

METROPOLITAN POLICE SERVICE: GENDER PAY GAP ANALYSIS 2017

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 second report examining how our pay systems, people processes and management decisions impact on average pay across MPS officers and staff of different genders. Compared to last year's analysis, the MPS has seen a reduction in our gender pay gap. The mean pay gap for police officers has reduced from 7.32% in 2016 to 3.36% in 2017. We have also seen reductions for police staff, 12.51% in 2016 to 10.93% in 2017 and for PCSOs 1.98% in 2016 to 0.89% in 2017.
2. 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.
3. 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 Although withdrawn for new joiners, some allowances continue to impact on longer serving officers and staff. For example, these include housing and rent allowance for police officers and service related pay for police staff and PCSOs which due to historical structures were more likely to be taken by men than women.
 - Unsocial hours payments and part-time working. More men work unsocial hours and thereby receive related additional pay. This additional remuneration 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 mean 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 means for some their career progression is slower.
4. Our recruiting policies are growing a workforce that 'looks and feels like London'. As our recruitment strategy attracts a more diverse workforce this, too, can initially have a negative impact on our pay gap as newly recruited women take time to gain annual increments and gravitate towards the top of pay spines. We are also working to ensure balanced representation at all ranks and grades.
5. The MPS will continue to be proactive in addressing any pay differences that are found to be underpinned by unfairness. As noted in the report, a range of factors influence average pay differences, many reflecting genuine operational factors. The MPS will engage with the Police Remuneration Review Body and police staff trade unions to ensure that our pay and workforce policies remain fair and transparent.
6. This analysis will be updated on an annual basis so that we can continue to track progress, as required by the law. Whilst average pay gaps in the MPS are lower than seen across the economy as a whole, we are not complacent and we will address any issues where we find that our pay or workforce policies have a discriminatory impact.

ROBIN WILKINSON

Director of People and Change

ABOUT THE AUDIT

7. The Gender Pay Gap Regulations 2017 requires all public bodies to report on their gender pay gap by 31 March 2018. According to Regulations, any UK organisation that has 250 or more employees must 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.
8. 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.
9. The data in this document represents the gender pay gap data for the MPS as at 31 March 2017 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 also by the different occupational groups.
10. Due to changes to draft Gender Pay Gap Regulations in 2016 and final regulations in 2017, it is difficult to directly compare the 2017 figures with those from 2016. In 2016, anyone on Maternity Pay or Paternity Pay during the snapshot were included. In 2017, the regulations exclude these individuals. The impact on the calculations makes it hard to directly compare the two figures.

ABOUT THE MPS - POLICE OFFICERS AND POLICE STAFF

11. The MPS consists of two distinct groups of employees for the purpose of this audit; police officers and police staff (the latter includes Police Support Community Officers (PCSOs)). Each group's employment has separate Terms and Conditions, outlined below. Pay progression for both officers and staff is through annual increments on the anniversary of appointment or promotion until the maximum for the rank or grade is reached. Any periods off pay (with the exception of maternity and parental leave) do not count towards incremental progression for either officers or staff.
 - **Police Officers.** Officers make up 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.** 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 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

12. For the purpose of this report, there are 40,445 relevant employees. 13,347 are listed as female. The 13,347 female employees make up 33% of the total MPS workforce.

HOW WE HAVE CALCULATED THE DATA

13. 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.

14. 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 groups; Lower Quartile, Lower Middle Quartile, Upper Middle Quartile, Upper Quartile.

SUMMARY FINDINGS

15. 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.

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

Police Officers

- Female police officers employed by the MPS receive on average £0.71 less per hour than their male counterparts. This equates to a **mean pay gap of 3.36%**. By using the median as a measure, female police officers employed by the MPS receive on average £0.15 less per hour than their male counterparts. This equates to a **median pay gap of 0.70%**.

Police Staff

- Female police staff employed by the MPS receive on average £2.18 less per hour than their male counterparts. This equates to a **mean pay gap of 10.93%**. By using the median as a measure, female police staff employed by the MPS receive on average £1.23 less per hour than their male counterparts. This equates to a **median pay gap of 6.85%**.

PCSOs

- Female PCSOs employed by the MPS receive on average £0.14 less per hour than their male counterparts. This equates to a **mean pay gap of 0.89%**. By using the median as a measure, female PCSOs employed by the MPS receive on average £0.44 less per hour than their male counterparts. This equates to a **median pay gap of 2.69%**.

POLICE OFFICERS - ANALYSIS OF PAY GAP

17. This section of the report shows an analysis of how gender affects Police Officer pay. Of the 40,445 employees considered in this report, 13,347 are female (33%); 30,738 of the employees used for the purpose of this report are police officers. 26% (7,985) of which are police officers.

Table 1: Overall Gender 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)
Male	£21.33	£20.31
Female	£21.48	£21.01
Pay Gap	£0.15	£0.70
Difference	0.70%	3.36%

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

Rank	Men	Women	Mean	Median
ACPO	22 (76%)	7 (24%)	-14.71%	-24.27%
Chief Superintendent (Detective & Uniform)	39 (74%)	14 (26%)	0.20%	0.90%
Superintendent (Detective & Uniform)	137 (78%)	38 (22%)	3.18%	8.81%
Chief Inspector (Detective & Uniform)	181 (78%)	52 (22%)	0.61%	0.33%
Inspector (Detective & Uniform)	945 (80%)	236 (20%)	1.69%	0.72%
Police Sergeant (Detective & Uniform)	3,528 (80%)	859 (20%)	0.70%	0.78%
Police Constable (Detective & Uniform)	17,626 (72%)	6,782 (28%)	1.63%	4.13%

Salary Bands

18. Table 3 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 3: £10,000 Salary Bands for police officers

Salary Interval	Female	Male
less than 10.000	3	NA
10.001 to 20.000	116	8
20.001 to 30.000	767	668
30.001 to 40.000	3,097	6,050
40.001 to 50.000	3,347	12,575
50.001 to 60.000	371	1,959
60.001 to 70.000	220	921
70.001 to 80.000	31	127
80.001 to 90.000	15	111
90.001 to 100.000	11	35
100.001 and over	10	24

Context for MPS' Pay Gap for Police Officers

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

Bonus Pay

20. The MPS pays a number of bonus payments. 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. The number of MPS police officers receiving a bonus payment is 0.36% (112 officers).

21. The number of male officers receiving a bonus payment is 0.38% (86 officers) compared to 0.33% (26 officers) of female officers. The mean bonus pay gap is 11.47% with a 0% median bonus pay gap.

