**Gender Pay Results for WM OPCC**

We are voluntarily publishing the Gender Pay Gap results for the fourth year running and once again the calculations demonstrate that there is no tangible gender gap in this organisation.

Context: at the end of March 2020 we had 44 employees, of whom 16 were males and 28 female). The Commissioner and ACCs are not included but the Deputy Police and Crime Commissionier is as that is a staff role. (Quick analysis reveals PCC and APCC 2 males, Contractors: 1 male, Board Members: 2 males, 2 females)

Answers to the national questions:

1. average gender pay gap as a mean average = -0.1%
2. average gender pay gap as a median average = 1.07%
3. average bonus gender pay gap as a mean average – NIL RETURN
4. average bonus gender pay gap as a median average – NIL RETURN
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment – NIL RETURN
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | Male | Female | Total | % | % |
| Q1 | 4 | 7 | 11 | 36.36 | 63.64 |
| Q2 | 3 | 8 | 11 | 27.27 | 72.73 |
| Q3 | 5 | 6 | 11 | 45.45 | 54.55 |
| Q4 | 4 | 7 | 11 | 36.36 | 63.64 |

Further detail:

Mean average (all pay for male/female divided by the number in that gender):

* Male £23.13
* Female £23.19

Median average (line up all of each gender in order of pay and pick the midpoint):

* Males £20.02
* Female £21.09

Analysis shows that the gender pay gap is minimal across all measures. The make-up of the office is such that there are females working at all levels and grades across the office, in numbers greater than males.

Polly Reed

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