

NWP Workforce Representation Report 2021 - 2022

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1. Introduction

This report provides an overview of our workforce equality and diversity data as of 31 March 2022. It covers:

- Age
- Disability
- Marriage & Civil Partnership
- 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 2021 to 31 March 2022.

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 2022. It covers age, disability, race, religion or belief, sex and sexual orientation.

For the first time since the introduction of the National Standards for Workforce Data we are now also able to report on Gender and Gender Reassignment; we have also added Marriage and Civil Partnership status. The reporting categories are detailed in Appendix 1.

The report will include the information that we hold relating to Police Officers and Police Staff. It is also useful for us to report on PCSOs as a distinct group separate from other Police Staff.

1.4 Staff declaration rates

We continually encourage officers and 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.

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 is made up of the positive statement group and those who select the option of “Prefer Not to Say.”
- **Not Declared:** this includes employees who have not provided any response to a specific monitoring question.

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 2022, we employed 2,985 people. We can break these down into different groups as follows: 1,672 Police Officers and 1,313 Police Staff; this includes 190 PCSOs.

Age - The average age of the workforce is 41 years of age (down from 42); the average age of officers is 38.8 years of age. The average age of Staff is 44.7 and 38.8 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 'Yes' was 4.9% (up from 4.7%). The proportion that made a positive statement rose to 23.2% (from 18.6%) and the declaration rate rose to 24.2% (from 19.5%).

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

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, Pagan and Sikh faith; however, these are in smaller number than those that chose 'Other Religion or Belief' as an option.

Sex - 49.1% of the workforce are female (up from 48.7% female). The percentage of female officers has increased to 38.6% (up from 37.5%). The percentage of female Police Staff remains unchanged at 63.2% (compared with 63.3%). The percentage of PCSOs has risen to 58.4% (up from 56.8%).

Sexual Orientation – of those who answered this question employees who describe their sexual orientation as Lesbian, Gay or Bisexual rose to 3.7% (from 2.5%). The proportion of the workforce that made a positive statement about their Sexual Orientation rose to 71.0% (from 67.4%) and the declaration rate rose to 74.7% (from 71.2%).

Our workforce profile by Protected Characteristic as of 31 March 2022 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 2022, we have 1672 officers and 1313 staff, compared with 1608 and 1315 the same date in the previous year. The Gender balance of police officers is 61.4% of officers are male and 38.6% of officers are female; this is compared with 62.5% and 37.5% respectively.

The gender balance of officers at the rank of Police Constable (the lowest rank) shows that 57.9% of officers are male and 42.1% of officers are female; this is compared with 58.5% and 41.5% respectively. At senior levels, i.e., at the rank of Superintendent and above the balance is 83.3% male and 16.7% female; this is compared with 80% and 20% in the previous year.

The Gender balance of police staff is 36.8% of staff are male and 63.2% of staff are female; this is compared with 37.6% and 62.4% in the previous year. At senior levels, i.e., at the equivalent grade of Superintendent and above the balance is 46.7% male and 53.3% female; compared with 53.8% and 46.2% in the previous year.

The gender balance of PCSOs is 41.6% male and 58.4% female; this is compared with 43.2% and 56.8% 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 employer 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.

Overall, applications for jobs from candidates who declared a disability was 12% – the same as the previous year. The proportion of female applicants increased from 28% last year to 33%. The proportion of successful female candidates dropped to 68% compared to 79% last year.

The proportion of job applications from candidates who declared that they were from an ethnic minority background was 19%, the same as the previous year. In 2020/21, 13% of externally recruited staff declared themselves to be from an ethnic minority, broadly the same as the previous year.

Applications from candidates who declared that they were lesbian, gay, bisexual and transgender (LGBT) was 13%, broadly the same as the previous year. There was an increase in the proportion of LGBT new recruits – up to 23%, a slight increase on the previous year.

3.4 Internal Applicants and Progression

During the reporting period 51 Police Officers successfully gained promotion. Of those successful applicants 66.7% are male and 33.3% are female. A full breakdown of Officer Promotions can be found in [Appendix 3](#) below.

3.5 Leavers

During the reporting period 81 Officers and 87 Staff (including 9 PCSOs) left North Wales Police. A full breakdown of the reason for leaving, as well as Leavers by protected characteristic can be found in [Appendix 4](#) below. We ensure that people from underrepresented groups who leave the organisation are offered an exit interview.

3.6 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, 10.9% of our workforce are on a working pattern <1FTE (full time equivalent) compared with 11.6% in the previous year. The gender balance of the employees who work on this part-time basis is 87.0% female and 13.0% male, (compared with 89.1% female and 10.9% male).

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 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 have enabled home working and agile working environments across the Force estate.

3.7 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.

The number of employees who were either pregnant or on maternity leave, paternity leave or shared parental leave in 2021/22 was less than 3% of the workforce. All those taking maternity leave returned to work and continued their employment with North Wales Police.

