



Ethnicity Pay Gap Report

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| Making Derbyshire Safer **Together**



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Introduction

Derbyshire Constabulary is committed to being a fair and inclusive employer of choice. To help achieve that aim, the Constabulary already reports on its gender pay gap, and is now able to publish the first figures relating to its ethnicity pay gap.

Ethnicity pay gap reporting is different to that of equal pay. The ethnicity pay gap does not mean that we pay people of different backgrounds different amounts for doing the same role, and it is unlawful to pay people unequally because of their race. Within Derbyshire Constabulary all workers are paid equally throughout the relevant pay scales.

The ethnicity pay gap is, however, a measure of difference between our people's average earnings across an organisation when considered by race and ethnicity.

It is calculated as a percentage of earnings for Black, Asian, and ethnic minority officers and staff, compared to colleagues who identify as White British. These figures take into consideration both part-time and full-time employees, and it helps us to recognise the disproportionality that exists in terms of the link

between ethnicity and factors such as length of service and seniority of position, and pay (which includes overtime, bonuses, and increases by length in role).

It should be noted that unlike the gender pay gap where there is a more balanced overall number of males and females in the organisation, the numbers of ethnic minority officers and staff are considerably smaller, which can create some anomalies in the data.

The force recognises the importance of the ethnicity pay gap and its link to trust and confidence in us from all communities, both as an employer, but also as a police force. It has a number of actions in place to address the disparities found. These are outlined at the end of this report.

Profile of Derbyshire Constabulary workforce



As of 31 March 2023, the combined profile of the force is a total of 4112 individuals made up of police officers and police staff.

Derbyshire Constabulary uses the national police officer ranks ranging from constable to Chief Constable. Each rank has a specific pay scale.

Police officers move through the pay scale within a rank, based on length of service, regardless of ethnicity.

For police staff, national pay scales are used, determined for the role following formal job evaluations. Each grade has a specific pay scale that staff move through the grades based on length of service, regardless of ethnicity.

For the purposes of this report, the category of 'White Other' has been included in 'White' rather than Black, Asian and minority ethnic groups.

Mean and median

In this report we talk about the mean and the median pay gaps in hourly rates of pay between men and women.

Mean ethnicity pay gap

The mean is calculated by adding up all the salaries of the relevant employees and dividing the figure by the number of employees within that category. The mean gap is calculated based on the difference between the mean Black, Asian and minority ethnic pay and White pay. This figure can be skewed by the presence of a relatively small number of highly paid individuals within the sample group.

Median ethnicity pay gap

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range in the relevant category compared the middle employee in the range of the White category.

Our workforce

Police officers

In March 2023, 3.4% of our police officers had self-categorised themselves as Black, Asian or minority ethnic officers, which equated to 73 officers from a total of 2171.



Of those
73 officers

37 were Asian (51%)

9 were Black (12%)

25 were Mixed / Multiple ethnicities (34%)

2 (3%) were "other" ethnicity

59 (81%) Police Constables

9 (12%) Police Sergeants

4 (5%) Inspectors

1 (1%) Superintendent



Of the
59 Police Constables

56% had less than 5 years' service.

20 (33%) had less than 2 years' service

13 (23%) had 2-5 years' service

4 (7%) had between 5-10 years service

22 (37%) had over 10 years' service

What this illustrates is that within the organisation, Black, Asian, or minority ethnic police officers are relatively under represented at more senior levels, and that a significant proportion of them Black, Asian or minority ethnic Police Constables have less than five years' service, which means they are presently lower on the pay scales.

Police staff

In March 2023, 4.4% of our police staff had self-categorised themselves as a Black, Asian or minority ethnic officer, which equated to 71 out of a total staff headcount of 1536.



Of those 71
staff members

50 were Asian (70%)

5 were Black (7%)

16 were Mixed ethnicity (23%)



69% are likely to fall within the lower quartile range

20% within the mid quartile range

11% within the higher quartile range

Of those 11% within the higher quartile, the majority self-categorised as Asian.

Over five years' service

58% of our Asian workforce

80% of our Black workforce

63% of our Mixed workforce

Three to four years' service

26% of our Asian workforce

20% of our Black workforce

6% of our Mixed workforce

Less than two years' service

16% of our Asian workforce

31% of our Mixed workforce

The data

Where there is a positive percentage, this means that the average pay of a White member of staff is higher than that of a member of staff from an ethnic minority group. The higher the percentage, the greater the ethnicity pay gap. A negative percentage 'mean' that the average pay of the ethnic minority group is higher than that of the White group.

