE SERVICE: ETHNICITY PAY GAP ANALYSIS 2020

### EXECUTIVE SUMMARY

1. This is our fourth formal report examining how pay systems, people processes and management decisions impact on average pay across MPS officers and staff of different ethnicities. The insight provided in this report is valuable and will be used to inform future pay and HR processes.
2. For the third year in a row, the MPS has again seen a reduction in our ethnicity pay gap. The mean ethnicity pay gap has reduced from 8.78% to 7.81% whilst the median pay gap has gone from 14.87% to 13.76%.
3. The MPS has seen overall reductions in the mean ethnicity pay gaps for police officers (7.54% to 6.56%) and police staff (8.33% to 7.84%). BAME PCSOs employed in the MPS continue to earn more than their white counterparts (-0.86% mean ethnicity pay gap)
4. It is important to stress that police officer and police staff pay is determined in accordance with roles, with no reference to ethnicity. BAME and white officers and staff who undertake the same role, have the same length of service, and work the same hours, therefore receive the same pay. Nevertheless, when considering average pay across the workforce, differences are apparent.
5. This analysis highlights that many different factors impact on ethnicity related pay. These include:
  - **Time-served pay systems:** For both police officers and police staff, it can take a number of years to move from the bottom to the top of the pay scale. Movement is determined by time served – that is, colleagues progress to the next spine point after each year's service. Due to changes in the success of our recruitment processes in attracting a more diverse workforce over the last five years, a higher proportion of BAME colleagues are progressing up that pay scale. However, a higher proportion of white colleagues have longer service and so receive the higher pay awarded at the top of the pay scale. This results in a difference in average pay across the workforce as a whole. While this reflects the success of recent recruitment activities, the issue is exacerbated by the structure of our pay systems.
  - **Historical allowances.** Although withdrawn for new joiners, some allowances continue to impact on longer serving officers and staff. For example, white police officers are nearly 14 times more likely to receive the historic rent/housing allowance than their BAME counterparts, due to low levels of recruitment of BAME officers prior to 1994.
  - **Unsocial hours payments.** More white police officers work unsocial hours and thereby receive related additional pay. This additional remuneration inflates the apparent difference in pay between white and BAME officers in the MPS.
6. We remain determined to having a more representative workforce at every level of the organisation. We have achieved significant increases in the numbers of BAME police officers that we have recruited over the last five years, which has resulted in our overall BAME population increasing from 3,730 on 31 March 2015 to 4,963 as of 31 March 2020<sup>1</sup>.

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<sup>1</sup> The Ethnicity Pay Report contains information from a snapshot date of 31 March 2020. The report does not contain data on MPS members that were on a career break, who were paid statutory sick, maternity, paternity or parental leave pay or any records where incomplete data could be sourced from HR reporting and/or pay statements. This means that this report contains data on 38,984 MPS members out of a population of 44,711 (excludes Special Constables). A copy of the MPS' Workforce Data Report can be found via the following link: <https://www.met.police.uk/sd/stats-and-data/met/workforce-data-report/>

7. To support our work to recruit and retain more BAME officers and staff, and reduce the pay gap, we continue to implement a number of new initiatives. In summary, the main strands we will be focusing on are:
  - Recruitment. Creating outreach programmes in local communities to increase understanding of the role of a police officer and address barriers to joining. Positive action development within the recruitment process and newly designed selection processes which remove disproportionality.
  - Retention and progression. Improved career development schemes and greater investment in development leadership capability and specialist skills that enable individuals to progress successfully through the organisation.
8. The work outlined in our recent gender pay gap report will also have a positive impact in recruitment and progression specifically of more BAME women who currently represent over 6% of our workforce.
9. This analysis will be updated on an annual basis so that we can continue to track progress. Whilst average pay gaps in the MPS are lower than seen across the economy as a whole, we are far from complacent and we are committed to tackling the issues set out in this report.

**Clare Davies, OBE**  
**Director of Human Resources**

## ABOUT THE AUDIT

10. The Mayor's manifesto contained a commitment to publish an ethnicity pay gap for the Metropolitan Police Service (MPS) with a requirement that work is undertaken to narrow any gaps that emerge from the analysis.
11. The data in this document represents the ethnicity pay gap data for the MPS as at 31 March 2020<sup>2</sup> and includes all payments made to MPS officers and staff. This includes all remuneration including base pay, location allowance, shift premium, bonus pay and any other pay. The data has been broken down by both full-time and part-time staff and by the different occupational groups.

## ABOUT THE MPS - POLICE OFFICERS AND POLICE STAFF

12. The MPS consists of two distinct groups of employees for the purpose of this audit; police officers and police staff (the latter includes Police Support Community Officers (PCSOs)). Each group's employment has separate Terms and Conditions, outlined below. Pay progression for both officers and staff is through annual increments on the anniversary of appointment or promotion until the maximum for the rank or grade is reached. Any periods off pay (with the exception of maternity and parental leave) do not count towards incremental progression for either officers or staff.
  - **Police Officers.** Officers make up over 71% of the workforce. Their terms and conditions are set nationally by the Government based on recommendations from the Police Remuneration Review Body (PRRB) and are bound by Police Regulations. Salary ranges are determined in accordance with rank and length of service with no reference to gender, ethnicity or any other protected characteristics.
  - **Police Staff.** Police Staff consist of uniformed and non-uniformed support staff. Their terms and conditions are negotiated by the MPS in partnership with recognised trade unions.
    - **Police Community Support Officers (PCSO).** PCSOs are operational, uniformed police staff. They make up less than 3% of the Workforce. There is a single pay range for PCSOs; all staff will earn a salary between the minimum and maximum of the salary range. The salary range makes no reference to gender, ethnicity or any other protected characteristics.
    - **Police staff.** Police staff consist of uniformed (Designated Detention Officers and Communications Officers) and non-uniformed staff and make up over 21% of the workforce. Salary ranges are determined through an industry standard job evaluation scheme with no reference to gender, ethnicity or any other protected characteristics. Job evaluation is a systematic way of comparing different jobs in an organisation to establish their relative worth and position on pay scales. Length of service is a factor in pay due to incremental pay scales.

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Note: The remaining 4% of the workforce are Metropolitan Special Constables (MSCs) (volunteer police officers) who have not been included as they are not employees and there is no requirement to include them in the analysis.

## OVERALL STATISTICS

13. For the purpose of this report, there are 38,984 relevant employees. 6,990 are listed as BAME, that is, not White, British, White Irish, White other or Unknown. The 6,990 employees make up 18% of the total MPS workforce for the purpose of this report.

14. A total of 5,727<sup>3</sup> MPS workforce were not included in the calculations for this report for one of the following reasons:

- Those on Career Break as at 31 March 2020.
- Those paid any Statutory Sick Pay in the pay period that includes the snapshot date of 31 March 2020.
- Those paid any Statutory Maternity Pay in the pay period that includes the snapshot date.
- Those paid any Statutory Paternity Pay in the pay period that includes the snapshot date.
- Those paid any Shared Parental Pay in the pay period that includes the snapshot date.
- Records where only incomplete data can be sourced from HR reporting and/or pay statements.

**Table 1: Ethnicity in MPS dataset (Officers, Staff, PCSOs) - 31 March 2020**

Group	White	Asian	Black	Mixed	Other	Total
Male Police Officer	17,584	1,503	718	729	369	21,220
Female Police Officer	6,894	352	279	287	147	8,073
Male Police Staff	2,610	383	299	77	72	3,698
Female Police Staff	3,268	492	585	149	111	4,880
Male PCSO	370	147	131	27	37	727
Female PCSO	283	25	41	12	18	386
Total	31,009	2,902	2,053	1,281	754	37,999*

\*An additional 985 are listed as Unknown ethnicity.

## HOW WE HAVE CALCULATED THE DATA

15. In order to understand the ethnicity pay gap, the data has been broken down by various employee characteristics such as age, length of service, hours worked and various elements of pay. The report is divided into the two main occupational groups; Police Officers and Police Staff (the latter including PCSOs) and an in-depth analysis compares the two categories as well as key employee characteristics within each group. The ethnicity pay gap has been calculated using the mean and median as follows:

<sup>3</sup>

The Ethnicity Pay Report contains information from a snapshot date of 31 March 2020. The report does not contain data on MPS members that were on a career break, who were paid statutory sick, maternity, paternity or parental leave pay or any records where incomplete data could be sourced from HR reporting and/or pay statements. This means that this report contains data on 38,984 MPS members out of a population of 44,711 (excludes Special Constables). A copy of the MPS' Workforce Data Report can be found via the following link: <https://www.met.police.uk/sd/stats-and-data/met/workforce-data-report/>

- The **Mean** is the difference between the average gross hourly earnings of white and BAME expressed as a percentage of the average gross hourly earnings of white employees.
- The **Median** is the value separating the higher half of data from the lower half. In simple terms, it may be thought of as the 'middle' value of the data set. The basic advantage of the median in describing data compared to the mean is that it is not skewed so much by extremely large or small values, and so it may give a more 'typical' value.

16. A key indicator for the ethnicity pay gap is the composition of the workforce by separate pay quartiles. To create the quartiles, the pay data is arranged in ascending order from the lowest to the highest salary and the data divided into four equal groups; Lower Quartile, Lower Middle Quartile, Upper Middle Quartile, Upper Quartile.

### **ASSESSMENT APPROACH TO ETHNICITY PAY GAP ANALYSIS**

17. This report has used Human Resource (HR) and payroll data to better understand and contextualise the ethnicity pay gap so that we can accurately design tailor-made recommendations to address, reduce and ultimately eliminate the ethnicity pay gap.

18. In addition, the MPS has applied a methodology whereby the ethnicity pay gaps are undertaken in terms of gender, where comparisons are made between BAME men with White British men, and BAME women with White British women.

19. Throughout this report, the ethnicity pay gap analysis will first compare the two groups White vs BAME. Where appropriate we will then look at White Male vs BAME Male, followed by White Female vs BAME Female. Gender difference within ethnicity comparison is important as imbalance can be larger within certain BAME groups but contribute to the ethnicity pay gap as a whole. Gender distinction will also be explained when the ethnic groups are broken down further.

### **MPS MEASURES TO REDUCE ETHNICITY PAY GAPS**

#### **Police Officers**

20. The MPS is strongly committed to addressing any factors that impact negatively on pay equality. It is clear that a pay framework that rewards length of service and protects historic allowances will have a negative impact on average pay, even though BAME and white officers in identical roles and with the same workforce history will receive the same pay.

21. However, there are differences in the make-up of the MPS's workforce, with a lower proportion of BAME officers and staff in higher ranks and grades. Recruiting and retaining a more diverse workforce coupled with the eventual demise of grandfather rights to historic allowances should reduce this disparity although it is likely to take many years.

22. The MPS will continue to press the case to the Police Remuneration Review Body (PRRB) that Police Regulations are far too prescriptive on matters of pay and conditions and out of step with modern employment practices. We have challenged that in order to compete in today's market and, to cope with the financial pressures we now face, chief officers require flexibility and the normal discretions that are available to chief executives in almost all other employments, whether private or public sector.

