

METROPOLITAN POLICE SERVICE: ETHNICITY PAY GAP ANALYSIS 2017

Executive Summary

1. This is our first formal report examining how pay systems, people processes and management decisions impact on average pay across MPS officers and staff of different ethnicities. This is a welcome and important step forward. The insight it has provided is valuable and will be used to inform future pay and HR processes.
2. 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.
3. This analysis highlights two critical factors:
 - 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 spine point, with movement 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 four years, a higher proportion of BAME colleagues are still progressing up that spine point, whereas a higher proportion of white colleagues have longer service and so receive the higher pay awarded at the top of the spine point. This results in a difference average pay across the workforce as a whole. In part this reflects the success of recent recruitment activities. Nevertheless, the issue is exacerbated by the structure of the pay systems. **Pay systems for police officers are set nationally. We will use this report to start a debate nationally through the independent Police Remuneration Review Body on whether changes can be agreed to the pay structure to remove or reduce this factor. For police staff, we will consult with trades unions as part of the 2018 pay process on options for reform.**
 - We have a strong ambition to improve workforce diversity at all ranks and grades. Whilst stronger progress is now being made at entry grades (police officer level in particular), it will take time for this to flow through all ranks. This will be particularly challenges within the police officer workforce, where almost all officers join as constables and progress through the ranks. For example, those securing promotion to the rank of chief superintendent have on average served as police officers for 24 years. The make-up of our senior management therefore reflects recruitment patterns very many years ago, rather than the more positive picture we see today. This difference in the diversity we see between our ranks and grades does results in average differences in pay across the whole workforce. **We remain absolutely determined to address this, with strong talent and positive action strategies in place both to make even more progress in the diversity of recruitment activity and through internal progression and promotion.**
4. 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.

ROBIN WILKINSON

Director of People and Change

ABOUT THE MPS – POLICE OFFICERS AND POLICE STAFF

5. The MPS consists of two distinct groups of employee for the purpose of this audit; police officers and police staff (the latter including 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 71% of the workforce. Their terms and conditions are set nationally by the Government based on recommendations from the independent 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.** These 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 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 (Dedicated Detention Officers and Communications Officers) and non-uniformed staff and make up 20% 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 6% 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

6. For the purpose of this report, there are 40,445 relevant employees. 6,687 are listed as BAME, that is, not White British, White Irish, White other or Unknown. The Unknown category consists of 734 staff (1.8%) who have decided not to declare their ethnicity. The 6,687 BAME employees make up 16.5% of the total workforce. Out of the 16.5%, men make up 63% and women make up 37%. Table 1 shows the dataset used for this analysis.

Table 1: Ethnicity in MPS dataset (Officers, Staff, PCSOs) - 31 March 2017

Ethnicity in dataset	Count	Assigned Category for analysis	Police Officers Count	Police Staff Count	PCSOS Count
Any other Asian background	462	Asian	299	138	25
Any other Black background	112	Black	68	39	5
Any other group not specified	342	Other Ethnic Group	211	99	32
Bangladeshi	310	Asian	194	62	54
Black - African	649	Black	267	285	97
Black - British	682	Black	286	334	62
Black - Caribbean	697	Black	322	324	51
Black Asian	9	Mixed	5	3	1
Chinese	163	Asian	120	41	2
Greek & Greek Cypriot	176	Other Ethnic Group	116	43	17
Indian	1185	Asian	705	424	56
Mixed - Any other mixed background	411	Mixed	318	75	18
Mixed - White & Asian	338	Mixed	278	43	17
Mixed - White & Black African	100	Mixed	78	16	6
Mixed - White & Black Caribbean	306	Mixed	244	52	10
Pakistani	532	Asian	361	120	51
Turkish & Turkish Cypriot	213	Other Ethnic Group	144	41	28
UNKNOWN	734	Not included	289	422	23
White - British	31128	White	24742	5610	776
White - Irish	616	White	476	120	20
White - Other	1280	White	943	276	61

HOW WE HAVE CALCULATED THE DATA

- 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 (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:
- 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.

9. 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.
10. 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.

CONTEXT FOR THE PAY GAP

11. 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.
12. 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. This type of comparison excludes the effect of the gender pay gap and has given us a less generalised picture of how ethnicity influences pay.
13. Throughout this report, the ethnicity pay gap analysis will first compare the two groups White vs BAME, then will 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.

SUMMARY FINDINGS

14. 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.
15. The MPS' ethnicity pay gap analysis overall shows the following information:

Police Officers

- BAME police officers employed by the MPS receive on average £1.52 less per hour than their white counterparts. This equates to a **mean pay gap of 7.22%**. By using the median as a measure, BAME police officers employed by the MPS receive on average £1.41 less per hour than their white counterparts. This equates to a **median pay gap of 6.56%**.

Police Staff

- BAME police staff employed by the MPS receive on average £1.68 less per hour than their white counterparts. This equates to a **mean pay gap of 8.79%**. By using the median as a measure, BAME police staff employed by the MPS receive on average £0.33 less per hour than their white counterparts. This equates to a **median pay gap of 1.79%**.

