Ethnicity pay gap report 2026

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Introduction

This report was prepared in line with the IOPC's commitment to equality, diversity, and inclusion. While ethnicity pay gap reporting isn't currently mandated by the *Equality Act 2010*, the IOPC recognises the importance of monitoring and drawing actions from the results of pay gap analysis.

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.

Snapshot date: 31 March 2026

The IOPC had a total of 979 workers, of which 886 were classified as "full-pay relevant employees" whose ethnicity was known. A relevant employee is someone who was employed and on full pay on the snapshot date of 31 March 2026. At the snapshot date, there were 45 employees whose ethnicity was either not collected or who refused to provide this information. If an employee's ethnicity is unknown, they are not included in the pay gap 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 White staff and the average hourly rate across all grades for ethnic minority staff.

The median pay gap is a comparison between the median hourly rate for White employees and the median hourly rate for ethnic minority staff.

Headline metrics

The figures set out above were calculated using the standard methodologies set out in the *Equality Act 2010* (Gender Pay Gap Information) Regulations 2017. A positive % indicates that a particular ethnicity is typically paid less than White employees. A negative % indicates that a particular ethnicity is typically paid more than White employees.

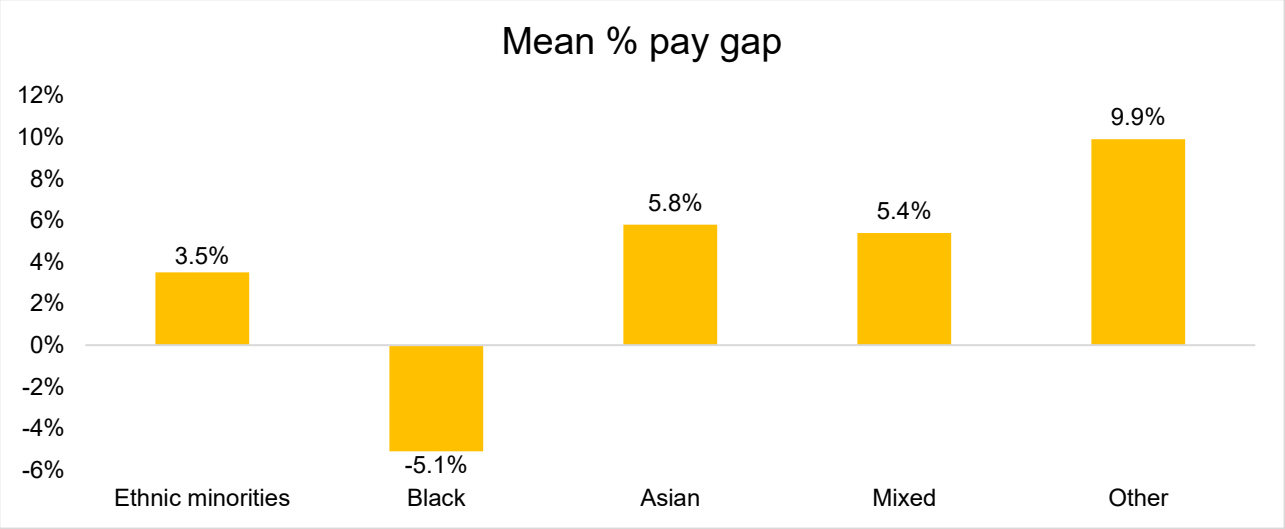
1. The **mean ethnicity gap:**
    - for all ethnic minority employees is 3.5%
    - for Black employees is -5.1%
    - for Asian employees is 5.8%
    - for mixed employees is 5.4%
    - for other employees is 9.9%
2. The **median ethnicity pay gap:**
    - for all ethnic minority employees is 9.3%
    - for Black employees is 6.4%
    - for Asian employees is 10.2%
    - for mixed employees is 6.5%
    - for other employees is 14.4%

