

Workforce Statistics

All data relates to headcount and not FTE

Overall Workforce

Table 1. BME Representation in the workforce (Policing Plan Diagnostic)
(Excludes secondments, police authority employees and career breaks)

| Quarter Ending | Total Workforce | BME Workforce | Percent |
|----------------------|-----------------|---------------|---------|
| 2010/11 Q1 (Jun-10) | 10460 | 440 | 4.21 |
| 2010/11 Q2 (Sep-10) | 10308 | 436 | 4.23 |
| 2010/11 Q3 (Dec-10) | 10169 | 434 | 4.27 |
| 2010/11 Q4 (Mar-11) | 9985 | 432 | 4.33 |
| 2011/12 Q1 (Jun 11) | 9737 | 426 | 4.38 |
| 2011/12 Q2 (Sept-11) | 9557 | 421 | 4.41 |

Table 2. Percentage of female police officers at rank of Inspector or above.
(Excludes secondments and career breaks)

| Quarter Ending | Total Officers at Inspector and above | Female Officers (Inspector and above) | Percent |
|----------------------|---------------------------------------|---------------------------------------|---------|
| 2010/11 Q1 (Jun-10) | 435 | 70 | 16.09 |
| 2010/11 Q2 (Sep-10) | 428 | 70 | 16.36 |
| 2010/11 Q3 (Dec-10) | 420 | 68 | 16.19 |
| 2010/11 Q4 (Mar-11) | 411 | 68 | 16.55 |
| 2011/12 Q1 (Jun 11) | 400 | 67 | 16.75 |
| 2011/12 Q2 (Sept-11) | 383 | 63 | 16.45 |

Table 3. Percentage of female police staff at grade of SO1 or above.
(Excludes secondments, police authority employees and career breaks)

| Quarter Ending | Total Staff at SO1 and above | Female Officers (SO1 and above) | Percent |
|----------------------|------------------------------|---------------------------------|---------|
| 2010/11 Q1 (Jun-10) | 744 | 311 | 41.80 |
| 2010/11 Q2 (Sep-10) | 738 | 315 | 42.68 |
| 2010/11 Q3 (Dec-10) | 723 | 308 | 42.60 |
| 2010/11 Q4 (Mar-11) | 709 | 300 | 42.31 |
| 2011/12 Q1 (Jun 11) | 666 | 290 | 43.54 |
| 2011/12 Q2 (Sept-11) | 684 | 308 | 45.03 |

Police Officers

Table 4. Police Officer Strength (1 April 2011 to 30 Sept 2011)
(Excludes secondments)

| | White | | BME | | Total |
|------------------------|-------|------|-----|----|-------|
| | M | F | M | F | |
| Strength 31 March 2011 | 3780 | 1558 | 207 | 59 | 5604 |
| Strength 30 Sept 2011 | 3634 | 1537 | 206 | 58 | 5435 |
| Difference | -146 | -21 | -1 | -1 | -169 |

Table 5. Police Officer Starter and Leavers (1 April 2011 to 30 Sept 2011)
(Excludes secondments)

| | White | | BME | | Total |
|--------------|-------|-----|-----|----|-------|
| | M | F | M | F | |
| Appointments | 2 | 0 | 0 | 0 | 2 |
| Leavers | 144 | 25 | 1 | 1 | 171 |
| Net | -142 | -25 | -1 | -1 | -169 |

Table 6. Reason for Police Officer Leavers (1 April 2011 to 30 Sept 2011)

| Reason for Leaving | White Police Officers | | | BME Police Officers | | | Total |
|------------------------------|-----------------------|-----------|------------|---------------------|----------|----------|------------|
| | Male | Female | Total | Male | Female | Total | |
| Dismissed | 1 | 1 | 2 | 0 | 0 | 0 | 2 |
| Medical Retirement | 3 | 1 | 4 | 0 | 0 | 0 | 4 |
| Ordinary Retirement | 92 | 12 | 104 | 0 | 0 | 0 | 104 |
| Age limit | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| End of 30+ | 31 | 2 | 33 | 0 | 0 | 0 | 33 |
| Resigned | 9 | 3 | 12 | 0 | 1 | 1 | 13 |
| Other | 1 | 0 | 1 | 1 | 0 | 1 | 2 |
| Transferred to another Force | 4 | 0 | 4 | 0 | 0 | 0 | 4 |
| Career breaks | 3 | 5 | 8 | 0 | 0 | 0 | 8 |
| Total | 145 | 24 | 169 | 1 | 1 | 2 | 171 |

Table 7. Numbers of Police Officers on Secondment and Career Breaks

| Organisation | Number |
|-----------------------------|--------|
| ACPO British Cycling Events | 1 |
| ACPO TAM (NDEU) | 3 |
| Home Office (Olympics) | 1 |
| NPIA Bramshill | 1 |
| NPIA Harrogate | 1 |
| NPIA Wyboston | 3 |

| | |
|------------------------|----|
| ACPO ACVIS | 1 |
| International Policing | 1 |
| Career Breaks | 37 |

Police Staff (including PCSOs)

