

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 2023 we had 86 employees, of whom 23 were males and 63 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

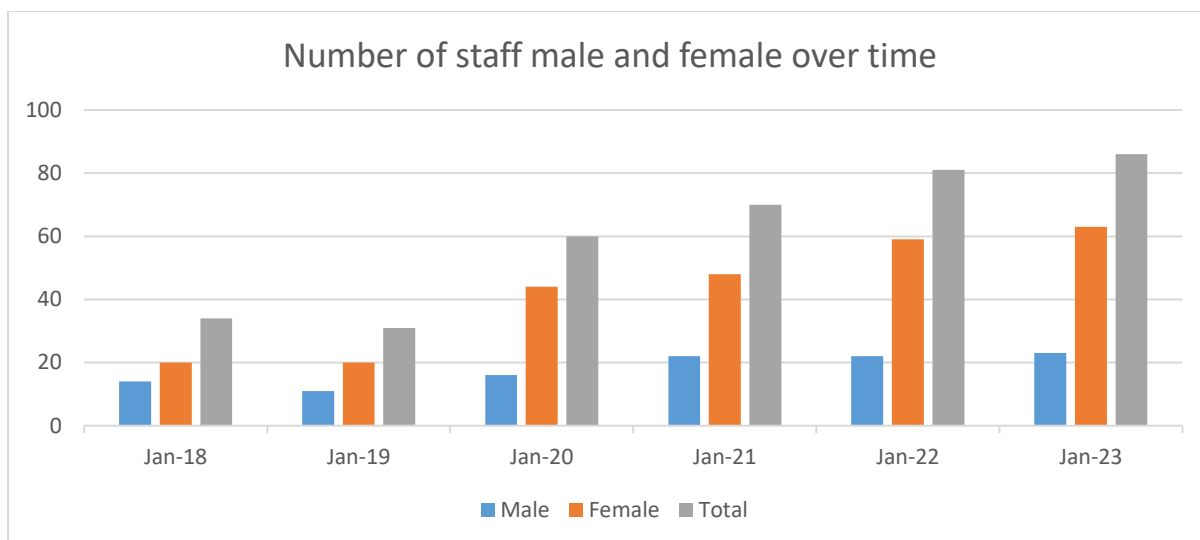


Figure 1: Number of male and female staff employer by the OPCC over time

Answers to the national questions:

1. average gender pay gap as a mean average = 4.7%
2. average gender pay gap as a median average = 2.2%
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.

	Male	Female	Total	%	%
Q1	4	17	21	19.05	80.95
Q2	4	18	22	18.18	81.82
Q3	5	16	21	23.81	76.19
Q4	10	12	22	45.45	54.55

Further detail:

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

- Male £24.35 per hour
- Female £19.65 per hour

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

- Males £21.87 per hour
- Female £19.65 per hour

Although there has been a slight increase in the mean and median gap in 2023 compared to 2022, 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.

Internal Promotion Data:

There were 11 internal promotions within the OPCC between April 2022 and March 2023. 9 were female and 1 were male (Figure 2, Page 3). Meaning that 82% of staff promoted internally were female.

