**Gender Pay Results for WMPCC**

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men’s earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

* **median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
* **mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
* **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
* **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
* **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
* **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

We are voluntarily publishing the Gender Pay Gap results for the fifth year running and once again the calculations demonstrate that there is no tangible gender gap in this organisation.

In March 2022 we had 81 employees, of whom 22 were males and 59 females (Figure 1, Page 2). The Commissioner, Victims Commissioner and Assistant Police and Crime Commissioners are not included within this report as they are not staff roles.

Analysis of the Strategic Police and Crime Board reveals:

* PCC - 1 male
* Victims Commissioner – 1 female
* Assistant Police and Crime Commissioner – 2 males
* Board Members: 1 male and 2 females

*Figure 1: Number of male and female staff employer by the OPCC over time*

Answers to the national questions:

1. average gender pay gap as a mean average = 2.75%
2. average gender pay gap as a median average = 0%
3. average bonus gender pay gap as a mean average – NIL RETURN
4. average bonus gender pay gap as a median average – NIL RETURN
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment – NIL RETURN
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.



Further detail:

Mean average (all pay for male/female divided by the number in that gender):

* Male £23.00 per hour
* Female £20.25 per hour

Median average (line up all of each gender in order of pay and pick the midpoint):

* Males £18.85 per hour
* Female £18.85 per hour

Analysis shows that the gender pay gap is minimal across all measures. The make-up of the office is such that there are females working at all levels and grades across the office.