

POLICE NOW GENDER AND ETHNICITY PAY GAP UPDATE

APRIL 2023

INTRODUCTION

Police Now is committed to a regular review of its pay data to ensure close monitoring and action on pay equity.

Whilst there is no government requirement for us to report on, or publish our data, we believe that completing this analysis is an important step in delivering our Diversity and Inclusion (D&I) strategy. It is important that we are open, transparent and held accountable for our actions and commitments regarding D&I, specifically pay equity for the purpose of this report.

We are committed to ensuring our workforce reflects the communities we serve, that everyone is treated with dignity, empowered to contribute their best and is paid fairly for the role they undertake. Reporting on both our gender and ethnicity pay gap is an important step to identify, understand and subsequently tackle inequalities.

A bi-annual review is undertaken each year with our Executive team. The following pages reflect changes since the last report was published in October 2022.

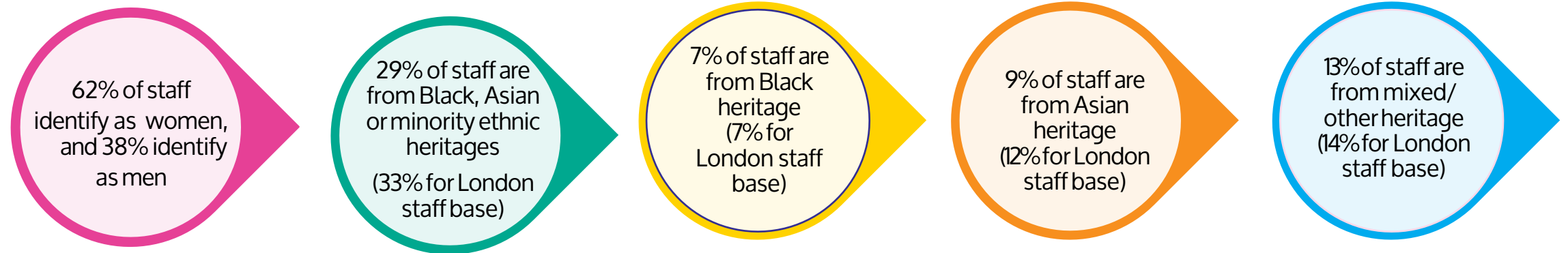
The next report will be published in October 2023.

DEMOGRAPHIC BREAKDOWN

Throughout our recruitment process, we retain a strong focus on ensuring we attract and select candidates from diverse backgrounds to join Police Now HQ.

The data in this report is taken from our April 2023 payroll information and the self-identified equal opportunities forms completed on a voluntary basis by staff.

As of 30 April 2023, Police Now has 117 employees¹. This staff base has the following demographic breakdown:



¹We are carrying a number of vacancies; this report only captures those already at Police Now according to our staffing budget

GENDER PAY GAP APR 2023

We continue to experience a mean gender pay gap in favour of women with a 1.50% mean pay gap (figure 1, negative denotes favourable to women). Our median (1.12%) pay gap now also reflects a pay gap in favour of women.

Our current substantive Senior Leadership Team is 60% women, of which our Executive Team is 80% women.

Our gender pay gaps continue to be favourable to women due to:

- a high proportion of women in the Executive team
- improved average hourly rates for recent female new starters in the period versus female leavers
- regular salary reviews with a particular focus on gender equity

Date	Mean gap	Median gap
Apr 23	-1.50%	-1.12%
Oct 22	-3.00%	0.73%

Figure.1

Quartile	Representation of women
Upper	66% (62% in Oct 22)
Upper Middle	62% (68% in Oct 22)
Lower Middle	52% (61% in Oct 22)
Lower	70% (61% in Oct 22)

Figure.2

ETHNICITY PAY GAP APR 2023

Our mean ethnicity pay gap is currently 3.84% and our median is 4.52% in favour of white heritage (figure 1).

This is an increase since the October 2022 report. Good progress was made in the period new starters of ethnic minority heritage vs leavers in the period, however the average salary of the leavers were slightly higher than the new starters which has a negative impact on the pay gap.

The sample sizes for Black, Asian and minority ethnic colleagues are much smaller and therefore, a single salary can have a disproportionate impact on the overall pay gap.

Our focus for the next 6 months will be on attracting people with ethnic minority heritage to the more senior roles in the organisation i.e. Manager and above, as well as putting in place internal long-term succession planning activities.

Our current substantive Senior Leadership Team is 73% white heritage, of which our Executive Team is 60% white heritage.

Date	Mean gap	Median gap
Apr 23	3.84%	4.52%
Oct 22	0.71%	0.34%

Figure.1

ETHNICITY PAY GAP APR 2023

- The table shows the representation of ethnic minority staff across four even pay quartiles at Police Now.
- Black heritage staff represent 7% of the organisation, with overrepresentation in the lower and lower middle quartiles and underrepresentation in the upper and upper middle quartiles.
- Asian heritage staff represent 9% of the organisation, and we see underrepresentation across the upper middle and lower middle quartiles, with overrepresentation in the upper and lower pay quartile.
- Mixed/Other heritage staff represent 13% of the organisation and are underrepresented in the upper and lower quartiles.

Quartile	Representation of ethnic minority staff
Upper	Minority ethnic staff: 24% (21% in Oct 22) <ul style="list-style-type: none"> • Black heritage: 3% (7% in Oct 22) • Asian heritage: 10% (7% in Oct 22) • Mixed/Other heritage: 10% (7% in Oct 22)
Upper Middle	Minority ethnic staff: 24% (25% in Oct 22) <ul style="list-style-type: none"> • Black heritage: 0% (0% in Oct 22) • Asian heritage: 7% (4% in Oct 22) • Mixed/Other heritage: 17% (21% in Oct 22)
Lower Middle	Minority ethnic staff: 31% (29% in Oct 22) <ul style="list-style-type: none"> • Black heritage: 10% (4% in Oct 22) • Asian heritage: 7% (14% in Oct 22) • Mixed/Other heritage: 14% (11% in Oct 22)
Lower	Minority ethnic staff 37% (24% in Oct 22) <ul style="list-style-type: none"> • Black heritage: 13% (7% in Oct 22) • Asian heritage: 13% (7% in Oct 22) • Mixed/Other heritage: 10% (10% in Oct 22)