
EQUAL PAY

Version 4

1. Policy statement

Equal pay between men and women is a legal right under both domestic and European law. The Police Federation of England and Wales is committed to the principle of equal pay for like work, work of equal value and work rated as equivalent for officers and staff and aims to eliminate any sex bias in the pay systems operating in both the police service and the Police Federation of England and Wales.

2. Responsibility

The National Board is responsible for all policy formation.

3. Summary of policy

PFEW supports the principle of equality of opportunity for all. It recognises the importance of a fair, objective and transparent pay system which is free from gender bias.

PFEW believes that officers and staff should receive the same pay and benefits for like work and work of equal value. This should cover access to, and level of, benefits under occupational pension schemes, contractual and discretionary bonuses and sick pay as well as any other additional benefits.

PFEW believes it is essential that any unfair, unjust or unlawful practices that impact on pay be eliminated and that eliminating sex bias in the pay systems operated in the police service and the Federation will improve morale and enhance efficiency.

4. Procedures/implementation

PFEW will monitor pay statistics and carry out regular equal pay audits in order to identify any gender pay gap and look to understand the reasons behind any gaps. We will push for change to the pay systems to eliminate any pay gaps found.

We will ensure that any differential in pay is due to a “material factor” such as length of service, skills and qualifications, performance etc.

PFEW will ensure gender pay gaps are central to our pay and conditions policy and that they are addressed in submissions to the Police Remuneration and Review Body. In addition, issues of equal pay will be addressed when working with proposals from the College of Policing, such as in relation to skills-based pay.

PFEW will support members with any complaints in relation to equal pay.

PFEW will monitor forces compliance with the Gender Pay Gap Reporting Regulations.

With regards to PFEW employees, PFEW will maintain a systematic role analysis scheme which incorporates the principles of equal pay and carry out regular monitoring of the impact of pay policies and practices and take appropriate remedial action to resolve issues identified.

Responsibility is delegated to the National Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	EP-KP	May 2015	May 2016	
Version 2	EP-KP	May 2016	May 2017	Reference to forthcoming Gender Pay Gap Regulations.
Version 3	EP-KP	May 2017	May 2018	No change
Version 4	KP	January 2019	May 2020	Minor changes

Signed by:



National Chair



National Secretary