Table 4: Bonus Pay for MPS police officers

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
Male	£250	£233.60
Female	£250	£206.82
Pay Gap	£0	£26.78
Difference	0%	11.47%

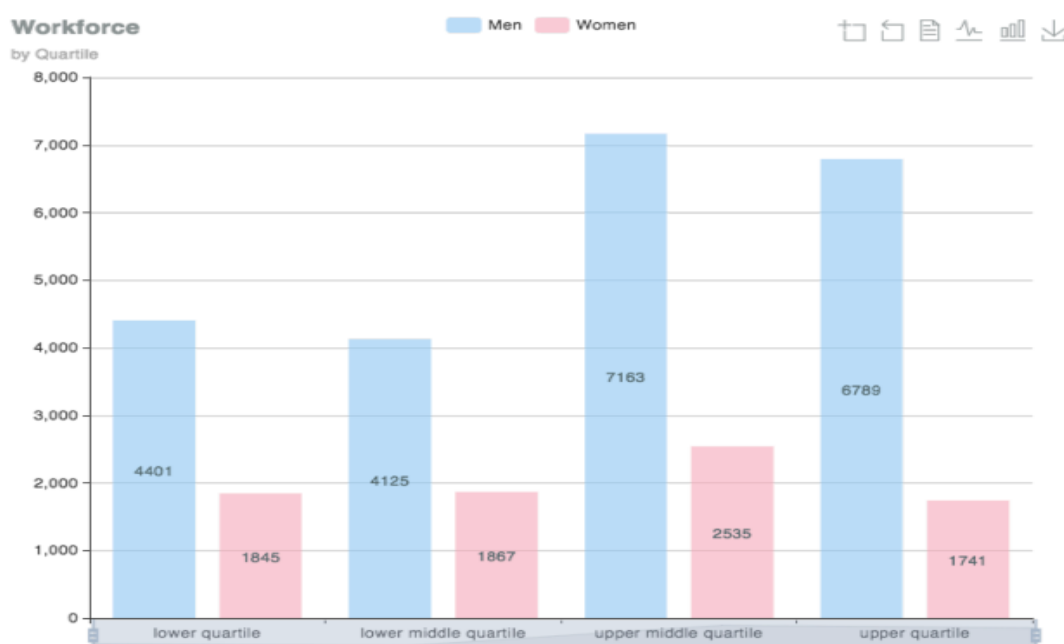
Quartiles

22. As outlined in Paragraph 10, 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 5: Quartiles for MPS police officers

	Female (Total number of Female staff)	Male (Total number of Male staff)
Lower Quartile	1,845 29.54%	4,125 70.46%
Lower Middle Quartile	1,867 31.16%	4,125 68.84%
Upper Middle Quartile	2,535 26.14%	7,163 73.86%
Upper Quartile	1,741 20.41%	6,789 79.58%

Table 6: Quartiles for MPS police officers

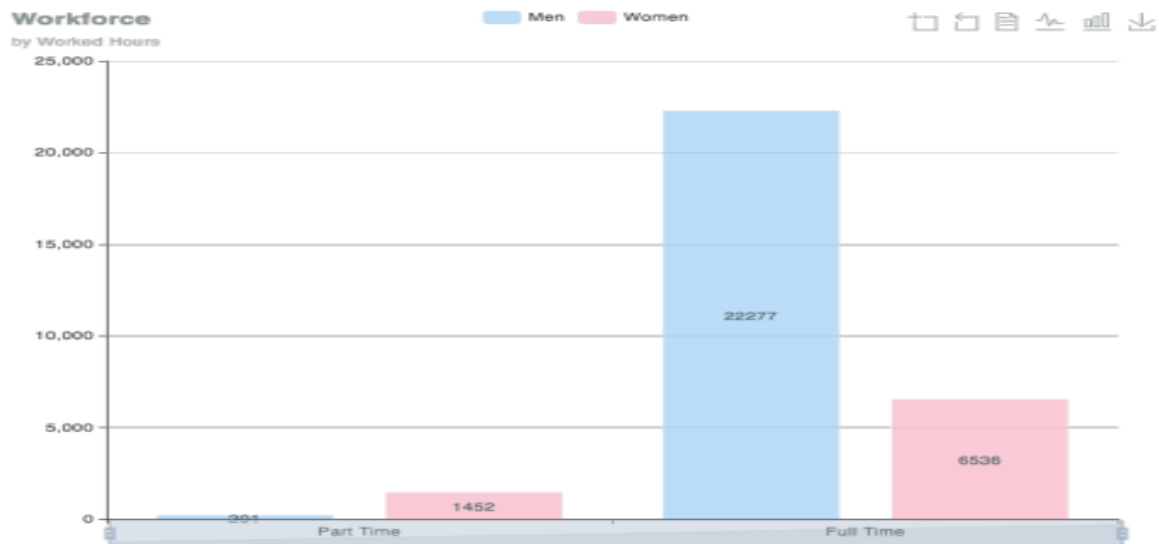


23. Looking at the quartile distribution, it can be seen that there is a higher concentration of female officers in the lower and middle quartiles. Looking at the pay gap by quartile distribution for police officers shows that the pay gap is highest in the lower and lower middle quartiles. This is due to the constable rank having the longest pay scale, progressed via annual increments. Female officers having a slightly lower average length of service in comparison to male officers at the Constable rank. Figures from November 2017 showed 3,844 out of a population of 7,985 female officers (51.9%) reached the top time-served pay points compared to 9,839 out of 17,456 male officers (56.36%).
24. Female police officers are also 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. Paragraph 11 confirmed that 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, 3.62% of the female police officer population is on an unpaid career break compared to 1.7% of the total population.

25. Worked hours also has an impact on the mean pay gap. Women are over 3 times more likely to be working part-time than men. Only 5% of the total number of police officers in the MPS work part time. From this 5% figure, women represent 88% of the total part time population.

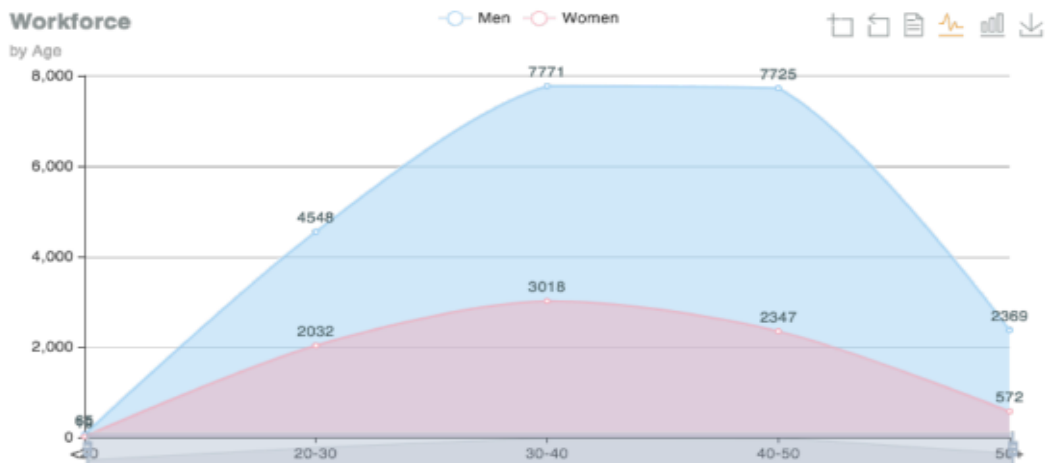
Table 7: Worked Hours for MPS police officers



Analysis by age

26. The average age for male officers in the MPS is 39.08 years and for female officers is slightly lower at 37.38 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 age category before evening out for 40 – 50 and then dropping for 50+.

