Equality Report 2015

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 5,800 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.

Society is changing around us and we have to adapt and respond to these changes. I am clear that Avon and Somerset Constabulary has more to do if it is to become a truly inclusive organisation where everyone feels part of a team. We also aim to ensure our workforce can work with dignity and free from any type of discrimination. Our workforce needs to be truly representative of our communities – we need minority representation to allow us to deal effectively with the diversity of the people we police. We need to understand how equality and diversity affects our increasingly diverse communities and what we need to do to make sure they are safe and they feel safe.

The Chief Officer Team in Avon and Somerset Constabulary is committed to leading our workforce to provide the best possible service and promote equality and diversity in all that we do. Our workforce is committed to responding to the needs of our diverse communities and ensures equality is imbued in everything they do.

Deputy Chief Constable
Gareth Morgan
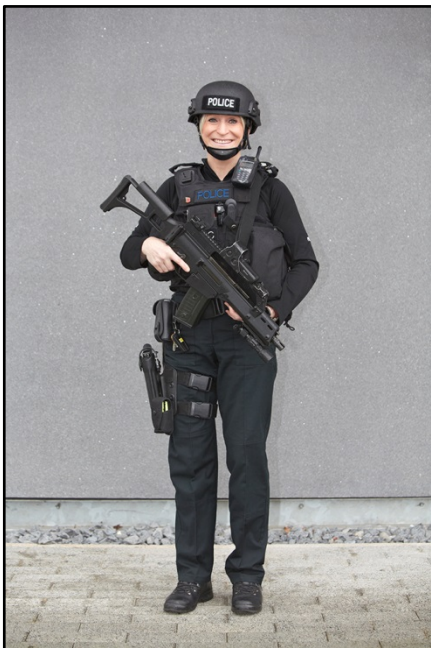
Executive Summary

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

This report also provides a progress update on our Equality Action Plan for 2015/16.

To fulfil the strategic priorities from our Police and Crime Plan 2015-17, there are 3 strategic themes we need to work across. These are aligned with the national police service Equality, Diversity and Human Rights Strategy:

- People and Culture

- Operational Processes

- Operational Service Delivery

Contents

Overview of Avon and Somerset Constabulary

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

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

The area is very diverse. The city of Bristol has a population of over 428,000 living in the City and just fewer than one million people living in the Bristol conurbation as a whole. The other areas are more rural areas by comparison. The M4 and M5 run through the area as well as national rail routes. The area is also home to Bristol International Airport and the Avonmouth Docks.

The Ethnic Non-white black minority ethnic (BME) population in the Avon and Somerset area overall has increased since the 2001 Census from around 50,000 to just under 110,000. People who identify themselves as BME now make up 6.8% of the force population. In Bristol the proportion has doubled to 16%. Chinese (9,000) and Indian (12,000) populations have grown by 75% since the last census. Pakistani (8,000) and Bangladeshi (3,300) populations are largely concentrated in Bristol.

The census classification of 'White – Other' population contains many groups from Eastern Europe, has doubled in Bristol to 5.1%. 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) are from Poland. Other notable groups include people born in China and Hong Kong (nearly 7,000) and Somalia (5,000, virtually exclusively in Bristol).

There are small populations of Portuguese and Lithuanian people living in 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 (South Gloucestershire) with a higher number of Indian residents, and Weston-Super-Mare for people of Bangladeshi birth.

The Avon and Somerset area attracts a large number of visitors to the area to visit holiday destinations in Bristol, Bath, Wells, Weston-Super-Mare, Brean and Minehead, or to pass through to other resorts. It is also home to a large number of students attending the four universities and other higher education institutions that creates a seasonal effect on policing demand. The force area also hosts some significant annual events such as St Pauls Carnival in the heart of Bristol and the Glastonbury music festival in Somerset.

The Constabulary Head Quarters is based at Portishead in North Somerset. The Chief Officers Group includes the Chief Constable, Deputy Chief Constable, three Assistant Chief Constables and the Director of Finance and 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.

At the end of 2015, the Constabulary comprised of **2754 Police Officers, 2142 Police Staff and 345 PCSOs supported by 364 members of the Special Constabulary.** It is home to 9 locally based Volunteer Police Cadet Units for 214 young people aged between 14 and 17 and runs a 'Volunteer in Policing' programme offering a wide range of opportunities for 393 volunteers. There is an ambition to grow all three of these participating opportunities.

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 unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;

- Advance equality of opportunity between people who share a protected characteristic and those who do not;

- Foster 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.

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. In recent years, with the change to Police and Crime Commissioners and the National Police Chiefs Council, the College of Policing is providing support to police forces through work in relation to the Leadership Review, Codes of Ethics, Professional Qualifications & Education Framework to ensure equality, diversity and human rights are understood and police officers and staff value difference and are fully inclusive with all our communities.

