

# NWP Workforce Representation Report 2022 - 2023

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## 1. Introduction

This report provides an overview of our workforce equality and diversity data as of 31 March 2023. It contains information relating to the following protected characteristics:

- Age
- Disability
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sexual Orientation
- Gender
- Sex
- Gender Reassignment

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 2022 to 31 March 2023.

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 to live, work and visit 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 employment monitoring data as of 31<sup>st</sup> March 2023. It covers Age, Disability, Ethnicity (Race), Pregnancy & Maternity, Marriage and Civil Partnership, Religion or Belief, Sex, Gender, Gender Identity (Gender Reassignment) and Sexual Orientation. The reporting categories are detailed within Appendix 1.

The report will include the information that we hold relating to Police Officers and Police Staff, including Police Community Support Officers (PCSOs). Sometimes it is useful for us to report on PCSOs as a distinct group separate from other Police Staff.

## **1.4 Staff declaration rates**

We continually encourage our workforce to volunteer personal information relating to their characteristics, and whilst declaration rates continue to improve year on year this is voluntary, individuals can choose whether they wish to declare, or not. This year we have seen a significant increase in some areas. The information we gather helps us to understand equality issues in our workforce and to make informed decisions on changes to our policies and practices.

Throughout the report we use the following terminology:

- **Positive Statement:** Officers and Staff are encouraged to make a positive statement about each protected characteristic. For example, a positive statement for disability would be “disabled” or “not disabled.”
- **Declaration rate:** this figure is the sum of the positive statement group and those who selected the option of “Prefer Not to Say.”
- **All Data:** this includes the above and those who have not provided any response to a specific monitoring question, i.e., the whole workforce.

## 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.

For our 2023 to 2027 Strategic Equality Plan, the following objectives were agreed:

**Effective Governance** – In meeting our equality duties, we will exercise effective governance, be transparent and ensure public oversight.

**Our Public** – Encourage participation and ensure people are neither overpoliced nor under protected.

**Our Partners** – Work with partners to improve our equality performance.

**Our Organisation** – Embed a supportive environment that creates an inclusive culture.

**Our Workforce** – Achieve a representative and professional workforce made up of people with the right skills.

These objectives are based on national guidance, emerging issues and considering previous engagement undertaken by the Force and Commissioner with communities. They speak to our duties as a public service provider and as an employer; they also enable us to align our activity with existing national policing and Welsh Government plans.

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

## 3. Diversity Report

**3.1** As of 31 March 2023, we employed 3,045 people. We can break these down into different groups as follows: 1,677 Police Officers and 1,368 Police Staff; this includes 196 PCSOs.

**Age** - The average age of the workforce is 41 years of age; the average age of officers is 38.6 years of age. The average age of all Police Staff is 44.0; 39.2 for PCSOs.

**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 a 'Yes' option was 7.2% (up from 4.9%). The proportion that made a positive statement rose again to 64.0% (from 23.2%) and the declaration rate rose again to 66.7% (from 24.2%).

**Race** - 0.95% of people describe their ethnicity as being from Black, Asian or Minority Ethnic background.

**Religion** – The largest group was those relating to 'No religion,' which again showed the largest growth (38.6% up from 34.0%). The total of all Christian denominations made up 48.8% of respondents. The Force also has officers and staff of Buddhist, Hindu, Muslim, Pagan and Sikh faith; however, these

are in smaller number than those that chose 'Other Religion or Belief' as an option.

**Sex** – 50.2% of the workforce are female (up from 49.1% female). The percentage of female officers continues to increase and is at 40.2% (up from 38.6%). The percentage of female Police Staff dropped slightly to 62.6% (down from 63.2%). The percentage of male PCSOs has risen to 43.9% (up from 41.6%).

**Sexual Orientation** – of those who answered this question employees who describe their sexual orientation as Lesbian, Gay or Bisexual rose to 4.1% (up from 3.7%). The proportion of the workforce that made a positive statement about their Sexual Orientation rose to 81.7% (up from 71.0%) and the declaration rate rose to 81.7% (up from 74.4%).

Our workforce profile by Protected Characteristic as of 31 March 2023 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 2023, we have 1677 officers and 1368 staff, compared with 1672 and 1313 the same date in the previous year. The Gender balance of police officers is 59.8% of officers are male and 40.2% of officers are female; this is compared with 61.4% and 38.6% in the previous reporting period.

The gender balance of officers at the rank of Police Constable (the lowest rank) shows that 56.5% of officers are male and 43.5% of officers are female; this is compared with 57.9% and 42.1% respectively. At senior levels, i.e., at the rank of Superintendent and above the balance is 71.4% male and 28.6% female; this is compared with 83.3% and 16.7% in the previous reporting period.

The gender balance of police staff (including PCSOs) is 37.4% of staff are male and 62.6% of staff are female; this is compared with 37.5% and 62.5% in the previous year. At senior levels, i.e., at the equivalent grade of Superintendent and above the balance is 58.3% male and 41.7% female; compared with 46.7% and 53.3% in the previous reporting period.