The data for Derbyshire Constabulary as of March 2023, is as follows:

Mean – Ethnicity pay gap and hourly pay rate

(the difference in the average hourly pay for each ethnic group compared to the White ethnic group)

Police officers 	Mean hourly pay	Pay gap
Asian	£20.85	-11.3%
Black	£16.08	14.2%
Mixed/multiple ethnic groups	£14.16	24.4%
Other	£12.81	31.6%
Prefer not to say/unknown	£17.88	4.5%
White	£18.73	NA

These figures illustrate that the mean hourly pay for Asian officers is 11.3% higher than White officers, approximately £2.12, but that for Black officers, they are paid 14.2% less than White officers, or approximately £2.65. Police officers self-categorising themselves as other ethnicity are paid 31.6% or £5.92 lower than White officers.

In explanation this figure can be skewed by the presence of a relatively small number of highly paid individuals within the sample group. Only a small representation of our police officer workforce (3.4%) identifies as Black, Asian or minority ethnic. This accounts for 73 officers, of which there are 37 (51%) who identify as Asian. It should be noted that 2.4% of our Asian officers are in the higher pay quartile (ranks) which would account for this figure than for example our Black officers 9 (12%) who account for 0.2% in those higher pay quartiles (ranks).

Mean – Ethnicity pay gap and hourly pay rate

(the difference in the average hourly pay for each ethnic group compared to the White ethnic group)

Police staff 	Mean hourly pay	Pay gap
Asian	£17.15	-2.9%
Black	£15.71	5.8%
Mixed/multiple ethnic groups	£16.42	1.6%
Other	-	-
Prefer not to say/unknown	£15.85	4.9%
White	£16.67	NA

The mean hourly pay for Asian police staff is 2.9% higher than White police staff, approximately £0.48 more, and for Black police staff, they are paid 5.8% less than White police staff, or approximately £0.96 less. Those self-categorising as Mixed or multiple ethnicities are paid 1.6% or 25p less than White police staff.

In explanation this figure can be skewed by the presence of a relatively small number of highly paid individuals within the sample group. Only a small representation of our police staff workforce (4.4%) identifies as Black, Asian, or minority ethnic. Of those 71 members of staff, 50 (70%) identify as Asian. It should be noted that 11% of our Asian police staff are in the higher pay quartile grades, which accounts for the higher mean.

Median – Ethnicity pay gap and hourly pay rate

(the difference in the median hourly pay for each ethnic group compared to the white ethnic group)

Police officer 	Median hourly pay	Pay gap
Asian	£20.65	-0.1%
Black	£13.44	34.9%
Mixed/multiple ethnic groups	£13.86	32.8%
Other	£12.81	37.9%
Prefer not to say/unknown	£15.07	27.0%
White	£20.63	NA

These figures illustrate that the median hourly pay for Asian officers is 0.1% higher than White officers, approximately £0.02 more, but for other categories of ethnic officer, they are paid over 30% less than White officers. In explanation the median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. Only a small representation of our police officer workforce (3.4%) identifies as Black, Asian, or minority ethnic. This accounts for 73 officers, of which 59 (81%) are police constable rank. Of these officers, 56% have less than five years' service so will be in the lower pay quartiles. Police officers move through the pay scale within a rank based on length of service, regardless of ethnicity.



Median – Ethnicity pay gap and hourly pay rate

(the difference in the median hourly pay for each ethnic group compared to the white ethnic group)

Police Staff 	Median hourly pay	Pay gap
Asian	£16.84	-6.7%
Black	£16.28	-3.2%
Mixed/multiple ethnic groups	£15.01	4.9%
Other	-	-
Prefer not to say/unknown	£14.93	5.4%
White	£15.78	NA

For police staff, however, the picture is slightly different. The median hourly pay for Asian police staff is 6.7% higher than White police staff, approximately £1.06 more, and for Black police staff, they are paid 3.2% higher than White police staff, or approximately £0.50 more.

In explanation, the median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. Only a small representation of our police staff workforce (4.4%) identifies as Black, Asian or minority ethnic. Of those 71 members of staff, 50 (70%) identify as Asian. It should be noted that 11% of our Asian police staff are in the higher pay quartile grades. For police staff we use the national pay scales determined for the role following formal job evaluations. Each grade has a specific pay scale that staff move through based on length of service, regardless of ethnicity.

Pay quartiles

Pay quartiles measure the representation of employees in different ethnic groups at different levels of pay in an organisation. The hourly pay quartiles are calculated by listing all employees in order of hourly pay and splitting them into four equal parts.

The following tables illustrate how Black, Asian, or minority ethnic employees are positioned by pay quartile within the organisation.

