IOPC Independent Office for Police Conduct



# Gender 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, 931 were classified as 'full-pay relevant employees' and were used in the reporting of hourly pay gap statistics. Of the 931 full pay relevant employees, 590 were female and 341 were male. 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.

Data was collated and analysed by the IOPC Insight and Analytics Team.

## 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 gender pay gap** is 6.5%.
2. The **median gender pay gap** is 7.5%.
3. The IOPC does not pay bonuses, so there is **no mean gender bonus gap**.
4. The IOPC does not pay bonuses, so there is **no median gender bonus gap**.
5. The IOPC does not pay bonuses so the percentage of:
    - **male employees** receiving a bonus is 0.0%.
    - **female employees** receiving a bonus is 0.0%.
6. The percentage of males and females in each pay quartile band is:

| Quartile | Description | Males | Females |
|---|---|---|---|
| **A** | Includes all employees whose standard hourly rate places them **at or below the lower quartile** | 28.3% | 71.7% |
| **B** | Includes all employees whose standard hourly rate places them above the lower quartile but **at or below the median** | 36.1% | 63.9% |
| **C** | Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile** | 39.1% | 60.9% |
| **D** | Includes all employees whose standard hourly rate places them **above the upper quartile** | 43.1% | 56.9% |
| **All quartiles** | All employees | 36.6% | 63.4% |

## Benchmarks

The IOPC's mean and median gender pay gap results for 2026 were benchmarked against data from the gender pay gap service on the gov.uk website, as well as the IOPC in previous years.

The table below highlights that the mean and median gender 2026 pay gap of the IOPC is lower than that of The National Crime Agency and the Home Office.

| Source | Year | Mean gender pay gap (%) | Median gender pay gap (%) |
|---|---|---|---|
| **IOPC** | 2019 | 8.3% | 1.9% |
| **IOPC** | 2020 | 8.7% | 2.0% |
| **IOPC** | 2021 | 8.4% | 0.0% |
| **IOPC** | 2022 | 9.6% | 0.0% |
| **IOPC** | 2023 | 8.7% | 6.2% |
| **IOPC** | 2024 | 6.7% | 6.9% |
| **IOPC** | 2025 | 4.5% | 6.9% |
| **IOPC** | 2026 | 6.5% | 7.5% |
| **The National Crime Agency*** | 2025 | 7.6% | 8.1% |
| **College of Policing LTD*** | 2025 | 4.2% | 4.0% |
| **Home Office*** | 2025 | 6.8% | 12.0% |

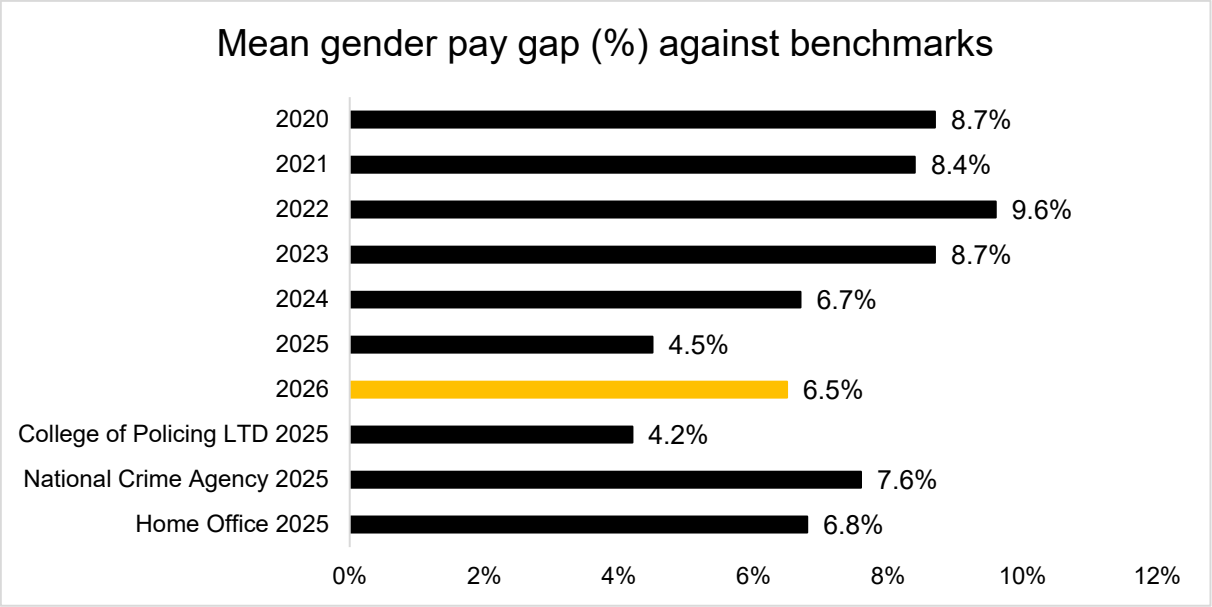
* The National Crime Agency, College of Policing LTD and Home Office 2026 pay gap data was not available when writing this report; therefore, we have shown their 2025 results.

