

	<b>Freedom of Information Act Publication Scheme</b>
<b>Protective Marking</b>	<b>Official</b>
<b>Publication Scheme Y/N</b>	Yes
<b>Title</b>	MPS Gender Pay Gap Analysis - 2020
<b>Version</b>	
<b>Summary</b>	As an organisation with more than 250 employees, we are required by law to publish our gender pay figures. This is the fifth report examining how our pay systems, people processes and management decisions impact on pay across MPS officers and staff of different genders.
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<b>Review Date</b>	December 2023
<b>Date Issued</b>	September 2021

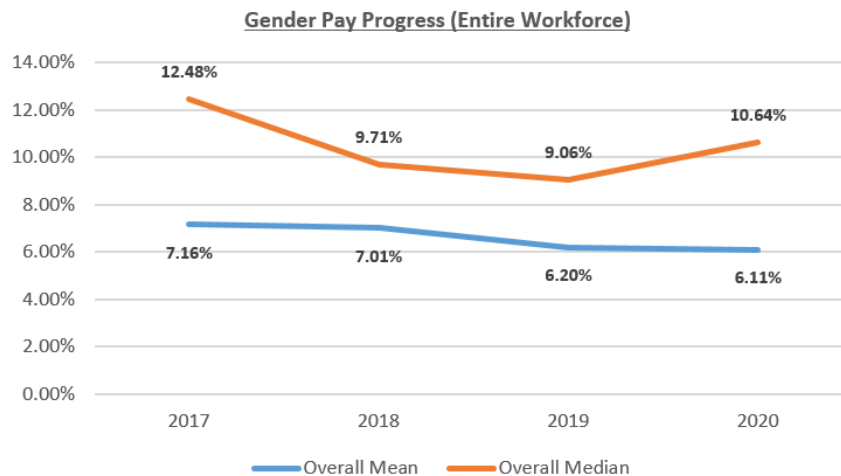
## METROPOLITAN POLICE SERVICE: GENDER PAY GAP ANALYSIS 2020

### EXECUTIVE SUMMARY

1. As an organisation with more than 250 employees, we are required by law to publish our gender pay figures. This is the fifth report examining how our pay systems, people processes and management decisions impact on pay across MPS officers and staff of different genders.

2. Compared to last year's analysis, the MPS has seen a reduction in our gender pay gap. The mean gender pay gap has reduced from 6.20% in 2019 to 6.11% in 2020. The median pay gap has increased slightly from 9.06% to 10.64%. The gender pay gap across all MPS employee types is comparatively low; in 2019 the ONS placed the UK median at 17.3%, with the median in the public sector at 14.2%.

3. The graph below illustrates the gender pay gap across the whole workforce, showing net reductions of 1.05% (mean) and 1.84% (median) since reporting started in 2017.



4. The largest gap is seen amongst the 8,578 police staff. It is pleasing to see both the mean and median pay gaps reducing amongst these groups due to some of the work that has already been completed and this has been reflected by the mean pay gap reducing from 11.96% to 11.51% and the median pay gap from 9.82% to 9.3%.

5. It is important to stress that police officer and police staff pay is determined in accordance with roles, with no reference to gender. Female and male officers and staff, who undertake the same role, have the same length of service and work the same hours thereby receive the same pay. Nevertheless, when considering average pay across the workforce, differences are apparent.

6. This analysis highlights that many different factors impact on gender related pay. These include:

- **Historical allowances.** Although withdrawn for new joiners, some allowances continue to impact on longer serving officers and staff. These include housing and rent allowance for police officers and service related pay for police staff and PCSOs, who due to historical structures were more likely to be paid to men than women.

- **Unsocial hours payments and part-time working.** More men work at unsocial times and thereby receive related additional pay. This inflates the apparent difference in pay between men and women in the MPS. Furthermore, more women than men work part-time which again affects the difference in overall pay between men and women.

- **Other complicating factors.** The annual career progression of both police officers and police staff means that advancing from the bottom to the top can take many years and pay is determined by time served. The analysis shows that women are more likely to take unpaid career breaks than men, which for some means their career progression is slower.

7. Strategically we are clear that we want our workforce to be representative of London. This means we want at least 50% of our workforce to be women. Our female police officer population in the MPS has again risen in the last 12 months from 7,911 to 8,000<sup>1</sup>. Our female police staff population (including PCSOs) has also risen from 5,166 to 5,458. Overall, our total workforce is just under 34% female<sup>2</sup>.

8. To become even more representative and reduce the pay gap, we continue to implement a number of initiatives. In summary, the main strands we will be focusing on are:

- **Recruitment.** Developing outreach programmes in local communities to increase understanding of the role of a police officer and address barriers to joining. Using positive action within the recruitment process and newly designed selection processes which remove disproportionality. Creating new ways of joining the Met which are more attractive to women.
- **Retention and progression.** Improved career development schemes and greater investment in development leadership capability and specialist skills which enable individuals to progress successfully through the organisation. The introduction of a parental support programme to better assist our parents-to-be and their line managers (Met Baby). A pilot to offer bespoke flexible working opportunities to operational (frontline) colleagues is being trialled initially on two Basic Command Units (BCUs) (Project Balance), with a plan to roll out more widely.

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**

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<sup>1</sup> The Gender 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 not 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/>

<sup>2</sup> The Gender 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 not 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/>

## ABOUT THE AUDIT

10. The Gender Pay Gap Regulations 2017 requires all public bodies to report on their gender pay gap by 31 March 2020. This requires any UK organisation that has 250 or more employees to publish and report specific figures about their gender pay gap:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile.

11. The Mayor's manifesto contained a commitment to publish a gender pay gap for the Metropolitan Police Service (MPS) with a requirement that work is undertaken to narrow any gaps that emerge from the analysis. The GLA Diversity and Inclusion Action Group has made a commitment that all organisations within the Mayor's Portfolio will be exemplary against the standards set by GLA by 2022.

12. The data in this document represents the gender pay gap data for the MPS as at 31 March 2020 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

13. The MPS consists of two distinct groups of employees for the purpose of this audit; police officers and police staff (the latter includes Police Community Support 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 under 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.

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

14. For the purpose of this report, there are 38,984<sup>3</sup> relevant employees. 13,339 are listed as female (up from 12,335 in 2019). The 13,339 female employees make up 34.22% of the total MPS workforce (up from 33.75% in 2019).

15. A total of 3,405 MPS workforce were not included in the calculations for this report for one of the following reasons:

- Staff on a 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.

## HOW WE HAVE CALCULATED THE DATA

16. In order to understand the gender 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 (latter including PCSOs) and an in-depth analysis compares the two categories as well as key employee characteristics within each group. The gender pay gap has been calculated using the mean and median as follows:

- **The Mean** is the difference between the average gross hourly earnings of male and female expressed as a percentage of the average gross hourly earnings of male 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.

17. A key indicator for the gender 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 is divided into four equal sized groups; Lower Quartile, Lower Middle Quartile, Upper Middle Quartile, Upper Quartile.

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

18. 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 officers in identical roles and with the same workforce history will receive the same pay.

19. However, there are differences in the make-up of the MPS workforce, with a lower proportion of female officers and staff in higher ranks and grades. Recruiting 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.

20. The MPS has already taken steps to address some of the issues that impact on police staff pay. In August 2018, we made a commitment that by September 2021 that we would pay all staff the same London allowance irrespective of where an individual works in the Capital. From 2022 onwards, our annual report will not show a gender pay gap based solely on the location that a member of staff works from.

21. Currently London allowances account for a 9.59% mean gender pay gap. This is down from 10.93% in 2019. We recognise that the gap is generally caused, as our female police staff population tend to work in locations that are in closer proximity to where they live. Analysis shows that this is predominantly due to female staff being the primary carer for children or other dependants. As part of our measures to reduce a gap, we increased the rate of the Zone 2 (Outer London) allowance on 1 August 2019 from £984 to £1,518. We anticipate making a further increase to the Zone 2 allowance as part of this year's pay settlement.

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 has achieved some notable successes as a result of our work. We have successfully argued for an increase to the maximum rate of London Allowance (police officers). This change will provide us with the flexibility to use pay as a means to address challenges with recruitment and retention of police officers if required.

24. In addition, we have led a successful case (with the support of other Forces) to increase the period of paid maternity leave from 18 to 26 weeks for police officers. Our case was determined because we have for some time suspected that due to financial pressures, new mothers are returning to work too soon or leaving the MPS. The increase to paid maternity leave is expected to start within the 2020 – 2021 financial year.

25. Continued focus on recruiting more female officers will continue to reduce the pay gap in the future. The MPS will continue to introduce a number of new initiatives to recruit, retain and support the progression of women. Our Diversity Strategy for 2017 - 2021 outlines three key objectives and seven strategic priorities:

- Make the Met more reflective of the city we serve
- Develop our culture, behaviour and internal processes

- Reduce inequalities in our interaction with Londoners

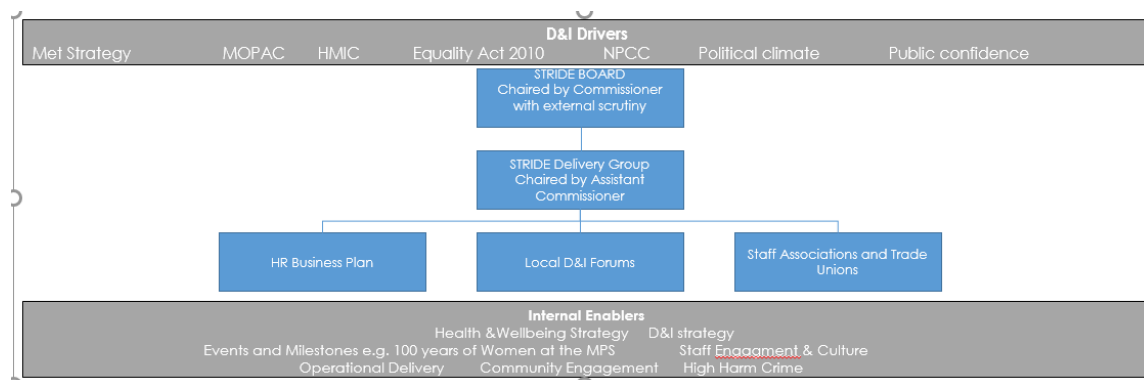
26. The seven priorities include the improvement in recruitment of a more representative MPS and further improvements in progression, development and retention of officers from underrepresented groups.

27. We want to be representative of London. This means our workforce should be 50% female. In 2018, Management Board agreed 3, 5 and 10 year milestones which form part of the MPS Direction Performance Framework. The list below details some of the diversity and inclusion activity that the MPS is currently focused on and supports the MPS strategic direction:

✓ **Strategy and Governance**

25. Diversity and Inclusion is a strategic priority for us, and we have a robust governance structure to reflect its importance to us and our thirst for outcomes and change.

26. Our commitment comes from the very top with the Commissioner chairing her own board attended by external community representatives to ensure transparency, scrutiny and engagement. Strategic priorities are disseminated into our internal delivery group, chaired by the Assistant Commissioner, where leaders are held accountable for their delivery and best practice is showcased. The membership is inclusive with staff associations and Trade Unions in attendance to represent their members' views.