23. The MPS will continue to introduce a number of new initiatives to attract and retain more BAME officers and staff, and ensure they progress through the organisation. These should have a positive impact on closing the pay gap albeit higher levels of BAME recruits at junior levels of the organisation will initially have a negative impact, as they will initially sit at the lower pay points. We will focus on the following strands.
- Recruitment. Creating outreach programmes in local communities to increase understanding of the role of a police officer and address barriers to joining. Positive action development within the recruitment process and newly designed selection processes which remove disproportionality.
  - Recruitment. Detective Constable Pathway. In a first for UK policing, individuals will now have the opportunity to join the MPS as a trainee Detective Constable, working in investigative policing immediately after initial training. This dedicated career pathway aims to attract talented applicants from a range of backgrounds who can bring diversity, skills, knowledge and a wide variety of experience to the organisation.
  - Recruitment. Part time recruitment pathway. One of the most significant barriers to joining the MPS for women is a perceived lack of flexibility. The aim of this new recruitment pathway was to see whether changing of employment offer to include the opportunity to join and train on a part time basis encourages more women to apply to join the MPS. Since advertising the new pathway in June 2019, the campaign has received 624 applications to date with 47% BAME representation.
  - Retention and progression. Improved career development schemes and greater investment in development leadership capability and specialist skills that enable individuals to progress successfully through the organisation.

### **Police Staff**

24. As with police officers, a pay framework with incremental progression based on time served and allowances that are predicated on base pay and hours work is contributing to the ethnicity pay gap.
25. Police staff pay is not affected in the same way as police officers by historic allowances albeit service related pay does have an impact on pay. However, length of service is linked to pay progression and the size of promotion candidate pools. In recognition of this, on 1 August 2018, the MPS removed the first incremental pay point on all bands that had three or more incremental pay points.
26. Recent improvements in recruiting a more diverse workforce will take time to work through the organisation but will help to reduce the ethnicity pay gap. We will continue to monitor this to ensure that the expected positive impact is demonstrated.
27. Representation of BAME police staff in management roles needs to improve. The current police officer Career Development Service was extended to police staff in 2019 and a greater understanding being gained through market research into the barriers to recruitment into leadership roles, particularly the most senior ones.
28. The MPS is strongly committed to addressing any factors that impact negatively on pay equality. It is clear that a pay framework that rewards length of service and protects historic allowances

will have a negative impact on average pay, even though male and female staff in identical roles and with the same workforce history will receive the same pay.

29. The list below details some of the diversity and inclusion activity that the MPS is currently focused on:

✓ **Strategy & Governance**

30. All Diversity & Inclusion activity has been aligned under one strategy via the Strategy for Diversity, Inclusion and Equality Board. A quarterly board to drive strategy is chaired by the Commissioner.

✓ **Met Direction**

31. This strategy sets out the MPS's long-term operational priorities, as well as the key areas we need to focus on internally in order to support them. The strategy is reflected in the MPS Performance Framework and Annual Business Plan.

32. As an organisation, we want to continue to develop our internal capabilities. One of our four enabling priorities is "care for each other, work as a team, and be an attractive place to work", furthermore we are seeking to "champion difference and diversity of thought to create an environment where we all thrive".

33. Our priorities and approach to support the strategy are:

**Leading progress on diversity and inclusion.**

34. Championing difference and diversity of thought by developing a workforce, which reflects modern London and serves it passionately and compassionately. To do this, the MPS will:

- Continue to pilot new police recruitment processes.
- Build a diverse workforce in tune with London, including people from BAME communities, women and the LGBT community; the aspiration is to have a workforce that is 50% female and 40% BAME.
- Improve external perception of the MPS as an employer of choice in London and the UK.
- Ensure that the MPS values diversity of thought and that people feel their opinion matters.
- Actively champion career development so that we achieve, and then maintain, proportionate promotion across all rank for BAME and female officers and staff.
- Ensure that all leaders and managers receive the training they need to be effective at leading inclusive teams.
- Review our Clothing and Appearance policy to make it more inclusive and bring it in line with the present.
- Work to increase fairness at work and reduce employment tribunal cases.

**Improving health, safety and wellbeing**

35. Taking a proactive and preventative approach to workforce wellbeing, as well as intervening at the earliest opportunity to help protect our people and increase levels of engagement and productivity. To do this, the MPS will:

- Put in place our wellbeing strategy and ensure its core aspects are understood and implemented



- Deliver the new health & wellbeing services in response to staff feedback.
- Change our Attendance management policies to deal positively with mental health issues.
- Continue to support the introduction of disability passports and reasonable adjustment services. Passports are voluntary, individually owned documents shared with the line manager, which detail conditions and adjustment requirements to facilitate conversations between the individual and their line manager.
- Ensure equipment including PPE and uniform is appropriately selected to maintain safety and performance.
- Implement eSafety health and safety software tool fully and maximise use by all officers/staff so as to provide greater insight to reduce the risk of future injuries.
- Achieve a self-sustaining level 3 compliant culture in terms of H&S maturity.

### **Getting the best from all of our people**

36. Ensuring we have a workforce which is well-led, well-equipped and well-supported; where all of us have clarity on our role and are empowered to make decisions, whilst being accountable for our actions. To do this, the MPS will:

- Improve working environments.
- Create a more modern and flexible working with good support from helpdesks to resolve practical issues with technology, fleet and people.
- Improve leadership capability by embedding the Leading for London approach in our leadership strategy.
- Foster an agile working outcome-based approach providing greater flexibility, which benefits staff and officers.

#### **✓ Employee Engagement**

37. An MPS Staff Survey is completed every year with results analysed (protected characteristics analysed individually) and commitments made as a result of feedback from the survey. The Staff Survey includes questions regarding 'My Contribution to the Met', 'Supporting Great Work', 'Development and Growth', 'Reward', 'Direction and Leadership', 'Overall Reflections', 'Next Steps'.

38. The MPS considers workforce engagement critical to our success, and we know individuals who are more engaged, have lower sickness, carrying out more stops and arrests. We believe the way our people feel about the MPS, the service it provides and the people they work with is key to successfully building trust with the public itself. Which is why improving workforce engagement year on year is critical for us to become the most trusted police service in the world.

39. HR report on the high-level results and themes to Management Board and People and Training Board. Management Board make a number of commitments based on themes coming out of the survey, and progress is reported throughout the year.

#### **✓ Working with Partners**

40. Twenty-eight Staff Support Associations are in existence within the MPS. We will continue to work with our Staff Support Associations and ensure there is good awareness of careers across all London communities; we will supplement this where practicable with additional professional recruitment advertising.

41. Four corporate Independent Advisory Groups – Youth, Race, Disability, LGBT – are in place and meet regularly.

42. Representatives from Independent Advisory Groups and Staff Support Associations provide advice, highlighting community concerns and feedback, to the MPS in the event of significant incident or event such as Brexit or Covid-19.

✓ **Recruitment**

43. The MPS has introduced new ways of joining the MPS as a police officer, including Direct Entry recruitment, Detective Constable and part time pathways. In addition, the MPS has created outreach programmes in local communities to increase understanding of the role of a police officer and address barriers to joining. This includes positive action development within the recruitment process and newly designed selection processes which help to remove disproportionality. Independent analysis has been commissioned to investigate the causes of disproportionality in yield, and identify trends.

✓ **Retention and Progression.**

44. The MPS has introduced improved career development schemes and greater investment in leadership capability and specialist skills that enable individuals to progress successfully through the organisation. Fast-track processes have been implemented for Constable to Inspector and Inspector to Superintendent. The former attracted a diverse pool of candidates (31% female, 25% BAME) in its latest campaign.

45. A Career Development Service (CDS) was introduced in 2017, which includes mentoring, coaching, career planning and access to training to support both progression into leadership and specialist roles. Over 5,400 officers and staff now use the service, with a representative audience of 33.3% BAME.

46. The MPS has introduced a pregnancy and maternity project to help improve the experience of pregnant employees and new parents; understanding their lived experience and its impact upon engagement, progression, inclusion, retention and organisational risk. This project focuses on pregnancy and maternity, and forms part of an inclusive change programme for process, policy and service delivery across adoption, paternity, shared parental leave, fertility and surrogacy.

47. The flexible Basic Command Unit (BCU) project seeks to explore, design and ultimately pilot new flexible ways of working for all staff. Part of this project is to review our employment framework and see if there are ways we can remove the barriers and constraints that impede flexible working.

48. Recognising the increased number of women in the MPS, it is important that procedures are in place that support and encourage their return to work after having a baby. The MPS has introduced a Women's Returners Programme, which focuses on women who are on extended career break to return to work, implemented the met baby programme as part of the wider Parental Support programme and is running pilots for job-sharing and flexible rostering.

## **ANALYSIS OF THE REPORT DATA**

### **SUMMARY FINDINGS**

49. The MPS publishes a significant amount of workforce data that is available through the Mayor's Office for Policing and Crime (MOPAC) dashboard. The supporting data is captured in the tables below this summary and in the Annex.

50. The MPS' ethnicity pay gap analysis overall shows the following information:

#### Police Officers

51. BAME police officers employed by the MPS receive on average £1.44 less per hour than their white counterparts. This equates to a mean pay gap of 6.56%.

52. By using median as a measure, BAME police officers employed by the MPS receive on average £0.06 less per hour than their white counterparts. This equates to a median pay gap of 0.26%.

#### Police Staff

53. BAME police staff employed by the MPS receive on average £1.67 less per hour than their white counterparts. This equates to a mean pay gap of 7.84%.

54. By using median as a measure, BAME police staff employed by the MPS receive on average £0.66 less per hour than their white counterparts. This equates to a median pay gap of 3.5%.

#### PCSOs

55. BAME PCSOs employed by the MPS receive on average £0.15 more per hour than their white counterparts. This equates to a mean pay gap of **-0.86%**.

56. By using median as a measure, BAME PCSOs employed by the MPS receive on average £0.00 more per hour than their white counterparts. This equates to a median pay gap of **0%**.

#### POLICE OFFICERS – SUPPORTING DATA

57. This section of the report shows the data supporting the analysis of how ethnicity affects Police Officer pay. Of the 28,862<sup>4</sup> police officers considered in this report, 4,384 are listed as BAME and 24,478 are listed as white. The ethnicity of a further 431 police officers is Unknown and is not considered in this report.