# Mean gender pay gap

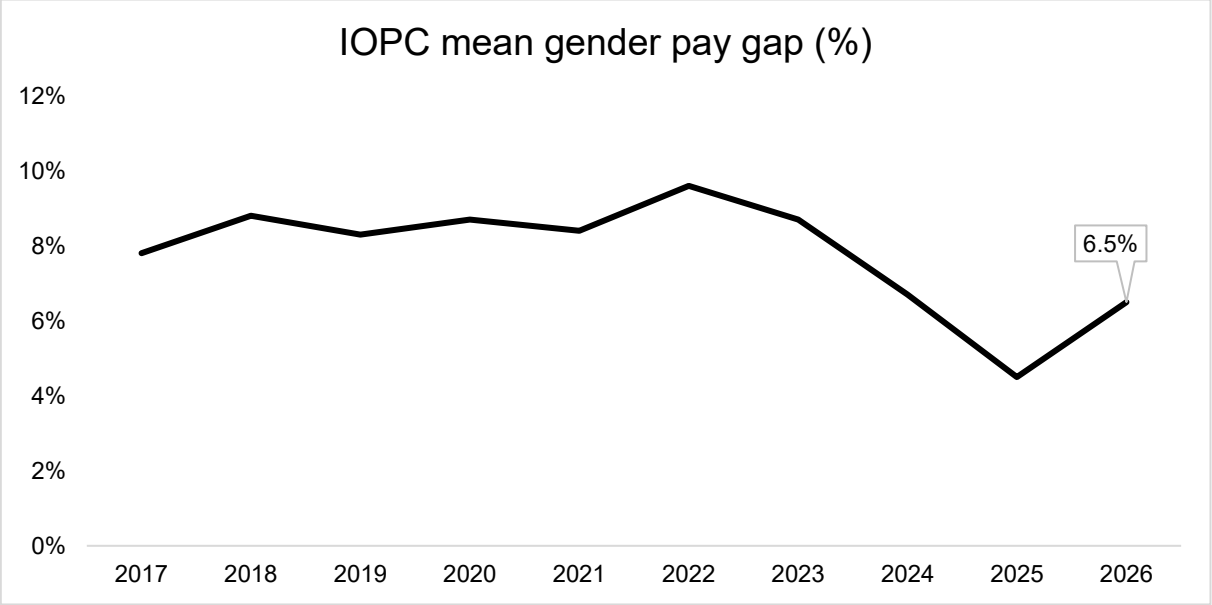
Women's mean average hourly pay was 6.5% less than men, this is a 2 percentage point increase from last year's gap 4.5%.

- Women's mean hourly pay is £22.71.
- Men's mean hourly pay is £24.28.
- There is a difference of £1.57 per hour.