PCSOs are also Police Staff; however, they have a distinct 'front line' role; therefore, it can be useful to report as a separate group. The gender balance of PCSOs is 43.9% male and 56.1% female; this is compared with 41.6% and 58.4% in the previous reporting period.

A full breakdown of the workforce by Protected Characteristic can be found below at [Appendix 2](#). Further information on Gender and pay quartiles can be found in the [annual Gender Pay Gap report found online](#).

### **3.3 Applications, Recruitment**

Recruitment into North Wales Police is through fair and open competition based on merit, with individuals assessed for their ability to demonstrate the required competencies, knowledge and skills for the role.

We are committed to ensuring that all recruitment is free from unfair and unlawful discrimination. Reasonable adjustments for disabled people are made at all stages

of the recruitment process, as required. We are a Disability Confident Leader and operate a Guaranteed Interview Scheme, where we guarantee to interview all disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their merit. We take positive action in our recruitment and selection process, including at the appointment stage, where it is legitimate to do so, to address an underrepresentation within our workforce.

### **3.4 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.

This year NWP has committed to delivering its policing priorities in the most efficient way to achieve our vision of 'Making North Wales the safest place to live, work and visit in the UK.' It is recognised that work is an activity, not a place, and as technology advances there are greater opportunities to seize the benefits of agile working. Importantly, it is also what our people have told us they want; therefore, we continue to offer home working and agile working environments across the Force estate.

### **3.5 Pregnancy & Maternity / Paternity / Parental Leave.**

We recognise that employees want to strike a balance between their home and work life. Our parental leave and flexible working policies are exemplar and go beyond best practice. We offer enhanced pay and leave for adoption, maternity, paternity and shared parental leave, and a range of flexible working options to support parents in the workplace.

### **3.6 Internal Disputes**

The North Wales Police Grievance Resolution Policy enables Officers and Staff to raise:

*“Issues, concerns or disputes relating to the work environment, such as health & safety issues, difficult working relationships, unfair treatment in relation to the application of terms and conditions of employment or employment policies, perceived unfairness of decision making, and other organisational issues, such as new working practices and organisational change.”*

With relation to appeals the Force Appeals Policy provides a mechanism to enable an individual to appeal against a decision made within a range of specified policies and procedures to:

*“Address any perceived unfairness in the original process, challenge the original decision by focussing on factors that have been given insufficient consideration or allow for the consideration of new evidence that has subsequently become available.”*

### **3.7 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 2023.

The mean pay gap shows that women's hourly rate has reduced to 8.8% lower than men's and the median pay gap shows that women's hourly rate has reduced to 16.2% lower than men's. For a [full report on the Gender Pay Gap](#) visit the North Wales Police website.

### **3.8 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 is based upon the following options and is information provided voluntarily by our staff by accessing a Self-Service HR Portal.

Category	Subcategory								
<p><b>Age*</b> Given their date of birth, staff are placed into one of the seven categories.</p>	<table border="1"> <tr> <td>Under 20</td> <td>45-54</td> </tr> <tr> <td>20-24</td> <td>55-65</td> </tr> <tr> <td>25-34</td> <td>Over 65</td> </tr> <tr> <td>35-44</td> <td></td> </tr> </table>	Under 20	45-54	20-24	55-65	25-34	Over 65	35-44	
Under 20	45-54								
20-24	55-65								
25-34	Over 65								
35-44									
<p><b>Disability*</b> Disability is a physical or mental impairment, which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities. This includes progressive and long-term conditions from the point of diagnosis, such as HIV, multiple sclerosis, cancer, mental illness or mental health problems, neurodivergent conditions, dyslexia, diabetes, and epilepsy.</p> <p>Do you consider yourself to be a disabled person according to the definition above?</p>	<p>No Yes Prefer not to say</p>								
<p><b>Ethnicity (Race*)</b> What is your ethnic group?</p>	<p>Asian Any Other Asian Background Asian Bangladeshi Asian British Asian British Bangladeshi Asian British Chinese Asian British Indian Asian British Pakistani Asian Chinese Asian English Asian Indian Asian Northern Irish Asian Pakistani Asian Scottish Asian Welsh Black African Black Any Other Black Background Black British Black British African Black British Caribbean Black Caribbean Black English Black Northern Irish Black Scottish Black Welsh Mixed Other 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 Roma White Scottish White Welsh</p>								
<p><b>Pregnancy and Maternity*</b></p>	<p>This data is gathered from HR records for the period.</p>								



