

Equality Report 2014

Avon and Somerset Constabulary

Foreword

Avon and Somerset Constabulary provides a policing service to over 1.6 million people. We can only provide an effective service to all those people if we recognise the diversity within the communities and we ensure our services meet a very wide range of needs and concerns.

We also have over 5,700 employees, officers and volunteers within the Constabulary and they too are a diverse community from a range of different backgrounds who must be equipped, skilled and supported to provide an excellent policing service.

This report reflects our work with, and within, our diverse external and internal communities, including specific progress over the past year. It demonstrates our commitment to ensuring that equality and diversity is at the heart of our work, and it also shows how we fulfil our duties under the Equality Act 2010.

The police service has made significant progress in embracing and progressing equality and diversity but there is always further work to be done. A series of high-profile inquiries has brought about a public awareness of how important fairness is to law enforcement agencies. All successful organisations understand the business case for equality and diversity. In a policing context, this means understanding and meeting the needs of increasingly diverse communities so that they are safe and they feel safe.

As an employer, our aim is to develop a workforce which reflects the increasing diversity of the Avon and Somerset area. This will help us deliver services to meet diverse needs. We also aim to ensure our workforce can work with dignity and free from any type of discrimination.

The Chief Officer Team in Avon and Somerset Constabulary is committed to providing the best possible service and successfully meeting the challenges of promoting equality and diversity. These challenges we are proud to undertake, and our commitment to equality is imbued in everything we do.



Temporary Deputy Chief Constable Gareth Morgan

Executive Summary

As a public body, we are delighted (and required) to publish Equality Information which demonstrates our compliance with the Single Equality Duty. This report contains information about:

- The protected characteristics of our workforce
- The protected characteristics of our communities
- An overview of our equality-related activities
- Information about how protected groups are affected by our policies and practices

This report also provides a progress update on our Equality Objectives for 2014-2015, and much of the activity and areas for improvement contained within this report will form the basis of our new Equality Objectives which will published in April 2015.

To fulfil the strategic priorities from our Police and Crime Plan 2014, there are 3 strategic themes we need to work across. These are aligned with the national police service Equality, Diversity and Human Rights Strategy:

- Operational Delivery
- People and Culture
- Organisational Processes

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Overview of Avon and Somerset Constabulary

The Avon and Somerset Constabulary area covers 1,855 square miles and has a population of around 1.6 million, with approximately 679,000 households.

It contains a very diverse range of economic, social and policing environments, from Bristol, with a population of approximately 406,000 living in the City and just fewer than one million people living in the Bristol conurbation as a whole, to the more rural areas of South Gloucestershire and Somerset. The M4 and M5 cut through the area, which is also served by the main rail routes from London to South Wales and the South West, and by Bristol International Airport and the Avonmouth Docks.

The Ethnic Non-white BME population in the A&S area overall has increased since the 2001 Census from around 50.000 to just under 110.000. People who class themselves as BME now make up 6.8% of the force population. In Bristol the proportion has doubled to 16%. The ethnic Chinese (9.000) and Indian (12.000) populations have grown by 75% since the last census. The Pakistani (8.000) and Bangladeshi (3.300) population are largely concentrated in Bristol.

The 'White – Other' population, which contains many groups from Eastern Europe, has doubled to 3.4%, 5.1% in Bristol. However, using the 'Country of Birth Question' from the Census provides slightly different figures, but allows us to look at specific nationalities in more detail:

27,000 people were born in the 2001-2011 European Accession Countries. Of these, the largest group (with 16.000, over 1% of the force population) comes from Poland. Other notable groups include people born in China and Hong Kong (nearly 7.000), Somalia (5.000, virtually exclusively in Bristol).

There are small populations of Portuguese and Lithuanians scattered across Somerset. Most of the other nationalities are either concentrated in Bristol, or spread fairly evenly across the force area. Notable exceptions are Filton and Bradley Stoke in South Gloucestershire with a higher number of Indian residents, and Weston-super-Mare for people of Bangladeshi birth.

The area contains a mix of four unitary authorities (City of Bristol, South Gloucestershire, Bath and North-East Somerset, and North Somerset) and one two-tier authority (Somerset County Council) and its four constituent councils (South Somerset, West Somerset, Sedgemoor, Mendip and Taunton Deane).

The area attracts a large number of visitors, including students attending the four universities and other higher education institutions, with a seasonal effect on policing needs. A great many people come into the area to visit holiday destinations in Bristol,

Bath, Wells, Weston-super-Mare and Minehead, or to pass through to other resorts. The Constabulary also hosts some significant annual events, centred on both the metropolis of Bristol such as St Pauls Carnival, and the more rural environs of Somerset such as the Glastonbury music festival.

Total staff strength comprises 2674 Police Officers, 2142 Police Staff and 335 PCSOs supported by 506 members of the Special Constabulary¹. The Constabulary HQ is at Portishead in North Somerset. The Chief Officers Group includes the Chief Constable, Deputy Chief Constable, three Assistant Chief Constables (ACCs) and the Directors of Finance and Strategic Human Resources. The Constabulary is organised into 3 Local Command Areas which are headed by Chief Superintendents and 8 Local Policing Areas which are headed by Chief Inspectors.

Summary of equalities duties and legislation

Like other public bodies, Avon and Somerset Constabulary has legal responsibilities to tackle discrimination and promote equality on the grounds of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation. We have to consider these in everything we do. These responsibilities are referred to as the public sector equality duty.

The general equality duty requires us to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act
- Promote equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Promote good relations between people who share a protected characteristic and those who do not share it

In addition to these general duties, the police service and some other public bodies have a number of specific duties. The specific duties require public bodies to:

 publish information to show their compliance with the Equality Duty, at least annually;

and

set and publish equality objectives, at least every four years.

¹ SW1 FTE and Headcount by Dist and Dept 30-Sept-2014

Equality, Diversity and Human Rights Strategy for the Police Service

The first Equality, Diversity and Human Rights Strategy was published in September 2009 and represented the commitment of the Association of Chief Police Officers, Association of Police Authorities and the Home Office to promote a fairer society that benefits everyone.

The Strategy sets out an approach which acknowledges that the effect of inequality and discrimination varies depending on individual experience and circumstances. It recognises that the differences within communities are as wide as the differences between communities and acknowledges the need for strategies and solutions that tackle inequality in an increasingly complicated and diverse society. A new national strategy is currently under discussion and will supersede the current strategy next year.

The current strategy sets out three themes which provide the framework for improving performance and delivering specific equality results at every level of the police service. The themes are as follows:

Operational delivery

Delivering services that are easy to access and that respond to and meet the needs of all communities.

Organisational processes

Building equality into the organisation's processes and how the service manages its performance.

People and culture

Building a working environment that includes everyone and that encourages all staff to develop and make progress.

Equality Objectives

In April 2014, we set Equality Objectives for the year 2014-2015. We have reported on our progress on these objectives throughout this report. In line with the specific duties, we will be publishing a new set of Equality Objectives in April 2015 using the equality information that is detailed within this report.

Equality Objectives 2014-2015

Operational Delivery

1. Understanding and involving diverse communities:

- 1.1. Understand current engagement practices with diverse communities (as is) and make recommendations to develop engagement practices to increase confidence and enable policing with consent with all communities
- 1.2. Strengthen strategic partnerships with third sector and volunteer groups to understand and involve diverse communities
- 1.3. Re-launch Police Link Officers for the Deaf after fully understanding the needs of the deaf, deafened and hard of hearing (Deaf) service users
- 1.4. Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary
- 1.5. Increase diversity of people accessing information and policing services through introduction of a new website, the new force appointment system, our information centre and a re-launch of Track-my-Crime
- 1.6. Produce and publicise a video explaining the reasons behind stop/search disproportionality, targeted at young men, and hosted on the Constabulary website

2. Supporting vulnerable victims, witnesses, suspects and detainees:

- 2.1. Enhance support to victims of crime in a risk proportionate manner, on their terms and with an increased understanding of vulnerability and need through the redesigned victim care process
- 2.2. Coordinate a programme of work to improve the Constabulary's response to victims, witnesses, suspects and detainees with mental health and other conditions that increase their vulnerability
- 2.3. Develop new questions sets to be used by Communications staff, which prompt improvement in the recording and management of hate crimes
- 2.4. Review and map how the 'Safe Places' scheme is working across the Constabulary

- 2.5. Introduce new tools and training for Communications staff to better identify and prioritise attendance for vulnerable people who are victims of crime of ASB or in need of help
- 2.6. Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims
- 2.7. Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2013 baseline
- 2.8. Improve our investigative and safeguarding response to vulnerable people including the identification of disability related hate crime
- 2.9. Improve our investigative and safeguarding response to honour Based Violence and Forced Marriage
- 2.10. Increase reporting and awareness of FGM

Organisational Processes

- 3. Improving management data on equality issues
 - 3.1. Commission report from Marion Fitzgerald on disproportionality in stop/search within the Constabulary which addresses crime types and population
 - 3.2. Improve quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)
- 4. Integrating equality across all of our business/functions:
 - 4.1. Promote our Equality Analysis Toolkit for managers and leaders
 - 4.2. Demonstrate that our Strategic Procurement Service has built equality into its procurement evaluation models

People and Culture

- 5. Developing a workforce which represents our diverse communities:
 - 5.1. Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce
 - 5.2. Increase the representation of diverse communities within the Volunteer Police Cadets (VPC) scheme so that the scheme more accurately reflects the composition of the communities from which the units recruit
 - 5.3. Implement a positive action internship programme for BME candidates for employment

- 5.4. Coordinate a programme of work to promote recruitment and retention of 'citizens in policing' from underrepresented groups
- 6. Promoting a fair and equitable working environment for all employees:
 - 6.1. Continue to reduce the gap in satisfaction between disabled and non-disabled staff, as measured by the staff survey
 - 6.2. Promote our new 'Maternity Toolkit' for managers and staff/officers

Operational Delivery - Understanding and involving diverse communities

This section includes information about how we deliver services that are easy to access and respond to and meet the needs of all communities. This section is about:

Understanding and involving diverse communities

As part of our Citizen Focused Policing activity we have developed neighbourhood profiles which identify the different communities in particular localities. We have also identified lists of 'key individuals' in communities - these are people who are particularly helpful in ensuring that we understand what our communities need. Population data is constantly being refreshed and collected from a variety of sources so that we can tailor our services appropriately.

Service Satisfaction

A key part of understanding our communities comes from the satisfaction levels. These are key performance indicators for our organisation, and are included in our Diversity Scorecard, which is submitted to Performance Review Meeting and the Office of the Police and Crime Commissioner. Performance monitoring of satisfaction data has resulted in further work being done to address concerns identified. For example, we regularly review, seek to understand and address any gaps in Black and Minority Ethnic ("BME") customer satisfaction.

The following tables include information on our satisfaction levels by ethnicity, age, disability and gender for 2013/14, and are further broken down by key crime types and aspect of service.

FORCE

Results for the twelve months ending: Oct-14
Relating to crimes/incidents in the twelve months ending: Aug-14

SATISFACTION LEVELS BY ETHNICITY

Percentage of respondents fairly, very or completely satisfied

	Burglary		Vehicle		Violent		Racist		ASB	
Aspect of Service	BME	White	BME	White	BME	White	BME	White	BME	White
Contact	100.0%	98.2%	100.0%	94.5%	97.1%	95.3%	98.0%	95.0%	94.6%	96.3%
Actions	92.5%	94.7%	78.4%	76.6%	76.2%	74.7%	87.3%	88.5%	69.7%	75.4%
Follow up	88.7%	89.5%	74.0%	75.7%	77.8%	81.0%	84.5%	92.3%	70.7%	71.9%
Treatment	98.1%	97.2%	92.2%	92.4%	85.7%	92.4%	94.4%	96.2%	91.2%	94.5%
Whole experience	98.1%	94.2%	84.3%	82.3%	82.5%	82.8%	88.7%	84.6%	80.4%	82.6%

Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

Relating to crimes/incidents in the twelve months ending: Aug-14

SATISFACTION LEVELS: YOUNGER AGE GROUP

Percentage of respondents fairly, very or completely satisfied

	Burglary		Vehicle		Violent		Racist		ASB	
Aspect of Service	16-24	Other	16-24	Other	16-24	Other	16-24	Other	16-24	Other
Contact	96.5%	98.5%	93.8%	94.9%	95.5%	95.2%	100.0%	96.9%	97.5%	96.0%
Actions	87.3%	95.3%	71.4%	77.6%	71.7%	76.1%	88.9%	86.5%	80.0%	74.8%
Follow up	85.9%	91.1%	72.4%	76.7%	75.0%	83.5%	66.7%	87.6%	77.7%	72.1%
Treatment	94.9%	97.4%	90.8%	92.6%	90.2%	92.0%	88.9%	95.5%	92.6%	94.4%
Whole experience	89.9%	94.8%	77.8%	83.1%	78.3%	84.5%	66.7%	89.9%	86.1%	82.3%

Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

SATISFACTION LEVELS: OLDER AGE GROUP

Percentage of respondents fairly, very or completely satisfied

	Burglary		Vehicle		Violent		Racist		ASB	
Aspect of Service	65+	Other	65+	Other	65+	Other	65+	Other	65+	Other
Contact	98.5%	98.2%	92.4%	95.0%	94.7%	95.3%	100.0%	97.1%	95.8%	96.2%
Actions	94.9%	94.5%	82.8%	76.0%	75.0%	74.7%	100.0%	86.2%	79.7%	74.2%
Follow up	94.9%	90.2%	82.1%	76.1%	84.4%	81.0%	100.0%	86.2%	72.9%	73.1%
Treatment	97.9%	97.0%	94.0%	92.1%	87.5%	91.7%	100.0%	94.7%	93.4%	94.5%
Whole experience	97.4%	93.5%	87.2%	81.8%	81.3%	82.7%	100.0%	87.2%	82.5%	82.5%

Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

SATISFACTION LEVELS BY DISABILITY

Percentage of respondents fairly, very or completely satisfied

	Burg	Burglary Vehicle		icle	Violent		Racist		ASB	
Aspect of Service	Disabled	Not	Disabled	Not	Disabled	Not	Disabled	Not	Disabled	Not
Contact	97.2%	98.5%	91.4%	94.9%	98.0%	95.1%	80.0%	98.5%	96.1%	96.1%
Actions	90.4%	95.4%	69.9%	77.1%	71.8%	75.3%	85.7%	86.8%	73.0%	75.5%
Follow up	84.6%	90.4%	65.1%	76.3%	76.9%	81.2%	71.4%	86.8%	68.7%	72.3%
Treatment	90.4%	98.5%	84.3%	92.9%	84.6%	92.7%	85.7%	95.6%	92.6%	94.6%
Whole experience	86.0%	96.0%	69.9%	83.2%	79.5%	83.2%	85.7%	87.9%	79.9%	82.9%

Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

SATISFACTION LEVELS BY GENDER

Percentage of respondents fairly, very or completely satisfied

	Burglary		Vehicle		Violent		Racist		ASB	
Aspect of Service	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Contact	98.3%	98.3%	94.0%	95.6%	95.3%	95.1%	97.4%	96.9%	95.7%	96.4%
Actions	94.2%	95.1%	77.1%	75.9%	77.4%	70.1%	87.9%	82.9%	73.4%	76.4%
Follow up	89.5%	89.5%	76.7%	73.6%	82.8%	76.5%	89.7%	78.0%	71.4%	72.0%
Treatment	97.3%	97.1%	92.4%	92.1%	92.3%	90.0%	93.1%	95.1%	93.0%	95.3%
Whole experience	94.2%	94.6%	82.0%	82.9%	83.8%	80.5%	87.9%	85.4%	79.6%	84.6%

Italicised figures indicate a low number of respondents (under 30) | Bold red figures indicate a significant difference

Engagement

Objective 1.1: Understand current engagement practices with diverse communities (as is) and make recommendations to develop engagement practices to increase confidence and enable policing with consent with all communities

A review of local engagement is being undertaken to establish the 'as is' picture. This review will examine how we currently engage, any gaps in our engagement work and how we can engage better with diverse communities. Consultation is taking place

through a combination of surveys and discussions with individuals and groups (such as Independent Advisory Groups ("IAGs") and Stand Against Racism and Inequality). Based on this we will make recommendations on how to make our engagement practices effective and fit for purpose for all communities. We anticipate implementing our new engagement strategy in summer 2015.

Objective 1.2 Strengthen strategic partnerships with third sector and volunteer groups to understand and involve diverse communities

Further work is being done with IAGs representing VCSE (Voluntary Community and Social Enterprise) groups to engage and reach diverse communities. The proposed Bournville One project is being based upon Asset Based Community Development. This will involve empowering the VCSE sector to work directly with us to achieve coproduced objectives and reach communities who historically have little/no interaction with the Police, extending our reach into communities who would not wish to engage directly with the Police.

Providing information

Face-to-face and meetings

We have a number of police officers and police community support officers who are able to speak languages other than English that are spoken in the neighbourhoods where they work.

CASE STUDY: Polish PCSOs – Jakub Pietroczuk, PCSO & Community Liaison Officer
There are a number of Polish PCSOs at the moment in our force who work as 'general'
PCSOs available to all, but with the advantage of being able to speak fluent Polish.

The nature of their work sometimes requires quite a lot of travel around Avon and Somerset in order to identify where Polish communities are and engaging with them. Polish PCSOs meet regularly to discuss the key issues Poles living in Avon and Somerset encounter and work on ways to resolve them.

All officers have access to a translation service called 'Language Line' which can be used on their phones. If requested in advance, we can provide translation services for meetings attended by members of the public and we can also provide mobile 'hearing loops'.

Objective 1.3: Re-launch Police Link Officers for the Deaf after fully understanding the needs of the deaf, deafened and hard of hearing (Deaf) service users

Action on Hearing Loss (formerly RNID) is working with the police to set up a conference for the Deaf community so that we further improve the service to our Deaf community either through our specialist officers (PLOD) or through constabulary working practices.

CASE STUDY:

We are re-launching our network of Police Link Officers for Deaf people around the Force area, who are trained in British Sign Language and deaf awareness. They are not interpreters, but act as a first point of contact for many deaf, deafened, hard of hearing and deaf-blind people who come into contact with the police. They also attend deaf groups, schools, venues and events to provide crime prevention advice and talk to anyone who might have concerns.

Objective 1.4: Develop the practical contribution of Independent Advisory Groups to improving services delivered by the Constabulary

An IAG conference took place in March 2014 in which IAGs were celebrated and relaunched. A programme of work is being rolled out to enable IAGs to further shape policing for the benefit of diverse communities. This includes a force-wide handbook and terms of reference, an on-line presence and the provision of specific training for IAG members.

Online

Objective 1.5: Increase diversity of people accessing information and policing services through introduction of a new website, the new force appointment system, our information centre and a re-launch of Track-my-Crime

A new version of our website was released in August 2014. A meeting took place in June 2014 to seek the views of diverse communities about how to make the website and Track-my-Crime more accessible to service-users with different communication needs.

The new website:

 Includes content in multiple languages - refreshed to ensure they match the demographics for our area

- Has a proven improvement in "user goal" success rate that doubles the previous site's benchmark from around 40% to 80% (with 70% being the industry benchmark)
- Was developed using the latest standards on accessibility and usability to ensure it is easy and simple to use for as many people as possible including people with disabilities
- Includes information for IAGs and will be evolved over time to include community
 group functionality to allow communities to work together with each other and the
 police in a new way. Also for us to keep them informed easily through what has
 been previously called "Community Messaging"

TrackMyCrime V2 was developed in a similar way in terms of design and standards and is in the process of being adopted by the Ministry of Justice and the Home Office to roll out as a national initiative.

Our website is managed by a specialist professional team within our Strategic Service Improvement Department. They ensure that good practice in website design is applied so that relevant information is easy to find. The website also provides a gateway to many other forms of communication such as common social networking sites and mobile phone text messaging. Versions of the website are also available on cable and satellite television and on 'kiosks' in some public sites. Members of the public can subscribe to a variety of 'email alerts'.

Links signpost users to specific sections such as the section which helps users of British Sign Language to access information (video clips) on topics including:

- The emergency and non-emergency text message services
- PLOD officers (Police Link Officers for Deaf people)
- Working in the police

CASE STUDY: New Website

We have now launched an exciting new website platform for Avon and Somerset Constabulary in-house within our eServices Team.

This is the Constabulary's fourth website version its working title is "V4". The platform provides an innovative new way for us to engage and support our local communities, partner organisations and specific individuals with an easy-to-use accessible approach.

The website also delivers real-time services to residents across the whole force area and is available through the channel of their choice, be it on a mobile device, desktop computer or through existing and any future social media channels.

The site launch marks the start of an ongoing commitment to extend and grow the platform to make more services available in the future that make us more accessible to the public, as well as increasing efficiencies through our on-line service delivery.

Crime prevention

Wherever possible we like to work with members of the public and other agencies to try to reduce the risk of crime and help people to feel safe. For example, older people who, statistically, are least likely to be victims of crime are more likely to be fearful of it. Types of crime where older people (and some other vulnerable people) are particular targets include distraction burglary, where tricks or distractions are used to enter a home to steal property, and rogue trading, where people are over-charged for services provided (or not provided). These services are usually related to the repair or maintenance of their homes and trading laws are often flouted.

In 2011 we held a themed seminar called 'Policing a Society for All Ages' where we brought together police officers, partner agencies and organisations representing older people. As a result of this seminar we are now working more closely with these partners to protect older people from crimes including elder abuse and distraction burglary.

CASE STUDY: Senior Citizen Liaison Team (SCLT)

The Senior Citizen Liaison Team (SCLT) was established in 2010, and received charity status from the Charity Commission in July 2012, in recognition of its ongoing efforts to provide a crime prevention, victim support and social advocacy service for the older adults of the Avon and Somerset area.

The ethos of the SCLT is simple: if you have contact with the Senior Citizen Liaison Team, you are far less likely to become a victim of crime. Over the last year, crimebeating presentations have been made to thousands of seniors at various community gatherings. They additionally spread the message of their work through the Senior Siren Newsletter which is published quarterly in electronic and hard-copy format and is read by 50,000 - 100,000 people. The publication is privately funded and in 2011 it won the Best Community Engagement Initiative category in the national public Service Communication Awards.

The SCLT has taken the opportunity to assist with other aspects of social improvement by joining other statutory and voluntary agencies to make referrals which have significantly improved people's lives. This includes board membership of the South West Forum on Ageing and a number of other influential, social improvement organisations.

Stop Search

We know that the way that the police use their powers to stop and search people can sometimes create tensions within our communities. We aim to ensure that every person knows what their rights are when they are stopped by a police officer and what they can do if they feel they have been treated unfairly.

In October 2014 the Constabulary held a Stop and Search Summit where it made several pledges to our communities which detailed how it will improve the way we use the power. The Constabulary pledged to improve recording, be more transparent with figures and to explore using bodycams to record stop and searches. Avon and Somerset Constabulary pledge to:

- Take action To reduce the number and increase the quality of every stop and search. Future stop and searches will only be carried out legally where there are reasonable grounds to do so
- Involve the community in stop and search training
- Use community feedback from stop and search forums and Independent Advisory Groups to learn lessons and educate officers
- Review and refresh the best way to inform individuals of their rights when it comes to stop and search i.e. stop and search literature such as cards and a Know Your Rights application
- Explore the possibility of recording every stop and search on video, with a view to pilot in East Bristol
- Ensure every stop and search is carried out in compliance with the College of Policing's Code of Ethics
- Engage with our communities around section 23 drug searches
- Work with our communities to ensure our workforce reflects the communities that
 we represent. We will hold a recruitment round table with young people, schools,
 IAGs, the PCC and Acting Chief Constable John Long
- Look at road traffic stops and strip searches to see if there is any disproportionality
- Invite attendees back in six months to review our progress
- Coordinate actions into a strategy to ensure we keep improving stop and search as a priority

We monitor Stop and Search disproportionality through our Diversity Scorecard, which can be found at Appendix A.

Objective 1.6: Produce and publicise a video explaining the reasons behind stop/search disproportionality, targeted at young men, and hosted on the Constabulary website

Earlier this year Avon and Somerset Police was approached by a Bristol filmmaker who said he wanted to produce a film on stop and search. Michael Jenkins said he had been stop and searched many times in the past and that he wanted to create a film, working with the police, to reflect the stop and search experiences within our communities. Michael spent many months working with the police and has produced a training film for police officers.

Our Avon and Somerset lead officer for stop and search, Superintendent Mike Prior, said: "The film is about challenging people's perception of stop and search and the reality of it; both are equally as important.

"It's vital that we listen and hear the concerns that people have and that is what the film is all about. It's meant to challenge people's views and bring greater understanding to all of the complex issues that stop and search evokes."

Michael Jenkins, of 8th Sense Media, said: "The process of making the film was insightful; I met a lot of black men that had the same experiences as me, and sometimes even worse. I also got stopped during the making of the film which further highlights the problem. The fact that being black means I am more likely to have an encounter with the police - positive or negative - is what is at the core of this issue.

"This film has helped to change my perception of the police allowing me to view them as people working with a given structure with all the pitfalls that come with that. It also showed me that individuals like Mike Prior, Chief Inspector Norman Pascal, the Police and Crime Commissioner, and the Chief Officer Group are all working to make the police service more transparent and officers more accountable. This can only be a positive thing and a step in the right direction."

You can watch the stop and search film here:

http://www.youtube.com/watch?feature=player_embedded&v=TiDMaZusyhs

Operational Delivery - Supporting vulnerable victims, witnesses, suspects and detainees

This section includes information about how we deliver services that are easy to access and respond to and meet the needs of all communities. This section is about:

Supporting vulnerable victims, witnesses, suspects and detainees

Emergencies and calls for assistance

Service Centre

All our emergency calls (999) and non-emergency calls for assistance are received and logged by our central Service Centre which is based at police headquarters. Operators are trained to help callers in ways that are appropriate to their needs and can make use of 'Language Line' to translate where necessary.

Emergency and non-emergency calls (101) can also be sent via text message. This is designed to help people with impaired hearing or speech. Information about how to register for the service is provided on our website. There is also the facility to send calls by completing a form on the website but this is recommended for non-emergency calls only.

Operators receive special training on identifying vulnerable victims and making sure that the right specialist officers and agencies are involved as quickly as possible. This includes all forms of hate crime and abuse.

In all cases, people are asked to provide information about themselves (e.g. their ethnicity and age) which will enable us to ensure that we do and can show we provide a service that is fair to all communities.

Objective 2.1: Enhance support to victims of crime in a risk proportionate manner, on their terms and with an increased understanding of vulnerability and need through the redesigned victim care process

From 3 November, Lighthouse Victim and Witness Care has provided an enhanced service to vulnerable, intimidated or persistently targeted victims of ASB.

Natalie Steadman, Head of Victim Care comments, "Lighthouse Victim and Witness Care launched on 1 October to provide seamless care to victims of crime. I'm pleased to extend this care to victims of ASB who, where needed, will receive enhanced support to

meet their needs going forwards. Officers and staff should continue to use their professional judgement, and when a victim shows signs of being vulnerable, intimidated or persistently targeted – whether this is at first point of contact – or later in the investigation – they should be referred to Lighthouse."



Objective 2.2: Coordinate a programme of work to improve the Constabulary's response to victims, witnesses, suspects and detainees with mental health and other conditions that increase their vulnerability

Supporting people in mental health crisis was the focus of a conference organised by PCC Sue Mountstevens in May 2014. Representatives from the NHS, police and charities were all invited to take part in the conference in Bristol. The event included guest speakers from Bristol's Clinical Commissioning Group, Lord Victor Adebowale, Chief Executive of Turning Point and Deputy Chief Constable.

The aim of the conference was to encourage all emergency services including the NHS to start work on a local action plan to develop care and support for people with mental health problems.

A new programme of work, to be governed by our new Mental Health and Vulnerability Strategic Board is under development.

Objective 2.3: Develop new questions sets to be used by Communications staff, which prompts improvement in the recording and management of hate crimes

Work to improve core scripts is underway and forms part of the work of the Constabulary to implement a new operating model. Planned implementation of the new script is due in early 2015.

Objective 2.4: Introduce the 'Safe Places' scheme for people with learning disabilities to seek help from police and partners

The 'Safe Places' scheme was launched in February 2014. There are currently 325 Safe Place locations. The Safe Place scheme will be continuously reviewed to ensure it meets the needs of service users and identify opportunities to expand the scheme to cover more service users and locations.

The scheme helps people get out and about in their community with the reassurance that there is help available should they need to deal with a difficult situation. This could be anything from getting lost, losing a mobile phone or feeling harassed or bullied.

Shops, cafes and other public places/spaces can register with the scheme, which is run by the local council, police and other 3rd sector partners. They then display the Safe Place logo in their window, so they can be easily identified.

The users of the scheme carry a card which gives details of their nominated contact person and a little detail about themselves. They can give the card to the person helping them in the Safe Place. This allows the person to help them more effectively.

The user will get simple advice, reassurance or if necessary the Safe Place may contact someone else to help, for example the person named on the card, the police or the ambulance service.

Details of all Safe Place locations and how to join the scheme are available on various websites including local authorities and our own police website. The locations are also be shown on a map which means it will possible to plan a route, journey or day out based on where Safe Places are available.

More information about the scheme is available on our website: www.avonandsomerset.police.uk/safeplaces

CASE STUDY: Safe Place

A 'Safe Place' is a public space such as a shop or area of shops where members of the public can go who need support. For example someone with learning difficulties may have lost confidence to travel or may be a victim of assault, theft or robbery, hate crime, harassment or anti-social behaviour. Staff members have been given an information pack and are asked to use their customer skills to help the person in the situation.



Objective 2.5: Introduce new tools and training for Communications staff to better identify and prioritise attendance for vulnerable people who are victims of crime of ASB or in need of help

A training input for all Call Handlers and Dispatchers is currently being redesigned. This training will concentrate on the new Victims Code of Practice and a renewed focus on early identification of vulnerable people. There is also ongoing work which is looking at how and more importantly when we risk assess victims of crime and ASB. Finally we have also ensured all relevant staff understand, and promulgate awareness of, the new tools and powers for ASB which went live in the Autumn of 2014.

Confidential reporting

There are some situations where victims, or people who know them, prefer to be able to report crimes and incidents anonymously or directly to people who will understand their problems. There is the facility to report crimes anonymously via our website.

Victims, witnesses, suspects and detainees

Investigation

We provide a number of services to enable victims and witnesses with particular needs or vulnerabilities to feel safe and ensure offenders are brought to justice.

Each Local Policing Area has a group of officers who specialise in dealing with cases of hate crime, sexual assault, domestic abuse and child abuse.

For example, they are highly trained in dealing with cases of rape and sexual assault, and can arrange for victims to visit a Sexual Assault Referral Centre (SARC). The SARC in Avon and Somerset is called The Bridge and is located in Bristol. The doctors and nurses at The Bridge can conduct a forensic medical examination, treat any injuries and gather any evidence that may help the police with their investigation, e.g. items of clothing. The Bridge also provides counselling and support both during and after a visit to the centre.

We have access to a number of other specialist support and advocacy services - for example for male rape victims, gay victims and victims of different faiths and ethnicities.

The Bobby Van Scheme or Safer Homes Scheme was set up to provide extra security for those people within the community who are vulnerable or who have been victims of a burglary, domestic violence or hate crime. It is operated by qualified carpenters who can check and improve the safety of houses (for example fitting door chains, alarms and better locks). They can also supply personal attack alarms and give specialist advice to victims of domestic violence.

Domestic Abuse

Avon and Somerset Constabulary has specialist officers who are trained in the dynamics of domestic abuse. In addition to these specialists, all our front-line officers are trained in domestic abuse issues. We maintain a victim-focused approach, ensuring that we treat victims of domestic abuse with sensitivity, care and concern.

Where criminal offences have occurred we will normally arrest the perpetrator and investigate each incident fully. We will ensure that both victims and witnesses feel confident enough to report offences and give evidence in court.

We will prosecute offenders where appropriate and we will also seek other means at our disposal which are effective in preventing further violence.

Objective 2.6: Ensure the detection rate where BME females are victims of domestic violence is comparable to the detection rate of all female domestic violence victims

The current Detection rate for all Female Domestic Abuse victims is 38.2% (-4.9% on last year) compared to the BME female Detection rate of 34.1% (+2.2% on last year).

CASE STUDY: Community liaison with South Asian women

We have a dedicated Community Liaison Officer who works specifically with BME (and particularly South Asian) women across the Force area. This work focuses mainly on these women's experiences of domestic abuse or honour based abuse – and she provides an accessible and culturally sensitive service, and speaks a range of South Asian languages. This officer also escalates any trends and concerns to relevant departments within the organisation, and plays a key role in developing strategies around domestic abuse and honour based abuse.

Information on our rates of Domestic Violence detection for BME victims can be found at Appendix A in the Diversity Scorecard.

The Constabulary also recognises its duties towards its own staff and as such has made a pledge under the Public Health Responsibility Deal to support and protect our own staff from domestic violence. A supportive work environment can give officers and staff the opportunity to seek the help they need and maintain employment.

We have done this by boosting the content of our Domestic Violence and Abuse policy by: incorporating the Equality and Human Rights Commission guidance into it, making

available to line managers guidance specific to them and publicising it widely, making available to staff/officers guidance specific to them and publicising it widely and reporting every year on what we have done.

Hate Crime

Avon and Somerset Constabulary understands that hate crimes and incidents can have a serious impact on victims and their quality of life. It has a negative impact on the communities in which we live. We are committed to stamping out all incidents and crimes motivated by prejudice and hate.

The Protecting Vulnerable People's Hate Crime e-learning package has now been released Constabulary-wide and the uptake has been positive. Over half our members of staff have undertaken the voluntary Hate Crime e-learning module. This focuses on highlighting the different types of hate abuse and clarifies the difference between Hate Crimes and Incidents. The module also emphasises disability Hate Crime which is currently the lowest form of hate abuse reported within the Constabulary.

Information on our compliance with the National Crime Recording Standards, and our detection rates for Hate Crimes, can be found on the Diversity Scorecard at Appendix A.

Objective 2.7: Improve flagged hate crime group (race/faith, disability and homophobic) detection rates against the 2013 baseline

This objective forms part of the Hate Crime workstream which is overseen by the Public Protection Policy and Support Unit. The work is sub divided into processes, training, intelligence, performance, partnership, learning and publicity and represents a comprehensive commitment to address all aspects of hate crime.

The figures for the four monitored groups show that overall, there is an increase in reporting of 26.9%, the number of detections are down by 6 (1.5% decrease) but a detection rate decrease of 10.8%.

CASE STUDY: Hate Crime Officers

We have dedicated Hate Crime Officers across the Force area. The role of these officers varies according to local need, with some maintaining a more investigative role, where others have a larger community engagement focus.

CASE STUDY - Lee Paterson, Beat Manager, Southmead

Planet Southmead was set up in response to Race Hate Crime in the Southmead area. Southmead has an estate with high deprivation, unemployment, domestic abuse and substance and alcohol abuse. Some ethnic minorities live in and around the area and have been the victim of Race Hate Crime. Planet Southmead was set up as the victims are isolated as there are few ethnic minorities in the area (as compared with areas where there are significant ethnic minorities).

Lee says: "I set up Planet Southmead with SARI (Support Against Racism and Inequality). We hire a room in a local community centre once a month and invite all victims of Race Hate Crime in Southmead to talk to us about any issues they have. We go in plain clothes so people feel more able to talk to us. People that attend can be quite emotional and unhappy with the service our colleagues have provided. In this situation it is vital not to be defensive but to listen to what is being said and act upon it if necessary.

So what happens is people arrive and sit around the room to discuss the concerns or issues they have. It is a bit like a counselling session. People can choose to have a 1:1 with either us or SARI or speak in a group.

We have been able to deal with several issues as a result of this set-up and people have given us information/intelligence that they would not ordinarily have done. As a result reports of Race Hate Crime have increased in the area.

People also feel that they are supported and get a better service from us.

It is called Planet Southmead as it is for people across the planet but the name does not imply it is a race hate support group."

Young people

The Constabulary has been working with Lesbian, Gay, Bisexual and Transgender (LGBT) young people. Evidence has shown that for some young people a mentor can be a lifeline to achieving potential. This can be measured in terms of academic attainment and social and emotional well-being.

The aim of the mentor is to provide a one-to-one supportive relationship with a young person within whom the young person is able to set the agenda relevant to their current needs, talk about, and possibly resolve concerns related to their education, and personal development. The aim is to be a positive role model, an advisor, an

experienced friend that takes a special interest in that individual who is outside the person's immediate circle, as well as to empower the young person to achieve their potential and be inspired to take action on their own behalf.

The offer is available to pupils within further education at the 16+ age range up to first year of University. This is often a difficult time for LGBT people as they struggle to come to terms with their sexual/gender identity and they would benefit greatly from having some guidance and support. The mentoring arrangement would be set up with a school/college/university and will be hourly meetings once a month between the mentor and the mentee during term time held at the educationally facility.

CASE STUDY: LGBT (Lesbian, Gay, Bisexual and Transgender) Liaison Officers LGBT Liaison Officers provide a liaison service which enables Avon and Somerset Constabulary to engage with the local LGBT community, encourage individuals to report homophobic and transphobic hate crime and provide an effective and specialist link to improve the LGBT community's trust and confidence in the police service.

There are 19 LGBT Liaison Officers covering the Force area. These officers have received specific training in LGBT awareness and have close links with their local LGBT community. The role of the LGBT Liaison Officer is performed by both police officers and police staff members in a voluntary part time capacity. One LGBT Liaison Officer has in 2014 been awarded the PCC's 'Pride Award' for services towards reducing hate crime in the force area.

A new social media account on Twitter has been set up to support this work and is proving very successful. We have over 1000 followers, and using the Twitter account is a great way of communicating with our community. The LGBT community has large presence in the virtual world and using social media to connect with them is unparalleled in its level of access. We are able to share information, inform them of events we will be attending and also promote our presence as a liaison team.

EHRC Inquiry into Disability Related Harassment

In 2010, the EHRC started their Inquiry into Disability Related Harassment, which investigated the causes of disability related harassment and the actions of public authorities to prevent and eliminate it. "Hidden in Plain Sight" was published by the EHRC with a series of recommendations for all constabularies. Since the publication the Constabulary has performed a gap analysis against the recommendations made and submitted this to the Association of Chief Police Officers and the National Policing Improvement Agency to contribute to the national police response.

Objective 2.8: Improve our investigative and safeguarding response to vulnerable people including the identification of disability related hate crime

The College of Policing has published the long-awaited revision of the ACPO 2005 Hate Crime Manual in the form of Authorised Professional Practice. A draft revised Policy Statement and draft revised Procedural Guidance for Hate Crime have been prepared, to bring them in line with the APP, and are currently the subject of internal consultation. The intention is for the new Policy and Procedural Guidance to come into effect to coincide with Phase 1 of our Operating Model changes. This is currently the responsibility of Superintendent Chris Weigold as the newly appointed Force Lead.