**How do we compare to others?**




**Trend**

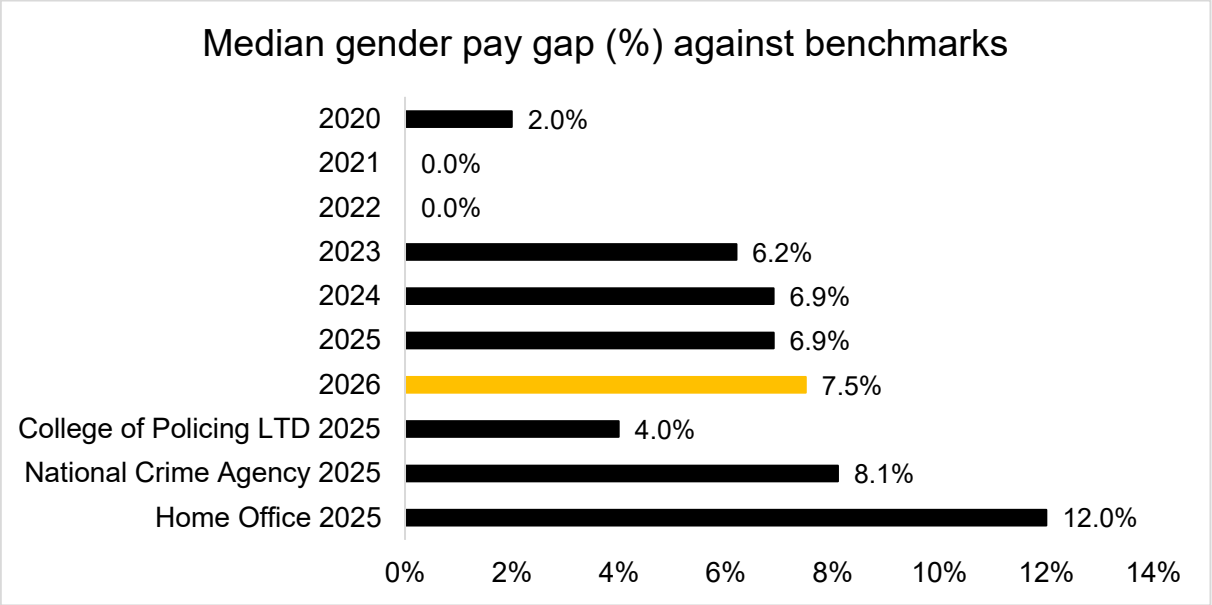


# Median gender pay gap

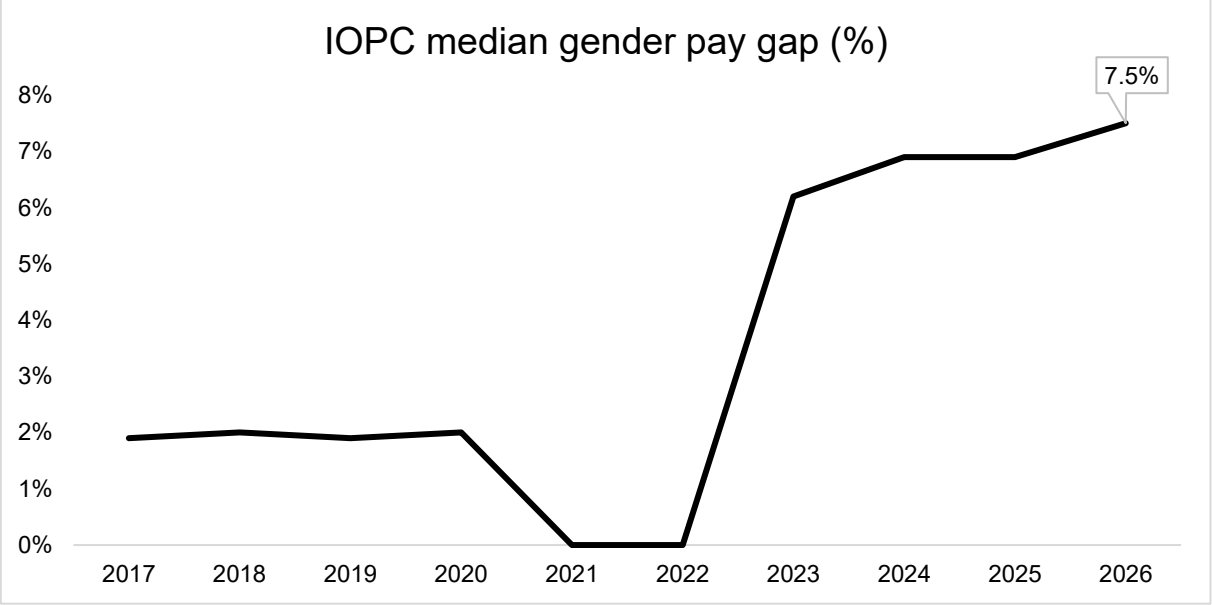
Women's median hourly pay was 7.5% less than men, this gap has increased from 6.9% last year.

- Women's median hourly pay is £20.88.
- Men's median hourly pay is £22.58.
- There is a difference of 1.70 per hour.

