

Gender pay gap report 2025

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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 2025 (public sector)

The IOPC had a total of 1017 employees. Of these, 970 were classified as 'full-pay relevant employees' and were used in the reporting of hourly pay gap statistics. Of the 970 full pay relevant employees, 616 were female and 354 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 4.5%.
2. The **median gender pay gap** is 6.9%.
3. The IOPC does not pay bonuses and so there is **no mean gender bonus gap**.
4. The IOPC does not pay bonuses and 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	32.1%	67.9%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	35.4%	64.6%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	36.4%	63.6%
D	Includes all employees whose standard hourly rate places them above the upper quartile	42.1%	57.9%
All quartiles	All employees	36.5%	63.5%

Benchmarks

The IOPC's mean and median gender pay gap results for 2025 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 2025 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%
The National Crime Agency*	2024	11.2%	8.7%
College of Policing LTD*	2024	3.8%	3.5%
Home Office	2025	6.8%	12.0%

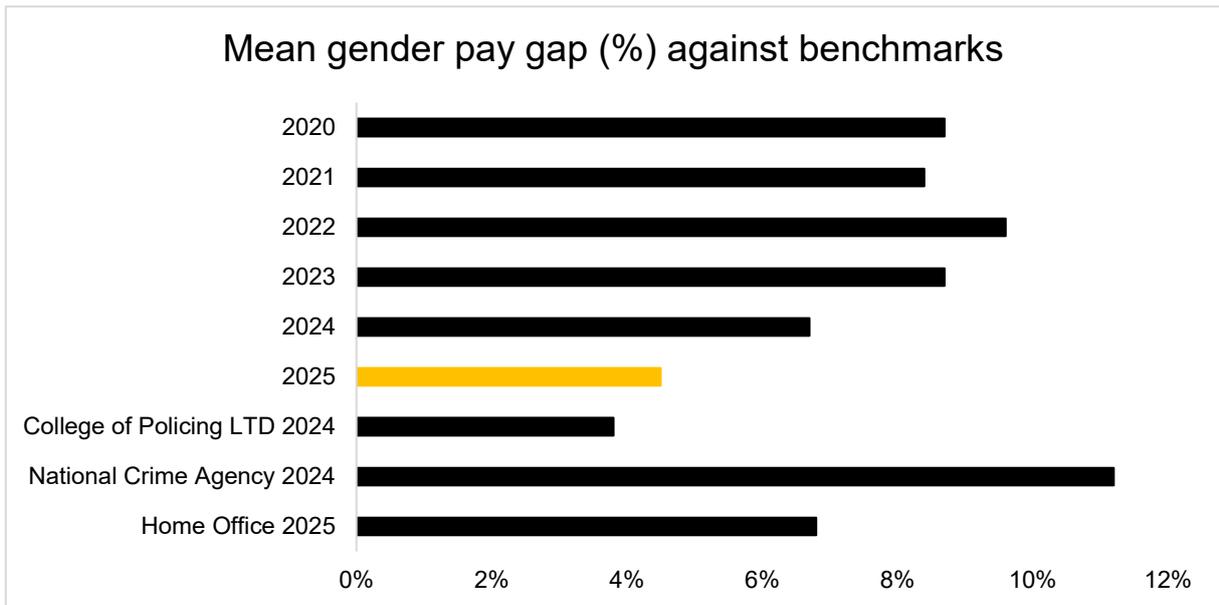
* The National Crime Agency and College of Policing LTD 2025 pay gap data was not available upon writing this report, therefore we have shown their 2024 results.