On the 11th November SARI in conjunction with A&S held a "Policing for Disabled People" conference at the Tacchi-Morris Arts centre in Taunton The purpose of the conference was to improve the awareness and confidence of police officers to recognise disability hate crime and advise on how they can be more effective when investigating it, as well as providing them with a general understanding and appreciation of issues impacting the lives of disabled people.

The agenda items were:

- Autism and the Criminal Justice System by Matt Trerise from BASS (the Bristol Autism Service) & Diana Elliott, Branch Officer of the NAS (National Autistic Society) Avon Branch
- Dementia Awareness and the Police by The Alzheimer's Society & Dr Jennifer Bute who described her day to day life coping with dementia and how she sees her Dementia as an unexpected gift
- Policing and Physical impairments, Eamon McClelland, The Accessible Business
- Mental Health and Wellbeing, Manda Williamson, Bristol MIND
- Policing and people with sensory impairments, Kath Aldom MBE (Paul's Place)
- Overview of DIAG's role and work they can do to support police with their investigations

Early feedback indicates those who did attend found the day to be incredibly interesting and informative. Once the evaluation process is complete, consideration will be given to re-running the event.

Suspects and offenders

The Constabulary must obtain legally-accredited translators for people who do not speak English to enable statements to be taken for evidential purposes. This protects the rights of the victims and suspects. (These translation services may also be used in court.)

Custody

When a suspect is taken into custody a risk assessment is performed and their needs are assessed. For example, caring responsibilities may be identified so that relevant agencies can be informed.

Provision is made for special diets, needs associated with the observance of faith and personal hygiene requirements. A DVD is available in each custody suite to explain rights and procedures to users of British Sign Language.

Forced Marriage

Objective 2.9: Improve our investigative and safeguarding response to Honour Based Violence and Forced Marriage

A training day took place on 9th December with the following learning objectives:

- To raise awareness of Honour Based Abuse & Forced Marriage
- To look at the legal options available
- To consider the vulnerability of victims of FM and the isolation they can suffer by family and community pressures.

Speakers include: Sarbjit Athwall author of Shamed: The Honour Killing That Shocked Britain, Iona Phillips Solicitor with Lyons Davidson Solicitors Bristol on Forced Marriage Protection Orders, and Nextlink on their work supporting victims. Karma Nirvana will deliver their roadshow during the afternoon, which will include a contribution from a survivor, information on the new legislation and a Q&A session.

Female Genital Mutilation (FGM)

Objective 2.10: Increase reporting and awareness of FGM

The last 18 months have seen the levels of FGM reporting rise from 4 incidents in 2012 to 16 in 2013 and 15 incidents as at Nov 2014.

These increased figures reflect the progress that has been made in raising awareness throughout affected groups but also more widely across non-affected communities. The greater levels of awareness are due in no small part to the efforts of leading FGM charities including one based in Bristol. It is the case though that the Avon and Somerset Constabulary work very closely with these charities and have recently received an award for the outstanding support provided to them. This support is also vigorous at Police and Crime Commissioner and Chief Officer Group level. There is also greater awareness and

developing expertise across the safeguarding agencies although this remains a 'continuing pursuit'.

The Force FGM leads remain extensively involved in a range of media projects relevant to FGM. These have included a high profile music video, numerous radio and TV interviews including the national BBC and Sky news along with a number of academic and research projects.

The statutory agency approach to FGM locally, 'The Bristol [FGM] Model' has been assessed by the Home Office as national best practice and particularly with regards to the levels of engagement with the community, following a number of visits during 2014. This has resulted in numerous requests for advice and support from other forces and key agencies nationwide.

In October 2014, the Bristol FGM delivery group (the force FGM leads are key members), organised a national conference for other safeguarding agencies with the intention of giving information and advice to agencies wishing to establish FGM models similar to that used in Bristol.

The issue of effective information sharing between agencies remains an area for development. Obstetrics and Midwifery are well placed to flag pregnant women who have been subject to FGM and who deliver baby girls. This information is shared with Social Care but is not logged onto any systems and is not shared with Police. This has been the subject of continuing discussions and the PCC is assisting in taking this issue forward. The same is true albeit to a lesser extent of concerns and information provided by schools. The revision of the multi-agency guidelines has been completed but needs to be finalised. The priority now is for there to be a corresponding change in practice and greater collaboration and consistency.

Organisational Processes - Improving management data on equality issues

This section includes information on how we are building equality into the organisation's processes and how the Constabulary manages its performance. This includes information about:

Performance and Accountability

Performance and Accountability

The Constabulary's Chief Officers (i.e. senior leaders) are ultimately accountable for equality and diversity within the organisation. The Deputy Chief Constable takes primary accountability for these issues, and chairs a Diversity Strategic Co-ordination Group, which sets and monitors the performance of our equality objectives, and which co-ordinates related equality activity between each Chief Officer's portfolio of work.

A diversity scorecard is produced every month, which monitors a range of key diversity performance indicators, both in service delivery and within our workforce. The Diversity Scorecard is actively monitored within the Constabulary's performance framework and by the Police and Crime Commissioner in the Equalities Review Meeting. Further research or action is sometimes generated through these mechanisms, for example recent work exploring topics such as BME Customer Satisfaction and Stop Search.

Objective 3.1 Commission a report from Marion Fitzgerald on disproportionality in stop/search within the Constabulary which addresses crime types and population

The research was commissioned and is due to be finalised early 2015. The recommendations outlined in the report will be reflected in the Constabulary's Stop Search approach.

Objective 3.2 Improve the quality and comprehensiveness of Equality Monitoring Data recorded in a single application (SAP)

Expanded reports have been produced for 2104, but further quality assurance work will take place in 2014-15. Additional information to be monitored now includes grievances, discipline and capability – all by protected characteristics.

Organisational Processes - Integrating equality across all of our business/functions

This section includes information on how we are building equality into the organisation's processes and how the Constabulary manages its business. This includes information about:

- Equality Analysis Toolkit
- Procurement
- Our Premises and Facilities
- Complaints

Equality Impact Assessment

Equality Impact Assessment ("EIA") is built into both our policy review process and our business planning process. EIAs with very high relevance to equality that have been completed within the last three years include:

- Amendments to our Stop Search policy
- Adopting a new National Police Promotions Framework
- Investigating the feasibility of online pre-test recruitment
- Reviewing provision of interpretation and translation services
- New Enquiry Office projects

Objective 4.1: Create and promote an Equality Analysis Toolkit for managers and leaders

Despite considerable improvements in the last two years, it is acknowledged that Equality Impact Assessments are neither carried out as comprehensively as required, nor is the quality robust enough. Steps have recently been taken to address this, and a revised and simplified 'Equality Analysis Toolkit' has been created and promoted.

Further promotion will take place within coaching interventions for Equality Analysis leads over the coming year.

Further information on specific Equality Impact Assessments can be requested at any time.

For planned operations and major incidents, we produce Community Impact Assessments and involve community members wherever possible.

Case Study: Equality Impact Assessments on our Change Programme

One of the potential savings identified in our programme of change was to eliminate or reduce our helicopter capacity. An equality impact assessment identified that this would present a disproportionate impact on community members with mental illhealth, because one of the key tasks of the helicopter function is to identify missing persons, particularly in the dark (with infra-red). The outcome was that it was decided that any such impact should be minimised by reducing (rather than eliminating) the helicopter capacity, in addition to deploying more ground-based search staff where this need arises.

The Equality Impact Assessments for our change proposals indicate that there is an adverse and disproportionate impact on female and disabled staff. As police officers cannot be made redundant, and women are over-represented as police staff, reductions in staffing are having a disproportionate impact on females within the organisation.

Many disabled police officers are also adversely affected by the deletion of police officer posts that could be performed by police staff, requiring changes to their roles and places of work. The closure of various police buildings also has a disproportionate effect on disabled staff, and staff with caring responsibilities, as they may have to move their place of work.

Where disproportionality has been identified as part of an Equality Impact Assessment, it must be justified, mitigated or eliminated.

Some positive impacts have also been identified as part of the equality impact assessment process for the Change Programme. For example, some reviews are large 'Workforce Modernisation' projects, which is where business processes are improved and typically where posts that have historically been performed by police officers are converted to police staff posts. As the police staff establishment is, broadly speaking, more diverse than the police officer establishment – this could make the entire staff establishment more representative.

In addition, process improvements should improve the quality of our service to the public. For example, a review of the Public Protection Unit was designed to provide an improvement to the service for victims of domestic abuse and honour based abuse.

Procurement

Equality issues are taken into account when we buy goods or services from external organisations, both in the processes that we use, and the organisations that we work with.

Objective 4.2: Demonstrate that our Strategic Procurement Service has built equality into its procurement evaluation model

The Procurement Strategy explicitly states that planned activity includes identification and encouragement of under-represented groups in the supply base.

Our Premises and Facilities

We have always sought to improve the accessibility of our premises whenever possible, for example whenever refurbishments or repairs are undertaken.

The constabulary now operates a partnership with and within a company called Southwest One, and one of the benefits of this is that our facilities and premises will be improved much more quickly than was possible before.

This is being done as part of the 'Accommodation Strategy' which aims to "move towards occupying a modern, cost effective property portfolio that is better able to respond to customer needs and future changes". Custody facilities are being improved as part of this project.

Complaints

We aim to learn lessons from complaints that are made about issues related to equality or discrimination, or from particular sections of the community. We involve partners and advocates as appropriate.

The table below shows data on the number of complaints received for discriminatory behaviour. The categories are based on the same categories used by the Independent Police Complaints Commission.

Number of allegations of discriminatory behaviour recorded in the last two financial years											
	201	2/13	201	3/14	2012/13+2013/14						
Allegation Type	Allegations	Percentage	Allegations	Percentage	Allegations	Percentage					
Race	25	78.1%	42	89.4%	67	84.8%					
Disability	3	9.4%	0	0.0%	3	3.8%					
Other	2	6.3%	1	2.1%	3	3.8%					

Continued...

Number of allegations of discriminatory behaviour recorded in the last two financial years											
	201	2/13	201	3/14	2012/13+2013/14						
Allegation Type	Allegations	Percentage	Allegations	Percentage	Allegations	Percentage					
Homophobic	1	3.1%	1	2.1%	2	2.5%					
Mental Health	1	3.1%	0	0.0%	1	1.3%					
Gender	0	0.0%	3	6.4%	3	3.8%					
Total	32	100.0%	47	100.0%	79	100.0%					

The total number of complaints recorded in 2012/2013 was 897 generating 1569 allegations, and in 2013/2014 1187 complaints generating 2074 allegations. This means the proportion of allegations relating to discriminatory behaviour in these years was 2.0% and 2.3% respectively.

The following table shows data of the number of complainants broken down by Gender, Age, Apparent Ethnicity and Self-Classified Ethnicity. Other protected characteristics of complainants are not collected.

Analysis of complainants in the last three financial years									
		2012/13	}		2013/14				
	No	% of all	% of known	No	% of all	% of known			
Gender									
Male	596	62.5%	62.9%	808	65.6%	65.6%			
Female	351	36.8%	37.1%	424	34.4%	34.4%			
Unknown	7	0.7%		4	0.3%				
Age									
0-19	40	4.2%	5.6%	59	4.8%	6.4%			
20-29	138	14.5%	19.3%	186	15.1%	20.2%			
30-39	155	16.2%	21.7%	211	17.1%	23.0%			
40-49	183	19.2%	25.6%	245	19.9%	26.7%			
50-59	106	11.1%	14.8%	140	11.4%	15.2%			
60+	92	9.6%	12.9%	78	6.3%	8.5%			
unknown	240	25.2%		318	25.8%				
Apparent Ethnicity									
White	576	60.4%	84.0%	566	45.9%	88.2%			
black	59	6.2%	8.6%	47	3.8%	7.3%			
Asian	34	3.6%	5.0%	17	1.4%	2.6%			
Other	17	1.8%	2.5%	12	1.0%	1.9%			
Unknown	268	28.1%		591	48.0%				

Continued		2012/13			2013/14	
	No	% of all	% of known	No	% of all	% of known
Self Classified Ethnicity						
White British	570	59.7%	82.0%	588	47.7%	79.9%
White Irish	2	0.2%	0.3%	7	0.6%	1.0%
Other White	14	1.5%	2.0%	37	3.0%	5.0%
White and Black Caribbean	9	0.9%	1.3%	13	1.1%	1.8%
White and Black African	0	0.0%	0.0%	15	1.1/0	1.0/0
White and Asian	4	0.4%	0.6%	4	0.3%	0.5%
Other Mixed	5	0.5%	0.7%	3	0.2%	0.4%
Asian Indian	6	0.6%	0.9%	6	0.5%	0.8%
Asian Pakistani	19	2.0%	2.7%	9	0.7%	1.2%
Other Asian	5	0.5%	0.7%	5	0.4%	0.7%
Black Caribbean	28	2.9%	4.0%	30	2.4%	4.1%
Black african	21	2.2%	3.0%	15	1.2%	2.0%
Other Black	8	0.8%	1.2%	11	0.9%	1.5%
Chinese	0	0.0%	0.0%	0	0.0%	0.0%
Other Ethnic	4	0.4%	0.6%	8	0.6%	1.1%
Unknown	259	27.1%		496	40.3%	
Total	954	100.0%		1232	100.0%	

Our Professional Standards Department has long-standing relationships with local community groups, such as Stand Against Racism and Inequality (SARI). Professional Standards have improved reporting rates of complaints amongst under-represented groups. This builds on work undertaken by the Constabulary and the Office of Police and Crime Commissioner at community events such as Pride Bristol and St Paul's Carnival which included providing information about how to raise complaints.

People and Culture – Developing a workforce which represents our diverse communities

This section includes information about how we are building an inclusive working environment. This includes information about:

- Staff profile
- Recruitment
- Retention, development and progression

Staff Profile

We have made some improvements to our systems for the collection of accurate equality information relating to staff, but more improvements are in progress. These are critical to our ability to shape our improvement plans in this area. Considerable work has been undertaken to adapt one of our systems to collect information on the full range of 'protected characteristics', and we now have centrally collected workforce equality information relating to gender, age, ethnicity, religion, disability and sexual orientation. We have therefore recently been able to publish a wider range of reports than ever before.

Further work is also being undertaken to allow for more detailed information about the 'employment journey' to be collected and disaggregated by the full range of protected characteristics. We have been able to collect and publish more comprehensive information on recruitment, promotions, grievance, disciplinary, capability and leavers than in previous years. However, this work is ongoing, and future reports should be easier to collate and analyse, which in turn makes their use in our improvement plans easier and more transparent.

Recruitment, Retention and Progression

Objective 5.1: Coordinate a programme of work to promote recruitment, retention and progression of groups underrepresented in the workforce

In 2014, the Constabulary:

- commissioned a substantial report by the Chair of our Strategic Independent Advisory Group into our recruitment practices;
- made some changes to the online assessment tools in our recruitment processes with the help of a panel of community members in order to reduce to a minimum any potential negative impact on underrepresented communities;

- concentrated our recruitment efforts at educational establishments with the highest proportions of BME potential applicants;
- ran a number of open/familiarisation days for potential candidates, with a view to attracting more BME applicants;
- hosted initiatives to promote the progression of female sergeants and inspectors;
- published a new 'Maternity Toolkit' to improve the experience of maternity leave for both managers and staff.

The report by our IAG Chair has now been used to influence our newly revised Recruitment, Retention and Development Action Plan for 2015 and beyond (see Appendix B). Activity planned for 2015 includes:

- embedding a new governance structure for equality and diversity, in the form of a new 'Equality Board', to ensure that our work is prioritised and coordinated optimally
- refreshing our 'target audience' datasets to ensure we are aiming our positive action interventions at the right communities in the right way
- launching a programme of positive action workplace experience/internships
- developing our 'open day' format to attract more underrepresented candidates, and staging more of such events, more often
- improving the information we make available on recruitment so that it is clearer and provides more information which might be relevant to underrepresented candidates
- joining the Stonewall programme of Workforce Equality Champions and Index
- reviewing our reasonable adjustments policy and practices
- developing proposals to implement 'unconscious bias' training within the constabulary
- reviewing our flexible working policy and practices.

Objective 5.2: Increase the representation of diverse communities within the Volunteer Police Cadets (VPC) scheme so that the scheme more accurately reflects the composition of the communities from which the units recruit

Our VPC units recruit from a full range of educational establishments and Voluntary, Community and Social Enterprise sectors (we also promote this through our IAGs) to attract a diversity of Cadets. We will monitor the diversity of our VPC. VPC may wish to volunteer or be employed by us. We are currently working with the Constabulary to develop existing vetting processes with the intention of making progression for individuals from Police Cadet to Police Support Volunteer or Constabulary employee easier.

Objective 5.3: Implement a positive action internship programme for BME candidates for employment

This approach has been proposed based on evidence of successful programmes in other forces, such as Hampshire and Merseyside. Options will be explored thoroughly before implementation.

Objective 5.4: Coordinate a programme of work to promote recruitment and retention of 'citizens in policing' from underrepresented groups

Increased data availability and accuracy has helped us to better understand the current demographic of our volunteers and use this knowledge to drive evidence based targeted activity. We are continuing to work with the voluntary community and social enterprise sector partners to promote volunteer vacancies to diverse communities. We also utilise local policing knowledge via Neighbourhood Teams to identify and target potential roles and volunteer recruits.

All staff can request flexible working arrangements and we recognise that the ability to achieve work-life balance is an important factor in helping us retain staff.

Different equality groups within the Constabulary are supported by staff support groups. The groups include the Disabled Police Association, Black Police Association, Gay Police Association, and Christian Police Association. The two most recently established groups within the Constabulary are an Eastern European Network and a Women's Network.

CASE STUDY: Staff Support Groups

The leads of the different Staff Support Groups meet every quarter to discuss their work, raise any issues and explore ways of working together. Many leads also meet directly with our Deputy Chief Constable, so that groups can directly raise concerns to our most senior leaders.

We also have a Constabulary-level champion for some diversity 'strands'. In addition, some of the Local Command Areas and Departments have their own diversity groups to ensure that they are providing appropriate support to their staff, for example the Communications Diversity Group.

Representatives of Unison and the Police Federation and a diversity lead from Human Resources are members of the Uniform and Personal Equipment Committee. This committee helps to ensure that staff (and community) needs are met when making decisions about uniform, dress code and equipment. For example, it has approved

uniform head scarves for female officers visiting mosques and is continuously working to improve the suitability and comfort of the standard female uniform.

We have harassment and bullying policies and a grievance procedure. These are closely monitored for any equalities issues that arise, along with other personnel practices.

People and Culture – Promoting a fair and equitable working environment for all employees

This section includes information about how we build a working environment that encourages all staff to develop and make progress. This includes information about:

Satisfaction

We undertake an annual staff survey part of which asks about perceptions of fairness and equality. In 2010, there was a significant disparity in the satisfaction of disabled and non-disabled staff within the organisation. Focus groups were held with disabled staff in the organisation to discuss their perceptions of key issues such as reasonable adjustments, their views on how the organisation could improve.

Objective 6.1: Continue to reduce the gap in satisfaction between disabled and nondisabled staff, as measured by the staff survey

We have undertaken a number of activities to reduce the gap in satisfaction between disabled and non-disabled staff. These include workshops for managers on reasonable adjustments and the revival of a staff support group for disabled staff/officers. We are also planning further workshops for managers, improved information available for staff and managers, a review of our reasonable adjustments policy and processes, and a survey and/or focus groups of our disabled staff to determine what further can be done.

Information on the results of our Staff Survey for 2013/2014 can be found at Appendices C and D.

Objective 6.2: Promote our new 'Maternity Toolkit' for managers and staff/officers

A relatively new group, the first meeting of the Women's Network took place in April 2012 and Terms of Reference and objectives for the group agreed. A sub-group to address maternity issues was also set up. Already work has been undertaken to provide collective 'keeping in touch' days for women on maternity leave, and work in partnership with colleagues in Human Resources has led to the creation of a 'Maternity Toolkit' for managers and staff.

Appendices

Appendix A: Diversity Scorecard

Appendix B: Recruitment, Retention and Development Plan

Appendix C: Demographic Differences within the Staff Survey

Appendix D: Employee Engagement Distribution by Demography

Appendix E: Annual Employment Diversity Reports 2013/14

- Ethnicity
- Gender
- Age
- Sexual Orientation
- Disability
- Religion

Equality and Diversity Scorecard

Developed to support the Equality Objectives and Action Plan for 2012/13

Citizen Focused Policing

(Interviews for the 12 months of Apr-13 to Mar-14)

Racist Incident Victim Satisfaction					
Measure	Last Year	Actual	Chge (%pt)	Sig?	
Racist Incidents Overall Experience	88.0%	86.8%	-1.2%	No	
Racist Incidents Treatment	96.1%	93.8%	-2.3%	No	

Overall Crime Satisfaction					
Falsaisis	BME	White	Diff (%pt)	Sig?	
Ethnicity	85.1%	90.3%	-5.2%	Yes	
Gender	Male	Female	Diff (%pt)	Sig?	
Gender	88.3%	87.9%	+0.4%	No	
Disability	Disab	Not Disab	Diff (%pt)	Sig?	
Disability	80.3%	89.2%	-8.9%	Yes	
V	16-24	All Other	Diff (%pt)	Sig?	
Younger Victims	86.3%	89.1%	-2.7%	No	
Older Victims	65+	All Other	Diff (%pt)	Sig?	
Cidel Victims	91.0%	89.0%	+2.0%	No	

Overall ASB Satisfaction					
Ethnicity	BME	White	Diff (%pt)	Sig?	
Etrificity	72.7%	82.2%	-9.5%	No	
Gender	Male	Female	Diff (%pt)	Sig?	
Gerider	81.1%	82.2%	-1.1%	No	
Disability	Disab	Not Disab	Diff (%pt)	Sig?	
Disability	80.8%	81.8%	-1.0%	No	
Variance Martines	16-24	All Other	Diff (%pt)	Sig?	
Younger Victims	87.3%	81.3%	+6.0%	Yes	
Older Victims	65+	All Other	Diff (%pt)	Sig?	
Older Victims	82.1%	81.7%	+0.4%	No	

Significance (Sig?) is derived from applying a statistical test that takes into account the representative sample sizes to ensure differences within the results actually reflect true differences. Low sample numbers can influence results disproportionately; the statistical test accounts for this.

Reducing Crime & OBTJ / Protective Services

Year to Date: Apr-13 to Mar-14 (Unless Otherwise Stated)

Stop S	Searches (YTI	O)	
Measure	BME	Diff	
Stop Searches per 1000 population	26.9 13.9		13.0
Disproportionality Ratio (BME/White)	1.90		n/a
% of Searches Resulting in Arrest	9.3%	7.2%	2.1%

Hate Crime Reduction					
Measure	Prev YTD	Current YTD	Change (%)		
Racially Aggravated Offences	861	918	6.6%		
Race/Faith Flagged	967	1100	13.8%		
Homophobic Flagged	109	163	49.5%		
Disability Flagged	72	88	22.2%		
Measure	Last Year	Actual	Change (%pt)		
Hate Crime - NCRS Compliance	95.0%	95.9%	0.9%		

Hate Crime Detection					
Measure Last Year Current YTD Change (%pt)					
Racially Aggravated Offences	45.9%	48.1%	2.2%		
Race/Faith Flagged	44.1%	43.8%	-0.3%		
Homophobic Flagged	43.2%	36.8%	-6.4%		
Disability Flagged	30.9%	24.4%	-6.5%		

Equality Action Plan Measure				
Measure Last Year Current YTD Change (%p				
BME Women DV Detection rate	35.2%	34.2%	-1.0%	

Complaints				
Measure	Last Year (YTD)	Actual	Change	
Discriminatory Behaviour	33	46	13	

BME Workforce Representation					
Measure Mar-12 Mar-13 Change (%pt)					
Police Officers	2.38%	2.69%	0.31%		
Police Staff excludes SWOne	2.16%	2.09%	-0.07%		
PCSOs	4.39%	4.13%	-0.26%		

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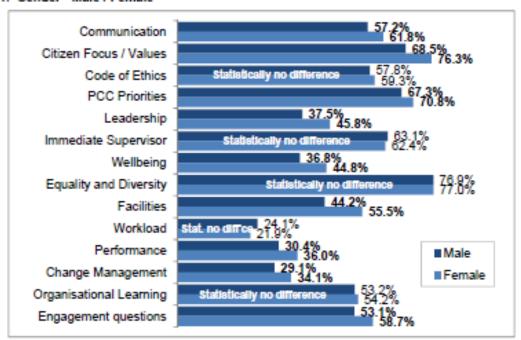
Appendix B: Retention and Development Plan

Rete	enti	ion 8	& D	evelopment (Underrepresentation) Schedule 2014-15		
Je	(Grou	p 			
Action Ref	der	Disability	41			
Acti	Gender	Disa	Race	Description of Activity	Lead	SPOC
	Υ	Υ	Υ	Consider training/education in unconscious bias - investigate options, appetite and resources	CD	CD/NS/EW
	Υ	Υ	Υ	Continue to work with BPA and CoP in raising awareness of mentoring and other development opportunities	CD	CD/NS/EW
	Υ	Υ	Υ	Implement learning from CoP Conference and from CoP Realising Potential Programme	CD	CD/NS/EW
	Υ	Υ	Υ	Implement advice commissioned by CoP on positive action in order to maximise use of the law to ensure retention and progression of a diverse workforce	CD	NS
	Υ	Υ	Υ	Review and publish annual equality data reports	CD	NS
	Υ	Υ	Υ	Analyse trends in staff equality data across all elements of employee 'journey'	CD	NS
		Υ		Continue to work on reducing the gap in satisfaction between disabled and non-disabled staff, as measured by the staff survey	CD	NS
	Υ	Υ		Revise and harmonise "Flexible Working Policy" and guidance	CD	NS
	Υ			Develop appropriate support and development opportunities for female police Sergeants and Inspectors (e.g. succession planning workshops)	CD	NS
				Create a business case for joining the Stonewall Equality Index Programme	CD	NS
	Y	Υ	Υ	Research disproportionality in staff satisfaction (from staff survey) through Staff Support Groups	CD	NS
	Υ	Y	Y	Research disproportionality in sickness absence through Staff Support Groups	CD	NS
	Υ	Υ	Υ	Undertake coaching and workshops in equality analysis	CD	NS
	Υ	Υ	Υ	Investigate appetite for 'reverse' mentoring amongst leaders	CD	NS
		Υ		Review usage of the 'reasonable adjustments' budget	CD	NS
		Υ		Revise "Reasonable Adjustments" Policy	CD	NS
			Υ	Update the "Religion, Belief and Cultural Needs of Staff" Policy	CD	NS
		Υ		Investigate process and appetite for a "reasonable adjustments passport"	CD	NS
	Υ	Υ	Υ	Create a directory of information (on managing equality) on the Force Intranet	CD	NS
	Υ			Publicise the new 'Maternity Toolkit' for managers and staff, including revised policies and procedures	CD	NS

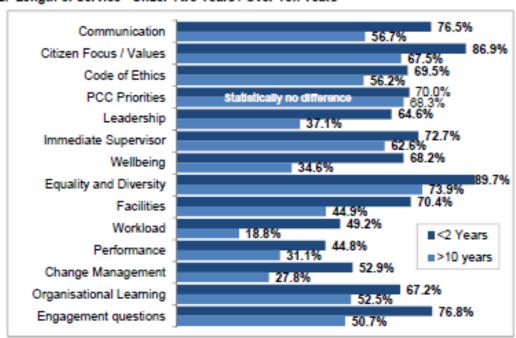
Demographic Differences

Graphical summary of satisfaction indices by demographic group. Where there is statistically significant difference between the groups, their percentage scores are shown bold.

Gender - Male / Female



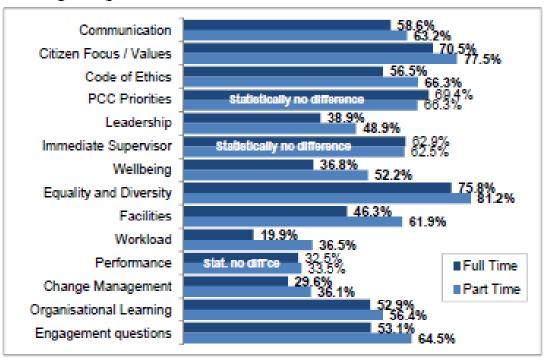
2. Length of Service - Under Two Years / Over Ten Years



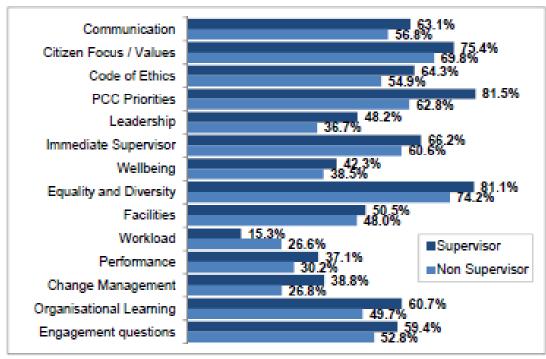
Demographic Differences

Graphical summary of satisfaction indices by demographic group. Where there is statistically significant difference between the groups, their percentage scores are shown bold.

3. Working Arrangements - Full Time / Part Time



4. Supervisory Roles / Non-Supervisory Roles



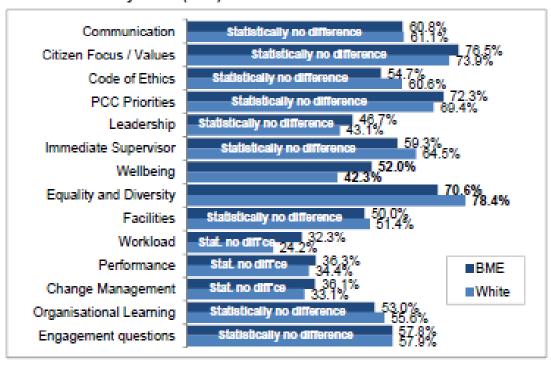
Demographic Differences

Graphical summary of satisfaction indices by demographic group. Where there is statistically significant difference between the groups, their percentage scores are shown bold.

5. Disabled / Non-Disabled



6. Black and Minority Ethnic (BME) / White



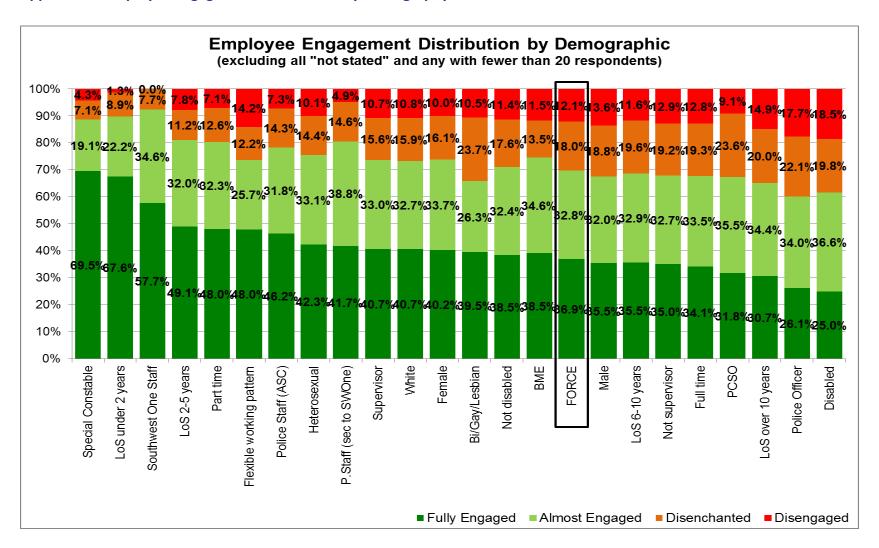
Demographic Differences

Graphical summary of satisfaction indices by demographic group. Where there is statistically significant difference between the groups, their percentage scores are shown bold.

7. Sexual Orientation - Bi-sexual, Gay, Lesbian / Heterosexual



Appendix D: Employee Engagement Distribution by Demography



Appendix E: Annual Employment Diversity Reports 2013/14

- Ethnicity
- Gender
- Age
- Sexual Orientation
- Disability
- Religion



Equality Report 2013/14

Avon and Somerset Constabulary

INTRODUCTION AND BACKGROUND INFORMATION ABOUT THE DATA IN THIS REPORT.

This report covers the time period 1st April 2013 to 31st March 2014. During this period the following activities were undertaken by Avon and Somerset Constabulary:-

- Data collection was completed for employee/officer diversity information via ESS (Employee Self Service). This enabled improved data as the number of "not specified" responses has reduced.
- ➤ Recruitment campaigns for Police Officers, PCSOs and Specials which has led to considerable data in these areas where there was very little last year.
- ➤ The purchase of a new Recruitment Data system shared across other Police Forces nationally (Apollo) which has been used to collate applicant's data.

In the collation of this report the following activities have been undertaken by Southwest One:-

- ➤ The age bands used by Apollo for Police Officer and Specials applicants are different to those used by Avon and Somerset Constabulary in previous years, and, different to those used for Police Staff and PCSOs. This has meant that applicants age data this year has been hard to compare. In order to report on all the data available, applicants data is shown in the appendices as last year's data in 'Age' and this year's data in 'Age (New bandings)'. The commentary within the section on Age reflects this.
- ➤ The accuracy of data has been improved. Data has been separated out to show those who have 'Not specified' and those who have said they 'Prefer not to say' within the appendices and where of note this has been mentioned within the commentary.
- ➤ All data this year is shown as headcount (not FTE full time equivalent). As a result of this change, all of last year's data has been re- run and converted into headcount in order for comparisons to be accurately made. This also gives a more accurate picture of the current situation.
- As a result of system improvements, case management data is now being recorded within SAP and has improved the consistency of approach in collating this.
- ➤ In order to improve the ability to compare data, additional columns have been included within the tables in the appendices. Appendices show data from the current year by headcount and percentage, data from the previous year by headcount and percentage, the current workforce profile (as at 31st March 2014) by headcount and percentage and the percentage change year on year. This end column also shows an arrow to highlight an increase or decrease or a circle to show no change or no data available for comparison.

The sources of data within these reports are numerous, employee data is from SAP, alternative sources include NSPIS, Apollo and internal spreadsheets. In some tables, due to the low numbers in certain categories a relatively large percentage change may only relate to 1 or 2 staff. This is highlighted where it is relevant. In order to ensure that individuals cannot potentially be identified, data has been removed in some tables and is shown as *, representing 5 or less. This symbol is also shown in tables where there is no data under the specific category.

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CURRENT WORKFORCE DISTRIBUTION

Police Officers

The number of Police Officers decreased during 2013/2014 from 2937 as at 31st March 2013 to 2865 as at 31st March 2014 (a decrease of 72). The decrease of 72 Police Officers represented a 2.5% decrease of the Police Officer workforce as at 31st March 2013.

Age – This year's profile was proportionate with the previous year. See appendix Aa.1.1.1.

Disability – There has been a decrease in the number of Officers for whom their disability status was unknown (either 'Prefer not to say' or 'Not specified'), down from 13.8% to 12.5%. This may have impacted on the increase in the number of 'Yes' responses, up from 2.6% to 3.1%, and an increase in the number of 'No' responses, up from 83.6% to 84.4%. See appendix B.1.1.1.

Ethnicity – The number of Officers who had stated 'Not specified' or 'Prefer not to say' as their ethnicity had remained the same at 11.5%. Overall, the profile was proportionate with the previous year. See appendix C.1.1.1.

Gender – This year's profile was proportionate with the previous year. There has been a slight increase, 0.9% of female Officers. See appendix D.1.1.1.

Religion – This year's profile was proportionate with the previous year. See appendix E.1.1.1.

Sexual Orientation – There has been a slight increase in the number of Officers for whom their sexual orientation data was unknown (either 'Prefer not to say' or 'Not specified'), up from 34.1% to 34.7%. This year's profile was proportionate with the previous year. See appendix F.1.1.1.

Police Staff

The number of Police Staff increased during the past year from 1939 as at 31st March 2013 to 2039 as at 31st March 2014 (an increase of 100 staff). The increase of 100 Police Staff members represented a 5.2% increase of the Police Staff workforce as at 31st March 2013.

Age – This year's profile was proportionate with the previous year. See appendix Aa.1.1.2.

Disability – There has been a slight increase in the number of Staff for whom whether they had a disability was unknown (either 'Prefer not to say' or 'Not specified'), up from 9.7% to 9.9%. There has also been a slight increase in the number of Staff who declared a disability, up from 3.5% to 3.9%. See appendix B.1.1.2.

Ethnicity –There has been an increase in the number of Staff for whom their ethnicity status was unknown (either 'Prefer not to say' or 'Not specified'). There was a corresponding decrease in the number of Staff who declared their ethnicity as 'White'. The percentage of Police Staff who declared their ethnicity as 'BME' has remained the same at 2.1%. See appendix C.1.1.2.

Gender – This year's profile was proportionate with the previous year. See appendix D.1.1.2.

Religion – This year's profile was proportionate with the previous year. See appendix E.1.1.2.

Sexual Orientation – There has been an increase in the number of Staff for whom their sexual orientation data was unknown (either 'Prefer not to say' or 'Not specified'), up from 22.5% to 26.1%. There was a corresponding decrease in the number of Staff who declared their sexual orientation as 'Heterosexual', down from 75.4% to 71.5%. See appendix F.1.1.2.

PCSOs

The number of PCSOs reduced from 368 as at 31st March 2013 to 341 as at 31st March 2014 (a decrease of 27). The decrease of 27 PCSOs represented a 7.3% decrease of the PCSO workforce as at 31st March 2013.

Age – This year's profile was proportionate with the previous year. See appendix Aa.1.1.3.

Disability –There has been a decrease in the number of PCSOs for whom their disability status was unknown (either 'Prefer not to say' or 'Not specified'), down from 11.1% to 7.9%, however, as there has been a decrease in PCSOs, and due to the low numbers, this was not statistically significant. This year's profile was proportionate with the previous year. See appendix B.1.1.3.

Ethnicity – This year's profile was proportionate with the previous year. See appendix C.1.1.3.

Gender – This year's profile was proportionate with the previous year. See appendix D.1.1.3.

Religion –There has been a decrease in the number of PCSOs for whom their religion was unknown (either 'Prefer not to say' or 'Not specified'), down from 25% to 21.1%, however, as there has been a decrease in PCSOs, and due to the low numbers, this was not statistically significant. This year's profile was proportionate with the previous year. See appendix E.1.1.3.

Sexual Orientation – This year's profile was proportionate with the previous year. See appendix F.1.1.3.

