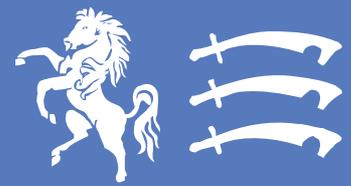


Support Services

Directorate



KENT POLICE ESSEX POLICE



Supporting policing
in Kent and Essex

Kent Police

Gender Pay Gap Summary Report



Support Services Directorate, Kent Police Headquarters, Sutton Road, Maidstone, Kent ME15 9BZ
Tel: 01622 652501 Fax: 01622 2009

www.essex.police.uk www.kent.police.uk

Kent Police gender pay gap reporting

In line with new government regulations Kent Police has published its gender pay gap data. Kent Police reports a mean gender pay gap of 13.6% and a median gender pay gap of 27.5%, based upon the reporting principles as set out in the UK Government's methodology, which came into force in April 2017.

In analysing this information, Kent Police has found that it is driven by the following factors:

- From a total workforce of 5,615, over half are police officers (57%) compared to 43% police staff. The majority of police officers are men (72%) and the majority of police staff are female (61%). Therefore, the combined pay gap figures could be viewed as misleading as they combine the very different police officer and police staff pay, grading / rank structure and gender compositions for each separate group. If looking at police officers, the mean pay gap is only 2.6%. For police staff, the mean pay gap is 9.3%.
- 54% of all police officers are male constables with an average salary of £27,258, in contrast, 47% of all police staff are females employed between A to D grade roles with an average salary of £20,398.
- Female police officers are represented well in the more senior ranks and the constable rank with percentages varying at ranks in between. Recent promotion processes have further enhanced the representation of female police officers throughout the force. Female police staff are well represented up to senior positions, however, there is a bigger concentration of women in lower pay quartiles when compared to the overall representation. Work continues to promote gender progression, for both police officers and police staff.
- When reviewing each job individually, within both police officer and police staff pay grading / rank structure, males and females are paid the same pay for doing the same role, with any differences accounted for by the length of service in the role. The framework for police officer pay is set nationally. For police staff, all roles are subject to a Hay job evaluation process ensuring parity across job types.

By working closely with our established support groups, networks and the HR Diversity team, Kent Police will remain focused to reduce the pay gap across all areas of diversity. In particular, we will continue to maximise opportunities for women in higher graded roles, by reviewing our current and future recruitment campaigns and promotional processes. We will also continue to enhance and develop our internal support processes (i.e. Develop You) to ensure women are more equally represented in future developmental and promotional processes.

Kent Police are committed to a detailed People and Learning Strategy and Equality Objectives that over time will continue to enrich our people.

Alan Pughsley, Chief Constable of Kent Police states, “We have made progress historically by introducing measures that improve representation among diverse groups from recruitment through to promotions and individual development as a result of conducting equal pay audits for police staff since 2005. This has enabled us to make recommendations and take any required action, improving the balance for gender, ethnicity and disability.

We will continue to work hard to address any imbalance through inclusive and diverse recruitment, including offering pre-application workshops as part of our recruitment process, offering flexible working and fostering an inclusive culture. Addressing the disparity in representation at senior levels will take time, but measures are already in place to help close the current pay gap at Kent Police.

I, along with my Chief Officer colleagues, am committed to providing time, resources and support to deliver against the recommendations included in this report.”

Our full report detailing the pay gap data and supporting narrative can be found at:

www.kent.police.uk/about-us/information-about-us/finance