58. The 4,384 BAME Police Officers make up just under 15% of the total police officer population.

#### Data Tables

**Table 2: Overall Ethnicity Pay Gap for all MPS police officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£22.00	£22.56
BAME	£20.55	£22.50

<sup>4</sup> The Ethnicity Pay Report contains information from a snapshot date of 31 March 2020. The report does not contain data on MPS staff that were on a career break, who were paid statutory sick, maternity, paternity or parental leave pay or any records where incomplete data could be sourced from HR reporting and/or pay statements. This means that this report contains data on 38,984 MPS staff out of a population of 44,711 (excludes Special Constables). A copy of the MPS' Workforce Data Report can be found via the following link: <https://www.met.police.uk/sd/stats-and-data/met/workforce-data-report/>

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
Pay Gap	£1.44	£0.06
Difference	<b>6.56%</b>	<b>0.26%</b>

**Table 3: Overall Ethnicity Pay Gap for all MPS police officers as an aggregate figure (combination of information for full and part time staff) 2019 vs 2020**

	Mean Hourly Pay Rate (2019)	Mean Hourly Pay Rate (2020)	Median Hourly Pay Rate (2019)	Median Hourly Pay Rate (2020)
White	£21.82	£22.00	£22.08	£22.56
BAME	£20.18	£20.55	£21.61	£22.50
Pay Gap	£1.64	£1.44	£0.47	£0.06
Difference	<b>7.54%</b>	<b>7.54%</b>	<b>5.24%</b>	<b>2.11%</b>

**Table 4: Overall Ethnicity Pay Gap for all MPS male police officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White Male	£22.25	£22.64
BAME Male	£20.65	£21.50
Pay Gap	£1.60	£0.13
Difference	<b>7.21%</b>	<b>0.59%</b>

**Table 5: Overall Ethnicity Pay Gap for all MPS female Police Officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White Female	£21.34	£22.50
BAME Female	£20.25	£21.41
Pay Gap	£1.08	£1.10
Difference	<b>5.08%</b>	<b>4.87%</b>

**Table 6: Overall Ethnicity Pay Gap for all MPS Asian Police Officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£22.00	£22.56
Asian	£20.60	£22.50
Pay Gap	£1.60	£0.06
Difference	<b>6.35%</b>	<b>0.25%</b>

**Table 7: Overall Ethnicity Pay Gap for all MPS Black Police Officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£22.00	£22.56

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
Black	£20.64	£22.50
Pay Gap	£1.36	£0.06
Difference	<b>6.17%</b>	<b>0.25%</b>

**Table 8: Overall Ethnicity Pay Gap for all MPS Mixed Police Officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£22.00	£22.56
Mixed	£20.36	£21.14
Pay Gap	£1.64	£1.42
Difference	<b>7.44%</b>	<b>6.28%</b>

**Table 9: Overall Ethnicity Pay Gap for all MPS Other Police Officers as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£22.00	£22.56
Other	£20.61	£22.50
Pay Gap	£1.39	£0.06
Difference	<b>6.31%</b>	<b>0.25%</b>

59. Breaking down the ethnicity pay gap by men and women separately means that gaps can be seen without gender acting as a variable. The gap is smaller between women but this gap exists on top of an overall MPS gender pay gap of 6.11% (mean) and 10.64% (median). It should be noted that the gender pay gap for police officers is somewhat smaller than the overall MPS figures at 3.76% (mean) and 0.39% (median).

**Table 10: Overall Ethnicity Pay Gap for all MPS police officers as an aggregate figure by rank (combination of information for full and part time staff)**

Job Level	White	BAME	Mean	Median
Superintendent (Detective and Uniformed)	160	9	0.67%	<b>-1.26%</b>
Chief Inspector (Detective and Uniformed)	276	24	2.54%	1.90%
Inspector (Detective and Uniformed)	993	96	1.70%	1.66%
Sergeant (Detective and Uniformed)	3,691	409	1.20%	0.16%
Constable (Detective and Uniformed)	19,300	3,839	4.10%	9.92%

**Table 11: Overall Ethnicity Pay Gap for all male MPS police officers as an aggregate figure by rank (combination of information for full and part time staff)**

Job Level	White	BAME	Mean	Median
Superintendent (Detective and Uniformed)	124	7	0.33%	<b>-3.15%</b>
Chief Inspector (Detective and Uniformed)	209	18	2.08%	2.20%
Inspector (Detective and Uniformed)	775	72	1.45%	1.54%
Sergeant (Detective and Uniformed)	2,929	330	1.37%	0.30%
Constable (Detective and Uniformed)	13,504	2,885	4.56%	9.58%

**Table 12: Overall Ethnicity Pay Gap for all female MPS police officers as an aggregate figure by rank (combination of information for full and part time staff)**

Job Level	White	BAME	Mean	Median
Superintendent (Detective and Uniformed)	36	2	1.88%	5.32%
Chief Inspector (Detective and Uniformed)	67	6	3.90%	2.48%
Inspector (Detective and Uniformed)	218	24	2.28%	3.33%
Sergeant (Detective and Uniformed)	762	79	0.54%	0.03%
Constable (Detective and Uniformed)	5,796	954	3.15%	10.69%

### Salary Band Data

60. Table 13 provides the distribution of salaries across white and BAME police officers in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

**Table 13: £10,000 Salary Bands for police officers**

Salary Interval	White	BAME
less than £10,000	0	0
£10,001 to £20,000	0	0
£20,001 to £30,000	153	32
£30,001 to £40,000	5,524	1,599
£40,001 to £50,000	13,676	2,224
£50,001 to £60,000	3,515	387
£60,001 to £70,000	1,207	114
£70,001 to £80,000	201	13
£80,001 to £90,000	106	6
£90,001 to £100,000	62	8
£100,000 and over	34	1

### ANALYSIS OF DATA FOR POLICE OFFICERS

61. The MPS has analysed the ethnicity pay gap for police officers to understand the root causes of the gap.

### Bonus Pay

62. The MPS pays a number of bonus payments (to Federated ranks only). For those who have excelled in the performance of their duty, a bonus, normally to a maximum of £500 is awarded. Lump sum payments are issued for retention initiatives.

**Table 14: Bonus Pay for MPS police officers**

	<b>Mean Bonus Payment (All)</b>	<b>Median Bonus Payment (All)</b>
White	£273.75	£250
BAME	£261.60	£200
Pay Gap	£12.15	£50
<b>Difference</b>	<b>4.44%</b>	<b>20%</b>

### Quartiles

63. As outlined in Paragraph 16, our pay data has been arranged in ascending order from the lowest to the highest pay and the data divided into four equal quartiles.
64. The proportion of BAME Police Officers is lowest in the upper quartile. This lack of representation in the high earning group contributes notably to the overall ethnicity pay gap.
65. There is a higher concentration of BAME officers in the lower and middle quartiles. This is because over 96% (4,248) of BAME police officers working in the MPS are at Constable or Sergeant rank. Looking at the pay gap by quartile distribution for police officers shows that there is a relatively small mean and median pay gap.

**Table 15: Quartiles for MPS police officers**

	<b>White (Total number of White staff)</b>	<b>BAME (Total number of BAME staff)</b>
Lower Quartile	5,603 (78%)	1,613 (22%)
Lower Middle Quartile	6,164 (85%)	1,051 (15%)
Upper Middle Quartile	6,195 (86%)	1,021 (14%)
Upper Quartile	6,516 (90%)	699 (10%)

**Table 16: Pay Gap Quartiles for MPS police officers**

	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>
Lower Quartile	-1.13%	-1.31%
Lower Middle Quartile	0.38%	0.51%
Upper Middle Quartile	0.15%	0.24%
Upper Quartile	1.99%	0.45%

66. The (slightly) higher mean pay gap in the Upper quartile is a result of historic recruitment activity, which has led to a higher concentration of BAME officers in the lower quartiles.

67. The (slightly) higher pay gap in the lower quartile is due to the constable rank having the longest pay scale, progressed via annual increments and BAME officers having a lower average length of service in comparison to white officers at the Constable rank.

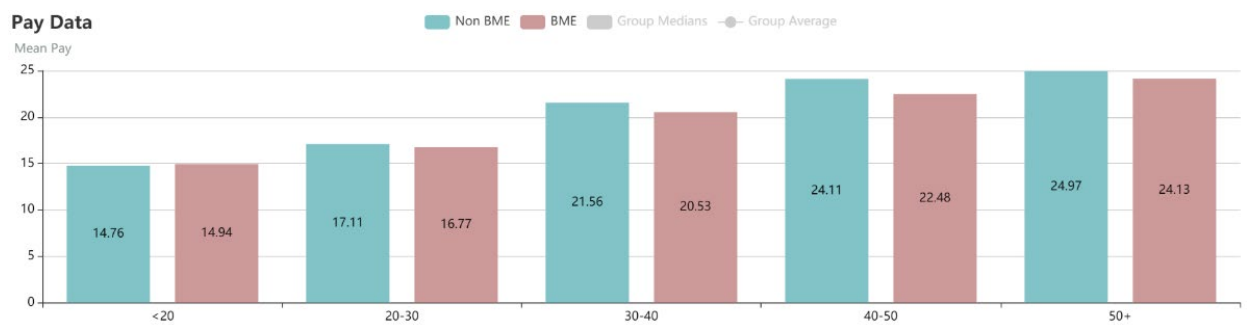
### Age

68. The average age for white officers in the MPS is 38.56 years and for BAME officers 37.09 years. The report shows that the highest (mean) ethnicity pay gap appears amongst officers aged between 40 – 50 years. This is linked due to the small number of high earners in this age group.

**Table 17: Age Profile for MPS Police Officers**

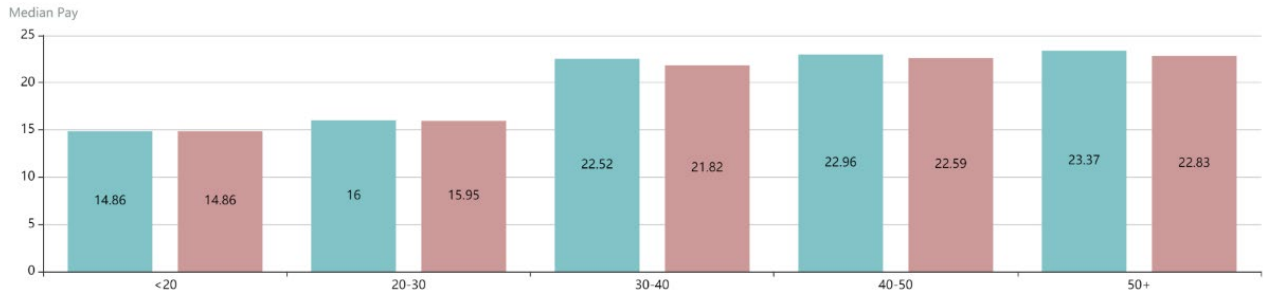
Age Profile	Number of White Officers	Number of BAME officers	Mean Ethnicity Pay Gap	Median Ethnicity Pay Gap
Less than 20 years	71 (79%)	19 (21%)	-1.24%	0.00%
20 - 30 years	4,846 (82%)	1,039 (8%)	1.96%	0.28%
30 - 40 years	7,820 (83%)	1,640 (17%)	4.79%	3.07%
40 - 50 years	8,526 (88%)	1,180 (12%)	6.79%	1.59%
50 + years	3,215 (86%)	506 (14%)	3.38%	2.32%