Mean gender pay gap

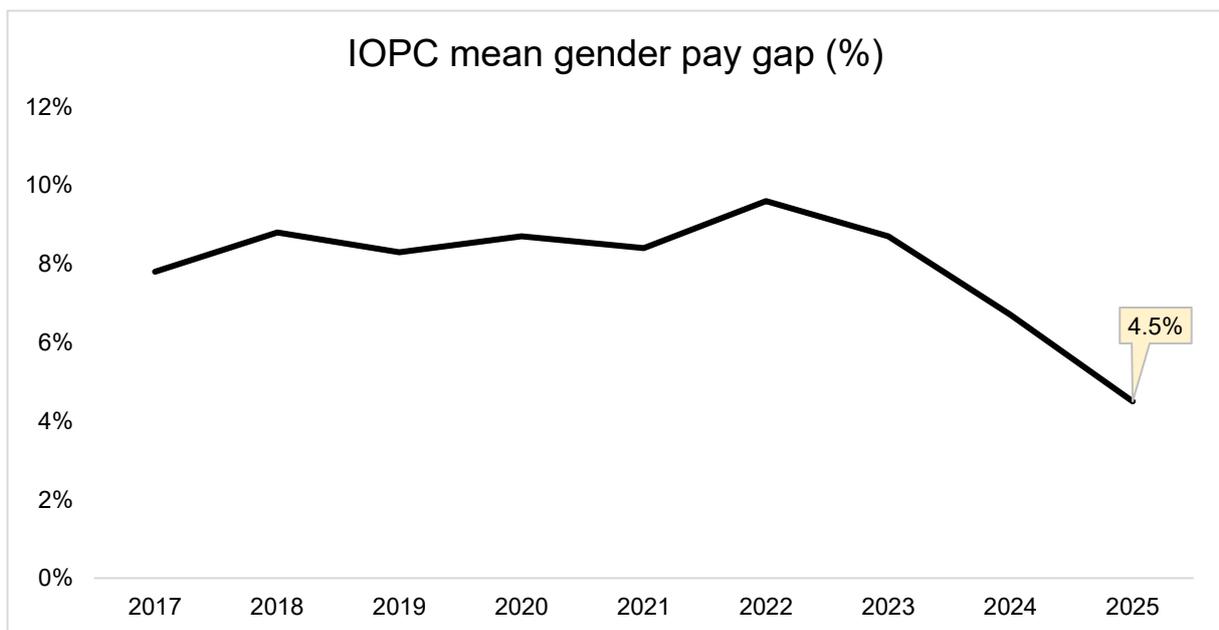
Women’s mean average hourly pay was 4.5% less than men, this is a 2.2 percentage point reduction from last year’s gap of 6.7%.

- Women’s mean hourly pay is £22.53.
- Men’s mean hourly pay is £23.60.
- There is a difference of £1.07 per hour.

How do we compare to others?