The original strategy is still valid today and 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.

The 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:

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

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

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

Additionally, all police forces are regularly inspected by Her Majesty's Inspectorate of Constabulary (HMIC) and their inspection programme, PEEL (Police Effectiveness, Efficiency and Legitimacy) is designed to provide the public with a clear picture of how well their force is performing across the three pillars (effectiveness, efficiency and legitimacy). Some elements of the inspection criteria are particularly relevant to our Equality Action Plan namely:

- Leadership capability (efficiency)
- Reducing Crime and preventing offending (effectiveness)
- Protecting those at greatest risk of harm (effectiveness)
- Tackling serious, organised and complex crime (effectiveness)
- Overall perceptions of the Force (legitimacy)
- Treating people equally without discrimination (legitimacy)
- Workforce act with integrity ((legitimacy)

The findings of the HMIC assessments are released to their website at: **www.justiceinspectorates.gov.uk/hmic**

Equality Objectives

In April 2015, we set Equality Objectives for the year 2015-2016 within our Equalities Action Plan. These strategic objectives are defined by the College of Policing, the professional body for the police and show due regard to the Public Sector Equality Duty's three main aims of eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations. We have reported on our progress on these objectives later in this report.

Equality Objectives 2015-2016

People and Culture – build a working environment that includes everyone and encourages staff to develop and make progress**.**

You told us that you want a more representative police service at all levels in policing, with an open and fair recruitment process that is committed to achieve equality and diversity. As a result, we will:

1. Improve how our human resourcing processes and organisational culture impact on the diversity of our workforce:

   - Create a 5 year strategy and coordinate an annual programme of work designed to promote and improve recruitment, retention and progression of communities currently underrepresented in our workforce;

   - Enhance our working environment and practices to that we value and respect the identity, ability and culture of everyone.

You told us that you want us to act with respect, fairness, integrity and equality. As a result, we will:

2. Develop a culture which enables the best possible service to be delivered to our diverse communities:

   - Support leaders across the organisation to understand and raise standards (of services) being delivered by officers and staff to the diverse public;

   - Improve the behaviours and practices of staff who need to improve the quality of their engagement with our diverse communities and the wider public.

Operational Processes – build equality into the organisation's processes and how the service manages its performance.

You told us that you want equality and diversity to be a key measure for performance. We should also be open to learning the lessons from diversity related complaints. As a result, we will:

3. Ensure that equality and diversity sit at the heart of our Continuous Improvement Framework so that we continue to improve in all we do

- Make sure that the Continuous Improvement Framework incorporates equality and diversity as key considerations in planning;

- Make sure that equality and diversity is adequately reflected in the objectives of the Constabulary Plan;

- Supported by the Local Policing Directorate, ensure that equality and diversity measures will be reviewed in a joined up way to check progress against objectives;

- Make sure that lessons identified relating to equality and diversity will be reviewed and addressed by the Constabulary Learning Board and forums.

You told us that you want our services and information to be accessible to all communities and for us to focus on the needs of diverse people in our communications and engagement activity.

4. Ensure that our services and information are user-friendly and our engagement is tailored to meet the needs of all our communities:

- Improve our engagement processes to make sure that our services are accessible to all communities and to achieve this, strengthen Independent Advisory Groups so that they co-design and scrutinise our services effectively.

Operational Service Delivery – deliver services that are easy to access and that respond to and meet the needs of all communities

You told us that you want our 'stop search' powers to be used fairly. As a result, we will:

5. Develop an approach to improve stop search processes:

- Make sure our use of stop search powers are fair, effective and in line with community priorities and to help achieve this, increase community involvement in all stages of stop search.

You told us that you want us to improve the safety of vulnerable groups within our diverse communities who are more likely to be a victim of crime.

6. Support our diverse communities who are more likely to be a victim of crime:

- Ensure bespoke support and information to victims from diverse communities;

- Identify and reduce vulnerability;

- Continue to work closely with our police colleagues and external partners to share relevant advice to those who are more likely to become victims of care.

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Progress against our objectives

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

Improve how our human resourcing processes and organisational culture impact on the diversity of our workforce.

Priority Action: Create a 5 year strategy and coordinate an annual programme of work designed to promote and improve recruitment, retention and progression of communities currently underrepresented in our workforce;

We have progressed a number of activities in our plans to improve retention and development in our workforce, particularly those who are underrepresented. This includes, but is not limited to:

- Creation of a new leadership workshop for line managers, covering management of maternity, flexible working, reasonable adjustments for disabled staff, capability, grievances, discipline, well-being and other issues that contribute to fairness and equality in the workplace

- Scoping of an intervention to address unconscious bias in the workforce

- Improvements planned to a variety of policies affecting the retention of staff with disabilities and caring responsibilities

- Promotion of and coaching in the use of an Equality Analysis Toolkit.