**Table 18: Mean Ethnicity Pay Gap for Police Officers by Age**

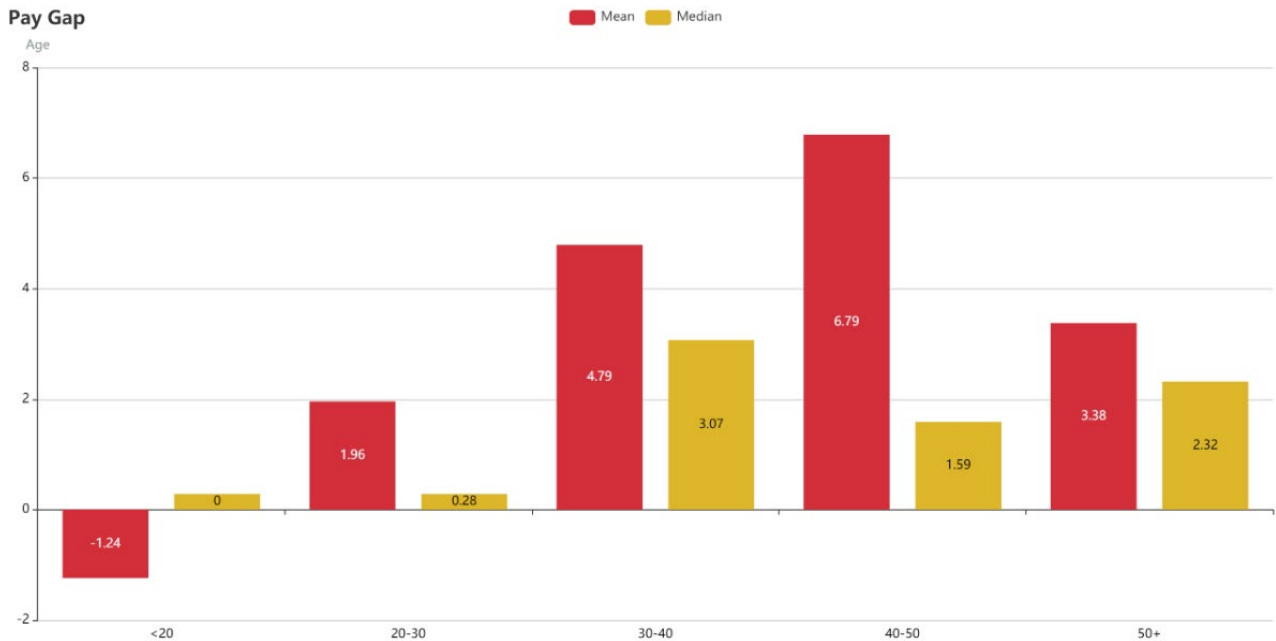




**Table 19: Median Ethnicity Pay Gap for Police Officers by Age**



**Table 20: Ethnicity Pay Gap by Age for MPS Police Officers by overall percentage**



**Length of Service**

69. On average BAME officers earn less. This is because a higher proportion of BAME officers are currently on lower pay points in each scale due to having less length of service than their white colleagues. The average length of service for white officers is 11.70 years, whereas for BAME officers it is 8.81 years.

70. This information has a significant impact on the ethnicity pay gap, with over 58% of white male police constables having completed sufficient service to reach the top of their pay rank compared to under 44% of BAME officers. The difference in pay for a Constable with 7 years' service compared to a new probationer is over £15k.

71. The salary range for Constables appointed to the MPS after 1 April 2013 is shown in the table below.

**Table 21: Police Constables Pay Scales – Appointed after 1 April 2013**

Pay Point	Salary (from 1 September 2019)	Notes
1	£24,177	On completion of initial training, officers who entered at pay point 0 will move to pay point 1.
2	£25,269	All members will move to pay point 2 after 12 months at pay point 1.
3	£26,370	
4	£27,471	
5	£29,670	
6	£34,098	
7	£40,128	

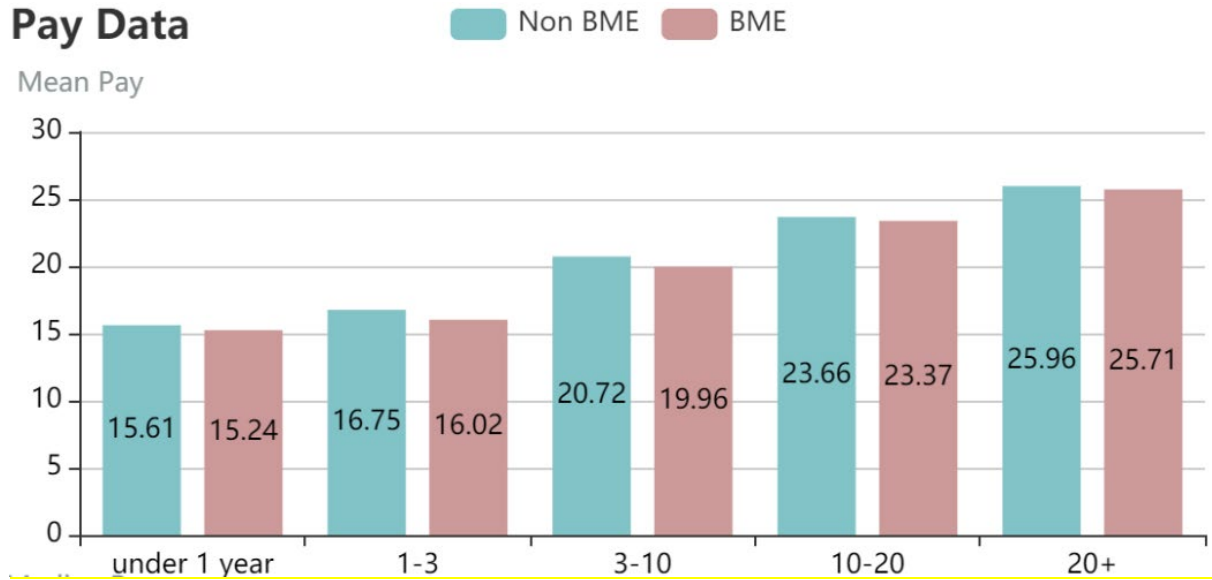
**Table 22: Length of Service Profile for MPS Police Officers**

Age Profile	Number of White Officers	Number of BAME officers	Mean Ethnicity Pay Gap	Median Ethnicity Pay Gap
Less than 1 year	2,554 (83%)	521 (17%)	2.37%	-0.04%
1 – 3 Years	1,749 (77%)	529 (23%)	4.37%	0.31%
3 - 10 years	6,102 (81%)	1,454 (19%)	3.67%	2.14%
10 – 20 years	9,803 (86%)	1,569 (14%)	1.21%	0.34%
20 + years	4,270 (93%)	311 (7%)	0.98%	2.37%

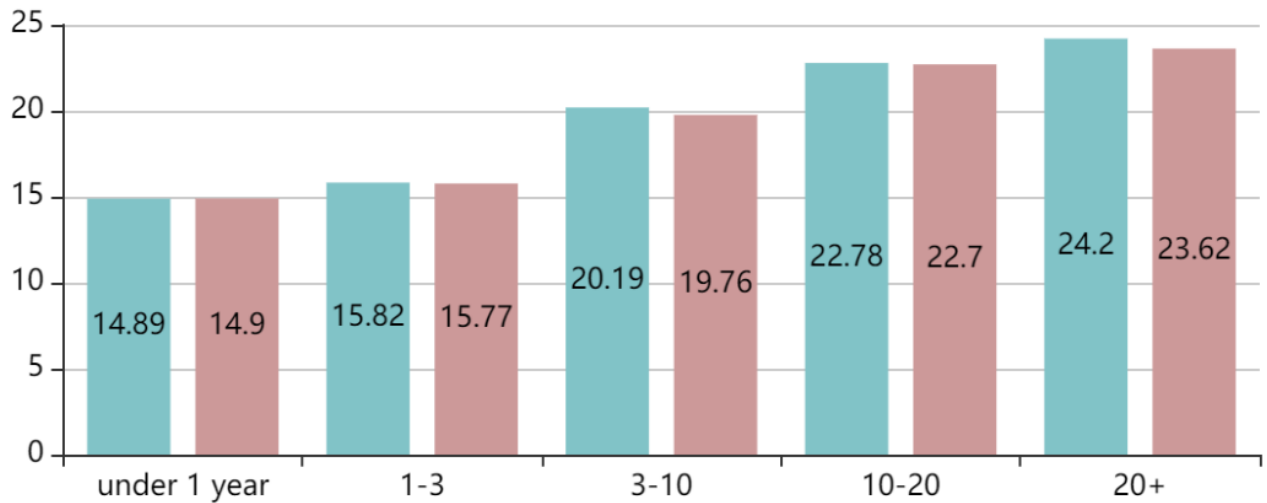
72. The report shows that based on length of service, the BAME population is best represented in the 1 – 3 years category, with an overall population of 23%. The data also shows that the mean gender pay is at its highest level in this category (4.37%) albeit with a low median ethnicity pay gap (0.31%).

73. Despite the BAME population being less well represented amongst police officers with 10 – 20 years and 20 + years (14% and 7% respectfully), the mean ethnicity pay gap reduces significantly (1.21% and 0.98%) as length of service no longer has an impact on pay once officers reach the top of their pay scale.

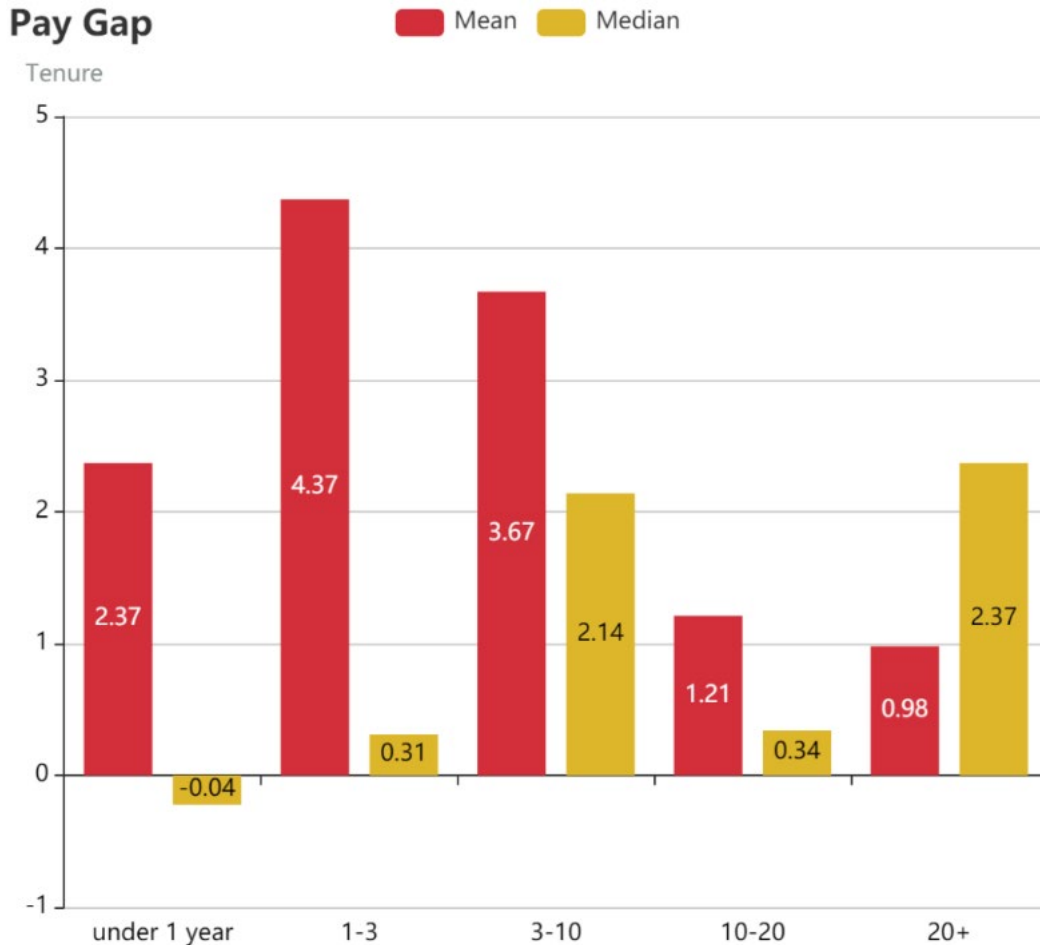
**Table 23: Mean Ethnicity Pay Gap by Length of Service for MPS Police Officers by hourly rate of pay**



**Table 24: Median Ethnicity Pay Gap by Length of Service for MPS Police Officers by hourly rate of pay**



**Table 25: Ethnicity Pay Gap by Length of Service for MPS Police Officers by overall percentage**



**Recruitment**

74. Table 26 below shows that in the 10-year period from 31 March 2011 to 31 March 2020, the MPS has recruited an additional 1,740 BAME police officers.