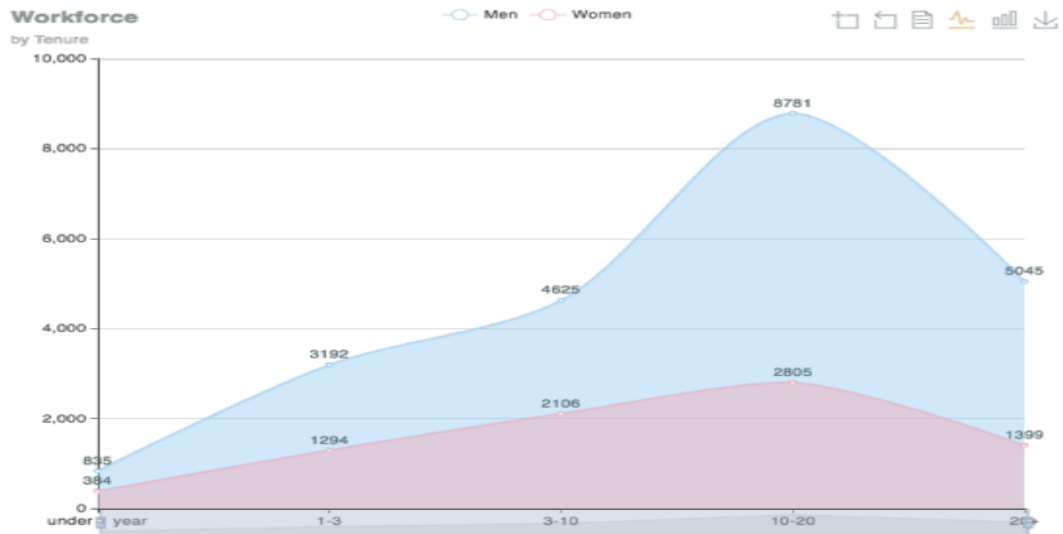
Table 8: Age Profile for MPS police officers



Length of Service

27. On average female officers earn slightly less as a group (in the constable rank in particular) since a slightly 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 average length of service for male officers is 13.21 years, whereas for female officers it is 11.64 years.
28. 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, with over 56% of male police constables (9,839 out of 17,456 officers) having completed sufficient service to reach the top of their pay rank compared to under 52% of female officers (3,844 out of 7,406 officers). This evidence is detailed in the section on incremental pay scales at Paragraph 34. The difference in pay for a Constable with 7 years' service compared to a new probationer is £15k. The salary range for Constables appointed to the MPS after 1 April 2013 is shown in Table 11.
29. In terms of the workforce, length of service is mirrored for both men and women and increases up until 10 – 20 years and then drops for over twenty years of service as shown in the table below, largely reflecting historic recruitment patterns.

Table 9: Length of Service for MPS police officers



30. The gender pay gap is highest for those with 20 or more years of service (mean 1.6%, median 3.95%). It is also least for those between 1 – 3 years of service (mean -0.34% and median 0.14%) as shown in the table below. This is not caused directly by length of service as this does not impact pay once officers reach the top of the 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.

Table 10: Gender Pay Gap by Length of Service for MPS police officers



Table 11: 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	

31. 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. Female officers currently make up a lower proportion of senior ranks than junior ranks.

Recruitment

32. Table 12 below shows that in the 10-year period from 31 March 2007 to 31 March 2017, the MPS has recruited an additional 1,700 female police officers. This is just under a 21% increase in the overall number of female police officers. Our recruitment strategy is achieving an increase in diversity, albeit not as strong as our ambition. 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 12: 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

Individual elements of pay

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

Incremental Pay

34. Table 13 below shows how incremental (length of service) pay influences the gender pay gap.

Table 13: 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 14: Percentage of MPS Police Officer at the top of the pay scale - 31 October 2017

	Percentage of Female officers at the top of the pay scale	Percentage of Male officers at the top of the pay scale
Commander	0%	54.55%
Chief Superintendent	75%	54.34%
Superintendent	43%	48.57%
Chief Inspector	59.38%	64.56%
Inspector	45.07%	55.41%
Sergeant	69.07%	76.70%
Constable	51.90%	56.36%

35. The lower proportion of female officers currently at the top of the pay scale (due to length of service) will impact average pay.

*Commanders not considered, as there are only two female police officers.

Table 15: 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 16: 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	

Historic Allowances – Rent/Housing Allowance

36. Historic allowances such as the 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 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.
37. Currently, there are 4,492 police officers in receipt of the historic housing allowance. Of these, 3,526 are male (15.7% of male police officers) and 966 are female (12% of female police officers).

Table 17: Rent/Housing Allowance

Rent/Housing Allowance	Male	Female	Difference	Pay Gap
Mean	£20.40	£19.07	£1.33	6.52%
Median	£20.73	£18.74	£1.99	9.60%

38. The numbers show that as a mean, women who are also entitled to this allowance receive a lower rate than men. The main reason why Female Police Officers receive less Rent/Housing Allowance than their male counterparts is because there are more female police officers at Constable rank. Rates of Rent/Housing Allowance vary according to rank and a higher ratio of women receive this allowance as Constables compared to any other rank. As a result, there is a higher proportion of women on a lower allowance, which effectively decreases the overall mean Rent/Housing Allowance that Female police officers receive.
39. The mean difference in the overall hourly rate of pay for police officers is £0.70 per hour (see Table 1). £0.16 (23%) of the difference in Male and Female police officers mean hourly pay is due to Rent/Housing Allowance. If Rent/Housing Allowance was ignored, the mean pay gap for police officers would reduce their gap from 3.36% to 2.91%

Current Allowances

40. **Unsocial Hours.** All police officers at the rank of Constable up to and including Chief Inspectors are entitled to receive an additional unsocial hour's payment to compensate them when they work between the hours of 20:00 – 06:00. This payment is calculated on an hourly basis as 10% of basic pay (so the disparity in average pay due to length of service and the 7-year constable pay scale also affects the size of this pay element).
41. Currently, there are 18,180 police officers in receipt of the Unsocial Hours allowance. Of these, 18,180 are male (81% of male police officers) and 5,598 are female (70% of female police officers). This report showed that female police officers receive on average 23.73% (mean) less unsocial hours pay than male officers. This represents an improvement compared to last year's figure of 31%.
42. Table 18 below shows the mean and median unsocial hour's payments paid to female and male officers.