✓ **Recruitment**

The MPS' aim is to create a pipeline of candidates that will enable us to meet the strategic aims of our workforce plan. Our focus is to increase the diversity of candidates joining as police officers and police staff and therefore to be truly representative of the communities that we serve.

27. We have introduced new ways of joining the MPS as a police officer, including external entry detective and for the first time officers can now join the MPS as a part time officer, undertaking their training either full or part time before going into response teams on a flexible working pattern. 381 detectives have been recruited via this pathway in the 2019 - 2020 financial year. Over 56% are female with a further 11% BAME female. This has proved to be our most successful route for attracting female police officers into the MPS. The part time recruitment pathway has also been successful with 3,041 applications being received representing 10% of the total PC applicant pool with 60% female and 48% BAME female representation.

28. Positive action interventions are utilised at numerous stages of the Police Constable recruitment process for BAME and female candidates. These interventions include the introduction of buddies (serving police officers who provide support from the point of attraction, through the recruitment process and into training), workshops to prepare for assessment exercises and assistance with training for the fitness test.

29. We use online chat forums to engage with BAME and female candidates and provide support, enabling candidates to speak to existing officers and increase their knowledge through video and other similar content. We will be introducing the College of Policing's new online assessment exercises that have been rigorously tested to ensure no adverse impact on any group.

30. Creating a supportive network for BAME and female recruits will not only assist them with the challenges of the assessment processes but also ensure they are engaged and connected with the organisation and have the appropriate support when they start their careers.

✓ **Promotion and Talent Scheme Support**

31. The percentage of women promoted into senior leadership roles displays a general upward trend since 2016, with only the Chief Inspector to Superintendent process showing a slight downturn in female proportionality (27% in 2016 to 25% in 2019). There is no adverse impact against females in any of our promotion processes for police officers.

	2016	2017	2018	2019
<b>SERGEANT - INSPECTOR (SELECTED TOTAL)</b>	<b>253</b>	<b>176*</b>	<b>137*</b>	<b>323*</b>
MALE	197 (78%)	124 (70%)	104 (76%)	230 (72%)
FEMALE	56 (22%)	47 (27%)	28 (21%)	82 (25%)
<b>INSPECTOR - CHIEF INSPECTOR (SELECTED TOTAL)</b>	<b>203</b>	<b>162*</b>	<b>64*</b>	<b>51</b>
MALE	165 (81%)	125 (77%)	40 (63%)	39 (76%)
FEMALE	38 (19%)	33 (20%)	21 (33%)	12 (24%)
<b>CHIEF INSPECTOR - SUPERINTENDENT (SELECTED TOTAL)</b>	<b>63</b>	<b>24</b>	<b>34</b>	<b>24*</b>
MALE	46 (73%)	17 (71%)	29 (85%)	17 (71%)
FEMALE	17 (27%)	7 (29%)	5 (15%)	6 (25%)
<b>SUPERINTENDENT - CHIEF SUPERINTENDENT (SELECTED TOTAL)</b>	<b>9*</b>	<b>18</b>	<b>8</b>	<b>6</b>
MALE	6 (67%)	15 (83%)	4 (50%)	3 (50%)
FEMALE	2 (22%)	3 (17%)	4 (50%)	3 (50%)

\*Some candidates choose not to disclose gender information but are included in the total figure

32. Positive action in both attraction and support through workshops is provided to support BAME and female officers in advance of each corporate promotion and Fast Track processes. The workshops provide candidates with the chance to practice working through the type of material they are likely to face in each part of the assessment, as well as access to materials to take away for ongoing development. The workshops also provide candidates with access to peer networks for continued support.

33. Evaluation shows that BAME and/or female candidates who go through the positive action workshops are more likely to pass the promotion process compared to candidates who are eligible for the workshop but decline the offer. Qualitative feedback shows that while officers find the workshops useful, they would like support earlier on in the process so we are developing initiatives for how we can better prepare candidates sooner.



### ✓ **Support from staff networks and associations**

34. Staff networks and associations provide support to their members, for example, the Network of Women provide coaching and mentoring support for all BAME and/or female officers. In the 2019 Sergeant promotion process, 88% of female officers who participated in the coaching and mentoring support offer were successful. In the 2019 Inspector promotion process, 94% of female candidates who participated in the support offer were successful.

35. Qualitative data suggests BAME females are less likely to participate in the offer which may be due to a limited number of BAME female coaches and mentors available through the programme. We are working with the BAME Women in Policing Network to develop a complimentary support package for BAME females.

### ✓ **Career Development Service**

36. The career development service (CDS) continues to grow as a digital learning and professional development resource in the MPS. Around 5,462 officers and staff now use the service, with a representative audience of 72.3% female. Some of the key milestones since our previous gender pay report include:

- Co-delivered with one of our partners, two online webinars focussing on 'Great Career Developer'. Webinar delegates represented a mix across rank, band and business areas.
- Our mentor network has increased to 234 with three new mentors at Management Board level.

### ✓ **Carers Support**

37. In March, we introduced our workplace passports for our people with a disability, impairment, health conditions or caring responsibilities. We recognised that, for some of our staff, juggling the competing demands of being a carer in the MPS was not always as easy as it could be. We realised that this would impact on more of our female staff who traditionally have taken on the primary caring role.

38. To support staff we brought in passports, based on industry best practice and expertise from the Business Disability Forum. So far, our passports have provided support to over 600 staff, as well as many hundreds of our line managers.

### ✓ **Maternity Support**

39. In November 2019, we launched a parental support programme, Met baby, to better support our parents to-be and our line managers. We recognised that the support we had given to our parents to-be at this important point in their lives had not been as good as it should have been. Therefore we have made it easier for our line managers to understand and do the 'how to' with dedicated Met baby Case Managers providing HR support for things such as risk assessments, time off entitlements for appointments, pregnancy related sickness and finally, preparing for a return to the workplace.

40. In addition, during pregnancy, adoption (for parents who will be taking adoption pay/leave) and for those opting for shared parental leave, we have allocated staff a Met baby Advisor who can help them through the processes. To support this activity we have introduced an App which allows staff to stay in touch and feel better connected whilst they are away from work.

41. Through our work developing Met baby and working with the Met Families network we heard that those of our people who have undergone a fertility programme have had an inconsistent level of support. We recognised that undergoing a fertility programme can be a stressful experience.

42. To improve our support in the future for anyone taking this difficult and important step, and for our line managers, we have made two significant changes to our policy. Our policy now means that staff going through a fertility programme can have unlimited, albeit reasonable, paid time off when in receipt of treatment.

43. In addition, to help staff work to their best, individuals and their line manager can request a fertility risk assessment to help properly manage the side effects of the medication or treatment so that staff can get the support they need.

44. We will keep working hard to introduce more in the coming months, including new health and wellbeing services; a revised and refined approach to workplace adjustments; and making the Met a far more flexible place to work through Project Balance.

#### ✓ **Project Balance**

45. There are two pilots underway since the beginning of the year with Project Balance; Job Share and Flexible Rostering (shift swapping with centralised support).

#### Job Share Pilot 2020

46. This is a new central matching system which provides support throughout the process of setting up a new job share. The Job Share pilot undertaken on two Basic Command Units in January 2020 has allowed people to begin working on a job share. The job share has already rolled out to other BCUs and as at 18<sup>th</sup> August, there are a total of 16 job shares up and running as a result of this project.

#### Flexible rostering Pilot 2020

47. This pilot will enable officers to have more flexibility in regards to when they work. Officers will be allocated a leave line and then given the opportunity to request shift changes. This is currently being piloted with the CID in South West BCU and we have had excellent feedback. Work is ongoing to trial this on a Response team later this year.

#### ✓ **Women Returners Programme**

48. In March 2020, we launched the next Women Returners cohort for female officers on career break. The programme includes operational training and coaching workshops to enable a smooth transition to the workplace. They will attend a further three workshops over the following months to sustain an ongoing support network.

## THE PAY GAP ANALYSIS

49. This report has used Human Resource (HR) data to better understand and contextualise the gender pay gap. This data allows the MPS to design tailor-made recommendations to address, reduce and ultimately eliminate the gender pay gap as outlined above.

### SUMMARY FINDINGS

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

51. The MPS's gender pay gap analysis overall shows the following information:

#### Police Officers

- Female police officers employed by the MPS receive on average £0.83 less per hour than their male counterparts. This equates to a **mean pay gap of 3.76%**.
- By using the median as a measure, female police officers employed by the MPS receive on average £0.09 less per hour than their male counterparts. This equates to a **median pay gap of 0.39%**.

#### Police Staff

- Female police staff employed by the MPS receive on average £2.59 less per hour than their male counterparts. This equates to a **mean pay gap of 11.51%**.
- By using the median as a measure, female police staff employed by the MPS receive on average £1.86 less per hour than their male counterparts. This equates to a **median pay gap of 9.30%**.

#### PCSOs

- Female PCSOs employed by the MPS receive on average £0.12 less per hour than their male counterparts. This equates to a **mean pay gap of 0.69%**.
- By using the median as a measure, female PCSOs employed by the MPS receive the same salary as their male counterparts. This equates to a **median pay gap of 0%**.

### POLICE OFFICERS - ANALYSIS OF PAY GAP

52. This section of the report shows an analysis of how gender affects Police Officer pay. Of the 38,984<sup>4</sup> combined MPS employees considered in this report, 13,339 are female (34.22%). 29,293 of the employees used for the purpose of this report are police officers of which, 8,073 (27.56%) are female police officers. This is up from 7,304 (26.83%) in 2019.

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**Table 1: Overall Gender Pay Gap for all MPS police officers as an aggregate figure (combined information for full and part-time staff)**

Variable	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
Male	£21.97	£22.59
Female	£21.15	£22.50
Pay Gap	£0.83	£0.09
Difference	<b>3.76%</b>	<b>0.39%</b>

**Table 2: Overall Gender Pay Gap for all MPS police officers as an aggregate figure (combined information for full and part-time staff) 2020 vs 2019**

Variable	Mean Hourly Pay Rate (2019)	Mean Hourly Pay Rate (2020)	Median Hourly Pay Rate (2019)	Median Hourly Pay Rate (2020)
Male	£21.72	£21.97	£22.09	£22.59
Female	£21.05	£21.15	£22.01	£22.50
Pay Gap	£0.67	£0.83	£0.08	£0.09
Difference	<b>3.10%</b>	<b>3.76%</b>	<b>0.39%</b>	<b>0.39%</b>

**Table 3: Overall Gender Pay Gap for all MPS police officers as an aggregate figure by rank (combined information for full and part-time staff)**

Rank	Men	Women	Mean	Median
ACPO	23 (77%)	7 (23%)	<b>0.80%</b>	<b>-1.06%</b>
Chief Superintendent (Detective & Uniform)	37 (80.5%)	9 (19.5%)	<b>-3.73%</b>	<b>0%</b>
Superintendent (Detective & Uniform)	132 (78%)	38 (22%)	0.59%	<b>-3.15%</b>
Chief Inspector (Detective & Uniform)	230 (76%)	73 (24%)	1.73%	0.25%
Inspector (Detective & Uniform)	855 (78%)	246 (22%)	1.46%	0%
Police Sergeant (Detective & Uniform)	3,282 (80%)	843 (20%)	0.68%	0.25%
Police Constable (Detective & Uniform)	16,661 (71%)	6,857 (29%)	2.10%	2.96%

## Salary Bands

53. Table 4 provides the distribution of salaries across male and female police officers in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

**Table 4: £10,000 Salary Bands for police officers**

Salary Interval	Male	Female
10,001 to 20,000	0	0
20,001 to 30,000	125 (68%)	64 (32%)
30,001 to 40,000	5,032 (68%)	2,383 (32%)
40,001 to 50,000	11,605 (73%)	4,380 (27%)
50,001 to 60,000	3,082 (79%)	843 (21%)
60,001 to 70,000	1,021 (76.5%)	314 (23.5%)
70,001 to 80,000	170 (79%)	45 (21%)
80,001 to 90,000	90 (80%)	23 (20%)
90,001 to 100,000	60 (83%)	12 (17%)
100,001 and over	35 (80%)	9 (20%)

## Context for MPS's Pay Gap for Police Officers

54. The MPS has analysed the gender pay gap for police officers to understand the root causes of any difference in average pay.