Specials

There was a decrease in Specials during 2013/2014 from 541 as at 31st March 2013 to 502 as at 31st March 2014 (a decrease of 39). The decrease of 39 Specials represented a 7.2% decrease of the Specials workforce as at 31st March 2013.

Age – This year's profile was proportionate with the previous year. There has been a decrease in the number of Specials who stated their age as '16-24', down from 187 to 153. See appendix Aa.1.1.4.

Disability – The data relating to disability on Specials has significantly improved this year. There has been a significant decrease in the number of Specials for whom their disability was unknown (either 'Prefer not to say' or 'Not specified'), down from 34.6% to 4.8%. There was a corresponding increase in the number of 'No' responses, up from 65.4% to 95.2%. No Specials declared a disability. See appendix B.1.1.4.

Ethnicity – The data relating to ethnicity on Specials has significantly improved this year. There has been a substantial decrease in the number of Specials for whom their ethnicity was unknown (either 'Prefer not to say' or 'Not specified'), down from 37.9% to 9%. There was a corresponding increase in the number of staff who stated their ethnicity as 'BME' which has doubled since last year, up from 1.3% to 2.8% and the number of staff who declared their ethnicity as 'White', up from 60.8% to 88.2%. See appendix C.1.1.4.

Gender – The data relating to gender on Specials has significantly improved this year. There has been a substantial decrease in the number of Specials for whom their gender is unknown (either 'Prefer not to say' or 'Not specified'), down from 34.6% to 0%. There had been a corresponding increase in the number of male Specials, up from 47.0% to 68.1% and the number of female Specials, up from 18.5% to 31.9%. See appendix D.1.1.4.

Religion – There has been an increase in the number of Specials for whom their religion was unknown (either 'Prefer not to say' or 'Not specified'), up from 40.1% to 49.2%. This year's profile was proportionate with the previous year. See appendix E.1.1.4.

Sexual Orientation – This year's profile shows an increase in the number of Specials for whom their sexual orientation was unknown (either 'Prefer not to say' or 'Not specified'), up from 38.6% to 48.8%. There has been a corresponding decrease in the number of 'Bisexual', 'Gay/lesbian' and 'Heterosexual' Specials. See appendix F.1.1.4.

RECRUITMENT – Applicants and Starters

Applicants

Police Officers

During 2013/2014, there was a recruitment campaign for Police Officers. 4112 people applied. No data was available for 2012/2013 as no recruitment of Police Officers took place during the time period covered by last year's report. Therefore, there is no comparison data between the current and previous years.

Age – Due to the recruitment campaign, this year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix Ab.2.1.1.

Disability – This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix B.2.1.1.

Ethnicity – The number of Police Officer applicants who declared their ethnicity as 'BME' was disproportionately high at 6.8%, in comparison to the workforce profile of 2.6% as at 31st March 2014. Also, the number of Police Officer applicants who declared their ethnicity as 'Prefer not to say' was disproportionately low at 1.1%, in comparison to the workforce profile (of 9.7%) as at 31st March 2014. See appendix C.2.1.1.

Gender – This year's profile was proportionate in comparison to the workforce profile as at 31st March 2014. See appendix D.2.1.1.

Religion – There was a disproportionately low number of Police Officer applicants who declared their religion as 'Prefer not to say' or 'Not specified' in comparison to the workforce profile as at 31st March 2014. There were a disproportionately high number of Police Officer applicants who declared their religion as 'None'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix E.2.1.1.

Sexual Orientation – The number of Police Officer applicants who declared their sexual orientation as 'Bisexual' and 'Gay/lesbian' were disproportionately high (at 2.6% and 4% respectively), in comparison to the workforce profile (of 1% and 1.6% respectively) as at 31st March 2014. The number of Police Officer applicants who declared their sexual orientation as 'Prefer not to say' and 'Not specified' were disproportionately low (at 7.4% and 3.3% respectively) in comparison to the workforce profile (of 26.5% and 8.2% respectively) as at 31st March 2014. See appendix F.2.1.1.

Police Staff

During 2013/2014, the Constabulary received 5392 applications for vacant Police Staff positions, compared to 3981 during 2012/2013 (an increase of 1,411).

Age – There were a higher number of applicants declaring their age as 'Under 25' and a lower number of applicants declaring their age as '66+'. This year's profile was proportionate to last year's profile, however, it was disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.2.2.2.

Disability – This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix B.2.1.2.

Ethnicity – The number of Police Staff applicants who declared their ethnicity as 'BME' was disproportionately high in comparison to the workforce profile (of 2.1%) as at 31st March 2014. Also, the number of Police Officer applicants who declared their ethnicity as 'Prefer not to say' was disproportionately low in comparison to the workforce profile (of 6.4%) as at 31st March 2014. See appendix C.2.1.2.

Gender – This year's profile was proportionate with last year's profile and was proportionate in comparison to the workforce profile as at 31st March 2014. See appendix D.2.1.2.

Religion – There was a decrease in the number of applicants for whom their religion data was unknown (either 'Prefer not to say' or 'Not specified'), down from 27% to 13.1% and a corresponding increase in the number of applicants who declared their religion as 'None' or 'Muslim'. This year's profile was proportionate to last year's profile, however, it was disproportionate to the workforce profile as at 31st March 2014. See appendix E.2.1.2.

Sexual Orientation – The number of Police Staff applicants who declared their sexual orientation as 'Bisexual' or 'Gay/lesbian' were disproportionately high (at 0.9% and 2.6% respectively), in comparison to the workforce profile (of 0.6% and 1.7% respectively) as at 31st March 2014. The number of Police Officer applicants who did not specify their sexual orientation were disproportionately high (at 12.4%), in comparison to the workforce profile (of 8.1%) as at 31st March 2014. See appendix F.2.1.2.

PCSOs

During 2013/2014, there was a recruitment campaign for PCSOs. 174 people applied. No data was available for 2012/2013 as no recruitment of PCSOs took place during the time period covered by last year's report. Therefore, there is no comparison data between the current and previous years.

Age – The highest number of applicants were those who declared their age as 'Under 25'. This year's profile was disproportionate in comparison the workforce profile as at 31st March 2014. See appendix Aa.2.1.3.

Disability – This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix B.2.1.3.

Ethnicity – The number of PCSO applicants who declared their ethnicity as 'BME' was disproportionately high at 9.2%. See appendix C.2.1.3.

Gender – The number of PCSO applicants who declared their gender as 'Male' was disproportionately high at 53.4% and the number of PCSO applicants who declared their gender as 'Female' was disproportionately low at 46.6%, in comparison to the workforce profile as at 31st March 2014. See appendix D.2.1.3.

Religion – There were a disproportionately high number of PCSO applicants who declared their religion as 'None' in comparison to the workforce profile as at 31st March 2014. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix E.2.1.3.

Sexual Orientation – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately low number of PCSO applicants who declared their sexual orientation as 'Prefer not to say' or 'Not specified'. There was a disproportionately high number of PCSO applicants who declared their sexual orientation as 'Heterosexual'. This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix F.2.1.3.

Specials

During 2013/2014, there was a recruitment campaign for Specials. 1805 people applied. No data was available for 2012/2013 as no recruitment of Specials took place during the time period covered by last year's report. Therefore, there is no comparison data between the current and previous years.

Age – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately high number of Specials applicants who declared their age as 'Under 25' and a disproportionately low number of Specials applicants who declared their age as '25-40'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix Ab.2.1.4.

Disability – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately low number of Specials applicants who declared their disability as 'Not specified' and a disproportionately high number of Specials applicants who declared they had a disability. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix B.2.1.4.

Ethnicity – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately high number of Specials applicants who declared their ethnicity as 'BME'. Also, the number of Specials applicants who declared their ethnicity as 'Prefer not to say' or 'Not specified' was disproportionately low. See appendix C.2.1.4.

Gender – The number of Specials applicants who declared their gender as 'Male' was disproportionately high at 63.8% and the number of Specials applicants who declared their gender as 'Female' was disproportionately low at 34.6%, in comparison to the workforce profile as at 31st March 2014. See appendix D.2.1.4.

Religion – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately low number of Specials applicants who declared their religion as 'Prefer not to say', 'Not specified' or 'Christian'. There were a disproportionately high number of Specials applicants who declared their religion as 'None'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix E.2.1.4.

Sexual Orientation – In comparison to the workforce profile as at 31st March 2014, there was a disproportionately low number of Specials applicants who declared their sexual orientation as 'Prefer not to say' or 'Not specified'. There were a disproportionately high number of Specials applicants who declared their sexual orientation as 'Bisexual' or 'Gay/lesbian'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix F.2.1.4.

Starters

Police Officers

During 2013/2014, there was a recruitment campaign for Police Officers. 4112 people applied. Of these, 116 were appointed. This represented 4.1% of the Police Officers in post as at 31st March 2014. During 2012/2013, 26 Student Officers were recruited from a preexisting bank of applicants who had passed the initial recruitment stages. Due to this year's recruitment campaign, there was an increase in the amount of data collected in all sections.

Age – There has been an increase in the number of Police Officer starters who declared their age as '25-35', up from 48.4% to 63.8%. This was disproportionate to last year's profile and the workforce profile as at 31st March 2014. See appendix Aa.2.2.1.

Disability – There has been an increase in the number of Police Officer starters for whom their disability was unknown (either 'Prefer not to say' or 'Not specified'), up from 0% to 58.6%. There was a corresponding decrease in the number of 'No' responses, down from 100% to 41.4%. No Police Officer starters declared a disability. This was disproportionate to the workforce profile as at 31st March 2014. See appendix B.2.2.1.

Ethnicity – There has been an increase in the number of Police Officer starters for whom their ethnicity was unknown (either 'Prefer not to say' or 'Not specified'), up from 16.3% to 56.9%. There was a corresponding decrease in the number of 'White' responses, down from 80.6% to 42.2%. See appendix C.2.2.1.

Gender – This year's profile for Police Officer starters, in percentage terms, is proportionate with the previous year. However, it was disproportionate to the workforce profile as at 31st March 2014. See appendix D.2.2.1.

Religion – There has been a decrease in the number of Police Officer starters for whom their religion data was unknown (either 'Prefer not to say' or 'Not specified'). There were increases in the number of Police Officers who declared their religion as either 'Buddhist', 'Christian', 'Muslim', 'Other' and 'None'. This was proportionate with the workforce profile as at 31st March 2014. See appendix E.2.2.1.

Sexual Orientation – There has been a decrease in the number of Police Officer starters for whom their sexual orientation data is unknown (either 'Prefer not to say' or 'Not specified'), down from 100% to 62.1%. There was an increase in the number of Police Officer starters who declared their sexual orientation as 'Heterosexual', up from 0% to 37.9%. This was disproportionate to the workforce profile as at 31st March 2014. See appendix F.2.2.1.

Police Staff

The Constabulary recruited 251 Police Staff during 2013/2014, compared to 253 Police Staff during 2012/2013. The 251 Police Staff recruited represented 12.3% of the Police Staff workforce as at 31st March 2014

Age – There has been an increase in the number of Police Staff starters who declared their age as '25-35' and '46-55' (up from 30% to 33.5% and 19.8% to 24.3% respectively). This

year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.2.2.2.

Disability – There has been an increase in the number of Police Staff starters for whom their disability is unknown (either 'Prefer not to say' or 'Not specified'), up from 8.7% to 49.8%. There has been a corresponding decrease in the number of 'No' responses, down from 91.3% to 50.2%. No Police Staff starters declared a disability. This is disproportionate to the workforce profile as at 31st March 2014. See appendix B.2.2.2.

Ethnicity – There has been a decrease in the number of Police Staff starters for whom their ethnicity is unknown (either 'Prefer not to say' or 'Not specified'). There has been an increase in the number of 'White' responses, up from 28.5% to 54.8%. See appendix C.2.2.2.

Gender – There has been a decrease in the number of Police Staff starters for whom their gender is unknown (either 'Prefer not to say' or 'Not specified'), down from 8.7% to 0%. There has been a corresponding increase in the number of 'Male' and 'Female' responses. This is proportionate with the workforce profile for Police Staff as at 31st March 2014. The number of 'Male' Police Staff starters was disproportionately high in comparison to the workforce profile as at 31st March 2014. See appendix D.2.2.2.

Religion – There has been a decrease in the number of Police Staff starters for whom their religion data is unknown (either 'Prefer not to say' or 'Not specified'), down from 75.5% to 55.4%. This is disproportionate to the workforce profile as at 31st March 2014. See appendix E.2.2.2.

Sexual Orientation – There has been a decrease in the number of Police Staff starters for whom their sexual orientation data is unknown (either 'Prefer not to say' or 'Not specified'). There has been a corresponding increase in the number of Police Staff starters who declared their sexual orientation as 'Heterosexual', up from 18.6% to 40.2%. Overall, the starter profile is disproportionate to the workforce profile as at 31st March 2014. See appendix F.2.2.2.

PCSOs

During 2013/2014, the Constabulary recruited 7 PCSOs, which is a decrease in comparison to the 34 in 2012/2013. The 7 PCSO starters have provided limited equalities data and represented 2% of the PCSO workforce as at 31st March 2014.

Age – There has been an increase in the number of PCSO starters who declared their age as '36-45', up from 2.9% to 28.6%, however, due to the small numbers this is not statistically significant. This year's profile is disproportionate with the previous year and to the workforce profile as at 31st March 2014. See appendix Aa.2.2.3.

Disability – All 7 PCSO starters did not specify whether they had a disability. See appendix B.2.2.3.

Ethnicity – All 7 PCSO starters did not specify their ethnicity. See appendix C.2.2.3.

Gender – There has been a decrease in the number of 'Female' PCSO starters, down from 61.8% to 42.9%, and a corresponding increase in the number of 'Male' PCSO starters up from 38.2% to 57.1%. This is disproportionate to the workforce profile as at 31st March

2014, however, due to the low number of starters, this is not statistically significant. See appendix D.2.2.3.

Religion – All 7 PCSO starters did not specify their religion. See appendix E.2.2.3.

Sexual Orientation – All 7 PCSO starters did not specify their sexual orientation. See appendix F.2.2.3.

Specials

During 2013/2014, the Constabulary recruited 82 Specials, which is an increase in comparison to the 74 in 2012/2013. The completeness of data relating to Specials has improved this year, however, as Specials are not employees, a limited amount of data is collected in order for Specials to claim expenses.

Age – This year's profile was proportionate with the previous year's profile, however, disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.2.2.4.

Disability – There was a significant decrease in the number of Specials starters for whom their disability is unknown (either 'Prefer not to say' or 'Not specified'), down from 100% to 2.4%. There was a corresponding increase in the number of 'No' responses, up from 0% to 97.6%. No Specials starters declared a disability. This is proportionate to the workforce profile as at 31st March 2014. See appendix B.2.2.4.

Ethnicity –There was an increase in the number of Specials who declared their ethnicity as 'White', up from 0% to 92.7%. See appendix C.2.2.4.

Gender – There has been a significant decrease in the number of Specials starters for whom their gender is unknown (either 'Prefer not to say' or 'Not specified'), down from 100% to 0%. There was a corresponding increase in the number of 'Male' Specials starters up from 0% to 62.2% and 'Female' Specials starters up from 0% to 37.8%. This is proportionate with the workforce profile for Specials as at 31st March 2014. See appendix D.2.2.4.

Religion – All 82 Specials starters did not specify their religion. See appendix E.2.2.4.

Sexual Orientation – All 82 Specials starters did not specify their sexual orientation. See appendix F.2.2.4.

TURNOVER - Leavers

Police Officers

During 2013/2014, there were 149 Police Officers who left the Constabulary, compared to 182 in 2012/2013. The 149 Police Officer leavers in 2013/2014 represented 5.2% of the Police Officer workforce as at 31st March 2014.

Age – There has been a decrease in the number of Police Officer leavers who declared their age bands as '46-55', '36-45' and '56-65'. This year's profile is proportionate with the previous year, however, disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.3.1.1.

'Leavers by Reason' data shows 3 of the 5 Police Officers who were dismissed were aged '36-45'. 108 of the total 149 Police Officer leavers were due to Retirement (12 'Retirement: Ill Health' and 96 'Retirement'). See appendix Aa.3.2.1.

Disability – There has been a decrease in the number of Police Officer leavers for whom their disability is unknown (either 'Prefer not to say' or 'Not specified'), down from 17.6% to 12%. There has been a corresponding increase in the number of 'No' leavers, up from 74.7% to 84.6% and a decrease in the number of 'Yes' leavers, down from 7.7% to 3.4%. This was proportionate to the workforce profile as at 31st March 2014. See appendix B.3.1.1.

'Leavers by Reason' data shows 5 Police Officer leavers had declared a disability. For all 5, the reason for leaving was either 'Retirement' or 'Retirement: Ill Health'. These leavers accounted for 25% of all Police Officer ill-health retirements. See appendix B.3.2.1.

Ethnicity –The Police Officer 'Leavers' and 'Leavers by reason' profiles were proportionate with the workforce profile for Police Officers as at 31st March 2014. See appendix C.3.1.1. and C.3.2.1.

Gender – There has been a decrease in the number of Police Officer leavers for whom their gender is unknown (either 'Prefer not to say' or 'Not specified'), down from 9.9% to 0%. There has been an increase in the number of 'Male' leavers, up from 47.8% to 84.6% and a decrease in the number of 'Female' leavers, down from 42.3% to 15.4%. This is disproportionate to the workforce profile as at 31st March 2014. See appendix D.3.1.1.

'Leavers by Reason' data shows 5 Police Officers were dismissed, of which 4 were 'Male' and 1 was 'Female'. The reasons for leaving were either 'Resignation', 'Retirement', 'Retirement: Ill Health', 'Dismissal' or 'Deceased'. See appendix D.3.2.1.

Religion – There has been a decrease in the number of Police Officer leavers for whom their religion data is unknown (either 'Prefer not to say' or 'Not specified'), down from 40.7% to 37.2%. The leavers profile is disproportionate to the workforce profile as at 31st March 2014. See appendix E.3.1.1. and E.3.2.1.

Sexual Orientation – There has been a decrease in the number of Police Officer leavers for whom their sexual orientation data is unknown (either 'Prefer not to say' or 'Not specified'), down from 40.7% to 31.5%. There has been a corresponding increase in the number of Police Officer leavers who declared their sexual orientation as 'Heterosexual', up from 54.9% to 65.8%. This year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix F.3.1.1. and F.3.2.1.

Police Staff

During 2013/2014, 146 Police Staff employees left the Constabulary, compared to 149 Police Staff in 2012/13. The 146 Police Staff leavers in 2013/2014 represented 7.2% of the Police Staff workforce as at 31st March 2014.

Age – There has been a decrease in the number of Police Staff leavers who were aged '56-65' and an increase in the number of Police Staff leavers who were aged '16-24'. This year's profile is disproportionate with the previous year and to the workforce profile as at 31st March 2014. See appendix Aa.3.1.2.

'Leavers by Reason' data shows 9 Police Staff leavers who were dismissed were aged 35 or under (3 aged '16-24' and 3 aged '25-35'). Of the 146 total Police Staff leavers, 100 were resignations, of which 48 of those were aged '25-35'. See appendix Aa.3.2.2.

Disability – This year's profile is proportionate with the previous year. See appendix B.3.1.2.

'Leavers by Reason' data shows 6 Police Staff leavers who had declared they had a disability left. Their reasons for leaving were either 'Resignation', 'Retirement', 'Retirement: Ill Health', or 'End of contract'. Of the 10 Police Staff leavers who had not specified whether they had a disability, 4 were dismissed. See appendix B.3.2.2.

Ethnicity – This year's profile is broadly proportionate with the previous year. See appendix C.3.1.2. and C.3.2.2.

Gender – There has been a decrease in the number of Police Staff leavers for whom their gender was unknown (either 'Prefer not to say' or 'Not specified'), down from 14.1% to 0%. Due to the improved data there has been an increase in the number of 'Female' leavers, up from 39.6% to 51.3% and an increase in the number of 'Male' leavers, up from 46.3% to 48.6%. This year there were more 'Female' Police Staff leavers than 'Male' leavers. This is proportionate to the workforce profile as at 31st March 2014. See appendix D.3.1.2.

'Leavers by Reason' data shows a higher number of 'Male' Police Staff leavers for 'Retirement' and 'Redundancy' than 'Female' Police Staff leavers. This was not proportionate with the Police Staff leaver profile. There was a higher number of 'Female' Police Staff leavers for 'End of contract', which was disproportionate with the Police Staff leavers profile. See appendix D.3.2.2.

Religion – There has been a decrease in the number of Police Staff leavers for whom their religion data is unknown (either 'Prefer not to say' or 'Not specified'), down from 47.7% to 23.3%. This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix E.3.1.2. and E.3.2.2.

Sexual Orientation – There has been a decrease in the number of Police Staff leavers for whom their sexual orientation data is unknown (either 'Prefer not to say' or 'Not specified'), down from 47% to 24%. There has been an increase in the number of Police Staff leavers who declared their sexual orientation as 'Heterosexual', up from 49% to 73.3%. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix F.3.1.2. and F.3.2.2.

PCSOs

28 PCSOs left the Constabulary during 2013/2014, compared to 32 in 2012/2013. The 28 PCSO leavers in 2013/2014 represented 8.2% of the PCSO workforce as at 31st March 2014.

Age – There has been an increase in the number of PCSO leavers, up from 43.8% to 67.9%, however, due to the small numbers this is not statistically significant. This year's age profile is broadly proportionate with the previous year, however, disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.3.1.3.

'Leavers by Reason' data shows 19 PCSO leavers aged '25-35' resigned. This was above the workforce profile as at 31st March 2014, however, due to the low numbers this was not statistically significant. 1 PCSO aged '16-24' was dismissed. See appendix Aa.3.2.3.

Disability – This year's profile is disproportionate with the previous year and the workforce profile as at 31st March 2014, however, due to the small numbers, this is not statistically significant. See appendix B.3.1.3.

'Leavers by Reason' data shows of the 28 PCSO leavers, 27 resigned. 2 of those who resigned declared they had a disability, which was above the workforce profile, however due to the low numbers this was not statistically significant. 1 PCSO was dismissed and their disability status was 'Not specified'. See appendix B.3.2.3.

Ethnicity – This year's profile is broadly proportionate with the previous year. See appendix C.3.1.3. and C.3.2.3.

Gender – There has been a decrease in the number of PCSO leavers for whom their gender was unknown (either 'Prefer not to say' or 'Not specified'), down from 18.8% to 0%. Due to the improved data, there has been a slight increase in the number of 'Female' PCSO leavers, up from 34.4% to 46.4%. There were more 'Male' PCSO leavers than there were 'Female' PCSO leavers. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.3.1.3.

'Leavers by Reason' data shows there were more 'Male' PCSO leavers than 'Female', which was disproportionate to the workforce profile as at 31st March 2014. 1 PCSO was dismissed and their gender was 'Male'. See appendix D.3.2.3.

Religion –This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix E.3.1.3. and E.3.2.3.

Sexual Orientation – This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix F.3.1.3. and F.3.2.3.

Specials

During 2013/2014, 118 Specials left the Constabulary, compared to 131 during 2012/2013. The 118 Specials who left during 2013/2014, represented 23.5% of the Specials workforce profile as at 31st March 2014.

Age – There has been an increase in the number of Specials leavers aged `25-35', up from 43.5% to 53.5%. There has been a decrease in the number of Specials leavers aged `36-45', down from 19.1% to 8.5%. This year's profile was broadly proportionate to the workforce profile as at 31st March 2014. See appendix Aa.3.1.4.

Disability – There has been a decrease in the number of Specials leavers for whom their disability data was unknown (either 'Prefer not to say' or 'Not specified'), down from 39.7% to 6.8%. There has been an increase in the number of Specials leavers who declared they did not have a disability, up from 60.3% to 93.2%. There were no Specials leavers who had declared a disability. This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix B.3.1.4.

Ethnicity – There has been a significant decrease in the number of Specials leavers for whom their ethnicity was unknown. Specials leavers who declared their ethnicity as 'White' increased from 55% to 84.7%. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix C.3.1.4.

Gender – There has been a decrease in the number of Specials leavers for whom their gender was unknown (either 'Prefer not to say' or 'Not specified'), down from 9.9% to 0%. There has been an increase in the number of 'Male' Specials leavers, up from 45.8% to 58.5% and a decrease in the number of 'Female' Specials leavers, down from 44.3% to 41.5%. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.3.1.4.

Religion – There has been a slight decrease in the number of Specials leavers who declared their religion as 'Christian' and a slight increase in those who declared their religion as 'None'. This year's profile was broadly proportionate with last year's profile and the workforce profile as at 31st March 2014. See appendix E.3.1.4.

Sexual Orientation – There has been a decrease in the number of Specials leavers for whom their sexual orientation data was unknown (either 'Prefer not to say' or 'Not specified') and an increase in the number of Specials leavers who declared their sexual orientation as 'Heterosexual', up from 47.3% to 57.63%. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix F.3.1.4.

PROGRESSION – Promotions

Police Officers

During 2013/2014, there were 69 promotions, compared to 136 in 2012/2013. The promotions in 2013/2014 accounted for 2.41% of the overall Police Officer workforce as at 31st March 2014.

Age – This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix Aa.4.1.1.

Disability – There has been an decrease in the number of Police Officer promotions for whom their disability was not known (either 'Prefer not to say' or 'Not specified'), down from 14 to 10. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix B.4.1.1.

Ethnicity –This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix C.4.1.1.

Gender – This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix D.4.1.1.

Religion – Of the 69 promotions gained, 26 were Police Officers who stated their religion as 'Prefer not to say'. This was disproportionately high in comparison to the workforce profile as at 31st March 2014 and in comparison to the number of promotions to Police Officers who stated their religion as 'Christian'. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix E.4.1.1.

Sexual Orientation –This year's profile was broadly proportionate with the workforce profile as at 31^{st} March 2014. See appendix F.4.1.1.

Police Staff

During 2013/2014, 264 Police Staff were promoted, compared to 125 Police Staff promotions during 2012/2013. The 264 Police Staff who were promoted represented 13% of the workforce profile as at 31st March 2014.

Age – There has been an increase in the number of Police Staff aged '46-55' and '56-65' who were promoted (11.2% to 18.6% and 6.4% to 13.3% respectively). This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix Aa.4.1.2.

Disability –This year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix B.4.1.2.

Ethnicity – This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix C.4.1.2.

Gender – This year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix D.4.1.2.

Religion – This year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix E.4.1.2.

Sexual Orientation – This year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix F.4.1.2.

PCSOs

No promotional opportunities exist within the PCSO's structure, therefore there is no data in this section.

Specials

No promotional opportunities exist within the PCSO's structure, therefore there is no data in this section.

EMPLOYEE RELATIONS

Misconduct/Disciplinaries

Police Officers

The Constabulary investigated 26 cases of misconduct during 2013/2013, compared to 27 cases during 2012/2013. The 26 cases investigated represented 0.9% of the workforce profile as at 31st March 2014.

Age – There were 3 Police Officers aged '46-55' investigated for misconduct. This was disproportionately low in comparison to the workforce as at 31st March 2014. Overall, this year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.5.1.1.

Disability – This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix B.5.1.1.

Ethnicity – This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix C.5.1.1.

Gender – There has been an increase in the number of 'Female' Police Officers investigated for misconduct, up from 11.1% to 15.4% and a decrease in the number of 'Male' Police Officers investigated for misconduct, down from 88.9% to 84.6%, however, due to the low numbers this is not statistically significant. This year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix D.5.1.1.

Religion –Overall, this year's profile was proportionate with the workforce profile as at 31st March 2014. See appendix E.5.1.1.

Sexual Orientation – Overall, this year's profile was broadly proportionate with the workforce profile as at 31st March 2014. See appendix F.5.1.1.

Police Staff

The Constabulary investigated 12 Police Staff for misconduct during 2013/2014, compared to 16 during 2012/2013. The 12 cases investigated represented 0.59% of the workforce profile as at 31st March 2014.

Age – There were 3 Police Staff aged '56+' investigated for misconduct. This was disproportionately high in comparison to the workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. This year's profile is disproportionate with the workforce profile as at 31st March 2014. See appendix Aa.5.1.2.

Disability – There was 1 member of Police Staff investigated for misconduct who declared that they had a disability. This percentage of 8.3% of investigations is above the workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. All other investigations were for Police Staff who had declared 'No' disability. See appendix B.5.1.2.

Ethnicity – All 12 investigations were for those who stated their ethnicity as 'White'. This was above the workforce profile as at 31st March 2014. See appendix C.5.1.2.

Gender – There were 7 'Male' and 5 'Female' Police Staff who were investigated for misconduct. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.5.1.2.

Religion – This year's profile was proportionate to the workforce profile as at 31st March 2014. See appendix E.5.1.2.

Sexual Orientation –This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix F.5.1.2.

PCSOs

The Constabulary investigated 5 PCSOs for misconduct during 2013/2014, compared to 4 PCSOs during 2012/2013. The 5 cases investigated represented 1.5% of the PCSO workforce as at 31st March 2014.

Age – There was 3 PCSOs investigated for misconduct who were aged '25-35'. The percentage of 60% of investigations is disproportionate in comparison to the PCSO workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. This year's profile is disproportionate to the previous year's profile, however, broadly proportionate with the workforce profile as at 31st March 2014. See appendix Aa.5.1.3.

Disability – There was 1 PCSO investigated for misconduct who declared their disability as 'Prefer not to say'. The percentage of 20% of investigations is disproportionate in comparison to the PCSO workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. All other cases investigated were for PCSOs who had declared their disability as 'No'. See appendix B.5.1.3.

Ethnicity – This year's profile was disproportionate to both last year's profile and to the workforce profile as at 31st March 2014. See appendix C.5.1.3.

Gender – There were 3 'Male' and 2 'Female' PCSOs who were investigated for misconduct. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.5.1.3.

Religion – This year's profile was disproportionate to both last year's profile and to the workforce profile as at 31st March 2014. See appendix E.5.1.3.

Sexual Orientation – This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix F.5.1.3.

Specials

Specials are not employees of the Constabulary so there is no data in this section.

Grievances

Police Officers

During 2013/2014, 8 Officers submitted grievances, compared to 10 during 2012/2013. The 8 grievances represented 0.28% of the total Police Officers in post as at 31st March 2014.

Age – There was 1 Police Officer who submitted a grievance aged '46-55'. This percentage of 12.5% of grievances is disproportionately low in comparison to the Police Officer workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. All other cases were for Police Officers who were aged either '25-35' or '36-45'. This year's profile is disproportionate to the workforce profile as at 31st March 2014. See appendix Aa.5.2.1.

Disability – There were 2 Police Officers who submitted a grievance who declared they had a disability. The percentage of 25% of grievances is disproportionate in comparison to the Police Officer workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. All other cases were for Police Officers who had declared they did not have a disability. See appendix B.5.2.1.

Ethnicity – There were 8 Police Officers who submitted a grievance, all of whom had declared their ethnicity as 'White'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix C.5.2.1.

Gender – There were 4 'Male' and 4 'Female' Police Officers who submitted a grievance. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.5.2.1.

Religion –This year's profile was disproportionate with last year's profile and with the workforce profile as at 31st March 2014. See appendix E.5.2.1.

Sexual Orientation – This year's profile was disproportionate with last year's profile and with the workforce profile as at 31st March 2014. See appendix F.5.2.1.

Police Staff

During 2013/2014, 2 Police Staff submitted grievances, compared to 4 Police Staff during 2012/2013. The 2 Police Staff who submitted grievances accounted for 0.1% of the Police Staff workforce profile as at 31st March 2014.

Age – There was 1 Police Staff member who submitted a grievance aged '25-35' and 1 Police Staff member aged '56-65'. These percentages of 50% of grievances were disproportionate in comparison to the Police Staff workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. See appendix Aa.5.2.2.

Disability – There was 1 Police Staff member who submitted a grievance who declared they had a disability and 1 Police Staff member who had declared they did not have a disability. These percentages of 50% of grievances were disproportionate in comparison

to the Police Staff workforce profile as at 31st March 2014, however, due to the low numbers this is not statistically significant. See appendix B.5.2.2.

Ethnicity – This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix C.5.2.2.

Gender – There were 2 Police Staff who submitted a grievance, both had declared their gender as 'Male'. This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix D.5.2.2.

Religion – This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix E.5.2.2.

Sexual Orientation –This year's profile was disproportionate to the workforce profile as at 31st March 2014. See appendix F.5.2.2.

PCSOs

There were no PCSOs who raised a grievance.

Specials

Specials are not employees of the Constabulary so there is no data in this section.

SICKNESS ABSENCE

As previously, sickness data is collated and reported as the average number of sickness days that were taken by each employee. For this reason, sickness data is not compared to the workforce profile.

Police Officers

Police Officers in post as at 31st March 2014, were absent due to illness for an average of 9 days during 2013/2014, compared to an average of 8 days during 2012/2013. The total number of sickness days taken by Police Officers has increased from 23,854 during 2012/2013 to 25,542 during 2013/2014.

Age – Police Officers aged '46-55' recorded the highest number of average sick days per person at 12.5 days. This was an increase on the previous year's figure of 11.4 days. The second highest category was '36-45' at an average of 8.2 days. See appendix Aa.6.1.1.

Disability – Police Officers who had declared a disability recorded the highest number of average sick days per person at 17 days, although this was a reduction on the previous year's figure of 22.1 days. The second highest category was 'Prefer not to say' at an average of 10 days. See appendix B.6.1.1.

Ethnicity – Police Officers who had declared their ethnicity as 'BME' recorded the highest number of average sick days per person at 11 days, although this was a reduction on the previous year's figure of 11.8 days. The second highest category was 'White' at an average of 9 days. See appendix C.6.1.1.

Gender – 'Female' Police Officers recorded the highest number of average sick days per person at 10 days, this was an increase on the previous year's figure of 9.2 days. 'Male' Police Officers averaged 8 days. See appendix D.6.1.1

Religion – Police Officers who had declared their religion as 'Buddhist' recorded the highest number of average sick days per person at 30 days, this was an increase on the previous year's figure of 10 days. The second highest category was 'Sikh' at an average of 16 days. See appendix E.6.1.1.

Sexual Orientation – Police Officers who had declared their sexual orientation as 'Bisexual' recorded the highest number of average sick days per person at 21 days, this was an increase on the previous year's figure of 9 days. The second highest category was 'Prefer not to say' at an average of 10 days. See appendix F.6.1.1.

Police Staff

Police Staff in post as at 31st March 2014, were absent due to illness for an average of 7 days during 2013/2014, compared to an average of 7.5 days during 2012/2013. Due to the increase in the number of Police Staff, the total number of sickness days taken by Police Staff has increased from 14,485 during 2012/2013 to 15,163 during 2013/2014.

Age – Police Staff aged '56-65' recorded the highest number of average sick days per person at 11.7 days. This was an increase on the previous year's figure of 9.5 days. The second highest category was '46-55' at an average of 7.9 days. See appendix Aa.6.1.2.

Disability – Police Staff who had declared a disability recorded the highest number of average sick days per person at 19.6 days, which was an increase on the previous year's figure of 18.2 days. The second highest category was 'Prefer not to say' at an average of 11.9 days. See appendix B.6.1.2.

Ethnicity – Police Staff who had declared their ethnicity as 'White' recorded the highest number of average sick days per person at 7.8 days, although this was a reduction on the previous year's figure of 8.4 days. The second highest category was 'BME' at an average of 7.7 days. See appendix C.6.1.2

Gender – 'Female' Police Staff recorded the highest number of average sick days per person at 8.1 days, this was the same as the previous year. 'Male' Police Staff averaged 6.4 days. See appendix D.6.1.2.

Religion – Police Staff who had declared their religion as 'Buddhist' recorded the highest number of average sick days per person at 11.7 days, this was a decrease on the previous year's figure of 21.2 days. The second highest category was 'Prefer not to say' at an average of 8.8 days. See appendix E.6.1.2.

Sexual Orientation – Police Staff who had declared their sexual orientation as 'Gay/lesbian' recorded the highest number of average sick days per person at 10.8 days. This was an increase on the previous year's figure of 8.9 days. The second highest category was 'Heterosexual' at an average of 7.9 days. See appendix F.6.1.2.

PCSOs

PCSOs in post as at 31st March 2014, were absent due to illness for an average of 9.7 days during 2013/2014, compared to an average of 8.2 days during 2012/2013. The total number of sickness days taken by PCSOs has increased from 3,022 during 2012/2013 to 3,313 during 2013/2014.

Age – PCSOs aged '46-55' recorded the highest number of average sick days per person at 18.2 days. This was an increase on the previous year's figure of 12.4 days. The second highest category was '56-65' at an average of 14.1 days. See appendix Aa.6.1.3.

Disability – PCSOs who had declared they had a disability recorded the highest number of average sick days per person at 17.7 days, which was an increase on the previous year's figure of 11.9 days. The second highest category was 'Prefer not to say' at an average of 11.7 days. See appendix B.6.1.3.

Ethnicity – PCSOs who had declared their ethnicity as 'White' recorded the highest number of average sick days per person at 10.3 days, an increase on the previous year's figure of 9 days. The second highest category was 'Prefer not to say' at an average of 7.3 days. See appendix C.6.1.3.

Gender – 'Female' PCSOs recorded the highest number of average sick days per person at 11.6 days, an increase on the previous year's figure of 10.5 days. 'Male' PCSOs averaged 7.5 days. See appendix D.6.1.3.

Religion – PCSOs who had declared their religion as 'Other' recorded the highest number of average sick days per person at 13.1 days, this was a decrease on the previous year's

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figure of 24.8 days. The second highest category was 'Christian' at an average of 10.6 days. See appendix E.6.1.3.

Sexual Orientation – PCSOs who had declared their sexual orientation as 'Gay/lesbian' recorded the highest number of average sick days per person at 23.8 days. This was an increase on the previous year's figure of 19.5 days. The second highest category was 'Heterosexual' at an average of 10.2 days. See appendix F.6.1.3.

Specials

Specials are not employees of the Constabulary so there is no data in this section.

