IOPC Independent Office for Police Conduct

Disability pay gap report 2026

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Introduction

This report was prepared in line with the *Equality Act 2010* (Gender Pay Gap Information) Regulations 2017 and *Equality Act 2010* (Specific Duties and Public Authorities) Regulations 2017.

Snapshot date: 31 March 2026 (public sector)

The IOPC had a total of 979 employees. Of these, 661 were classified as 'full-pay relevant employees' whose disability was known. At the snapshot date, there were 270 employees whose disability was either not collected, refused or declined to provide this information. If an employee's disability is unknown, they are not included in the pay gap calculations.

For a definition of full-pay relevant employees, please see Government Equalities Office guidance on gender pay gap reporting**.**

The terms used in this report and the way the pay gaps were calculated are explained in the Appendix 1: Glossary and explanation of calculations.

The IOPC has a pay scale structure which defines the range of pay for each grade. New employees are all appointed at the minimum of the range of pay for their grade unless there are exceptional circumstances which must be approved by the Director of People and Change and the Director General. There are no spinal points on the IOPC pay scale, however pay rises are awarded annually in accordance with the Home Office pay remit. This means that even though two members of staff are employed at the same grade and work the same hours, a longer-serving employee will be paid more due to having been awarded more annual pay rises. However, this does not explain the pay gaps described in this report.

The mean pay gap is a comparison between the average hourly rate across all grades for non-disabled staff and the average hourly rate across all grades for disabled minority staff.

The median pay gap is a comparison between the median hourly rate for non-disabled employees and the median hourly rate for disabled minority staff.

Mandatory metrics

The figures set out below were calculated using the standard methodologies set out in the *Equality Act 2010* (Gender Pay Gap Information) Regulations 2017.

1. The **mean disability pay gap** is 7.0%.
2. The **median disability pay gap** is 1.3%.
3. The IOPC does not pay bonuses, so there is **no mean disability bonus gap**.
4. The IOPC does not pay bonuses, so there is **no median disability bonus gap**.
5. The IOPC does not pay bonuses so the percentage of:
    - **non-disabled employees** receiving a bonus is 0.0%.
    - **disabled employees** receiving a bonus is 0.0%.

Mean disability pay gap

Disabled employees mean hourly pay was 7.0% less than non-disabled employees.

- Disabled employees mean hourly pay is £21.76.
- Non-disabled employees mean hourly pay is £23.39.
- There is a difference of £1.63 per hour.

Median disability pay gap

Disabled employees median hourly pay was 1.3% less than non-disabled employees.

- Disabled employees median hourly pay is £20.95.
- Non-disabled employees median hourly pay is £21.22.
- There is a difference of £0.27 per hour.

Mean disability bonus gap

The IOPC does not pay bonuses. We have no findings to publish about the mean disability bonus gap.

Median disability bonus gap

The IOPC does not pay bonuses. We have no findings to publish about the median disability bonus gap.

Appendix 1: Glossary and explanation of calculations

Key points from this glossary come from the Government Equalities Office guidance. More examples and definitions can be found in their guidance.

What is the mean or average?

A mean (also known as an average) involves adding up all the hourly rates of pay and dividing the result by how many numbers were in the list. It must be noted that very high or low hourly rates of pay can distort the average.

What is the median?

The median involves listing all employees with their hourly rates of pay in numerical order and finding the middle number of the list. If there are two middle numbers, the middle value between those two numbers is taken as the median. For example, if the two middle numbers were £10.00 and £11.00, the median would be £10.50.

How is the mean disability pay gap % calculated?

- Take the mean (average) hourly pay for non-disabled employees and subtract the mean (average) hourly pay for disabled employees.
- Divide the result of the above by the mean (average) hourly pay for non-disabled employees.
- Multiply the result by 100.

This gives you the mean (average) disability pay gap in hourly pay as a percentage of non-disabled employees pay.

How is the median gender pay gap % calculated?

- Take the median hourly pay for non-disabled employees and subtract the median hourly pay for disabled employees.
- Divide the result of the above by the median hourly pay for non-disabled employees.
- Multiply the result by 100.

This gives you the median disability pay gap in hourly pay as a percentage of non-disabled employees' pay.

What do the positive and negative percentage figures mean?

- Positive percentage: employees who are disabled typically have lower pay than employees who are not disabled.
- Negative percentage: employees who are not disabled typically have lower pay than employees who are disabled.
- Zero percentage: no gap between the pay of employees who are not disabled and employees who are disabled. This is highly unlikely, but could exist for a median (midpoint) gender pay gap where a lot of employees are concentrated in the same pay grade.

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