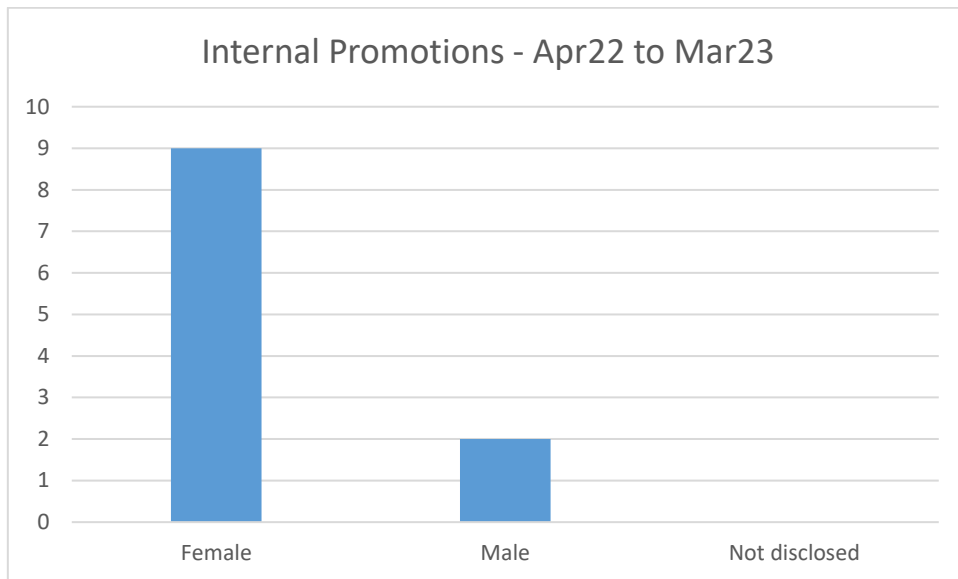


Figure 2: Number of female and males promoted by the OPCC between April 2022 and March 2023.

Application Data:

There were 29 roles advertised and recruited to within the OPCC between April 2022 and March 2023. The analysis of applicants reveals that a total of 610 individuals applied for these roles. Of which 316 were female, 111 were male and 183 who choose not to disclose their gender (Figure 3, Page 3). Meaning that 52% of applicants who choose to disclose their gender were female.

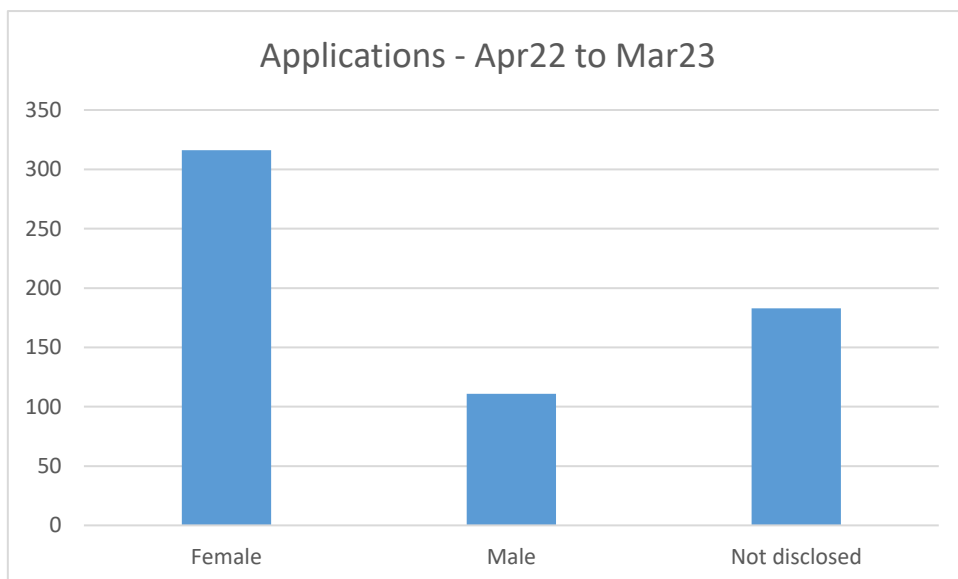


Figure 3: Female and male applicants applying for roles within the OPCC between April 2022 and March 2023.

Training Data:

There were 42 employees who received funding towards continuous professional development within the OPCC between April 2022 and March 2023. The analysis of training support shows that of those 42 individuals 32 were female and 10 were male. (Figure 4, Page 4). Meaning that 76% of support training was provided to females.