75. Although our recruitment strategy is achieving an increase in diversity, the statistics show the MPS ethnicity pay gap is impacted by BAME police officers having significantly less service than their white counterparts and therefore earning less per hour – due both to the impact of the 7-year constable pay scale and that length of service which is likely to adversely influence progression through the formal police rank structure.

**Table 26: MPS Police Officer recruitment from 1 April 2010 – 31 March 2019**

	Total	Female	BaME
31/03/11	32,370	7,596	3,091
31/03/12	32,092	7,743	3,232
31/03/13	30,235	7,419	3,163
31/03/14	30,712	7,701	3,369
31/03/15	31,944	8,163	3,730
31/03/16	31,720	8,179	3,955
31/03/17	31,049	8,118	4,141
31/03/18	29,924	7,911	4,186
31/03/19	29,978	8,000	4,415
31/03/20	31,745	8,746	4,831

76. Table 27 provides further evidence to support the progress the MPS have had in attracting BAME officers into the organisation. The percentage of BAME recruits (including transferees from other forces) has risen from 15.86% to 17.39% in 10 years.

**Table 27: Police Officer recruitment from 1 April 2010 – 31 March 2020**

Police Recruitment over last 10 years	Total	Female	% of Total	BaME	% of Total
2010/11	435	116	26.67%	69	15.86%
2011/12	1,349	396	29.36%	229	16.98%
2012/13	189	44	23.28%	37	19.58%
2013/14	2,343	692	29.55%	368	15.69%
2014/15	3,140	887	28.24%	508	16.18%
2015/16	1,666	485	29.11%	412	24.73%
2016/17	1,471	438	29.76%	373	25.36%
2017/18	1,131	372	32.89%	268	23.69%
2018/19	2,271	699	30.77%	463	20.39%
2019/20	4,002	1,279	31.97%	696	17.39%

#### **Career progression - BAME promotion to senior police officer posts**

77. Other than very limited direct entry routes, national Police Regulations stipulate that all officers advance through the rank structure starting at the Constable rank. Representation across the ranks will have a direct correlation with the recruitment profile at any given point in time.

78. 20 years ago, BAME officers represented less than 2.75% of the workforce. Now, BAME officers represent over 14% of the officer workforce. Whilst BAME officers are progressing through the police ranks, it will inevitably take many years for the higher number of BAME constables seen today to progress to more senior ranks.

#### **EFFECTS OF INDIVIDUAL ELEMENTS OF POLICE OFFICER PAY**

79. Incremental pay and allowances are covered in this section.

## Incremental Pay

80. Table 28 below shows how incremental (length of service) pay influences the ethnicity pay gap. The statistics support the impact of length of service that currently skews the previously reported mean (6.56%) and median (0.26%) pay gaps between BAME and white officers.

**Table 28: Incremental Pay Steps as of 1 September 2019**

Rank	Incremental Pay Steps	Maximum	Minimum	Difference between Minimum and Maximum
Constable	7	£40,128	£24,177	£15,951
Sergeant	4	£45,099	£41,499	£3,600
Inspector	4	£58,038	£53,664	£4,374
Chief Inspector	3	£61,509	£59,175	£2,334
Superintendent	4	£80,859	£68,460	£12,399
Chief Superintendent	3	£89,511	£84,849	£4,662
Commander	3	£116,313	£103,023	£13,290
Deputy Assistant Commissioner	1	£152,872	£152,871	0
Assistant Commissioner	1	£199,386	£199,386	0
Deputy Commissioner	1	£235,944	£235,944	0
Commissioner	1	£285,790	£285,790	0

**Table 29: Percentage of MPS Police Officer at the top of the pay scale – 31 March 2020**

Rank	Percentage of BAME officers at the top of the pay scale	Percentage of white (male) officers at the top of the pay scale
Chief Superintendent	83.3%	75.9%
Superintendent	44.4%	46.8%
Chief Inspector	20.8%	39.7%
Inspector	39.6%	51.5%
Sergeant	57.9%	68.9%
Constable	44%	58.4%

81. The report shows that the largest ethnicity pay gap for MPS police officers exists at Constable level 4.10% (mean) and 9.92% (median) due to the number of incremental pay points and the shorter average lengths of service currently held by BAME officers.

It should be noted that 87.6% (3,839) of all BAME Officers are Constables compared to 78.8% (19,300) of all white police officers.

82.

**Table 30: Police Constables Pay Scales – Appointed before 1 April 2013**

Pay Point	Salary (from 1 September 2019)	Notes
0	£25,560	On commencing service
1	£28,527	On completion of initial training
2	£30,180	All members will move to pay point 2 after 2 years' service
3	£32,025	
4	£33,036	
5	£34,098	
6	£37,095	
7	£40,128	

**Table 31: Police Constables Pay Scales – Appointed after 1 April 2013**

Pay Point	Salary (from 1 September 2019)	Notes
1	£24,177	On completion of initial training, officers who entered at pay point 0 will move to pay point 1.
2	£25,269	All members will move to pay point 2 after 12 months at pay point 1.
3	£26,370	
4	£27,471	
5	£29,670	
6	£34,098	
7	£40,128	

### Historic Allowances – Rent/Housing Allowances

83. Historic allowances such as the rent/housing allowance are more likely to be paid to a larger proportion of white police officers than BAME police officers due to the recruitment profile at the time such allowances were awarded. All police officers who joined the MPS before 1 September 1994 were entitled to receive the payment of a rent/housing allowance or were given rent-free police accommodation. However, from 1 September 1994, the rent/housing allowance was withdrawn for all new starters.
84. There are 2,026 police officers in receipt of the historic housing allowance. Of these 1,882 are white, 127 are BAME and 17 Unknown. The 17 unknown have not been considered for this report. White staff are over 14 times more likely to receive the historic rent/housing allowance than their BAME counterparts, due to low levels of recruitment of BAME officers prior to 1994.

**Table 32: Rent/Housing Allowance**

Rent/Housing Allowance	White	BAME	Difference	Pay Gap
Mean	£409.58	£416	-£6.42	-1.57%
Median	£427.23	£427.23	£0	0%

## Current Allowance – Unsocial Hours

85. All police officers at the rank of Constable up to and including Chief Inspectors are entitled to receive an additional unsocial hours payment to compensate them when they work between the hours of 20:00 – 06:00. This payment is calculated on an hourly basis as 10% of basic pay (so the disparity in average pay due to length of service and the 7-year constable pay scale also affects this pay element). Only those working unsocial hours receive this payment.

**Table 33: Unsocial Hours Allowance**

Unsocial Hours	White	BAME	Difference	Pay Gap
Mean	£54.30	£52.03	£2.26	4.16%
Median	£44.23	£44.23	£0.00	0.00%

86. Currently, there are 21,340 police officers in receipt of the unsocial hours allowance. Of the 21,340, 17,636 are white, 3,348 are BAME and 356 are Unknown ethnicity. The 356 whose ethnicity was unknown are not considered in this analysis.

87. This report shows that BAME police officers receive on average 4.16% (mean) less unsocial hours pay than white officers. 20,258 full time members of staff (16,973 white and 3,285 BAME) and 726 part time members of staff (663 white and 63 BAME) received an unsocial hours payment.

88. Table 34 shows that BAME police officers working part time hours earned 21.83% (mean) and 19.99% (median) less unsocial hours pay than their white counterparts. The impact of police officers on full-time pay is less distinct with a 3.96% (mean) and 1.30% (median) pay gap.

**Table 34: Unsocial Hours by Hours Worked**

	Number of white police officers	Number of BAME police officers	Mean % Difference	Median % Difference
Full Time	16,973	3,285	4.89%	3.01%
Part Time	726	63	9.46%	9.98%

**Table 35: Unsocial Hours by Rank**

	Chief Inspector	Inspector	Sergeant	Constables
Mean	0.89%	-7.58%	-0.32%	2.91%
Median	51.00%	-35.69%	-0.64%	0.20%

## POLICE STAFF AND PCSOs – SUPPORTING DATA

89. This section of the report deals with Police Staff of which PCSOs form a specific element. Of the 9,691<sup>5</sup> police staff considered in this report, 2,606 are listed as BAME and 6,531 are listed as white. The ethnicity of a further 554 police staff is Unknown and are not considered in this report. The 2,606 BAME staff make up nearly 27% of the police staff workforce.

<sup>5</sup> The Ethnicity Pay Report contains information from a snapshot date of 31 March 2020. The report does not contain data on MPS staff that were on a career break, who were paid statutory sick, maternity, paternity or parental leave pay or any records where incomplete data could be sourced from HR reporting and/or pay statements. This means that this report contains data on 38,984 MPS staff out of a population of 44,711 (excludes Special Constables). A copy of the MPS' Workforce Data Report can be found via the following link: <https://www.met.police.uk/sd/stats-and-data/met/workforce-data-report/>



## Data Tables

**Table 36: Overall Ethnicity Pay Gap for all MPS police staff as an aggregate figure (combination of information for full and part time staff) (Excludes PCSOs)**

Ethnicity	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£21.31	£18.86
BAME	£19.64	£18.20
Pay Gap	£1.67	£0.66
<b>Difference</b>	<b>7.84%</b>	<b>3.50%</b>

**Table 37: Overall Ethnicity Pay Gap for all MPS police staff as an aggregate figure 2019 vs 2020 (combination of information for full and part time staff) (Excludes PCSOs)**

Ethnicity	Mean Hourly Pay Rate (2019)	Mean Hourly Pay Rate (2020)	Median Hourly Pay Rate (2019)	Median Hourly Pay Rate (2020)
White	£20.83	£21.31	£18.31	£18.86
BAME	£19.10	£19.64	£17.71	£18.20
Pay Gap	£1.74	£1.67	£0.60	£0.66
<b>Difference</b>	<b>8.33%</b>	<b>7.84%</b>	<b>3.28%</b>	<b>3.50%</b>

**Table 38: Overall Ethnicity Pay Gap for all MPS PCSOs as an aggregate figure (combination of information for full and part time staff)**

Ethnicity	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£17.11	£17.18
BAME	£17.26	£17.18
Pay Gap	<b>-£0.15</b>	£0.00
<b>Difference</b>	<b>-0.86%</b>	<b>0.00%</b>

**Table 39: Overall Ethnicity Pay Gap for all MPS PCSOs as an aggregate figure 2019 vs 2020 (combination of information for full and part time staff)**