## Bonus Pay

55. 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.

56. The number of MPS police officers that received a bonus payment during this reporting year is very low, 595 out of an eligible population of 29,293 (just over 2%). The number of males that received a bonus payment was 430 (2.02% of police population) compared to 165 females (2.04% of the police population). The mean bonus pay gap is 10.94% with a 20% median bonus pay gap.

**Table 5: Bonus Pay for MPS police officers**

Variable	Mean	Median
Male	£262.41	£250
Female	£233.69	£200
Pay Gap	£28.72	£50
<b>Difference</b>	<b>10.94%</b>	<b>20%</b>

## Quartiles

57. Our pay data has been arranged in ascending order from the lowest to the highest pay and the data divided into four sized equal groups.

**Table 6: Quartiles for MPS police officers**

Quartile	Male (Total number of Male officers)	Female (Total number of Female officers)
Lower	4,958 (68%)	2,366 (32%)
Lower Middle	4,828 (66%)	2,495 (34%)
Upper Middle	5,742 (78.5%)	1,581 (21.5%)
Upper	5,692 (78%)	1,631 (22%)

**Table 7: Pay Gap Quartiles for MPS police officers**

Quartile	Mean Pay Gap	Median Pay Gap
Lower	0.59%	0.62%
Lower Middle	<b>-0.83%</b>	<b>-3.68%</b>
Upper Middle	0.22%	0.36%
Upper	0.55%	0.69%

58. Looking at the quartile distribution, it can be seen that there is a higher concentration of female officers in the lower and lower middle quartiles. This is because 95% (7,700) of female 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 are very small mean and median pay gaps and in fact a negative gap amongst the Lower Middle Quartile.

## Analysis by age

59. The current average age for male officers in the MPS is 38.72 years and for female officers is slightly lower at 37.04 years. Looking at the workforce composition by age, the number of police officers starts low for the under 20 years age category, increases rapidly for the 30 - 40 and 40 - 50 age categories before reducing for 50+.

60. The largest mean pay gap by age is seen at officers in the 40-50 age category where there is a 2.41% pay gap. The largest median pay gap is amongst officers aged 50+ years and is 2.03% (See Table 9).

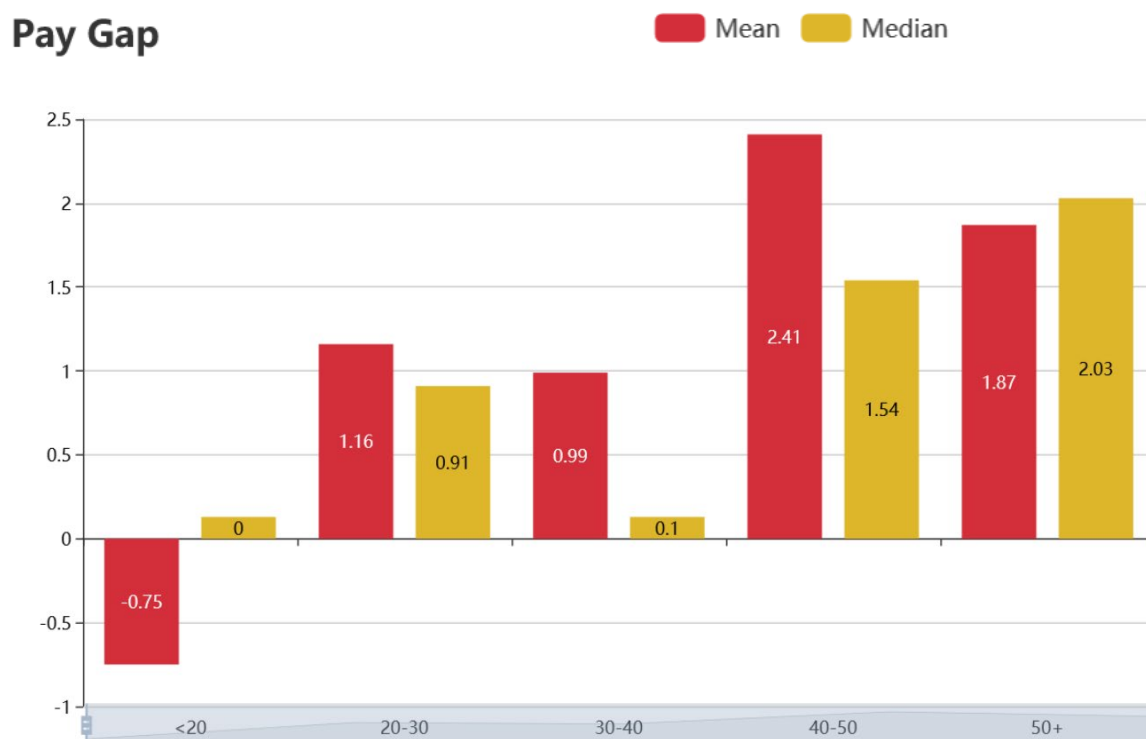
**Table 8: Age Profile for MPS Police Officers**

Age Profile	Number of males	Percentage of males	Number of females	Percentage of females
Less than 20 years	70	76%	22	24%
20 - 30 years	4,102	67%	1,986	33%
30 - 40 years	6,757	71%	2,825	29%
40 - 50 years	7,361	75%	2,413	25%
50 + years	2,930	78%	827	22%

**Table 9: Gender Pay Gap by Age Profile for MPS Police Officers**

Age Profile	Mean	Median
Less than 20 years	-0.75%	0%
20 - 30 years	1.16%	0.91%
30 - 40 years	0.99%	0.10%
40 - 50 years	2.41%	1.54%
50 + years	1.87%	2.03%

**Table 10: Mean and Median Pay Gap by Age for MPS Police Officers**



**Length of Service**

61. On average female officers earn slightly less as a group (in the constable rank in particular) since a higher proportion of female constables are currently on lower pay points in this scale. This is

primarily due to them having slightly less time in service on average than their male colleagues. The current average length of service for male officers is 11.48 years, whereas for female officers it is 10.30 years.

62. Length of service also influences base pay rates in respect of the position on pay scales. It takes 7 years to reach the top of the Police Constable pay scale. This has a slight impact on the gender pay gap, with 55.3% of male police constables having completed sufficient service to reach the top of their pay rank compared to under 51% of female officers. The difference in pay for a Constable with 7 years' service compared to a new probationer is over £15k.

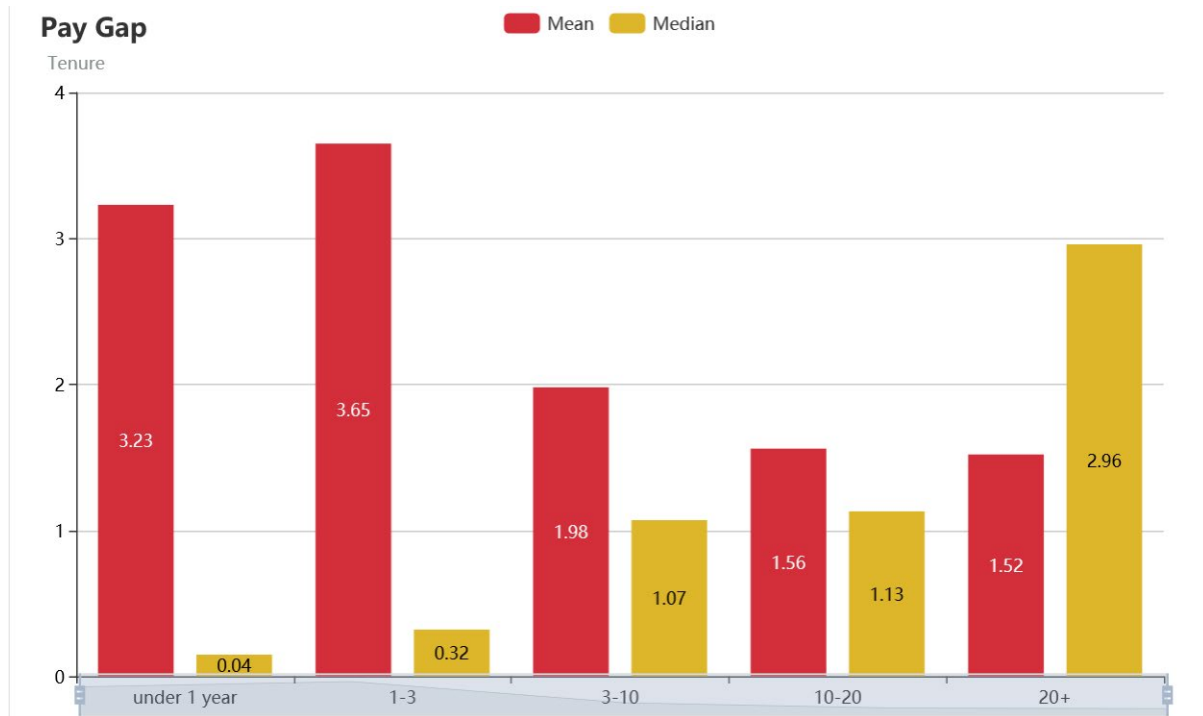
63. The highest mean gender pay gap for the MPS overall is seen for officers with 1-3 years' service (3.65%). The highest median gender pay gap is seen for officers with 20+ years' service (2.96%). The gap for officers with 20+ years' service is not caused directly by length of service, as this does not impact on pay once officers reach the top of the pay scale. It is most likely a reflection of decisions around working time (full and part-time) and lower levels of female representation in more senior ranks (only 127 out of 549 police officers at Chief Inspector rank or higher are female (23%)).

