

# North Wales Police Workforce Representation Report 2020 - 2021

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## **1. Introduction**

This report provides an overview of our workforce equality and diversity data as of 31 March 2021. It covers:

- age
- disability
- race
- religion or belief
- sex
- sexual orientation

Our workforce data forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups within our workforce

### **1.1 Foreword**

We are pleased to present our annual workforce diversity report covering the period 1 April 2020 to 31 March 2021.

Our workforce data forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equality of opportunities and foster good relations between different groups within our workforce.

We believe that an inclusive workplace, where staff and service users are treated with dignity and respect, is everyone's responsibility.

We see the diversity of our staff as one of our key strengths, and we value the range of knowledge, skills and experience they bring to our work. Respect for each other and recognition of our differences lie at the heart of our values.

Our people are our most important asset and we want to create an organisation where they can flourish, and a culture that enables and encourages them to make the best contribution they can – a inclusive culture in which they feel valued and supported.

We want all our people to feel they can work in a culture which is engaging, enabling and supportive. As a result, they will feel empowered to do the right thing legally and ethically to deliver their part in making North Wales the safest place in the UK.

Through our workforce monitoring we continue to demonstrate our commitment to building a workforce which is representative of the community we serve; this means understanding, valuing and incorporating differences, to ensure a workplace that is fair, equitable, inclusive for all and is an employer of choice.

## 1.2 Background

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty. Our workforce monitoring data forms part of the information that we collate, monitor and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty.

## 1.3 Scope

This report provides an overview of our equality and diversity employment monitoring data as of 31 March 2021. It covers age, disability, race, religion or belief, sex and sexual orientation.

Since the completion of this report the police service has sought to standardise the information that Forces in Wales and England report on. The implementation of the National Standards for Workforce Data means that in future reports we will also be able to report on Gender and Gender Reassignment; we will also add marriage and Civil Partnership status. These reporting categories are detailed in the appendix.

## 1.4 Staff declaration rates

We continually encourage staff to disclose their personal characteristics and these declaration rates continue to improve year on year. This information helps us to understand equality issues in our workforce and to make informed decisions on changes to our policies and practices. While we encourage our staff to provide equality monitoring data, supplying it is voluntary, and individuals can choose what they wish to declare.

## 2. Equality objectives

The Public Sector Equality Duty is a legislative tool, which requires public bodies to proactively identify and tackle discrimination, inequalities and promote good relations.

In our 2019 to 2023 Strategic Equality Plan, the following objectives were agreed:

1. Monitor and assess our approach to the Equality Act across all areas of business ensuring equality and fairness throughout the organisation and across our policing priorities.
2. Service Delivery:
  - a) Effective and fair use of powers
  - b) Accessible and responsive service delivery
3. Work towards a representative workforce and build a working environment that includes everyone and that encourages all staff to develop and progress.
4. Ensure effective working relationships with statutory and third sector partners.
5. Ensure that we engage and communicate with the people of North Wales and that we do so in an accessible and inclusive way.

These are based on national guidance, emerging issues and considering previous engagement undertaken by the Force and Commissioner with communities.

You can find the full [Strategic Equality Plan and annual reports](#) on progress via the North Wales Police website.

### **3. Diversity report**

**3.1 Overall workforce diversity:** As of 31 March 2021, we employed 2,925 people.

**Age** - The average age of the workforce remains at 42 years of age; the average age of officers remains at 39 years of age.

**Disability** - Employees were asked to consider whether they have a health condition or impairment that meets the Equality Act definition of a disability; this year the proportion of the workforce that selected 'Yes' was 4.7% (up from 4.1%). The proportion that made a positive statement rose to 18.6% (from 14.6%) and the declaration rate rose to 19.5% (from 15.6%).

**Race** - as per the previous report 0.8% of people describe their ethnicity as being from Black, Asian or Minority Ethnic background.

**Religion** – After aggregated Christian denominations the second largest group of people remains those who chose 'No religion.' The Force also has officers and staff of Buddhist, Jewish, Muslim and Pagan faith; however, these are in smaller number than those that chose 'Other Religion or Belief' as an option.

**Sex** - 48.7% of the workforce are female (up from 47.3% female); the number of female officers remains at 37.5%.

**Sexual Orientation** – of those who answered this question employees who describe their sexual orientation as Lesbian, Gay or Bisexual rose slightly to 2.5% (from 2.2%). The proportion of the workforce that made a positive statement about their Sexual Orientation rose to 67.4% (from 60.9%) and the declaration rate rose to 71.2% (from 64.5%). Our diversity profile as of 31 March 2021 is provided in Appendix 2.