Priority Action: Enhance our working environment and practices to that we value and respect the identity, ability and culture of everyone.

With regards to the HR activity, we have written the outreach strategy which sets out our ambitions to increase the diversity of our workforce, and how we propose to achieve those ambitions over the next five years, and are working on the associated programme of work linked to three key themes:

- Communications, Perceptions and Public Profile

- Contribution from All: Ambassadors, Staff, Officers and Beyond

- All Employment Opportunities: Highlighting and Targeting

Develop a culture which enables the best possible service to be delivered to our diverse communities.

Priority Action: Support leaders across the organisation to understand and raise standards (of services) being delivered by officers and staff to the diverse public;

Priority Action: Improve the behaviours and practices of staff who need to improve the quality of their engagement with our diverse communities and the wider public.

The Code of Ethics and Behaviours Programme was launched in October 2014 to focus on the Constabulary's values, its service promise and the Code of Ethics for policing and associated ethical behaviours. A new 'Be Proud' concept was developed to achieve a clearer understanding of the links between the Force Values, the Code of Ethics and the Service Promise. A number of products were launched under this banner, including the Be Proud website was launched in January 2015, followed by the Be Proud packs being distributed in February 2015. Each also encouraged a culture of reward and recognition for good work. Following its launch by the College of Policing in October 2013 the Constabulary adopted the National Decision Making Model as our primary decision-making tool and has actively promoted this to staff to assist with making ethics-based decisions and now features as part of the 3 day supervisor's course which all managers will attend. A wide range of internal communications approaches have built on this initial work, including a weekly information e-bulletin, station posters and screen savers promoting the National Decision Model alongside the Service Promise and Force Values.

On 31 March 2015 we convened our first Ethics Committee. Its role is to provide support to police officers and staff in considering difficult ethical dilemmas when making decisions. To assist the decision-making process the Committee considers the ethical dilemma and gives its considerations which are advisory only and there is no obligation for them to be accepted however they do help inform policy and training within the Constabulary and enable a deeper understanding of the complexities in policing, as well as promoting higher-level thinking around decision making.

Operational Processes – Improving management data on equality issues

Ensure that equality and diversity sit at the heart of our Continuous Improvement Framework so that we continue to improve in all we do.

Priority Action: Make sure that the Continuous Improvement Framework incorporates equality and diversity as key considerations in planning;

The Continuous Improvement (CI) Framework provides the approach, processes and tools for the organisation to make best use of capacity and capability, to ensure that the organisation meets its Service Promise and delivers on Plan. To support this, in February 2016 a Situational Assessment was produced to provide background information to influence the development of strategies. It included highlighting the consideration of equality and diversity matters, specifically demographic changes including age, ethnicity, social inequality including the impact of welfare reform and the changing workplace, work styles and new skills requirements. The CI Plan 2016-17 links directly with the Equality Action Plan and includes an overview of Equality Action Plan key strands.

Priority Action: Make sure that equality and diversity is adequately reflected in the objectives of the Constabulary Plan;

Several department objectives contained within the CI Plan 2016-17 support the delivery of Equality Action Plan priority actions. Examples of these include:

- The Local Policing objective to 'Treat you professionally with fairness and respect' and underpinning actions such as to 'Develop and implement local mechanisms to recognise and reward the right 'behaviours' thereby exploiting positive psychology and role modelling the aspired for culture', to 'Actively encourage the 'employee voice' ensuring Local Policing staff have an opportunity to raise issues, ask questions and contribute to decision-making. This will include promotion of the Staff Survey and an effective response to what it tells us. The evidence base tells us that when our staff feel that they have been treated fairly and with respect, they will treat the public in the same way',

- The Local Policing objective to 'Tackle issues that matter most to you' and supporting actions such as to 'Embed the Citizen and Community Engagement Strategy and associated toolkits which provide information and reassurance; empower citizens to identify local problems and implement solutions and enables them to appropriately influence priorities and decisions', to 'Work with local communities including those hardest to reach in order to improve victim confidence to report (especially domestic abuse, hate crime and other underreported 'hidden' crimes)' and to 'Help develop, strengthen and promote Independent Advisory Groups so that they are confident and credible 'critical friends' and able to influence strategic decision making'.

- Equality and diversity is reflected in many of the Human resources objectives, with linked actions such as 'Embedding the outreach strategy to improve the representation of our workforce, with a specific focus on creating a contribution across the organisation so this becomes everybody's responsibility.

Priority Action: Supported by the Local Policing Directorate, ensure that equality and diversity measures will be reviewed in a joined up way to check progress against objectives;

A range of measures have been developed, including; stop search, hate crime and workforce data. Some of these are yet to be made available following the transfer of the Crime Management Systems but will be included in the development of a scorecard to track progress specifically against the Equality Action Plan actions.