**Table 11: Police Officers by length of service and gender pay gap**

<b>Length of Service</b>	<b>Number of males</b>	<b>Percentage of males</b>	<b>Number of females</b>	<b>Percentage of females</b>	<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>
Under 1	2,154	68%	1,002	32%	3.23%	0.04%
1 - 3 Years	1,734	68%	809	32%	3.65%	0.32%
3 - 10 years	5,492	72%	2,101	28%	1.98%	1.07%
10 - 20 years	8,290	73%	3,126	27%	1.56%	1.13%
20 + Years	3,550	77.5%	1,035	22.5%	1.52%	2.96%



**Table 12: Pay Gap by Length of Service for MPS Police Officers by overall percentage**



### Hours Worked

64. Of the 29,293 police officers considered in this pay gap analysis, 1,504 (5.13%) work part-time and of these, 1,336 (89%) are female. Overall, 16.5% of female police population in the MPS works part time compared to less than 1% of males.

**Table 13: Gender pay gap by Hours Worked by MPS Police Officers (Mean)**

Hours Worked	Number of Males	Pay	Number of females	Pay	Difference	Mean Gender Pay Gap
Full-Time	21,052 (76%)	£21.96	6,737 (24%)	£20.84	£1.12	5.09%
Part Time	168 (11%)	£23.41	1,136 (89%)	£22.68	£0.73	3.11%

**Table 14: Gender pay gap by Hours Worked by MPS Police Officers (Median)**

Hours Worked	Number of Males	Pay	Number of females	Pay	Difference	Mean Gender Pay Gap
Full-Time	21,052 (76%)	£22.59	6,737 (24%)	£22.50	£0.09	0.39%
Part-Time	168 (11%)	£22.67	1,136 (89%)	£22.51	£0.16	0.72%

## Recruitment

65. Table 15 below shows that in the 10-year period from 1 April 2010 to 31 March 2020<sup>5</sup>, the average number of female police officers recruited on a yearly basis was just over 29% (540 officers) compared to a total population of just over 25.5% of police officers in the same period. Our recruitment strategy is achieving an increase in diversity, albeit not as strong as our ambition.

66. We know that the MPS gender pay gap is impacted by female police officers having less service on average than their male counterparts. This is due to a number of factors; in part, the impact of the 7-year constable pay scale, but more significantly that length of service partly influences the likelihood of progression through the formal police rank structure.

**Table 15: MPS Police Officer recruitment from 1 April 2010 – 31 March 2020**

<b>Police Recruitment over last 10 years</b>	<b>Total</b>	<b>Female</b>	<b>% of Total</b>
2010/11	435	116	26.67%
2011/12	1,349	396	29.36%
2012/13	189	44	23.28%
2013/14	2,343	692	29.55%
2014/15	3,140	887	28.24%
2015/16	1,666	485	29.11%
2016/17	1,471	438	29.76%
2017/18	1,131	372	32.89%
2018/19	2,271	699	30.77%
2019/20	4,002	1,279	31.97%

## INDIVIDUAL ELEMENTS OF POLICE PAY

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

### Incremental Pay.

68. Table 16 below shows how incremental (length of service) pay influences the gender pay gap, particularly for Constables. Just over 50% of female constables are at the top of the pay scale compared to over 55% of males.

69. No female Commanders have reached the top of the pay scale whereas over 66% of males have reached the top. More females at Superintendent rank are at the top of their pay scale compared to their male colleagues (50% compared to just over 46%).

<sup>5</sup> The Gender 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 not 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/>

**Table 16: 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	£79,758	£68,460	£11,298
Chief Superintendent	3	£89,511	£84,849	£4,662
Commander	3	£116,313	£103,023	£13,290
Deputy Assistant Commissioner	1	£152,871	£152,871	N/A
Assistant Commissioner	1	£199,386	£199,386	N/A
Deputy Commissioner	1	£235,944	£235,944	N/A
Commissioner	1	£285,790	£285,790	N/A

\*Reduced to three pay points from 1 September 2020.

**Table 17: Percentage of MPS Police Officer at the top of the pay scale - 31 March 2020**

Rank	Percentage of Male officers at the top of the pay scale	Percentage of Female officers at the top of the pay scale
Commander	66.7%	0%
Chief Superintendent	75.7%	55.6%
Superintendent	46.2%	50%
Chief Inspector	38.3%	37%
Inspector	50.4%	42.7%
Sergeant	67.8%	63.3%
Constable	55.3%	50.9%

### Historic Allowances

70. **Rent/Housing Allowance** Historic allowances such as rent/housing allowance are more likely to be paid to a larger proportion of male police officers than female police officers due to the recruitment profile at the time such allowances were awarded. All police were entitled to receive the payment of a rent/housing allowance or were given rent-free police accommodation. However, from 1 September 1994, rent/housing allowance was withdrawn for all new starters.

71. There are 2,026 police officers in receipt of the historic housing allowance. This is a reduction of 989 from the 2019 gender pay report (3,015) as we see officers leave the organisation (generally through normal retirement).

72. Of the 2,026, 1,546 are male (76%) and 480 are female (24%). In 2019, the number of female officers in receipt of the allowance was slightly higher at 29% of the overall total. The data shows that

as a mean, women who are entitled to this allowance receive a mean lower rate than men (9.66%). This is down from 21.91% in 2019.

**Table 18: Rent/Housing Allowance**

<b>Rent/Housing Allowance</b>	<b>Male</b>	<b>Female</b>	<b>Difference</b>	<b>Pay Gap</b>
Mean	£419.92	£379.35	£40.57	9.66%
Median	£427.23	£427.23	£0	0%

### **Current Allowances**

73. 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 (the disparity in average pay due to length of service and the 7-year constable pay scale affects the size of this pay element).

74. Currently, there are 21,340 police officers (24%) in receipt of the unsocial hours allowance. This is an increase of 1,274 police officers from 2019 (20,066). Of the 21,340, 16,181 (76%) are male and 5,159 (24%) are female. The number of females in receipt of the allowance is 1% higher than in 2019.

75. 20,612 (19,331 in 2019) full-time members of staff (16,073 men and 4,539 female) and 728 (735 in 2019) part-time members of staff (108 men and 620 female) received an unsocial hours payment in 2020.

76. This report shows that that mean pay gap for full time female police officers is 19.38%. This is down from 23.26% in 2019. The median pay gap for full time officers is 24.41%. This is down from 32.7% in 2019.

77. The largest mean unsocial hours pay gap is found amongst Constables, 21.51% (down from 23.04% in 2019). The largest median pay gap is found at the Inspector rank at 49.99%. The MPS has seen a significant increase in the gender pay gaps for unsocial hours payments for Inspectors and Chief Inspectors.

78. In 2019, the mean pay for Inspectors and Chief Inspectors was 8.30% and 8.40% respectively. In 2020, this has increased to 21.38% and 13.62%. The median pay gap in 2019 was 1.97% and 5.65%. In 2020, this increased to 49.99% and 31.95% respectively.

79. Through further analysis, the report shows that female Inspectors with less than 3 years' service earn more than their male counterparts. The mean pay gap is **-40.48%** and the median pay gap is **-95.32%** albeit it needs to be recognised that the population is very small (18 officers), of which, female officers make up 6 (33%) of the population.

80. There continues to be a negative pay gap amongst officers with 3 - 10 years service. The mean pay gap is **-7.79%** and the median pay gap is **-49.49%**. The population continues to be fairly small with 53 officers. Females account for 14 (26%) of the population.

81. The pay gap starts to be seen amongst officers with 10 - 20 years' service. The mean pay gap is 23.05% and the median pay gap is 66.24%. The population is 283 officers, of which 63 (22%) are female.

82. There is a further pay gap amongst officers with 20 or more years' service with the mean pay gap at 44.02% and the median pay gap at 63.47%. The population is 265 officers, of which 43 (16%) are female.

83. There is no gender pay gap for Chief Inspectors with less than 10 years' service. The gap develops for officers with between 10 and 20 years' service albeit the population is small, 28 officers, of which 9 (32%) are female. The mean gender pay gap is 58.32% and the median pay gap is 57.93%.

84. There is a negative pay gap amongst Chief Inspectors with 20 or more years' service. The mean pay gap is **-21.87%** and the median pay gap is **-9.03%**.

85. The significant variance seen at Inspector and Chief Inspector levels on unsocial hours is likely to be due to unplanned operational commitments managed by the Met in 2019 – 2020. This included the State Visit of President Trump and the Extinction Rebellion protests. The events meant that the MPS was required to provide additional aid during evening shifts and that male officers earned more unsocial hours payment in this period.

86. Table 19 below shows the mean and median unsocial hours payments paid to female and male officers.

**Table 19: Unsocial Hours Allowance**

Variable	Mean	Median
Male	£56.99	£48.08
Female	£44.10	£33.78
Pay Gap	£12.89	£14.30
Difference	<b>22.62%</b>	<b>29.74%</b>

**Table 20: Allowance by Rank (Mean Pay Gap)**

Variable	Constable	Sergeant	Inspector	Chief Inspector
Male	£54.33	£70.51	£65.55	£25.56
Female	£42.64	£56.75	£51.53	£22.08
Pay Gap	£11.68	£13.76	£14.01	£3.48
Difference	<b>21.51%</b>	<b>19.51%</b>	<b>21.38%</b>	<b>13.62%</b>

**Table 21: Allowance by Rank (Median Pay Gap)**

Variable	Constable	Sergeant	Inspector	Chief Inspector
Male	£47.39	£58.36	£45.39	£12.99
Female	£33.60	£42.00	£22.70	£8.84
Pay Gap	£13.79	£16.36	£22.69	£4.15
Difference	<b>29.10%</b>	<b>28.03%</b>	<b>49.99%</b>	<b>31.95%</b>

## POLICE STAFF AND PCSOs – ANALYSIS OF PAY GAP

87. There are a total of 9,691<sup>6</sup> police staff who were considered in this report. This is an increase of 364 from 2019. 5,266 are female staff and 4,425 male staff. This equates to 54% female police staff and 46% male staff.

88. Police staff make up 8,578 of the 9,691 population with 4,880 female staff (57%). PCSOs make 1,113 of the 9,691 population with 386 female PCSOs (35%).

