



Durham Constabulary
GENDER PAY GAP REPORT

March 2025



Introduction

Durham Constabulary are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 and (Gender Pay Gap Information) Regulations 2017.

These regulations require all organisations who have a headcount of 250 employees or more to comply with the above reporting frameworks.

The data used in this report is at 31st March 2025. At this point in time, we employed approximately 2,653 officers and staff.

This report involves carrying out six calculations which show the difference between the average earnings of men and women in the Force: *it does not involve publishing individual employee data*. The calculations we are required to publish are:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in each quartile band.

Full definitions of the above can be found within the ACAS guidance within the following link www.acas.org.uk/genderpay

We are required to publish this data on both the Force's website and the government website on an annual basis. The purpose of this data is to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our Force will be to eliminate any gender pay gap.

Gender Pay Gap - 31st March 2025

The overall workforce is split by gender as follows:

Gender	Employees	Percentage Split
Male	1,282	48%
Female	1,371	52%
Total	2,653	100.00%



Mean and Median Pay Gap (Officers & Staff) - 31st March 2025

- Mean (average) pay gap is **10.59%**
- Median pay gap is **19.59%**

This compares to the Mean and Median Pay Gap data (Officers & Staff) at 31st March 2024:-

- Mean (average) pay gap is **11.41%**
- Median pay gap is **23.25%**

Published Average and Median for Officers and Staff - 31st March 2025

Published	Male	Female	Gap	Percentage
Average hourly rate	21.23	18.98	£2.25	10.59%
Median	21.39	17.20	£4.19	19.59%

This shows the combined pay gap for both officers and staff. Given the relative workforce mix and differing salary levels between officers and staff, the above table needs to be interpreted with caution.

Police Officers Average and Median - 31st March 2025

Published	Male	Female	Gap	Percentage
Average hourly rate	22.74	21.24	£1.50	6.60%
Median	23.15	22.95	£0.20	0.89%



% of Police Officer Employees in each Quartile

Quartile	Female	Male	Grand Total
Lower	49%	51%	100%
Lower Middle	41%	59%	100%
Upper Middle	30%	70%	100%
Upper	33%	67%	100%
Total	38%	62%	100%

It is important to note that male and female officers are paid the same salaries at each rank, which in turn is based on national pay scales which assists in pay parity. The difference arises from the fact that there are fewer women in senior ranks than men, although this has improved in recent years.

Police Staff Average and Median - 31st March 2025

Published	Male	Female	Gap	Percentage
Average hourly rate	18.22	17.56	£0.66	3.60%
Median	17.20	16.67	£0.53	3.08%

% of Police Staff Employees in each Quartile

Quartile	Female	Male	Grand Total
Lower	72%	28%	100%
Lower Middle	69%	31%	100%
Upper Middle	61%	39%	100%
Upper	63%	37%	100%
Total	66%	34%	100%

The above table shows a pay gap which reflects the position that proportion wise, there are more females in senior police staff positions than males. It should also be noted that there are also significantly more females in the lowest quartile pay band compared to males.

Total Employees - Salary Quartile Bands

Total Employees	Low	Mid-low	Mid-high	High
Male	241	288	324	429
Female	423	375	339	234
Male Proportion	36%	43%	49%	65%
Female Proportion	64%	57%	51%	35%

In terms of the combined workforce, the above table shows a pay gap which reflects the position that there are more males in the most senior positions than females. It also shows that there are significantly more females in the lowest quartile pay band compared to males, however there are increasing numbers of females in the Upper-Middle quartile band.

Bonus Payments

Nil bonus payments made.



Conclusions

Clearly there is a need to eliminate any gender pay gap as shown in this report, and the Constabulary will strive to continue to achieve this.

The latest figures show that the overall gender pay gap has decreased since last year from **11.41%** to **10.59%**. For Police Officers the mean gap has decreased slightly from **6.64%** to **6.60%**. For Police Staff the mean gap has decreased from **5.69%** to **3.60%**.

Taking Action

A summary of proactive and ongoing activity underway or planned is given below.