Priority Action: Make sure that lessons identified relating to equality and diversity will be reviewed and addressed by the Constabulary Learning Board and forums;

The Constabulary has four local learning forums and an overarching Constabulary Learning Board, through these, learning relating to equality and diversity has and continues to be shared. The Ethics Committee now directly feed relevant learning into these. We have ongoing engagement with the Strategic Independent Advisory Group and have invited SIAG representation on the Learning Board.

Ensure that our services and information are user-friendly and our engagement is tailored to meet the needs of all our communities.

Priority Action: Improve our engagement processes to make sure that our services are accessible to all communities and to achieve this, strengthen Independent Advisory Groups so that they co-design and scrutinise our services effectively.

Avon & Somerset Constabulary Citizens and Community Engagement Strategy 2015-17

Working with our communities and Independent Advisors during 2015, The Avon and Somerset Constabulary Citizens and Community Engagement Strategy 2015-17 was devised adopted as our approach to community engagement.

This strategy offers clear direction to our staff setting expectations of the service we should provide whilst allowing the flexibility to implement methods of engagement that are locally relevant. It is framed within 4 key areas:

- **Listening** – how we will capture the views of the public
- **Understanding** – how we will understand the needs of our diverse communities
- **Involving** – how we will increase active participation in policing
- **Informing** – how we will feedback and publicise our work

Ultimately, our aims are to increase our legitimacy and public confidence. We will strive to encourage and support more people to get involved and actively participate and shape their policing services and support more people to take a lead in identifying, defining and solving problems in their communities.

To support our staff to provide a better service to our communities, we have been developing a suite of simple and accessible practical guidance around the best and most effective engagement techniques that they could use in their areas. They range from a step by step guide to setting up a Beat Surgery where the public can meet their local officers at a given time and place through to more sensitive guidance like how to support people who are deaf, deafened or hard of hearing so our staff know what support services they can call upon to help them, like accessing an interpreting service where circumstances necessitate it. We have been extremely grateful for the support we have received from our Disability Independent Advisors in crafting these tools for our staff.

Citizens Academies

During 2015, we have been considering the benefits of introducing Citizens Academies. These are a 10 week programme of class based inputs and exposure to policing through the Ride-Along scheme and department visits for 25 people per 'academy'. They aim to create advocates who understand policing and its challenges and will seek to develop a commitment to support policing. This could be through their advocacy in their communities, i.e. leading on tackling local issues and drawing on the support needed to address it, or through one of the many avenues of participation, i.e. becoming a police volunteer or independent advisor.

It is intended to launch the first of 5 Academies to run during 2016 that will cover a range of policing matters that we know are of particular interest to our communities, i.e. searching people in the street and their homes, how we police big events and how we respond to incidents of public disorder to name but a few.

Independent Advisory Groups (IAGs)

One element of our priority action was specifically about '*strengthen Independent Advisory Groups so they co-design and scrutinise our services effectively*'. IAGs are a way for our communities to work with us so we can improve our service by advising on policing issues that may cause concern to local people and communities. They have a vital role in helping us build trust, confidence better relationships with our communities, especially our diverse ones that underpin our legitimacy. IAGs are volunteers from various backgrounds drawn from our community offering us independent advice. They have an interest in policing and its effect on communities. They are not political or representative of any other body.

Independent Advisors provide advice and support on a range of policing matters such as the impact of critical or major incidents on our communities. They act as a 'critical friend' to help us improve our effectiveness in respect of community safety and cohesion.

We have six location based Independent Advisory Groups in Bristol, Bath and North East Somerset, South Gloucestershire, North Somerset and in the East of Somerset (covering the District Council areas of Mendip and South Somerset) and the West area of Somerset (covering the District Council areas of Sedgemoor, Taunton Deane and West Somerset). There are two further groups namely the Disability Independent Advisory Group who are not locally based and cover our force area. Its representatives are made up of those who reflect the needs of disabled service-users. And finally the Strategic Independent Advisory Group; this is a force-wide group covering matters of strategic and force-wide significance. Its representation includes the Chair persons of the other Independent Advisory groups.

We have been working with The College of Policing this past year to devise national guidance around the role our Independent Advisors and been working with our IAG's to strengthen their role and our support to them, i.e. local guidance and their new handbook that will soon be published. We have been grateful for their independent scrutiny around our Stop and Search activity and we are exploring how to involve them in our recruitment and promotion selection process so their voice counts.

Avon and Somerset Constabulary

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Operational Service Delivery - Understanding and involving diverse communities

Develop an approach to improve stop search processes.

Priority Action: Make sure our use of stop search powers are fair, effective and in line with community priorities and to help achieve this, increase community involvement in all stages of stop search.

