

**Gender Equality
and
Work Life Balance
in the Police Service**



Ian Rennie
General Secretary
Police Federation of England & Wales
Staff Side Police Negotiating Board

Women in the Police Service 2007/2008



- Average age of police officer recruits is 26
- Women make up 35% of officer recruits
- Women are having their children later in life, often in their 30s
- In 2006 4% of police officers worked reduced hours – 90% were women

PNB GEWLB Working Group Maternity Issues



- Modernise Police Pay & Leave
 - Increase in police maternity pay and time
 - Remove set off of SMP & PMP
 - Increase reckonable service to 52 weeks
 - Introduce Keeping in Touch days

PNB GEWLB Working Group Part Time Working



- Improve access to Flexible Working
 - Audit of Part-time Working Regulations
 - Free days to be compensated in the same way as rest day
 - Additional hours payment for Part Time Inspectors

PNB GEWLB Working Group Rostering & Deployment



- Improve Work Life Balance
 - Compensation for working on a rest day or a free day during annual leave
 - Professional dependant care

Promoting Gender Equality Other PNB Issues



- Publishing PNB Guidance
 - Managing Maternity & Other Matters
 - Managing VSAs & Other Shift Arrangements
- Undertaking an Equal Pay Audit