**How do we compare to others?**




**Trend**

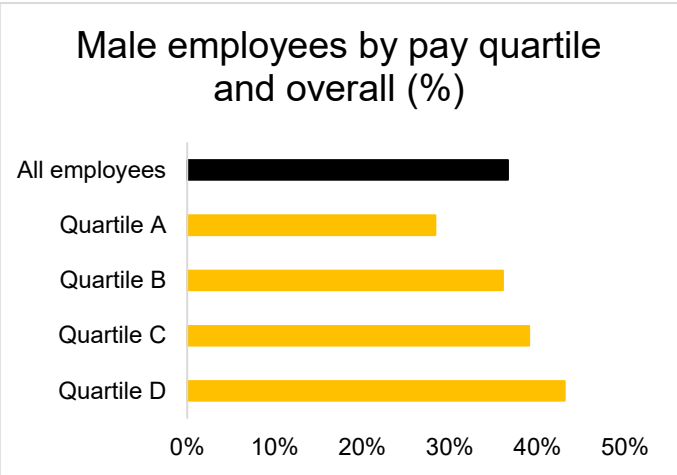


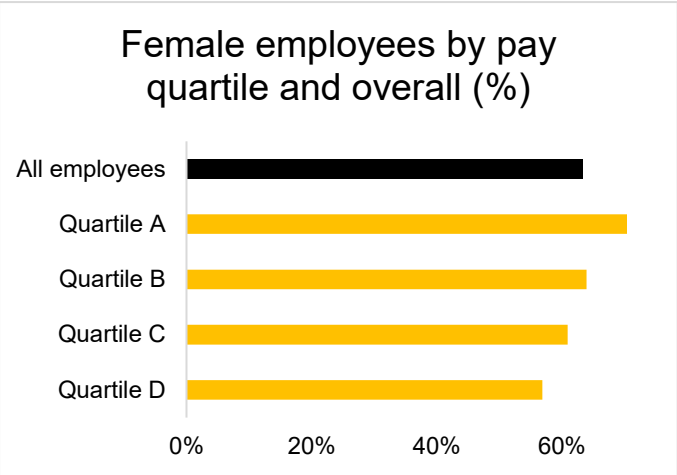
## Gender pay quartiles

**Quartiles** are created by putting all employees in order from lowest hourly pay to highest hourly pay. Employees are then grouped into four quarters or quartiles. Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on. To enable the quartiles to be as even as possible, hourly pay figures may overlap in two different quartiles.

This table shows the IOPC pay bands by quarter and the percentage of males and females in each quarter. The number of employees in each band is shown in brackets.

| Quartile | Description | Males | Females |
|---|---|---|---|
| **A** | Employees whose standard hourly rate places them **at or below the lower quartile.** **£18.37 per hour or less** | 28.3% (66) | 71.7% (167) |
| **B** | Employees whose standard hourly rate places them above the lower quartile **but at or below the median.** **£18.37 - £21.57 per hour** | 36.1% (84) | 63.9% (149) |
| **C** | Employees whose standard hourly rate places them **above the median but at or below the upper quartile.** **£21.59 - £25.49 per hour** | 39.1% (91) | 60.9% (142) |
| **D** | Employees whose standard hourly rate places them **above the upper quartile.** **£25.49 per hour or more** | 43.1% (100) | 56.9 % (132) |
| **All quartiles** | All employees | 36.6% (341) | 63.4% (590) |




Over 60% of employees at the IOPC are female. As the table and charts show above, the quartiles where male employees have strongest representation are in the highest pay quartile (D). Female employees on the other hand have the strongest representation in the lowest pay quartile (A).

## Mean gender bonus gap

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

## Median gender bonus gap

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

## Proportion of men and women receiving a bonus

The IOPC does not pay bonuses. We have no findings to publish on the proportion of men and women receiving a bonus.

# 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.

**What is a quartile?**

This is where you sort all full pay relevant employees in a list according to hourly rate of pay, in order from lowest to highest, then divide this list into four equal parts (quarters or quartiles). Quartile A contains approximately one quarter of employees with the lowest hourly pay, Quartile B contains the next highest quarter of employees in terms of hourly pay, and so on.

**How is the mean gender pay gap % calculated?**

- Take the mean average hourly pay for men and subtract the mean average hourly pay for women.
- Divide the result of the above by the mean average hourly pay for men.
- Multiply the result by 100.

This gives you the mean average gender pay gap in hourly pay as a percentage of men's pay.

**How is the median gender pay gap % calculated?**

- Take the median hourly pay for men and subtract the median hourly pay for women.
- Divide the result of the above by the median hourly pay for men.
- Multiply the result by 100.

This gives you the median gender pay gap in hourly pay as a percentage of men's pay.

**What do the positive and negative percentage figures mean?**

- Positive percentage: employees who are women typically have lower pay than employees who are men.
- Negative percentage: employees who are men typically have lower pay than employees who are women.
- Zero percentage: no gap between the pay of employees who are men and employees who are women. 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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