Ethnicity	Mean Hourly Pay Rate (2019)	Mean Hourly Pay Rate (2020)	Median Hourly Pay Rate (2019)	Median Hourly Pay Rate (2020)
White	£16.77	£17.11	£16.56	£17.18
BAME	£17.10	£17.26	£17.21	£17.18
Pay Gap	<b>-£0.33</b>	<b>-£0.15</b>	<b>-£0.71</b>	£0.00
<b>Difference</b>	<b>-1.99%</b>	<b>-0.86%</b>	<b>-4.28%</b>	<b>0.00%</b>

**Table 40: Overall Ethnicity Pay Gap for all MPS Police staff as an aggregate figure (combination of information for full and part time staff) (includes PCSOs)**

Ethnicity	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£20.89	£18.27
BAME	£19.24	£17.91

<b>Ethnicity</b>	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
Pay Gap	£1.65	£0.36
<b>Difference</b>	<b>7.90%</b>	<b>1.95%</b>

**Table 41: Overall Ethnicity Pay Gap for all MPS male Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
White Male	£22.18	£19.58
BAME Male	£19.34	£17.77
Pay Gap	£2.84	£1.80
<b>Difference</b>	<b>12.80%</b>	<b>9.21%</b>

**Table 42: Overall Ethnicity Pay Gap for all MPS female Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
White Female	£19.81	£18.03
BAME Female	£19.61	£18.03
Pay Gap	£0.65	£0
<b>Difference</b>	<b>3.29%</b>	<b>0%</b>

**Table 43: Overall Ethnicity Pay Gap for all MPS Asian Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
White	£20.89	£18.27
Asian	£19.44	£17.86
Pay Gap	£1.45	£0.40
<b>Difference</b>	<b>6.93%</b>	<b>2.00%</b>

**Table 44: Overall Ethnicity Pay Gap for all MPS Black Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
White	£20.89	£18.27
Black	£18.99	£17.91
Pay Gap	£1.90	£0.36
<b>Difference</b>	<b>9.09%</b>	<b>1.95%</b>

**Table 45: Overall Ethnicity Pay Gap for all MPS Mixed Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£20.89	£18.27
Mixed	£19.72	£17.925
Pay Gap	£1.17	£0.34
Difference	<b>5.62%</b>	<b>1.88%</b>

**Table 46: Overall Ethnicity Pay Gap for all MPS Other Police Staff (includes PCSOs) as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£20.89	£18.27
Other	£18.89	£17.91
Pay Gap	£2.00	£0.36
<b>Difference</b>	<b>9.58%</b>	<b>1.95%</b>

90. Breaking down the ethnicity pay gap by men and women separately means that gaps can be seen without gender acting as a variable. The gap is negligible between women, but this gap exists on top of an overall MPS gender pay gap of 6.11% (mean) and 10.64% (median). The gender pay gap for police staff (not including PCSOs) is higher at 11.51% (mean) and 9.30% (median).

**Table 47: Overall Ethnicity Pay Gap for all MPS police staff (including PCSOs) as an aggregate figure by grade (combination of information for full and part time staff)\***

Rank	White	BAME	Mean	Median
<b>Broad Bands</b>	31 (89%)	4 (11%)	<b>-7.01%</b>	<b>-14.37%</b>
<b>Band A</b>	140 (93%)	11 (7%)	<b>-2.06%</b>	<b>-1.65%</b>
<b>Band B</b>	300 (86%)	48 (14%)	1.47%	0.51%
<b>Band C</b>	505 (81%)	122 (19%)	4.74%	4.46%
<b>Band D</b>	1,771 (76%)	563 (24%)	2.94%	5.44%
<b>Band E</b>	3,467 (67%)	1,740 (33%)	<b>-0.61%</b>	<b>-2.72%</b>
<b>Band F</b>	251 (70%)	110 (30%)	3.72%	1.78%
<b>Band G</b>	25 (89%)	3 (11%)	<b>-2.51%</b>	<b>-4.93%</b>

\*Does not include 35 Unbanded Staff

91. There is a negative gap of -0.61% (mean) and -2.72% (median) in Band E which is the MPS' largest pay band with over 54% of the total MPS police staff population sitting in this area.

### Salary Band Data

92. This table provides the distribution of salaries across white and BAME police staff in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

**Table 48: £10,000 Salary Bands for police staff (including PCSOs)**

Salary Interval	White	BAME
less than £10,000	0	0
£10,001 to £20,000	0	0
£20,001 to £30,000	1,075	402
£30,001 to £40,000	3,301	1,659
£40,001 to £50,000	1,222	384
£50,001 to £60,000	469	106
£60,001 to £70,000	245	27
£70,001 to £80,000	95	11
£80,001 to £90,000	52	8
£90,001 to £100,000	46	4
£100,000 and over	26	5

### ANALYSIS OF DATA FOR POLICE STAFF

93. The MPS has analysed the ethnicity pay gap for police staff to understand what the root causes are.

## Bonus Pay

94. The MPS pays a number of bonus payments (normally to a maximum of £500) for those who have excelled in the performance of their duty or lump sum payments for retention initiatives. The proportion of white staff receiving a bonus payment is 0.66% (43 police staff) compared to 0.42% of BAME staff (11 police staff). The mean bonus pay gap is 59.33% and the median bonus ethnicity pay gap is 0.00%.

**Table 49: Bonus Pay for MPS Police Staff (including PCSOs)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£575.58	£250.00
BAME	£234.09	£250.00
Pay Gap	£341.49	£0.00
<b>Difference</b>	<b>59.33%</b>	<b>0.00%</b>

## Quartiles

95. As outlined in Paragraph 16, our pay data has been arranged in ascending order from the lowest to the highest pay and the data divided into four equal groups

**Table 50: Pay Quartiles for Police Staff (excluding PCSOs)**

	White (Total number of White staff)	BAME (Total number of BAME staff)
Lower Quartile	1,450 (72%)	562 (28%)
Lower Middle Quartile	1,356 (67%)	655 (33%)
Upper Middle Quartile	1,432 (71%)	580 (29%)
Upper Quartile	1,640 (82%)	371 (18%)

**Table 51: Pay Gap Quartiles for MPS Staff (excluding PCSOs)**

	Mean Pay Gap	Median Pay Gap
Lower Quartile	-0.39%	0.36%
Lower Middle Quartile	0.09%	0.00%
Upper Middle Quartile	1.36%	1.93%
Upper Quartile	6.02%	5.48%

**Table 52: Pay Quartiles for MPS PCSOs**

	White (Total number of White staff)	BAME (Total number of BAME staff)
Lower Quartile	180 (66%)	93 (34%)
Lower Middle Quartile	188 (69%)	85 (31%)
Upper Middle Quartile	166 (61%)	107 (39%)
Upper Quartile	119 (44%)	153 (56%)

**Table 53: Pay Gap Quartiles for MPS PCSOs**

	Mean Pay Gap	Median Pay Gap
Lower Quartile	0.54%	0.00%
Lower Middle Quartile	-0.09%	0.00%
Upper Middle Quartile	-0.44%	-0.96%
Upper Quartile	-0.60%	0%

96. Looking at the quartile distribution for police staff (excluding PCSOs) shows that the pay gap is highest in the upper quartile (6.02% mean and 5.48% median). This is because the proportion of BAME representation (18%) is significantly lower than in any other quartiles (lower quartile – 28%, lower middle quartile – 33% and upper middle quartile – 29%).

97. For PCSOs, a more balanced recruitment throughout the period has resulted in a smaller pay gap in both mean and median hourly pay. This means length of service have very little impact on this small group compared to the other groups. Prior to 31 July 2018, PCSOs were attached to a pay band that had four incremental pay steps. As of 1 August 2018, this reduced to three.

### Age

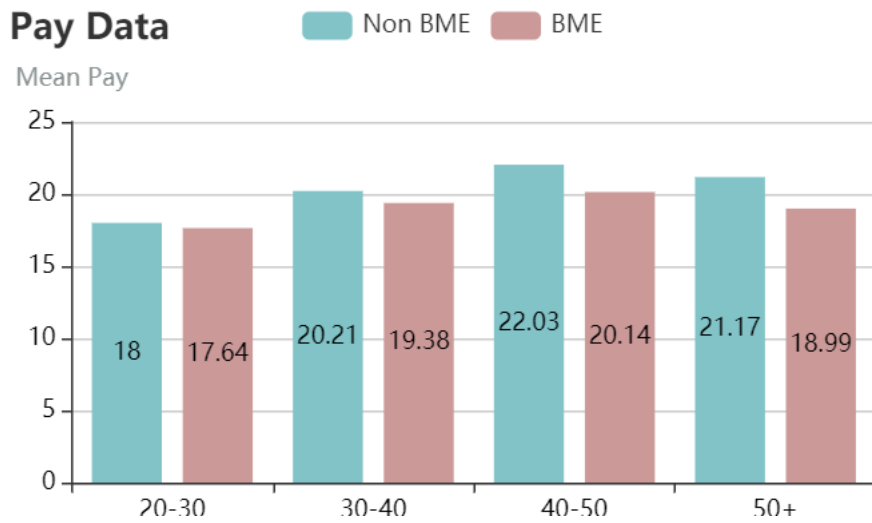
98. The average age for white Police Staff in the MPS is 46.04 years and for BAME staff is only very slightly lower at 43.96 years. For PCSOs, the average age for white staff in the MPS is 45.45 years and for BAME staff it is slightly higher at 47.16 years.

99. Table 54 shows that there is an ethnicity pay gap in all of the age profiles in the MPS that has qualifying data. The report shows that the highest (mean) ethnicity pay gap appears amongst police staff aged 40 – 50 and 50+ years. This is linked to the small number of high earners in this age group.

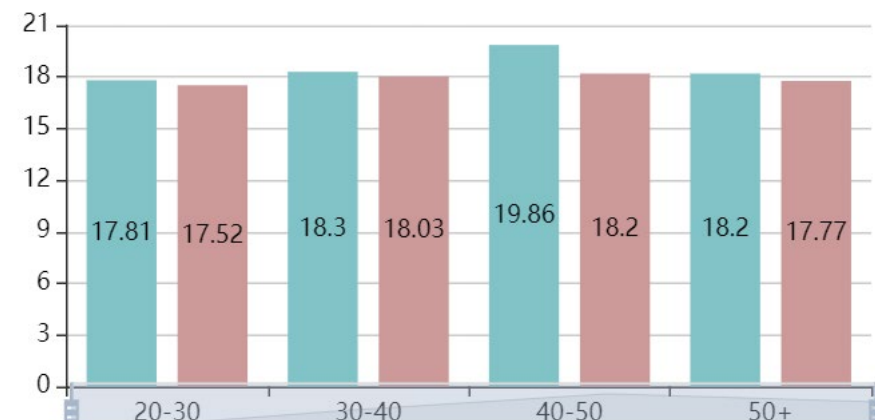
**Table 54: Age Profile for MPS Police Staff (includes PCSOs)**

Age Profile	Number of white police staff	Number of BAME police staff	Mean Pay Gap	Median Pay Gap
Less than 20 years	11 (85%)	2 (15%)	-11.56%	-0.60%
20 - 30 years	623 (68%)	296 (32%)	2.00%	1.60%
30 - 40 years	1,297 (68%)	621 (32%)	4.07%	1.45%
40 - 50 years	1,717 (71%)	714 (29%)	8.61%	8.37%
50 + years	2,883 (75%)	973 (25%)	10.32%	2.33%