Trend

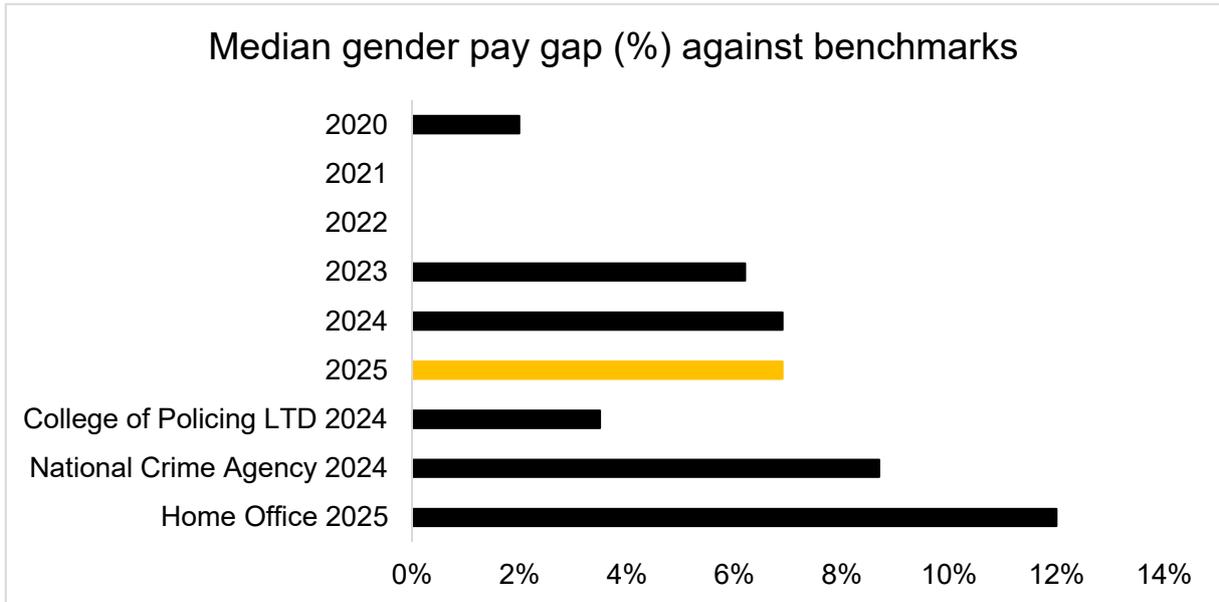


Median gender pay gap

Women’s median hourly pay was 6.9% less than men, this gap has remained the same as last year.

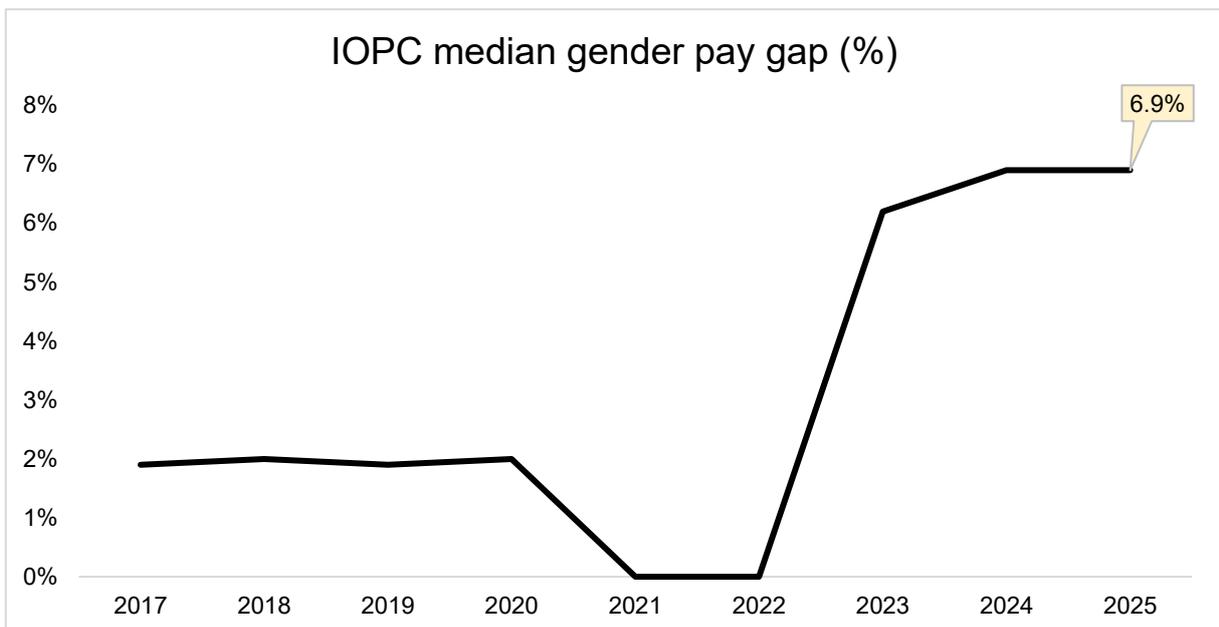
- Women’s median hourly pay is £20.37.
- Men’s median hourly pay is £21.87.
- There is a difference of 1.50 per hour.

How do we compare to others?



In the above graph, there are no bars for 2021 and 2022 due to the median gender pay gap being 0%.

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. £17.79 per hour or less	32.1% (78)	67.9% (165)
B	Employees whose standard hourly rate places them above the lower quartile but at or below the median. £17.79 - £20.91 per hour	35.4% (86)	64.6% (157)
C	Employees whose standard hourly rate places them above the median but at or below the upper quartile. £21.04 - £25.29 per hour	36.4% (88)	63.6% (154)
D	Employees whose standard hourly rate places them above the upper quartile. £25.29 per hour or more	42.1% (102)	57.9% (140)
All quartiles	All employees	36.5% (354)	63.5% (616)



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 quartiles (C and D). Female employees on the other hand have 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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