

Gender Pay Results for West Midlands Police and Crime Commissioner (OPCC) - March 2025

Introduction

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. These reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- **median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The OPCC voluntarily publishes Gender Pay Gap results. In addition to the standard expected reporting, the OPCC includes the following data:

- **Internal Promotion Data** – the proportion of male and female promotions within the OPCC between April 2024 and March 2025.
- **Application Data** – the proportion of males and females applying for roles within the OPCC between April 2024 and March 2025.
- **Training Data** - the proportion of males and females who have received funded training from to OPCC April 2024 and March 2025.

Results

In March 2025 the OPCC had 80 employees, of whom 17 were male, 61 were female and 2 choose not to disclose (Figure 1, Page 2). The Police and Crime Commissioner and Deputy Police and Crime Commissioner are not included within this report.

Analysis of the Political Leadership team reveals:

- PCC - 1 male
- Deputy Police and Crime Commissioner – 1 male

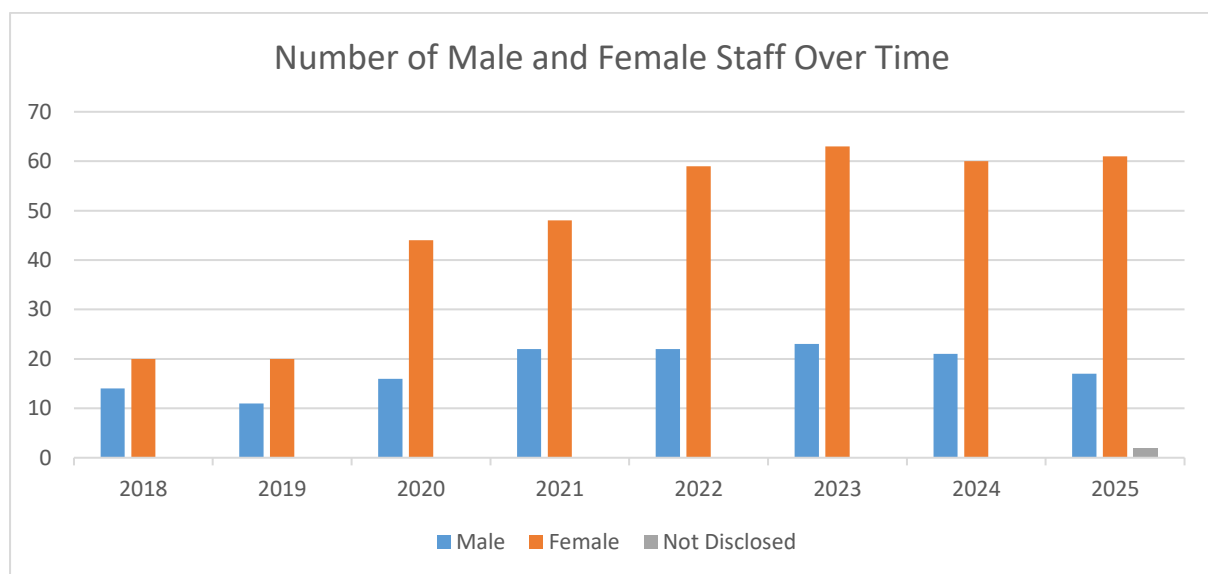


Figure 1: Number of male and female staff employed by the OPCC over time.

Answers to the national questions:

1. average gender pay gap as a mean average = 5.9%
2. average gender pay gap as a median average = £2.80
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	3	17	20	15.00	85.00
Q2	4	15	19	21.05	78.95
Q3	3	17	20	15.00	85.00
Q4	7	12	19	36.84	63.16

Mean Average

Mean average in March 2025 (all pay for male/female employees divided by the number in that gender group):

- Male £23.94 per hour
- Female £18.04 per hour

The OPCC Mean average over time can be seen below (Figure 2, Page 3):