**Table 22: Overall Gender Pay Gap for all MPS police staff (excluding PCSOs) as an aggregate figure (combination of information for full and part-time staff)**

Gender	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
Male	£22.48	£20.06
Female	£19.90	£18.21
Pay Gap	£2.59	£1.86
Difference	11.51%	9.30%

**Table 23: Overall Gender Pay Gap for all MPS police staff (excluding PCSOs) as an aggregate figure 2020 vs 2019 (combination of information for full and part-time staff)**

Gender	Mean Hourly Pay Rate (All) (2019)	Mean Hourly Pay Rate (All) (2020)	Median Hourly Pay Rate (All) (2019)	Median Hourly Pay Rate (All) (2020)
Male	£21.98	£22.48	£19.63	£20.06
Female	£19.35	£19.90	£17.70	£18.21
Pay Gap	£2.63	£2.59	£1.93	£1.86
Difference	11.96%	11.51%	9.82%	9.30%

**Table 24: Overall Gender Pay Gap for all MPS PCSOs as an aggregate figure (combination of information for full and part-time staff)**

Gender	Mean Hourly Pay Rate (All)	Median Hourly Pay Rate (All)
Male	£17.21	£17.18
Female	£17.09	£17.18
Pay Gap	£0.12	£0
Difference	0.69%	0%

<sup>6</sup> The Gender 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 not 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/>

**Table 251: Overall Gender Pay Gap for all MPS PCSOs as an aggregate figure 2020 vs 2019  
(combination of information for full and part-time staff)**

Gender	Mean Hourly Pay Rate (All) (2019)	Mean Hourly Pay Rate (All) (2020)	Median Hourly Pay Rate (All) (2019)	Median Hourly Pay Rate (All) (2020)
Male	£16.97	£17.21	£16.72	£17.18
Female	£16.74	£17.09	£16.56	£17.18
Pay Gap	£0.23	£0.12	£0.16	£0
Difference	1.34%	0.69%	0.95%	0%

**Table 26: Overall Gender 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	Men	Women	Mean	Median
<b>Broad Bands</b>	32 (69%)	15 (31%)	7.68%	0%
<b>Band A</b>	120 (69%)	55 (31%)	2.47%	3.66%
<b>Band B</b>	199 (52%)	182 (48%)	2.15%	0.66%
<b>Band C</b>	355 (53%)	318 (47%)	5.89%	7.75%
<b>Band D</b>	1,210 (49%)	1,263 (51%)	6.44%	10.25%
<b>Band E</b>	2,235 (43%)	3,140 (57%)	1.78%	2.55%
<b>Band F</b>	137 (36%)	243 (64%)	3.65%	-0.20%
<b>Band G</b>	7 (25%)	21 (75%)	1.55%	1.36%

\*Does not include 46 Unbanded Police Staff

### Salary Bands

89. Table 27 provides the distribution of salaries across all male and female police staff (including PCSOs) in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

**Table 27: £10,000 Salary Bands for all police staff (including PCSOs)**

Salary Interval	Male	Female
10,001 to 20,000	0 (0%)	0 (0%)
20,001 to 30,000	457 (29%)	1,111 (71%)
30,001 to 40,000	2,344 (45%)	2,848 (55%)
40,001 to 50,000	903 (52%)	819 (48%)
50,001 to 60,000	364 (58%)	265 (42%)
60,001 to 70,000	174 (59%)	119 (41%)
70,001 to 80,000	60 (52%)	55 (48%)
80,001 to 90,000	49 (69%)	22 (31%)
90,001 to 100,000	45 (78%)	13 (22%)
100,001 and over	29 (67.5%)	14 (32.5%)

## Context for MPS's pay gap for Police Staff

90. The MPS has analysed the gender pay gap for police staff to understand what the root causes are. These are discussed below.

### Bonus Pay

91. The MPS pays a number of bonus payments for those who have excelled in the performance of their duty (normally to a maximum of £500) or lump sum payments for retention initiatives. The number of MPS police staff receiving a bonus payment is very low, 65 staff out of a population of 9,691 (less than 1%).

92. The number of male staff who received a bonus payment was 37 (0.84% of the police staff population) compared to 28 of female staff population (0.53%). The mean bonus pay gap is 27.42% with a 0% median bonus pay gap. In 2019, the mean bonus pay gap was 33.60% and the median pay gap was 46.87%.

**Table 28: Bonus Pay for MPS Police Staff**

Variable	Mean Pay Gap	Median Pay Gap
Male	£521.62	£250
Female	£378.57	£250
Pay Gap	£143.05	£0
<b>Difference</b>	27.42%	0%

### Quartiles

93. 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 sized groups.

**Table 29: Pay Quartiles for Police Staff**

Variable	Male (Total number of Male staff)	Female (Total number of Female staff)
Lower Quartile	608 (28%)	1,537 (72%)
Lower Middle	892 (42%)	1,252 (58%)
Upper Middle	987 (46%)	1,158 (54%)
Upper	1,211 (56%)	933 (44%)



**Table 30: Pay Gap Quartiles for MPS Staff**

Quartile	Mean Pay Gap	Median Pay Gap
Lower	-0.79%	-1.07%
Lower Middle	-0.05%	-0.16%
Upper Middle	1.21%	2.49%
Upper	5.11%	3.56%

**Table 31: Pay Quartiles for PCSOs**

Quartile	Male (Total number of Male staff)	Female (Total number of Female staff)
Lower	167 (60%)	112 (40%)
Lower Middle	170 (61%)	108 (39%)
Upper Middle	189 (66%)	94 (34%)
Upper	206 (74%)	72 (26%)

**Table 32: Pay Gap Quartiles for MPS PCSOs**

Quartile	Mean Pay Gap	Median Pay Gap
Lower	0.06%	0%
Lower Middle	0.16%	0%
Upper Middle	0.45%	0.95%
Upper	-0.94%	0%

94. The quartile distribution indicates that the higher mean pay gap is created by the higher concentration of female staff in the lower quartiles. Over 58% of all police staff in non-managerial positions in the MPS are female. Whilst this number is high, in 2018, 63% of all police staff in non-managerial positions were female.

95. The quartile distribution for police staff shows that the pay gap is highest in the upper quartile at 5.11% (mean) and 3.56% (median). In 2019, the mean pay gap was 6% and the median was 3.74%. This is due to the number of male staff recruited to more senior positions in the MPS.

96. For PCSOs, a more balanced recruitment throughout the period has resulted in a smaller pay gap in both mean and median hourly pay. In the upper pay quartile there is a negative (mean) pay gap with female PCSOs earning -0.94% more than their male counterparts. This means length of service promotion issues have very little impact on this small group compared to the other groups.

97. Female police staff are statistically more likely to take a longer period to reach the top of the pay scale due to the impact of time away from work. Any periods off pay (with the exception of maternity and parental leave) do not count towards incremental progression for either officers or staff. In the MPS, over 85% of all police staff (including PCSOs) on career breaks are female.

**Analysis by age**

98. The average age for male police staff (excluding PCSOs) in the MPS is 46.30 years and for female staff is lower at 44.52 years. Looking at the workforce composition by age, it shows that there are significantly more females than males in post, aged between 20 – 50 years. The over 50s population is almost on a par, 52% versus 48%.

99. Table 33 shows that there is a gender pay gap in all of the age profiles in the MPS with the exception of those aged under 20 years (noting that this population is only 8 staff). This suggests an impact caused by a number of factors, including:

- Off-pay maternity leave
- Part-time working (child care and carers)
- Career breaks
- More men in senior MPS positions

100. The average age for male PCSOs in the MPS is 46.33 years and for female PCSOs is slightly lower at 45.56 years.

101. Looking at the workforce composition by age the PCSO population is predominantly made up of staff aged 30+. As the PCSO role is new (compared to other employee categories), the age profile difference is due to the MPS recruiting men who tended to be slightly older than their female counterparts during the initial recruitment campaigns. Table 35 shows that there is a negligible gender pay gap in almost all of the age profiles in the PCSO.

**Table 33: Age Profile for MPS Police Staff**

<b>Age Profile</b>	<b>Number of Males</b>	<b>Number of Females</b>	<b>Mean Gender Pay Gap</b>	<b>Median Gender Pay Gap</b>
Less than 20 years	4 (50%)	4 (50%)	-14.31%	-23.14%
20 - 30 years	363 (39%)	571 (61%)	3.02%	1.06%
30 - 40 years	720 (40%)	1,090 (60%)	5.96%	6.53%
40 - 50 years	901 (40%)	1,360 (60%)	8.42%	12.88%
50 + years	1,710 (48%)	1,855 (52%)	17.34%	12.94%

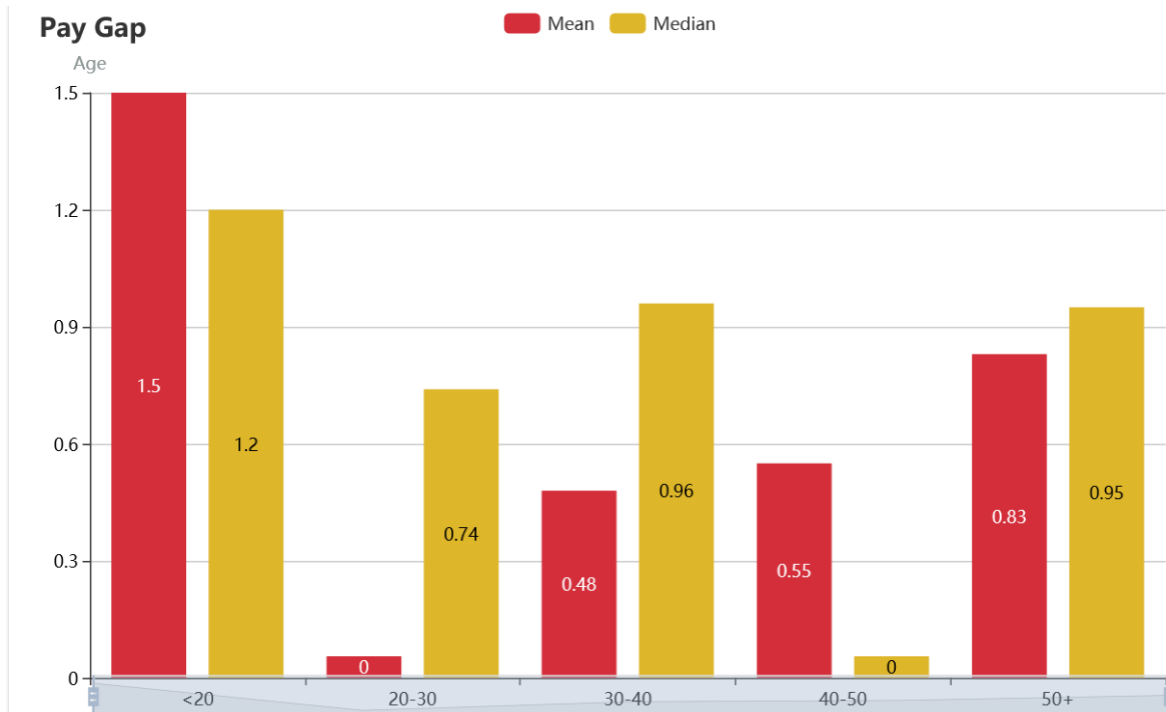
**Table 34: Gender Pay Gap by Age for MPS Police Staff**



**Table 35: Age Profile for MPS PCSOs**

Age Profile	Number of Males	Number of Females	Mean Gender Pay Gap	Median Gender Pay Gap
Less than 20 years	4 (80%)	1 (20%)	1.50%	1.20%
20 - 30 years	47 (64%)	26 (36%)	0%	0.74%
30 - 40 years	163 (60%)	107 (40%)	0.48%	0.96%
40 - 50 years	193 (68%)	91 (32%)	0.55%	0%
50 + years	320 (67%)	161 (33%)	0.83%	0.95%

**Table 36: Gender Pay Gap by Age for MPS PCSOs**



102. The police staff gender pay gap (including PCSO) mostly reflects the workforce composition; it is fairly low for the 20 – 30 years but increases for 30 – 40, 40 – 50 and 50+ age categories. It is as high as 17.34% (mean) for police staff in the 50+ aged group although this is a reduction from 18.76% in 2019. Whilst this is in line with national trends, it may indicate that women in support roles see slower career progression.

### **Length of Service**

103. The average length of service for female police staff (excluding PCSOs) is higher than male police staff, 14.65 years compared to 12.80. This is slightly less than in 2019 when the average length of service was 15.09 years compared to 13 years.