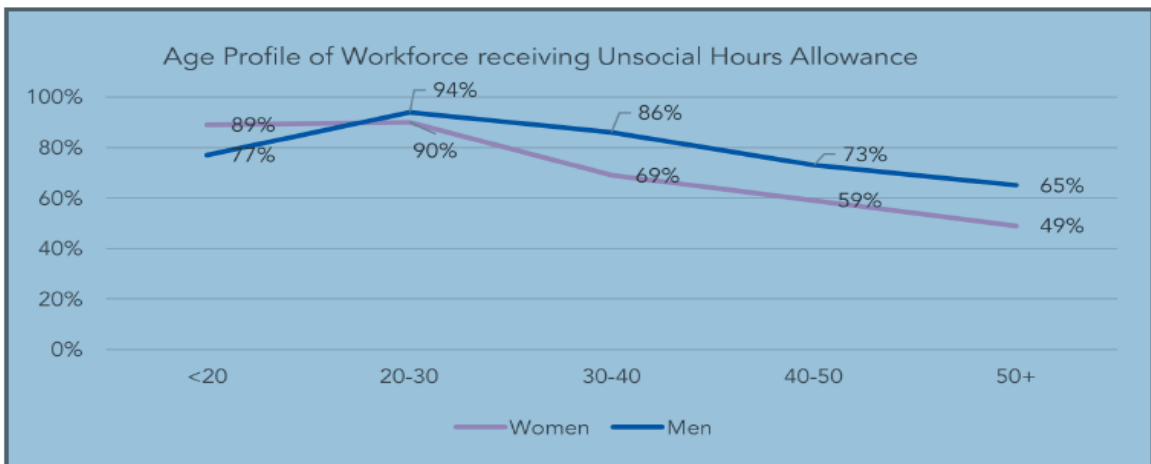
Table 18: Unsocial Hours Allowance *Monthly Figures

Unsocial Hours	White	Female	Difference	Pay Gap
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Mean	£62.41*	£47.60	£14.81	23.73%
Median	£49.17*	£32.78	£16.39	33.33%

43. The MPS has been able to use the dataset to further analyse the profile by age in order to contextualise the gap. Looking at the age profile of those in receipt of unsocial hours allowance compared to the overall age profile of the MPS, women under 20 are the group that utilise the allowance the most. This is due to the fact that new operational police officers are expected to work shifts.
44. After 20-30, it drops considerably and more so for women than men. This indicates that fewer female officers employed in the MPS are in roles where the unsociable hours payment is applicable (which may in turn be linked to a higher proportion of female officers being the primary carers for their dependents). The graph below shows that women choosing to work unsocial hours have the greatest drop (90% to 69%) in paid hours from aged 30 upwards.
45. Statistics show that over 87% of police officers that work part time in the MPS are female. In addition, 3.62% of the total female police officer population is on a career break compared to just 1.7% of the total police strength.

Table 19: Age Profile of Police Officers receiving an Unsocial Hours Allowance



46. Table 20 shows the overall impact on the gender pay gap if rent/housing allowance and unsocial hours is removed from the calculations. The most significant impacts can be seen

at the entry ranks to the MPS. For example, the mean pay gap for Constables reduces from 1.63% to 0.92%.

Table 20: Gender Pay Gap ignoring Rent/Housing Allowance and Unsocial Hours Allowance by Rank

Rank	Men	Women	Mean	Median
ACPO	22 (76%)	7 (24%)	-15.4%	-28.01%
Chief Superintendent (Detective & Uniform)	39 (74%)	14 (26%)	0.74%	0%
Superintendent (Detective & Uniform)	137 (78%)	38 (22%)	2.72%	6.95%
Chief Inspector (Detective & Uniform)	181 (78%)	52 (22%)	0.31%	-0.98%
Inspector (Detective & Uniform)	945 (80%)	236 (20%)	1.05%	-0.29%
Police Sergeant (Detective & Uniform)	3,528 (80%)	859 (20%)	-0.16%	0%
Police Constable (Detective & Uniform)	17,626 (72%)	6,782 (28%)	0.92%	0.43%

POLICE STAFF AND PCSOs – ANALYSIS OF PAY GAP

47. There is a total of 8,496 police staff who were considered in this report; 4,851 are female staff and 3,645 male staff. This equates to 57% female police staff and 43% for male staff.

Table 21: Overall Gender Pay Gap for all MPS police staff as an aggregate figure (combination of information for full and part time staff)

Gender	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
Male	£17.81	£16.68
Female	£19.99	£17.91
Pay Gap	£2.18	£1.23
Difference	10.93%	6.85%

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

Gender	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
Male	£16.15	£16.27
Female	£16.01	£15.83
Pay Gap	£0.14	£0.44
Difference	0.89%	2.69%

Table 23: 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
Broad Bands	21 (73%)	8 (27%)	7.85%	10.39%
Band A	86 (61%)	55 (39%)	2.17%	6.96%
Band B	187 (57%)	142 (43%)	2.16%	0.55%
Band C	339 (53%)	301 (47%)	5.72%	6.01%
Band D	1,142 (48%)	1,213 (52%)	6.15%	8.64%

Band E	1,626 (38%)	2,709 (62%)	3.98%	7.03%
Band F	192 (39%)	297 (61%)	6.12%	7.68%
Band G	52 (29%)	126 (71%)	-1.12%	-0.99%

Salary Bands

48. Table 24 provides the distribution of salaries across male and female police staff in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

Table 24: £10,000 Salary Bands for police staff

Salary Interval	Female	Male
less than 10,000	14	3
10,001 to 20,000	513	67
20,001 to 30,000	1,935	907
30,001 to 40,000	1,818	1,698
40,001 to 50,000	418	559
50,001 to 60,000	101	274
60,001 to 70,000	41	65
70,001 to 80,000	28	40
80,001 to 90,000	14	43
90,001 to 100,000	4	10
100,001 and over	4	11

49. Table 25 provides the distribution of salaries across male and female PCSOs in the MPS in £10,000 increments, up to £100,000, with those earning over £100k in one group.

Table 25: £10,000 Salary Bands for PCSOs

Salary Interval	Female	Male
less than 10,000	N/A	1
10,001 to 20,000	50	11
20,001 to 30,000	289	438
30,001 to 40,000	175	448
40,001 to 50,000	N/A	N/A
50,001 to 60,000	N/A	N/A
60,001 to 70,000	N/A	N/A
70,001 to 80,000	N/A	N/A
80,001 to 90,000	N/A	N/A
90,001 to 100,000	N/A	N/A

100,001 and over	N/A	N/A
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Context for MPS' pay gap for Police Staff

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

Bonus Pay

51. 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 2.74% (233 staff).

