

Civil Nuclear Constabulary gender pay gap report 2018/19

In 2017, the government introduced world-leading legislation that made it a statutory requirement for all organisations with 250 or more employees to report annually on their gender pay gap.

Government departments are covered by the [Equality Act 2010 \(Specific Duties and Public Authorities\) Regulations 2017](#) which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- The proportion of men and women who received bonuses
- The proportion of male and female employees in each pay quartile

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The Civil Nuclear Constabulary and Civil Nuclear Police Authority supports the fair treatment and reward of all staff, irrespective of gender.

Our information, for the snapshot date of 31 March 2018 and as published on the [GOV.UK gender pay gap service website](#) shows the following:

- Women's hourly rate is 8.6% lower (mean) and 13.2% lower (median) than men's
- Top salary quartile has 81.6% men and 18.4% women
- Upper middle salary quartile has 85.2% men and 14.8% women
- Lower middle salary quartile has 83% men and 17% women
- Lower salary quartile has 67.6% men and 32.4% women
- Women's bonus pay is 30.4% lower (mean) and 31.6% lower (median) than men's
- 7.1% of men and 44.6% of women received bonus pay