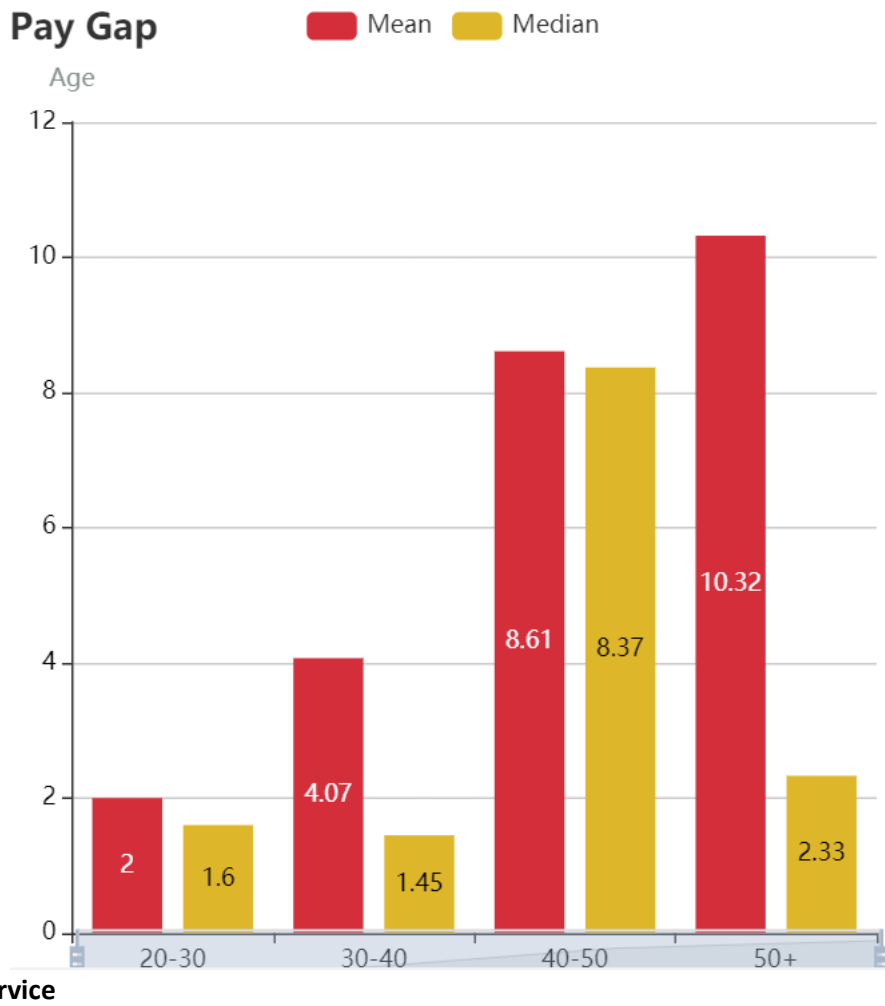
**Table 55: Mean Pay Gap by Age for MPS Police Staff by hourly rate of pay (includes PCSOs)**



**Table 56: Median Pay Gap by Age for MPS Police Staff by hourly rate of pay (includes PCSOs)**



**Table 57: Pay Gap by Age for MPS Staff by overall percentage (includes PCSOs)**



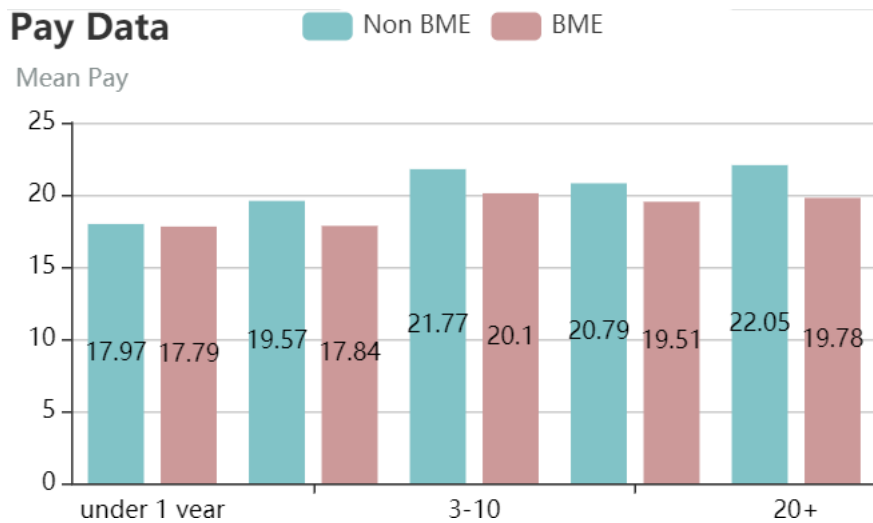
- 100. The average length of service for white police staff is higher than BAME police staff at 14.83 years compared to 12.89 years. For PCSOs, the average length of service for BAME staff is slightly higher at 12.39 years compared to 11.45 years.
- 101. For police staff, the BAME population have less length of service in their band than their white colleagues and this means that they tend to earn less due to the incremental (time-served) nature of the current pay scales.
- 102. The ethnicity pay gap is highest (mean 10.32% and median 5.68%) for those police staff with 20+ years' service.



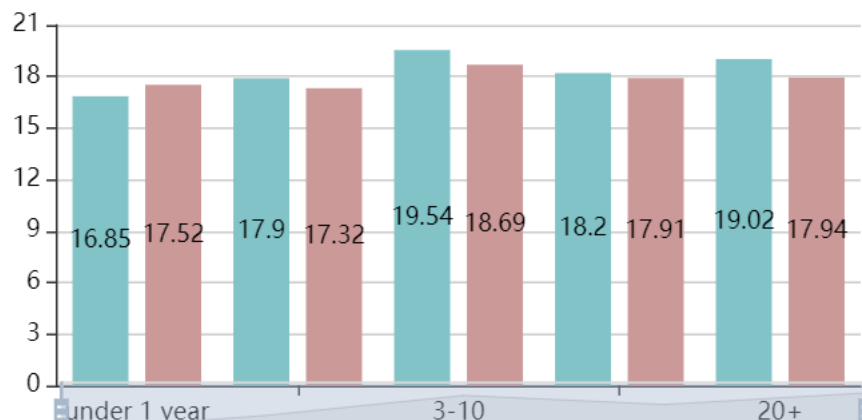
**Table 58: Police Staff by length of service and ethnicity pay gap (Includes PCSOs)**

Length of Service	Number of white police staff	Number of BAME police staff	Mean Pay Gap	Median Pay Gap
Under 1 year	486 (68%)	224 (32%)	1.00%	-3.97%
1 – 3 years	728 (67%)	351 (33%)	8.83%	3.24%
3 – 10 years	842 (76%)	272 (24%)	7.67%	4.36%
10 – 20 years	2,813 (68%)	1,344 (32%)	6.17%	1.56%
20 + years	1,662 (80%)	415 (20%)	10.32%	5.68%

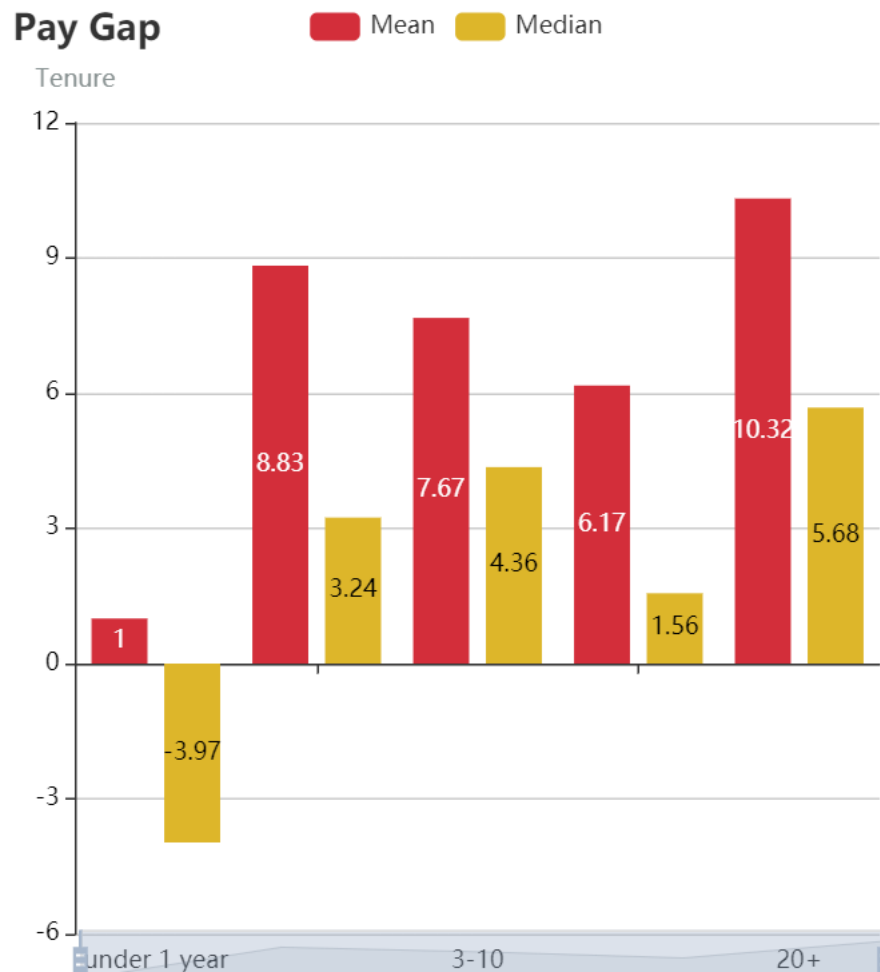
**Table 59: Mean Pay Gap by length of service for MPS Police Staff by hourly rate of pay (Includes PCSOs)**



**Table 60: Median Pay Gap by length of service for MPS Police Staff by hourly rate of pay (Includes PCSOs)**



**Table 61: Pay Gap by length of service for MPS Staff by overall percentage (includes PCSOs)**



**Recruitment**

103. The table below shows that in the 10-year period from 31 March 2011 to 31 March 2020 that despite a significant drop in overall police staff numbers, the percentage of BAME staff working in the MPS has risen from 23.1% to 26.1%.

**Table 62: Police Staff strength from 31 March 2011 – 31 March 2020<sup>6</sup>**

	Total	Female	BaME	BaME Females
31/03/11	13,970	7,975	3,224	2,114
31/03/12	13,136	7,447	3,046	1,982
31/03/13	12,890	7,200	3,082	1,967
31/03/14	11,894	6,619	2,882	1,816
31/03/15	11,316	6,310	2,804	1,762
31/03/16	9,985	5,546	2,489	1,541
31/03/17	8,759	4,951	2,196	1,383
31/03/18	8,481	4,744	2,058	1,276
31/03/19	8,968	5,036	2,261	1,394
31/03/20	9,400	5,336	2,456	1,520

#### EFFECT OF INDIVIDUAL ELEMENTS OF POLICE STAFF PAY

104. Incremental pay and allowances are discussed in this section.

#### Incremental pay

105. Table 63 below shows how incremental pay influences the ethnicity pay gap. Table 64 provides a summary of where our staff sit on the incremental pay scale. 75% of the police staff population in Bands D – G are already at the top of their pay scale.