52. The number of male staff receiving a bonus payment is 2.71% (99 staff) compared to 2.76% (134 staff) of female officers. The mean bonus pay gap is -10.96% with a 0% median bonus pay gap.

Table 26: Bonus Pay for MPS Police Staff

	Median Hourly Pay Rate (All)	Mean Hourly Pay Rate (All)
Male	£367.73	£1,017.13
Female	£367.73	£1,128.58
Pay Gap	£0	-£111.54
Difference	0%	-10.96%

Quartiles

53. As outlined in Paragraph 14, 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 27: Pay Quartiles for Police Staff

	Female (Total number of Female staff)	Male (Total number of Male staff)
Lower Quartile	2,134 68.70%	972 31.29%
Lower Middle Quartile	1,896 54.72%	1,569 45.28%
Upper Middle Quartile	202 48.91%	211 51.09%

Upper Quartile	656 41.50%	925 58.50%
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Table 28: Pay Quartiles for PCSOs

	Female (Total number of Female staff)	Male (Total number of Male staff)
Lower Quartile	318 41.84%	442 58.16%
Lower Middle Quartile	196 30.06%	456 69.94%
Upper Middle Quartile	N/A	N/A
Upper Quartile	N/A	N/A

Table 29: Pay Quartiles for Police Staff

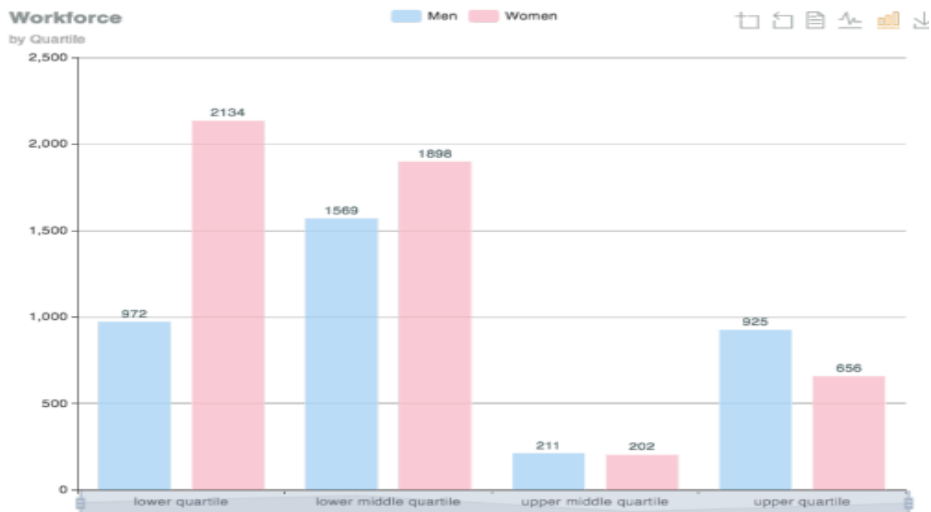
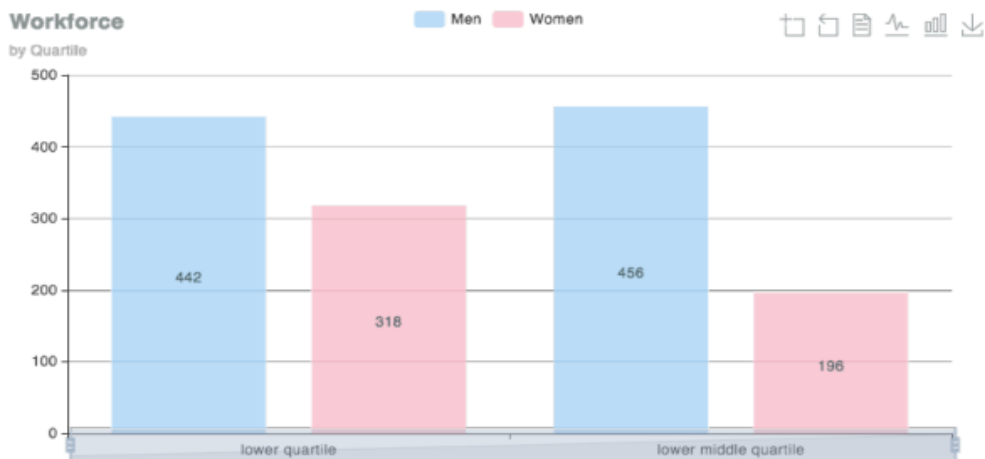


Table 30: Pay Quartiles for PCSOs



54. The quartile distribution indicates that the higher mean pay gap is created by the higher concentration of female staff in the lower quartiles. 67% of police staff in non-managerial positions in the MPS are female. There is also a large gap in the upper quartiles. This is caused by only 33% of staff being female in the two most senior grades (Broad Bands and Band A).
55. The quartile distribution for police staff shows that the pay gap is highest in the lower quartile. This is due to historical allowances such as Service Related Pay (SRP) and current allowances such as Shift Disturbance Allowance and Premium Pay, which have a significant impact within the MPS pay system. Any differences between roles / working patterns of male and female staff which impact their entitlement to these additional payments will result in a difference between overall average pay.
56. For PCSOs a more balanced recruitment throughout the period this rank has existed has resulted in a smaller pay gap in both mean and median hourly pay. This means length of service promotion issues have very little impact on this small group compared to the other groups.

57. Female police staff are also 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. Paragraph 11 confirmed that 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, 2.50% of the female police staff population is on an unpaid career break compared to 1.70% of the total population. For PCSOs, the percentage is even higher at 4.32% compared to 2.33% of the total population.
58. Furthermore, women are over 3 times more likely to be working part-time than men. In the MPS, over 88% of part time police staff are female. For PCSOs, the percentage is slightly lower at 75%.