3.8 Internal Disputes

Each year we take the opportunity to report on the number of Grievances and Appeals heard within the reporting period. The North Wales Police Grievance and Appeals Policy states that a Grievance is where:

“An individual has a dispute, concern or complaint about how they have been treated by NWP, manager/s or colleague/s. Examples of issues that could be addressed through the Grievance Procedure include: difficult working relationships, health and safety issues, unfair treatment by managers or colleagues and unfair treatment in relation to terms and conditions.”

With relations to Appeals the policy states:

There are two circumstances in which the Appeal Procedure can take place: Following a Grievance Procedure, or where an individual has a complaint about a decision made under a particular policy or procedure.

A breakdown of the number of grievances and appeals (including Role and Gender) for this reporting period can be found below:

	Role		Gender		Total
	Officers	Staff	Male	Female	
Grievances	3	2	5	0	5
Appeals	6	2	8	0	8

3.9 Sickness Absence - sickness hours/working days lost from Optimum.

In 2021/22, our sickness absence rate was 5.9 days per FTE – 2 days less compared to last year.

3.10 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 2022.

The mean pay gap shows that women’s hourly rate is 9.34% lower than men’s and the median pay gap shows that women’s hourly rate is 16.64% lower than men’s. For a [full report on the Gender Pay Gap](#) visit the North Wales Police website.

3.11 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	
Age* Given their date of birth, staff are placed into one of the seven categories.	Under 20 20-24 25-34 35-44	45-54 55-65 Over 65
Disability* Staff were asked whether they consider themselves to be a disabled person considering the definition in the Equality Act 2010.	Autism Learning Mental Health Mobility None	Other Physical Prefer not to Disclose Sensory
Marriage & Civil Partnership*	Civil Partnership Cohabiting Divorced Married	Separated Single Widowed
Race* Staff were asked to classify themselves based on the Census 2011 categories of ethnicity:	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
Religion or Belief* Staff were asked to classify themselves based on categories of religion or belief:	Anglican Any Other Religion 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
Sexual Orientation* Staff members were given the options of:	Bisexual Gay / Lesbian Heterosexual / Straight Prefer Not to Say Prefer to Self-Describe
Gender See note ¹	Female Male Prefer Not to Say Prefer to Self-Describe
Sex* See note ²	Female Male Prefer Not to Say Prefer to Self-Describe
Gender Reassignment* See note ³	No Prefer Not to Say Yes

*Protected Characteristics

¹Capturing 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.

²A 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.

³Asking 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	2021/22	2020/21	2019/20	2018/19
Under 20	0.2%	0.1%	0.1%	0.3%
20-24	5.0%	4.0%	3.0%	4.8%
25-34	27.5%	25.8%	24.1%	25.8%
35-44	27.8%	27.7%	28.2%	27.3%
45-54	27.2%	28.5%	31.5%	30.0%
55-64	11.5%	12.9%	12.0%	10.8%
65+	0.7%	1.1%	1.2%	1.1%

Table 2: Workforce profile by declared Disability

Disability	2021/22	2020/21	2019/20	2018/19
Disabled	4.9%	4.7%	4.1%	3.2%
Non-disabled	18.4%	13.9%	10.5%	4.5%
Prefer not to say	0.9%	0.9%	1.0%	0.5%
Not declared	75.8%	80.5%	84.4%	91.7%

Table 3: Workforce profile by Ethnicity

Ethnicity	2021/22	2020/21	2019/20	2018/19
Asian / Black / Mixed / Other	0.8%	0.7%	0.8%	0.8%
White	97.3%	97.4%	97.9%	99.2%
Prefer not to say	0.5%	0.4%	0.3%	0.0%
Not declared	1.4%	1.5%	1.0%	0.0%

Table 4: Workforce profile by Gender ([see note 1](#)) - to be included in future reports

Gender	n/a	n/a	n/a	n/a
Male	-	-	-	-
Female	-	-	-	-
Prefer not to say	-	-	-	-
Prefer to self-describe	-	-	-	-

Table 5: Workforce profile by Sex ([see note 2](#))

Sex	2021/22	2020/21	2019/20	2018/19
Male	50.9%	51.3%	52.7%	52.0%
Female	49.1%	48.7%	47.3%	48.0%
Prefer not to say	0.0%	-	-	-
Prefer to self-describe	0.0%	-	-	-

Table 6: Workforce profile by Gender Reassignment ([see note 3](#)) - *to be included in future reports*

Gender Reassignment	n/a	n/a	n/a	n/a
No	-	-	-	-
Prefer not to say	-	-	-	-
Yes	-	-	-	-

Table 7: Workforce profile by Marriage & Civil Partnership - *to be included in future reports*

Marriage & Civil Partnership	n/a	n/a
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		-

Table 8: Workforce profile by Religion and Belief

Religion or belief	2021/22	2020/21	2019/20	2018/19
Declared a religion	50.5%	52.6%	54.8%	31.3%
No religion	34.0%	30.9%	26.2%	20.9%
Prefer not to say	3.8%	3.8%	4.1%	3.4%
Not declared	11.8%	12.7%	14.9%	44.4%

