



West Yorkshire Police

Gender Pay Gap 2018/19



**This document is written by
West Yorkshire Police**

What is the Gender Pay Gap?

The difference between the amounts of money women earn and the amounts of money men earn is called the gender pay gap.



The Government is worried that men often earn more money than women at work.

This is not fair on women so the Government doesn't want this to happen.



Equality Act 2010

Every year, all organisations who employ more than 250 people have to tell the government if they

- ✓ have a gender pay gap, and
- ✓ What the gap is

Does West Yorkshire Police have a Gender Pay gap?

Last year our gender pay gap was 13.9%.

We have been working hard to make the gap lower. This year our Gender Pay Gap is 12.4%

This is lower than last year but there is still more work to do.



Overall men who work for us earn a bit more than women.

We are looking at why West Yorkshire Police has a gender pay gap.



We found that there are more men in the jobs which pay the most.

Some of the jobs which pay the most are done at evenings or weekends and that's why people doing them are paid more. This is called unsocial hours pay.

What do we think about our Gender pay gap?

Our gender pay gap has got better, but we want to do more work to make our gender gap even smaller

We think we can do more to help women get our higher paid jobs, or jobs which are paid more for working evenings and weekends.

What other work have West Yorkshire Police been doing?

This year, we have done lots of work to make sure we are treating our staff fairly. We have:

- Set up a support group to help women who have been away from work to have a baby.
- Set up a new team to make sure our policies and processes include everyone.
- Done some work to make sure women have the same chance as men to get the better paid jobs.
- Helped get women get new skills.
- Looked at our promotion process to make sure it is fair for everyone.
- Improved training and coaching for women to increase skills and confidence



We have also:

- Held regular courses for officers and staff on lots of subjects which will give people better skills
- Our Chief Constable and Assistant Chief Constable act as role models for others. The Chief Constable is the lead police officer in the country for menopause and women in policing.

What are we going to do next?

We will also do some new work this year, which will include:

- Training for supervisors and managers so they can help staff who want a better job
- Look at the reasons people leave their job to see if there is anything we can make better.
- Keep looking at our records to make sure we are being fair to people who want to get a job with us.
- Help female staff who want to improve their skills.
- Talk to staff in their yearly development meetings about what job they want to do next.



Report

West Yorkshire Police will report each year on:

- its gender pay gap, and
- what it is doing to make the gap smaller.

Further Information



You can find more information on
the gender pay gap at
www.westyorkshire.police.uk



You can find lots of different safety
information in easy read at
www.westyorkshire.police.uk