PCSOs

- BAME PCSOs employed by the MPS receive on average £0.17 more per hour than their white counterparts. This equates to a **mean pay gap of -1.07%**. By using the median as a

POLICE OFFICERS – ANALYSIS OF PAY GAP

16. This section of the report shows an analysis of how ethnicity affects Police Officer pay. Of the 40,445 employees considered in this report, 6,687 are listed as BAME; 30,738 of the employees used for the purpose of this report are police officers. The 6,687 BAME staff make up 16.5% of the total workforce, 13.5% (4,150) of which are police officers.

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.45	£21.01
BAME	£20.05	£19.49
Pay Gap	£1.41	£1.52
Difference	6.56%	7.22%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White Male	£21.53	£21.23
BAME Male	£20.05	£19.49
Pay Gap	£1.48	£1.73
Difference	6.89%	8.17%

Table 4: Overall Ethnicity Pay Gap for all MPS female Police Officers as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White Female	£21.41	£20.41
BAME Female	£20.06	£19.49
Pay Gap	£1.35	£0.92
Difference	6.28%	4.52%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.45	£21.01
Asian	£19.44	£19.36
Difference	£2.01	£1.65
Pay Gap	9.37%	7.86%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.45	£21.01
Black	£21.42	£20.18
Difference	£0.03	£0.83
Pay Gap	0.15%	3.97%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.45	£21.01
Other Ethnic	£19.43	£19.49
Difference	£2.02	£1.52
Pay Gap	9.42%	7.26%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.45	£21.01
Mixed Group	£19.13	£19.04
Difference	£2.33	£1.97
Pay Gap	10%	9.38%

17. 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 a gender pay gap.

Table 9: 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
ACPO	22	3	-18.16	-13.14
Chief Superintendent (Detective and Uniformed)	43	5	0.99	0.06
Superintendent (Detective and Uniformed)	152	14	-2.5	-1.86
Chief Inspector (Detective and Uniformed)	220	9	4.28	2.83
Inspector (Detective and Uniformed)	1077	86	0.14	-0.02
Sergeant (Detective and Uniformed)	3984	360	1.02	0.98
Constable (Detective and Uniformed)	20663	3539	5.13	9.92

Table 10: 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
ACPO	17	1	-14.59	-25.5
Chief Superintendent (Detective and Uniformed)	30	5	1.49	0.06
Superintendent (Detective and Uniformed)	118	11	-1.33	-2.66
Chief Inspector (Detective and Uniformed)	173	5	5.71	4.34
Inspector (Detective and Uniformed)	858	74	0.04	0.06
Sergeant (Detective and Uniformed)	3202	290	0.78	0.97
Constable (Detective and Uniformed)	14794	2671	5.71	11.25

Table 11: 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
ACPO	5	2	-10.83	-11.52
Chief Superintendent (Detective and Uniformed)	N/a	N/a	N/a	N/a
Superintendent (Detective and Uniformed)	34	3	-6.79	-7.1
Chief Inspector (Detective and Uniformed)	47	4	2.18	1.65
Inspector (Detective and Uniformed)	219	12	1.51	1.57
Sergeant (Detective and Uniformed)	782	70	2.01	0.74
Constable (Detective and Uniformed)	5869	868	2.86	5.26

Salary Bands

Table 12: £10,000 Salary Bands for police officers

18. This table 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.

Salary Interval	BAME	White
less than 10.000	N/A	2
10.001 to 20.000	14	110
20.001 to 30.000	301	1126
30.001 to 40.000	1622	7454
40.001 to 50.000	1824	13960
50.001 to 60.000	146	2154
60.001 to 70.000	81	1040
70.001 to 80.000	11	145
80.001 to 90.000	9	107
90.001 to 100.000	5	37
100.001 and over	3	26

Context for MPS' Pay Gap for Police Officers

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

Bonus Pay

20. 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 officers receiving a bonus payment is 0.37% (98 officers) compared to 0.32% (13 officers) of BAME officers. The mean bonus pay gap is 2.04% with a 0% median bonus ethnicity pay gap.

Table 13: Bonus Pay for MPS police officers

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£250	£227.73
BAME	£250	£223.08
Pay Gap	£0	£4.65
Difference	0%	2.04%

Quartiles

21. As outlined in paragraph 8, our pay data has been arranged in ascending order from the lowest to the highest pay and the data divided into four equal groups
22. The proportion of BAME Police Officers is lowest in the upper quartile; Because of the large number of police officers within the MPS where there is a smaller number within high earning groups this contributes notably to the overall ethnicity pay gap.

Table 14: Quartiles for MPS police officers

	BAME (Total number of BAME staff)	White (Total number of White staff)
Lower Quartile	1498 19.85%	6047 80.15%
Lower Middle Quartile	1045 13.85%	6499 86.15%
Upper Middle Quartile	871 11.55%	6673 88.45%
Upper Quartile	602 7.98%	6942 92.02%

23. Looking at the quartile distribution, the higher mean pay gap is as a result of the concentration of BAME officers in the lower and middle quartiles, owing to historic recruitment activity. Looking at the pay gap by quartile distribution for police officers shows that the pay gap is highest in the lower quartile. This 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 - with just 1,576 out of a population of 3,765 BAME officers reaching the top timed-served pay point compared to 12,060 out of 20,994 white officers.