Table 31: Hours Worked by MPS Police Staff

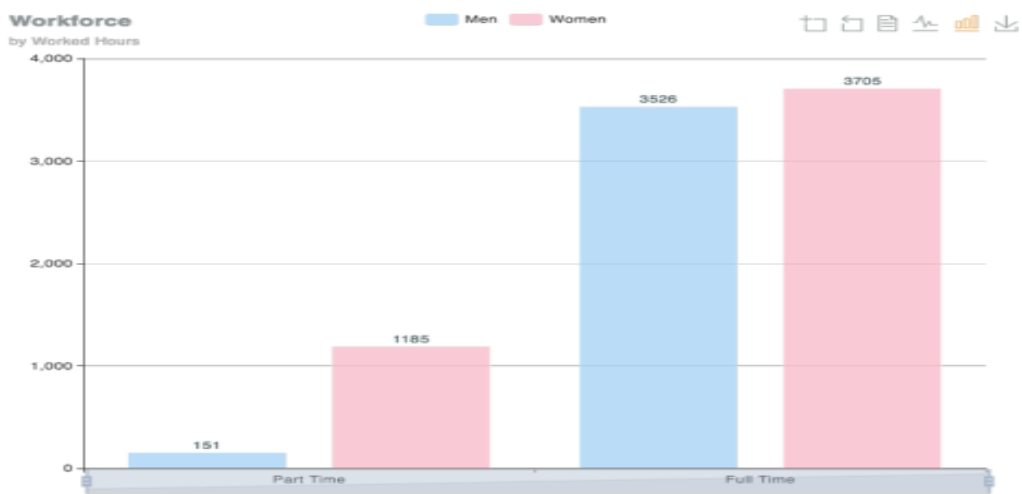
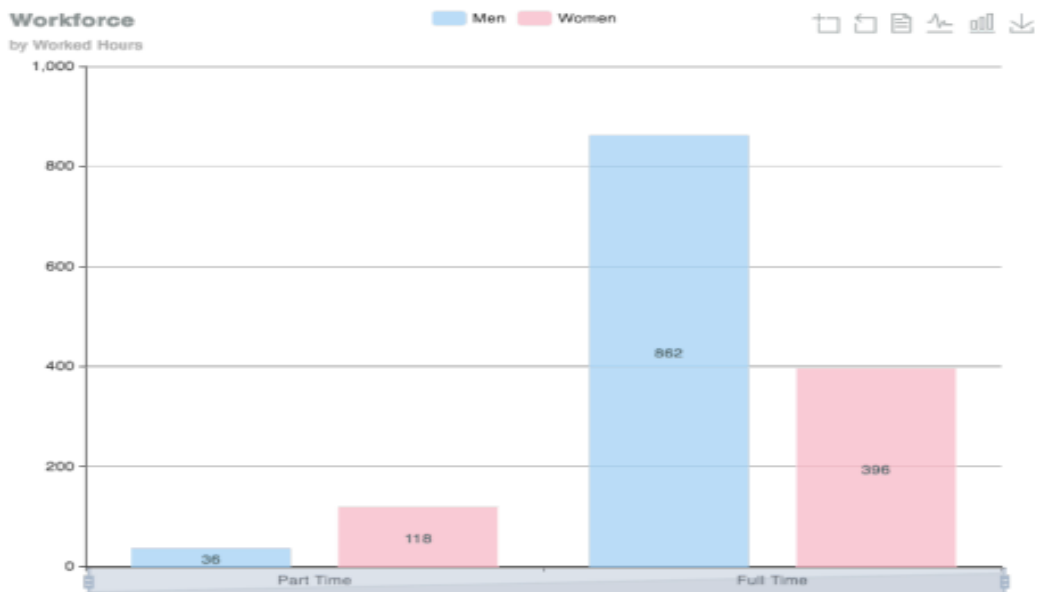


Table 32: Hours Worked by MPS PCSOs



Analysis by age

59. The average age for male staff in the MPS is 45.68 years and for female staff is only very slightly lower at 44.64 years. Looking at the workforce composition by age, the number of police staff starts low for the under 20-age category and increases rapidly for the 30 – 40 age categories before evening out for 40 – 50 and 50+.

60. The average age for male PCSOs in the MPS is 45.09 years and for female PCSOs is slightly lower at 43.78 years. Looking at the workforce composition by age, the number of male and female PCSOs is almost on par for the 20-30 age category. However, in the 30-40 age group, the increase for men almost doubles compared to the women. Beyond this in the 40-50 and 50+ age group the difference between men and women stays at the same rate. 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 33: Age Profile for MPS Police Staff

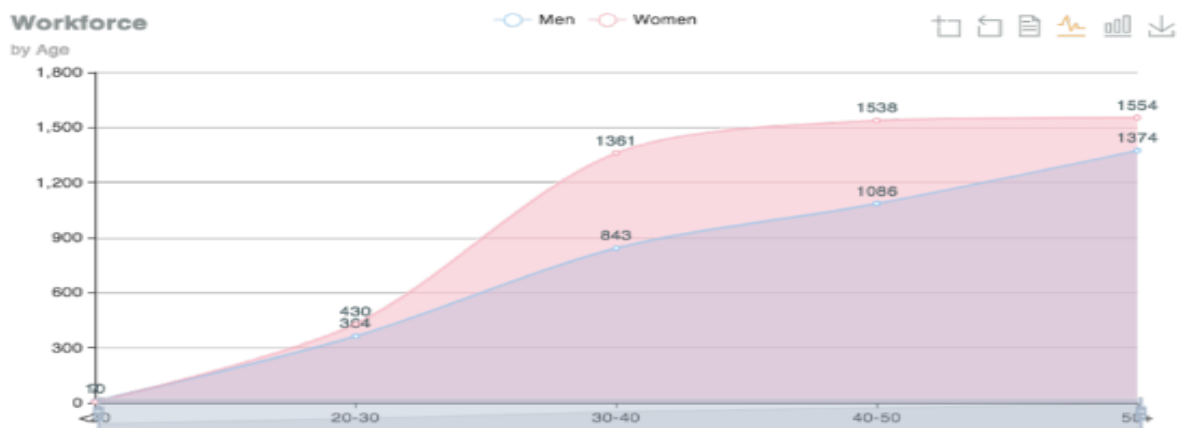
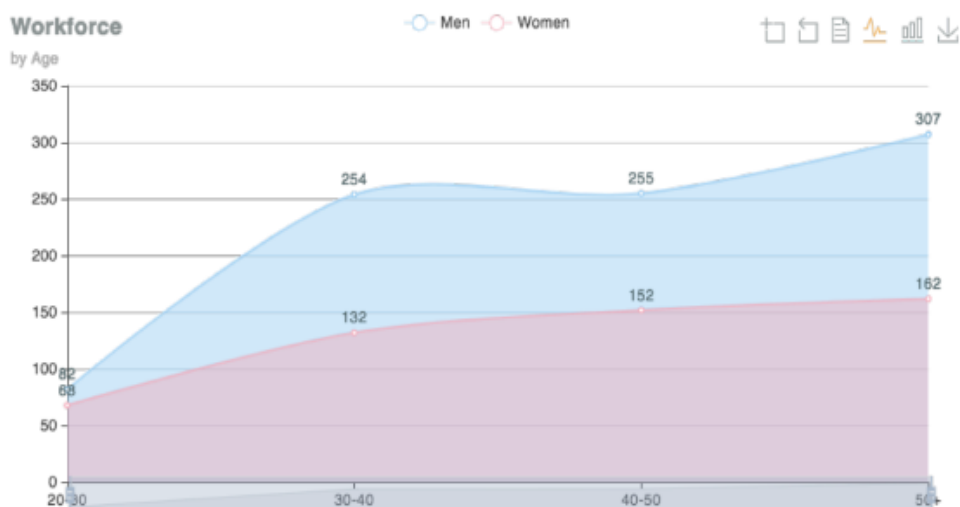


Table 34: Age Profile for MPS PCSOs



61. The gender pay gap mostly reflects the workforce composition; it is low for under 20 years and the 30 - 40 age group but increases for 40 – 50 and 50+ age categories. It is as high as 16.81% for the mean on 50+ group. Whilst this is in line with national trends, it may indicate that women in support roles see slower career progression.