During 2015 we have:

- Held two follow on summit meetings with the PCC and community members to update on performance, progress against HMIC and community recommendations and to explain our approach and hear and discuss their views.
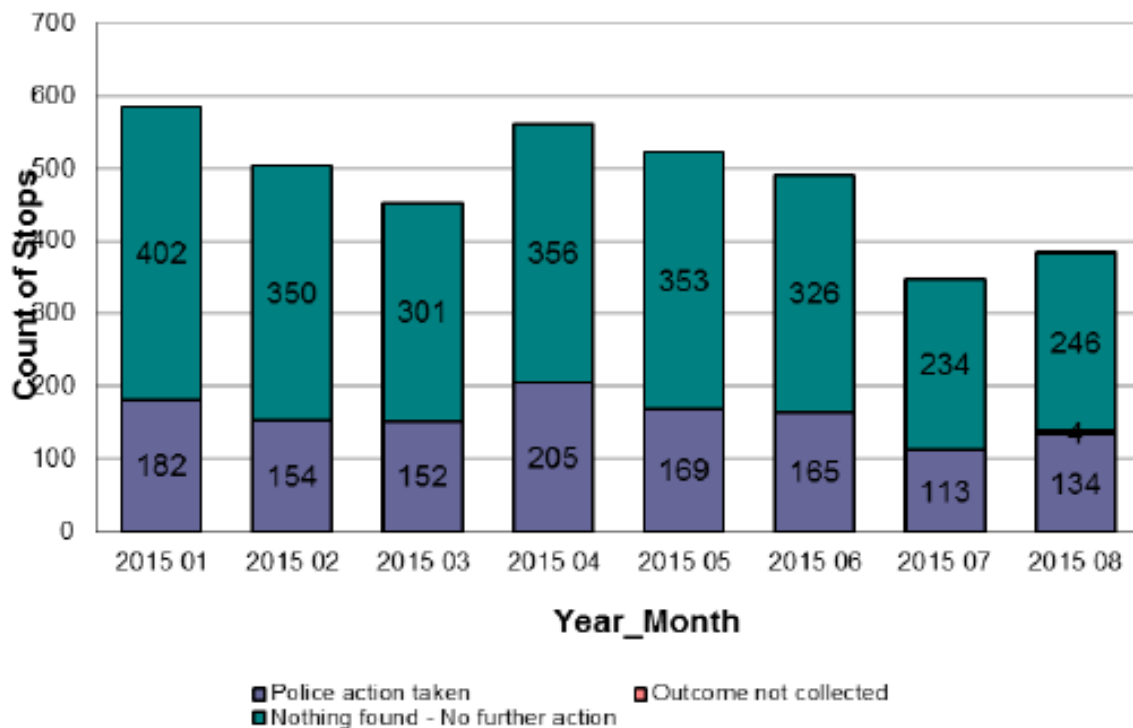
Figure 1: Total number of stop searches

- Instigated Scrutiny Panels, in all three Local Policing Areas across the Force, at which details of searches are reviewed by independent Panel members
- Undertaken specific stop and search training for frontline operational staff to which community members were invited to attend and observe. The training covered both the legislation and the community perception of the use of the power
- The Force-wide pilot of body worn cameras includes the recording of stop and search encounters – increasing community confidence – and this will now be rolled out to all officers following evaluation
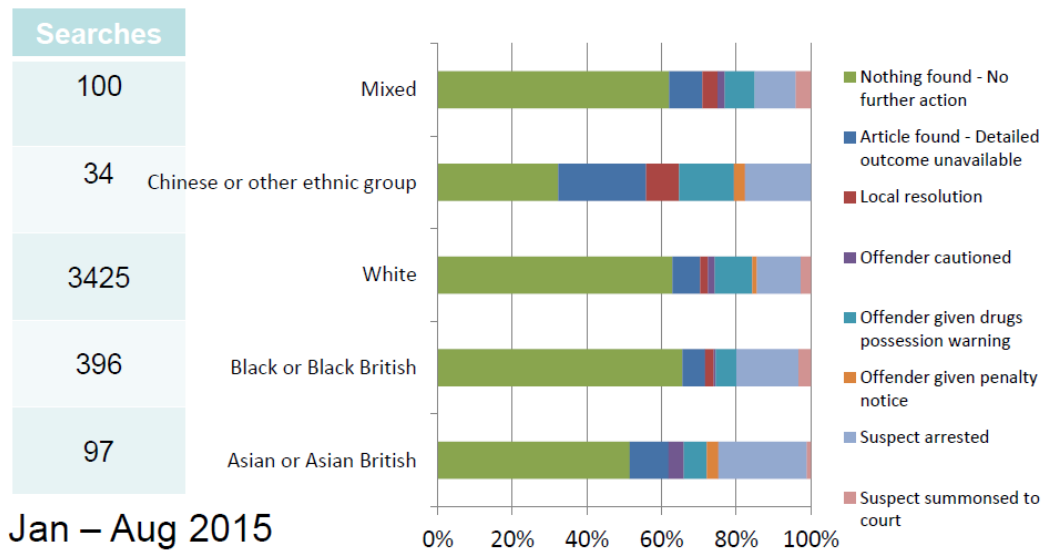
Figure 2: Performance: Percentage Outcomes by Ethnicity

