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Our Ref: FOI2018/00847

REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000 Ref No: FOI2018/00847

I write in connection with your request for information received on 15th February. I note you seek access to the following information:

Please provide figures for full-time equivalent annual basic salaries in response to the questions below:

Please disclose the mean earnings for male employees and the mean earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;
Please disclose the median earnings for male employees and the median earnings for female employees for the most recent year for which you have figures and please state the dates to which it refers;
Please disclose the number of male employees by quartile salary bands and the number of female employees by quartile salary bands.

I am required by the Freedom of Information Act 2000 (The Act) to handle all requests in a manner that is blind to the identity of the requestor. Any information released in response to a request is regarded as being published and therefore, in the public domain without caveat.

Response - Following enquiries within the Constabulary please see our response below;

This information has already been published at the following links -

https://gender-pay-gap.service.gov.uk/viewing/employer-details?e=njH4_fvyTM3VGZyx8fNj7w%21%21

<https://www.herts.police.uk/Information-and-services/About-us/Transparency/Gender/Gender-pay-gap>

This information is therefore exempt under Section 21 of the Freedom of Information Act 2000. Section 21 provides that where information is available to you from another source we do not have to provide further copies.

The numerical data presented in this response is an un-audited snapshot of un-published data sourced from "live" systems and is subject to the interpretation of the original request by the individual extracting the data.

Should you have any further enquiries concerning this matter please do not hesitate to contact me quoting the above reference number.

Yours sincerely

Sonia Chopra-Miah
Information Rights

Hertfordshire Constabulary provides you the right to request an independent review of this response under its review procedure. If you require such a review you must notify us within two months from the date of this letter. After lodging a complaint with Hertfordshire Constabulary if you are still dissatisfied with the decision you may make an application to the Information Commissioner. For information on how to make a complaint please visit their website at <https://ico.org.uk/concerns/> or contact them on 0303 123 1113.