7.17.190												
Aa.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
16 - 24	ı	-	1	-	ı	-	18	18	0.6%	14	0.5%	
25 - 35	-	-	-	-	5	42	730	777	27.1%	834	28.4%	1.3%
36 - 45	2	3	6	19	74	217	862	1,183	41.3%	1,233	42.0%	≥ 0.7%
46 - 55	3	6	11	25	72	165	576	858	29.9%	819	27.9%	2.0%
56 - 65	-	-	-	-	6	1	22	29	1.0%	37	1.3%	≥ 0.3%
66+	-	-	-	-	-	-	-	-	-	-	-	O -
Total	5	9	17	44	157	425	2,208	2,865		2,937		
Total	U	3	17	77	107	720	2,200	2,000		2,337		
Aa.1.1.2 Current Workforce Distribution Police Staff		Principal Officer	Senior Officer	Scales 1 to 6	ar)	ar)	ear)	age us Year)	Percentage Change (Year on Year)	2,331		
Aa.1.1.2 Current Workforce Distribution	ACPO	-		to 6			,	ear)	Percentage Ochange (Year on Year)	2,331		
Aa.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percenta Change (Year on	2,001		
Aa.1.1.2 Current Workforce Distribution Police Staff 16 - 24	ACPO	Principal Officer ထ	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage 9 of Total 4.2 (Current Year)	Headcount Sub Total 777 (Previous Year)	Percentage of Total (Previous Year)	Percenta O Change (Year on	2,001		
Aa.1.1.2 Current Workforce Distribution Police Staff 16 - 24 25 - 35	ACPO	Principal Officer	Senior Officer 79	Scales 1 to 6 487	Headcount Sub Total 662 Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage vo Total (Previous Year)	Percenta Percenta Percenta Percenta Percenta Percenta	2,001		
Aa.1.1.2 Current Workforce Distribution Police Staff 16 - 24 25 - 35 36 - 45	- ACPO	Brincipal Officer 33	Senior Officer 79 65	9 2 127 487 352	Headcount Sub Total Sub Total Courent Year)	Percentage of Total (Current Year) 79.1%	Headcount Sub Total (Previous Year)	Percentage 7.3% Percentage 7.3% Percentage 7.3% Light Sear)	Percenta 8.0.0 Change 8.0.0 Change 1.1.0 €	2,001		
Aa.1.1.2 Current Workforce Distribution Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- ACPO	Brincipal Officer 33 33 53 41	7 79 65 73	9 2 8 8 8 8 8 8 8 8 9 7 7 487 487 352 394	Headcount Sub Total Sub Total 508	Dercentage Bercentage 6.7% 29.4% 29.4% 24.9%	Headcount Sub Total (Previous Year) 281	Dercentage 7.3% 7.3% Lotal 7.3% 28.6% 24.2% 24.8%	0.1%	2,001		

Aa.1.1.3			÷		
Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
16 - 24	25	7.3%	35	9.5%	2.2%
25 - 35	139	40.8%	160	43.5%	2.7%
36 - 45	82	24.0%	78	21.2%	2.8%
46 - 55	76	22.3%	79	21.5%	<i></i>
56 - 65	18	5.3%	16	4.3%	7 1.0%
66+	1	0.3%		-	O -
Total	341		368		
Aa.1.1.4			j.	j.	_
Aa.1.1.4 Current Workforce Distribution	adcount o Total irrent Year)	centage ⁻ otal irrent Year)	adcount o Total evious Year)	centage ⁻ otal evious Year)	centage ange ar on Year)
Current Workforce	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution	Headcount Sub Total QCurrent Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution Special)	
Current Workforce Distribution Special 16 - 24	153	30.5%	187	34.6%	→ 4.1%
Current Workforce Distribution Special 16 - 24 25 - 35	153 199	30.5% 39.6%	187 200	34.6% 37.0%	4.1%2.6%−0.8%
Current Workforce Distribution Special 16 - 24 25 - 35 36 - 45	153 199 90	30.5% 39.6% 17.9%	187 200 97	34.6% 37.0% 17.9%	4.1% 2.6%
Current Workforce Distribution Special 16 - 24 25 - 35 36 - 45 46 - 55	153 199 90 42	30.5% 39.6% 17.9% 8.4%	187 200 97 41	34.6% 37.0% 17.9% 7.6%	4.1%2.6%−0.8%

	Aa.2.1.1 Recruitment Applicants Police Officer	АСРО	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	16 - 24	,	O 0,	o,	J		0,	J	± 0, O		± 0, O		100		
	25 - 35														
_	36 - 45														
	46 - 55				I	Data not av	ailable in th	ese bandin	gs, please	see append	dix Ab 2.1.1				
	56+														
	Total														
	Aa.2.1.2		fficer	ser	. 6	ear)	ear)	ear)	ear)	- ın ear)	of on ear)	ear)			
	Applicants Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount Organisatio (Current Ye	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
	Applicants	ACPO	Principal O	Senior Office 103	1,566		Percentage of Total (Current Ye	Headcount Sub Total (Previous Y	Percentage of Total (Previous Y		Percentage Organisatic (Current Ye				
	Applicants Police Staff						-		-	137		2.9%			
	Applicants Police Staff 16 - 24	1	5	103	1,566	1,675	31.1%	1,122	28.2%	137 599	6.7%	2.9% 1.0%			
	Applicants Police Staff 16 - 24 25 - 35	1 32	5 52	103 226	1,566 1,381	1,675 1,691 811	31.1% 31.4%	1,122 1,211	28.2% 30.4%	137 599 471	6.7% 29.4%	2.9% 1.0% -0.7%			
	Applicants Police Staff 16 - 24 25 - 35 36 - 45	1 32 44	5 52 34	103 226 132	1,566 1,381 601	1,675 1,691 811 785	31.1% 31.4% 15.0%	1,122 1,211 625	28.2% 30.4% 15.7%	137 599 471 508	6.7% 29.4% 23.1%	2.9% 1.0% -0.7% -0.4%			
	Applicants Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	1 32 44 38	5 52 34 37	103 226 132 71	1,566 1,381 601 639	1,675 1,691 811 785 243	31.1% 31.4% 15.0% 14.6%	1,122 1,211 625 597	28.2% 30.4% 15.7% 15.0% 4.0%	137 599 471 508 310	6.7% 29.4% 23.1% 24.9%	2.9% 1.0% -0.7% -0.4% 0.5%			

Aa.2.1.3 Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO	Head Sub (Cur	Per of 7 (Cu	Hea Sub (Pre	Per of 7 (Pr	He Org (Cu	Pel Org (Cu	Per Ch (Ye
16 - 24	82	47.1%	-	-	25	7.3%	0.0%
25 - 35	62	35.6%	-	-	139	40.8%	0.0%
36 - 45	19	10.9%	ı	ī	82	24.0%	0.0%
46 - 55	10	5.7%	ı	Ī	76	22.3%	0.0%
56+	1	0.6%	ı	ī	19	5.3%	0.0%
Total	174				341		

Aa.2.1.4 Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Special	Hea Sub (Cur	Pero of T (Cui	Head Sub (Pred	Per of T (Pr	Hei Org	Per Org (Cu	Per Chi
16 - 24							
25 - 35							
36 - 45							
46 - 55	Data r	not availabl	e in these b	andings, p	lease see a	ppendix Ab	2.1.4
56 - 65							
66+							
Total							

Aa.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-	-	-	-	-	-	15		12.9%	6	19.4%	18	0.6%	── -6.5 %
25 - 35	ı	1	-	-	-	-	74	74	63.8%	15	48.4%	777	27.1%	7 15.4%
36 - 45	1	1	-	-	-	-	22	22	19.0%	4	12.9%	1,183	41.3%	~ 6.1%
46 - 55	-	-	-	-	1	2	2	5	4.3%	5	16.1%	858	29.9%	<u>></u> -11.8%
56 - 65	-	-	-	-	-	-	-	-	-	1	3.2%	29	1.0%	0.0%
66+	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
Total	-	-	-	-	1	2	113	116		31		2,865		
Aa.2.2.2		Je					r)	Ĺ.						
Aa.2.2.2 Recruitment Starters Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Starters	ACPO	Principal Officer	Senior Officer		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)		Percentage of Organisation (Current Year)	K Percentage မှ Change ၄၄ (Year on Year)			
Recruitment Starters Police Staff		Principal Officer		Scales 1 to					137		<u></u> -6.5%			
Recruitment Starters Police Staff 16 - 24	-	Principal Officer	5	Scales 1 to	62	24.7%	79	31.2%	137 599	6.7%	→ -6.5%→ 3.5%			
Recruitment Starters Police Staff 16 - 24 25 - 35	-	1	5 16	Scales 1 to 89 92	62 84	24.7% 33.5%	79 76	31.2% 30.0%	137 599 471	6.7% 29.4%	-6.5% 3.5% 0.9%			
Recruitment Starters Police Staff 16 - 24 25 - 35 36 - 45	-	1 - 6	5 16 8	Scales 1 to 868 21	62 84 35	24.7% 33.5% 13.9%	79 76 33	31.2% 30.0% 13.0%	137 599 471 508	6.7% 29.4% 23.1%	-6.5% 3.5% 0.9%			
Recruitment Starters Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- - -	1 - 6	5 16 8 20	Scales 1 to 2 to 3	62 84 35 61	24.7% 33.5% 13.9% 24.3%	79 76 33 50	31.2% 30.0% 13.0% 19.8%	137 599 471 508	6.7% 29.4% 23.1% 24.9%	-6.5% 3.5% 0.9% 4.5% -2.3%			

Aa.2.2.3			C	$\overline{}$		
Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
16 - 24	3	42.9%	19	55.9%	25	7.3% 💛 48.6%
25 - 35	2	28.6%	12	35.3%	139	40.8% 🔀 -5.5%
36 - 45	2	28.6%	1	2.9%	82	24.0% 🔀 -21.1%
46 - 55	-	-	2	5.9%	76	22.3% 🔀 -16.4%
56 - 65	-	-	ı	i	18	5.3% 0.0%
66+	-	-	•	-	1	0.3% 0.0%
Total	7		34		341	
•						
Aa.2.2.4			r)	r)		
Aa.2.2.4 Recruitment Starters Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
Recruitment Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage 99 of Total % (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
Recruitment Starters Special						
Recruitment Starters Special 16 - 24	46	56.1%	42	56.8%	153	30.5% 🔀 -0.7%
Recruitment Starters Special 16 - 24 25 - 35	46 29	56.1% 35.4%	42 23	56.8% 31.1%	153 199	30.5% -0.7% 39.6% -4.3%
Recruitment Starters Special 16 - 24 25 - 35 36 - 45	46 29 6	56.1% 35.4% 7.3%	42 23 8	56.8% 31.1% 10.8%	153 199 90	30.5% → -0.7% 39.6% → 4.3% 17.9% → -3.5%
Recruitment Starters Special 16 - 24 25 - 35 36 - 45 46 - 55	46 29 6	56.1% 35.4% 7.3%	42 23 8	56.8% 31.1% 10.8% 1.4%	153 199 90 42	30.5% -0.7% 39.6% 4.3% 17.9% -3.5% 8.4% -0.2%

Aa.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-	-	-	-	-	-	=	-	-	-	-	18	0.6%	
25 - 35	-	-	-	ı	-	-	20	20	13.4%	20	13.4%	777	27.1%	0.0%
36 - 45	-	-	-	i	-	1	14	15	10.1%	28	18.8%	1,183	41.3%	-8.7%
46 - 55	1	2	2	2	9	24	52	92	61.7%	108	72.5%	858	29.9%	<u>></u> -10.8%
56 - 65	-	-	-	1	2	4	15	22	14.8%	25	16.8%	29	1.0%	2.0%
66+	-	-	-	ı	-	-	ı	ı	ì	1	0.7%	•	ı	0.0%
Total	1	2	2	3	11	29	101	149		182		2,865		
		•												
Aa.3.1.2 Turnover - Leavers Police Staff	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Turnover - Leavers Police Staff 16 - 24	ACPO	Principal Officer	1	Scales 1 to	17	11.6%	7	4.7%	137	Percentage of Organisation (Current Year)	6.9%			
Turnover - Leavers Police Staff 16 - 24 25 - 35	ACPO	- 4	1 10	Scales 1 to 34	17 48	11.6% 32.9%	7 39	4.7% 26.2%	137 599	6.7% 29.4%	✓ 6.9%✓ 6.7%			
Turnover - Leavers Police Staff 16 - 24 25 - 35 36 - 45	ACPO	- 4 8	1 10 2	Scales 1 to 34	17 48 25	11.6% 32.9% 17.1%	7 39 23	4.7% 26.2% 15.4%	137 599 471	6.7% 29.4% 23.1%	6.9% 6.7% 1.7%			
Turnover - Leavers Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- ACPO	- 4 8 3	1 10 2 1	Scales 1 to 15 18	17 48 25 22	11.6% 32.9% 17.1% 15.1%	7 39 23 26	4.7% 26.2% 15.4% 17.4%	137 599 471 508	6.7% 29.4% 23.1% 24.9%	✓ 6.9%✓ 6.7%			
Turnover - Leavers Police Staff 16 - 24 25 - 35 36 - 45 46 - 55 56 - 65	- ACPO	- 4 8 3 5	1 10 2	Scales 1 to 34	17 48 25 22 32	11.6% 32.9% 17.1% 15.1% 21.9%	7 39 23 26 52	4.7% 26.2% 15.4% 17.4% 34.9%	137 599 471 508 310	6.7% 29.4% 23.1% 24.9% 15.2%	6.9% 6.7% 1.7% -2.3% -13.0%			
Turnover - Leavers Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- ACPO	- 4 8 3	1 10 2 1	Scales 1 to 15 18	17 48 25 22	11.6% 32.9% 17.1% 15.1%	7 39 23 26 52	4.7% 26.2% 15.4% 17.4%	137 599 471 508 310	6.7% 29.4% 23.1% 24.9%	6.9% 6.7% 1.7% -2.3% -13.0%			

Aa.3.1.3	ear)	ear)	(ear)	ear)	- on ear)	e of on ear)
Turnover - Leavers	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
PCSO	Suk (Cu	Per of T (Cu	Hea Suk (Pr	Per of T (Pr	He Org (Cu	Per Org (Cu (Cu (Cu (Ye
16 - 24	4	14.3%	6	18.8%	25	7.3% 🔪 -4.5%
25 - 35	19	67.9%	14	43.8%	139	40.8% 🖊 24.1%
36 - 45	2	7.1%	4	12.5%	82	24.0% 🔪 -5.4%
46 - 55	3	10.7%	5	15.6%	76	22.3% 🔪 -4.9%
56 - 65	-	-	3	9.4%	18	5.3% 0.0%
66+	-	-	-	-	1	0.3% 0.0%
Total	28		32		341	
Aa.3.1.4	_	_	r)	r)		
Aa.3.1.4 Turnover - Leavers	adcount o Total ırrent Year)	rcentage Fotal urrent Year)	adcount o Total evious Year)	centage Fotal evious Year)	adcount - yanisation ırrent Year)	centage of ganisation urrent Year) centage ange sar on Year)
Turnover -	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
Turnover - Leavers Special 16 - 24	Headcount Sub Total & (Current Year)	Percentage Strong Strong Percentage Current Year)	Headcount Sub Total (Previous Year)	Percentage 6 of Total 7 (Previous Year)	Headcount - Organisation Current Year)	30.5% 🗸 4.1%
Turnover - Leavers Special						
Turnover - Leavers Special 16 - 24 25 - 35 36 - 45	39	33.1% 53.4% 8.5%	38	29.0% 43.5% 19.1%	153	30.5%
Turnover - Leavers Special 16 - 24 25 - 35 36 - 45 46 - 55	39 63	33.1% 53.4%	38 57 25 9	29.0% 43.5%	153 199	30.5% 4.1% 39.6% 9.9%
Turnover - Leavers Special 16 - 24 25 - 35 36 - 45	39 63 10	33.1% 53.4% 8.5%	38 57 25	29.0% 43.5% 19.1%	153 199 90	30.5% 4.1% 39.6% 9.9% 17.9% -10.6% 8.4% -2.7% 3.0% -0.7%
Turnover - Leavers Special 16 - 24 25 - 35 36 - 45 46 - 55	39 63 10 5	33.1% 53.4% 8.5% 4.2%	38 57 25 9	29.0% 43.5% 19.1% 6.9%	153 199 90 42	30.5%

Aa.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
16 - 24	-	-	-	-	-	-	ı	-	-	-	-	-	-	18	0.6% 0.0%
25 - 35	19	-	-	=	-	-	1	-	-	20	13.4%	20	11.0%	777	27.1% 🖊 2.4%
36 - 45	10	-	2	ı	ı	ı	3	-	-	15	10.1%	28	15.4%	1,183	41.3% 🔀 -5.3%
46 - 55	6	74	10	ı	ı	ı	1	1	-	92	61.7%	108	59.3%	858	29.9% 🖊 2.4%
56 - 65	-	22	-	ı	ı	ı	1	-	-	22	14.8%	25	13.7%	29	1.0% 🖊 1.1%
66+	-	-	1	ı	ı	ı	ī	-	-	-	-	1	0.5%	ı	- 0.0%
Total	35	96	12	•	-	•	5	1	-	149		182		2,865	
Aa.3.2.2 Turnover - Leavers by Reason	signation	itirement	tirement: III salth	dundancy	dundancy: luntary	d of Contract	smissal	ceased	t Known	eadcount b Total urrent Year)	rcentage Total urrent Year)	eadcount b Total revious Year)	rcentage Total revious Year)	eadcount - ganisation urrent Year)	rcentage of ganisation urrent Year) rcentage range sar on Year)
Turnover - Leavers by	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff 16 - 24	13	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal 8		Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)		6.7% 🖊 7.0%
Turnover - Leavers by Reason Police Staff 16 - 24 25 - 35	13 40	Retirement	Retirement: III Health	-	-	End of Contract			Not Known	17 48	11.6% 32.9%	7 40	4.6% 26.5%	137 599	6.7% 7.0% 29.4% 6.4%
Turnover - Leavers by Reason Police Staff 16 - 24 25 - 35 36 - 45	13 40 20	Retirement	Retirement: III Health	-	-	1 3	3 3		-	17 48 25	11.6% 32.9% 17.1%	7 40 24	4.6% 26.5% 15.9%	137 599 471	6.7% 7.0% 29.4% 6.4% 23.1% 1.2%
Turnover - Leavers by Reason Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	13 40 20 14	- - -	Retirement: III Health	-	-	1	3		-	17 48 25 22	11.6% 32.9% 17.1% 15.1%	7 40 24 26	4.6% 26.5% 15.9% 17.2%	137 599 471 508	6.7% 7.0% 29.4% 6.4% 23.1% 1.2% 24.9% -2.1%
Turnover - Leavers by Reason Police Staff 16 - 24 25 - 35 36 - 45 46 - 55 56 - 65	13 40 20	Setirement 20	Retirement: III Health	-	- -	1 3	3 3		-	17 48 25 22 32	11.6% 32.9% 17.1%	7 40 24 26 52	4.6% 26.5% 15.9% 17.2% 34.4%	137 599 471 508 310	6.7% 7.0% 29.4% 6.4% 23.1% 1.2% 24.9% -2.1% 15.2% -12.5%
Turnover - Leavers by Reason Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	13 40 20 14	- - -	Retirement: III Health	-	- - -	1 3 1 3	3 3		-	17 48 25 22	11.6% 32.9% 17.1% 15.1%	7 40 24 26	4.6% 26.5% 15.9% 17.2%	137 599 471 508 310	6.7% 7.0% 29.4% 6.4% 23.1% 1.2% 24.9% -2.1%

Aa.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
16 - 24	3	-	-	-	-	-	1	-	-	4	14.3%	6	18.8%	25	7.3% 🔪 -4.5%
25 - 35	19	-	-	-	-	-	-	-	-	19	67.9%	14	43.8%	139	40.8% 🖊 24.1%
36 - 45	2	-	-	-	-	-	-	-	-	2	7.1%	4	12.5%	82	24.0% 🔪 -5.4%
46 - 55	3	-	-	-	-	-	-	-	-	3	10.7%	5	15.6%	76	22.3% 🔪 -4.9%
56 - 65	-	-	ı	-	-		1	1	-	-	-	3	9.4%	18	5.3% 0.0%
66+	-	-	ı	-	-		1	-	-	-	-	•	-	1	0.3% 0.0%
Total	27	-		-	-	-	1	-	-	28		32		341	

Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-	-	-	-	-	-	=	-	-	-	-	18	0.6%	
25 - 35	-	-	-	-	-	11	ı	11	15.9%	36	26.5%	777	27.1%	<u></u> -10.6%
36 - 45	1	1	1	2	16	23	ı	44	63.8%	80	58.8%	1,183	41.3%	> 5.0%
46 - 55	2	1	2	3	4	1	-	13	18.8%	20	14.7%	858	29.9%	> 4.1%
56 - 65	-	-	-	-	1	-	-	1	1.4%	-	-	29	1.0%	0.0%
66+	-	-	-	-	-	-	ı	ı	ì		ı	•	-	0.0%
Total	3	2	3	5	21	35	-	69		136		2,865		
Progression - Promotions Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions Police Staff 16 - 24	ACPO	1	4	Scales 1 to	Headcoun Sub Total (Current Y	8.7%	15	12.0%	137	6.7%	→ -3.3%			
Progression - Promotions Police Staff 16 - 24 25 - 35	ACPO	_		Scales 1 to	Headcoun Sub Total Sub Total Current Y	8.7% 34.8%	15 56	12.0% 44.8%	137 599		→ -3.3%→ -10.0%			
Progression - Promotions Police Staff 16 - 24 25 - 35 36 - 45	- ACPO	1 14 11	4	Scales 1 to 65 41	Headcoun Sub Total 36 64	8.7% 34.8% 24.2%	15 56 32	12.0% 44.8% 25.6%	137 599 471	6.7% 29.4% 23.1%	-3.3% -10.0% -1.4%			
Progression - Promotions Police Staff 16 - 24 25 - 35	1	1 14	4 13	Scales 18 65 41 32	Headcoun Sub Total 56 64 49	8.7% 34.8%	15 56 32	12.0% 44.8%	137 599 471	6.7% 29.4% 23.1% 24.9%	→ -3.3%→ -10.0%→ -1.4%→ 7.4%			
Progression - Promotions Police Staff 16 - 24 25 - 35 36 - 45	OG V V V V V V V V V V V V V V V V V V V	1 14 11	4 13 11	Scales 1 to 65 41	Headcoun Sub Total 36 64	8.7% 34.8% 24.2%	15 56 32 14	12.0% 44.8% 25.6%	137 599 471 508	6.7% 29.4% 23.1%	→ -3.3%→ -10.0%→ -1.4%→ 7.4%			
Progression - Promotions Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- YCPO	1 14 11 8	4 13 11 9	Scales 18 65 41 32	Headcoun Sub Total 56 64 49	8.7% 34.8% 24.2% 18.6%	15 56 32 14 8	12.0% 44.8% 25.6% 11.2%	137 599 471 508	6.7% 29.4% 23.1% 24.9%	-3.3% -10.0% -1.4% -7.4% -6.9%			

Aa.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-	-	=	-	-	ı	-	-	-	-	-	18	0.6%	0.0%
25 - 35	ı	1	ı	ı	1	3	7	10	38.5%	9	33.3%	777	27.1%	➢ 5.2%
36 - 45	1	•	ı	-	1	4	8	13	50.0%	12	44.4%	1,183	41.3%	> 5.6%
46 - 55	ı	1	ı	ı	1	ı	3	3	11.5%	5	18.5%	858	29.9%	→ -7.0%
56 - 65	1	•	ı	-	-	ı	-	•	ı	1	3.7%	29	1.0%	0.0%
66+	ı	1	ı	ı	1	ı	ı		ı	•	ï		-	0.0%
Total	-				1	7	18	26		27		2,865		
Aa.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Misconduct / Disciplinaries	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)		Percentage 9 of Total © (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)				
Employee Relations - Misconduct / Disciplinaries Police Staff		Principal Officer		Scales 1 to	Headcoun Sub Total (Current Y		1		137		2.0%			
Employee Relations - Misconduct / Disciplinaries Police Staff 16 - 24 25 - 35 36 - 45	-	Principal Officer		Scales 1 to 4	Headcoun Sub Total (Current Y	8.3% 33.3% 16.7%	1 1 4	6.3%	137	6.7% 29.4% 23.1%	2.0% 30.1% 3.4%			
Employee Relations - Misconduct / Disciplinaries Police Staff 16 - 24 25 - 35	-	Principal Officer		Scales 1 to	Headcoun Sub Total Sub Total 7	8.3% 33.3% 16.7% 16.7%	1 1 4 7	6.3% 3.2% 13.3% 26.9%	137 599 471 508	6.7% 29.4% 23.1% 24.9%	2.0% 30.1% 3.4% -10.2%			
Employee Relations - Misconduct / Disciplinaries Police Staff 16 - 24 25 - 35 36 - 45	-	Principal Officer		Scales 1 to 4	Headcoun Sub Total (Current Y	8.3% 33.3% 16.7%	1 1 4 7	6.3% 3.2% 13.3%	137 599 471 508 310	6.7% 29.4% 23.1% 24.9% 15.2%	2.0% 30.1% 3.4% -10.2% 9.2%			
Employee Relations - Misconduct / Disciplinaries Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- - -	Principal Officer	- - -	Scales 1 to 2	Headcoun Sub Total Sub Total 7	8.3% 33.3% 16.7% 16.7%	1 1 4 7	6.3% 3.2% 13.3% 26.9%	137 599 471 508	6.7% 29.4% 23.1% 24.9%	2.0% 30.1% 3.4% -10.2% 9.2%			

Aa.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-	-	•	-	25	7.3%	0.0%
25 - 35	3	60.0%	1	25.0%	139	40.8%	→ 35.0%
36 - 45	1	20.0%	•	-	82	24.0%	0.0%
46 - 55	1	20.0%	2	50.0%	76	22.3%	→ -30.0%
56 - 65	•	-	1	25.0%	18	5.3%	0.0%
66+	•	-	•	ı	1	0.3%	0.0%
Total	5		4		341		

Aa.5.2.1 Employee Relations - Grievances Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
16 - 24	-		-	ı	ı	ī		-		•	-	18	0.6%	0.0%
25 - 35	-		-	ı	ı	ī	3	3	37.5%	7	70.0%	777	27.1%	<u></u> -32.5%
36 - 45	1	-	-	i	į	2	2	4	50.0%	2	20.0%	1,183	41.3%	> 30.0%
46 - 55	-	-	-	-	-	-	1	1	12.5%	1	10.0%	858	29.9%	2.5%
56 - 65	-	-	-	-	-	-	-	-	-	•	-	29	1.0%	0.0%
66+	-	-	-	-	-	-	-	-	-	•	-	-	-	0.0%
Total	-	-	-	-	-	2	6	8		10		2,865		
											1	,		
Aa.5.2.2 Employee Relations - Grievances	ЬО	ncipal Officer	nior Officer	iles 1 to 6	adcount o Total irrent Year)	centage otal irent Year)	adcount o Total evious Year)	ear)	adcount - Janisation Irrent Year)	centage of Janisation Irrent Year)	centage ange ar on Year)			
Employee Relations -	ACPO	Principal Officer	Senior Officer	to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	ear)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Grievances	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)		Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	ear)			O Percenta O Change (Year on			
Employee Relations - Grievances Police Staff 16 - 24	-	-	-	1 to	Headcount Sub Total (Current Year)	-	Headcount Sub Total (Previous Year)	ear)	137	6.7%	>0.0% (Year on			
Employee Relations - Grievances Police Staff 16 - 24 25 - 35	-	-	-	Scales 1 to	Headcount Sub Total (Current Year)	- 50.0%	Headcour Sub Total (Previous	Percentage of Total (Previous Year)	137 599	6.7% 29.4%	0.0% (Year on the contract of			
Employee Relations - Grievances Police Staff 16 - 24 25 - 35 36 - 45	- - -	-	-	Scales 1 to	Headcount Sub Total (Current Year)	50.0% -	Headcour Sub Total (Previous	Percentage of Total (Previous Year)	137 599 471	6.7% 29.4% 23.1%	%0.0 Change (Year on Change)			
Employee Relations - Grievances Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	- - -	- - -	-	Scales 1 to	Headcount Sub Total (Current Year)	50.0% - -	Headcour Sub Total (Previous	Percentage of Total (Previous Year)	137 599 471 508	6.7% 29.4% 23.1% 24.9%	0.0% ○ 0.0% ○ 0.0% ○ 0.0% ○ 0.0%			

Aa.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
16 - 24	-	-	-	-	-	-	9	9	0.5	36	2.6	-2.1
25 - 35	ı	i	-	-	7	59	4,871	4,937	6.4	5,143	6.2	O.2
36 - 45	ı	-	44	98	305	863	8,345	9,655	8.2	9,112	7.4	0.8
46 - 55	ı	-	12	264	421	1,392	8,626	10,715	12.5	9,341	11.4	7.1
56 - 65	ı	i	-	-	12	1	213	226	7.8	222	6.0	7.8
66+	ı	i	-	-	-	-	-	•	-	•	ı	0.0
Total		_	56	362	745	2,315	22,064	25,542		23,854		
1 0 10.11			00	002	0	_,0.0	,00.	_0,0 :_		,		
Aa.6.1.2 Sickness Absence Police Staff	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)		Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)			
Aa.6.1.2 Sickness Absence	ACPO	Principal Officer		9		Average Days per Person (Current Year)			Percentage Change (Year on Year)			
Aa.6.1.2 Sickness Absence Police Staff				Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)				
Aa.6.1.2 Sickness Absence Police Staff 16 - 24	-	-	Senior Officer	Scales 1 to 6	Sub Total Days Gurrent Year)	Average Days per Person (Current Year)	Total Days per Person 90 (Previous Year)	Average Days per Person (Previous Year)	7.4			
Aa.6.1.2 Sickness Absence Police Staff 16 - 24 25 - 35	-	- 45	Senior Officer - 547	Social So	Sub Total Days 999's (Current Year)	Average Days per Person 9	Total Days Total Days per Person (Previous Year)	Average Days per Person concept by Person concep	7 1.4 0.3			
Aa.6.1.2 Sickness Absence Police Staff 16 - 24 25 - 35 36 - 45	-	- 45 183	Senior Officer 247	585 3,337 2,923	Sub Total Days (Current Year) 3,629 3,276	Average Days Average Days per Person Current Year)	Total Days Total Days Der Person (Previous Year) 3,188 3,826	Average Days Average Days per Person Revice (Previous Year)	1.4 0.3 -1.2			
Aa.6.1.2 Sickness Absence Police Staff 16 - 24 25 - 35 36 - 45 46 - 55	-	- 45 183 251	Senior Officer 247 170	9 2 8 8 8 8 8 9 9 9 5 5 5 5 5 3,337 2,923 3,620	Snb Total Days 3,629 3,276 4,019	Average Days Average Days ber Person Current Year) 6.1 6.7	Total Days Lotal Days 406 3,188 3,826 4,380 2,657	Average Days Average Days per Person 6.7 (Previous Year)	1.4 0.3 1.2 1.2 2.2			

Aa.6.1.3 Sickness Absence PCSO	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
16 - 24	154	6.2	71	2.8	$\overline{\lambda}$	3.3
25 - 35	606	4.4	867	6.2	>	-1.9
36 - 45	908	11.1	904	11.0	\sim	0.1
46 - 55	1,381	18.2	940	12.4	\sim	5.8
56 - 65	254	14.1	242	13.4	尽	0.7
66+	10	10.0	•	ı	\bigcirc	0.0
Total	3,313		3,022			

Ab.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	18	18	0.6%	14	0.5%	\ 0.1%
25 - 40	-	-	1	2	34	128	1,132	1,297	45.3%	834	28.4%	7 16.9%
41 - 55	5	9	16	42	117	296	1,036	1,521	53.1%	1,233	42.0%	7 11.1%
56+	-	-	-	-	6	1	22	29	1.0%	819	27.9%	26.9%
Not Stated	i	-	-	-	-	-			ï	37	1.3%	0.0%
Total	5	9	17	44	157	425	2,208	2,865		2,937		
											l e	
Ab.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)			
Current Workforce Distribution	ACPO	ω Principal Officer	2 Senior Officer	£	Headcount Sub Total (Current Year)	Percentage 9.9 of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage V. of Total (Previous Year)	~ -			
Current Workforce Distribution Police Staff	OG DO		Senior	Scales 1 to		-	Headcoun Sub Total (Previous		Percenta Change (Year on			
Current Workforce Distribution Police Staff Under 25	- ACPO	3	2 Senior	Scales 1 to	137	6.7%	Headcoun Sub Total (Previous	7.4%	Percenta Percenta Change (Year on			
Current Workforce Distribution Police Staff Under 25 25 - 40	O ACP O	3 62	7 Senior	01 Coales 127 642	137 815	6.7% 40.0%	Headcoun Sub Total (Previous	7.4% 28.7%	Percenta N.C.0 Change (Year on			
Current Workforce Distribution Police Staff Under 25 25 - 40 41 - 55	OO	3 62 65	7 110 107	127 642 591	137 815 763	6.7% 40.0% 37.4%	Headcoun 142 254 470 Previous	7.4% 28.7% 24.4%	→ Percenta Percenta No.0 11.3% 13.0%			

Ab.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Under 25	25	7.3%	35	9.5%	≥ -2.2%
25 - 40	178	52.2%	160	43.5%	> 8.7%
41 - 55	119	34.9%	78	21.2%	> 13.7%
56+	19	5.6%	79	21.5%	<u>></u> -15.9%
Not Stated	ı	ı	16	4.3%	0.0%
Total	341		368		_
Ab.1.1.4			Ċ	<u>~</u>	_
Current Workforce Distribution	eadcount ub Total Surrent Year)	ercentage Total Surrent Year)	eadcount ub Total revious Year)	ercentage Total revious Year)	ercentage hange 'ear on Year)
Current Workforce Distribution Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution Special Under 25	153	30.5%	187	34.7%	→ -4.2%
Current Workforce Distribution Special Under 25 25 - 40	153 246	30.5% 49.0%	187 200	34.7% 37.1%	→ -4.2%→ 11.9%
Current Workforce Distribution Special Under 25 25 - 40 41 - 55	153 246 85	30.5% 49.0% 16.9%	187 200 97	34.7% 37.1% 18.0%	→ -4.2%→ 11.9%→ -1.1%
Current Workforce Distribution Special Under 25 25 - 40 41 - 55 56+	153 246	30.5% 49.0%	187 200 97 41	34.7% 37.1% 18.0% 7.6%	→ -4.2%→ 11.9%→ -1.1%→ -4.0%
Current Workforce Distribution Special Under 25 25 - 40 41 - 55	153 246 85	30.5% 49.0% 16.9%	187 200 97	34.7% 37.1% 18.0%	→ -4.2%→ 11.9%→ -1.1%

Ab.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	2,040	2,040	49.6%	-	-	18	0.6%	
25 - 40	-	-	-	-	-	-	1,805	1,805	43.9%	-	-	1,297	45.3%	0.0%
41 - 55	-	-	-	-	-	-	214	214	5.2%	-	-	1,521	53.1%	0.0%
56+	-	-	-	-	-	-	1	1	0.0%	-	-	29	1.0%	0.0%
Not Stated	-	-	-	-	-	-	52	52	1.3%	-	-	-	-	0.0%
Total	-	-	-	-	-	-	4,112	4,112		-		2,865		
Ab.2.1.2 Recruitment Applicants Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			

Ab.2.1.3 Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	ercentage of rganisation Surrent Year)	Percentage Change (Year on Year)
PCSO	Head Sub (Curr	Per of T (Cu	Head Sub (Pre	Per of T (Pr	Hei Org (Cu	Per Org (Cu	Per Chi (Ye
Under 25							
25 - 40							
41 - 55	Data	not availabl	e in these b	andings n	و موء مودما	nnendiy As	213
56+	Data	iot availabi	e iii tiiese t	andings, p	icase see a	ipperiuix Ac	12.1.5
Not Stated							
Total							

Ab.2.1.4 Recruitment Applicants Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	1,100	60.9%	-	-	153	30.5%	0.0%
25 - 40	576	31.9%	-	-	246	49.0%	0.0%
41 - 55	96	5.3%	ı	i	85	16.9%	0.0%
56+	4	0.2%	ı	i	18	3.6%	0.0%
Not Stated	29	1.6%	•	ı	ı	ı	0.0%
Total	1,805				502		

Ab.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	15		12.9%	6	19.4%	18	0.6%	── -6.5 %
25 - 40	1	-		-	-	1	90	90	77.6%	15	48.4%	1,297	45.3%	> 29.2%
41 - 55	1	-		-	1	2	8	11	9.5%	4	12.9%	1,521	53.1%	3.4%
56+	1	-		-	-	1	ı	ı	-	5	16.1%	29	1.0%	0.0%
Not Stated	1	-		-	-	1	ı	ı	-	1	3.2%	-	i	0.0%
Total	-	-	-	-	1	2	113	116		31		2,865		
Ab.2.2.2		T.					r)	r)						
Recruitment Starters	qсро	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage change (Year on Year)			
Recruitment Starters Police Staff		Principal Officer	Senior	Scales 1 to		Percentage 7.7 Percentage 6.9.07 Current Year)	Headcour Sub Total 6 (Previous	Percentage 10 of Total 80 (Previous Year)		Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Starters Police Staff Under 25	-	1	Senior 2	Scales 1 to	62	24.7%	Headcour Sub Total 64 (Previous	31.2%	137	6.7%	→ -6.5%→ 10.6%			
Recruitment Starters Police Staff Under 25 25 - 40	-	1	Senior 5	Scales 1 to 56	62 102	24.7% 40.6%	Headcour Sub Total 64 (Previous	31.2% 30.0%	137 815	6.7% 40.0%	→ -6.5%→ 10.6%			
Recruitment Starters Police Staff Under 25 25 - 40 41 - 55	-	1	5 21 23	Scales 1 to 850	62 102 78	24.7% 40.6% 31.1%	Headcour Sub Total 64 (Previous	31.2% 30.0% 13.0% 19.8%	137 815 763 325	6.7% 40.0% 37.4%	-6.5% -0.6% 			

Ab.2.2.3 Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	3	42.9%	19	55.9%	25	7.3%	≥ -13.0 %
25 - 40	4	57.1%	12	35.3%	178	52.2%	7 21.8%
41 - 55	-	i	1	2.9%	119	34.9%	0.0%
56+	-		2	5.9%	19	5.6%	0.0%
Not Stated	-	-		-		-	0.0%
Total	7		34		341		
Ab.2.2.4			r)	r)			
Recruitment Starters	leadcount tub Total Current Year)	ercentage f Total Current Year)	leadcount oub Total Previous Year)	ercentage f Total Previous Year)	leadcount - organisation Current Year)	ercentage of organisation Current Year)	ercentage hange Year on Year)
Recruitment Starters Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcoun Sub Total (Previous	Percentag of Total (Previous	Headcount - Organisation (Current Year)	Percentage of Current Year)	Percentage Change (Year on Year)
Recruitment Starters Special Under 25	46	56.1%	Headcour Sub Total (Previous	Percentag 999 of Total 88 (Previous	153	30.5%	·0.7%
Recruitment Starters Special Under 25 25 - 40		56.1% 39.0%	Headcour Sub Total Sub Total (Previous	Percentage 98.95 of Total (Previous	153 246	30.5% 49.0%	→ -0.7%→ 7.9%
Recruitment Starters Special Under 25	46 32	56.1%	Headcour Sub Total (Previous	Percentage	153	30.5% 49.0% 16.9%	-0.7% 7.9% -5.9%
Recruitment Starters Special Under 25 25 - 40 41 - 55	46 32 4	56.1% 39.0%	Headcour Sub Total Sp (Previous	Percentage 98.95 of Total (Previous	153 246 85	30.5% 49.0%	→ -0.7%→ 7.9%