Police officer	Quartile pay
Upper	
Asian	2.4%
Black	0.2%
Mixed/Multiple Ethnic Groups	0.6%
Other	0.0%
Prefer Not to Say/Unknown	0.4%
White	95.3%

Upper middle	
Asian	2.0%
Black	0.2%
Mixed/Multiple Ethnic Groups	0.4%
Other	0.0%
Prefer Not to Say/Unknown	1.1%
White	96.3%

Lower middle	
Asian	1.7%
Black	0.4%
Mixed/Multiple Ethnic Groups	1.3%
Other	0.0%
Prefer Not to Say/Unknown	2.6%
White	94.1%

Lower	
Asian	0.9%
Black	0.9%
Mixed/Multiple Ethnic Groups	2.8%
Other	0.4%
Prefer Not to Say/Unknown	0.4%
White	94.6%

These tables illustrate that Black, Asian or minority ethnic police officers, in particular Black officers, are underrepresented in the more highly paid levels of the Constabulary. In explanation this figure can be skewed by the presence of a relatively small number of highly paid individuals within the sample group. Only a small representation of our police officer workforce (3.4%) identifies as Black, Asian, or minority ethnic. This accounts for 73 officers of which there are 37 (51%) who identify as Asian. It should be noted that 2.4% of our Asian officers are in the higher pay quartile (ranks) than for example our Black officers 9 (12%) who account for 0.2% in those higher pay quartiles (ranks). Of the 73 Black, Asian and minority ethnic officers 59 (81%) are police constable rank. Of these officers, 56% have less than five years' service so will be in the lower pay quartiles. Police officers move through the pay scale within a rank based on length of service, regardless of ethnicity.

Police staff	Quartile pay
Upper	
Asian	3.7%
Black	0.0%
Mixed/multiple ethnic groups	0.4%
Other	0.0%
Prefer not to say/unknown	1.9%
White	94.0%

Upper middle	
Asian	3.2%
Black	0.9%
Mixed/multiple ethnic groups	1.1%
Other	0.0%
Prefer not to say/unknown	2.4%
White	92.4%

Lower middle	
Asian	2.4%
Black	0.6%
Mixed/multiple ethnic groups	1.5%
Other	0.2%
Prefer not to say/unknown	1.7%
White	93.5%

Lower	
Asian	2.8%
Black	0.2%
Mixed/multiple ethnic groups	0.6%
Other	0.0%
Prefer not to say/unknown	3.5%
White	92.9%

A more evenly distribution of Black, Asian or minority ethnic employees over the different quartiles is seen within police staff, with stronger representation particularly of Black members of police staff in the upper middle quartile.

In explanation only a small representation of our police staff workforce (4.4%) identifies as Black, Asian, or minority ethnic. Of those 71 members of staff, 50 (70%) identify as Asian. It should be noted that 11% of our Black Asian and minority ethnic police staff are in the higher pay quartile grades 20% within the mid quartile range, however 69% fall within the lower quartile range. For police staff we use the national pay scales determined for the role following formal job evaluations. Each grade has a specific pay scale that staff move through the grades based on length of service, regardless of ethnicity.



How are we addressing the ethnicity pay gap?

As the data for the ethnicity pay gap develops, wider work with our workforce data will enrich our understanding of disproportionality that exists in recruitment, retention, and progression of Black, Asian, or minority ethnic colleagues and allow Derbyshire Constabulary to remove any unnecessary barriers that may exist. However, the data we have allows us to address what we currently know.

Attracting and recruiting officers from a Black, Asian and Minority background will improve representation, however as new police officers are the lowest paid rank, this will initially have an adverse impact on our pay gap. However, work being done through our workforce planning and career development initiatives will hopefully see a narrowing of the pay gaps when we report in future years.

Bonus payments

Police officer bonus payments are awarded for work that is considered unusually demanding, unusually unpleasant or, significantly important in nature. Police Regulations allow for payments of between £50 and £500.

Police staff bonuses are paid by way of an 'honarium' payment to recognise factors that are not reflected in the basic pay. These may include, but are not limited to, undertaking some of the duties and responsibilities of a higher graded post or undertaking specific project work outside the normal duties of the post. Payment is calculated based on the level of additional work or increased responsibility.

Given the significantly low numbers of bonus recipients we have not included them in this report due to limited value.

It will also allow us to work to close this representation gap between ranks by being able to take a more proactive approach and deliver programmes to encourage and support those from underrepresented groups to progress their careers.

Whilst there is clearly work still to be done, action has already been taken and this includes:



Leadership

We have produced our own Police Race Action Plan (PRAP), in line with the national plan, which sets out our roadmap to work towards reducing disparities for Black employees and communities and are committed to be a force that is anti-racist and trusted by all our communities regardless of ethnicity.

We have consistent and clear messaging from our senior leaders to ensure our staff, our partners and our communities are aware of our commitment to equality, diversity, and inclusion.