Length of Service

62. The average length of service for female police staff is slightly higher than male police staff (15.66 years compared to 15.63 years). For PCSOs, female staff tend to have slightly less length of service than male staff (11.06 years compared to 11.33 years).

63. The gender pay gap is higher (mean 13.61%) for those police staff with under one year’s of service, reflecting recent recruitment at senior grades which has seen more men recruited directly to senior positions than women.

64. The gender pay gap then drops to its lowest for 1 – 3 years of service but then continues to rise until it reaches its peak at over 20 years of service (15.82% mean and 15.29% median). 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 35: Gender pay gap (Mean and Median) for Police Staff by length of service



Table 36: Gender pay gap (Mean and Median) for PCSOs by length of service



Elements of Pay

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

Incremental pay

66. Table 37 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 (with the exception of maternity and parental leave) and these periods do not count towards incremental progression for either officers or staff.

Table 37: Incremental Pay Steps as of 1 September 2017

Band	Incremental Pay Steps	Maximum	Minimum	Difference between Minimum and Maximum
Broad Band 1	No spine points	220,000	125,000	95,000
Broad Band 2	No spine points	150,000	80,000	70,000
Broad Band 3	No spine points	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 38: Percentage of MPS Police Staff at the top of the pay scale 31 October 2017 (including PCSOs)

	Percentage of Female staff at the top of the pay scale	Percentage of Male staff at the top of the pay scale
Band A	40%	48.88%
Band B	51.51%	59.61%
Band C	64.73%	63.70%
Band D	80.95%	74.96%
Band E	88.67%	87.05%
Band F	92.56%	87.05%
Band G	100%	100%

Historical Allowance - Service Related Pay (SRP)

67. An example of a historical allowance, which affects gender pay, is the service related supplementary payments made to police staff and PCSOs. 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.

68. 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), 6,885 receive service related pay - 3,911 women and 2,972 men. 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 officers than men (88% of part-time staff are female).

Table 39: Service Related Pay

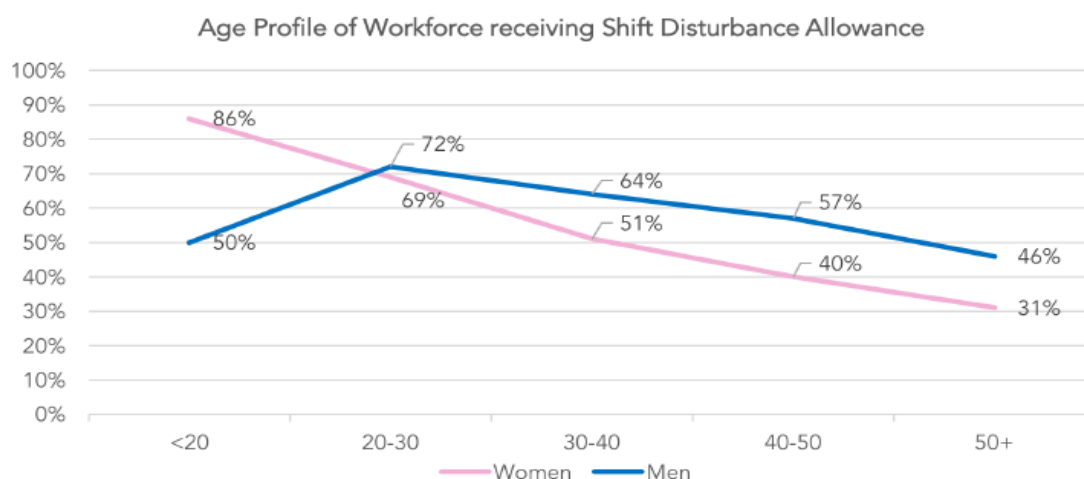
Service Related Pay	Male	Female	% Difference
Mean	£39.15	£37.26	4.83%
Median	£25.75	£27.67	-7.46%

Current allowance - Shift Disturbance Allowance

69. 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, 44% were female staff compared to 56% of male staff (i.e., a higher proportion of men than women undertake roles qualifying for these extra payments).

70. Because a higher proportion of are in qualifying roles, female police staff overall receive on average 3.97% (mean) and 7.60% (median) less shift disturbance allowance than their male colleagues overall. Table 40 shows that the number of women working shifts has the greatest drop from aged 30 upwards.

Table 40: Age Profile of Police Staff receiving a Shift Disturbance Allowance



Current allowance – Location Allowance

71. Police staff and PCSOs receive a location allowance that is intended to compensate for the increase cost of travelling into central London. Location allowance is paid based on where an individual works within two given zones. Staff receive £3,406 for working in Zone 1 or £1,807 for working in Zone 2.

72. Out of a total of 9,979 employees (police staff and PCSOs), 9,876 receive the location allowance. This year’s gender pay gap report shows that female police staff and PCSOs receive on average 9.69% (mean) and 11.1% (median) less location allowance than their male colleagues. 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.

Table 41: Location Allowance

Location Allowance	Male	Female	% Difference
Mean	£240.10	£216.83	9.69%
Median	£283.83	£252.30	11.11%

73. The impact of working hours can be seen by breaking this down further by full time and part time staff. The difference between men and women working full time is much smaller. For part-time staff, the difference is greater as female staff tend to work in locations closer to their home address. The table below shows the impact.

Table 42: Location Allowance – Full Time Police Staff

Location Allowance	Male	Female	% Difference
Mean	£243.07	£236.25	2.80%
Median	£283.83	£283.83	0.00%

Table 43: Location Allowance – Part Time Staff

Location Allowance	Male	Female	% Difference
Mean	£170.46	£155.71	8.65%
Median	£168.46	£141.92	15.75%

Current allowance - Premium Payments

74. Premium Pay can be claimed by police staff, with a contractual entitlement, if hours are worked on a weekend or public holiday. 2,209 staff received Premium Pay during the snapshot-reporting month. 1,208 were women (55%) compared to 1,001 men (45%) – broadly equivalent to their overall proportion across the workforce. However, on average woman received less Premium Pay than men.

75. The snapshot report showed that female police staff receive on average 13.6% (mean) and 15.6% (median) less Premium Pay than their male colleagues. The job level profile of employees who receive Premium Pay indicate that the higher pay bands are male dominated whereas the lower pay bands are more heavily female dominated. As Premium Payments are linked to base salary, this will result in higher mean and median average payments to male employees at present.