Ab.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	-	-	-	-	-	18	0.6%	0.0%
25 - 40	-	-	-	-	-	-	26	26	17.4%	20	11.0%	1,297	45.3%	6.4%
41 - 55	1	2	2	2	9	25	60	101	67.8%	28	15.5%	1,521	53.1%	> 52.3%
56+	ı	-	-	1	2	4	15	22	14.8%	108	59.7%	29	1.0%	<u>→</u> -44.9%
Not Stated	ı	-	-	-	-	1	-		-	25	13.8%	ı	-	0.0%
Total	1	2	2	3	11	29	101	149		181		2,865		
Ab.3.1.2 Turnover - Leavers	.PO	ncipal Officer	nior Officer	ales 1 to 6	adcount b Total urrent Year)	rcentage Total urrent Year)	adcount b Total evious Year)	rcentage Total evious Year)	adcount - ganisation urrent Year)	rcentage of ganisation urrent Year)	rcentage ange sar on Year)			
Turnover -	ACPO	Principal Officer	Senior Officer		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Turnover - Leavers	ACPO	Principal Officer	Senior Officer	Scales 1 to	17	11.6%	Headcour Sub Total (Previous	Percentage b of Total c (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	6.8%			
Turnover - Leavers Police Staff Under 25 25 - 40		Principal Officer	Senior Officer	Scales 1 to 40		11.6% 40.4%	Headcour Sub Total (Previous				✓ 6.8%✓ 13.9%			
Turnover - Leavers Police Staff Under 25		-	1	Scales 1 to	17 59 36	11.6%	Headcour Sub Total 39 23	4.8%	137 815	6.7%	6.8%13.9%			
Turnover - Leavers Police Staff Under 25 25 - 40 41 - 55 56+		- 7	1	Scales 1 to 40	17 59	11.6% 40.4%	Headcour Sub Total (Previous	4.8% 26.5%	137 815 763	6.7% 40.0%	6.8% 13.9% 9.1% 5.6%			
Turnover - Leavers Police Staff Under 25 25 - 40 41 - 55	-	- 7 8	1 12 1	Scales 1 to 40 27	17 59 36	11.6% 40.4% 24.7%	Headcour Sub Total 39 23	4.8% 26.5% 15.6%	137 815 763 325	6.7% 40.0% 37.4%	6.8% 13.9% 9.1% 5.6%			

Ab.3.1.3 Turnover - Leavers PCSO Under 25	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
25 - 40	20	71.4%	14	43.8%	178	11.2%	27.6%
41 - 55	4	14.3%	4	12.5%	119	3.4%	27.0%1.8%
56+	-	14.570	5	15.6%	119	3.470	0.0%
Not Stated	_	_	3	9.4%	-	_	0.0%
Total	28		32	3.470	341		0.070
1 5 15.11	×		~_				
Ab 2.1.4							
Ab.3.1.4 Turnover - Leavers	adcount o Total urrent Year)	rcentage Fotal ırrent Year)	adcount o Total evious Year)	rcentage Fotal evious Year)	adcount - yanisation ırrent Year)	rcentage of yanisation ırrent Year)	rcentage ange sar on Year)
Turnover -	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers	Headcount Sub Total (Current Year)	33.1%	Headcount Sub Total (Previous Year)	Percentage 66 of Total 67 (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers Special		33.1% 55.9%)
Turnover - Leavers Special Under 25	39	33.1%	38	29.0%	153	30.5%	
Turnover - Leavers Special Under 25 25 - 40	39 66	33.1% 55.9%	38 57 25 9	29.0% 43.5%	153 246	30.5% 49.0%	✓ 4.1%✓ 12.4%
Turnover - Leavers Special Under 25 25 - 40 41 - 55	39 66 12	33.1% 55.9% 10.2%	38 57 25	29.0% 43.5% 19.1%	153 246 85	30.5% 49.0% 16.9%	✓ 4.1%✓ 12.4%✓ -8.9%

Ab.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year) Percentage Change (Year on Year)
Under 25	-	-	-	-	-	1	ī	-	-	-	-	•	ı	18	0.6% 0.0%
25 - 40	24	-	1	-	-	-	1	-	-	26	17.4%	20	11.0%	1,297	45.3% 🖊 6.4%
41 - 55	11	74	11	-	-	-	4	1	-	101	67.8%	28	15.5%	1,521	53.1% 🖊 52.3%
56+	-	22	-	ı	-	ı	ì	-	-	22	14.8%	108	59.7%	29	1.0% 🔀 -44.9%
Not Stated	-	-	-	-	-	-	-	-	-	-	-	25	13.8%	-	- 0.0%
Total	35	96	12	-	-	-	5	1	-	149		181		2,865	
Ab.3.2.2 Turnover - Leavers by Reason	signation	stirement	tirement: III salth	dundancy	edundancy: Iluntary	d of Contract	smissal	ceased	ot Known	eadcount Ib Total urrent Year)	rcentage Total urrent Year)	eadcount Ib Total revious Year)	rcentage Total revious Year)	eadcount - ganisation urrent Year)	rcentage of ganisation urrent Year) rcentage lange
Turnover - Leavers by Reason Police Staff	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary		Dismissal	Deceased	Not Known	Headcour Sub Total (Current	of OC	Headcount Sub Total (Previous Year)	Percentaç of Total (Previous	Headcount - Organisation (Current Year)	Percenta Organisa (Current Percenta Change (Year on
Turnover - Leavers by Reason Police Staff Under 25	13	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of	3	-	-	Headcour Sub Total (Current	11.6%	Headcour Sub Total (Previous	Percentag Pof Total V. (Previous	137	Percenta Percenta (Current A.2.9 Percenta Percenta (Year on
Turnover - Leavers by Reason Police Staff Under 25 25 - 40	13 51	Retirement	Retirement: III Health	-		Eud of 3	3	-	- Not Known	Headcour Sub Total (Current)	11.6% 40.4%	Headcour Sub Total (Previous	Percentage 4.7% (Previous	137 815	Percenta Percenta (Current of Change (Year on Manage of Change
Turnover - Leavers by Reason Police Staff Under 25 25 - 40 41 - 55	13 51 23	- - -	Retirement: III Health	Redundancy	-	End of	3	-	-	Headcour Sub Total 65 Current \	11.6% 40.4% 24.7%	Headcour Sub Total 0 Previous	Percentage N. Pe	137 815 763	6.7%
Turnover - Leavers by Reason Police Staff Under 25 25 - 40 41 - 55 56+	13 51	- Retirement	Retirement: III Health	-	-	Eud of 3	3	-	-	Headcour Sub Total (Current)	11.6% 40.4%	Headcour Sub Total 40 40 24 26	Dercentage 4.7% 0f Total (Previous 17.4%	137 815 763 325	6.7% 6.9% 40.0% 13.6% 15.9% 5.9%
Turnover - Leavers by Reason Police Staff Under 25 25 - 40 41 - 55	13 51 23	- - -	Retirement: III Health	-	-	1 3 4	3	-	-	Headcour Sub Total 65 Current \	11.6% 40.4% 24.7%	Headcour Sub Total 0 Previous	Percentage N. Pe	137 815 763 325	6.7%

Ab.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Vot Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total Previous Year)	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percentage Change Year on Year)
Under 25	3	4				-	1			4	14.3%		18.8%	25	7.3%	-4.5%
	9										14.570		10.070			
25 - 40	20	ı	-	-	-	Ü	ı	-	-	20	71.4%	14	43.8%	178	52.2%	27.6%
41 - 55	4	ī	-	-	-	ı	-	-	-	4	14.3%	4	12.5%	119	34.9%	7.8%
56+	-	-	-	-	=	-	-	-	-	-	-	5	15.6%	19	5.6%	0.0%
Not Stated	-	-	-	-	-	-	-	-	-	-	-	3	9.4%	-	-	0.0%
Total	27	-	-	-	-	-	1	-	-	28		32		341		

Ab.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	-	-	-	-	-	18	0.6%	0.0%
25 - 40	-	-	1	-	9	24	-	34	49.3%	36	26.5%		45.3%	22.8%
41 - 55	3	2	2	5	11	11	-	34	49.3%	80	58.8%	1,521	53.1%	9.5%
56+	-	-	-	-	1	-	=	1	1.4%	20	14.7%	29	1.0%	<u>→</u> -13.3%
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%
Total	3	2	3	5	21	35	-	69		136		2,865		
Ab.4.1.2		er.	Ę				Ē.	ar)		L 0				
Progression - Promotions	РО	ncipal Offic	nior Office	ales 1 to 6	adcount o Total irrent Year)	centage -otal irrent Year	adcount o Total evious Year)	centage ⁻ otal evious Yea	adcount - janisation irrent Year	centage of janisation irrent Year	centage ange ar on Year)			
	ACPO	Principal Officer	Senior Officer	\$	Headcount Sub Total (Current Year	Percentage of Total (Current Year)	Headcount Sub Total (Previous Yea	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Promotions	ACPO	Principal Offic	Senior Officer	1 to	Headcour Sub Total (Current	Percentage 9 of Total 1. (Current Year	± ≻	Percentage 30 Total 70 (Previous Yea		Percentage of Organisation (Current Year	œ _			
Promotions Police Staff		Principal Offic		Scales 1 to	Headcour Sub Total (Current		Headcount Sub Total (Previous Y		137		Percenta Change (Year on			
Promotions Police Staff Under 25		1	4	Scales 1 to	Headcour Sub Total (Current	8.7%	Headcount Sub Total (Previous Y	12.0%	137 815	6.7%	Percenta Service Servi			
Promotions Police Staff Under 25 25 - 40		1 22	4 19	Scales 1 to	Headcour Sub Total (Current)	8.7% 49.6%	Headcount Sub Total CPrevious Y	12.0% 44.8%	137 815 763	6.7% 40.0%	Percenta 8.8. Change 8.8. Change 7.4. Char on			
Promotions Police Staff Under 25 25 - 40 41 - 55		1 22	4 19 14	Scales 1 to 89 49	Headcour Sub Total (Current)	8.7% 49.6% 28.0%	Headcount Sub Total Sub Total (Previous Y	12.0% 44.8% 25.6%	137 815 763 325	6.7% 40.0% 37.4%	Percenta 8.8. Change 8.8. Change 7.4. Char on			

Ab.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change	(Year on Year)
Under 25	-	-	ı	-	-	•	-	•	ı	•	ı	18	0.6%		0.0%
25 - 40	-	-	-	-		1	12	13	50.0%	-	i	1,297	45.3%	\circ	0.0%
41 - 55	-	-	-	-	1	6	6	13	50.0%	-	•	1,521	53.1%	\circ	0.0%
56+	-	ï	ı	ì	1	1	-		ı		Ī	29	1.0%	\circ	0.0%
Not Stated	-	ï	ı	ì	1	1	-		ı		Ī	•	ı	\circ	0.0%
Total		-	1	-	1	7	18	26				2,865			
									ļ.			,			
Ab.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)		Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)				
Employee Relations - Misconduct / Disciplinaries	АСРО	Principal Officer	Senior Officer		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	ear)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	CK _				
Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcount Sub Total (Current Year)		ear)	Percentage of Total (Previous Year)	137		Percenta Change (Year on				
Employee Relations - Misconduct / Disciplinaries Police Staff Under 25	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcount Sub Total (Current Year)	8.3%	ear)	Percentage 9 of Total 8 (Previous Year)	137	6.7%	Percenta O Change (Year on				
Employee Relations - Misconduct / Disciplinaries Police Staff Under 25 25 - 40	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcount Sub Total (Current Year)	8.3% 33.3%	Headcount Sub Total (Previous Year)	Percentage 9.8.9 of Total (Previous Year)	137 815 763	6.7% 40.0%	Percenta -0.4% -0.4% -33.7% -34.00				
Employee Relations - Misconduct / Disciplinaries Police Staff Under 25 25 - 40 41 - 55	ACPO	Principal Officer	Senior Officer	Scales 1 to 4	1 4 4	8.3% 33.3% 33.3%	Headcount Sub Total (Previous Year)	Percentage Percentage 9.8.9 of Total Percentage 7.8.9 of Total 7.9.0 of Total	137 815 763 325	6.7% 40.0% 37.4%	Percenta -0.4% -0.4% -33.7% -34.00				

Ab.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	25	7.3%	0.0%
25 - 40	4	80.0%	ı	ı	178	52.2%	0.0%
41 - 55	1	20.0%	ı	ı	119	34.9%	0.0%
56+	•	ı	ı	ı	19	5.6%	0.0%
Not Stated		ı		1		ı	0.0%
Total	5				341		

Ab.5.2.1 Employee Relations - Grievances Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	-	-	-	-	-	18	0.6%	0.0%
25 - 40	-	-	-	-	-	1	3	4	50.0%	-	-	1,297	45.3%	0.0%
41 - 55	-	-	-	-	-	1	3	4	50.0%	-	-	1,521	53.1%	0.0%
56+	-	-	-	-	-	-	-	-	-	-	-	29	1.0%	0.0%
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	- (0.0%
Total	-		-		ı	2	6	8		-		2,865		
Ab.5.2.2		Ļ.					_	_				1		
Employee Relations - Grievances	Ю	ncipal Office	nior Officer	iles 1 to 6	adcount o Total irrent Year)	centage ⁻ otal irrent Year)	adcount o Total evious Year)	centage ⁻ otal evious Year)	adcount - Janisation Irrent Year)	centage of janisation irrent Year)	centage ange ar on Year)			
Relations -	ACPO	Principal Officer	Senior Officer	to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Relations - Grievances	ACPO	Principal Office	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Relations - Grievances Police Staff		Principal Office		1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)			Percenta O Change (Year on			
Relations - Grievances Police Staff Under 25	-	Principal Office	-	1 to	Headcount Sub Total (Current Year)	-	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	137	6.7% 40.0% 37.4%	%0.0 Change (Year on			
Relations - Grievances Police Staff Under 25 25 - 40	-	Principal Office	-	Scales 1 to	Headcount Sub Total (Current Year)	-	Headcount Sub Total (Previous Year)	-	137 815	6.7% 40.0%	%0.0 Change (Year on			
Relations - Grievances Police Staff Under 25 25 - 40 41 - 55	-	Principal Office	- - -	Scales 1 to	Headcount Sub Total (Current Year)	50.0% -	Headcount Sub Total (Previous Year)	-	137 815 763	6.7% 40.0% 37.4%	0.0% (Year on (Year o			

Ab.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
Under 25	-	-	-	-	-	-	9	9	0.5	-	-	0.0
25 - 40	-	-	-	-	75	201	8,261	8,537	6.6	-	-	0.0
41 - 55	-	-	56	362	658	2,113	13,581	16,770	11.0	-	-	0.0
56+	-	-	-	-	12	1	213	226	7.8	-	-	0.0
Not Stated	-	-	-	-	-	-	-	-	-	-	-	0.0
Total	-	-	56	362	745	2,315	22,064	25,542				
									ı			
Ab.6.1.2 Sickness Absence	СРО	rincipal Officer	senior Officer	scales 1 to 6	sub Total Days Current Year)	werage Days ver Person Current Year)	otal Days oer Person Previous Year)	werage Days ver Person Previous Year)	ercentage Jhange Year on Year)			
Sickness Absence Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to	Sub Total (Current Y	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)			
Sickness Absence	·	_	Senior Officer	1 to	Sub Total Days 982 (Current Year)	Average Days per Person 6 + Current Year)	-	Average I per Perso (Previous	O Percentage Change O (Year on Year)			
Sickness Absence Police Staff Under 25	-	-	-	Scales 1 to	Sub Total Sub Total (Current Y	4.3	-	Average I per Perso (Previous	0.0			
Sickness Absence Police Staff Under 25 25 - 40	-	- 197	320	Scales 7 4,319	Sub Total (Current Y 989'8	4.3 5.9	-	Average I per Perso (Previous	O.0 O 0.0			
Police Staff Under 25 25 - 40 41 - 55	-	- 197 282	- 320 245	9 585 4,319 5,561	Sub Total Sub Total 585 4,836 6,088	4.3 5.9 8.0	-	Average I per Perso (Previous	0.0 0.0 0.0			

Ab.6.1.3 Sickness Absence	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)	
PCSO	(Cı	Av pe (Cı	Tor pel	Av pel (Pı	Pe Ch (Ye	
Under 25	154	6.2	-	-	0.0	0
25 - 40	1,156	6.5	-	-	0.0	0
41 - 55	1,739	14.6	-	-	0.0	0
56+	264	13.9	Ī	-	0.0	0
Not Stated	•	i		-	0.0	0
Total	3,313		-			

B) Disability

B.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Yes	-	-	1	-	7	11	71	90	3.1%		2.6%	> 0.5%
No	4	9	14	42	134	343	1,871	2,417	84.4%	2,454	83.6%	⊘ 0.8%
Prefer not to say	1	-	2	2	16	70	245	336	11.7%	406	13.8%	2.1%
Not Specified	-	-				1	21	22	0.8%	•		0.0%
Total	5	9	17	44	157	425	2,208	2,865		2,937		
B.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)			
Current Workforce Distribution	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total © (Current Year)	Percentage of Total (Current Year)	Headcour Sub Total (Previous) S				
Current Workforce Distribution Police Staff	9 ACPO		Senior	Scales 1 to	Headcount Sub Total (Current Y		Headcour Sub Total (Previous	Percentag of Total (Previous	Percenta Change (Year on			
Current Workforce Distribution Police Staff Yes	OG V V V V V V V V V V V V V V V V V V V	8	Senior 9	Scales 1 to	Headcount Sub Total (Current Y	3.9%	Headcour Sub Total 29,1 (Previous	Percentag S of Total (Previous	Percenta O Change (Year on			
Current Workforce Distribution Police Staff Yes No	1 ACPO	8 137	Senior 234	Scales 1 to 85,1	Headcount Sub Total Sub Total (Current Y	3.9% 86.2%	Headcour Sub Total 1,683 1,0 1,0 1,0 1,0 1,0 1,0 1,0 1,0 1,0 1,0	Percentag 3.5% (Previous	Percenta O Change Why (Year on			

B) Disability

B.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Yes	7	2.1%	10	2.9%	≥ -0.8%
No	307	90.0%	320	93.8%	→ -3.8%
Prefer not to say	23	6.7%	38	11.1%	→ -4.4%
Not Specified	4	1.2%	•		0.0%
Total	341		368		
B.1.1.4					
B.1.1.4 Current Workforce Distribution	adcount Total rrent Year)	centage otal rrent Year)	adcount Total evious Year)	centage otal evious Year)	centage ange ar on Year)
Current Workforce	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	O Percentage Change (Year on Year)
Current Workforce Distribution Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	
Current Workforce Distribution Special Yes	-	-	-	-	0.0%
Current Workforce Distribution Special Yes No	-	-	- 354	- 65.4%	○ 0.0% > 29.8%

B.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	-	=	193		4.7%	-	-	90	3.1%	0.0%
No	-	-	-	-	-	=	3,835	3,835	93.3%	-	-	2,417	84.4%	0.0%
Prefer not to say	ı	-	-	1	-	-	1	•	ı	-	-	336	11.7%	0.0%
Not Specified	1	-	-	1	1	-	84	84	2.0%	-	-	22	0.8%	0.0%
Total	-	-	-		-	-	4,112	4,112				2,865		
		•	•											
B.2.1.2 Recruitment Applicants	РО	ncipal Officer	nior Officer	ales 1 to 6	adcount o Total ırrent Year)	centage Fotal irrent Year)	adcount o Total evious Year)	centage Fotal evious Year)	adcount - ganisation ırrent Year)	centage of ganisation irrent Year)	centage ange ar on Year)			
Recruitment	ACPO	Principal Officer	Senior Officer	to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Applicants	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	ercenta Total urrent	Headcour Sub Total (Previous			Percentage of Organisation (Current Year)	Percenta Change (Year on			
Recruitment Applicants Police Staff		_	Senior	Scales 1 to	Headcour Sub Total (Current	Percenta of Total (Current	Headcour Sub Total G (Previous		80		Percenta Change (Year on			
Recruitment Applicants Police Staff Yes	-	3	Senior 14	Scales 1 to	Headcour Sub Total (Current	Percenta 5 of Total 6% (Current	Headcour Sub Total G (Previous	4.9%	80 1,758	3.9%	Percenta -2.3% -2.4%			
Recruitment Applicants Police Staff Yes No	- 120	3 128	Senior 14	Scales 1 to	Headcour 138 4,719 -	Dercenta 2.6% 87.5%	Headcour Sub Total 3,388 898 898 898	4.9% 85.1%	80 1,758	3.9% 86.2%	2.3% → 2.3% → 2.4% → 0.0%			

B.2.1.3 Recruitment Applicants PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	2	1.1%	-	-	7	2.1%	0.0%
No	163	93.7%	-	-	307	90.0%	0.0%
Prefer not to say	-	-	-	=	23	6.7%	0.0%
Not Specified	9	5.2%	ı	ı	4	1.2%	0.0%
Total	174				341		
B.2.1.4				$\hat{}$			
B.2.1.4 Recruitment Applicants	adcount o Total rrent Year)	centage otal rrent Year)	adcount o Total evious Year)	centage otal evious Year)	adcount - lanisation rrent Year)	centage of anisation rrent Year)	centage ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)		Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	O Percentage Change (Year on Year)
Recruitment Applicants Special	± 0, 0			Percentag of Total (Previous	Headcount - Organisation (Current Year)		
Recruitment Applicants Special Yes	130	7.2%	Headcoun Sub Total (Previous	Percentag of Total (Previous	-	3.9%	0.0%
Recruitment Applicants Special Yes No	130	7.2%	Headcoun Sub Total (Previous	Percentag of Total (Previous	-	3.9% 86.2%	0.0%

B.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	ı	=	-	Û	-	•	-	90	3.1%	0.0%
No	-	-	-		1	=	47	48	41.4%	31	100.0%	2,417	84.4%	≥ -58.6 %
Prefer not to say	-	-	-	1	ı	-	5	5	4.3%		-	336	11.7%	0.0%
Not Specified	-	-	-	1	ı	2	61	63	54.3%		-	22	0.8%	0.0%
Total	-	ı	-		1	2	113	116		31		2,865		_
											•		·	
B.2.2.2 Recruitment Starters	ЗРО	incipal Officer	nior Officer	ales 1 to 6	eadcount Ib Total urrent Year)	rcentage Total urrent Year)	eadcount Ib Total revious Year)	rrcentage Total revious Year)	eadcount - ganisation urrent Year)	rcentage of ganisation urrent Year)	rcentage nange ear on Year)			
Recruitment	АСРО	Principal Officer	Senior Officer	Scales 1 to 6		Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Recruitment Starters Police Staff Yes	ACPO	Principal Officer	Senior	Scales 1	Headcoun Sub Total (Current Y	-	Headcour Sub Total (Previous	7.7%	80	3.9%	Percenta Percenta Research Research Research			
Recruitment Starters Police Staff			Senior	Scales 1	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous	7.7%	80		Percenta Percenta Research Research Research			
Recruitment Starters Police Staff Yes	-	-	Senior	Scales 1	Headcoun Sub Total (Current Y	-	Headcour Sub Total 136	7.7%	80 1,758	3.9%	Percenta New Year on American Structure New Year of Table New Year of			
Recruitment Starters Police Staff Yes No	-	- 8	Senior	Scales 1	Headcoun Sub Total (Current Y	- 50.2%	Headcour Sub Total 136 32	7.7% 74.7%	80 1,758	3.9% 86.2%	3.8% ✓ 11.5% ✓ 10.3%			

B.2.2.3 Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	7	2.1%	0.0%
No	-	-	34	100.0%	307	90.0%	0.0%
Prefer not to say	-	-	-	-	23	6.7%	0.0%
Not Specified	7	100.0%	•		4	1.2%	0.0%
Total	7		34		341		
B.2.2.4			.)				
Recruitment Starters	adcount Total rrent Year)	centage otal rrent Year)	adcount Total evious Year)	centage otal evious Year)	adcount - anisation rrent Year)	centage of anisation rrent Year)	centage ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)		tag us	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	O Percentage Change (Year on Year)
Recruitment Starters Special	Headcount Sub Total Current Year)	Percentage of Total (Current Year)		tag us	Headcount - Organisation (Current Year)		
Recruitment Starters Special Yes	-	-	Headcoun Sub Total (Previous	Percentag of Total (Previous	-	- (0.0%
Recruitment Starters Special Yes No	-	-	Headcoun Sub Total (Previous	Percentag of Total (Previous	-	95.2%	0.0%

B.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	-	2	3	5	3.4%	14	7.7%		3.1%	→ -4.3%
No	1	2	2	3	10	23	85	126	84.6%	136	74.7%	2,417	84.4%	> 9.9%
Prefer not to say	-	-	-		1	3	12	16	10.7%	32	17.6%	336	11.7%	── -6.9 %
Not Specified	-	1	-	1	-	1	1	2	1.3%	-	-	22	0.8%	0.0%
Total	1	2	2	3	11	29	101	149		182		2,865		
													,	
B.3.1.2 Turnover - Leavers Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)		•	
Turnover - Leavers	ACPO	Principal Officer	Senior Officer	Scales 1 to 6		Percentage of Total (Current Year)	Headcour Sub Total (Previous	Percentage of Total (Previous Year)		Percentage of Organisation (Current Year)			•	
Turnover - Leavers Police Staff		_	Senior	Scales 1			Headcour Sub Total (Previous	-	80		\ 0.1%			
Turnover - Leavers Police Staff Yes	-	3	Senior	Scales 1	6	4.1%	Headcour Sub Total (Previous	4.0%	80 1,758	3.9%	0.1%5.0%			
Turnover - Leavers Police Staff Yes No	-	3 18	Senior 14	Scales 1 87	6 119	4.1% 81.5%	Headcour Sub Total 50 (Previous	4.0% 76.5%	80 1,758	3.9% 86.2%	✓ 0.1%✓ 5.0%✓ -12.0%			

B.3.1.3 Turnover - Leavers PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	2	7.1%	1	3.1%	7	2.1%	
No	24	85.7%	27	84.4%	307	90.0%	7 1.3%
Prefer not to say	1	3.6%	4	12.5%	23	6.7%	<u>→</u> -8.9%
Not Specified	1	3.6%	-		4	1.2%	0.0%
Total	28		32		341		
B.3.1.4				.)			
Turnover - Leavers	eadcount ub Total Current Year)	ercentage F Total Surrent Year)	eadcount ub Total Previous Year)	ercentage F Total Previous Year)	eadcount - rganisation Current Year)	ercentage of rganisation Surrent Year)	ercentage hange 'ear on Year)
Turnover - Leavers Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentag of Total (Previous	Headcount - Organisation (Current Year)	Percentage Organisation (Current Ye	Percentage Change (Year on Year)
Turnover - Leavers Special Yes	-	-	Headcoun Sub Total Previous	Percentag of Total (Previous	-	Percentage Organisation (Current Ye	0.0%
Turnover - Leavers Special Yes No	Headcount Sub Total (Current Year)		Headcoun Sub Total 64 (Previous	Percentag 90 of Total 80 (Previous		Percentage Organisation (Current Ye	○ 0.0% → 32.9%
Turnover - Leavers Special Yes	-	-	Headcoun Sub Total Previous	Percentag of Total (Previous	-	Percentage Organisation (Current Ye	0.0%
Turnover - Leavers Special Yes No	-	-	Headcoun Sub Total 64 (Previous	Percentag 90 of Total 80 (Previous	- 478	Percentage Organisation (Current Ye	○ 0.0%➢ 32.9%○ 0.0%

B.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	2	3	-	-	-	-	-	-	5	3.4%	14	7.7%	90	3.1%	-4.3%
No	31	82	7	-	-	-	5	1	-	126	84.6%	136	74.7%	2,417	84.4%	9.9%
Prefer not to say	3	11	2	-	=	-	-	-	-	16	10.7%	32	17.6%	336	11.7%	-6.9%
Not Specified	1	1	-	-	-	-	1	-	-	2	1.3%	1		22	0.8%	0.0%
Total	35	96	12	-	=	-	5	1	-	149		182		2,865		_
								-				-				
B.3.2.2 Turnover - Leavers by Reason Police Staff	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason	Resignation 1	Retirement 8	Retirement: III Health	Redundancy	Redundancy: Voluntary	of :	Dismissal	Deceased	Not Known		Percentage of Total (Current Year)	Headcount Sub Total (Previous Y	ercentag Total revious	Headcount - Organisation (Current Year)	≥, ≠ /=	<u> </u>
Turnover - Leavers by Reason Police Staff	Resignation 1	_	Retirement: III Health			of :	Dismissal 2	Deceased -	Not Known	Headcour Sub Total (Current)	Percenta of Total (Current	Headcount Sub Total (Previous Y	Percentag of Total (Previous		Percentaç Organisat (Current)	Percenta Change (Year on
Turnover - Leavers by Reason Police Staff Yes	1	3	Retirement: III Health	-	-	of :	-	Deceased 1		Headcour Sub Total (Current)	Percenta Percenta of Total (Current	Headcount Sub Total (Previous Y	Percentag b of Total c (Previous	80	Percentaç S. Organisat (Current)	Percenta Necenta Necenta Necenta
Turnover - Leavers by Reason Police Staff Yes No	1	3 15 3	1	-	-	1 Eud of	-	Deceased -		Headcour Sub Total (Current)	Percenta Percenta V. 1.8 St. 1	Headcount Sub Total Sub Total (Previous Y	Percentage 6.7. Percentage 7.5.5% (Previous	80 1,758	Percentage Second Secon	Percental No.9 Change (Year on

B.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
Yes	2	-	-	-	-	-	-	-	-	2	7.1%	1	3.1%	7	2.1% 🗸	4.0%
No	24	=	-	-	-	-	1	-	-	24	85.7%	27	84.4%	307	90.0% 🔀	1.3%
Prefer not to say	1	-	-	-	-	-		-	-	1	3.6%	4	12.5%	23	6.7% 얼	-8.9%
Not Specified	-	-	-	-	-	-	1	-	-	1	3.6%	-	-	4	1.2% 🔾	0.0%
Total	27	-	-	-	-	-	1	-	-	28		32		341		

B.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	-	1	-	1	1.4%	1	0.7%	90	3.1%	~ 0.7%
No	2	2	2	5	18	29	-	58	84.1%	121	89.0%	2,417	84.4%	→ -4.9%
Prefer not to say	1	-	1		3	5	ı	10	14.5%	14	10.3%	336	11.7%	\ 4.2%
Not Specified	1	1	-	ı	i	-	ı	ı	-		ı	22	0.8%	0.0%
Total	3	2	3	5	21	35	ı	69		136		2,865		_
					-		-				•			
Progression - Promotions Police Staff	СРО	Principal Officer	Senior Officer	scales 1 to 6	Headcount Sub Total Current Year)	Percentage of Total Current Year)	Headcount Sub Total Previous Year)	Percentage of Total Previous Year)	Headcount - Organisation Current Year)	Percentage of Organisation Current Year)	Percentage Change Year on Year)			
Progression - Promotions	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcour Sub Tota (Current	of G	Headcour Sub Total (Previous	Pe of '	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Progression - Promotions Police Staff Yes	O ACPO	1	Senior	Scales 1 to	Headcour Sub Tota (Current)	3.4%	Headcour Sub Total (Previous	1.6%	80	3.9%	Percenta Change (Year on			
Progression - Promotions	1	1 Principal Officer	Senior	Scales 1 to	Headcou Sub Tota Sub Tota (Current)		Headcour Sub Total 211 (Previous	1.6% 92.0%	80 1,758	3.9% 86.2%	Percenta New Year on			
Progression - Promotions Police Staff Yes No	1 -	1	Senior	Scales 1 to 7	Headcou Sub Tota Sub Tota (Current)	3.4% 88.6%	Headcour Sub Total Sub Total (Previous	1.6% 92.0%	80 1,758	3.9%	7.2% Nercenta Nercenta Nercenta Nercenta Nercenta Nercenta Nercenta Nercenta			

B.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	АСРО	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	-	-	1	1	3.8%	5	18.5%		3.1%	7 15.4%
No	-	-	-		1	5	15	21	80.8%	18	66.7%	2,417	84.4%	≥ -17.7%
Prefer not to say	-	ı	1	ı	ı	2	2	4	15.4%	4	14.8%	336	11.7%	→ 3.1%
Not Specified	-	•	•	ı	1	-	•	ı	-	ı	ı	22	0.8%	0.0%
Total	-	ı	ı	1	1	7	18	26		27		2,865		
B.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Misconduct / Disciplinaries	ACPO	Principal Officer	Senior Officer	to to	Headcount Sub Total (Current Year)	Percentage 8 of Total (Current Year)	Headcour Sub Total (Previous	Percentage 17 of Total 94 (Previous Year)		Percentage of Organisation (Current Year)	Percenta Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff			Senior	to to	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous		80		Percenta Change (Year on	1		
Employee Relations - Misconduct / Disciplinaries Police Staff Yes	-		Senior	Scales 1 to	Headcoun Sub Total (Current Y	8.3%	Headcour Sub Total (Previous	12.5%	80	3.9%	Percenta 8.6% Wear on			
Employee Relations - Misconduct / Disciplinaries Police Staff Yes No	-	-	Senior	Scales 1 to	Headcoun Sub Total (Current Y	8.3% 91.7%	Headcour Sub Total (Previous	12.5%	80 1,758	3.9% 86.2%	Dercenta			

B.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	7	2.1%	0.0%
No	4	80.0%	3	75.0%	307	90.0%	> 5.0%
Prefer not to say	1	20.0%	1	25.0%	23	6.7%	→ -5.0%
Not Specified	-	ı	-	-	4	1.2%	0.0%
Total	5		4		341		

B.5.2.1 Employee Relations - Grievances Police Officer	АСРО	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Yes	-	-	-	-	-	-	2		25.0%	-	-	90	3.1%	0.0%
No	-	-	-	-	-	2	4	6	75.0%	10	100.0%	2,417	84.4%	分 -25.0%
Prefer not to say	-	-	=	-	-	=	=	-	-	-	-	336	11.7%	0.0%
Not Specified	-	1	ı		-	-	ı	•		-	-	22	0.8%	0.0%
Total	-	ı	ı		Ū	2	6	8		10		2,865		_
B.5.2.2 Employee Relations - Grievances	\CPO	Principal Officer	Senior Officer	scales 1 to 6	Headcount Sub Total Current Year)	Percentage of Total Current Year)	Headcount Sub Total Previous Year)	Percentage of Total Previous Year)	Headcount - Organisation Current Year)	Percentage of Organisation Current Year)	Percentage Change Year on Year)			
Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Pe of . (C	Headcount Sub Total (Previous Year)	Pe of (P	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Employee Relations - Grievances			Senior	to	Headcount Sub Total (Current Year)	50.0%	Headcount Sub Total (Previous Year)	25.0%	80	3.9%	Percenta Percenta Change (Year on			
Employee Relations - Grievances Police Staff Yes	-	-	Senior	to	Headcount Sub Total (Current Year)		Headcour Sub Total (Previous	25.0%	80		Percenta Seconta Seconta			
Employee Relations - Grievances Police Staff Yes No	-	-	Senior	to	Headcoun Sub Total (Current Y	50.0% 50.0%	Headcour Sub Total (Previous	25.0%	80 1,758	3.9% 86.2%	25.0% ✓ 25.0% ✓ 0.0%			

B.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
Yes	-	-	-	-	10	175	1,349	1,534	17.0	1,700	22.1	\searrow	-5.0
No	-	-	46	362	698	1,903	17,372	20,381	8.4	18,305	7.5	$ \sqrt{} $	1.0
Prefer not to say	-	-	10	•	37	237	3,241	3,525	10.5	3,850	9.5		1.0
Not Specified	-	-	-	•	•	•	102	102	4.6		-	0	0.0
Total	•	-	56	362	745	2,315	22,064	25,542		23,854			
						,	,	,	J	- /			
B.6.1.2 Sickness Absence		ncipal Officer	nior Officer	1 to 6	Total Days rent Year)		/ear)	ays 'ear)	rcentage lange ear on Year)				
	АСРО	Principal Officer	Senior Officer	to 6	Days 'ear)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percenta Change (Year on				
Sickness Absence		Principal Officer	Senior Officer 8	1 to 6	Total Days rent Year)		/ear)	ays 'ear)	Percenta Change (Year on				
Sickness Absence Police Staff Yes No	ACPO			Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days Per Person (Previous Year)	Average Days Average Days per Person Revision Sear	Percental Percental Pro-				
Sickness Absence Police Staff Yes	ACPO	26	8	Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person 6 (Current Year)	Total Days Total Days Per Person (Previous Year)	Average Days per Person 78 (Previous Year)	Percental Percental Pro-				
Sickness Absence Police Staff Yes No	ACPO	26 511	8 654	Scales 10,408	Sub Total Days (Current Year) 11,573	Average Days Average Days per Person Current Year)	Total Days Total Days 1,221 (Previous Year) 1,449	Average Days Average Days per Person Revision Sear	Percental Percental Pro-				

B.6.1.3	S		C)	c)		
Sickness Absence	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
PCSO	Sub (Cu	Ave per (Cu	Tota per (Pre	Ave per (Pre	Per	Cha (Ye
Yes	124	17.7	119	11.9	\searrow	5.8
No	2,912	9.5	2,641	8.3	\sim	1.2
Prefer not to say	269	11.7	263	6.9	\searrow	4.8
Not Specified	8	2.0	ı	ı	\bigcirc	0.0
Total	3,313		3,022			

C.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
White	*-	9	16	41	135	353	1,903	*-	*-	2,521	85.8%	*
BME	*-	*-	*-	*-	*-	*-	59	*-	*-	79	2.7%	*
Not Specified	*-	*-	*-	*-	*-	*_	49	*-	*-	337	11.5%	*
Prefer not to say	*-	*-	*-	*-	15	64	197	*-	*-	*_	*-	*
Total	*_	9	17	44	157	425	2,208	2,865		2,937		
		Ū	• •		101	0	_,	_,000		2,001		
C.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)	2,001		
C.1.1.2 Current Workforce Distribution				1 to 6	ar)	age Year)	t Year)	ear)	Percentage Change (Year on Year)	2,001		
C.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)	2,001		
C.1.1.2 Current Workforce Distribution Police Staff White	ACPO -*	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total ,* (Current Year)	Percentage of Total '* (Current Year)	Headcount Sub Total (Previous Year)	Percentage 88 of Total 99 (Previous Year)	Percentage Change (Year on Year)	2,001		
C.1.1.2 Current Workforce Distribution Police Staff White BME	ACPO	Principal Officer	Senior Officer *-	Scales 1 Scales 1 1,385 35	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage %9.88 of Total (Previous Year)	Percentage Change (Year on Year)	2,001		