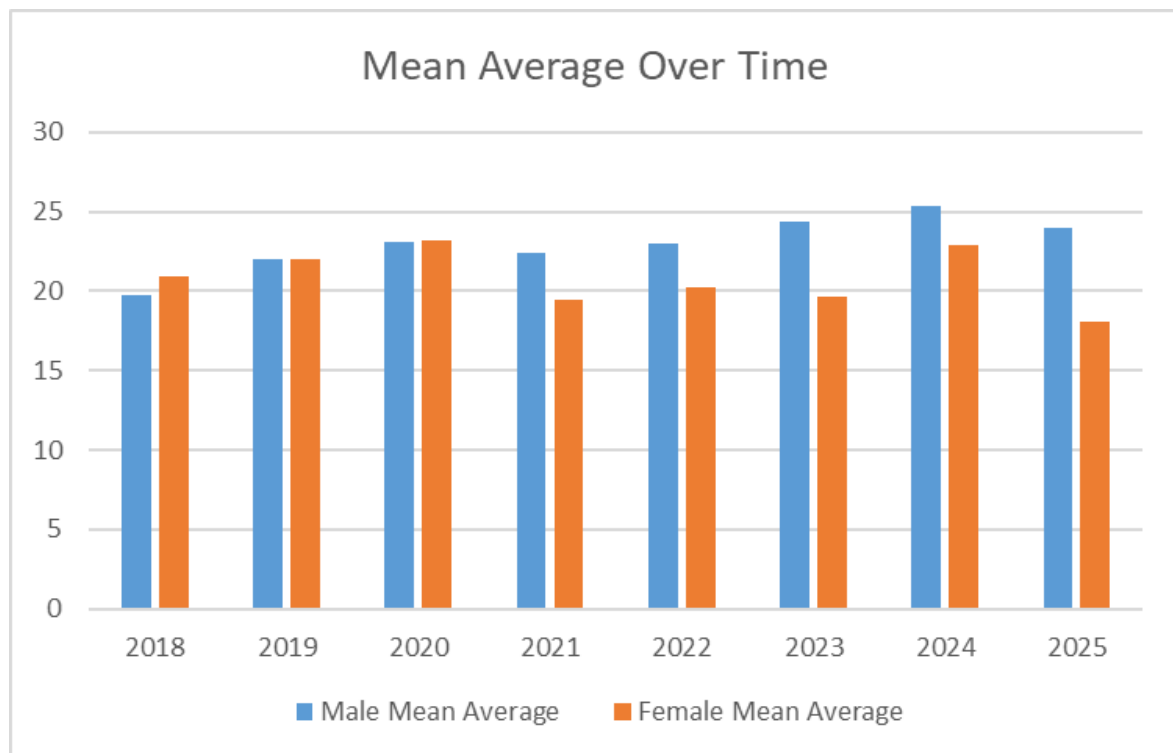


Figure 2: OPCC Mean average over time.

Median Average

Median average in March 2025 (all male/female employees lined up in order of pay from low to high with the midpoint of each group being the median):

- Males £25.03 per hour
- Female £22.23 per hour

The OPCC Median average over time can be seen below (Figure 3, Page 4):

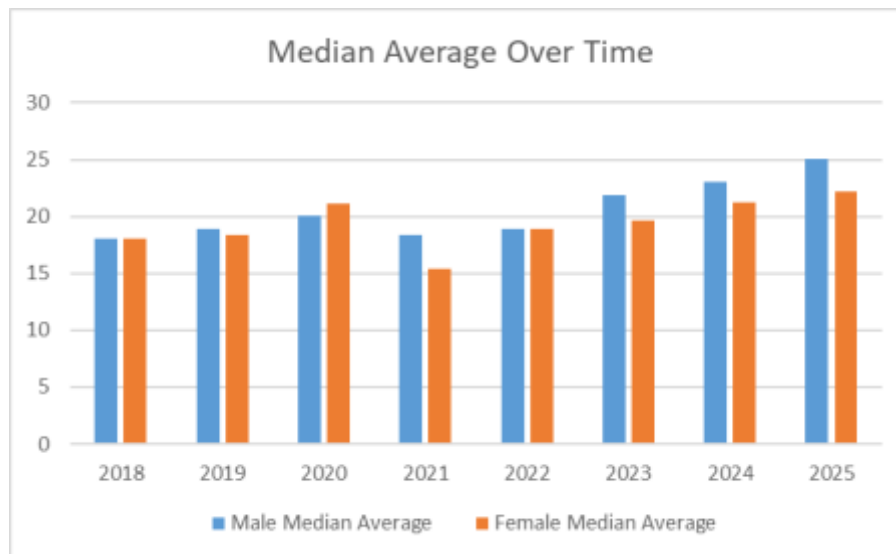


Figure 3: OPCC Median average over time.

Analysis shows that male employees are paid on average £2.80 per hour more than females within the OPCC. The make-up of the office is such that there are females working at all levels and grades across the office. A key factor contributing to this gap is that the Chief Executive (a male) holds the highest paid position with the OPCC. As the top salary skews the average pay for men upward, it disproportionately impacts the overall figures. This reflects how a single high-paying position can significantly influence gender pay statistics. In March 2025 the OPCC Senior Management Team (grade 10 and above) contained 3 males and 6 females, this demonstrates that females are heavily present at OPCC senior leadership level.

Internal Promotion Data:

There were 9 internal promotions within the OPCC between April 2024 and March 2025. Of which 8 were female and 1 was male (Figure 4, Page 4). Meaning that 88% of staff promoted internally were female.