Mean ethnicity pay gap

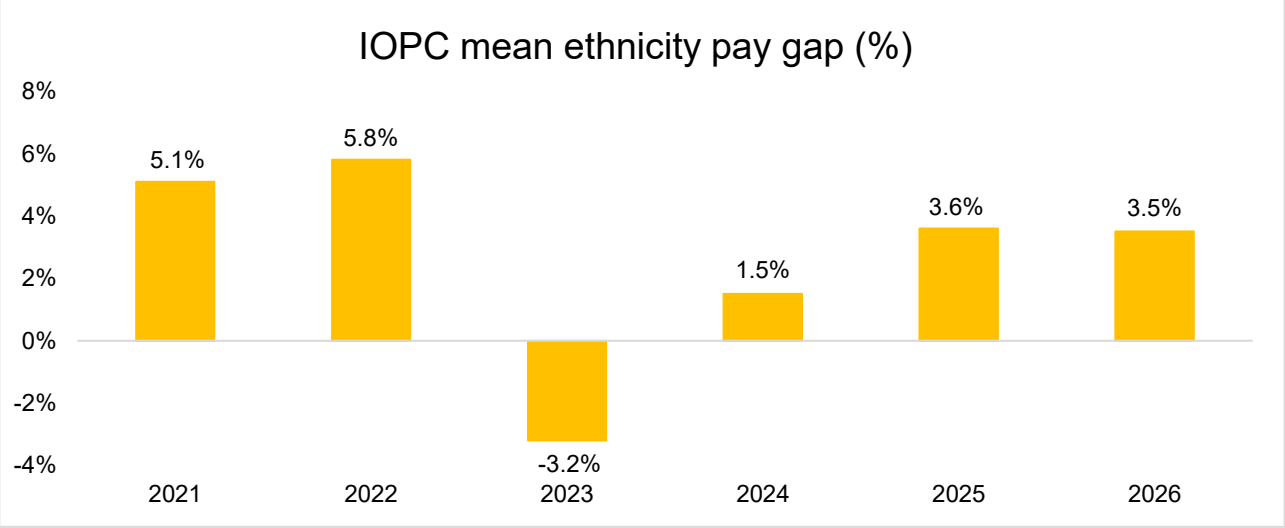
Ethnic minority employees at the IOPC earn 3.5% less than White employees.

- White employees mean hourly pay is £23.44
- Ethnic minority employees mean hourly pay is £22.63
- Black employees mean hourly pay is £24.63
- Asian employees mean hourly pay is £22.07
- mixed employees mean hourly pay is £22.17
- other employees mean hourly pay is £21.13

Employees within the other category have the highest mean pay gap at 9.9%, compared to Black employees where the mean pay gap is -5.1% more than White employees.