Analysis by age

24. The average age for white officers in the MPS is 45.47 years and for BAME officers 44.74 years. There is however a difference between the mean and median pay gap resulting from a small number of high earners influencing the mean result. Both results suggest an important imbalance in pay for employees that are close to 40 years of age. This may reflect different age profiles on joining the police service between BAME and white officers. This needs further analysis over the coming year.

Table 15: Mean Ethnicity Pay Gap for Police Officers by Age

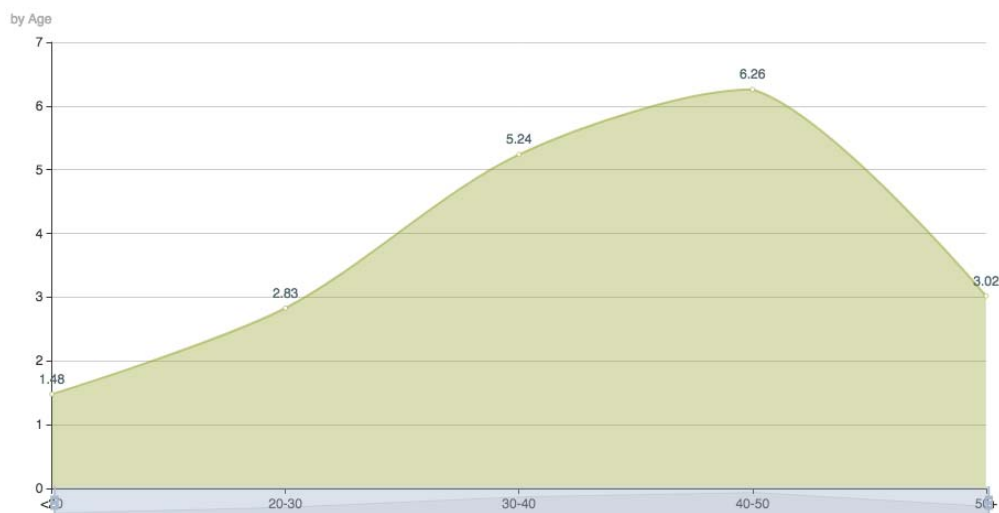


Table 16: Median Ethnicity Pay Gap for Police Officers by Age



Length of Service

25. On average BAME officers earn less as 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 13.3 years, whereas for BAME officers it is 9.3 years.

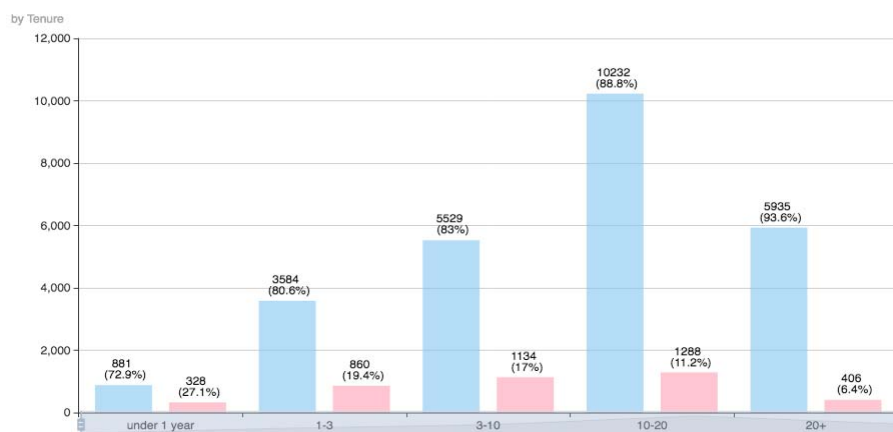
26. Base pay is determined by length of service. It takes 7 years to reach the top of the Police Constable pay scale. The MPS has recruited a much higher proportion of BAME constables in the last four years and are therefore within the bottom half of the pay range. This has a significant impact on the ethnicity pay gap, with over 57% of white police constables (12,060 out of 20,994 officers) having completed sufficient service to reach the top of their pay rank compared to under 42% of BAME officers (1,576 out of 3,756 officers). This is evidenced in more detail in the section on incremental pay scales at paragraph 32. The difference in pay for a

Table 17: Police Constables Pay Scales – Appointed after 1 April 2013

Pay Point	Salary (from 1 September 2017)	Notes
1	£23,124	On completion of initial training, officers who entered at pay point 0 will move to pay point 1.
2	£24,171	All members will move to pay point 2 after 12 months at pay point 1.
3	£25,224	
4	£26,277	
5	£28,380	
6	£32,616	
7	£38,382	

27. As the average hourly rates of pay are highest for those officers with over ten years of service (reflecting the reality that more officers with this length of service will have secured promotion than those with less than 10 years' service) the fact that BAME officers make up a much lower percentage of the workforce with more than 10 years' service (owing to historic recruitment patterns) has a direct impact on the ethnicity gap. BAME officers make up a lower proportion of senior ranks than junior ranks.

Table 17: Length of Service of Police Officers White vs BAME (Blue - White, Red - BAME)



Recruitment

28. Table 18 below shows that in the 10-year period from 31 March 2007 to 31 March 2017, the MPS has recruited an additional 1,699 BAME police officers. This is a 41% increase in the overall number of BAME police officers. 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 partly influences the likelihood of progression through the formal police rank structure.