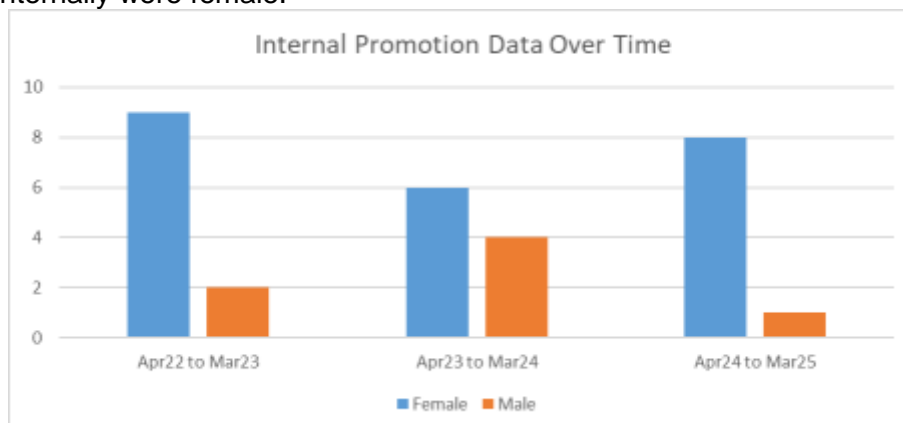


Figure 4: Internal promotion data over time.

Application Data:

The OPCC advertised 19 external and 3 internal roles between April 2024 and March 2025, totalling 22 roles. Analysis of applicant data reveals that a total of 731 individuals applied for these jobs. Of which; 476 were female, 235 were male and 20 choose not to disclose their gender (Figure 5, Page 5).

This means that 65% of applicants in 2024/25 who choose to disclose their gender were female. Analysis shows a significant spike in overall applications within 2024/25.

The OPCC did make changes to include diversity monitoring forms at the beginning of the application form in February 2023. This has resulted in a consistent drop in none disclosure, which evidences that this strategy has been effective.

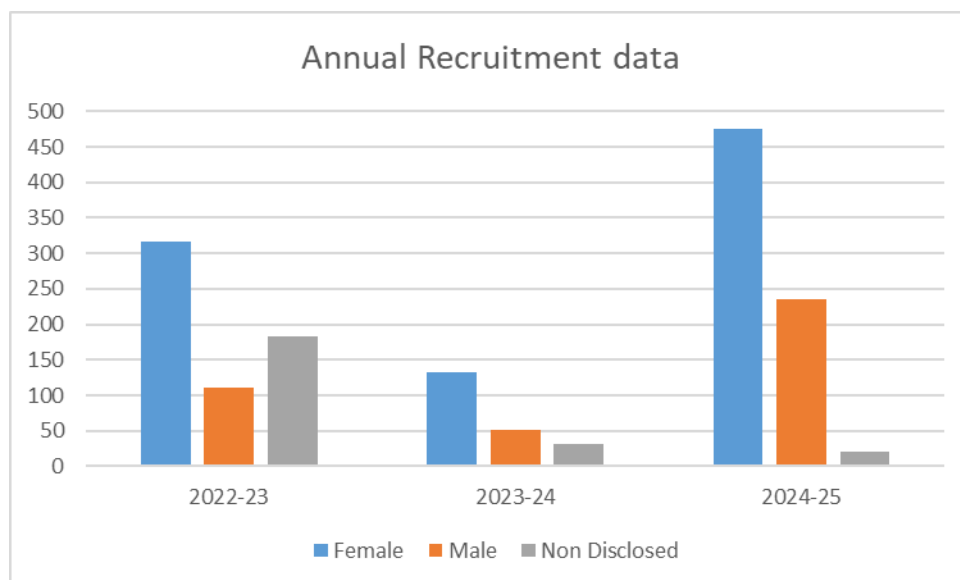


Figure 5: Number of female and male applicants applying for roles within the OPCC annually.

Training Data:

There were 41 employees who received funding towards continuous professional development within the OPCC between April 2024 and March 2025. The analysis of training funding support shows that of those 41 individuals; 30 were female and 11 were male. Meaning that 73% of funding for professional development was provided to females. Analysis shows that annual data is consistent (Figure 6, Page 6).

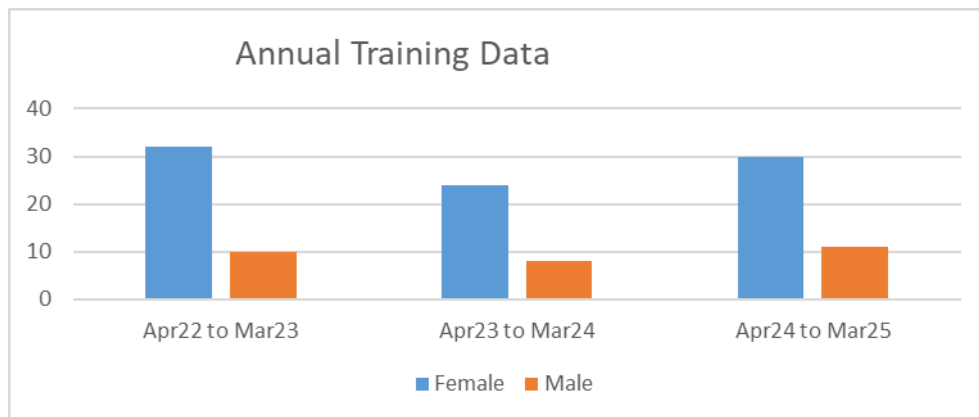


Figure 6: Annual Training Funded by the OPCC.