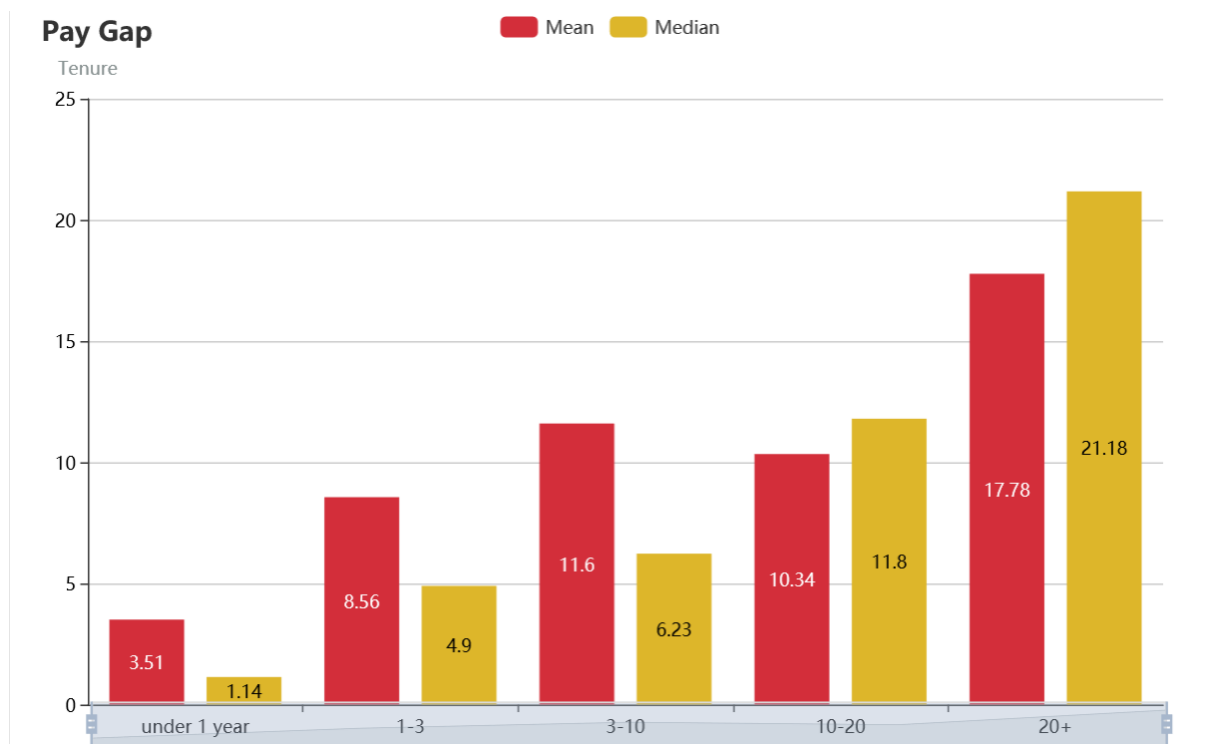
104. For PCSOs, female staff tend to have slightly less length of service than male staff - 11.63 years compared to 11.86 years. This is also slightly less than in 2019 when the average length of service was 12.42 years compared to 12.57 years.

105. The gender pay gap for PCSOs is negligible irrespective of the length of service. For police staff (excluding PCSOs) it is lowest for staff employed with under 1 year of service but continues to rise until it reaches its peak at over 20 years of service (17.78% mean and 21.18% median). The mean pay gap in 2019 was 18.08% and the median gap was 20.91%. This is in line with national data that shows that the gender pay gap starts for women in their thirties and continues to grow. Research shows that this may be due to the impact of career breaks taken by women and a consequential slower career progression towards senior roles.

**Table 37: Police Staff by length of service and gender pay gap**

Length of Service	Number of Males	Percentage of Males	Number of Females	Percentage of Females	Mean Gender Pay Gap	Median Gender Pay Gap
Under 1	268	41%	381	59%	3.51%	1.14%
1 - 3 Years	582	48%	626	52%	8.56%	4.9%
3 - 10 years	597	52%	556	48%	11.6%	6.23%
10 - 20 years	1,513	43%	2,010	57%	10.34%	11.8%
20 + Years	738	36%	1,307	64%	17.78%	21.18%

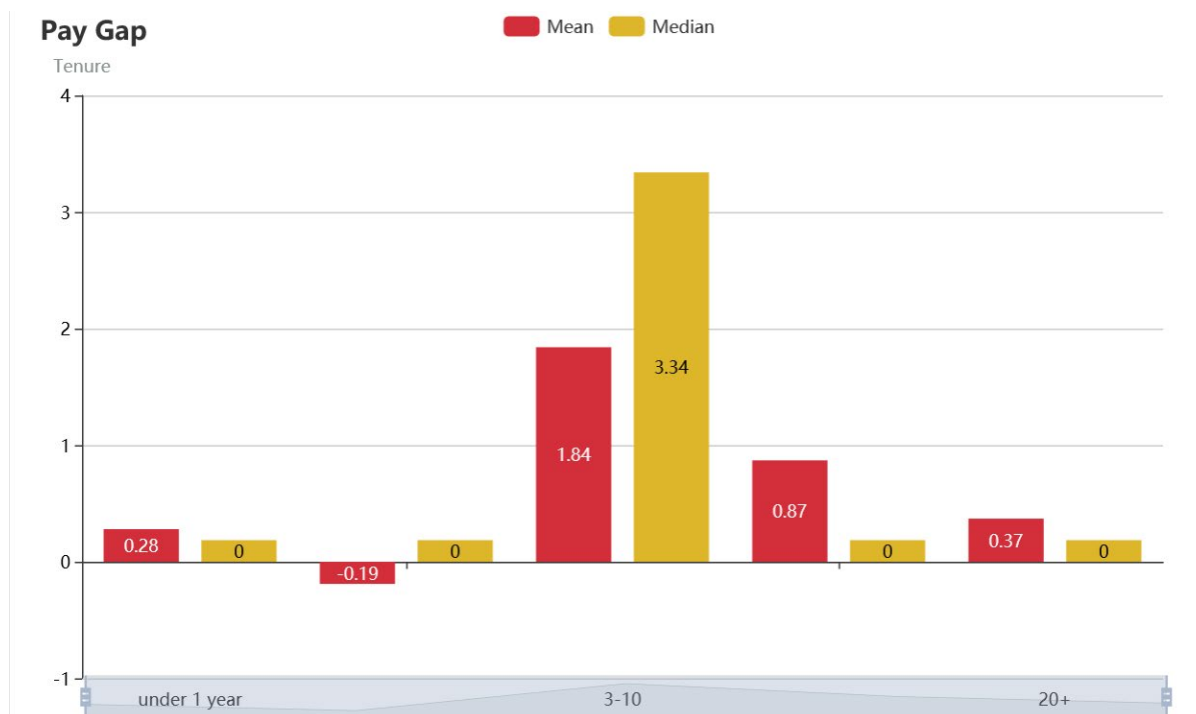
**Table 38: Gender Pay Gap by Length of Service for MPS Staff**



**Table 39: PCSOs by length of service and gender pay gap**

Length of Service	Number of Males	Percentage of Males	Number of Females	Percentage of Females	Mean Gender Pay Gap	Median Gender Pay Gap
Under 1	56	65%	30	35%	0.28%	0%
1 - 3 Years	59	69%	26	31%	-0.19%	0%
3 - 10 years	30	55%	25	45%	1.84%	3.34%
10 - 20 years	563	66%	287	34%	0.87%	0%
20 + Years	19	51%	18	49%	0.37%	0%

**Table 40: Gender Pay Gap by Length of Service for MPS PCSOs**



### Hours Worked

106. Of the 8,578 police staff considered in this pay gap analysis, 1,526 work part-time (18%). Of the 1,526 part-time police staff, 1,311 are female (86%). In 2020, on average, part-time female staff earned 5.33% less mean pay and 4.75% less median pay than their male part time equivalents. In 2019, the difference was significantly higher with part-time female staff earning 15.70% less mean pay and 10.66% less median pay than their male part time equivalents.

107. Of the 1,113 PCSOs considered in this pay gap analysis, 153 work part-time (14%). Of the 153 part-time PCSOs, 109 are female (71%). In 2020, on average, part-time female PCSOs earned 1.91% less mean pay and 2.55% less median pay than their part time male equivalents. This is an increase from 0.66% mean and 0.71% median pay gap in 2019.

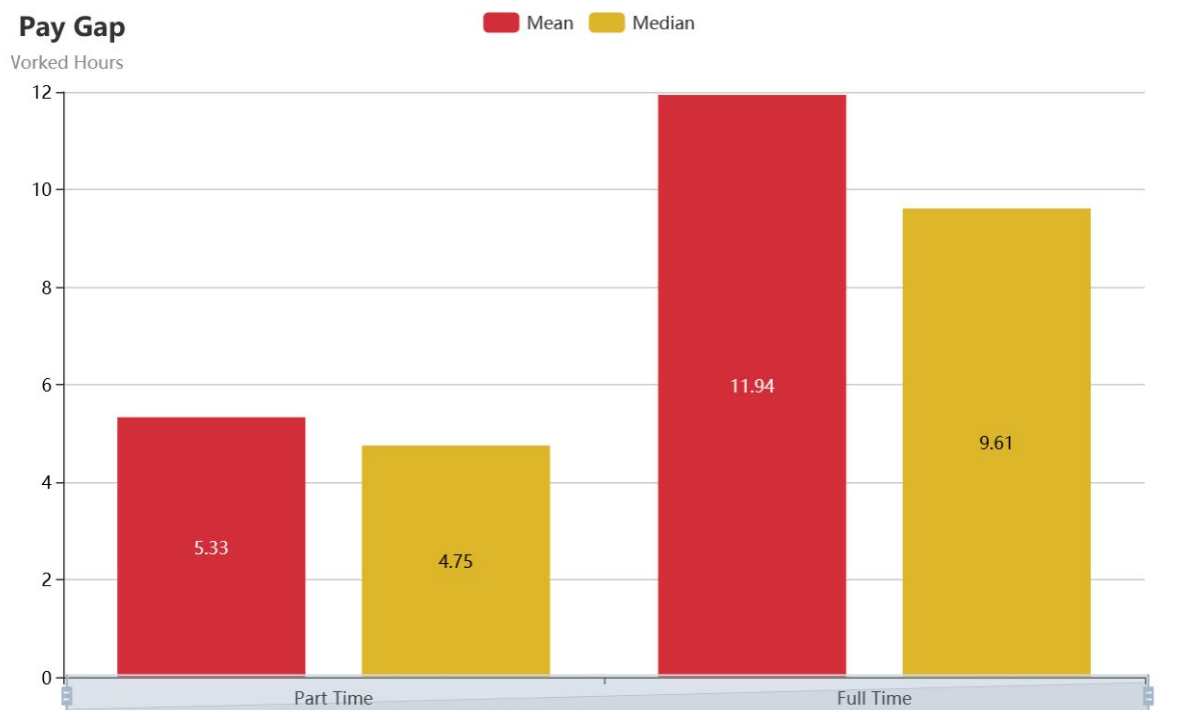
**Table 41: Gender pay gap by Hours Worked by MPS Police Staff (Mean) (Excludes PCSOs)**