C.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
White BME	294 14	86.2% 4.1%	313 15	85.1% 4.1%	1.1%0.0%
Not Specified	*-	4.1 <i>7</i> 0 *_	40	10.9%	*
Prefer not to say	28	8.2%	*-	*-	0.0%
Total	341		368		0.070
0444					
1 1 4			_		
C.1.1.4 Current Workforce Distribution Special	Headcount Sub Total Current Year)	Percentage of Total (Current Year)	Headcount Sub Total Previous Year)	Percentage of Total Previous Year)	Percentage Change Year on Year)
Current Workforce	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage 9 of Total % (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution Special		Percentage No. 7 (Current Year)	Headcount Sub Total Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage 7.4% 7.4% 7.5% 7.5%
Current Workforce Distribution Special White	443	88.2%	329	60.8%	> 27.4%
Current Workforce Distribution Special White BME	443 14	88.2% 2.8%	329 7	60.8% 1.3%	27.4%1.5%

C.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*_	*_	*-	*-	*_	3,671	3,671	89.3%	*_	*-	2,461	85.9%	*
BME	*-	*_	*_	*-	*-	*_	281	281	6.8%	*_	*-	74	2.6%	*
Not Specified	*-	*_	*_	*-	*-	*_	113	113	2.7%	*_	*-	51	1.8%	*
Prefer not to say	*-	*_	*_	*-	*-	*_	47	47	1.1%	*_	*-	279	9.7%	*
Total	*_	*_	*_	*_	*_	*_	4,112	4,112		*_		2,865		
i otai							7,112	7,112	ļ			2,000		
C.2.1.2 Recruitment Applicants Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	2,003		
C.2.1.2 Recruitment Applicants	OC 4CP	Principal Officer	Senior Officer	1 to 6	Headcount Sub Total (Current Year)	ercentage Total urrent Year)	Headcount Sub Total (Previous Year)	age s Year)		Percentage of Organisation (Current Year)	Percenta Change (Year on	2,000		
C.2.1.2 Recruitment Applicants Police Staff		_	Senior	Scales 1 to 6	Headcount Sub Total Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)			Percenta Change (Year on	2,000		
C.2.1.2 Recruitment Applicants Police Staff White	120	136	Senior 522	Scales 1 to 6	Headcount 90 Sub Total (Current Year)	Percentage 60 Total 70 (Current Year)	Headcount Sub Total Previous Year)	Percentage 99 of Total 99 (Previous Year)	1,750	85.8%	Percenta Change (Year on	2,000		
C.2.1.2 Recruitment Applicants Police Staff White BME	120 *-	136 *-	522 19	09 4,247 4,247	Headcount G Sub Total (Current Year)	Percentage 0f Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage 8 of Total 9 (Previous Year)	1,750 43	85.8% 2.1%	Percenta Percenta * (Year on	2,000		

C.2.1.3 Recruitment Applicants PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
White	152	87.4%	*_	*_	294	86.2% 🔾	0.0%
BME	16	9.2%	*-	*_	*-	*-	0.0%
Not Specified	6	3.4%	*-	*_	*_	*-	0.0%
Prefer not to say	*-	*-	*-	*_	28	8.2%	0.0%
Total	174		*-		341		
C.2.1.4			Ċ	÷			_
C.2.1.4 Recruitment Applicants	adcount o Total rrent Year)	centage otal rrent Year)	adcount o Total evious Year)	centage otal evious Year)	adcount - lanisation rrent Year)	centage of anisation rrent Year) centage	ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage 88 of Total 49 (Current Year)		tag us	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
Recruitment Applicants Special	_ *, •	_ •	Headcoun Sub Total (Previous	Percentag of Total (Previous			\circ
Recruitment Applicants Special White	1,598	88.5%	Headcoun Sub Total (Previous	Percentag of Total	443	85.8%	0.0%
Recruitment Applicants Special White BME	1,598 161	88.5% 8.9%	Headcoun Sub Total (Previous	Percentag of Total (Previous	443 14	85.8% O 2.1% O	0.0%

C.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	*-	*-	*-	*_	49	49	42.2%	25	80.6%		85.9%	≥ -38.4%
BME	*-	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	74	2.6%	→ -2.3%
Not Specified	*-	*-	*-	*-	*-	*_	61	63	54.3%	*_	16.1%	51	1.8%	→ 38.2%
Prefer not to say	*_	*-	*-	*-	*-	*_	*-	*-	*-	*_	*-	279	9.7%	0.0%
Total	*_	*-	*-	*-	*-	*_	113	116		31		2,865		
													,	
C.2.2.2 Recruitment Starters	РО	ncipal Officer	nior Officer	ales 1 to 6	adcount ɔ Total ɪrrent Year)	centage Fotal ırrent Year)	adcount ɔ Total evious Year)	centage Fotal evious Year)	adcount - yanisation ırrent Year)	centage of ganisation urrent Year)	centage ange aar on Year)			
Recruitment	ACPO	Principal Officer	Senior Officer	t 2	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Starters	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcour Sub Total (Previous	Percentage 98 of Total 99 (Previous Year)		Percentage of Organisation (Current Year)	Percenta Change (Year on			
Recruitment Starters Police Staff		_	Senior	Scales 1 to	Headcour Sub Total (Current		Headcour Sub Total (Previous				Percenta Change (Year on			
Recruitment Starters Police Staff White	*-	8	Senior Senior	Scales 1 to	Headcour Sub Total (Current	45.8%	Headcour Sub Total Sub Total (Previous	28.5%	1,750 43	85.8%	Percenta No.0			
Recruitment Starters Police Staff White BME	*-	8 *-	Senior *-	Scales 1 to	Headcour Sub Total	45.8% * <u>-</u>	Headcour Sub Total Sub Total (Previous	28.5% *-	1,750 43	85.8% 2.1%	To a contact of the			

C.2.2.3 Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	11	32.4%	294	86.2%	0.0%
BME	*-	*-	*_	*-	*_	*-	0.0%
Not Specified	7	100.0%	23	67.6%	*-	*-	*
Prefer not to say	*-	*-	*-	*-	28	8.2%	0.0%
Total	7		34		341		
C.2.2.4			.)	· ·			_
C.2.2.4 Recruitment Starters	adcount o Total ırrent Year)	centage Fotal irrent Year)	adcount o Total evious Year)	centage Fotal evious Year)	adcount - yanisation ırrent Year)	centage of janisation irrent Year)	centage ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters	Headcount Sub Total (Current Year)	Percentage 56 of Total 67. (Current Year)		tag us	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	O Percentage Change (Year on Year)
Recruitment Starters Special		-	Headcoun Sub Total (Previous	Percentag of Total (Previous			T 0 0
Recruitment Starters Special White	76	92.7%	Headcoun Sub Total , (Previous	Percentag of Total	443	88.2%	0.0%
Recruitment Starters Special White BME	76 *-	92.7% *-	Headcoun Sub Total	Percentag of Total (Previous	443 14	88.2% 2.8%	0.0%

C.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	*-	*-	9	23	92	132	88.6%	153		2,461	85.9%	7 4.5%
BME	*-	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	74	2.6%	*
Not Specified	*-	*-	*-	*-	*-	*_	*-	*_	*-	24	*-	51	1.8%	*
Prefer not to say	*-	*-	*-	*-	*-	*_	6	10	6.7%	-	-	279	9.7%	0.0%
Total	*-	*-	*-	*_	11	29	101	149		182		2,865		
											•			
C.3.1.2 Turnover - Leavers	ЭРО	incipal Officer	snior Officer	ales 1 to 6	eadcount ub Total urrent Year)	ercentage Total urrent Year)	adcount ub Total revious Year)	ercentage Total revious Year)	adcount - ganisation urrent Year)	ercentage of ganisation urrent Year)	ercentage nange ear on Year)			
Turnover - Leavers	АСРО	Principal Officer	Senior Officer	Scales 1	Headcoun Sub Total (Current Y	9 g Q	Headcour Sub Total (Previous	Pe of (P	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Turnover - Leavers	ACPO	21	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcour Sub Total (Previous			Percentage of Goranisation (Current Year)				
Turnover - Leavers Police Staff White BME		_	Senior	Scales 1	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous				7.0%			
Turnover - Leavers Police Staff White	*-	21	Senior 14	Scales 1	Headcoun Sub Total (Current Y	84.2%	Headcour Sub Total (Previous	77.2%	1,750 43	85.8%	7.0% *			
Turnover - Leavers Police Staff White BME	*-	21 *-	Senior *-	Scales 1	Headcoun Sub Total (Current Y	84.2% *-	Headcour Sub Total * (Previous	77.2% *-	1,750 43	85.8% 2.1%	7.0% * -12.7%			

C.3.1.3 Turnover - Leavers PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	22	78.6%	25	78.1%	294	86.2%	> 0.5%
BME	*-	*_	*_	*_	*_	*_	2.7%
Not Specified	*-	*-	*-	*-	*-	*_	<u></u> -12.0%
Prefer not to say	*-	*-	*-		28	8.2%	0.0%
Total	28		32		341		
C.3.1.4			r)	r)			
C.3.1.4 Turnover - Leavers	adcount Total rrent Year)	centage otal rrent Year)	adcount Total evious Year)	centage otal evious Year)	adcount - anisation rrent Year)	centage of anisation rrent Year)	centage ange ar on Year)
Turnover -	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers	Headcount Sub Total O (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	faç us	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers Special	, _,	_	Headcour Sub Total (Previous	Percentag of Total (Previous	_ ~ ~		100
Turnover - Leavers Special White	100	84.7%	Headcour Sub Total CPrevious	Percentag 99 of Total % (Previous	443	88.2%	2 29.7%
Turnover - Leavers Special White BME	100	84.7%	Headcour Sub Total Sub Total	Percentage of Total % (Previous	443 14	88.2%	29.7% 29.3% -2.3% -35.2%

C.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	30	86	10	*-	*-	*_	*-	*-	*_	132	88.6%	153	84.1%	2,461	85.9%	4.5%
BME	*_	*-	*-	*-	*-	*_	*-	*-	*-	*-	*-	*-	*-	74	2.6%	0.7%
Not Specified	*_	*-	*-	*-	*-	*_	*-	*-	*-	*-	*-	*-	*-	51	1.8%	<u></u> -11.9%
Prefer not to say	*_	6	*-	*-	*-	*_	*-	*-	*-	10	6.7%	-		279	9.7%	0.0%
Total	35	96	12	*_	*-	*_	*-	*-	*_	149		182		2,865		
				•		•		•								
C.3.2.2 Turnover - Leavers by Reason Police Staff	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason	Resignation 88	Retirement	Retirement: III Health	_	Redundancy: Voluntary .*		Dismissal .*	Deceased -*	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Y	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	entag nisat ent \	Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff	_			_		End of	_	_		Headcour Sub Total (Current)	Percenta of Total (Current	Headcount Sub Total (Previous Y	Percentag of Total (Previous		Percentag Organisat (Current)	Percenta Change (Year on
Turnover - Leavers by Reason Police Staff White	_	19	*_	*-	*-	End of	_	*-	*-	Headcour Sub Total (Current)	Percenta Percenta 5.78 of Total (Current	Headcount Sub Total (Previous Y	Percentag of Total (Previous	1,750	Percentage Servicentage Organisate (Current)	Percenta Change (Year on
Turnover - Leavers by Reason Police Staff White BME	_	19 *-	*-	*-	*-	8 8 *-	_	*-	*_	Headcour Sub Total	Percenta Percenta Po Total Current	Headcount Sub Total *- (Previous Y	Percentag of Total (Previous	1,750 43	Percentage Second Secon	Percenta 7.0% V.ear ou

C.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	22	*_	*_	*_	*_	*_	*_	*_	*_	22	78.6%	25	78.1%	294	86.2%	> 0.5%
BME	*-	*_	*_	*-	*-	*_	*_	*-	*-	*_	*_	*_	*-	*_	*-	2.7%
Not Specified	*-	*_	*_	*-	*-	*_	*_	*_	*-	*_	*_	*-	*-	*-	*-	12.0% 12.0
Prefer not to say	*-	*_	*_	*-	*-	*_	*_	*-	*-	*_	*_	*-	*-	28	8.2%	0.0%
Total	27	*_	*_	*_	*_	*_	*_	*_	*_	28		32		341		

C.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	*-	*-	15	31	*-	58	84.1%	121	89.0%		85.9%	→ -4.9%
BME	*-	*-	*-	*-	*-	*_	*-	*_	5.8%	*_	*-	74	*-	7 5.1%
Not Specified	*-	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	51	*-	0.0%
Prefer not to say	*-	*-	*-	*-	*-	*_	*-	7	10.1%	*_	*-	279	9.7%	0.0%
Total	*-	*_	*-	*-	21	35	*_	69		136		2,865		
											•		•	
C.4.1.2 Progression - Promotions	РО	ncipal Officer	nior Officer	ales 1 to 6	adcount b Total urrent Year)	rcentage Fotal urrent Year)	adcount b Total evious Year)	rcentage Fotal evious Year)	adcount - ganisation ırrent Year)	rcentage of ganisation urrent Year)	rcentage ange sar on Year)			
Progression -	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions	ACPO	Principal Officer	Senior Officer	to	Headcoun Sub Total (Current Y	Percentage of Total %: (Current Year)	Headcour Sub Total (Previous			Percentage of Granisation (Current Year)	Percenta Change (Year on			
Progression - Promotions		_	Senior	Scales 1 to	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous				Percenta Change (Year on			
Progression - Promotions Police Staff White	*-	32	Senior Senior	Scales 1 to	Headcoun Sub Total (Current Y	91.3%	Headcour Sub Total (Previous	89.6%	1,750 43	85.8% *-	Percenta No.3% No.3%			
Progression - Promotions Police Staff White BME	*-	32 *-	39 *-	Scales 1 to 69	Headcoun Sub Total Sub Total	91.3% *-	Headcour Sub Total 11 (Previous	89.6% *-	1,750 43	85.8% *-	7.1.7% → Percenta → N.3.8 → (Year on one)			

C.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	*-	*-	*-	*-	15	21	80.8%	23	85.2%	2,461	85.9%	→ -0.7%
BME	*-	*_	*_	*-	*-	*-	*-	*_	*-	*_	*-	74	*-	7.1%
Not Specified	*-	*_	*_	*-	*-	*-	*_	*_	*-	*_	*_	51	*-	> 9.3%
Prefer not to say	*-	*_	*_	*-	*-	*-	*_	*_	*-	*_	*_	279	*-	0.0%
Total	*-	*_	*_	*-	*-	7	18	26		27		2,865		
C.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Misconduct / Disciplinaries	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total Current Year)	Percentage of Total (Current Year)	Headcour Sub Total (Previous	Percentage of Total (Previous Year)		Percentage of Granisation (Current Year)	Percenta Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff			Senior	Scales 1 to	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous	Percentag of Total (Previous		Percenta Organisa (Current	Percenta 7 Percenta 7 Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff White	*-	*-	Senior	Scales 1 to	Headcouni Sub Total Current Y	100.0%	Headcour Sub Total (Previous	Percentagon Of Total (Previous)	1,750	Percenta Percenta Organisa (Current	Percenta O.0 % (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff White BME	*-	*_	Senior -*	Scales 1 to	Headcoun Sub Total Sub Total (Current Y	100.0% *-	Headcour Sub Total Sub Total	Percentage 0.000 of Total	1,750 43	Percenta Percenta 0.03 0.03 0.03 0.03 0.03 0.03 0.03 0.0	Dercenta			

C.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*_	40.0%	*_	50.0%	294	86.2%	≥ -10.0%
BME	*-	20.0%	*-	i	*-	*-	0.0%
Not Specified	*-	-	*-	50.0%	*-	*-	0.0%
Prefer not to say	*-	40.0%	*-	1	28	8.2%	0.0%
Total	*_		*_		341		

C.5.2.1 Employee Relations - Grievances Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
White	*-	*-	*-	*_	*-	*_	6	8	100.0%	7	70.0%		85.9%	➢ 30.0%
BME	*-	*-	*-	*_	*-	*_	*-	*_	*-	*_	*-	74	*_ (0.0%
Not Specified	*-	*-	*-	*_	*-	*_	*-	*_	*-	*_	*-	51	*_ (0.0%
Prefer not to say	*-	*-	*-	*_	*-	*_	*-	*-	*-	*_	*_	279	9.7%	0.0%
Total	*-	*-	*-	*-	*_	*_	6	8		10		2,865		
•									ļ					
C.5.2.2 Employee Relations - Grievances	СРО	rincipal Officer	senior Officer	scales 1 to 6	leadcount sub Total Current Year)	ercentage rf Total Current Year)	leadcount sub Total Previous Year)	ercentage rf Total Previous Year)	leadcount -)rganisation Current Year)	ercentage of Jrganisation Current Year)	ercentage Shange Year on Year)			
Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcour Sub Tota (Current	of G	Headcour Sub Total (Previous	Pe of '	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Employee Relations - Grievances Police Staff White	ACPO	Principal Officer	Senior	- 5	Headcount Sub Total (Current Year)	100.0%	Headcour Sub Total	50.0%	1,750	Percentage of Organisation (Current Year)	Percenta O.05 Change (Year on			
Employee Relations - Grievances Police Staff White BME	*_	*-	Senior .*	Scales 1 to	Headcour Sub Tota * (Current		Headcour Sub Total (Previous		1,750 43	85.8% *-	Percenta No.00 No.00			
Employee Relations - Grievances Police Staff White	*-	*-	Senior .* .*	Scales 1 to	Headcou Sub Tota * ,* (Current	100.0%	Headcour Sub Total	50.0%	1,750	85.8%	0.0%			

C.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
White	*-	*-	46	354	713	1,993	19,304	22,410	9.1	19,880	8.1	7.0
BME	*-	*-	*-	8	13	24	758	803	10.9	906	11.8	-1.0
Not Specified	*_	*-	*_	*-	*-	*-	102	102	2.0	3,068	9.3	-7.3
Prefer not to say	*_	*-	10	*-	19	298	1,900	2,227	8.0	*-	*_	0.0
Total	*_	*_	56	362	745	2,315	22,064	25,542		23,854		
						,		,	,	•		
C.6.1.2 Sickness Absence Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)		Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)		!	
Sickness Absence	ACPO	Principal Officer 53	Senior Officer	1 to 6	Total Days rent Year)		Total Days per Person (Previous Year)	rage Days Person vious Year)	Percentage Change (Year on Year)			
Sickness Absence Police Staff		_		Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percenta Change (Year on			
Sickness Absence Police Staff White	*-	524	663	Scales 1 to 6 12,381	Sub Total Days (Current Year)	Average Days per Person 2. (Current Year)	Total Days Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percental Change Consumer (Year on			
Sickness Absence Police Staff White BME	*-	524 7	663 16	Scales 15 00 00 00 00 00 00 00 00 00 00 00 00 00	Sub Total Days (Current Year) 332 274	Average Days Average Days per Person Current Year)	Total Days Total Days 13,140 (Previous Year) 1,076	Average Days Average Days per Person Presson P	Percental Change Consumer (Year on			

C.6.1.3	S		<u>.</u>	c ·		
Sickness Absence	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
PCSO	Suk (Cu	Ave per (Cu	Tot per (Pre	Ave per (Pre	Per	Chi S
White	3,028	10.3	2,804	9.0	\searrow	1.3
BME	74	5.3	71	4.8	\sim	0.5
Not Specified	8	1.6	147	3.7	\searrow	-2.1
Prefer not to say	203	7.3	*_	*_	0	0.0
Total	3,313		3,022			

D.1.1.1 Current Workforce Distribution	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Police Officer	,					7.5	, in the second					
Male	3	6	15	36	123	343	1,516	2,042	71.3%	2,120	72.2%	-0.9%
Female	2	3	2	8	34	82	692	823	28.7%	817	27.8%	0.9%
Not Specified	-	-	1	-	-	-	-	-	-	-	-	0.0%
Prefer not to say	-	-	•	-	-	-	-	-	-	-	-	0.0%
Total	5	9	17	44	157	425	2,208	2,865		2,937		
	•								l l			
D.1.1.2 Current Workforce Distribution Police Staff	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)			
Current Workforce Distribution		Principal Officer	Senior Officer	1 to	<u> </u>	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	ag JS	~ -			
Current Workforce Distribution Police Staff		_		Scales 1 to	Headcoun Sub Total (Current Y		Headcoun Sub Total (Previous	Percentag of Total (Previous	Percenta Change (Year on			
Current Workforce Distribution Police Staff Male		70	140	Scales 1 to	Headcouni Sub Total (Current Y	38.2%	Headcoun Sub Total (Previous	Percentag 8. of Total (Previous	Percenta O Change %1 (Year on			
Current Workforce Distribution Police Staff Male Female	ACPO	70 86	140 127	Scales 1 to 568	Headcoun Sub Total 1,261	38.2%	Headcoun Sub Total 1,201	Percentag Percentag 86 of Total 66 (Previous	Percenta N. Change N. (Year on			

D.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Male	159	46.6%	168	45.7%	
Female	182	53.4%	200	54.3%	≥ -0.9%
Not Specified	-	-	-	-	0.0%
Prefer not to say	-	-	-	-	0.0%
Total	341		368		
D.1.1.4				· ·	
D.1.1.4 Current Workforce Distribution	adcount o Total rrent Year)	centage otal irrent Year)	adcount o Total evious Year)	centage otal evious Year)	centage ange ar on Year)
Current Workforce	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution	Headcount Sub Total Current Year)	Percentage '89 of Total (Current Year)	Headcount Sub Total CPrevious Year)	Percentage 0.44 of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution Special		Н 0			
Current Workforce Distribution Special Male	342	68.1%	254	47.0%	> 21.1%
Current Workforce Distribution Special Male Female	342	68.1%	254 100	47.0% 18.5%	21.1%13.4%

D.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	-	-	-	-	-	-	2,846		69.2%	-	-	2,042	71.3%	0.0%
Female	-	-	-	-	-	-	1,215	1,215	29.5%	-	-	823	28.7%	0.0%
Not Specified	-	-	-	-	-	-	51	51	1.2%	-	-	-	- (0.0%
Prefer not to say	-	-	-	-	-	-	=	-	-	-	-	-	- (0.0%
Total	-	-	-	•	-	-	4,112	4,112		-		2,865		
D.2.1.2 Recruitment Applicants	СРО	rincipal Officer	enior Officer	cales 1 to 6	eadcount ub Total Surrent Year)	ercentage f Total Surrent Year)	eadcount ub Total Previous Year)	ercentage f Total Previous Year)	eadcount - rganisation Current Year)	ercentage of rganisation Surrent Year)	ercentage hange rear on Year)			
Recruitment Applicants Police Staff	ACPO	Principal Officer	Senior	Scales 1 to	Headcoun Sub Total (Current Y	Per of T (Cu	Headcour Sub Total (Previous	Pe of (P	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Recruitment Applicants Police Staff Male	62	84	Senior 279	Scales 1 to 1,574	Headcoun Sub Total (Current Y	37.1%	Headcour Sub Total (Previous	39.2%	779	38.2%	Percenta Change (Year on			
Recruitment Applicants Police Staff Male Female	62 57	84 50	279 236	ot Scales 1,574 2,588	Headcoun (Current ∀ 1,999 (Current ∀	37.1% 54.4%	Headcour C,1 Sub Total 7,094 (Previous	39.2% 52.6%	779 1,261		Percenta No.1 Change No.6- (Year on			
Recruitment Applicants Police Staff Male	62	84	Senior 279	Scales 1 to 1,574	Headcoun (Current ∀ 1,999 (Current ∀	37.1%	Headcour C,1 Sub Total 7,094 (Previous	39.2%	779 1,261	38.2%	Percenta Change (Year on			

D.2.1.3 Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO	± 0, 0		Ŧω _C	P of E			
Male	93	53.4%	-	-	159	46.6%	0.0%
Female	81	46.6%	•	-	182	53.4%	0.0%
Not Specified	-	ı	ı	ı	ı	1	0.0%
Prefer not to say	-	ı	ı	ı	ı	1	0.0%
Total	174		•		341		_
D.2.1.4			c)	<u> </u>			
Recruitment Applicants	eadcount ub Total turrent Year)	ercentage Total turrent Year)	eadcount ub Total revious Year)	ercentage Total revious Year)	eadcount - rganisation turrent Year)	ercentage of rganisation turrent Year)	ercentage nange ear on Year)
Recruitment Applicants Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage Organisation (Current Ye	Percentage Change (Year on Year)
Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage S of Total (Current Year)		taç us	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	O Percentage O Change (Year on Year)
Recruitment Applicants Special				Percentag of Total (Previous		Percentage Organisation (Current Ye	0.0%
Recruitment Applicants Special Male	1,152	63.8%		Percentag of Total (Previous	342	Percentage 88 Organisation 76 (Current Ye	0.0%
Recruitment Applicants Special Male Female	1,152 624	63.8% 34.6%	Headcoun Sub Total (Previous	Percentag of Total (Previous	342 160	Percentage 88 Organisation 76 (Current Ye	O.0% O.0%

D.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	-	ı	-	=	-	2	76		67.2%	19	61.3%	2,042	71.3%	5.9%
Female	-	-	-	ı	1	=	37	38	32.8%	12	38.7%	823	28.7%	-5.9%
Not Specified	-	-	-		-	-	-	-	-			-	- (○ 0.0%
Prefer not to say	-	-	-		-	-	-	-	-			-	- (○ 0.0%
Total	-	-	-		1	2	113	116		31		2,865		
					•				Į.	01		_,000		
D.2.2.2 Recruitment Starters Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	1,000		
Recruitment Starters	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)		ear)	age s Year)			Percenta Change (Year on	-,		
Recruitment Starters Police Staff		_	Senior	Scales 1 to	Headcour Sub Total (Current)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	779	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Recruitment Starters Police Staff Male	-	2	Senior Senior	Scales 1 to	Headcour Sub Total (Current)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total % (Previous Year)	779 1,261	Percentage of Secondage of Current Year)	Percenta Change (Year on			
Recruitment Starters Police Staff Male Female	-	2	Senior 33	Scales 1 to 9100	Headcour Sub Total (Current)	Percentage of Total 46.2%	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	779 1,261	Percentage of Secondage of Current Year)	Percenta Percenta Percenta Percenta Visit (Year on			

D.2.2.3 Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	4	57.1%	13	38.2%	159	46.6%	> 18.9%
Female	3	42.9%	21	61.8%	182	53.4%	⅓ -18.9%
Not Specified	-	ı	•		•	ı	0.0%
Prefer not to say	-	ı	ı	ı	ı	ı	0.0%
Total	7		34		341		
D.2.2.4			.)	.)			
D.2.2.4 Recruitment Starters	adcount o Total rrent Year)	centage otal rrent Year)	adcount o Total evious Year)	centage otal evious Year)	adcount - lanisation rrent Year)	centage of lanisation rrent Year)	centage ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters	Headcount Sub Total (Current Year)	Percentage cof Total (Current Year)		tag us	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters Special				tag us	_ ~ ~		
Recruitment Starters Special Male	51	62.2%		Percentag of Total (Previous	342	68.1%	0.0%
Recruitment Starters Special Male Female	51 31	62.2% 37.8%	Headcoun Sub Total (Previous	Percentag of Total (Previous	342 160	68.1% 31.9%	0.0% 0.0%

D.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	1	2	2	3	10	27	81	126	84.6%	87	47.8%		71.3%	₹ 36.8%
Female	-	-	-	-	1	2	20	23	15.4%	77	42.3%	823	28.7%	分 −26.9 %
Not Specified	-	-	-			-		-	-	18	9.9%	-	-	0.0%
Prefer not to say	-	-	-			-		-	-		-	-	-	0.0%
Total	1	2	2	3	11	29	101	149		182		2,865		
D.3.1.2 Turnover - Leavers Police Staff	СРО	Principal Officer	senior Officer	scales 1 to 6	leadcount Sub Total Current Year)	Percentage nf Total Current Year)	leadcount sub Total Previous Year)	Percentage nf Total Previous Year)	leadcount - Jrganisation Current Year)	Percentage of Organisation Current Year)	Percentage Shange Year on Year)			
Turnover - Leavers Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1	Headcoun Sub Total (Current Y	of B	Headcour Sub Total (Previous	Pe of (P	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Turnover - Leavers Police Staff Male	ACPO	11	Senior 2	Scales 1	Headcoun Sub Total (Current Y	48.6%	Headcour Sub Total	46.3%	779	38.2%	Percenta Change (Year on			
Turnover - Leavers Police Staff Male Female	-	_	Senior	Scales 1	Headcoun Sub Total (Current Y		Headcour Sub Total Sb (Previous	46.3% 39.6%	779 1,261		Percenta New Year on American Structure Struc			
Turnover - Leavers Police Staff Male	-	11 10	Senior 7 10	Scales 1	Headcoun Sub Total (Current Y	48.6% 51.4%	Headcour Sub Total	46.3%	779 1,261	38.2%	Percenta Change (Year on			

D.3.1.3 Turnover - Leavers	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO	H NS O	of J C	He Su (Pı	Pe of ' (Pı	H Q Q	Pe Q	8 to ≥
Male	15	53.6%	15	46.9%	159	46.6%	> 6.7%
Female	13	46.4%	11	34.4%	182	53.4%	7 12.0%
Not Specified	-	ı	6	18.8%	ı	ı	0.0%
Prefer not to say	-	ı				ı	0.0%
Total	28		32		341		
D.3.1.4			r)	r)			
Turnover - Leavers	eadcount ub Total Current Year)	ercentage f Total Current Year)	eadcount ub Total Previous Year)	ercentage F Total Previous Year)	eadcount - rganisation Surrent Year)	ercentage of rganisation Surrent Year)	ercentage hange 'ear on Year)
Turnover - Leavers Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcoun Sub Total (Previous	Percentaç of Total (Previous	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers Special Male	69	58.5%	Headcoun Sub Total	Percentag S of Total (Previous	342	68.1%	7 12.7%
Turnover - Leavers Special Male Female	, _		Headcoun Sub Total (Previous	Percentaç of Total (Previous		Н О	✓ 12.7%✓ -2.8%
Turnover - Leavers Special Male	69	58.5%	Headcoun Sub Total	Percentag S of Total (Previous	342	68.1%	7 12.7%
Turnover - Leavers Special Male Female	69	58.5% 41.5%	Headcoun Sub Total Sub (Previous Sub Total Sub Total Sub Total Sub Total Sub	Percentage 44.3% (Previous	342 160	68.1% 31.9%	✓ 12.7%✓ -2.8%

D.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
Male	24	87	10	-	-	-	4	1	•	126	84.6%	87	47.8%	2,042	71.3% 🔀 3	36.8%
Female	11	9	2	-		-	1	-	ı	23	15.4%	77	42.3%	823	28.7% 🔀 -2	26.9%
Not Specified	-	-	=	-	-	-	=	-	-	-	-	18	9.9%	-	- 0	0.0%
Prefer not to say	-	-	-	-	ı	-	-	-	ı	-	-	-	ı	-	- 0	0.0%
Total	35	96	12	-		-	5	1		149		182		2,865		
· · · · · · · · · · · · · · · · · · ·	-	-			,				,			-		-		
D.3.2.2 Turnover - Leavers by Reason Police Staff	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Change (Year on Year)
Turnover - Leavers by Reason	Resignation 99	_	Retirement: III Health	Redundancy 8	Redundancy: Voluntary	of	Dismissal 4	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	dcount Total vious Y	ercentag Total revious	Headcount - Organisation (Current Year)		_
Turnover - Leavers by Reason Police Staff	_	_				of	Dismissal 4	Deceased -	Not Known	Headcour Sub Total (Current)	Percenta of Total (Current	Headcount Sub Total (Previous Y	Percentag of Total (Previous		Percentage S.88.	Change (Year on
Turnover - Leavers by Reason Police Staff Male	46	_		3	-	of	4	Deceased		Headcour Sub Total (Current)	Percenta 98 of Total 99 (Current	Headcount Sub Total (Previous Y	Percentag 9 of Total % (Previous	779	Percentage S.88.	Change (Year on 2.2%
Turnover - Leavers by Reason Police Staff Male Female	46	_	- 1	3	-	1 Eud of	4	Deceased -		Headcour Sub Total (Current)	Percenta 98 of Total 99 (Current	Headcount Sub Total (Previous Y	Percentage 48.4% (Previous	779	Percentage S.88.	Change (Year on 12.3%

D.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	14	Ī	-	-	-	-	1	-	-	15	53.6%	15	46.9%	159	46.6%	6.7%
Female	13	Ū	-	1	-	-	-	-	-	13	46.4%	11	34.4%	182	53.4%	12.0%
Not Specified		-	-	-	-	-	-	-	-	-	-	6	18.8%	-	- (0.0%
Prefer not to say		ı	-	-		-	-	-	-	-	-			-	- (0.0%
Total	27	-	-	-	-	-	1	-	-	28		32		341		

D.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	1	2	2	4	17	19	-	45	65.2%	102	75.0%	2,042	71.3%	9.8%
Female	2	-	1	1	4	16	-	24	34.8%	34	25.0%	823	28.7%	> 9.8%
Not Specified	•	•	-	ı	•	-	ı	ı	-		Ī	-	1	0.0%
Prefer not to say	•	•	-	ı	•	-	ı	ı	-		Ī	-	1	0.0%
Total	3	2	3	5	21	35	•	69		136		2,865		
D.4.1.2 Progression - Promotions Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total 6 (Current Year)	Percentage of Total (Current Year)	Headcour Sub Total (Previous	Percentag of Total (Previous		Percentage of	Percenta Change (Year on			
Progression - Promotions		_	Senior	Scales 1 to	Headcoun Sub Total G (Current Y		Headcour Sub Total	Percentag of Total (Previous	779		Percenta Change (Year on			
Progression - Promotions Police Staff Male	-	15	Senior Senior	Scales 1 to	Headcoun Sub Total G (Current Y	34.8%	Headcour Sub Total	Percentag S of Total % (Previous	779	38.2%	Percenta Change (Year on			
Progression - Promotions Police Staff Male Female	- 1	15	Senior 20 21	Scales 1 to 57	Headcoun Sub Total 56 (Current Y	34.8% 65.2%	Headcour Sub Total	Percentag S of Total % (Previous	779 1,261	38.2% 61.8%	Percenta No. 1-4 No			

D.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	1	Ü	Ü	-	1	7	14	22	84.6%	24	88.9%	2,042	71.3%	77.6%
Female	1	ņ	ı	-	Ü	ı	4	4	15.4%	3	11.1%	823	28.7%	分 -17.6%
Not Specified	ı	ı	ı	-	ı	ı	ı	ı	ı	-	-	-	ı	0.0%
Prefer not to say			ı	-	ı	-	ı	•		-	-	-		0.0%
Total	ı		•	-	1	7	18	26		27		2,865		<u>.</u>
•											•		•	
D.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Misconduct / Disciplinaries	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total (Current Year)	Percentage sq for Total (Current Year)	Headcour Sub Total (Previous	Percentag of Total (Previous		Percentage of Organisation (Current Year)	Percenta Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff			Senior	Scales 1 to	Headcoun Sub Total (Current Y		Headcour Sub Total (Previous	Percentag of Total (Previous	779		Percenta V1.81 Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff Male	-	-	Senior	Scales 1 to	Headcoun Sub Total (Current Y	58.3%	Headcour Sub Total (Previous	Percentag 99 of Total %Previous	779	38.2%	Percenta V1.81 Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff Male Female	-	-	Senior	Scales 1 to	Headcoun Sub Total (Current Y	58.3% 41.7%	Headcour Sub Total (Previous	Percentag 99 of Total %Previous	779 1,261	38.2%	Percenta N.0.81- N.0.81- (Year on			

D.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	3	60.0%	3	75.0%	159	46.6%	≥ -15.0%
Female	2	40.0%	1	25.0%	182	53.4%	7 15.0%
Not Specified	•	-	ı	ı	ı	1	0.0%
Prefer not to say	•	-	ı	ı		1	0.0%
Total	5		4		341		

-														
D.5.2.1 Employee Relations - Grievances Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Male	-	1	-	Ū	Ü	2	2	4	50.0%	5	50.0%	2,042		0.0%
Female		-		Ū	Ü	ı	4	4	50.0%	5	50.0%	823	28.7%	0.0%
Not Specified	-	1	1	ı	ı	ı		•	-		1	-	- (0.0%
Prefer not to say	-	-		-	ı	-		ı	-			-	- (0.0%
						0	^	0		10		2 06F		
Total	-	-	-	-	-	2	6	8		10		2,865		
D.5.2.2 Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	ar)	Percentage of Total (Current Year)	ear)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	2,000		
D.5.2.2 Employee Relations - Grievances			Officer	1 to 6	ıt 'ear)	ercentage Total urrent Year)	Headcount Sub Total (Previous Year)	age s Year)			Percenta Change (Year on	2,000		
D.5.2.2 Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)		Percentage of Organisation (Current Year)	Percenta O Change O (Year on	2,000		
D.5.2.2 Employee Relations - Grievances Police Staff Male	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	779	Percentage of Secondage of Current Year)	Percenta O Change O (Year on	2,000		
D.5.2.2 Employee Relations - Grievances Police Staff Male Female	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	779 1,261	Percentage of Secondage of Current Year)	O Percenta O Change %0 (Year on	2,000		

D.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
Male	-	-	56	285	351	2,031	14,363	17,086	8.4	16,360	7.7	0.6
Female	-	-	-	77	394	284	7,701	8,456	10.3	7,494	9.2	7.1
Not Specified	-	-	-	-	-	-	-	-	-	-	-	0.0
Prefer not to say	-	-	-	-	-	-	-	-	-		-	0.0
Total	•	-	56	362	745	2,315	22,064	25,542		23,854		
D.6.1.2 Sickness Absence Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)			
Sickness Absence	ACPO	Principal Officer	Senior Officer 0	1 to	Sub Total (Current Y	Average Days per Person (Current Year)	Total Day; per Perso (Previous	Average Days per Person (Previous Year)	Percentae Change (Year on			
Sickness Absence Police Staff				Scales 1 to	Sub Total (Current Y	,	Total Day: Total Day: 4,798 (Previous	,	Percentae Change (Year on			
Sickness Absence Police Staff Male	-	178	440	Scales 1 to 4,354	Sub Total (Current Y	6.4	Total Day: Total Day: 4,798 (Previous	6.5	Percenta Change 'O' (Year on			
Sickness Absence Police Staff Male Female	-	178 389	440 408	Scales 1 to 9,394	Sub Total (Current Y	6.4 8.1	Total Day: Total Day: 4,798 (Previous	6.5 8.1	Percenta Change 0.0 (Year on			