Attraction, Recruitment, Retention, Development & Career Support

- Ensuring open and transparent recruitment procedures to encourage females to apply to join the force at all levels. Over recent years there has been a steady upward trend in the number of female officers securing appointment with the force.
- Ensuring open and fair talent, progression and promotion processes across the force. Work continues at this area to ensure our support groups, networks and Diversity, Equality & Inclusion (DE&I) Team are consulted and integrated into this work.
- During 2025, the force appointed a dedicated Superintendent to lead on Culture & Organisational Development, supported by a Chief Inspector. The DE&I Team work collaboratively as part structure. There is ongoing progress to shape and develop a local talent scheme and offer, linked to the National Talent Development Scheme (NTDS), ensuring we have a talent approach for the wider force, as well as our under-represented groups.
- Facilitate awareness sessions for roles where there is typically under-representation from females e.g., Public Order, Firearms, Durham Roads & Armed Policing and Police Liaison Team (PLT).
- Ongoing work with the Learning & Development and Training department in respect of adjustments and support in relation to the Job-related fitness test (JRFT). Continued collaboration around the Learning & Development Personal Safety Training team, which includes instructors offering more individualised support for colleagues experiencing issues passing the Job-Related Fitness Test or Personal Safety Training.
- We continue to participate and attend the Regional Gender Board and associated meetings, promoting best practice from our force and learning from other organisations, to help support our work around wider inclusion.
- Ongoing academic collaboration with Northeast Academic partnership to explore gender disproportionality in policing and leadership roles more broadly.

- The application of flexible and agile working practices. The increase in hybrid / agile 'working from home' has improved work-life balance and overall wellbeing. In some instances, providing greater scope and assistance for those with caring responsibilities.
- Ensure that uniform adaptations are progressed and available where needed e.g., sweat wicking tops / hypoallergenic / additional uniform. Members of the DE&I Team attend the Uniform & Equipment Working Group ensuring a consistent link is maintained between this forum and the wider workforce. This ensures items of concern and 'live' issues can be appropriately considered and progressed.
- During 2026, the force will participate in a trial of 'Menstrual Underwear' for Specialist Officers, with the aim of signing up approximately 30 individuals from specialist roles, however this may be expanded to officers from Response / NPT depending on up-take. The initial aim of this work is to break down any barriers caused by menstrual issues to females on protracted deployments, without access to a toilet, hence the initial focus on PSU, firearms, surveillance, negotiators, and dogs handler roles.



- The force has ongoing links to the National Police Breastfeeding Network and associated research and activity which is ongoing.

- Having strong role models across the force, including those in senior leadership positions, remains critical.
- The Durham Constabulary Women in Policing Association remains active and is running regular network meetings as well as CPD sessions.
- Some of the key aims for the group continue to be focused upon enhancing the level of support around family leave as part of a collaborative stakeholder working group and ensuing uniform provisions are accessible and considered.
- This will be in addition to links into wider work across talent, development and support for under-represented groups including the re-instatement and re-invigoration of coaching and mentoring opportunities supported by the association.
- The WIPA are also keen to integrate and involve male advocates and weave the inter-connected work across the 'HeForShe' portfolio / agenda. WIPA also continue to work closely with Durham MINI MAG.



- Durham Constabulary continues to develop and promote its internal Mini Menopause Action Group (MAG). The group aims are to engage both female and male staff, raise awareness of the menopause, provide support, discuss adjustments, and empower staff to communicate on the subject area and take the group forward.

- The MINI MAG continues to grow significantly in terms of membership numbers since commencement, with both female and male engagement and participation from across the wider workforce. Increased use of Microsoft Office 365 features such as Teams groups have further strengthened the sharing of materials, messaging and support for the group's members.
- The MINI MAG continue to engage with the National and regional Menopause Action Groups, to enhance collaborative working and to ensure a joined-up approach is taken.
- In Durham, quarterly MINI MAG meetings are held to ensure members are appraised on key items of interest and updates from both Regional and National forces.
- During 2025, practical solutions have been progressed by the group, for example the purchase of handheld / desk fans, which have proved to be an invaluable workplace support aid for members.
- A variety of updated communication and engagement materials have been designed and circulated e.g. Group Pin Badge, Menopause Q&A leaflet and a refreshed logo for the group.
- The MINI MAG now have a dedicated Executive Liaison Advocate (ELA) in place via ACC Richie Allen. This ensures an additional layer of Senior leadership support and regular contact time with the ACC to further progress the aims and intentions of the group. ACC has also supported a joint Vlog for World Menopause Day, which led to extra membership enquires for the group.
- Together with other network representatives the MINI MAG attended Chief Constables Roadshows at 'The Glow' in Newton Aycliffe to showcase what the networks can offer as support. Also, attendance at the 2025 POP conference
- The MINI MAG also join recruitment Stakeholder panels when requested e.g. recent Supt interview process.