Table 9: Workforce profile by Sexual Orientation

Sexual Orientation	2021/22	2020/21	2019/20	2018/19
Bisexual / Gay / Lesbian	2.7%	2.5%	2.2%	1.9%
Heterosexual	68.1%	64.9%	58.7%	49.9%
Prefer not to say	3.7%	3.8%	3.6%	3.0%
Prefer to self-describe	0.2%	-	-	-
Not declared	25.3%	28.8%	35.5%	45.3%

Appendix 3: Promotions by Protected Characteristic 2021-2022

Table 10: Officer Promotions into Rank

Promotions to the Rank of:	F	%	M	%	Total
Sergeant	6	25.0	18	75.0	24
Inspector	7	41.2	10	58.8	17
Chief Inspector	3	50.0	3	50.0	6
Superintendent	1	25.0	3	75.0	4
Total	17	33.3	34	66.7	51

Table 11: Officer Promotions by Age

Age	Promotions	%
Under 20	0	0
20-24	0	0
25-34	7	13.7
35-44	32	62.7
45-54	12	23.5
55-64	0	0
65+	0	0

Table 12: Officer Promotions by declared Disability

Disability	Promotions	%
Disabled	1	2.0
Non-disabled	21	41.2
Prefer not to say	0	0
Not declared	29	56.9

Table 13: Officer Promotions by Ethnicity

Ethnicity	Promotions	%
Asian / Black / Mixed / Other	1	2.0
White	50	98.0
Prefer not to say	0	0
Not declared	0	0

Table 14: Officer Promotions by Gender ([see note 1](#))

Gender	Promotions	%
Male		
Female		
Prefer not to say		
Prefer to self-describe		

Table 15: Officer Promotions by Sex ([see note 2](#))

Sex	Promotions	%
Male	34	66.7
Female	17	33.3
Prefer not to say	0	0
Prefer to self-describe	0	0

Table 16: Officer Promotions by Gender Reassignment ([see note 3](#))

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Gender Reassignment	Promotions	%
No		
Prefer not to say		
Yes		

Table 17: Officer Promotions by Marriage & Civil Partnership

Marriage & Civil Partnership	Promotions	%
Civil Partnership		
Cohabiting		
Divorced		
Married		
Separated		
Single		
Widowed		

Table 18: Officer Promotions by Religion and Belief

Religion or belief	Promotions	%
Declared a religion (All)		
No religion		
Prefer not to say		
Not declared		

Table 19: Officer Promotions by Sexual Orientation

Sexual Orientation	Promotions	%
Bisexual / Gay / Lesbian	4	7.8
Heterosexual	35	68.6
Prefer not to say	2	3.9
Not declared	10	19.6

Appendix 4: Leavers by Protected Characteristic 2021-2022

Table 20: Leavers by Reason for Leaving

Age	Leavers	%
Death in service	1	0.6
Dismissed	2	1.2
Dismissed capability performance	1	0.6
Dismissed disciplinary	1	0.6
End of contract	2	1.2
Redundant compulsory	3	1.8
Resignation preferential re-join	2	1.2
Resignation prior to a conduct hearing	2	1.2
Resignation voluntary	57	33.9
Retirement early	1	0.6
Retirement ill health	11	6.5
Retirement normal	84	50.0
Transfer out	1	0.6

Table 21: Leavers by Age

Age	Leavers	%
Under 20	0	0.0
20-24	5	3.0
25-34	19	11.3
35-44	22	13.1
45-54	53	31.5
55-64	55	32.7
65+	14	8.3

Table 22: Leavers by declared Disability

Disability	Leavers	%
Disabled	7	4.2
Non-disabled	23	13.7
Prefer not to say	1	0.6
Not declared	137	81.5

Table 23: Leavers by Ethnicity

Ethnicity	Leavers	%
Asian / Black / Mixed / Other	1	0.6
White	163	97.0
Prefer not to say	2	1.2
Not declared	2	1.2

Table 24: Leavers by Gender (see note 1)

Gender	Leavers	%
Male		
Female		
Prefer not to say		
Prefer to self-describe		

Table 25: Leavers by Sex ([see note 2](#))

Sex	Leavers	%
Male	109	64.9
Female	59	35.1
Prefer not to say	0	0
Prefer to self-describe	0	0

Table 26: Leavers by Gender Reassignment ([see note 3](#))

Gender Reassignment	Leavers	%
No		
Prefer not to say		
Yes		

Table 27: Leavers by Marriage & Civil Partnership

Marriage & Civil Partnership	Leavers	%
Civil Partnership		
Cohabiting		
Divorced		
Married		
Separated		
Single		
Widowed		

Table 28: Leavers by Religion and Belief

Religion or belief	Leavers	%
Declared a religion (All)	102	60.7
No religion	41	24.4
Prefer not to say	7	4.2
Not declared	18	10.7

Table 29: Leavers by Sexual Orientation

Sexual Orientation	Leavers	%
Bisexual / Gay / Lesbian	2	1.2
Heterosexual	86	51.2
Prefer not to say	12	7.1
Not declared	68	40.5