- Revised and updated our Force web site to increase public understanding and making more information and performance data available for public scrutiny leading to greater transparency.
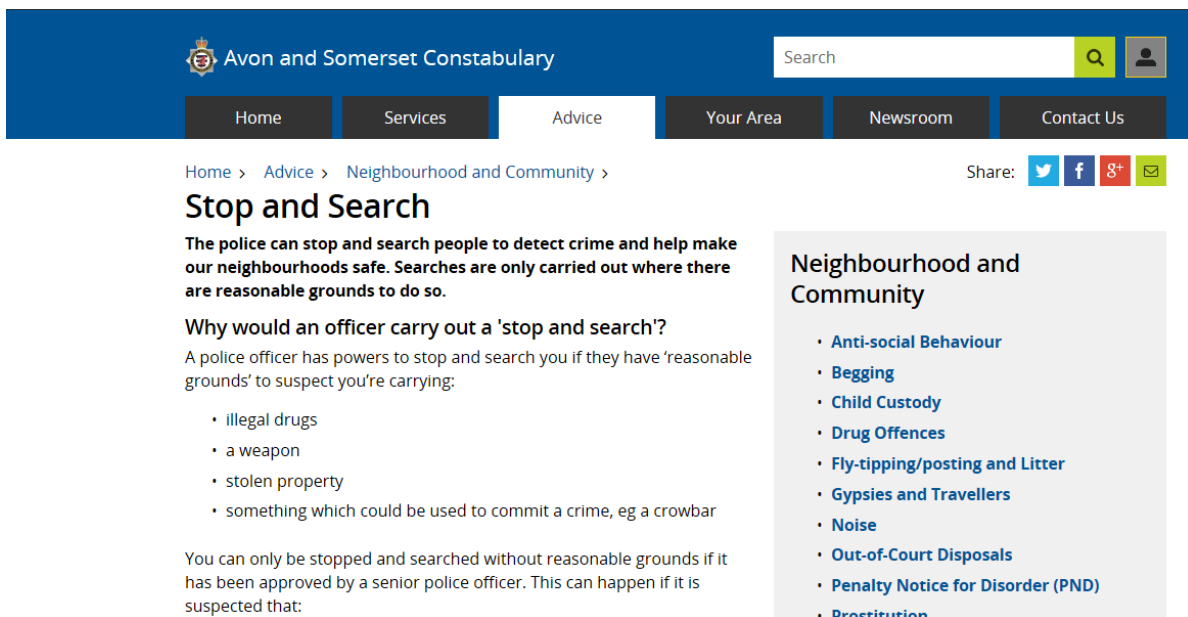
Figure 3: Snapshot of Constabulary website – Stop and Search page

- Introduced the requirement for supervisory sign off of all stop and search reports.
- Changed the details we record on stops, so that we can understand aspects such as when we ask people to remove more than jacket, outer clothing and gloves.
- Received an assessment of "Good" in the HMIC PEEL (Legitimacy) inspection – which found that in 96% of cases we had recorded sufficient grounds to justify legal use of our powers (sample April 2015).

Support our diverse communities who are more likely to be a victim of crime:

In October 2014, Lighthouse Integrated Victim and Witness Care went live, as a new department within Avon and Somerset Constabulary. Lighthouse offers an enhanced service to vulnerable, intimated or persistently targeted victims of crime and anti-social behaviour, and victims of serious crime. The work undertaken by our Victim and Witness Care Officers supports all three priority actions within this objective.

Our Lighthouse teams are based at three hubs in Keynsham, Bristol and Bridgwater to ensure that each victim receives the tailored support and service they need local to them. On average Lighthouse deal with 200 referrals a day across our 3 hubs, which accounts for about 52% of all crime and incidents recorded.
We have a number of multi-agency partners co-located with us to help us to provide quick access to specialist support for our most vulnerable victims. This includes:

- Restorative Justice Coordinators

- Independent Domestic Violence Advisors

- Independent Sexual Violence Advisors

- Victim Support

Lighthouse has undertaken a variety of things to support our engagement and effective support of our victims in the last year including:

Priority Action: Ensure bespoke support and information to victims from diverse communities;

- www.lighthousevictimcare.org uses Google translate so that information held on it can be read in 89 languages

- The Lighthouse website is regularly updated with information regarding helplines and local support services that offer support to minority groups e.g. Opoka, Awaz Utaoh and Broken Rainbow

- Lighthouse has produced a witness leaflet for Polish witnesses (our largest non-English speaking cohort) which will be available to send to people in the next few months

- Lighthouse has compiled a list of the languages spoken within our department should we have victims referred to us for whom English is not their first language

- Lighthouse utilises the language line where required to communicate with our victims regarding support options and court information

- Lighthouse highlights the need for interpreters to the CPS and Courts for court hearings

- On occasions, where it is required or deemed most beneficial, Lighthouse will facilitate face to face interpreted meetings with our victims regarding support options.