MIN MAG Plans & Focus for 2026:

- In readiness for applicable organisations to have a defined 'Menopause Action Plan' in line with upcoming government legislation changes around the Employment Rights Bill, the MINI MAG are working collaboratively and in conjunction with the National MAG as well as with the DE&I team, HR and Wellbeing leads in force.
- This legislation requires all employers with over 250 employees to develop and implement a Menopause Action Plan. The aim is to ensure that menopause is recognised as a workplace issue that requires proactive management and support. We are and will continue to work in train with these key legislative updates to ensure our readiness to fulfil employer obligations in respect 2026-2027 Menopause Action Plans. Government guidance is still developing. In Durham we want to go beyond simple policy documents, we want to demonstrate genuine commitment to supporting employees who are impacted by the menopause.
- Together with our HR colleagues we are looking at developing a menopause policy in force. Staff/officers have been given guidance around our 'Individual Adjustment Passport' which supports measures such as flexible working, practical workplace adjustments etc.
- We are working alongside our colleagues in other forces as a national group, around the benefits of Workplace Menopause accreditation, to ensure a joined up / consistent approach and maximum value for money v's return and practical support options for officers and staff as a consequence.
- Continue to schedule and hold 'Meno Cafes.' These informal sessions were introduced several years ago and proved successful giving those who work in outlying stations and not able to dial into meetings an opportunity to discuss what support the organisation can offer them. It provides a safe space whereby staff can talk freely about any issues or support they need.
- The MINI MAG continue to develop training and awareness sessions for managers/supervisors.



Durham Constabulary remains committed to address gender imbalance in policing. The force has been committed supporters of HeForShe since its inception in British Policing. There is senior officer representation to strategically and tactically direct activity to promote male allyship.

The force connects nationally to the HeForShe network and locally supports Durham Constabulary's Women in Policing Association by providing allyship support for the group's strategic objectives. Priority areas for HeForShe allyship each led by a pillar lead:

- Recruitment, retention and development of female officers and staff into specialist roles
- Women's health
- Furthermore, the leads will continue their core focus of cultural change within Durham Constabulary by creating an environment of changing social norms by engaging male officers and staff to challenge and transform discriminatory attitudes and behaviours, promote gender equality and positive social norms within the force.

These priority three areas have been the focus of activity for 2025 and will continue into 2026. Each operating with male senior representatives of the force to deliver activity against each thematic.



The introduction of a Women in Firearms Attachment (WIFA) Scheme

A key area of work in 2026 is the implementation of a force Women in Firearms Attachment (WIFA) scheme, which is planned to progress during the year ahead.

The Women in Firearms Attachment represents a significant opportunity for female officers to gain genuine exposure to the broad range of firearms roles available within the organisation. It is emphasised from the outset that this initiative does not make entry into firearms roles easier, nor does it offer a direct entry route onto any authorised firearms officer (AFO) course. Instead, WIFA aims to:

- Reduce stigma surrounding firearms policing
- Remove perceived barriers
- Improve understanding of the role and its requirements
- Encourage officers who may never have previously considered firearms to explore the possibility

The introduction of this scheme in force represents a progressive and evidence-based approach to improving diversity, understanding, and accessibility within firearms policing.

By adopting a structured, well-supported, and collaborative model, we can offer female officers a unique opportunity to explore firearms roles without lowering standards or altering entry requirements. This initiative aligns with national best practice, supports organisational resilience, and reinforces Durham Constabulary's commitment to equality, inclusion, and professional development.