Table 18: MPS Police Officer recruitment from 31 March 2007 – 31 March 2017

Year	Police Officers		
	Total	Female	BAME
31/03/07	31,074	6,418	2,442
31/03/08	31,398	6,704	2,581
31/03/09	32,543	7,296	2,864
31/03/10	33,260	7,680	3,100
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

29. Table 16 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 13.43% to 25.36% in 10 years.

Table 19: Police Officer recruitment from 31 March 2008 – 31 March 2017

Year	Total	BAME	% of Total
2007/08	1,736	233	13.43%
2008/09	2,631	352	13.38%
2009/10	1,979	305	15.40%
2010/11	435	69	15.86%
2011/12	1,349	229	16.98%
2012/13	189	37	19.58%
2013/14	2,343	368	15.69%
2014/15	3,140	508	16.18%
2015/16	1,666	412	24.73%
2016/17	1,471	373	25.36%

Career progression - BAME promotion to senior police officer posts

30. 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

Individual elements of pay

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

Incremental Pay

32. Table 20 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 (5.93%) and median (9.28%) pay gaps between BAME and white officers.

Table 20: Incremental Pay Steps as of 1 September 2017

Rank	Incremental Pay Steps	Maximum	Minimum	Difference between Minimum and Maximum
Constable	7	38,382	23,124	15,258
Sergeant	4	43,124	39,593	3,531
Inspector	4	55,512	51,330	4,182
Chief Inspector	4	59,751	56,601	3,150
Superintendent	4	77,340	65,478	11,862
Chief Superintendent	3	85,614	81,156	4,458
Commander	3	111,249	98,538	12,711
Deputy Assistant Commissioner	1	146,217	146,217	0
Assistant Commissioner	1	190,710	190,710	0
Deputy Commissioner	1	225,675	225,675	0
Commissioner	1	273,354	273,354	0

Table 21: Percentage of MPS Police Officer at the top of the pay scale - 31 October 2017

	Percentage of BAME officers at the top of the pay scale	Percentage of white officers at the top of the pay scale
Chief Superintendent	50%	58%
Superintendent	60%	42%
Chief Inspector	33.33%	50.29%
Inspector	44.3%	54.18%
Sergeant	64.8%	76.17%

Constable	41.93%	57.44%
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33. The report shows that the largest ethnicity pay gap for MPS police officers exists at Constable level due to shorter average lengths of service currently held by BAME officers. Moreover, 88% of all BAME Officers are Constables compared to 80% of all Police Officers at this rank, again reflecting higher levels of recruitment of BAME constables in the last 4 years.

Table 22: Police Constables Pay Scales – Appointed before 1 April 2013

Pay Point	Salary (from 1 September 2017)	Notes
0	£24,447	On commencing service
1	£27,285	On completion of initial training
2	£28,869	All members will move to pay point 2 after 2 years' service
3	£30,633	
4	£31,596	
5	£32,616	
6	£35,478	
7	£38,382	

Table 23: Police Constables Pay Scales – Appointed after 1 April 2013

Pay Point	Salary (from 1 September 2017)	Notes
1	£23,124	On completion of initial training, officers who entered at pay point 0 will move to pay point 1.
2	£24,171	All members will move to pay point 2 after 12 months at pay point 1.
3	£25,224	
4	£26,277	
5	£28,380	
6	£32,616	
7	£38,382	

34. Due to MPS efforts to increase BAME representation in the last few years, there are a greater proportion of BAME Constables (33%) with under three years of service compared to White Constables (21%). This in turn will affect the ethnicity gap due to the significant difference in pay between the individual spine points as shown in the above table.

Historic Allowances – Rent/Housing Allowance

35. 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, the rent/housing allowance was withdrawn for all new starters.

36. Currently, there are 4,395 police officers in receipt of the historic housing allowance. Of these, 4,133 are white and 262 are BAME. White staff are nearly 16 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 24: Rent/Housing Allowance

Rent/Housing Allowance	White	BAME	Difference	Pay Gap
Mean	£2.37	£2.42	-£0.05	-1.78%
Median	£2.46	£2.46	£0	0

37. The below table shows the impact that removing the housing allowance has on the ethnicity pay gap of Police Officers.¹

Table 25: Ethnicity Pay Gap ignoring Rent/Housing Allowance

Police Officers	Mean
Ethnicity Pay Gap	7.22%
Pay Gap ignoring the Housing Allowance	6.30%
Difference	0.92% (allowance reduces the gap by 12.74%)

38. The table shows that the Housing Allowance has a significant impact on the gap. It explains 12.74% of the ethnicity pay gap of Police Officers, since removing it reduces the gap from 7.22 to 6.30%.

Current Allowances

39. **Unsocial Hours.** 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 a 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. Further analysis is required to understand differences in the proportion of BAME and white officers who are in roles that qualify for unsocial hours payments, and the impact this may have on the ethnicity pay gap

40. Table 26 below shows the mean and median unsocial hour's payments paid to BAME and white officers.²

Table 26: Unsocial Hours Allowance

¹ The mean is used here, as it is more reflective of impact. This is because it is a historical allowance and affects those with the longest years of service who are officers that will be at the top pay point on their pay scale. The median is less relevant because it identifies the middle value of the dataset. Those with housing allowances will be, on average, above the median and therefore the effect on the median will be less relevant.