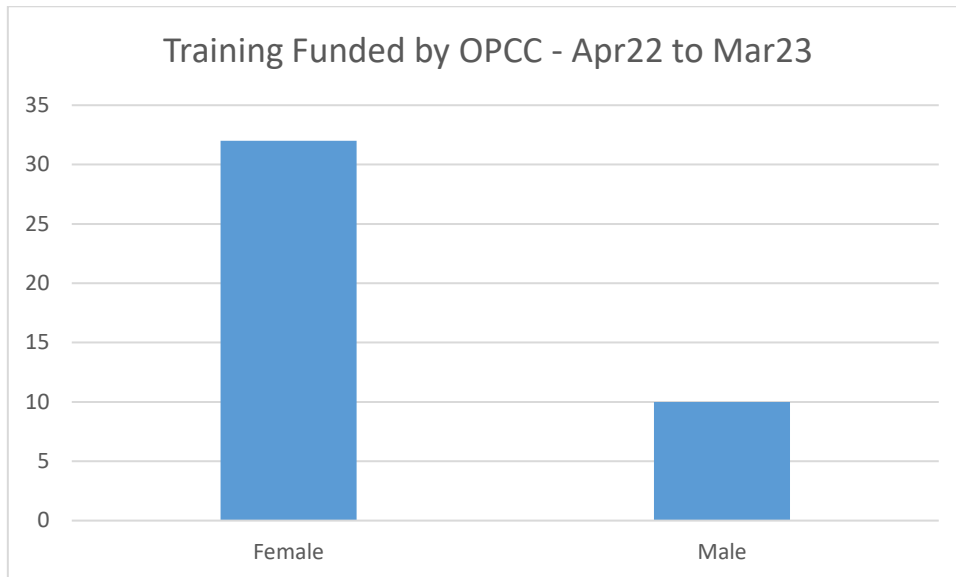


Figure 4: Training Funded by the OPCC April 2022 - March 2023

The OPCC started running a training course for Aspiring Manager in 2021 through an external provider. The aim of this training is to 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 and gain the skills to support them on their journey. There were 12 individuals who attended the Aspiring Managers Training between April 2022 and March 2023. Analysis shows that of those 12, 8 were female and 4 were male. (Figure 5, Page 4). Meaning that 67% of staff who attended were female.

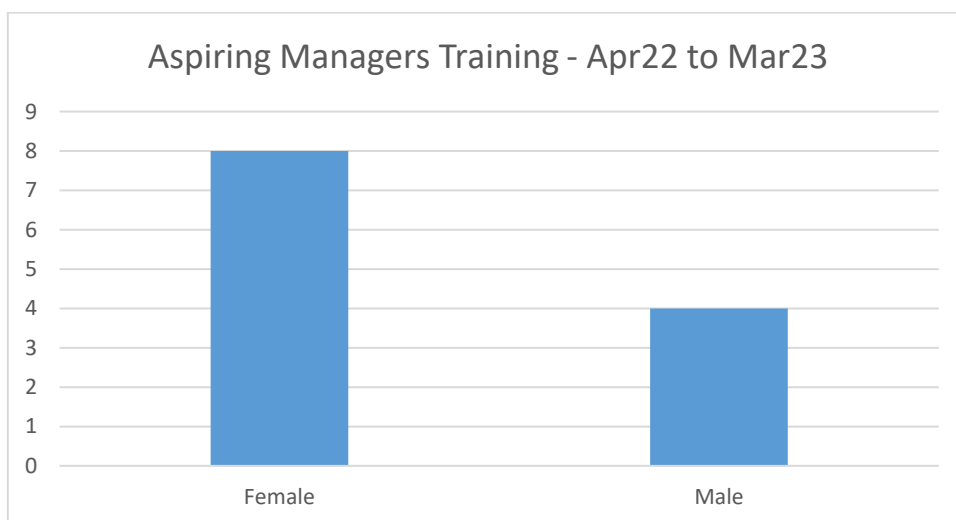


Figure 5: Female and male attendees to the Aspiring Managers Training between April 2022 - March 2023