Table 44: Premium Pay

Premium Pay	Male	Female	% Difference
Mean	£456.31	£394.04	13.60%
Median	£419.65	£354.09	15.60%

76. Despite the impact of Premium Pay in isolation, Table 45 shows that the impact of Premium Pay on the overall pay gap is relatively small.

Table 45: Gender Pay Gap including/ignoring Premium Pay

	Mean	Median
Gender Pay Gap including Premium Pay	7.16%	12.48%
Gender Pay Gap ignoring Premium Pay	6.97%	12.21%
Difference	0.19%	0.27%

Current allowance - Flexibility Allowance

77. Some groups of police staff are entitled to receive a flexibility allowance. 273 female police staff and 270 male police staff receive this allowance. The allowance is predominantly paid to police staff that work as 999 Call Handlers and is given in lieu of Premium Payments. The only other two groups that receive the allowance are drivers and Specialist Technical Staff, who are predominately male. Each group receives a similar level of allowance when they work in the same area.

78. This year's gender pay-gap report showed that female police staff receive on average 24.24% (mean) and 4.67% (median) less Flexibility Pay than their male colleagues. This is due to 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 46: Flexibility Allowance

Flexibility Allowance	Male	Female	% Difference
Mean	£245.08	£185.67	24.24%
Median	£204.58	£195.03	4.67%

Table 47: Flexibility Allowance – Full Time Staff

Flexibility Allowance	Male	Female	% Difference
Mean	£249.98	£200.24	19.90%
Median	£204.58	£204.58	0%

Table 48: Flexibility Allowance – Part Time Staff

Flexibility Allowance	Male	Female	% Difference
Mean	£148.19	£131.66	11.15%
Median	£143.59	£133.71	6.88%

Current allowance - On-Call Allowance

79. On-Call Allowance is paid to a member of police staff when the period on call extends to 12 hours. However, line managers have the discretion to authorise payment of the full On-Call Allowance if there is good reason even though the period is less than 12 hours. 1,237 staff received the allowance during the snapshot month; 75% of those receiving the allowance were men compared to 25% women.

80. Table 49 shows that, women who are entitled to this allowance type receive on average of 37.5% (mean) less on call allowance than their male colleagues. The amount of on-call allowance varies depending on whether the on-call time is during a weekend or evening. Weekend rates are substantially higher than weekday nights. This difference will be influenced by specific roles, as only a proportion of staff roles are eligible for this allowance.

Table 49: On-Call Allowance

On Call Allowance	Male	Female	% Difference
Mean	£195.58	£122.12	37.50%
Median	£105.00	£105.00	0.00%

81. Table 50 shows the overall impact on the gender pay gap if Service Related Pay, Shift Disturbance Allowance, Location Allowance, Flexibility Allowance and On-Call Allowance are removed from the calculations. Impacts can be seen in the majority of positions in the MPS. For example, the mean pay gap for Band E (largest police staff grade in the MPS reduces from 3.98% to 0.39%)

Table 50: Gender Pay Gap ignoring Service Related Pay, Shift Disturbance Allowance, Location Allowance, Flexibility Allowance and On Call Allowance by Grade

Rank	Men	Women	Mean	Median
Broad Bands	21 (73%)	8 (27%)	7.85%	10.39%
Band A	86 (61%)	55 (39%)	0.01%	3.91%
Band B	187 (57%)	142 (43%)	1.4%	0%
Band C	339 (53%)	301 (47%)	5.42%	6.76%
Band D	1,142 (48%)	1,213 (52%)	6.3%	6.76%
Band E	1,626 (38%)	2,709 (62%)	0.39%	0%
Band F	192 (39%)	297 (61%)	-0.03%	-0.31%
Band G	52 (29%)	126 (71%)	-1.27%	0%

OVERALL GENDER PAY GAP - COMBINED WORKFORCE SUMMARY

82. 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.
83. 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.
84. Nevertheless, if the entire workforce is considered together, the MPS' gender 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 female staff employed by the MPS receive £1.48 less per hour than the average white member of staff. This equates to a mean pay gap of 7.16%. The associated median value for female staff employed by the MPS shows they receive £2.67 less per hour than their male counterparts. This equates to a median pay gap of 12.48%. 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 factors that influence full and part time working decisions and these also impact on average pay calculations.

Table 51: Overall Gender 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
Female	£19.23	£20.31	£17.81	£16.01
Male	£20.71	£21.01	£19.99	£16.15
Pay Gap	£1.48	£0.71	£2.18	£0.14
Difference	7.16%	3.36%	10.93%	0.89%

Table 52: Overall Gender 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
Female	£18.75	£21.33	£16.68	£15.83
Male	£21.42	£21.48	£17.91	£16.27
Pay Gap	£2.67	£0.15	£1.23	£0.44
Difference	12.48%	0.7%	6.85%	2.69%

MPS MEASURES TO REDUCE GENDER PAY GAPS

Officers

85. 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.
86. However, there are differences in the make-up of the Met's 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. In the meantime, the MPS will send this report to the Police Remuneration Review Body.
87. Continued focus on recruiting more female officers will likely reduce the pay gap in the future. A number of initiatives are already in place to achieve this, which include introducing new ways of entering the MPS at entry level (Police Now and External Entry Detective), and also in leadership roles (Direct Entry Inspector and Superintendent). Equally, we must recognise that increases to the percentage of female recruits will initially have a negative impact, as increasing numbers will sit in the lower pay increment levels until advancement narrows the gap. We will continue to monitor the long-term effects of these initiatives to ensure that the expected underlying positive impact is demonstrated.
88. Ensuring that female officers continue to progress into higher paid roles through promotions will reduce the gender pay gap. The promotions framework has already been redesigned and positive action is in place. A new Career Development Service (CDS) has also been introduced which includes mentoring, coaching, career planning and access to training to support both progression into leadership and specialist roles. In the majority of our promotion processes under the new approach, female applicants perform better than their numbers in the feeder grades. Similarly, continued focus on recruiting and retaining more female officers will, over time, increase the numbers in the feeder ranks increasing the numbers of those eligible for promotion.

Police Staff

89. We recognise that a pay framework with incremental progression based on time served and allowances that are predicated on base pay and hours work will result in differences to average pay. Addressing the gap will be explored with Trades Unions through the forthcoming police staff pay negotiations and the MPS will present the findings of this analysis to the Police Staff Trade Unions as part of that process.
90. Representation of female police staff in management roles needs to improve particularly as there are more female Police Staff than males. We will explore whether the CDS provision currently in place for female officers can be extended to police staff and also undertake market research into the barriers to recruitment for leadership roles, particularly the most senior ones.
91. Further analysis into why less female police staff are undertaking roles, which attract shift disturbance allowance and Premium Payments, will be explored. Whilst the MPS already offers a range of flexible and part time working policies, if further changes are required, these will be explored and delivered if appropriate.