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<p><b>Marriage &amp; Civil Partnership*</b> What is your marital or same-sex civil partnership status?</p>	<p>Never married nor civil partnered Married In a registered civil partnership Separated, but still legally married Separated, but still legally in a civil partnership Divorced Formerly in a civil partnership which is now legally dissolved Widowed Surviving partner from a civil partnership Prefer not to say</p>	
<p><b>Religion or Belief*</b> What is your religion?</p>	<p>No religion Christian (including all Christian denominations) Buddhist Hindu Jewish Muslim Pagan Sikh Any other religion Prefer not to say</p>	
<p><b>Sex*</b> (see note 1) What is your sex?</p>	<p>Female Male Intersex Prefer not to say</p>	
<p>Gender Identity (see note 2)  <b>Gender Reassignment*</b></p>	<p>Part 1: Is the gender you identify with, different from your sex registered at birth?</p>	<p>Yes No Prefer Not to Say</p>
	<p>Part 2: If not, what is your gender identity?</p>	<p>Man Woman Non-binary Prefer to self-describe Prefer not to say</p>
<p><b>Sexual Orientation*</b> Staff members were given the options of:</p>	<p>Straight / Heterosexual Gay / Lesbian Bisexual Prefer to Self-Describe Prefer not to say</p>	

**\*Protected Characteristics**

Note 1: The above methodology aligns to the ONS guidance and Census 2021 code scheme. 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.

Note 2: Part 1 of the above methodology aligns to the ONS guidance and Census 2021 code scheme. The second part of the question allows the user to provide their gender identity.

**Appendix 2: Workforce Profile by Protected Characteristic 2022-2023**

Table 1: Workforce profile by Age

Age	2022/23	2021/22	2020/21	2019/20
Under 20	0.3%	0.2%	0.1%	0.1%
20-24	5.3%	5.0%	4.0%	3.0%
25-34	27.2%	27.5%	25.8%	24.1%
35-44	28.2%	27.8%	27.7%	28.2%
45-54	26.9%	27.2%	28.5%	31.5%
55-65	11.1%	11.5%	12.9%	12.0%
Over 65	1.0%	0.7%	1.1%	1.2%

Table 2: Workforce profile by Disability

Disability	2022/23	2021/22	2020/21	2019/20
Disabled	7.2%	4.9%	4.7%	4.1%
Non-disabled	56.8%	18.4%	13.9%	10.5%
Prefer not to say	2.8%	0.9%	0.9%	1.0%
Not declared	33.3%	75.8%	80.5%	84.4%

Table 3: Workforce profile by Ethnicity (Race)

Ethnicity	2022/23	2021/22	2020/21	2019/20
Asian/Black/Mixed/Other	1.0%	0.8%	0.7%	0.8%
White	98.0%	97.3%	97.4%	97.9%
Prefer not to say	0.5%	0.5%	0.4%	0.3%
Not declared	0.5%	1.4%	1.5%	1.0%

Table 4: Workforce profile by Marriage & Civil Partnership

Marriage & Civil Partnership	2022/23
Never married nor civil partnered	0.9%
Married	38.9%
In a registered civil partnership	0.1%
Separated, but still legally married	0.4%
Separated, but still legally in a civil partnership	0.0%
Divorced	4.0%
Formerly in a civil partnership which is now legally dissolved	0.0%
Widowed	0.3%
Surviving partner from a civil partnership	0.0%
Not declared	55.4%

Table 5: Workforce profile by Religion or Belief

Religion or Belief	2022/23	2021/22	2020/21	2019/20
No religion	38.6%	34.0%	30.9%	26.2%
Declared a religion	50.5%	50.5%	52.6%	54.8%
Prefer not to say	4.3%	3.8%	3.8%	4.1%
Not declared	6.5%	11.8%	12.7%	14.9%

Table 6: Workforce profile by Sex

Sex	2022/23	2021/22	2020/21	2019/20
Male	49.7%	50.9%	51.3%	52.7%
Female	50.2%	49.1%	48.7%	47.3%
Intersex	0.0%	-	-	-
Prefer not to say	0.0%	0.0%	-	-

Table 7: Workforce profile by Gender Identity

Gender Identity	2022/23	n/a	n/a	n/a
Man	49.1%	-	-	-
Woman	49.9%	-	-	-
Prefer not to say	0.5%	-	-	-
Prefer to self-describe	0.0%			
Not declared	0.5%	-	-	-

Table 8: Gender Reassignment – Is the gender you identify with, different from your sex registered at birth?

Gender Reassignment	2022/23	n/a	n/a	n/a
Yes	0.1%	-	-	-
No	51.6%	-	-	-
Prefer not to say	1.2%	-	-	-
Not declared	47.1%	-	-	-

Table 9: Workforce profile by Sexual Orientation

Sexual Orientation	2022/23	2021/22	2020/21	2019/20
Straight/Heterosexual	78.1%	68.1%	64.9%	58.7%
Gay/Lesbian/Bisexual	3.5%	2.7%	2.5%	2.2%
Prefer to self-describe	0.1%	0.2%	-	-
Prefer not to say	4.8%	3.7%	3.8%	3.6%
Not declared	13.6%	25.3%	28.8%	35.5%