106. For Bands C and above, this reduces to 54%. The impact of incremental pay can be seen at Band C where the mean ethnicity pay gap is 4.64%. In recognition of the impact on incremental pay on the gender and ethnicity pay gaps in the MPS, on 1 August 2018, the organisation elected to remove the bottom pay point for all bands that had three or more incremental pay steps. Subject to budget and affordability, it is the MPS's intention to revisit this again during future pay negotiations.

**Table 63: Incremental Pay Steps as of 1 August 2019**

Band	Incremental Pay Steps	Maximum	Minimum	Difference between Min/Max
Broad Band 1	No spine points	£236,232	£128,928	£107,304
Broad Band 2	No spine points	£156,672	£89,760	£66,912
Broad Band 3	No spine points	£112,608	£61,200	£51,408
Band A	5	£75,479	£64,969	£10,510
Band B	6	£57,963	£47,063	£10,900

<sup>6</sup> The Ethnicity Pay Report contains information from a snapshot date of 31 March 2020. The report does not contain data on MPS staff that were on a career break, who were paid statutory sick, maternity, paternity or parental leave pay or any records where incomplete data could be sourced from HR reporting and/or pay statements. This means that this report contains data on 38,984 MPS staff out of a population of 44,711 (excludes Special Constables). A copy of the MPS' Workforce Data Report can be found via the following link: <https://www.met.police.uk/sd/stats-and-data/met/workforce-data-report/>

<b>Band</b>	<b>Incremental Pay Steps</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Difference between Min/Max</b>
Band C	5	£43,329	£35,859	£7,469
Band D	3	£30,940	£28,726	£2,213
Band E	3	£27,070	£25,116	£1,953
Band F	3	£24,355	£22,216	£2,139
Band G	2	£20,882	£20,650	£233

**Table 64: Percentage of MPS Police Staff at the top of the pay scale 31 March 2020**

<b>Band</b>	<b>Percentage at top of Pay Band</b>
Band A	57.14%
Band B	21.52%
Band C	55.57%
Band D	76.55%
Band E	73.50%
Band F	89.21%
Band G	78.57%

#### **Historical Allowance – Service Related Pay (SRP)**

107. An example of a historical allowance, which affects ethnicity pay, is the service related supplementary payments made to police staff and PCSOs (Broad Bands are excluded). This allowance was frozen in 2015 and new entrants barred from accessing the payment. Previously, staff qualified for service related pay when they completed 9 years' service and then again for an additional payment when they completed 15 years' service.

108. The table below shows the mean and median amounts paid to white and BAME staff. The figures show that white staff receive a considerably higher mean and median rate of SRP compared to BAME staff.

109. The difference in rate is caused by three main factors:

- a) The BAME population is less well represented amongst police staff.
- b) BAME police staff have on average, less service than their white colleagues (14.49 years v 12.80 years) and therefore are less likely to be eligible to receive the allowance.
- c) BAME staff who do receive the allowance do not work in the more senior bands in the MPS, which would entitle them to receive a higher rate of SRP.

**Table 65: Rates of Service Related Pay in the MPS**

Pay band	9 Year SRP £ per annum	15 Year SRP £ per annum
A	870	309
B	685	309
C	528	309
D	309	309
E	309	309
F	309	309
G	309	309

110. Out of a total of 9,691 employees (police staff and PCSOs) (554 ethnicity unknown), 5,564 receive SRP – 3,985 white staff, 1,579 BAME staff and 172 whose ethnicity is Unknown.

111. Table 66 shows the mean and median amounts paid to white and BAME staff. The figures show that white staff receive a higher mean rate of 14.25% than BAME staff and a median rate of 26.13%.

**Table 66: Service Related Pay - all Police Staff including PCSOs**

Service Related Pay	White police staff	BAME police staff	£ Difference	% Difference
Mean	£40.43	£38.85	£5.57	13.79%
Median	£34.34	£25.75	£8.59	25.01%

**Table 67: Service Related Pay - Police Staff excluding PCSOs**

Service Related Pay	White police staff	BAME police staff	£ Difference	% Difference
Mean	£42.04	£37.01	£5.03	11.95%
Median	£42.92	£25.75	£17.17	40%

**Table 68: Service Related Pay - PCSOs**

Service Related Pay	White police staff	BAME police staff	£ Difference	% Difference
Mean	£26.18	£26.32	-£0.14	-0.55%
Median	£25.75	£25.75	£0	0%

**Current allowance – Flexibility Allowance**

112. Some groups of police staff are entitled to receive a flexibility allowance. 415 white police staff, 213 BAME police staff and 78 Unknown police staff currently receive this allowance. The allowance is predominantly paid to police staff that work as 999 Call Handlers and is given in lieu of premium payments.
113. The only other group that receive the allowance is Specialist Technical Staff, who are predominately white males. Each group receives a similar level of allowance when they work in the same area. Please note that PCSOs are not entitled to the flexibility allowance.
114. This year's ethnicity pay-gap report showed that BAME police staff receive on average 12.63% (mean) and 4.51% (median) less flexibility pay than their white colleagues.
115. Male BAME police staff are most affected by the amount of flexibility allowance paid compared to their white male equivalents with a mean ethnicity pay gap of 20.14%. The female ethnicity pay gap shows a negative pay gap of -0.48% (mean).
116. Some of the large difference can be explained due to the different roles and specialisms that attract this allowance. Specifically, Technical Staff receive the payment for being on-call for extended periods and it is a mostly white male dominated role at present.

**Table 69: Flexibility Allowance**

Flexibility Allowance	White police staff	BAME police staff	£ Difference	% Difference
Mean	£248.76	£217.34	£31.42	12.63%
Median	£225.58	£215.40	£10.18	4.51%

**OVERALL ETHNICITY PAY GAP – COMBINED WORKFORCE SUMMARY**

117. Police officer and police staff pay is determined in accordance with roles, with no reference to ethnicity. BAME and white officers and staff who undertake the same role, have the same length of service, and work the same hours, therefore receive the same pay.
118. Police officers on average will earn more than police staff. However, police officers and police staff undertake fundamentally different roles. Different expectations of employment are placed on police officers and the unique status of their role is reflected in their terms and conditions. It is therefore a pragmatic approach to examine the ethnicity pay gap separately for police officers and police staff.
119. MPS's ethnicity pay gap analysis, when all pay and allowances are considered for the whole workforce (police officers, police staff and PCSOs); shows on average, that BAME staff employed by the MPS receive £1.70 less per hour than the average white member of staff. This equates to a mean pay gap of 7.81%.
120. The associated median value for BAME staff employed by the MPS shows they receive £3.10 less per hour than their white counterparts. This equates to a median pay gap of 13.79%.
121. The largest gap in mean and median hourly pay can be seen with police staff; 7.84% and 3.50% respectively. The police officer mean pay gap is 6.56% although the difference at median hourly pay is much smaller (0.26%).

122. For PCSOs, there is a negative pay gap in the mean hourly pay due to their role being new (compared to other employee categories), high recruitment early on, good gender and ethnicity representation, no recent recruitment and also no advancement through promotion. This collectively means length of service promotion issues have very little impact on this small group compared to the other groups.

**Table 70: Overall Ethnicity Pay Gap for all MPS staff as an aggregate figure (combination of information for full and part time staff) (Mean)**

Mean	MPS	Police Officers	Police Staff	PCSOs
White	£21.76	£22.00	£21.31	£17.11
BAME	£20.06	£20.55	£19.64	£17.26
Pay Gap	£1.70	£1.44	£1.67	-£0.15
Difference	7.81%	6.56%	7.84%	-0.86%

**Table 71: Overall Ethnicity Pay Gap for all MPS staff as an aggregate figure 2019 vs 2020 (combination of information for full and part time staff) (Mean)**

	MPS (2019)	Police Officers (2019)	Police Staff (2019)	PCSOs (2019)	MPS (2020)	Police Officers (2020)	Police Staff (2020)	PCSOs (2020)
White	£21.52	£21.82	£20.83	£16.77	£21.76	£22.00	£21.31	£17.11
BAME	£19.63	£20.18	£19.10	£17.10	£20.06	£20.55	£19.64	£17.26
Pay Gap	£1.89	£1.64	£1.74	-£0.33	£1.70	£1.44	£1.67	-£0.15
Difference	8.78%	7.54%	8.33%	-1.99%	7.81%	6.56%	7.84%	-0.86%

**Table 72: Overall Ethnicity Pay Gap for all MPS staff as an aggregate figure (combination of information for full and part time staff) (Median)**

Median	MPS	Police Officers	Police Staff	PCSOs
White	£22.50	£22.56	£18.86	£17.18
BAME	£19.40	£22.50	£18.20	£17.18
Pay Gap	£3.10	£0.06	£0.66	£0.00
Difference	13.79%	0.26%	3.50%	0.00%

**Table 73: Overall Ethnicity Pay Gap for all MPS staff as an aggregate figure 2019 vs 2020 (combination of information for full and part time staff) (Median)**

	MPS (2019)	Police Officers (2019)	Police Staff (2019)	PCSOs (2019)	MPS (2020)	Police Officers (2020)	Police Staff (2020)	PCSOs (2020)
White	£22.01	£22.10	£18.31	£16.56	£22.50	£22.56	£18.86	£17.18

	MPS (2019)	Police Officers (2019)	Police Staff (2019)	PCSOs (2019)	MPS (2020)	Police Officers (2020)	Police Staff (2020)	PCSOs (2020)
BAME	£18.73	£21.61	£17.71	£17.27	£19.40	£22.50	£18.20	£17.18
Pay Gap	£3.27	£0.47	£0.60	-£0.71	£3.10	£0.06	£0.66	£0.00
Difference	<b>14.87%</b>	<b>2.11%</b>	<b>3.28%</b>	<b>-4.28%</b>	13.79%	0.26%	3.50%	0.00%

**Table 74: Overall Ethnicity Pay Gap for all MPS Asian police officers and police staff as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£21.76	£22.50
Asian	£20.18	£19.62
Difference	£1.58	£2.89
Pay Gap	<b>7.26%</b>	<b>12.84%</b>

**Table 75: Overall Ethnicity Pay Gap for all MPS Black Police Officers and Police Staff as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£21.76	£22.50
Black	£19.79	£18.54
Difference	£1.97	£3.97
Pay Gap	<b>9.05%</b>	<b>17.62%</b>

**Table 76: Overall Ethnicity Pay Gap for all MPS Mixed Ethnic Groups Police Officers and Police Staff as an aggregate figure (combination of information for full and part time staff)**

	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
White	£21.76	£22.50
Mixed	£20.22	£19.90
Difference	£1.54	£2.61
Pay Gap	<b>7.07%</b>	<b>11.59%</b>

**Table 77: Overall Ethnicity Pay Gap for all MPS Other Groups Police Officers and Police Staff as an aggregate figure (combination of information for full and part time staff)**



	<b>Mean Hourly Pay Rate (All)</b>	<b>Median Hourly Pay Rate (All)</b>
White	£21.76	£22.50
Other	£20.07	£19.93
Difference	£1.70	£2.57
Pay Gap	<b>7.80%</b>	<b>11.42%</b>