Attraction and recruitment

The force has an established Positive Action team who work within the Section 158 legislation available in the Equality Act 2010 to help attract and recruit individuals into policing from all protected groups but more specifically those who are from communities under represented in policing.

The Positive Action team is regularly supported by officers and staff within the organisation who represent our diverse communities and can share their lived experience as a member of our organisation.

As part of our Positive Action, individuals who express an interest in policing will automatically be contacted by the Positive Action team and supported through each stage of the process (within the legislation of Section 158 Equality Act 2010).

We hold 'Spotlight' sessions which showcase the role and myth bust. All potential candidates are invited to these sessions. These sessions include a welcome video from the Chief Constable, video realities of the role, recruitment process guidance, Vetting and Occupational Health FAQs.

We closely monitor our attraction data and our attrition rates at each stage of the recruitment process. This helps to inform where we need to offer further support.

Maximising engagement opportunities within schools, colleges, youth groups, employment agencies, and religious and cultural venues, where we can run career information sessions detailing all pathways and transferable skills into policing uniformed and non-uniformed roles.

Work with the HR recruitment team to support force attraction events which gives those interested in policing direct access to individuals working in these areas.

Derbyshire Constabulary Vetting is required under the Vetting APP to safeguard against disproportionality and understands its obligations under the equality act 2010. Vetting applications are monitored against protected characteristics to understand whether there is any disproportionate impact on particular groups. If disproportionality was identified, positive steps would be taken to address this, while maintaining the safeguards that vetting provides.





Development, progression and retention

Working to provide a workplace that delivers an inclusive culture and trusted service to all.

We engage with members of our existing work from ethnically diverse backgrounds to share lived experience of working within policing.

Providing tailored support to underrepresented staff, officers and volunteers who wish to progress their career within Derbyshire to support retention and progression.

Promote opportunities for continued professional development with programmes from external and internal providers.

Increased representation throughout our rank and grade structures by reviewing our promotion processes to ensure they are fair and transparent.

We are currently reviewing the way that we manage our acting and temporary vacancies for police officers to ensure they are filled in a fair and equitable way. Senior temporary promotion opportunities are now managed by our People Services department so that all eligible officers have the opportunity to apply and there is more transparency of the decision-making process.

A central list of officers in long-term acting opportunities will be held and shared monthly with the Police Officer Deployment Panel which is chaired by the Deputy Chief Constable. This will allow us to ensure that the opportunities are being fairly distributed across qualified officers.

Seeking to understand the experience of individuals through our staff survey and the outcomes of the Police Race Action Plan 'Our Black Workforce Survey'.

The Deputy Chief Constable holds focus groups with our Black, Asian, and minority ethnic workforce to better understand their lived experience within Derbyshire Constabulary, and to have a direct influence on police policies and practices in the future.

We engage with our staff networks and associations to inspire, support, and influence officers and police staff around the organisation.

We'll also encourage our workforce to disclose ethnicity data, in order that we monitor and increase disclosure rates to provide accurate data on our workforce diversity and identify areas to support within the organisation.

We have introduced a student hub which provides all new officers with key information needed prior to joining and to support them during their probationary period. The hub also allows us to survey officers and conduct 'stay interviews' if individuals are facing challenges or are thinking of leaving. A dedicated member of our People Services team will seek to understand the issues and will provide support to help retain the individual. This can include the provision of additional training support, the identification of a buddy or mentor, or potentially a move to a different group, if that is the individual's preference.



The Professional Standards Department (PSD) has introduced a series of disproportionality monitoring processes regarding cultural and protected characteristics. These include:

- In the vetting process, where an applicant, who has a protected characteristic, is unsuccessful in vetting, it will trigger an automatic referral to an appeals panel. This is to ensure issues of unconscious bias and disproportionality can be objectively reviewed by a panel made up of the force networks.
- An equality process takes place in the arena of misconduct. Where the person subject to, or indeed witnesses and sometimes victims identify with a protected characteristic, the Head of PSD will convene a panel, normally made up of members of the specific network to be discussed with wider network involvement. At these panels, the Head of PSD will present an anonymised and sanitised version of the misconduct allegation and seek discussion and debate to ensure issues of cultural competence and understanding are taken into consideration when determining the severity of allegations.
- Panels will also be convened to guide the Head of PSD when also making final determinations, ensuring the findings of an investigation and the method of disposal remains scrutinised in the same manner. Where the matter is specifically sensitive or indeed may have a wider force impact, the Head of PSD has held similar panels with national networks. Protected characteristics and disproportionality also form the basis for ongoing reporting in the complaints arena to understand any trends or themes that may require closer inspection or action.