D.6.1.3	S _	_	r)	r)		
Sickness Absence	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	(Year on Year)
PCSO	Suk (Cu	Ave per (Cu	Tot per (Pre	Ave per (Pre	Per Chy	5 &
Male	1,194	7.5	916	5.5	\nearrow	2.1
Female	2,119	11.6	2,107	10.5		1.1
Not Specified	•	-	•	-	0	0.0
Prefer not to say	•	-			0	0.0
Total	3,313		3,022			

E.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	*-	*-	*-	*-	13	20	0.7%	25	0.9%	→ -0.2%
Christian	*-	6	12	28	71	179	825	1,122	39.2%	1,150	39.2%	0.0%
Hindu	*-	*-	*-	*_	*-	*-	*-	*-	*_	6	0.2%	*
Jewish	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*
Muslim	*-	*-	*-	*_	*-	*-	11	13	0.5%	12	0.4%	\ 0.1%
Sikh	*_	*_	*-	*_	*-	*_	*_	*-	*_	*-	*_	*
Other	*_	*_	*_	*_	*_	9	62	75	2.6%	78	2.7%	\) -0.1%
None	*_	*_	*_	8	28	65	475	579	20.2%	566	19.3%	\ 0.9%
Prefer not to say	*_	*_	*_	7	47	143	603	809	28.2%	1,092	37.2%	9.0%
Not Specified	*-	*_	*-	*_	*-	21	210	234	8.2%	*-	*_	*
Total	*_	9	17	44	157	425	2,208	1,168		1,201		

E.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Buddhist	*_	*-	*_	6	7	0.3%	6	0.3%	0.0%
Christian	*_	74	109	671	855	41.9%	818	42.2%	<u>→</u> -0.3%
Hindu	*_	*_	*_	*_	*_	*_	*_	*_	*
Jewish	*_	*-	*_	*_	*_	*_	*_	*_	*
Muslim	*_	*-	*_	*_	6	0.3%	*_	*_	*
Sikh	*_	*-	*_	6	7	0.3%	6	0.3%	0.0%
Other	*_	*-	8	55	67	3.3%	68	3.5%	-0.2%
None	*_	36	68	439	544	26.7%	515	26.6%	> 0.1%
Prefer not to say	*_	31	53	310	394	19.3%	519	26.8%	·7.5%
Not Specified	*_	8	27	122	157	7.7%	*_	*_	*
Total	*_	156	267	1,615	2,040		1,939		

E) Religion

E.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	6	1.6%	*
Christian	153	44.9%	156	42.4%	> 2.5%
Hindu	*-	*-	*_	*_	0.0%
Jewish	*_	*_	*_	*_	0.0%
Muslim	6	1.8%	6	1.6%	> 0.2%
Sikh	*-	*-	*-	*_	0.0%
Other	14	4.1%	12	3.3%	> 0.8%
None	89	26.1%	94	25.5%	<i></i> ✓ 0.6%
Prefer not to say	56	16.4%	92	25.0%	<u>→</u> -8.6%
Not Specified	16	4.7%	*_	*_	*
Total	341		368		
E.1.1.4		_	<u>.</u>	Ţ.	
Current Workforce Distribution Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	*-	*-	0.0%

27.1%

1.2%

22.5%

4.0%

45.2%

167

8

149

217

30.9%

1.5%

27.5%

40.1%

-3.8%

0.0%

0.0%

0.0%

0.0%

-0.3%

-5.0%

-36.1%

136

*_

*_

*_

*_

6

113

20

227

502

Christian

Hindu

Jewish

Muslim

Sikh

Other

None

Prefer not to say

Not Specified

Total

L) Kengion															
E.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	nspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage	Change (Year on Year)
	•		ഗ *-			ഗ ∗_									
Buddhist	*-	*-		*_	*-		20	20	0.5%		*-	20	0.7%	-	0.0%
Christian	*-	*-	*-	*-	*-	*_	1,432	1,432	34.8%	*_	*-	1,122	39.2%		0.0%
Hindu	*-	*-	*-	*_	*-	*_	*-	*_	*-	*_	*-	*_	*_	\sim	0.0%
Jewish	*-	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	*-	*_	\circ	0.0%
Muslim	*-	*-	*-	*-	*-	*_	42	42	1.0%		*-	13	0.5%	_	0.0%
Sikh	*-	*-	*-	*-	*-	*_	11	11	0.3%	*_	*-	*-	*_	\sim	0.0%
Other	*-	*-	*-	*_	*-	*-	38	38	0.9%		*-	75	2.6%	0	0.0%
None	*-	*-	*_	*_	*-	*_	2,196	2,196	53.4%	*_	*_	579	20.2%	\circ	0.0%
Prefer not to say	*-	*-	*-	*_	*-	*_	183	183	4.5%	*_	*-	809	28.2%	\circ	0.0%
Not Specified	*-	*-	*-	*-	*-	*-	176	176	4.3%	*_	*-	234	8.2%	\circ	0.0%
Total	*-	*-	*-	*-	*-	*_	4,112	4,112		*_		2,865			
E.2.1.2		er				_	r)	L)]			
Recruitment Applicants Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)				
	∢ *_	₾ *_	ဟ *-												
Buddhist	67	70		14	16 2,063	0.3%	20 1,542	0.5% 38.7%	7	0.070	0.2%				
Christian	*-	*-	220	1,706	2,003	38.3%	-		855 *-		3.2%				
Hindu	*-	*_	*_	10	*_	*_	16 *-	0.4%	*_						
Jewish	^- *_	^- *_	^- *_								0.40/				
Muslim	*_	*_	*_	29	33	0.6%	26	0.7%	6		0.4%				
Sikh				13	16	0.3%	25	0.6%	7		0.3%				
Other	*-	*-	6	39	47	0.9%	44	1.1%	67	3.3%	-2.2%				
None	50		246	2,199	2,555	47.4%	1,554	39.0%	544		12.3%				
Prefer not to say	6	7	36	193	242	4.5%	751	18.9%	394	19.3%	-0.4%				
Not Specified	*-	7	46	352	408	7.6%	*_	*_	157	7.7%	*				
Total	130	145	562	4,555	5,392		3,981		2,040						

E.2.1.3			ar)	ar)		L	
Recruitment Applicants PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Ĭ Ø U	* Of P.	ェッ (F)	_ ` `			_
Buddhist			_	*_	*_	1.5%	0.0%
Christian	54	31.0%	*-	*-	153	44.9%	0.0%
Hindu	*-	*-	*-	*_	*-	*-	0.0%
Jewish	*-	*-	*-	*-	*-	*-	0.0%
Muslim	*-	*-	*-	*-	6	1.8%	0.0%
Sikh	*-	*-	*-	*-	*-	*-	0.0%
Other	*-	*-	*-	*-	14	4.1%	0.0%
None	89	51.1%	*-	*-	89	26.1%	0.0%
Prefer not to say	12	6.9%	*_	*-	56	16.4%	0.0%
Not Specified	13	7.5%	*_	*-	16	4.7%	0.0%
Total	174		*-		341		
E.2.1.4			ır)	ir)			· ·
Recruitment Applicants	eadcount ub Total urrent Year)	srcentage Total urrent Year)	aadcount ub Total revious Year)	srcentage Total revious Year)	aadcount - rganisation urrent Year)	ercentage of rganisation urrent Year)	ercentage nange ear on Year)
Recruitment Applicants Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Applicants Special Buddhist	7	0.4%	*_	*_	-	0.3%	0.0%
Recruitment Applicants Special Buddhist Christian	7 489	0.4% 27.1%	*-	*-	Headcount - Organisation (Current Year)	0.3% 41.9%	0.0%0.0%
Recruitment Applicants Special Buddhist Christian Hindu	7 489 *-	0.4% 27.1% *-	*- *- *-	*- *- *-	-	0.3% 41.9% *-	0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish	7 489 *- *-	0.4% 27.1% *- *-	*- *- *- *-	*- *- *-	- 136 - -	0.3% 41.9% *- *-	0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish Muslim	7 489 *- *- 21	0.4% 27.1% *- *- 1.2%	*- *- *- *-	*- *- *- *-	- 136	0.3% 41.9% *- *- 0.3%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish	7 489 *- *- 21 *-	0.4% 27.1% *- *- 1.2%	*- *- *- *- *-	*- *- *- *- *-	- 136 - - -	0.3% 41.9% *- *- 0.3%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish Muslim Sikh Other	7 489 *- *- 21	0.4% 27.1% *- *- 1.2% *- 1.4%	*- *- *- *- *- *-	*- *- *- *- *- *-	- 136 - - - - -	0.3% 41.9% *- *- 0.3% *- 3.3%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish Muslim Sikh Other None	7 489 *- *- 21 *- 25 1,021	0.4% 27.1% *- *- 1.2% *- 1.4% 56.6%	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- *- *- *- *- *- *- *- *- *- *- *- *- *	- 136 - - - - - 6 113	0.3% 41.9% *- *- 0.3% *- 3.3% 26.7%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish Muslim Sikh Other None Prefer not to say	7 489 *- *- 21 *- 25	0.4% 27.1% *- *- 1.2% *- 1.4%	*- *- *- *- *- *-	*- *- *- *- *- *-	- 136 - - - - -	0.3% 41.9% *- *- 0.3% *- 3.3%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Recruitment Applicants Special Buddhist Christian Hindu Jewish Muslim Sikh Other None	7 489 *- *- 21 *- 25 1,021	0.4% 27.1% *- *- 1.2% *- 1.4% 56.6%	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- *- *- *- *- *- *- *- *- *- *- *- *- *	- 136 - - - - - 6 113	0.3% 41.9% *- *- 0.3% *- 3.3% 26.7%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%

E) Religion														
E.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	∢ *_	O 00	ഗ *₋	_	*_	<u> </u>	·-	* S S	-*	*-	<u> </u>			
Buddhist	*_	*-	*_	*-	*_	*_				*_	*-	20	0.7%	
Christian	*_	*-	*_	*-	*_	*_	24 *-	24	20.7%	*_	*-	1,122	39.2% *-	0.0%
Hindu		*_			*_	*_	*_	*_	*_		*-	*_		0.07
Jewish	*-		*_	*-						*_		_	*-	0.0%
Muslim	*-	*-	*_	*-	*-	*_	*-	*_	*-	*-	*-	13	0.5%	
Sikh	*-	*-	*-	*_	*-	*_	*-	*_	*-	*_	*_	*-	*_	0.0%
Other	*-	*-	*_	*-	*-	*_	*-	*_	*-	*-	*_	75	2.6%	0.0%
None	*-	*-	*-	*-	*-	*_	18	18	15.5%	*-	*-	579	20.2%	7 12.3%
Prefer not to say	*-	*-	*-	*-	*-	*_	*-	*_	*-	30	96.8%	809	28.2%	
Not Specified	*-	*-	*-	*-	*-	*-	62	64	55.2%	*-	*-	234	8.2%	0.0%
Total	*_	*_	*_	a.	a.	a.	440	440		0.4		0.005		
Total	-	·-	^-	*-	*-	*_	113	116		31		2,865		
				*-								2,865		
E.2.2.2 Recruitment Starters Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	ar)	Percentage of Total (Current Year)	ear)	ear)	Headcount - Organisation (Current Year)		Percentage Change (Year on Year)	2,865		
E.2.2.2 Recruitment Starters			Officer	9		age t Year)			Headcount - Organisation (Current Year)		Percentage Change (Year on Year)	2,865		
E.2.2.2 Recruitment Starters Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)		Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	2,805		
E.2.2.2 Recruitment Starters Police Staff Buddhist	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total ,* (Current Year)	Percentage of Total	Headcount Sub Total ,* (Previous Year)	Percentage of Total (Previous Year)	7	Percentage of Organisation (Current Year)	*	2,805		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total 9, (Current Year)	Percentage of Total .*.	Headcount Sub Total * (Previous Year)	Percentage of Total (Previous Year)	7 855	Percentage of Organisation (Current Year)	*	2,805		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu	-* ACPO	Principal Officer	Senior Officer -*	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage	Headcount Sub Total Sub Total , Revious Year)	Percentage Percentage of Total Previous Year)	7 855 *-	Percentage of Percentage of We.10 (Current Year) %1.0	*	2,805		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu Jewish	-* ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total , 99 , (Current Year)	Percentage Percentage of Total *- Current Year)	Headcount Sub Total *. * (Previous Year)	Percentage of Total of Total (Previous Year)	7 855 *- *-	Percentage of Percentage of We.0 Organisation %1.0 %0.0%	*	2,803		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu Jewish Muslim	*- *- *- *-	Principal Officer	Senior Officer *-	Scales 1 to 6	Headcount Sub Total , , , , , , , , , , , (Current Year)	Percentage Percentage of Total *- *- *-	Headcount Sub Total * * * (Previous Year)	Percentage Percentage of Total *- (Previous Year)	7 855 *- *- 6	Dercentage of Weiler (Content Year) 9.3% 0.1% 0.0% 0.3%	*	2,803		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu Jewish Muslim Sikh	*- *- *- *-	Principal Officer	Senior Officer *-*	Scales 1 to 6	Headcount Sub Total , , , , , 99 ,, (Current Year)	Percentage	Headcount Sub Total *	Percentage Percentage of Total *- *- *- (Previous Year)	7 855 *- *- 6 7	Dercentage of We.10 (Current Year) (0.0% 0.3% 0.3%	*	2,805		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *- *-	Principal Officer	-* Senior Officer -*-	Scales 1 to 6	Headcount Sub Total Sub Total	Bercentage -* -* -* -* -* -* -* -* -*	Headcount Sub Total Sub Total	Percentage Percentage 4 % % % % % % % % % % % % % % % % % % %	7 855 *- *- 6 7	Dercentage of 0.3% 0.1% 0.0% 0.3% 0.3% 0.3% 0.3% 0.3%	* 12.9% * * * * *	2,803		
E.2.2.2 Recruitment Starters Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- *- *- *- *- *-	Principal Officer	-* Senior Officer -*-	*- 47 *- *- *- *- *-	Headcount Sub Total Sub Total * '* (Current Year)	*- *- *- *- *- *- *- *- *- *- *- *- *- *	Headcount Sub Total *- * (Previous Year)	Percentage	7 855 *- *- 6 7 67 544	0.3% 0.3% 0.3% 0.3% 0.3% 0.3% 0.3% 0.3%	* 12.9% * * * * * * * * * * * 6.8%	2,803		

E.2.2.3	_	_	<u>-</u>	<u>.</u>	_	_	
Recruitment Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO	Suk (Cu	Per of 1 (Cu	Hea Suk (Pr	Per of 1 (Pr	He Org (Cu	Per Org (Cu	Per Chi (Ye
Buddhist	*-	*-	*-	*-	*-	*-	*
Christian	*-	*-	*_	*-	153	44.9%	*
Hindu	*-	*-	*-	*-	*-	*-	*
Jewish	*-	*-	*_	*-	*_	*-	*
Muslim	*-	*-	*_	*-	6	1.8%	*
Sikh	*-	*-	*-	*-	*-	*-	*
Other	*-	*-	*_	*-	14	4.1%	*
None	*-	*-	11	32.4%	89	26.1%	*
Prefer not to say	*-	*-	20	58.8%	56	16.4%	*
Not Specified	7	100.0%	*-	*-	16	4.7%	*
Total	7		34		341		
E.2.2.4	_	_	r)	r)	_	_	
E.2.2.4 Recruitment Starters	adcount o Total ırrent Year)	centage Fotal irrent Year)	adcount o Total evious Year)	centage Fotal evious Year)	adcount - yanisation ırrent Year)	centage of janisation irrent Year)	centage ange ar on Year)
Recruitment Starters Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters	*_	*_	*_	*_	Headcount - Organisation ,* (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian		*-	*-	*-			Percentage Change (Year on Year)
Recruitment Starters Special Buddhist	*_	*_	*_ *_ *_	*_	*-	*_	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian Hindu Jewish	*-	*-	*- *- *- *-	*- *- *-	* <u>-</u> 136	*- 27.1%	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian Hindu Jewish Muslim	*- *- *- *-	*- *- *-	*_ *_ *_ *_ *_	*- *- *-	*- 136 *- *- *-	*- 27.1% *-	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian Hindu Jewish	*- *- *- *-	*- *- *-	*- *- *- *- *-	*- *- *-	*- 136 *- *-	*- 27.1% *- *-	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *-	*- *- *- *-	*- *- *- *- *- *-	*- *- *- *-	*- 136 *- *- *-	*- 27.1% *- *- *- *- 1.2%	Percentage Change (Year on Year)
Recruitment Starters Special Buddhist Christian Hindu Jewish Muslim Sikh	*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	*- 136 *- *- *- *-	*- 27.1% *- *- *- *-	* * * *
Recruitment Starters Special Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *- *- *- *- *- *- *- *- *-	*- *- *- *- *- *-	*- *- *- *- *- *-	*- *- *- *- *- *-	*- 136 *- *- *- *- 6	*- 27.1% *- *- *- *- 1.2%	* * * *
Recruitment Starters Special Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- 136 *- *- *- *- 6 113	*- 27.1% *- *- *- 1.2% 22.5%	* * * * * * * *

E.3.1.1 Turnover - Leavers	ACPO	Chief Superintendent	Superintendent	Chief Inspector	nspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Police Officer	AC	Chi Sup	Sup	Chi	Ins	Sei	Co	Hei Sul	Per of 7 (Cu	Sul Pr	Pel of 7 (Pr	S C Hei	Per Orgo	Per Chi
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	20	0.7%	*
Christian	*-	*-	*-	*-	*-	12	41	61	40.9%	47	25.8%	1,122	39.2%	> 15.1%
Hindu	*_	*-	*-	*_	*-	*-	*-	*_	*-	*_	*-	*_	*_	*
Jewish	*-	*-	*-	*-	*-	*-	*-	*_	*-	*-	*-	*-	*_	*
Muslim	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	13	0.5%	*
Sikh	*_	*-	*-	*-	*-	*-	*-	*_	*-	*-	*-	*-	*_	*
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	6	3.3%	75	2.6%	→ -0.6%
None	*-	*-	*-	*-	*-	*-	19	27	18.1%	54	29.7%	579	20.2%	<u>₩</u> -11.6%
Prefer not to say	*-	*-	*-	*-	*-	9	29	43	28.9%	74	40.7%	809	28.2%	<u>></u> -11.8%
Not Specified	*-	*-	*-	*-	*-	*-	9	11	7.4%	*-	*_	234	8.2%	*
Total	*_	*_	*_	*_	11	29	101	149		182		2,865		
							101					_,000	·	
E.3.1.2 Turnover - Leavers Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	ar)	ar)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)		Percentage Change (Year on Year)	2,000		
Turnover - Leavers	ACPO	Principal Officer	Senior Officer				t Year)	age ıs Year)	Headcount - Organisation (Current Year)	-	Percentage Change (Year on Year)	2,000		
Turnover - Leavers Police Staff			Senior	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)		Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Turnover - Leavers Police Staff Buddhist	*_	*_	Senior .*	Scales 1 to	Headcount Sub Total , (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total ,* (Previous Year)	Percentage of Total (Previous Year)	7	Percentage of Organisation (Current Year)	*			
Turnover - Leavers Police Staff Buddhist Christian	*-	*-	Senior	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total * (Previous Year)	Percentage of Total (Previous Year)	7 855	Percentage of Organisation (Current Year)	*	-		
Turnover - Leavers Police Staff Buddhist Christian Hindu	*- *- *-	*- 8 *-	*- Senior *-	*- Scales 1 to	Headcount Sub Total ,	Percentage of Total (Current Year)	Headcount Sub Total Sub Total , (Previous Year)	Percentage Percentage of Total ,* (Previous Year)	7 855 *-	Percentage of Percentage of %6.0 Organisation %6.1 Percent Year)	*			
Turnover - Leavers Police Staff Buddhist Christian Hindu Jewish	*- *- *- *-	*- 8 *- *-	*- Senior *-	*- \$200	Headcount Sub Total , * 99 , (Current Year)	Percentage Percentage of Total *, (Current Year)	Headcount Sub Total , Revious Year)	Percentage Percentage of Total * (Previous Year)	7 855 *- *-	Percentage of Percentage of \$\\$0.0000000000000000000000000000000000	*			
Turnover - Leavers Police Staff Buddhist Christian Hindu Jewish Muslim	*- *- *- *-	*- 8 *- *- *-	*- 7 *- *- *- *-	*- \$29	Headcount Sub Total Sub	Percentage Percentage of Total *- Current Year)	Headcount Sub Total * .* (Previous Year)	Percentage Percentage of Total *- (Previous Year)	7 855 *- *- 6	Dercentage of Secondary Se	*			
Turnover - Leavers Police Staff Buddhist Christian Hindu Jewish Muslim Sikh	*- *- *- *- *-	*- 8 *- *- *- *-	*- 7 *- *- *-	*- Scales 1 to	Headcount Sub Total Sub Total (Current Year)	Percentage Percentage of Total *- *- *- Current Year)	Headcount Sub Total Sub Total * * * (Previous Year)	Percentage Percentage of Total *- *- *- *- *- *- *- *- *- *- *- *- *-	7 855 *- *- 6 7	Dercentage of We.0 Organisation %0.0 Organisation %1.9% %2.0 Organisation %1.0 %2.0 %3.0 %3.0 %3.0 %3.0 %3.0 %3.0 %3.0 %3	*			
Turnover - Leavers Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *- *- *- *- *- *- *- *-	*- 8 *- *- *- *-	*- 7 *- *- *- *-	*- \$29	Headcount Sub Total Sub	Bercentage -* -* -* -* -* -* -* -* -* -* -* -* -*	Headcount Sub Total Sub	Percentage Percentage State Percentage Percentage Percentage Percentage Percentage Percentage	7 855 *- *- 6 7	Dercentage of %8.0 Organisation %1.0 Organisation %2.0 %2.0 %3.% %3.3%	* 18.2% * * * * * * *			
Turnover - Leavers Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*_ *_ *_ *_ *_ *_ *_	*- 8 *- *- *- *- *- 8	*- 7 *- *- *- *- *-	*- 43 *- *- *- *- *- 33	Headcount Sub Total ** * (Current Year)	*- *- *- *- *- *- *- *- *- *- *- *- *- *	Headcount Sub Total Sub Total *- * (Previous Year)	*- *- *- *- *- *- *- *- *- *-	7 855 *- *- 6 7 67 544	0.3% 0.3% 0.3% 0.3% 0.3% 0.3% 0.3% 0.3%	* 18.2% * * * * * * * * * 4.0%			

E.3.1.3	ar)	ar)	ear)	əar)	ر ar)	of ר ar)	ar)
Turnover - Leavers	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year	Percentage of Total (Previous Year	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO	Hea Sub (Cur	Percent of Total (Curren	Hea Sub (Pre	Percent of Total (Previou	Hea Orga (Cur	Perc Orga (Cur	Perc Cha (Yea
Buddhist	*_	*_	*-	*_	*_	*_	*
Christian	12	42.9%	9	28.1%	153	44.9%	7 14.8%
Hindu	*-	*-	*-	*-	*-	*_	*
Jewish	*-	*-	*-	*-	*-	*_	*
Muslim	*-	*-	*-	*-	6	1.8%	*
Sikh	*-	*-	*-	*-	*-	*_	*
Other	*-	*-	*-	*-	14	4.1%	*
None	9	32.1%	11	34.4%	89	26.1%	→ -2.3%
Prefer not to say	*-	*-	12	37.5%	56	16.4%	≥ -30.4%
Not Specified	*-	*-	*-	*-	16	4.7%	*
Total	28		32		341		
E.3.1.4			ır)	E)			$\hat{\cdot}$
E.3.1.4 Turnover - Leavers	adcount o Total urrent Year)	centage Fotal urrent Year)	adcount o Total evious Year)	centage Fotal evious Year)	adcount - yanisation ırrent Year)	centage of ganisation urrent Year)	centage ange ar on Year)
Turnover -	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers	Headcount Sub Total	Percentage of Total	Headcount Sub Total , (Previous Year)	*_	Headcount - Organisation , (Current Year)	*_	Percentage Change (Year on Year)
Turnover - Leavers Special	*-		*- 38		*- 136		Percentage Change (Year on Year)
Turnover - Leavers Special Buddhist	*-	*_	*-	*_	*- 136 *-	*_	*
Turnover - Leavers Special Buddhist Christian	*-	*- 25.4%	*- 38	*- 29.0%	*- 136 *- *-	*- 27.1%	*
Turnover - Leavers Special Buddhist Christian Hindu	*- 30 *-	*- 25.4% *-	*- 38 *-	*- 29.0% *-	*- 136 *- *- *-	*- 27.1% *-	*
Turnover - Leavers Special Buddhist Christian Hindu Jewish	*- 30 *- *- *- *-	*- 25.4% *- *- *- *-	*- 38 *- *-	*- 29.0% *- *- *- *-	*- 136 *- *-	*- 27.1% *- *- *- *-	*
Turnover - Leavers Special Buddhist Christian Hindu Jewish Muslim Sikh Other	*- 30 *- *- *-	*- 25.4% *- *- *- 1.7%	*- 38 *- *- *-	*- 29.0% *- *- *- *- *-	*- 136 *- *- *- *- 6	*- 27.1% *- *- *- *- 1.2%	* -3.6% * * * * * *
Turnover - Leavers Special Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- 30 *- *- *- *-	*- 25.4% *- *- *- 1.7% 30.5%	*- 38 *- *- *- *-	*- 29.0% *- *- *- *-	*- 136 *- *- *- *-	*- 27.1% *- *- *- 1.2% 22.5%	*
Turnover - Leavers Special Buddhist Christian Hindu Jewish Muslim Sikh Other None Prefer not to say	*- 30 *- *- *- *- *-	*- 25.4% *- *- *- 1.7% 30.5% 5.1%	*- 38 *- *- *- *- *- 33 56	*- 29.0% *- *- *- *- 25.2% 42.7%	*- 136 *- *- *- *- 6 113 20	*- 27.1% *- *- *- 1.2% 22.5% 4.0%	* -3.6% * * * * * *
Turnover - Leavers Special Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- 30 *- *- *- *- *- *- 36	*- 25.4% *- *- *- 1.7% 30.5%	*- 38 *- *- *- *- *- 33	*- 29.0% *- *- *- *- *- 25.2%	*- 136 *- *- *- *- 6 113	*- 27.1% *- *- *- 1.2% 22.5%	* -3.6% * * * * * * * * * * * * * * * * * *

E.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	*-	*_	*_	*-	*-	*-	*-	*_	*_	*-	*-	20	0.7%	*
Christian	10	45	*-	*_	*_	*_	*_	*_	*_	61	40.9%	47	25.8%	1,122	39.2%	7 15.1%
Hindu	*_	*-	*-	*-	*_	*-	*-	*-	*-	*_	*_	*_	*-	*_	*-	*
Jewish	*_	*-	*-	*-	*_	*-	*-	*-	*-	*_	*_	*_	*-	*_	*-	*
Muslim	*_	*-	*-	*-	*_	*-	*-	*-	*-	*_	*_	*-	*-	13	0.5%	*
Sikh	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	*-	*-	*-	*-	*
Other	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	6	3.3%	75	2.6%	*
None	11	13	*-	*-	*-	*-	*-	*-	*-	27	18.1%	54	29.7%	579	20.2%	<u>></u> -11.6%
Prefer not to say	9	30	*-	*-	*_	*-	*-	*-	*-	43	28.9%	74	40.7%	809	28.2%	<u>></u> -11.8%
Not Specified	*-	*-	*-	*_	*_	*-	*-	*-	*-	11	7.4%	*-	*-	234	8.2%	*
Total	35	96	12	*_	*_	*_	*_	*_	*_	149		182		2,865		
											l			_,000		
E.3.2.2 Turnover - Leavers by Reason Police Staff	Resignation			Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	vot Known	ar)	Percentage of Total Current Year)	ear)	Percentage of Total Previous Year)		Percentage of Organisation Current Year)	Percentage Change Year on Year)
Turnover - Leavers by Reason Police Staff	Resignation	Retirement .*	Retirement: III Health	Redundancy .*	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason	_	Retirement	Retirement: III Health			End of			_	Headcount Sub Total (Current Year)	-	ear)		Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff Buddhist	*_	Retirement .*	Retirement: III Health ,*	*_	*_	End of	*_	*_	*_	Headcount Sub Total (Current Year)	*_	Headcount Sub Total , (Previous Year)	*_	Headcount - Organisation Current Year)	0.3%	*
Turnover - Leavers by Reason Police Staff Buddhist Christian	*-	Retirement *-	Retirement: III Health	*-	*- *-	*- End of	*_	*-	*_	Headcount Sub Total Current Year)	*- 39.7%	Headcount Sub Total Revisions Year)	* <u>-</u> 21.2%	Headcount - Organisation Current Year)	0.3% 41.9%	*
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu	*- 43 *-	Retirement	Retirement: III 	*- *- *-	*- *- *-	*- *- *-	*- *- *-	*- *- *-	*- *- *-	Headcount Sub Total Sub Total , 29 , (Current Year)	*- 39.7% *-	Headcount Sub Total , Revious Year)	* <u>-</u> 21.2%	Headcount - Organisation Current Year)	0.3% 41.9% *-	*
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu Jewish	*- 43 *- *-	-* Retirement	Retirement: III Health	*- *- *- *-	*- *- *- *-	*- *- *-	*_ *_ *_ *_	*- *- *- *-	*- *- *- *-	Headcount Sub Total Sub Total , * 9, ', ', ', ', ', '	*- 39.7% *- *-	Headcount Sub Total ,	*- 21.2% *- *-	Headcount - Organisation Current Year)	0.3% 41.9% *- *-	*
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu Jewish Muslim	*- 43 *- *- *-	-* Retirement		*- *- *- *-	*- *- *- *-	*- *- *- *- *-	*- *- *- *-	*_ *_ *_ *_ *_	*- *- *- *-	Headcount Sub Total Sub Total .* .* .* .* (Current Year)	*- 39.7% *- *- *-	Headcount Sub Total *- *- (Previous Year)	*- 21.2% *- *- *-	Headcount - Organisation *- Current Year)	0.3% 41.9% *- *- 0.3%	*
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu Jewish Muslim Sikh	*- 43 *- *- *- *-	-* -* Retirement		*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	*- *- *- *- *-	Headcount Sub Total Sub Total (Current Year)	*- 39.7% *- *- *- *-	Headcount Sub Total *- *- *- (Previous Year)	*- 21.2% *- *- *- *-	Headcount - Organisation *- Contract Year)	0.3% 41.9% *- *- 0.3% 0.3%	*
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other	*- 43 *- *- *- *- 6	-* Retirement		*- *- *- *- *- *- *- *- *- *- *- *-	*- *- *- *- *- *- *-	*- *- *- *- *- *-	*- *- *- *- *- *- *- *- *- *- *- *- *-	*_ *_ *_ *_ *_ *_ *_	*- *- *- *- *- *- *- *- *- *- *- *- *-	Headcount Sub Total Sub	*- 39.7% *- *- *- *- 5.5%	Headcount Sub Total *. * . * . * (Previous Year)	*- 21.2% *- *- *- *-	Headcount - Organisation *- Current Year)	0.3% 41.9% *- *- 0.3% 0.3% 3.3%	* 18.5% * * * * *
Turnover - Leavers by Reason Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- 43 *- *- *- *- 6 32	-* -* -* -* -*	Retirement: III	*_ *_ *_ *_ *_ *_ *_ *_ *_ *_ *_	*_ *_ *_ *_ *_ *_ *_ *_ *_ *_ *_	*- *- *- *- *- *-	*- *- *- *- *- *- *- *- *- *- *- *- *-	*_ *_ *_ *_ *_ *_ *_ *_	*- *- *- *- *- *- *- *- *- *- *- *- *-	Headcount Sub Total *- ** (Current Year)	*- 39.7% *- *- * *- 5.5% 31.5%	Headcount Sub Total *- * (Previous Year)	*- 21.2% *- *- *- *- *- 27.8%	Headcount - Organisation *- Current Year) (Current Year) *- 6 7 67 544	0.3% 41.9% *- *- 0.3% 0.3% 3.3% 26.7%	* 18.5% * * * * * * * 3.7%

E.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	*-	*-	*-	*-	*-	*-	*_	*-	*-	*-	*-	*-	*-	*
Christian	12	*_	*_	*_	*-	*-	*_	*-	*_	12	42.9%	9	28.1%	153	44.9%	74.8%
Hindu	*-	*-	*_	*_	*-	*_	*_	*_	*_	*-	*-	*_	*-	*_	*_	*
Jewish	*_	*_	*_	*_	*-	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*
Muslim	*_	*_	*_	*_	*-	*-	*_	*-	*_	*-	*_	*_	*-	6	1.8%	*
Sikh	*-	*-	*_	*_	*-	*_	*_	*_	*_	*-	*-	*_	*-	*_	*_	*
Other	*-	*-	*_	*_	*-	*_	*_	*_	*_	*-	*-	*_	*-	14	4.1%	*
None	9	*-	*_	*_	*-	*_	*_	*_	*_	9	32.1%	11	34.4%	89	26.1%	2.3%
Prefer not to say	*-	*-	*_	*_	*_	*_	*-	*_	*_	*_	*-	12	37.5%	56	16.4%	≥ -30.4%
Not Specified	*-	*-	*_	*_	*-	*-	*-	*-	*_	*-	*-	*-	*-	16	4.7%	*
Total	27	*-	*_	*_	*-	*-	*-	*-	*_	28		32		341	•	

L) Kenglon														
E.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	nspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	∢ *_	ပ	ഗ *₌	*-	*_	ഗ *-	*-	± ω છ _.	*-	エのモ *-	<u> </u>			TOC
Buddhist	*_	*_	*_	*_			*_	_				20	0.7%	. 5.004
Christian		*-	*-		6 *-	13 *-	*-	27	39.1%		44.9%	1,122	39.2%	-5.8%
Hindu	*-			*-				_	*_	*_		_	*_	*
Jewish	*-	*-	*_	*-	*-	*-	*-	*_	*_	*-	*-	*-	*_	*
Muslim	*-	*-	*_	*-	*-	*-	*-	*_	*_	*-	*-	13	0.5%	*
Sikh	*-	*-	*-	*-	*-	*-	*-	*_	*_	*-	*-	*-	*_	*
Other	*-	*_	*-	*_	*-	*-	*-	*_	*_	*-	*-	75	2.6%	*
None	*_	*_	*_	*_	*_	6	*_	11	15.9%	21	15.4%	579	20.2%	0.5%
Prefer not to say	*-	*-	*-	*-	10	13	*-	26	37.7%	49	36.0%	809	28.2%	7.7%
Not Specified	*-	*-	*-	*_	*-	*-	*-	*_	*-	*_	*-	234	8.2%	*
Total	*_	*_	*_	*_	21	35	*_	69		136		2,865		
									L			_,		
E.4.1.2		ë					ar)				·	_,,		
Progression - Promotions	ЭРО	incipal Officer	snior Officer	ales 1 to 6	ar)		aadcount ub Total revious Year)	age ıs Year)	adcount - ganisation urrent Year)		ercentage nange ear on Year)	-,,,,,		
Progression - Promotions	АСРО	Principal Officer	Senior	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions Police Staff Buddhist	*-	*-	Senior 	Scales 1 to	Headcount Sub Total ,* (Current Year)	Percentage of Total	*_	Percentage of Total (Previous Year)	7	Percentage of Organisation (Current Year)	*			
Progression - Promotions Police Staff Buddhist Christian	*- *-	*- 18	%- Senior *-	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	*- 46	Percentage of Total (Previous Year)	7 855	Percentage of 0.3% (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions Police Staff Buddhist Christian Hindu	*- *- *-	*- 18 *-	*- Senior *-	.* Scales 1 to	Headcount Sub Total , (Current Year)	Percentage 66 of Total 7. (Current Year)	*- 46 *-	Percentage Percentage of Total (Previous Year)	7 855 *-	Percentage of Percentage of %0.0 Organisation %6.1 %0.0	*			
Progression - Promotions Police Staff Buddhist Christian	*- *- *- *-	*- 18 *- *-	%- Senior *-	*- 88 *- *-	Headcount Sub Total Sub Total , * (Current Year)	Percentage 66 of Total 7. (Current Year)	*- 46 *- *-	Percentage of Total (Previous Year)	7 855	Percentage of Percentage of %.0 Organisation %.1 (Current Year)	*			
Progression - Promotions Police Staff Buddhist Christian Hindu	*- *- *-	*- 18 *-	*- Senior *-	.* Scales 1 to	Headcount Sub Total , (Current Year)	Percentage 66 of Total 7. (Current Year)	*- 46 *-	Percentage Percentage of Total (Previous Year)	7 855 *-	Percentage of Percentage of W.C. Organisation *-*	*			
Progression - Promotions Police Staff Buddhist Christian Hindu Jewish	*- *- *- *-	*- 18 *- *-	*- Senior *-	*- 88 *- *-	Headcount Sub Total Sub Total , * (Current Year)	Percentage 66 of Total 7. (Current Year)	*- 46 *- *-	Percentage Percentage of Total ** (Previous Year)	7 855 *- *-	Percentage of Percentage of %.0 Organisation %.1 (Current Year)	*			
Progression - Promotions Police Staff Buddhist Christian Hindu Jewish Muslim	*- *- *- *-	*- 18 *- *- *-	*- 18 *- *- *-	Scales 1 to 88 *-	Headcount Sub Total Sub Total Current Year)	Percentage Percentage of Total * Current Year)	*- 46 *- *- *-	Percentage Percentage of Total *- (Previous Year)	7 855 *- *- 6	Percentage of Pe	*			
Progression - Promotions Police Staff Buddhist Christian Hindu Jewish Muslim Sikh	*- *- *- *- *-	*- 18 *- *- *- *-	*- 18 *- *- *-	Scales 1 to *-	Headcount Sub Total Sub Total A Courrent Year)	Percentage Percentage of Total *	*- 46 *- *- *- *-	Percentage Percentage of Total *- *- *- (Previous Year)	7 855 *- *- 6 7	Dercentage of	*			
Progression - Promotions Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *- *- *- *- *- *- *-	*- 18 *- *- *- *- *-	*- 18 *- *- *- *-	*- 88 8- *- *- *- *-	Headcount Sub Total *	Percentage 86 of Total 87	*- 46 *- *- *- *-	Percentage	7 855 *- *- 6 7	Dercentage of	2.6% * * * * * *			
Progression - Promotions Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- 18 *- *- *- *- *- 10	*- 18 *- *- *- *- 13	*- 88 *- *- *- *- *-	Headcount Sub Total *- * (Current Year)	*- *- *- *- *- *- *- *- *- *- *- *- *- *	*- 46 *- *- *- *- *-	*- *- *- *- *- *- *- *- *- *- 33.6%	7 855 *- *- 6 7 67 544	Bercentage of West State of We	* 2.6% * * * * * * * * * * * * * * * * * * *			