Trend

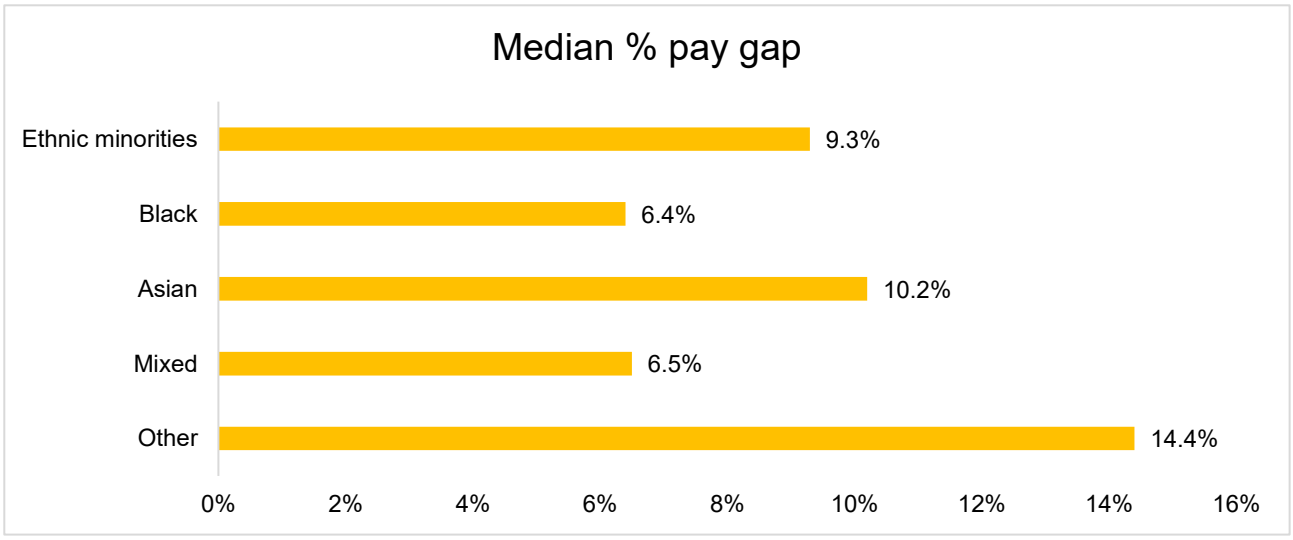


Median ethnicity pay gap

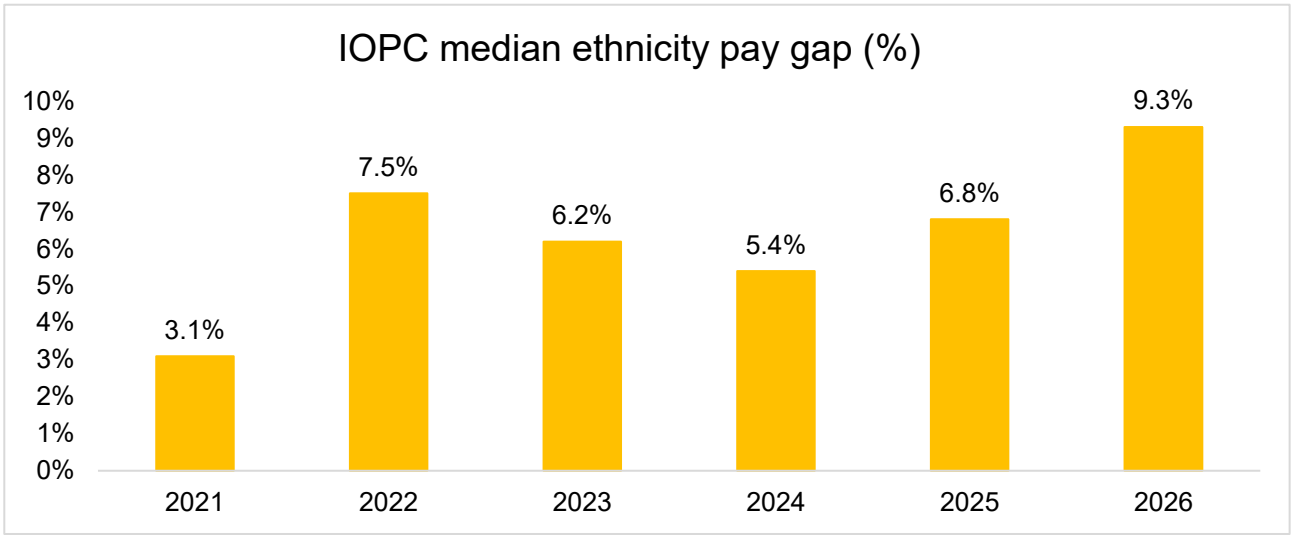
Ethnic minority employees at the IOPC earn 9.3% less than White employees.

- White employees median hourly pay is £22.47
- Ethnic minority employees median hourly pay is £20.37
- Black employees median hourly pay is £21.04
- Asian employees median hourly pay is £20.18
- Mixed employees median hourly pay is £21.00
- Other employees median hourly pay is £19.23

Other employees have the largest median pay gap at 14.4% when compared against White employees at the IOPC. Black employees have the smallest pay gap when compared against White employees at 6.4%.



Trend



Mean ethnicity bonus gap

The IOPC does not pay bonuses so there is no mean ethnicity gap.

Median ethnicity bonus gap

The IOPC does not pay bonuses so there is no median ethnicity gap.

Proportion of employees by ethnicity who received a bonus

The IOPC does not pay bonuses and so have no findings to publish on the proportion of employees by ethnicity receiving a bonus.

Appendix 1: Glossary and explanation of calculations

Key points from the glossary and explanation of calculations are adapted from the Government Equalities Office guidance. More examples and definitions can be found in the guidance.

What is the mean average?
A mean (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 ethnicity pay gap % calculated?

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

This gives you the mean (average) gender pay gap in hourly pay as a percentage of White employee pay.

How is the median ethnicity pay gap % calculated?

- Take the median hourly pay for White employees and subtract the median hourly pay for ethnic minority employees.
- Divide the result of the above by the median hourly pay for White employees.
- Multiply the result by 100.

This gives you the median ethnicity pay gap in hourly pay as a percentage of pay for White employees.

What do the positive and negative percentage figures mean?

- Positive percentage: employees who are of ethnic minority typically have lower pay than employees who are White.
- Negative percentage: employees whose ethnicity is White typically have lower pay than employees who are ethnic minority.

November 2026

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