² The unsocial hours allowance has been calculated as an hourly rate of pay for the purposes of this analysis.

Unsocial Hours	White	BAME	Difference	Pay Gap
Mean	£0.35	£0.31	£0.03	9.08%
Median	£0.27	£0.23	£0.03	12.79%

41. The below table shows the impact that removing the Unsocial Hours allowance has on the ethnicity pay gap of Police Officers.³

Table 27: Ethnicity Pay Gap ignoring the Unsocial Hours Allowance

Police Officers	Median
Ethnicity Pay Gap	6.56%
Pay Gap ignoring Unsocial Hours Allowance	6.52%
Difference	0.04% (allowance reduces the gap by 0.6%)

POLICE STAFF AND PCSOs – ANALYSIS OF PAY GAP

42. There are a total of 8,493 police staff who were considered in this report; 2,139 were BAME staff and 532 were PCSOs. This is a total of 24% for BAME police staff and 35.5% for BAME PCSOs.

Table 28: Overall Ethnicity Pay Gap for all MPS police staff as an aggregate figure (combination of information for full and part time staff)

Ethnicity	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£17.14	£19.09
BAME	£16.81	£17.41
Pay Gap	£0.33	£1.68
Difference	1.95%	8.79%

Table 29: Overall Ethnicity Pay Gap for all MPS PCSOs as an aggregate figure (combination of information for full and part time staff)

Ethnicity	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£15.83	£16.03
BAME	£16.52	£16.20
Pay Gap	-£0.69	-£0.17
Difference	-4.34%	-1.07%

Table 30: Overall Ethnicity Pay Gap for all MPS male Police staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White Male	£18.29	£20.38

³ The median is used here, as it is more reflective of impact. This is because it is a current allowance and affects all officers up to Chief Inspector rank, regardless of salary. Therefore, the median is more statistically relevant than the mean, which will be skewed by the fact that the Chief Inspectors will earn significantly more than Constables who have limited service in the MPS.

BAME Male	£16.98	£17.85
Pay Gap	£1.31	£2.53
Difference	7.16%	12.43%

Table 31: Overall Ethnicity Pay Gap for all MPS female Police staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White Female	£16.69	£18.04
BAME Female	£16.54	£17.16
Pay Gap	£0.14	£0.88
Difference	0.86%	4.88%

Table 32: Overall Ethnicity Pay Gap for all MPS Asian police staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£17.14	£19.09
Asian	£16.81	£17.62
Difference	£0.33	£1.46
Pay Gap	1.95%	7.67%

Table 33: Overall Ethnicity Pay Gap for all MPS Asian PCSOs as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£15.83	£16.03
Asian	£15.99	£16.11
Difference	-£0.16	-£0.08
Pay Gap	-1.03%	-0.49%

Table 34: Overall Ethnicity Pay Gap for all MPS Black Police Staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£17.14	£19.09
Black	£16.77	£17.14
Difference	£0.37	£1.95
Pay Gap	2.15%	10.22%

Table 35: Overall Ethnicity Pay Gap for all MPS Black PCSOs as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£15.83	£16.03
Black	£16.68	£16.39
Difference	-£0.85	-£0.35
Pay Gap	-5.38%	-2.2%

Table 36: Overall Ethnicity Pay Gap for all MPS Other Ethnic Pay Group Police Staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£17.14	£19.09
Other Ethnic	£16.85	£17.41
Difference	£0.30	£1.67
Pay Gap	1.74%	8.77%

Table 37: Overall Ethnicity Pay Gap for all MPS Other Ethnic Pay Groups PCSOs as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£15.83	£16.03
Other Ethnic	£15.83	£16.03
Difference	£0.00	-£0.05
Pay Gap	0%	-0.29%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£17.14	£19.09
Mixed Group	£16.98	£17.93
Difference	£0.16	£1.15
Pay Gap	0.96%	6.04%

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

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£15.83	£16.03
Mixed Group	£16.40	£15.97
Difference	-£0.57	£0.06
Pay Gap	-3.62%	0.39%

43. 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 the gender pay gap

Table 40: Overall Ethnicity Pay Gap for all MPS police staff as an aggregate figure by grade (combination of information for full and part time staff)

Job Level	White	BAME	Mean	Median
Broad Bands	19	3	14.79	19.72
Band A	116	6	-4.93	-4.28
Band B	272	36	-3.53	-0.2
Band C	495	102	6.61	4.1
Band D	1766	495	3.19	6.67
Band E	2895	1245	-0.9	-3.14
Band F	326	137	2.68	3.38
Band G	63	112	-13.3	-5.42

Salary Bands

Table 41: £10,000 Salary Bands for police staff (including PCSOs)

44. This table 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.

Salary Interval	BAME	White
less than 10,000	6	10
10,001 to 20,000	144	478
20,001 to 30,000	1040	2391
30,001 to 40,000	1256	2705
40,001 to 50,000	176	753
50,001 to 60,000	25	321
60,001 to 70,000	10	86
70,001 to 80,000	8	49
80,001 to 90,000	4	49
90,001 to 100,000	1	11
100,001 and over	1	10

Context for MPS' pay gap for Police Staff

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

Bonus Pay

46. 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 2.91% (175 police staff) compared to 2.38% of BAME staff (51 police staff). The mean bonus pay gap is **-40.31%** with a 0% median bonus ethnicity pay gap.