E) Religion

E) Religion														
E.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Buddhist	*-	*_	*-	*_	*-	*-	*_	*_	*-	*-	*_	20	0.7%	*
Christian	*_	*_	*_	*_	*_	*_	6	8	30.8%	12	44.4%	1,122	39.2%	≥ -13.6%
Hindu	*-	*_	*-	*_	*-	*-	*_	*_	*-	*_	*_	*-	*_	*
Jewish	*-	*_	*-	*_	*-	*-	*_	*_	*-	*-	*_	*-	*_	*
Muslim	*-	*-	*-	*_	*-	*-	*-	*_	*-	*-	*-	13	0.5%	*
Sikh	*-	*_	*-	*_	*-	*-	*_	*_	*-	*-	*_	*-	*_	*
Other	*-	*_	*-	*_	*-	*-	*_	*_	*-	*-	*_	75	2.6%	*
None	*-	*_	*-	*_	*-	*-	*_	*_	*-	*_	*_	579	20.2%	*
Prefer not to say	*-	*_	*-	*_	*-	*-	*_	*_	*-	11	40.7%	809	28.2%	*
Not Specified	*-	*_	*-	*_	*-	*-	*_	*_	*-	*-	*_	234	8.2%	*
Total	*_	*_	*_	*_	*_	7	18	26		27		2,865		
E.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Buddhist	*-	*-	*-	*_	*-	*-	*_	*-	7	0.3%	*			
Christian	*_	*_	*-	*_	*_	*_	9	56.3%	855	41.9%	*			
Hindu	*_	*_	*_	*_	*_	*_	*_	*_	*_	*	*			
Jewish	*_	*_	*-	*_	*_	*_	*_	*_	*_	*	*			
Muslim	*_	*_	*_	*_	*_	*_	*_	*_	6	0.3%	*			
Sikh	*-	*-	*-	*_	*-	*-	*-	*_	7	0.3%	*			

Other

None

Prefer not to say

Not Specified

Total

*_

12

12

67

544

394

157

2,040

31.3%

12.5%

16

3.3%

26.7%

19.3%

7.7%

E.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Buddhist	*-	*-	*-	*-	*-	*-	*
Christian	*-	20.0%	*_	50.0%	153	44.9%	30.0%
Hindu	*-	-	*_	25.0%	*_	*_	*
Jewish	*-	-	*_	*-	*_	*_	*
Muslim	*_	20.0%	*_	*-	6	1.8%	*
Sikh	*-	-	*_	*-	*_	=	*
Other	*-	20.0%	*_	*-	14	4.1%	*
None	*-	20.0%	*_	*-	89	26.1%	*
Prefer not to say	*_	20.0%	*_	25.0%	56	16.4%	── -5.0%
Not Specified	*-		*_	*-	16	4.7%	*
Total	*_		*_		166		

_,g														
E.5.2.1 Employee Relations - Grievances	ACPO	Chief Superintendent	Superintendent	Chief Inspector	nspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Police Officer	AC	ch Su	Su	ပ်	sul	əS	ပိ	Su (C)	Pe of C	He Su (Pı	Pe of (Pı	P. C. C.	Pe Or (C	S C S
Buddhist	*-	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	20	0.7%	*
Christian	*_	*_	*-	*_	*_	*_	*_	*_	*_	*_	*-	1,122	39.2%	*
Hindu	*_	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	*_	*-	*
Jewish	*-	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	*-	*-	*
Muslim	*-	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	13	0.5%	*
Sikh	*_	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	*_	*-	*
Other	*_	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	75	2.6%	*
None	*-	*-	*-	*-	*-	*_	*-	*_	*-	*-	*-	579	20.2%	*
Prefer not to say	*-	*-	*-	*-	*_	*_	*-	*_	*-	*_	*_	809	28.2%	*
Not Specified	*-	*-	*-	*-	*-	*_	*-	*_	*-	*_	*-	234	8.2%	*
		*_	*_	*_	*_	*_	•			40		0.005		
Total	*_	*-	^-	·-	^-	*-	6	8		10		2,865		
	*-		^-	"-	^-	^-				10	_	2,865		
E.5.2.2 Employee Relations - Grievances				9	nt Year)	age t Year)		age is Year)	eadcount - rganisation Jurrent Year)		ercentage hange 'ear on Year)	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total ,* (Current Year)	Percentage of Total	Headcount Sub Total ,* (Previous Year)	Percentage of Total (Previous Year)	7	Percentage of Organisation (Current Year)	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian	*-	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total , , (Previous Year)	Percentage of Total (Previous Year)	7 855	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu	*- V	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total , , , (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total , , , (Previous Year)	Percentage of Total (Previous Year)	7 855 *-	Percentage of Organisation (Current Year)	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish	-* -*- *-	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total , , , , (Current Year)	Percentage of Total	Headcount Sub Total , , , (Previous Year)	Percentage Percentage of Total ** (Previous Year)	7 855 *- *-	Percentage of Percentage of % CONGANISATION (Current Year)	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim	*- *- *- *-		Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total Sub Total (* '* ,	Percentage Percentage of Total *- (Previous Year)	7 855 *- *- 6	Percentage of Secondary No.00 Organisation Apr. 1 No.00 No.0	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim Sikh	*- *- *- *- *-	Principal Officer	Senior Officer -* -* -*	Scales 1 to 6	Headcount Sub Total	Percentage of Total (Current Year)	Headcount Sub Total Sub Total (Previous Year)	Percentage -* -* (Previous Year)	7 855 *- *- 6 7	Percentage of We.0 Organisation * * * * * * * * * * * * * * * * * * *	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other	*- *- *- *- *-	Principal Officer	Senior Officer .* .* .* .*	Scales 1 to 6	Headcount Sub Total Sub Total	Percentage of Total of Current Year)	Headcount Sub Total	Percentage	7 855 *- *- 6 7	Dercentage of 6.00 (Current Year) 8.00 (Current Year) 8.00 (Current Year) 8.00 (Current Year) 9.00 (Curren	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- *- *- *- *- *-	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total Sub	Percentage of Total of Total (Current Year)	Headcount Sub Total Sub	-* (Previous Year)	7 855 *- *- 6 7 67 544	Dercentage of 0.3% (Current Year) 8.0.0 (Current Year) 9.3% 9.3% 9.3% 9.5%	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None Prefer not to say	Y- *- *- *- *- *- *-	Principal Officer	Senior Officer		Headcount Sub Total	Percentage of Total of Current Year)	Headcount Sub Total Sub	-*	7 855 *- *- 6 7 67 544 394	* Contract C	*	2,865		
E.5.2.2 Employee Relations - Grievances Police Staff Buddhist Christian Hindu Jewish Muslim Sikh Other None	*- *- *- *- *- *-	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total Sub	Percentage of Total of Total (Current Year)	Headcount Sub Total Sub	-* (Previous Year)	7 855 *- *- 6 7 67 544	Dercentage of 0.3% (Current Year) 8.0.0 (Current Year) 9.3% 9.3% 9.3% 9.5%	*	2,865		

E.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
Buddhist	*-	*-	*-	*-	*-	18	591	609	30.5	251	10.0	尽	20.4
Christian	*-	*_	46	202	274	1,175	7,907	9,604	8.6	8,466	7.4		1.2
Hindu	*-	*_	*-	*_	*_	*-	76	76	15.2	95	15.8	<u>\</u>	-0.6
Jewish	*-	*_	*-	*_	*_	8	*-	10	2.5	44	11.1	\searrow	-8.6
Muslim	*-	*_	*-	*_	10	*_	24	37	2.8	66	5.5	\searrow	-2.6
Sikh	*-	*_	*-	*_	*_	*-	58	63	15.8	93	23.3	<u>\</u>	-7.5
Other	*-	*_	*-	*_	*_	134	543	679	9.1	610	7.8	\nearrow	1.2
None	*-	*_	-	22	248	319	4,339	4,928	8.5	4,344	7.7	\searrow	0.8
Prefer not to say	*_	*_	10	138	211	561	6,791	7,711	9.5	9,886	9.1	\nearrow	0.5
Not Specified	*-	*_	*-	*_	*_	92	1,733	1,825	7.8	*_	*_		*
Total	*_	*_	56	362	745	2,315	22,064	25,542		23,854			

E.6.1.2		er	_		ys ()	s (:	ear)	s ar)	r)
Sickness Absence	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Days erson ious Y	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
Police Staff	AC	Prii	Sel	Sca	S (C	Avel per l (Cur	Total per P (Prev	Ave per (Pr	Per Cha (Ye
Buddhist	*-	*_	*_	82	82	11.7	127	21.2	-9.5
Christian	*-	282	257	6,289	6,828	8.0	6,093	7.5	> 0.5
Hindu	*-	*_	*-	11	11	5.5	*-	1.0	~ 4.5
Jewish	*-	*_	*-	*-	*_	*-	*-	*-	*
Muslim	*-	*_	*-	24	27	4.5	36	7.3	-2.8
Sikh	*-	*_	*-	17	17	2.4	10	1.7	~ 0.7
Other	*-	8	38	402	448	6.7	585	8.6	-1.9
None	*-	135	202	3,511	3,848	7.1	3,249	6.3	0.8
Prefer not to say	*-	137	334	2,992	3,463	8.8	4,383	8.4	0.3
Not Specified	*-	*_	14	420	439	2.8	*-	*-	*
Total	*_	567	848	13,748	15,163		14,485		•

E.6.1.3 Sickness Absence PCSO	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
Buddhist	8	1.6	26	4.4	<u>\</u>	-2.8
Christian	1,615	10.6	1,287	8.3		2.3
Hindu	*-	5.0	*_	4.1	\nearrow	1.0
Jewish	*-	*_	*_	1.2	\circ	0.0
Muslim	60	10.0	39	6.4	\sim	3.6
Sikh	*-	*_	*-	*_	\circ	0.0
Other	184	13.1	298	24.8	\searrow	-11.7
None	818	9.2	601	6.4		2.8
Prefer not to say	508	9.1	766	8.3	\sim	0.8
Not Specified	115	7.2	*-	*_		*
Total	3,313		3,022			

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F.1.1.1 Current Workforce Distribution Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change	(Year on Year)
Bisexual	*-	*-	*-	*-	*-	*_	22	29	1.0%	28	1.0%		*
Gay / Lesbian	*-	*-	*-	*-	*-	*_	40	46	1.6%	48	1.6%		*
Heterosexual	*-	9	13	39	107	251	1,376	1,798	62.8%	1,861	63.4%	→	0.6%
Prefer not to say	*-	*-	*-	*-	44	144	561	758	26.5%	1,000	34.0%	\	7.5%
Not Specified	*-	*-	*-	*-	*-	21	209	234	8.2%	*-	*-		*
Total	*_	9	17	44	157	425	2,208	2,865		2,937		-	
rotar		3	.,		107	720	2,200	2,000		2,557			
F.1.1.2 Current Workforce Distribution Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)	2,331			
F.1.1.2 Current Workforce Distribution				9	ar)	age : Year)	Headcount Sub Total (Previous Year)	age s Year)	Percentage Change (Year on Year)	2,331			
F.1.1.2 Current Workforce Distribution Police Staff	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total Current Year)	Percentage of Total (Current Year)	Headcount Sub Total 11 (Previous Year)	Percentage of Total (Previous Year)	Percenta Change (Year on	2,001			
F.1.1.2 Current Workforce Distribution Police Staff Bisexual	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage O of Total 99 (Current Year)	Headcount Sub Total (Previous Year)	Percentage O of Total (Previous Year)	Percenta Change (Year on	2,001			
F.1.1.2 Current Workforce Distribution Police Staff Bisexual Gay / Lesbian	*- *-	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total 35 (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total 31 (Previous Year)	Percentage 9.0 of Total 9.9 (Previous Year)	Percenta No. 0 No. 0	2,001			
F.1.1.2 Current Workforce Distribution Police Staff Bisexual Gay / Lesbian Heterosexual	ACPO .*	-* Principal Officer	Senior Officer	30 1,139	Headcount Sub Total 35 (Current Year)	Contract (Contract (Contra	Headcount Sub Total 11 (Previous Year) 436	Percentage Percentage % 9.0 of Total % 9.0 (Previous Year)	Percenta No. 0 No. 0	2,001			

,					
F.1.1.3 Current Workforce Distribution PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*_	*
Gay / Lesbian	8	2.3%	11	3.0%	── -0.7%
Heterosexual	253	74.2%	277	75.3%	<u>→</u> -1.1%
Prefer not to say	61	17.9%	77	20.9%	→ -3.0%
Not Specified	16	4.7%	*_	*-	*
Total	341		368		
i olai	341		000		
	541			•	
F.1.1.4 Current Workforce Distribution	nt Year)	ercentage Total Surrent Year)	nt Year)	ercentage Total revious Year)	ercentage hange 'ear on Year)
F.1.1.4 Current Workforce Distribution Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
F.1.1.4 Current Workforce Distribution Special Bisexual	Headcount Sub Total ,* (Current Year)	*-	Headcount Sub Total ,* (Previous Year)	*-	*
F.1.1.4 Current Workforce Distribution Special Bisexual Gay / Lesbian	Headcount Sub Total (Current Year)	*-	Headcount Sub Total (Previous Year)	*- 1.8%	* 0.4%
F.1.1.4 Current Workforce Distribution Special Bisexual Gay / Lesbian Heterosexual	Headcount Sub Total (Current Year)	*- 2.2% 90.5%	Headcount Sub Total 1, (Previous Year)	*- 1.8% 59.0%	* 0.4% 31.5%
F.1.1.4 Current Workforce Distribution Special Bisexual Gay / Lesbian Heterosexual Prefer not to say	Headcount Sub Total 6 249	*- 2.2% 90.5% 6.5%	Headcount Sub Total OI The Sub Total OI	*- 1.8% 59.0% 38.6%	* 0.4%
F.1.1.4 Current Workforce Distribution Special Bisexual Gay / Lesbian Heterosexual	Headcount Sub Total (Current Year)	*- 2.2% 90.5%	Headcount Sub Total 1, (Previous Year)	*- 1.8% 59.0%	* 0.4% 31.5%

F.2.1.1 Recruitment Applicants Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*_	*_	*_	*_	*-	*_	105	105	2.6%	*_	*-	29	1.0%	*
Gay / Lesbian	*_	*_	*-	*_	*-	*_	165	165	4.0%	*_	*-	46	1.6%	*
Heterosexual	*_	*_	*-	*_	*-	*_	3,402	3,402	82.7%	*_	*-	1,798	62.8%	*
Prefer not to say	*_	*_	*-	*_	*-	*_	305	305	7.4%	*_	*-	758	26.5%	*
Not Specified	*_	*_	*-	*_	*-	*_	135	135	3.3%	*_	*-	234	8.2%	*
Total	*_	*_	*-	*_	*-	*_	4,112	4,112		*-		2,865		
													<u>'</u>	
F.2.1.2 Recruitment Applicants Police Staff	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Applicants Police Staff Bisexual	*-	*-	Senior -*	Scales 1 to	47	Percentage O of Total 6 (Current Year)	Headcour Sub Total (Previous	Percentag of Total (Previous	13	0.6%	\ 0.5%			
Recruitment Applicants Police Staff	-	_	%- Senior 10	Scales 1 to	47 139		Headcour Sub Total (Previous	Percentaç of Total (Previous	13		\ 0.5%			
Recruitment Applicants Police Staff Bisexual	*-	*-	Senior -*	Scales 1 to	47	0.9%	Headcour Sub Total Sub Total (Previous	Percentage No. 1.1% (Previous No. 1.7%)	13 35 1,458	0.6% 1.7% 71.5%	0.5% 1.8% 10.2%			
Recruitment Applicants Police Staff Bisexual Gay / Lesbian	*_	*-	%- Senior 10	Scales 1 to 127	47 139	0.9% 2.6%	Headcour Sub Total Sub Total (Previous	Percentage 1.1% (Previous	13 35 1,458	0.6% 1.7% 71.5% 18.1%	0.5% 1.8% 10.2% -4.3%			
Recruitment Applicants Police Staff Bisexual Gay / Lesbian Heterosexual	*- *- 114	*- *- 127	%- 10 471	0 127 3,824	47 139 4,536	0.9% 2.6% 84.1%	Headcour Headcour 3,251 3,251 549	Percentage No. 1.1% (Previous No. 1.7%)	13 35 1,458	0.6% 1.7% 71.5%	0.5% 1.8% 10.2% -4.3%			

F.2.1.3			$\widehat{}$	$\widehat{}$			
Recruitment Applicants PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	*-	*
Gay / Lesbian	*_	*_	*_	*-	*_	*-	*
Heterosexual	143	82.2%	*_	*_	253	74.2%	*
Prefer not to say	11	6.3%	*_	*_	61	17.9%	*
Not Specified	14	8.0%	*_	*_	16	4.7%	*
Total	174		*-		341		
F.2.1.4	_	_	ر <u>.</u>	ر <u>.</u>	_	_	
F.2.1.4 Recruitment Applicants	adcount Total rrent Year)	centage otal rrent Year)	adcount Total evious Year)	centage otal evious Year)	adcount - lanisation rrent Year)	centage of anisation rrent Year)	centage ange ar on Year)
Recruitment	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Applicants	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total ,* (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation , (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Applicants Special				*-			Percentage Change (Year on Year)
Recruitment Applicants Special Bisexual	41	2.3%	*_	*-	*-	*-	*
Recruitment Applicants Special Bisexual Gay / Lesbian	41 82	2.3% 4.5%	*_	*- *- *-	*-	*- 1.7%	*
Recruitment Applicants Special Bisexual Gay / Lesbian Heterosexual	41 82 1,445	2.3% 4.5% 80.1%	*_ *_ *_	*_ *_ *_	*- 6 249	*- 1.7% 71.5%	*

F.2.2.1 Recruitment Starters Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	29	1.0%	*
Gay / Lesbian	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	46	1.6%	*
Heterosexual	*-	*-	*_	*-	*-	*-	44	44	37.9%	*_	*_	1,798	62.8%	*
Prefer not to say	*-	*-	*_	*-	*-	*-	8	9	7.8%	*_	*_	758	26.5%	*
Not Specified	*-	*-	*-	*-	*-	*-	61	63	54.3%	31	100.0%	234	8.2%	≥ -45.7%
Total	*-	*-	*_	*-	*-	*-	113	116		31		2,865		
F222												i		
F.2.2.2 Recruitment Starters	ЭРО	incipal Officer	nior Officer	ales 1 to 6	adcount Ib Total urrent Year)	rcentage Total urrent Year)	adcount Ib Total revious Year)	rcentage Total revious Year)	eadcount - ganisation urrent Year)	rcentage of ganisation urrent Year)	rcentage lange ear on Year)			
Recruitment Starters Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Y	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Recruitment Starters Police Staff Bisexual	*-	*-	*-	Scales 1 to	*-	*_	Headcount Sub Total ,* (Previous Y	*_	13	0.6%	*			
Recruitment Starters Police Staff Bisexual Gay / Lesbian	*-	*_	*_	Scales 1 to	*_	*_	Headcount Sub Total (Previous Y	*_	13 35	0.6% 1.7%	*			
Recruitment Starters Police Staff Bisexual	*-	*- *- 8	*- *- 21	Scales 1 to	*-	*_	Headcount Sub Total ,* (Previous Y	*_	13 35	0.6%	*			
Recruitment Starters Police Staff Bisexual Gay / Lesbian Heterosexual Prefer not to say	*-	*_	*- *- 21	Scales 1 to	*_	*_	Headcount Sub Total (Previous Y	*_	13 35	0.6% 1.7%	* * ~ 21.6%			
Recruitment Starters Police Staff Bisexual Gay / Lesbian Heterosexual	*- *- *-	*- *- 8	*- *- 21	Scales 1 to *- *- 72	*- *- 101	*- *- 40.2%	Headcount Sub Total *- (Previous Y	*- *- 18.6%	13 35 1,458	0.6% 1.7% 71.5%	* * * 21.6%			

F.2.2.3 Recruitment Starters PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*_	*_	*_	*_	*-	*-	*
Gay / Lesbian	*_	*-	*-	*-	8	2.3%	*
Heterosexual	*_	*-	14	41.2%	253	74.2%	*
Prefer not to say	*-	*-	19	55.9%	61	17.9%	*
Not Specified	7	100.0%	*-	*-	16	4.7%	*
Total	7		34		341	•	,
F.2.2.4			Ć.				_
Recruitment Starters	eadcount ub Total Current Year)	ercentage f Total Current Year)	eadcount ub Total ² revious Year)	ercentage f Total Previous Year)	eadcount - rganisation Surrent Year)	ercentage of rganisation Current Year)	ercentage hange 'ear on Year)
Recruitment Starters Special	Headcount Sub Total * (Current Year)	Percentage of Total (Current Year)	Headcoun Sub Total (Previous	Percentaç of Total (Previous	Headcount - Organisation * (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Recruitment Starters Special Bisexual		Percentage of Total	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	*-	*-	_ ~ ~
Recruitment Starters Special Bisexual Gay / Lesbian	*-	*-	Headcour Sub Total	Percentag of Total ,* (Previous	*- 6	*- 2.2%	_ ~ ~
Recruitment Starters Special Bisexual Gay / Lesbian Heterosexual	*_	*-	Headcour Sub Total	Percentago of Total (Previous	* <u>-</u> 6 249	*- 2.2% 90.5%	*
Recruitment Starters Special Bisexual Gay / Lesbian	*- *- *-	*- *- *-	Headcour Sub Total	Percentago of Total (Previous	*- 6	*- 2.2%	*

F.3.1.1 Turnover - Leavers Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*_	*_	*-	*-	*-	*-	*_	*-	29	1.0%	
Gay / Lesbian	*-	*_	*_	*_	*_	*_	*-	*_	*_	*_	*-	46	1.6%	*
Heterosexual	*-	*_	*_	*_	8	18	64	98	65.8%	100	54.9%	1,798	62.8%	> 10.9%
Prefer not to say	*-	*_	*_	*_	*_	8	25	36	24.2%	74	40.7%	758	26.5%	<u>→</u> -16.5%
Not Specified	*-	*_	*_	*_	*_	*-	9	11	7.4%	*_	*-	234	8.2%	*
Total	*-	*_	*_	*_	11	29	101	149		182		2,865		
F.3.1.2 Turnover -		fficer	Ser	9	ear)	ar)	t Year)	ye Year)	n ar)	of n ar)	ge Year)			
Leavers	СРО	rincipal O	enior Offic	cales 1 to	eadcount ub Total Surrent Ye	ercentage f Total Surrent Ye		ercentage f Total Previous Y	eadcount rganisatio Surrent Ye	ercentage rganisatio Current Ye	ercentage hange ⁄ear on Ye			
Leavers Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcoun Sub Total (Previous	Percentaç of Total (Previous	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Police Staff Bisexual	Y- *-	*- Principal O	Senior Offic	_	Headcount Sub Total (Current Ye			Percentage of Total	13	0.6%	Percenta Change (Year on			
Leavers Police Staff	*_	*-	*-	.* Scales 1	*-	*-	Headcoun Sub Total	Percentag of Total	13 35	0.6% 1.7%	Percenta Change (Year on			
Police Staff Bisexual Gay / Lesbian Heterosexual	*-	*_	*_	Scales 1	*-	*- *- 73.3%	Headcoun Sub Total , (Previous	Percentaç Of Total -* (Previous	13	0.6%	Percenta Change * (Year on			
Police Staff Bisexual Gay / Lesbian	*- *- *-	*- *- 19	*- *- 12 *-	*- Scales 1	*- *- 107	*-	Headcoun Sub Total *- *- (Previous	Percentag of Total	13 35 1,458	0.6% 1.7% 71.5%	Percenta * Change Change 74.3% 74.0%			

F.3.1.3 Turnover - Leavers	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
PCSO					T ()	H (B 다 오
Bisexual	*-	*-	*-	*-	*-	*_	*
Gay / Lesbian	*_	*-	*-	*-	*-	*_	*
Heterosexual	22	78.6%	17	53.1%	253	74.2%	25.5%
Prefer not to say	*_	*-	15	46.9%	61	17.9%	*
Not Specified	*_	*-	*-	*-	16	4.7%	*
Total	28		32		341		
F.3.1.4			Ċ	Ċ			
Turnover - Leavers	eadcount ub Total urrent Year)	rrcentage Total urrent Year)	eadcount ub Total revious Year)	srcentage Total revious Year)	adcount - ganisation urrent Year)	srcentage of ganisation urrent Year)	ercentage nange ear on Year)
Turnover - Leavers Special	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers Special Bisexual	Headcount Sub Total * (Current Year)	Percentage of Total (Current Year)	*_	Percentage of Total (Previous Year)	Headcount - Organisation ,* (Current Year)	*-	Percentage Change (Year on Year)
Turnover - Leavers Special				-		н о о	
Turnover - Leavers Special Bisexual	*-	*-	*_	*_	*-	*-	*
Turnover - Leavers Special Bisexual Gay / Lesbian	*-	*-	*_	*_	*-	*- 2.2%	*
Turnover - Leavers Special Bisexual Gay / Lesbian Heterosexual	*- *- 68	*- *- 57.6%	*- *- 62	*- *- 47.3%	*- 6 249	*- 2.2% 90.5%	*

F.3.2.1 Turnover - Leavers by Reason Police Officer	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-		*-	*-	*-	*-	*-	*-	*-	*-	*-	29	1.0%	*
Gay / Lesbian	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	*_	46	1.6%	*
Heterosexual	24	64	6	*-	*-	*_	*-	*-	*-	98	65.8%	100	54.9%	1,798	62.8%	7 10.9%
Prefer not to say	*_	27	*-	*-	*-	*_	*-	*-	*-	36	24.2%	74	40.7%	758	26.5%	<u>></u> -16.5%
Not Specified	*_	*_	*_	*-	*-	*_	*-	*_	*_	11	7.4%	*-	*-	234	8.2%	*
Total	35	96	12	*_	*_	*_	*_	*_	*_	149		182		2,865	·	·
F.3.2.2 Turnover - Leavers by Reason	ignation	irement	irement: III ilth	lundancy	lundancy: untary	l of Contract	missal	eased	Known	rdcount Total rrent Year)	centage otal rrent Year)	rdcount Total evious Year)	centage otal evious Year)	tdcount - anisation rrent Year)	centage of anisation rrent Year)	centage inge ar on Year)
Turnover - Leavers by	Resignation	Retirement	Retirement: III Health	Redundancy	Redundancy: Voluntary	End of Contract	Dismissal	Deceased	Not Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason	Resignation .*	Retirement	Retirement: III Health ,*		Redundancy: Voluntary *	of	Dismissal ,*	Deceased	Not Known '*	Headcount Sub Total (Current Year)	Percentage of Total		Percentage of Total '* (Previous Year)	Headcount - Organisation Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff		_	Retirement: Health	*-		End of				Headcou Sub Tota (Current			Percentage of Total (Previous Year)			Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff Bisexual		*-	Retirement: Health	*_	*-	End of		*-	*-	Headcou Sub Tota , (Current	*_	Headcount Sub Total (Previous Y	Percentage of Total (Previous Year)	13	0.6%	Percentage Change (Year on Year)
Turnover - Leavers by Reason Police Staff Bisexual Gay / Lesbian	*_	*-	Retirement: Health	*-	*-	*- End of		*-	*_	Headcou Sub Tota * ,* (Current	*_	Headcount Sub Total *- (Previous Y	*_	13 35 1,458	0.6% 1.7%	*
Turnover - Leavers by Reason Police Staff Bisexual Gay / Lesbian Heterosexual	*- *- 77	*- *- 12	Retirement: Health	*-	*-	*- *- 6	*- *- *-	*- *- *-	*- *- *-	Headcon Sub Tota 107	*- *- 73.3%	Headcount Sub Total *- *- (Previous Y	*- *- 48.3%	13 35 1,458	0.6% 1.7% 71.5%	* * 25.0%

F.3.2.3 Turnover - Leavers by Reason PCSO	Resignation	Retirement	etirement: III ealth	edundancy	edundancy: oluntary	nd of Contract	ismissal	eceased	ot Known	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	ercentage of organisation Current Year)	ercentage hange /ear on Year)
	<u>«</u>	<u>«</u>	ďΙ	<u>~</u>	∝ >	Щ	Ω .	Δ .	Z	IωS	<u>Ф</u> <u>6</u>	I O E	P P	108	400	
Bisexual	*-	*_	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*
Gay / Lesbian	*-	*_	*-	*-	*_	*-	*_	*_	*-	*_	*_	*-	*-	*-	*_	*
Heterosexual	22	*_	*-	*-	*_	*-	*-	*_	*-	22	78.6%	17	53.1%	253	74.2%	> 25.5%
Prefer not to say	*-	*_	*-	*-	*_	*-	*-	*_	*-	*_	*_	15	46.9%	61	17.9%	*
Not Specified	*-	*_	*-	*-	*_	*-	*_	*_	*_	*_	*_	*_	*_	16	4.7%	*
Total	27	*_	*_	*_	*_	*_	*_	*_	*_	28		32		341		

F.4.1.1 Progression - Promotions Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	29	1.0%	*
Gay / Lesbian	*-	*-	*-	*-	*_	*-	*-	*-	*-	*_	*_	46	1.6%	*
Heterosexual	*-	*-	*_	*-	12	23	*-	45	65.2%	91	66.9%	1,798	62.8%	<u></u> -1.7%
Prefer not to say	*-	*-	*_	*-	7	10	*-	20	29.0%	43	31.6%	758	26.5%	─ -2.6%
Not Specified	*-	*-	*-	*-	*_	*-	*-	*-	*-	*_	*_	234	8.2%	*
Total	*-	*-	*-	*-	21	35	*-	69		136		2,865	•	
F.4.1.2 Progression - Promotions Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Progression - Promotions Police Staff Bisexual	*-	*-	*-	Scales 1 to	Headcou Sub Tota (Current	*-	Headcount Sub Total ,* (Previous Y	*_	13	0.6%	Percenta Change (Year on			
Progression - Promotions	*_	*_	*_	Scales 1 to	Headcou Sub Tota , (Current	*_	Headcount Sub Total (Previous Y	*_			Percenta Change (Year on			
Progression - Promotions Police Staff Bisexual	*-	*-	*-	Scales 1 to	Headcou Sub Tota (Current	*-	Headcount Sub Total ,* (Previous Y	*_	13	0.6%	Percenta Change (Year on			
Progression - Promotions Police Staff Bisexual Gay / Lesbian	*_	*_	*_	Scales 1 to	Headcou Sub Tota , (Current	*_	Headcount Sub Total (Previous Y	*_	13 35 1,458	0.6% 1.7%	Percenta Change (Year on			
Progression - Promotions Police Staff Bisexual Gay / Lesbian Heterosexual	*_ *_ *_	*- *- 31	*- *- 33	*- Scales 1 to *-	Headcor Sub Tota	*- *- 75.8%	Headcount Sub Total Sub Total '* (Previous Y	*- *- 84.0%	13 35 1,458	0.6% 1.7% 71.5%	* Change			

F.5.1.1 Employee Relations - Misconduct / Disciplinaries Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*_	*_	*-	*-	*_	*-	*-	*-	*-	*_	*_	29	1.0%	*
Gay / Lesbian	*_	*_	*_	*-	*_	*-	*-	*-	*-	*_	*_	46	1.6%	*
Heterosexual	*_	*_	*-	*-	*_	*-	9	13	50.0%	16	59.3%	1,798	62.8%	9.3%
Prefer not to say	*_	*_	*-	*-	*-	*-	*-	8	30.8%	9	33.3%	758	26.5%	<u>→</u> -2.5%
Not Specified	*_	*_	*-	*-	*-	*-	*-	*-	*-	*_	*_	234	8.2%	*
Total	*_	*_	*-	*-	*-	7	18	26		27		2,865	•	
5540														
F.5.1.2 Employee Relations - Misconduct / Disciplinaries Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)			
Employee Relations - Misconduct / Disciplinaries	ACPO	Principal Officer	Senior Officer	1 to	Headcount Sub Total , (Current Year)	Percentage of Total	<u>+</u> ≻	aç ıs	Headcount - Organisation Current Year)	Percentage of Organisation Current Year)	Percenta Change (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff		*-	*-	Scales 1 to			Headcount Sub Total (Previous Y	Percentag of Total (Previous	13		Percenta Change , (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff Bisexual	*-	*-	*-	Scales 1 to	*-	*_	Headcount Sub Total (Previous Y	Percentag of Total ,* (Previous	13 35	0.6%	Percenta Change '* ,* (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff Bisexual Gay / Lesbian	*-	*-	*-	Scales 1 to	*_	*_	Headcount Sub Total (Previous Y	Percentage of Total strain (Previous	13 35 1,458	0.6% 1.7%	Percenta -* Change -* (Year on			
Employee Relations - Misconduct / Disciplinaries Police Staff Bisexual Gay / Lesbian Heterosexual	*- *- *-	*- *- *-	*- *- *- *-	Scales 1 to	*- *- 9	*- *- 75.0%	Headcount Sub Total (Previous Y	Percentage 8.9 of Total (Previous	13 35 1,458	0.6% 1.7% 71.5%	Percenta *- Change *- (Year on			

F.5.1.3 Employee Relations - Misconduct / Disciplinaries PCSO	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	*_	*
Gay / Lesbian	*-	*_	*-	*-	*-	*_	*
Heterosexual	*-	60.0%	*-	75.0%	253	74.2%	→ -15.0%
Prefer not to say	*-	40.0%	*-	25.0%	61	17.9%	7 15.0%
Not Specified	*_	*_	*-	*-	16	4.7%	*
Total	*_		*-		341	•	

F.5.2.1 Employee Relations - Grievances Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	29	1.0%	
Gay / Lesbian	*_	*_	*_	*-	*-	*-	*-	*_	*-	*_	*_	46	1.6%	*
Heterosexual	*_	*_	*-	*-	*-	*-	*-	*_	*-	*_	*_	1,798	62.8%	*
Prefer not to say	*_	*_	*-	*-	*-	*-	*-	*_	*-	*_	*_	758	26.5%	*
Not Specified	*_	*-	*-	*-	*-	*-	*-	*-	*-	*_	*_	234	8.2%	*
Total	*_	*-	*-	*-	*-	*-	6	8		10		2,865	•	
F.5.2.2		<u> </u>					_							
Employee Relations - Grievances	уРО	incipal Office	nior Officer	ales 1 to 6	adcount Ib Total urrent Year)	rcentage Total urrent Year)	adcount Ib Total revious Year)	rcentage Total revious Year)	adcount - ganisation urrent Year)	rcentage of ganisation urrent Year)	rcentage lange ear on Year)			
Relations - Grievances Police Staff	ACPO	Principal Officer	Senior Officer	Scales 1 to	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcoun Sub Total (Previous	Percentag of Total (Previous	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percenta Change (Year on			
Relations - Grievances Police Staff Bisexual	*-	*-	*-	Scales 1 to	*_	*_	Headcoun Sub Total	Percentag of Total	13	0.6%	Percenta Change , (Year on			
Relations - Grievances Police Staff Bisexual Gay / Lesbian	*-	*-	*_	Scales 1 to	*_	*_	Headcoun Sub Total	Percentag of Total	13 35	0.6% 1.7%	Percenta Change , (Year on			
Relations - Grievances Police Staff Bisexual Gay / Lesbian Heterosexual	*_ *_ *_	*- *- *-	*- *- *-	Scales 1 to	*_	*- *- 100.0%	Headcoun Sub Total	Percentage 04 Total 05	13 35 1,458	0.6% 1.7% 71.5%	Percenta -* Change -* (Year on			
Relations - Grievances Police Staff Bisexual Gay / Lesbian Heterosexual Prefer not to say	*- *- *- *-	*- *- *- *-	*- *- *- *-	Scales 1 to	*- *- *- *-	*- *- 100.0% *-	Headcoun Sub Total	Percentage	13 35 1,458	0.6% 1.7% 71.5% 18.1%	Percenta *- Change *- (Year on			
Relations - Grievances Police Staff Bisexual Gay / Lesbian Heterosexual	*_ *_ *_	*- *- *-	*- *- *- *-	Scales 1 to	*_	*- *- 100.0%	Headcoun Sub Total	Percentage 04 Total 05	13 35 1,458	0.6% 1.7% 71.5%	Percenta *- Change *- (Year on			

•												
F.6.1.1 Sickness Absence Police Officer	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Sub Total Days (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)
Bisexual	*-	*-	*-	*-	*-	23	576	599	20.7	253	9.0	711.6
Gay / Lesbian	*-	*-	*-	*_	7	9	284	300	6.5	654	13.6	-7.1
Heterosexual	*-	*-	46	335	453	1,355	12,802	14,991	8.3	12,709	6.8	7.5
Prefer not to say	*-	*-	10	27	285	836	6,669	7,827	10.3	10,239	10.2	O.1
Not Specified	*-	*-	*-	*-	*-	92	1,733	1,825	7.8	*-	*-	*
T	*_	*_	56	362	745	2,315	22,064	25,542		23,854	·	
Total	_	-	36	302	745	2,313	22,004	20,042		25,054		
F.6.1.2 Sickness Absence				1 to 6	S				ercentage Aange Year on Year)	23,034		
F.6.1.2 Sickness Absence Police Staff		Principal Officer	Senior Officer	to 6		Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage Change (Year on Year)	23,034		
F.6.1.2 Sickness Absence	АСРО	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person Previous Year)		7.8	20,004		
F.6.1.2 Sickness Absence Police Staff Bisexual	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Sub Total Days (Current Year)	Average Days per Person 7. (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	71.8 71.9	23,004		
F.6.1.2 Sickness Absence Police Staff Bisexual Gay / Lesbian	ACPO .*	Principal Officer	Senior Officer	Scales 1 to 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Sub Total Days (Current Year)	Average Days Average Days per Person Current Year)	Total Days Total Days ber Person (Previous Year)	Average Days Average Days per Person 6.8 P. (Previous Year)	1.8 1.9 0.3	20,004		
F.6.1.2 Sickness Absence Police Staff Bisexual Gay / Lesbian Heterosexual	*- *- *-	Principal Officer	Senior Officer	23 369 10,470	Sub Total Days (Current Year) 24 377 11,467	Average Days Average Days ber Person Current Year) 6.7	Total Days Total Days Der Person (Previous Year)	Average Days Average Days ber Person 6.8 6.8 7.1	1.8 1.9 0.3	20,004		

F.6.1.3 Sickness Absence PCSO	Sub Total Days (Current Year)	Average Days per Person (Current Year)	Total Days per Person (Previous Year)	Average Days per Person (Previous Year)	Percentage	Change (Year on Year)
Bisexual	24	8.0	16	5.3	 	2.7
Gay / Lesbian	190	23.8	215	19.5		4.2
Heterosexual	2,577	10.2	2,152	7.8	\searrow	2.4
Prefer not to say	407	6.7	640	8.3	\searrow	-1.6
Not Specified	115	7.2	*_	*_		*
Total	3,313	•	3,022			