Hours Worked	Number of Males	Pay	Number of Females	Pay	Mean Gender Pay Gap
Full-Time	3,483	£22.57	3,569	£19.87	11.94%
Part -Time	215	£21.08	1,311	£19.96	5.33%

**Table 42: Gender pay gap by Hours Worked by MPS Police Staff (Median) (Excludes PCSOs)**

Hours Worked	Number of Males	Pay	Number of Females	Pay	Median Gender Pay Gap
Full-Time	3,483	£20.13	3,569	£18.20	9.61%
Part-Time	215	£19.10	1,311	£18.20	4.75%

**Table 43: Gender pay gap by Hours Worked by MPS Police Staff (excludes PCSOs)**



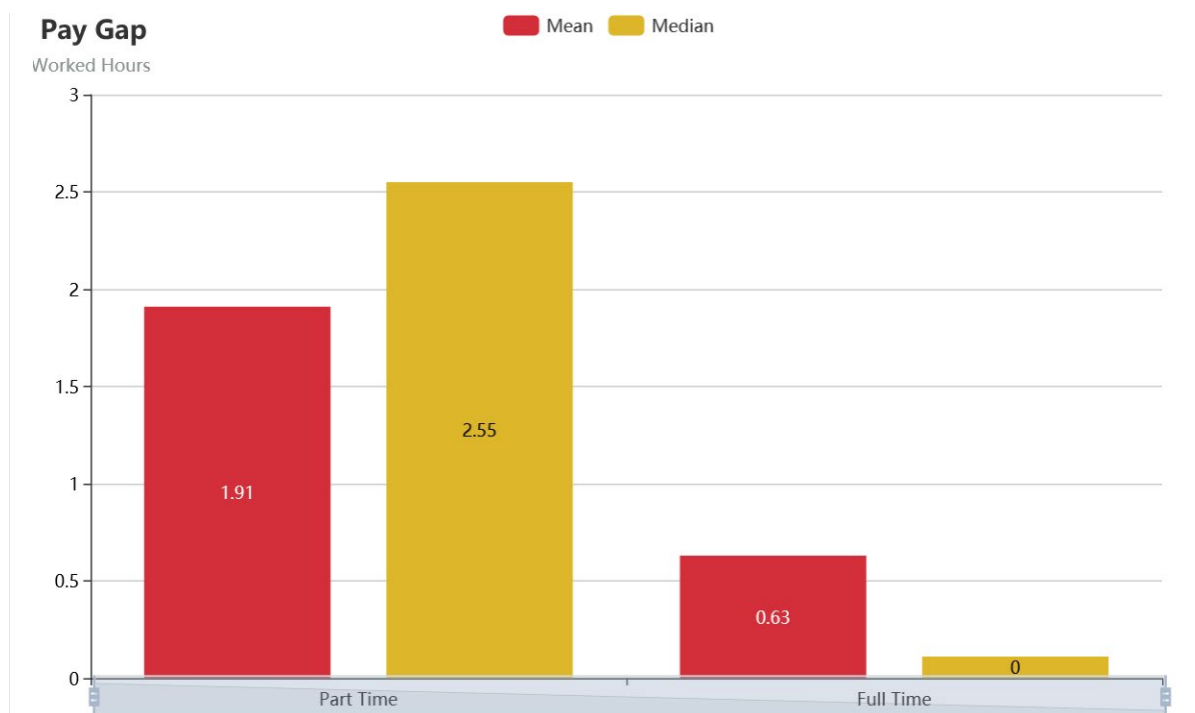
**Table 44: Gender pay gap by Hours Worked by MPS PCSOs (Mean)**

Hours Worked	Number of Males	Pay	Number of Females	Pay	Mean Gender Pay Gap
Full-Time	683	£17.19	277	£17.09	0.63%
Part-Time	44	£17.43	109	£17.10	1.91%

**Table 45: Gender pay gap by Hours Worked by MPS PCSOs (Median)**

Hours Worked	Number of Males	Pay	Number of Females	Pay	Median Gender Pay Gap
Full-Time	683	£17.18	277	£17.18	0%
Part-Time	44	£17.63	109	£17.18	2.55%

**Table 46: Gender pay gap by Hours Worked by MPS PCSOs**



**ELEMENTS OF PAY FOR POLICE STAFF AND PCSOs**

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

**Incremental pay**

109. Table 47 below shows how incremental pay influences the gender pay gap. Incremental pay has an impact on police staff pay primarily due to female staff taking longer to reach the top of the pay steps. Female staff tend to take more periods off pay and these periods do not count towards incremental progression (with the exception of maternity and parental leave) for either officers or staff.

**Table 47: 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	£75,954	£65,444	£10,510
Band B	6	£58,438	£47,538	£10,900
Band C	5	£43,804	£36,334	£7,470
Band D	3	£31,415	£29,201	£2,214
Band E	3	£27,545	£25,591	£1,954
Band F	3	£24,830	£22,691	£2,139
Band G	2	£21,357	£21,125	£232



## Historical Allowance

110. **Service Related Pay (SRP).** An example of a historical allowance, which affects gender pay, is the service related supplementary payments made to police staff and PCSOs (excluding Broad Bands). The SRP allowance was frozen in 2015 and new entrants barred from accessing the payment due to the negative impact it had on ethnicity and gender pay. Previously, staff qualified for SRP when they completed 9 years' service and then again for an additional payment when they completed 15 years' service.

111. Staff who took career breaks/unpaid leave took longer to reach the necessary service to be eligible to receive this payment. Out of a total of 9,691 employees (police staff and PCSOs), 5,736 (59%) receive SRP - 3,267 women and 2,469 men. This is a reduction of 193 from 2019.

112. The table below shows the mean and median amounts paid to female and male staff. The figures show that male staff receive a higher mean rate than female staff. The difference in amount is predominately caused by part-time staff receiving a pro-rata allowance; this impacts more on female staff than men. This is seen clearly at Band D level where 250 out of the 304 who work part time are female. The mean pay gap for this group is 3% whilst the median pay gap is 5.47%.

113. A further impact is that the value of SRP is larger for those staff that are in higher pay bands. This has a negative impact on the gender pay gap as more men occupy the more senior positions in the MPS. Table 48 below shows that 191 out of the 324 staff (59%) in receipt of SRP at Bands A and B are men.

**Table 48: Value of SRP**

Band	9 Years' service related pay £ P.A	15 Years' service related pay £ p.a
A	£870	£309
B	£685	£309
C	£528	£309
D	£309	£309
E	£309	£309
F	£309	£309
G	£309	£309

**Table 49: SRP (all staff)**

SRP	Male	Female	% Difference
Mean	£40.03	£37.30	2.64%
Median	£25.75	£30.04	-4.29%

**Table 50: SRP 2020 vs 2019**

SRP	Male (2019)	Female (2019)	Percentage Difference	Male (2020)	Female (2020)	Percentage Difference
Mean	£39.94	£37.19	6.87%	£40.03	£37.30	2.64%
Median	£25.75	£28.32	-9.98%	£25.75	£30.04	-4.29%

**Table 51: SRP MPS Staff (Excluding PCSOs)**

SRP	Male	Female	% Difference
Mean	£43.41	£38.33	11.72%
Median	£41.20	£34.34	16.65%

**Table 52: SRP PCSOs**

SRP	Male	Female	% Difference
Mean	£26.53	£25.56	0.97%
Median	£25.75	£25.75	0%

**Table 53: SRP by Band – All MPS Staff**

Band	Number of Males	Number of Females	Mean Pay Gap	Median Pay Gap
A	63	27	2.72%	0%
B	128	106	3.25%	0%
C	225	229	3.26%	0.88%
D	693	880	7.04%	6.42%
E	768	1,587	1.28%	0%
F	93	192	-8.38%	-63.88%
G	4	5	45.37%	44.44%

### Current allowances

114. **Shift Disturbance Allowance.** Some police staff and PCSOs are entitled to receive a Shift Disturbance Allowance to compensate them for variations in their working hours (excludes Broad Bands). This allowance has differing rates (set at 20%, 15% and 12.5% of base pay) depending on the shift.

115. A total of 4,626 of MPS staff (3,541 staff and 1,085 PCSOs) receive the allowance because they work in roles that require them to perform unsociable hours. In 2019, 4,522 received the allowance.

116. Of the 4,626 who received the allowance, 2,271 (49%) were female staff compared to 2,355 (51%) of male staff (i.e. a higher proportion of men than women undertake roles qualifying for these extra payments).

117. Additional research shows that female police staff aged between 30 - 40 years of age are the group that are most affected by the amount of shift disturbance allowance compared to their male equivalents with a pay gap of 7.5% (mean) and 16.67% (median). Female staff aged over 50 years earn more allowance than their male colleagues -0.59% (mean).

118. The report also shows that length of service does not significantly impact on gender pay until staff work for 20+ years in the MPS. The gender pay gap for this group is 7.93% (mean) and 16.67% (median) although this is less than in 2019 (8.60% (mean) and 18.15% (median)).

119. Because a higher proportion of men are in qualifying roles, female police staff (excluding PCSOs) overall receive on average 7.86% (mean) and 11.51% (median) less shift disturbance allowance than their male colleagues overall.

**Table 562: Shift Disturbance Allowance PCSOs**

Shift Disturbance Allowance	Male	Female	% Difference
Mean	£276.39	£259.91	5.96%
Median	£281.98	£281.98	0%

120. **Location Allowance.** Police staff and PCSOs receive a location allowance that is intended to compensate for the increased cost of travelling into central London (excludes Broad Bands). Location allowance is paid based on where an individual works within two given zones. Staff receive £2,623 for working in Zone 1 or £1,518 for working in Zone 2.

121. Out of a total of 9,691 employees (police staff and PCSOs), 9,577 receive a location allowance. This year's gender pay gap report shows that female police staff and PCSOs receive on average 9.59% (mean) and 11.94% (median) less location allowance than their male colleagues. In 2019, the mean pay gap was 10.93% and the median pay gap was 16.67%.

122. This is caused by two factors:

- A higher proportion of male staff work in central London and thereby qualify for the higher allowance linked to higher costs;
- A higher proportion of female workers work part-time hours.

123. In recognition of the impact that location allowance has on the gender pay gap, the MPS has elected to pay all staff the same allowance irrespective of where they work in London by September 2021. On 1 August 2019, we increased the Zone 2 allowance from £984 to £1,518. A further increase to the rate is expected from 1 August 2020.

**Table 57: Location Allowance**

Location Allowance	Male	Female	% Difference
Mean	£187.72	£169.73	9.59%
Median	£218.58	£192.48	11.94%

**Table 58: Location Allowance 2020 vs 2019**

Location Allowance	Male (2019)	Female (2019)	% Difference	Male (2020)	Female (2020)	% Difference
Mean	£206.42*	£183.85*	10.93%	£187.72	£169.73	9.59%
Median	£250.25*	£208.54*	16.67%	£218.58	£192.48	11.94%

\*The overall rate of location allowance has decreased as the MPS is consolidating some of the allowance into basic pay.