Table 42: Bonus Pay for MPS Police Staff

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£367.73	£969.64
BAME	£367.73	£1,360.47
Pay Gap	£0	-£390.83
Difference	0%	-40.31%

Quartiles

47. As outlined in paragraph 7, 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 43: Pay Quartiles for Police Staff

	BAME (Total number of BAME staff)	White (Total number of White staff)
Lower Quartile	591 29.03%	1445 70.97%
Lower Middle Quartile	623 30.58%	1414 69.42%
Upper Middle Quartile	583 28.63%	1453 71.37%
Upper Quartile	342 16.8%	1694 83.2%

Table 44: Pay Quartiles for PCSOs

	BAME (Total number of BAME staff)	White (Total number of White staff)
Lower Quartile	95 27.3%	253 72.7%
Lower Middle Quartile	121 34.87%	226 65.13%
Upper Middle Quartile	140 40.35%	207 59.65%
Upper Quartile	176 50.72%	171 49.28%

48. Looking at the quartile distribution for police staff, the higher mean pay gap is likely to be caused by the concentration of BAME staff in the lower and middle quartiles.
49. Looking at the ethnicity pay gap by quartile distribution for police staff, despite the fact that the majority of BAME staff are concentrated in the lower quartiles, the pay gap is highest in the upper quartiles. This requires further analysis to understand the cause and potential solutions
50. Looking at the ethnicity pay gap by quartile distribution for PCSOs, more BAME staff appear in the Upper Middle and Upper Quartile. For PCSOs there is a negative pay gap in both mean and median 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 means length of service promotion issues have very little impact on this small group compared to the other groups.

Analysis by age

51. BAME staff tend to be slightly younger than their white colleagues with those aged 34 years or under making up 20% compared to just under 19% of white staff. The ethnicity pay gap for police staff is relatively low until staff reach 40 and over. The highest pay gaps are within the highest age groups and the senior pay bands.

Table 45: Analysis of age profile as of 31 January 2018

Police Staff	Overall Total				BAME Total			
	Total	%	Female	%	Total	%	Female	%
Less than 20	10.00	0.12%	3.00	0.06%	0.00	0.00%	0.00	0.00%
20-24	177.77	2.11%	103.83	2.20%	42.30	2.04%	24.30	1.89%
25-29	510.31	6.04%	294.28	6.23%	130.46	6.29%	81.46	6.33%
30-34	903.66	10.70%	555.87	11.77%	248.33	11.97%	162.33	12.62%
35-39	1,214.61	14.38%	732.59	15.52%	370.14	17.85%	215.66	16.76%
40-44	1,027.70	12.17%	602.17	12.76%	268.61	12.95%	166.26	12.92%
45-49	1,348.00	15.96%	763.87	16.18%	308.97	14.90%	188.94	14.68%
50-54	1,558.18	18.45%	845.95	17.92%	334.88	16.15%	211.42	16.43%
55-59	1,072.35	12.70%	527.98	11.18%	233.77	11.27%	147.73	11.48%
60 and over	622.05	7.37%	291.23	6.17%	136.70	6.59%	88.62	6.89%
Total	8,444.62	100.00%	4,720.7	100.00%	2,074.1	100.00%	1,286.7	100.00%

Table 46: Ethnicity Pay Gap for Police Staff by Age (Dark Green - Mean, Light Green - Median)



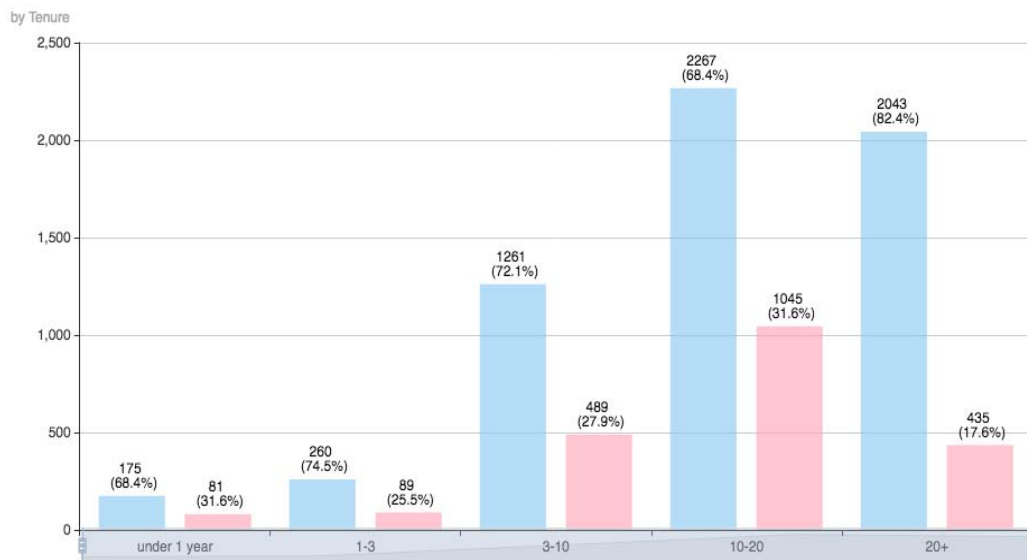
Length of Service

52. BAME staff tend to have less length of service in their band than their white colleagues and therefore earn less due to the incremental (time-served) nature of the current pay scale. For example, over 57% of white police staff at the Band D level (960 out of 1197 staff) have reached the top of their pay band compared to just under 42% of BAME staff (291 out of 396 staff).