Priority Action: Identify and reduce vulnerability;

Subject matter experts from Communications department worked with the suppliers of our command and control IT system to develop 'SMARTCALL', our in-house call scripting system, which enables call handlers to better identify victims vulnerability at their first point of contact with the police. The new system was implemented in the Force Service Centre from late March 2015.

Benefits of this development include:

- A dynamic update from SMARTCALL to the Command and Control log means that information is passed on more quickly from call handlers to dispatch

- Auto-grading is automatically assigned and have been set by the Constabulary in line with a Threat/Risk/Harm matrix. Calls can still be manually re-graded, based on professional judgement.

- Consideration of Lighthouse referral has been included in relevant question sets.

- Dispatch Supervisors have a messaging function to request additional information from the Call Handler for officers on the scene whilst the caller is still on the phone

- As it is our own system, we can make changes to the scripts to improve our understanding of the victims needs and identity vulnerability if required

There is an ongoing commitment to conduct training to help our front-line staff recognise our more vulnerable victims from our diverse communities. More than 1200 front line staff attended vulnerability training in the first 6 months of 2015 with Investigations and Protect staff following in the latter part of the year.

In June 2015, a Vulnerability Coordinating Group was established with the aim of reducing vulnerability within the communities of Avon and Somerset through embedding considerations of vulnerability across all portfolios and business areas to ensure that service delivery is truly joined up, efficient and effective in addressing vulnerability. The group links with the Office of the Police and Crime Commissioner, to ensure partnership views are considered, and with our Strategic Independent Advisory Groups, to ensure that our diverse communities are considered.

Priority Action: Continue to work closely with our police colleagues and external partners to share relevant advice to those who are more likely to become victims of crime

- Lighthouse works closely with their partners Sari, Bristol Hate Crime Service and AVoice (a new service which started from April 2015) regarding advocacy and support service access for victims with mental health concerns, learning difficulties, social impairments and individuals who may have experienced crime due to their ethnicity, or sexuality

- In Bristol, Lighthouse has recently worked with the council's sensory service to help support a victim who had been deaf from birth and we have invited them in to help us better understand how to engage and communicate with individuals with sensory impairments.

- We are working to increase our staff knowledge regarding supporting male victims of sexual assault. In December 2014 we ran a campaign to raise awareness and increase confidence in reporting rape and serious sexual assault, with the launch of a video aimed at reaching victims who are men. This was followed by a conference, Changing Perceptions – Police Response to Male Rape and Sexual Assault, held on 6 July 2015 which involved police and partners and welcomed external speakers from The Bridge, Survivors, The Green House Project and UWE as well as internal presentations

Appendices

Appendix A: Employment Equality Report 2014/15

Appendix B: Equality Report Data Tables 2014/15

If you need this document in a different format or another language please contact

General Enquiries on 101 or Typetalk 01275 816888 or visit:

www.avonandsomerset.police.uk/WebsiteResources/accessibility

Employment Equality Report

2014/15

Avon and Somerset Constabulary

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INTRODUCTION AND BACKGROUND INFORMATION ABOUT THE DATA IN THIS REPORT.

This report covers the time period 1st April 2014 to 31st March 2015. It contains commentary relating to the equalities data tables. During this period the following activities were undertaken by Avon and Somerset Constabulary:

➢ Specific recruitment campaigns took place during the year for Police Officers, PCSOs and Specials. Police Staff recruitment is on-going across the year.

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

➢ The accuracy of data has been improved again this year. The amount of data that has been collected in relation to Recruitment – Starters has significantly improved throughout the report and as a result the amount of data in these sections that was previously 'Unknown' (a combination of 'Not specified' and 'Prefer not to say') has reduced substantially. Where of note this has been mentioned within the commentary.

The data and how to analyse / read it

All data shown in this report is headcount data rather than full time equivalent (FTE) data. The workforce profile data is as at 31st March 2015. In order to improve the ability to compare data, additional comparison columns have been included within the data tables. The data tables 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 2015) by headcount and percentage and the percentage change year on year. The final column also shows either an arrow to highlight an increase or decrease or a circle to show no change or no data available for comparison. In some tables, due to the low numbers in certain categories, a relatively large percentage change may only relate to 1 or 2 staff. Where of note this has been mentioned within the commentary.

