**Ethnicity Pay Results for WMPCC**

In the UK, there is no legal framework placed upon employers to publish their ethnicity pay figures annually. In the absence of legislation, the OPCC believes that pay reports should be produced as part of our approach to improve inclusion and tackle inequality, for the following reasons:

1. There is a moral case for fairness and equal treatment. No one should be disadvantaged by their ethnic origin in the workplace.
2. There is a business case that reporting on and addressing ethnicity pay gaps benefits business performance and employee engagement.

The Office of National Statistics defines ethnicity pay gaps as ‘the difference between median hourly earnings of the reference group (White or White British) and other ethnic groups as a proportion of average hourly earnings of the reference group’.

This report has been completed against the six different measures required within a gender pay gap audit. The ethnicity pay gap, does not mean white employees are paid less than other ethnic groups for doing the same job, but it does show that, on average, white employees occupy higher-paying roles than other ethnic groups.

The OPCC has chosen to voluntarily report against the following measures:

* **median gender pay gap** – the difference between the median hourly rate of pay of white full-pay relevant employees and that of other ethnic groups full-pay relevant employees.
* **mean gender pay gap** – the difference between the mean hourly rate of pay of white full-pay relevant employees and that of other ethnic groups full-pay relevant employees.
* **median bonus gap** – the difference between the median bonus pay paid to white employees and that paid to other ethnic group relevant employees.
* **mean bonus gap** – the difference between the mean bonus pay paid to white relevant employees and that paid to other ethnic group relevant employees.
* **bonus proportions** – the proportions of white and other ethnic group relevant employees who were paid bonus pay during the relevant period.
* **quartile pay bands** – the proportions of white and other ethnic group full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
* **Internal Promotion Data** – the proportion of white and other ethnic groups promotions within the OPCC between April 2021 and March 2022.
* **Application Data** – the proportion of white and other ethnic groups applying for roles within the OPCC between April 2021 and March 2022
* **Training Data** - the proportion of white and other ethnic groups who have received funded training from to OPCC April 2021 and March 2022

In March 2022 the OPCC had 81 employees, of whom 51 were White/ White British and 25 were from an Ethnic minority group (Figure 1, Page 2). There were 5 members of staff who choose not to disclose their ethnicity. Meaning that 33% of staff within the OPCC are from an Ethnic minority group.

*Figure 1: Diversity of staff employed by the OPCC*

The Commissioner and all SPCB Board members are not included within this report as they are not staff roles. Analysis of the Strategic Police and Crime Board reveals that 4 members are White/ White British and 3 members are other ethnic groups. Meaning that 43% of members of the Strategic Police and Crime Board are from an Ethnic minority group.

**Answers to the national questions:**

1. average ethnicity pay gap as a mean average = 8.43%
2. average ethnicity pay gap as a median average = 0%
3. average bonus ethnicity pay gap as a mean average – NIL RETURN
4. average bonus ethnicity pay gap as a median average – NIL RETURN
5. proportion of White/ White British receiving a bonus payment and proportion of other

ethnic groups receiving a bonus payment – NIL RETURN

1. proportion of White/ White British and other Ethnic groups when divided into four groups ordered from lowest to highest pay.



Further detail:

Mean average (all pay for white/ethnic minority divided by the number in that group):

* White £21.34 per hour
* Ethnic Minority £19.54 per hour

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

* White £18.85 per hour
* Ethnic Minority £18.85 per hour

**Internal Promotion Data:**

There were 11 internal promotions within the OPCC between April 2021 and March 2022. 7 were White/ White British and 4 were from an Ethnic minority group (Figure 2, Page 3). Meaning that 36% of staff promoted internally where are from an Ethnic minority group.

*Figure 2: Diversity of staff promoted by the OPCC between April 2021 and March 2022.*

**Application Data:**

There were 24 roles advertised and recruited to within the OPCC between April 2021 and March 2022. The analysis of applicants reveals that a total of 405 individuals applied for these roles. Of which 111 were White/ White British, 99 were from an Ethnic minority group and 195 who choose not to disclose their ethnicity (Figure 3, Page 3). Meaning that 47% of applicant who choose to disclose their ethnicity where are from an Ethnic minority group.

*Figure 3: Diversity of applicants applying for roles within the OPCC between April 2021 and March 2022.*

**Training Data:**

There were 23 employees who received funding towards continuous professional development within the OPCC between April 2021 and March 2022. The analysis of training support shows that of those 23 individuals 16 were White/ White British, 5 were from an Ethnic minority group and 2 choose not to disclose their ethnicity (Figure 4, Page 4). Meaning that 24% of support training was provided to Ethnic minority groups.

*Figure 4:* *Training Funded by the OPCC April 2021 - March 2022*

The OPCC started running a training course for Aspiring Manager in 2021 through an external provider. The aim of this training is to support provide managers with the right knowledge and skills to effectively manage and develop their teams. Also, to support individuals looking for future progression into management gain the skills to support them on their journey. There were 27 individuals who attended the Aspiring Managers Training between April 2021 and March 2022. Analysis shows that of those 27, 17 were White/ White/ British and 10 were from an Ethnic minority group (Figure 5, Page 4). Meaning that 37% of staff who attended were from an Ethnic minority group.

*Figure 5: Aspiring Managers Attendance for Training April 2021 - March 2022*