Table 47: Ethnicity pay gap (Mean and Median) for police staff by length of service



Table 48: Workforce composition by length of service for police staff



53. The difference between mean and median pay gaps here could suggest that a small number of high earners are influencing the results.

Recruitment

54. The table below shows that in the 10-year period from 31 March 2008 to 31 March 2017 that despite a significant drop in overall police staff numbers, the percentage of BAME staff working in the MPS has risen from 23.23% to 25.07%.

Table 49: Police Staff strength from 31 March 2008 – 31 March 2017

Year	Total	BAME
31/03/08	14,070	3,269
31/03/09	14,217	3,322
31/03/10	14,330	3,349
31/03/11	13,970	3,224
31/03/12	13,136	3,046
31/03/13	12,890	3,082
31/03/14	11,894	2,882
31/03/15	11,316	2,804
31/03/16	9,985	2,489
31/03/17	8,759	2,196

Career progression - BAME promotion to senior police staff posts

55. Less than 10% of our most senior police staff leaders in the organisation (Broad Bands, Band A and Band B) are from BAME backgrounds. It is only at the first line management grade (Band D) that the percentage of BAME staff represents the overall BAME population in the MPS of 20%. Table 33 below shows the full representation as at 31 March 2017.

Table 50: BAME representation in Police Staff Management Positions

Police Staff			
	Average total BAME Staff population in the MPS as at 31 March 2017 = 20%*	Percentage of actual BAME staff in post as at 31 March 2017	Difference between average BAME population (20%) and actual staff in post at each grade
Broad Bands	20%*	9.09%	10.91%
Band A	20%*	5.63%	14.37%
Band B	20%*	11.73%	8.27%
Band C	20%*	16.33%	3.67%
Band D	20%*	20.93%	-0.93%

Elements of Pay

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

Incremental pay

57. Table 35 below shows how incremental pay influences the ethnicity pay gap. Incremental pay has a significant impact on police staff pay primarily because of the reduced length of service of BAME staff compared to white staff.

Table 51: Incremental Pay Steps as of 1 September 2017

Band	Incremental Pay Steps	Maximum	Minimum	Difference between Minimum and Maximum
Broad Band 1	No Maximum	220,000	125,000	95,000
Broad Band 2	No Maximum	150,000	80,000	70,000
Broad Band 3	4	110,000	60,000	50,000
Band A	6	71,537	58,516	13,021
Band B	7	54,783	42,219	12,564
Band C	6	40,786	32,341	8,445
Band D	4	28,936	26,037	2,899
Band E	4	25,235	22,687	2,548
Band F	4	22,638	19,829	2,809
Band G	1	19,317	18,596	721

Table 52: Percentage of MPS Police Staff at the top of the pay scale 31 October 2017

	Percentage of BAME staff at the top of the pay scale	Percentage of white staff at the top of the pay scale
Band A	0%	45%
Band B	37.5%	58.56%
Band C	51.76%	68.27%
Band D	73%	80.2%
Band E	87.77%	88.50%
Band F	92.47%	92.34%
Band G	100%	100%

Impact of Service Related Pay – Historical Allowance

58. An example of a historical allowance, which affects ethnicity pay, is the service related supplementary payments made to police staff and PCSOs. This 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 service related pay when they completed 9 years' service and then again for an additional payment when they completed 15 years' service.

59. Staff that took career breaks/unpaid leave took longer to reach the necessary service to be eligible to receive this payment. Out of a total of 8,493 employees (police staff and PCSOs), 6,652 receive service related pay, 4,743 white and 1,909 BAME. The table below shows the mean and median amounts paid to white and BAME staff. The numbers show that white staff receive a higher mean and median rate than BAME staff.

Table 53: Overall Ethnicity Pay Gap for all MPS Asian police staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£0.33	£0.27
BAME	£0.16	£0.23
Difference	£0.16	£0.05
Pay Gap	49.6%	16.83%

Impact of current allowances – Shift Disturbance Allowance

60. Some police staff and PCSOs are entitled to receive a shift disturbance allowance to compensate them for variations in their working hours. This allowance has differing rates (set at 20%, 15% and 12.5% of base pay) depending on the shift, the number of hours worked and the rate of pay earned by the employee. A total of 4,736 of MPS staff receive the allowance because they work in roles that require them to perform unsociable hours. Of the 4,736 who received the allowance 31% were BAME staff compared to 69% of white staff.

61. The report shows that BAME police staff receive on average 2.28% (mean) and 16.5% (median) less shift disturbance allowance than their white colleagues. This is primarily due to BAME staff having served less time in their band than their white colleagues and so are paid at a lower spine point. The table below shows the mean and median shift disturbance allowance payments paid to BAME and white staff.

Table 54: Shift Disturbance Allowance

Shift Disturbance Allowance	White	BAME	Difference	Pay Gap
Mean	£2.15	£2.10	£0.05	2.28%
Median	£2.35	£1.96	£0.39	16.5%

OVERALL ETHNICITY PAY GAP – COMBINED WORKFORCE SUMMARY

62. 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.