Table 8. Police Staff Strength (1 April 2011 to 30 Sept 2011)
(Excludes secondments and police authority)

| | White | | BME | | Total |
|------------------------|-------|------|-----|----|-------|
| | M | F | M | F | |
| Strength 31 March 2011 | 1771 | 2444 | 81 | 85 | 4381 |
| Strength 30 Sept 2011 | 1677 | 2288 | 77 | 80 | 4122 |
| Difference | 94 | 156 | 4 | 5 | 259 |

Table 9. Police Staff Starter and Leavers (1 April 2011 to 30 Sept 2011)
(Excludes secondments and Police Authority)

| | White | | BME | | Total |
|--------------|-------|------|-----|----|-------|
| | M | F | M | F | |
| Appointments | 11 | 8 | 0 | 0 | 19 |
| Leavers | 108 | 162 | 4 | 4 | 278 |
| Net | -97 | -154 | -4 | -4 | -259 |

Table 10 Reason for All Police Staff Leavers (1 April 2011 to 30 Sept 2011)

| Reason for Leaving | White Police Staff | | | BME Police Staff | | | Total |
|------------------------------|--------------------|------------|------------|------------------|----------|----------|------------|
| | Male | Female | Total | Male | Female | Total | |
| Dismissed | 1 | 2 | 3 | 1 | 0 | 1 | 4 |
| Medical Retirement | 0 | 4 | 4 | 0 | 0 | 0 | 4 |
| Ordinary Retirement | 14 | 8 | 22 | 0 | 0 | 0 | 22 |
| Retirement VEL | 2 | 3 | 5 | 0 | 0 | 0 | 5 |
| Age limit retirement | 2 | 2 | 4 | 0 | 0 | 0 | 4 |
| Redundancy Compulsory | 7 | 5 | 12 | 0 | 0 | 0 | 12 |
| Redundancy Voluntary | 48 | 87 | 135 | 2 | 2 | 4 | 139 |
| Resigned | 30 | 37 | 67 | 1 | 1 | 2 | 69 |
| Career Break | 0 | 11 | 11 | 0 | 1 | 1 | 12 |
| Termination of Temp Contract | 1 | 1 | 2 | 0 | 0 | 0 | 2 |
| Other | 3 | 2 | 5 | 0 | 0 | 0 | 5 |
| Total | 108 | 162 | 270 | 4 | 4 | 8 | 278 |

Table 11. Numbers of Police Staff on Secondment

| Organisation | Number |
|-----------------|--------|
| ACPO TAM (NDEU) | 1 |
| NPIA (London) | 1 |
| PNLD | 15 |

Police Community Support Officers (PCSOs)

Table 12. PCSOs by Gender and Ethnicity at 30 Sept 2011

| White | | | BME | | | Total PCSOs |
|-----------------|-----------------|-----------------|---------------|---------------|---------------|-------------|
| M | F | Total | M | F | Total | |
| 399 (52.16%) | 326 (42.61%) | 725 (94.77%) | 26 (3.40%) | 14 (1.83%) | 40 (5.23%) | 765 |

Figures in brackets are % of total PCSOs.

Table 13. PCSO Starter and Leavers (1 April 2011 to 30 Sept 2011)

| | White PCSOs | | | BME PCSOs | | | Total |
|--------------|-------------|--------|-------|-----------|--------|-------|-------|
| | Male | Female | Total | Male | Female | Total | |
| Appointments | 21 | 23 | 44 | 0 | 0 | 0 | 44 |
| Leavers | 8 | 10 | 18 | 0 | 0 | 0 | 18 |
| Net | 13 | 13 | 26 | 0 | 0 | 0 | 26 |

Special Constables

Table 14. Special Constable Appointments (1 April 2011 to 30 Sept 2011)

| White | | | BME | | | Total |
|-------|----|-------|-----|---|-------|-------|
| M | F | Total | M | F | Total | |
| 45 | 20 | 65 | 4 | 3 | 7 | 72 |

Table 15. Special Constables by Gender and Ethnicity at 30 Sept 2010 and 30 Sept 2011

| Year | White | | | BME | | | Total |
|--------------|-----------------|-----------------|-----------------|---------------|---------------|----------------|-------|
| | M | F | Total | M | F | Total | |
| 30 Sept 2010 | 267 (58.6%) | 139 (30.5%) | 406 (89.0%) | 33 (7.2%) | 17 (3.7%) | 50 (11.0%) | 456 |
| 30 Sept 2011 | 305 (60.88%) | 142 (28.34%) | 447 (89.22%) | 38 (7.58%) | 18 (3.59%) | 56 (11.18%) | 501 |

Figures in brackets are % of total Special Constables.

Volunteers

Table 16. Volunteer Appointments (1 April 2011 to 30 Sept 2011)

| White | | | BME | | | Total |
|-------|---|-------|-----|---|-------|-------|
| M | F | Total | M | F | Total | |
| 7 | 8 | 15 | 6 | 6 | 12 | 27 |

Table 17. Volunteers by Gender and Ethnicity at 30 Sept 2011

| White | | | BME | | | Total |
|-----------------|-----------------|-----------------|---------------|---------------|----------------|-------|
| M | F | Total | M | F | Total | |
| 141 (39.72%) | 161 (45.92%) | 304 (85.63%) | 23 (6.48%) | 28 (7.89%) | 51 (14.37%) | 411 |

Figures in brackets are % of total Volunteers.