### **3.2 Representation by organisational level**

We can consider our workforce in two distinct groups - police officers and police staff. As of 31 March 2021, we have 1608 officers and 1315 staff, compared with 1465 and 960 the same date in the previous year.

The Gender balance of police officers is 62.5% of officers are male and 37.5% of officers are female; no change, despite an additional 54 female officers employed this year.

The gender balance of officers at the rank of Police Constable (the lowest rank) is 58.5% of officers are male and 41.5% of officers are female; this is compared with 58.7% and 41.3% respectively. At senior levels, i.e. at the rank of Superintendent and above the balance is 80% male and 20% female; this is compared with 78.9% and 21.1% in the previous year.

The Gender balance of police staff is 37.6% of staff are male and 62.4% of staff are female; this is compared with 37.8% and 62.2% in the previous year. At senior levels, i.e. at the equivalent grade of Superintendent and above the balance is 53.8% male and 46.2% female; compared with 77.8% and 22.2%.

Within police staff numbers we also include Police Community Support Officers (PCSOs), the gender balance of PCSOs is 43.2% male and 56.8% female; this is compared with 49.2% and 50.8%.

Further information on Gender and pay quartiles can be found in the [annual Gender Pay Gap report found online](#).

### **3.3 Working Patterns**

Flexible working opportunities can benefit everyone and encourage a healthy work-life balance. With this in mind, we provide all our employees with the opportunity to request flexible working. This includes homeworking, term-time working, part-time, compressed hours, staggered hours and job sharing.

Currently, 11.6% of our workforce are on a working pattern <1FTE (full time equivalent) compared with 13.3% in the previous year. The gender balance of the employees who work on this part-time basis is 89.1% female and 10.9% male, (compared with 88.2% female and 11.8% male).

### **3.4 Pay Gaps**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 places certain duties on public sector organisations with 250 or more employees to report on their gender pay gap.

The Gender Pay Gap is different to the Equal Pay Gap. The key differences are:

- Equal Pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value
- Gender Pay Gap shows the difference in the average pay between men and women.

The figures below include all police officers and police staff who were employed by NWP on the "snapshot date", which was 31st March 2021.

The mean pay gap shows that women's hourly rate is 10.99% lower than men's and the median pay gap shows that women's hourly rate is 17.28% lower than men's. For a [full report on the Gender Pay Gap](#) visit the North Wales Police website.

### **3.5 Welsh Language**

The Welsh Language Standards are a set of legally binding requirements that aim to improve the bilingual services that the public in North Wales can expect to receive from the Force and the Police and Crime Commissioner. You can find our [Welsh Language Strategy as well as a bespoke Monitoring Report](#) on our website.

**Appendix 1: Scope - Data included within this report, compared with future reporting standards:**

	Workforce Representation Report 2020 - 2021	National Standards for Workforce Data
Category	Subcategory	Subcategory
<b>Age*</b> Staff were asked to place themselves into one of seven age groups	Under 20 20-24 25-34 35-44 45-54 55-65 Over 65	Under 26 26-40 41-55 Over 55
<b>Disability*</b> Staff were asked whether they consider themselves to be disabled under the definitions of the Equality Act 2010.	Autism Learning Mental Health Mobility None Other Physical Prefer not to Disclose Sensory	Yes No Prefer Not to Say
<b>Race*</b> Staff were asked to classify themselves based on the Census 2011 categories of ethnicity:	White <ul style="list-style-type: none"> <li>English / Welsh / Scottish / Northern Irish / British</li> <li>Irish</li> <li>Gypsy or Irish Traveller</li> <li>Any other White background</li> </ul> Mixed / multiple ethnic groups <ul style="list-style-type: none"> <li>White and Black Caribbean</li> <li>White and Black African</li> <li>White and Asian</li> <li>Any other mixed / multiple ethnic background</li> </ul> Asian / Asian British <ul style="list-style-type: none"> <li>Indian</li> <li>Pakistani</li> <li>Bangladeshi</li> <li>Chinese</li> <li>Any other Asian background</li> </ul> Black / African / Caribbean / Black British <ul style="list-style-type: none"> <li>African</li> <li>Caribbean</li> <li>Any other Black / African / Caribbean background</li> </ul> Other ethnic group <ul style="list-style-type: none"> <li>Arab</li> </ul>	Asian Any Other Asian Background Asian Any Other Asian British Background Asian Bangladeshi Asian British Bangladeshi Asian British Chinese Asian British Indian Asian British Pakistani Asian Chinese Asian Indian Asian Pakistani Black African Black Any Other African Background Black Any Other Black Background Black Any Other Black British Background Black Any Other British African Background Black Any Other British Caribbean Background Black Any Other Caribbean Background Black British African Black British Caribbean Black Caribbean Mixed Any Other Mixed Ethnic Background Mixed Multiple Ethnic Background Mixed White and Asian Mixed White and Black African Mixed White and Black Caribbean Other Ethnic Group - Any Other Other Ethnic Group - Arab Prefer Not to Say White Any Other White Background White British White English White Gypsy or Irish Traveller White Irish White Northern Irish White Scottish White Welsh

