

# Leicestershire Constabulary

## About Leicestershire Constabulary

Leicestershire Constabulary provides a policing service to the people of Leicester, Leicestershire and Rutland. The force is responsible for an area of over 2,500 square kilometres (over 965 square miles) with a population of nearly one million.

## Background

Although no legal challenges had been brought against Leicestershire Constabulary, the force decided to conduct an Equal Pay Audit to demonstrate best practice in diversity and work within a legal framework. As an Employer of Choice within the police service, the key drivers for the audit were to ensure that their pay system was equitable and free from unintended bias.

## Solution

NorthgateArinso Reward Solutions worked with Leicestershire Constabulary to carry out the Equal Pay Audit using our Equal Pay Reviewer software and advice from our expert reward consultants. The software carries out a thorough cost-effective equal pay review, based on the 5-step Model that is compliant with the Equality and Human Rights Commission's Code of Practice on Equal Pay.

Tasks undertaken included:

- Agreement on the scope of the exercise. In this case it was to cover gender for police staff only, focusing on pay.
- Import of Payroll & HR data to the Equal Pay Reviewer using the systems inbuilt importer
- Determining equal work groups to identify jobs of Like Work, Work Rated as equivalent or Work of Equal Value
- Identification of different comparators such as gender, basic pay and total pay
- Analysis of pay data to identify potential pay gaps and establish causes

## Outcome

The functionality and reporting tools of the software were able to analyse the imported data and identified an Equal Pay gap. As a result of this an Equal Pay Action Plan was put into practice in order to identify how to eliminate the gap and how to prevent Equal Pay gaps occurring in future. Without the use of the software, Leicestershire Constabulary would not have been able to identify the problem areas and propose a plan to eradicate the gaps.

## For more information

With the skills, experience and market knowledge of NorthgateArinso behind you, you too can be well placed to translate the HR challenges your organisation is facing into powerful opportunities.

For an initial discussion about your requirements, call us on 01244 572700.  
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