**Table 59: Location Allowance MPS Staff (excluding PCSOs)**

Location Allowance	Male	Female	% Difference
Mean	£191.85	£171.64	10.53%
Median	£218.58	£208.57	4.44%

**Table 60: Location Allowance PCSOs**

Location Allowance	Male	Female	% Difference
Mean	£167.12	£145.63	12.86%
Median	£126.50	£126.50	0%

124. **Premium Payments.** Premium pay can be claimed by police staff, with a contractual entitlement, if hours are worked on a weekend or public holiday. 2,142 (2,128 in 2019) staff received premium pay during the snapshot-reporting month. 1,193 were women (56%) compared to 949 men (44%) – virtually equivalent to their overall proportion across the workforce. However, on average women received less premium pay than men. Please note that PCSOs have no entitlement to Premium Pay.

125. 1,708 full-time members of staff (883 men and 825 women) and 434 part-time members of staff (66 men and 368 women) received premium pay. Female police staff who worked full time received 16.31% (mean) and 31.03% (median) less premium pay than their male colleagues. In 2019, the mean pay gap was 19.4% and the median was 33.17%.

126. Female part time staff received 8.48% (mean) and 16.63% (median) less premium pay than their male colleagues. In 2019, the mean pay gap was 10.63% and the median was 19.11%.

127. The snapshot report showed that female police staff receive on average 13.28% (mean) and 23.80% less Premium Pay than their male colleagues. In 2019, the mean pay gap was 16.22% and the median was 23.80%.

128. The job level profile of employees who receive premium pay indicate that Bands B - C are male dominated; 99 out of 170 (58%) whereas the lower pay bands (Bands D - F) are more heavily female populated. As premium payments are linked to base salary, this will result in higher mean and median average payments to male employees.

129. Research shows that female police staff with 20 or more year service are the group that are most affected by the amount of Premium Pay received compared to their male equivalents with a pay gap of 21.03% (mean) and 36.16% (median). See Table 65.

130. Age also has an impact on the amount of Premium Pay received by MPS staff. The gap is small for those aged 30 or under but it increases in each bracket thereafter. The gender pay gap is highest for those aged 50 years or over with a mean pay gap of 17.42% and a median pay gap of 31.75%. See Table 64.

**Table 61: Premium Pay**

Premium Pay	Male	Female	% Difference
Mean	£447.54	£388.09	13.28%
Median	£433.80	£330.55	23.80%

**Table 62: Premium Pay 2020 vs 2019**

Premium Pay	Male (2019)	Female (2019)	% Difference	Male (2020)	Female (2020)	% Difference
Mean	£442.85	£371.00	16.22%	£447.54	£388.09	13.28%
Median	£414.63	£307.43	25.85%	£433.80	£330.55	23.80%

**Table 63: Premium Pay by Band**

Premium Pay	Number of Men	Number of Women	Mean Pay Gap	Median Pay Gap
Band B	14	10	36.25%	50.79%
Band C	85	61	5.7%	4.42%
Band D	419	410	2.67%	10.4%
Band E	376	646	14.01%	20.97%
Band F	36	63	37.92%	51.3%

**Table 64: Premium Pay by Age**

Premium Pay	Mean Pay Gap	Median Pay Gap
20 - 30 years	1.88%	12.98%
30 - 40 years	10.71%	5.01%
40 - 50 years	11.12%	20.63%
50 + years	17.42%	31.75%

**Table 65: Premium Pay by Length of Service**

Premium Pay	Mean Pay Gap	Median Pay Gap
Under 1	-15.22%	-1.46%
1 - 3 Years	12.3%	19.81%
3 - 10 years	24.18%	7.07%
10 - 20 years	8.58%	13.41%
20 + Years	21.03%	36.16%

131. **Flexibility Allowance.** Some groups of police staff are entitled to receive a flexibility allowance. 706 currently receive this allowance. In 2019, the total was 657. 406 female police staff and 300 male police staff currently receive this allowance.

132. The allowance is predominantly paid to police staff that work as 999 Call Handlers and is given in lieu of premium payments. The only other group that receive the allowance is Specialist Technical Staff, who are predominately male. Each group receives a similar level of allowance when they work in the same area. Please note that PCSOs have no entitlement to Flexibility Allowance.

133. This year's gender pay-gap report showed that female police staff receive on average 27.61% (mean) and 4.51% (median) less flexibility pay than their male colleagues. In 2019, the mean pay gap was 25.88% and the median pay gap was 9.98%.

134. Research shows that female police staff aged over 50 years of age are the group that are most affected by the amount of flexibility allowance paid compared to their male equivalents with a pay gap of 42.2% (mean) and 46.37% (median).

135. The report also shows that part time female staff earn 10.65% (mean) and 15.34% (median) less flexibility allowance than their male colleagues. Full time female staff earn 23.26% (mean) and 4.51% (median) less flexibility allowance than their male colleagues.

136. Length of service does have a significant impact on gender pay for staff with between 10 – 20 years of service, 37.99% (mean) and 12.51% (median) and for staff with 20 plus years' service 32.14% (mean) and 45.47% (median) pay gap albeit it should be noted that the population is small (181 staff).

137. Some of the large difference can be explained due to the different roles and specialisms that attract this allowance, which have different male and female representation. Specifically, Technical Staff receive the payment for being on-call for extended periods and it is a mostly male dominated role at present.

**Table 66: Flexibility Allowance**

Flexibility Allowance	Male	Female	% Difference
Mean	£282.21	£204.29	27.61%
Median	£225.58	£215.40	4.51%

**Table 67: Flexibility Allowance 2020 v 2019**

Flexibility Allowance	Male (2019)	Female (2019)	% Difference	Male (2020)	Female (2020)	% Difference
Mean	£264.96	£197.20	25.88%	£282.21	£204.29	27.61%
Median	£217.99	£196.23	9.98%	£225.58	£215.40	4.51%

**Table 68: Flexibility Allowance by Band**

Flexibility Allowance	Number of Men	Number of Women	Mean Pay Gap	Median Pay Gap
Band C	16	1	40.34%	42.23%
Band D	85	30	19.02%	0%
Band E	185	374	11.47%	2.19%
Band F	6	1	7.69%	0%

**Table 69: Flexibility Allowance by Age**

Flexibility Allowance	Mean Pay Gap	Median Pay Gap
20 - 30 years	6.29%	2.19%
30 - 40 years	21.66%	4.51%
40 - 50 years	30.47%	8.08%
50 + years	42.2%	46.37%

**Table 70: Flexibility Allowance by Length of Service**

Flexibility Allowance	Mean Pay Gap	Median Pay Gap
Under 1	4.04%	0%
1 - 3 Years	4.26%	0%
3 - 10 years	19.74%	0%
10 - 20 years	37.99%	12.51%
20 + Years	32.14%	45.57%

**OVERALL GENDER PAY GAP - COMBINED WORKFORCE SUMMARY**

138. Police officer and police staff pay is determined in accordance with roles, with no reference to gender. Female and male officers and staff who undertake the same role, have the same length of service, and work the same hours, will receive the same pay.

139. Police officers on average will earn more than police staff given the unique nature of the police officer role. Police officers and police staff undertake fundamentally different roles. Different expectations of employment are placed on police officers who are not employees. The unique status of their role is reflected in their terms and conditions. The approach of examining the gender pay gap separately for police officers and police staff is therefore appropriate.

140. Nevertheless, if the entire workforce is considered together, the MPS' gender pay gap analysis, when all pay and allowances are considered for the whole workforce (police officers, police staff and PCSOs), shows on average, that female staff employed by the MPS receive £1.34 less per

hour than the average male member of staff (£1.34 per hour in 2019). This equates to a mean pay gap of 6.20% compared to 6.20% in 2019.

141. The associated median value for female staff employed by the MPS shows they receive £2.40 less per hour than their male counterparts (compared to £1.99 less per hour in 2019). This equates to a median pay gap of 10.64% (9.06% in 2019). Much of the difference is a consequence of having fewer female officers and staff represented in more senior ranks and grades. There are also a number of other personal factors that influence full and part-time working decisions and these also impact on average pay calculations.

**Table 71: Overall Gender Pay Gap for the workforce as an aggregate figure (combination of information for full and part-time staff) (Mean)**

Variable	MPS	Police Officers	Police Staff	PCSOs
Male	£21.91	£21.97	£22.48	£17.21
Female	£20.57	£21.15	£19.90	£17.09
Pay Gap	£1.34	£0.83	£2.59	£0.12
<b>Difference</b>	<b>6.11%</b>	<b>3.76%</b>	<b>11.51%</b>	<b>0.69%</b>

**Table 72: Overall Gender Pay Gap for the workforce as an aggregate figure 2020 vs 2019 (combination of information for full and part-time staff) (Mean)**

Variable	MPS (2019)	MPS (2020)	Police Officers (2019)	Police Officers (2020)	Police Staff (2019)	Police Staff (2020)	PCSOs (2019)	PCSOs (2020)
Male	£21.62	£21.91	£21.72	£21.97	£21.98	£22.48	£16.97	£17.21
Female	£20.28	£20.57	£21.05	£21.15	£19.35	£19.90	£16.74	£17.09
Pay Gap	£1.34	£1.34	£0.67	£0.83	£2.63	£2.59	£0.23	£0.12
<b>Difference</b>	<b>6.20%</b>	<b>6.11%</b>	<b>3.10%</b>	<b>3.76%</b>	<b>11.96%</b>	<b>11.51%</b>	<b>1.34%</b>	<b>0.69%</b>

**Table 73: Overall Gender Pay Gap for the workforce as an aggregate figure (combined information for full and part-time staff) (Median)**

Variable	MPS	Police Officers	Police Staff	PCSOs
Male	£22.53	£22.59	£20.06	£17.21
Female	£20.13	£22.50	£18.20	£17.09
Pay Gap	£2.40	£0.09	£1.86	£0.12
<b>Difference</b>	<b>10.64%</b>	<b>0.39%</b>	<b>9.30%</b>	<b>0.69%</b>



**Table 74: Overall Gender Pay Gap for all MPS staff as an aggregate figure 2020 vs 2019 (combined information for full and part-time staff) (Median)**

<b>Variable</b>	<b>MPS (2019)</b>	<b>MPS (2020)</b>	<b>Police Officers (2019)</b>	<b>Police Officers (2020)</b>	<b>Police Staff (2019)</b>	<b>Police Staff (2020)</b>	<b>PCSOs (2019)</b>	<b>PCSOs (2020)</b>
Male	£22.03	£22.53	£22.09	£22.59	£19.63	£20.06	£16.72	£17.21
Female	£20.03	£20.13	£22.01	£22.50	£17.70	£18.20	£16.56	£17.09
Pay Gap	£1.99	£2.40	£0.09	£0.09	£1.93	£1.86	£0.16	£0.12
<b>Difference</b>	<b>9.06%</b>	<b>10.64%</b>	<b>0.39%</b>	<b>0.39%</b>	<b>9.82%</b>	<b>9.30%</b>	<b>0.95%</b>	<b>0.69%</b>