<b>Religion or Belief*</b> Staff were asked to classify themselves based on categories of religion or belief:	Anglican Any Other Religion or Belief Baptist Buddhist Catholic Christian Church of England Church of Scotland Church in Wales Hindu Jewish Methodist Muslim No Religion Pagan Prefer Not to Say Sikh	Christian* Buddhist Hindu Jewish Muslim No Religion Sikh Any other religion Prefer Not to Say  *(including Church of England, Catholic, Protestant and all other Christian denominations)
<b>Sexual Orientation*</b> Staff members were given the options of:	Bisexual Gay / Lesbian Heterosexual / Straight Prefer Not to Say Prefer to Self-Describe	
<b>Gender</b> See note <sup>1</sup>	N/A	Female Male Prefer Not to Say Prefer to Self-Describe
<b>Sex*</b> See note <sup>2</sup>	Female Male	Female Male Prefer Not to Say Prefer to Self-Describe
<b>Gender Reassignment*</b> See note <sup>3</sup>	N/A	No Prefer Not to Say Yes

\*Protected Characteristics - NWP will also collect information relating to Marital and Civil Partnership Status.

<sup>1</sup>Capturing Gender Identity is important as it may differ from a person's sex. The three-question system (Gender, Sex and Gender Reassignment) aligns to EHRC and Stonewall guidance and allows us to collect across the Sex and Gender Reassignment characteristics.

<sup>2</sup>A person's sex may differ from their gender identity, it is therefore important to collect both pieces of information to ensure that both sex and gender reassignment information is collected. This aligns the EHRC guidance.

<sup>3</sup>Asking whether a person's gender identity is the same as the sex they were assigned at birth is important to obtain gender reassignment information. It should be asked in conjunction with gender categorisation. This aligns to the current EHRC guidance.

## Appendix 2: Workforce Profile by Protected Characteristic

Table 1: Workforce profile by Age

Age	2020/21	2019/20	2018/19	2017/18
Under 20	0.1%	0.1%	0.3%	0.3%
20-24	4.0%	3.0%	4.8%	4.6%
25-34	25.8%	24.1%	25.8%	22.7%
35-44	27.7%	28.2%	27.3%	24.7%
45-54	28.5%	31.5%	30.0%	28.4%
55-64	12.9%	12.0%	10.8%	11.1%
65+	1.1%	1.2%	1.1%	1.1%

Table 2: workforce profile by declared Disability

Disability	2020/21	2019/20	2018/19	2017/18
Disabled	4.7%	4.1%	3.2%	3.1%
Non-disabled	13.9%	10.5%	4.5%	3.6%
PNTS*	0.9%	1.0%	0.5%	0.5%
Not declared	80.5%	84.4%	91.7%	92.9%

Table 3: workforce profile by Sex

Sex	2020/21	2019/20	2018/19	2017/18
Male	51.3%	52.7%	52.0%	53.5%
Female	48.7%	47.3%	48.0%	46.5%

Table 4: workforce profile by Ethnicity

Ethnicity	2020/21	2019/20	2018/19	2017/18
Asian / Black / Mixed / Other	0.7%	0.8%	0.8%	0.8%
White	97.4%	97.9%	99.2%	99.2%
PNTS*	0.4%	0.3%	0.0%	0.0%
Not declared	1.5%	1.0%	0.0%	0.0%

Table 5: workforce profile by Religion and Belief

Religion or belief	2020/21	2019/20	2018/19	2017/18
Declared a religion	52.6%	54.8%	31.3%	29.6%
No religion	30.9%	26.2%	20.9%	18.6%
PNTS*	3.8%	4.1%	3.4%	3.4%
Not declared	12.7%	14.9%	44.4%	48.4%

Table 6: workforce profile by Sexual Orientation

Sexual Orientation	2020/21	2019/20	2018/19	2017/18
Bisexual / Gay / Lesbian	2.5%	2.2%	1.9%	1.7%
Heterosexual	64.9%	58.7%	49.9%	46.0%
PNTS*	3.8%	3.6%	3.0%	2.8%
Not declared	28.8%	35.5%	45.3%	49.5%

\*PNTS - Prefer not to say