63. 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 who are not employees. The unique status of their role is reflected in their

64. MPS' ethnicity pay gap analysis, when all pay and allowances are taken into account for the whole workforce (police officers, police staff and PCSOs), shows on average, that BAME staff employed by the MPS receive £1.97 less per hour than the average white member of staff. This equates to a mean pay gap of 9.58%. The associated median value for BAME staff employed by the MPS shows they receive £3.57 less per hour than their white counterparts. This equates to a median pay gap of 16.7%.
65. The largest gap in mean hourly pay can be seen with police staff (8.79%) albeit the difference at median hourly pay is relatively small (1.95%). The largest median hourly pay gap can be seen with police officers (6.56%).
66. For PCSOs, there is a negative pay gap in both mean and median 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 means length of service promotion issues have very little impact on this small group compared to the other groups.

Table 55: 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	£20.53	£21.01	£19.09	£16.03
BAME	£18.56	£19.49	£17.41	£16.20
Pay Gap	£1.97	£1.52	£1.68	-£0.17
Difference	9.58%	7.22%	8.79%	-1.07%

Table 56: 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	£21.35	£21.45	£17.14	£15.83
BAME	£17.78	£20.05	£16.81	£16.52
Pay Gap	£3.57	£1.41	£0.33	-£0.69
Difference	16.70%	6.56%	1.95%	-4.34%

Table 57: 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)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.35	£20.53
Asian	£17.97	£18.61
Difference	£3.38	£1.92
Pay Gap	15.83%	9.33%

Table 58: 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)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.35	£20.53
Black	£17.19	£18.40
Difference	£4.16	£2.13
Pay Gap	19.48%	10.38%

Table 59: Overall Ethnicity Pay Gap for all MPS Other Ethnic Groups Police Officers and Police Staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.35	£20.53
Other Ethnic Group	£18.26	£18.61
Difference	£3.09	£1.92
Pay Gap	14.48%	9.37%

Table 60: Overall Ethnicity Pay Gap for all MPS Mixed Groups Police Officers and Police Staff as an aggregate figure (combination of information for full and part time staff)

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£21.35	£20.53
Mixed Group	£18.52	£18.72
Difference	£2.82	£1.81
Pay Gap	13.22%	8.81%

Overall comparison of Bonus Pay

67. As outlined in paragraph 17, 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 0.83% (273 staff) compared to 0.96% (64 staff) of BAME staff. The mean bonus pay gap is -60.59% with a -0.06% median bonus ethnicity pay gap.

Table 61: Overall Bonus Pay for all MPS staff as an aggregate figure

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
White	£365.50	£703.31
BAME	£367.72	£1,129.44
Pay Gap	-£0.22	-£426.12
Difference	-0.06%	-60.59%

MPS MEASURES TO REDUCE ETHNICITY PAY GAPS

Officers

68. As set out in the Executive Summary, we are committed to addressing the issues raised in this report wherever possible. It is clear that a pay framework that rewards length of service and protects historic allowances is having a negative impact on the ethnicity pay gap. Whilst recruiting a more diverse workforce and the eventual demise of grandfather rights to historic allowances should reduce this over time, it will take many years before real change is achieved unless pay is reformed. The MPS will therefore present its ethnicity and gender pay analysis to the Police Remuneration Review Body with recommendations that those elements of pay that are attributing to the gap are addressed at the earliest opportunity.
69. Continued focus on recruiting more BAME officers will continue to reduce the pay gap in the future. A number of initiatives are already in place to achieve this, which includes introducing new ways of entering the MPS at entry level (Police Now and External Entry Detective), and in leadership roles (Direct Entry Inspector and Superintendent). Equally, we must recognise that increases to the percentage of BAME recruits will initially have a negative impact as increasing numbers will sit in the lower pay increment levels until this balances out. We will continue to monitor the long-term effects of these initiatives to ensure that the expected underlying positive impact is demonstrated.
70. Ensuring that BAME officers can progress into higher paid roles through promotions will also reduce the ethnicity pay gap. The promotions framework has already been redesigned and positive action is in place. More BAME officers are being promoted. A new career development service has also been introduced which includes mentoring, coaching, career planning and access to training to support both progression into leadership and specialist roles. Similarly, continued focus on recruiting and retaining more BAME officers will, over time, increase the numbers in the feeder ranks increasing the numbers of those eligible for promotion.
71. Further analysis and research into why less BAME officers are selecting roles, which attract unsocial hours payments, will be commissioned. Whilst the MPS already offers a range of flexible and part time working policies, if further changes are required then these will be delivered.

Police Staff

72. 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. Addressing the gap will be a key priority for this year’s police staff pay negotiations and the

73. 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. 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.
74. Representation of BAME police staff in management roles needs to improve. The MPS will commission further analysis into understanding what changes in recruitment and progression are required to achieve proportionate representation. It is anticipated that this would see some of the career development provision currently in place for BAME officers being extended to police staff, and a greater understanding being gained through market research into the barriers to recruitment into leadership roles, particularly the most senior ones.
75. Further analysis and research into why less BAME police staff are undertaking roles which attract shift disturbance allowance will be commissioned. Whilst the MPS already offers a range of flexible and part time working policies, if further changes are required then these will be delivered.