In order to ensure that individuals cannot potentially be identified, any headcount figure representing 5 or less, or where there is no data, is shown as *. The corresponding percentage data and lines where there is no data is also shown as a * so that the data cannot be calculated by users of the report. Where data is shown in a way which means individuals may potentially still be identified, values of 6 or more may be shown as **.

All of the data within this report has come from SAP.

Contents

CURRENT WORKFORCE DISTRIBUTION

Police Officers

The number of Police Officers decreased during 2014/2015 from 2865 as at 31st March 2014 to 2818 as at 31st March 2015 (a decrease of 47). The decrease of 47 Police Officers represented a 1.6% decrease of the Police Officer workforce as at 31st March 2014.

Age – This year's profile was in line with the previous year. See appendix A.1.1.

Disability – This year's profile was broadly in line to the previous year. There has been an increase in Officers who did not declare their disability status and are shown as 'Not specified' in the data tables, up from 0.8% to 2.9%. See appendix B.1.1.

Ethnicity – This year's profile was in line with the previous year. See appendix C.1.1.

Gender – This year's profile was in line with the previous year. See appendix D.1.1.

Religion – This year's profile was in line with the previous year. See appendix E.1.1.

Sexual Orientation – This year's profile was in line with the previous year. See appendix F.1.1.

Police Staff

The number of Police Staff increased during 2014/2015, from 2040 as at 31st March 2014 to 2184 as at 31st March 2015 (an increase of 144). The increase of 144 Police Staff represented a 7.1% increase of the Police Staff workforce as at 31st March 2014.

Age – This year's profile was broadly in line with the previous years. There was an increase in Police Staff who declared their age as '16-24', up from 6.7% to 8.3%. See appendix A.1.2.

Disability – This year's profile was broadly in line with the previous years. There was a slight increase in Police Staff who did not declare their disability status and are shown as 'Not specified' in the data tables, up from 2.6% to 5%. There was a slight decrease in Police Staff who declared a disability, down from 3.9% to 3.5%. See appendix B.1.2.

Ethnicity – This year's profile was in line with the previous year. See appendix C.1.2.

Gender – This year's profile was in line with the previous year. See appendix D.1.2.

Religion – This year's profile was broadly in line with the previous year. There was a slight increase in Police Staff who did not declare their religion and are shown as 'Not specified' in the data tables, up from 7.7% to 11.1%. See appendix E.1.2.

Sexual Orientation – This year's profile was in line with the previous year. See appendix F.1.2.

PCSOs

The number of PCSOs increased during 2014/2015 from 341 as at 31st March 2014, to 352 as at 31st March 2015 (an increase of 11). The increase of 11 PCSOs represented a 3.2% increase of the PCSO workforce as at 31st March 2014.

Age – This year's profile was broadly in line with the previous year. There was a slight increase in PCSOs who declared their age as '46-55', up from 22.3% to 24.4%. There was a slight decrease in the number of PCSOs who declared their age as '36-45', down from 24% to 22.2%. See appendix A.1.3.

Disability – This year's profile was broadly in line with the previous year. There was an increase in PCSOs who did not declare their disability status and are shown as 'Not specified' in the data tables, however, due to the low numbers this is not statistically significant.   See appendix B.1.3.

Ethnicity – This year's profile was in line with the previous year. See appendix C.1.3.

Gender – This year's profile was in line with the previous year. See appendix D.1.3.

Religion – This year's profile was in line with the previous year. See appendix E.1.3.

Sexual Orientation – This year's profile was in line with the previous year. See appendix F.1.3.

Specials

The number of Specials decreased during 2014/2015 from 502 as at 31st March 2014, to 453 as at 31st March 2015 (a decrease of 49). The decrease of 49 Specials represented a 9.8% decrease of the Specials workforce as at 31st March 2014.

Age – This year's profile was broadly in line with the previous year. There was a decrease in Specials who declared their age as '16-24', down from 30.5% to 25.6%. See appendix A.1.4.

Disability – This year's profile was not in line with the previous year. There has been a significant decrease in the number of Specials who did not declare their disability status and are shown as 'Not specified' in the data tables, down from 100% to 50.6%. There was a corresponding increase in the number of Specials who declared their disability as 'No', up from 0% to 49.4%. No Specials declared a disability. See appendix B.1.4.

Ethnicity – This year's profile was in line with the previous year. See appendix C.1.4.

Gender – This year's profile was in line with the previous year. See appendix D.1.4.

Religion – This year's profile was broadly in line with the previous year. There was an increase in the number of Specials who did not declare their religion and are shown as 'Not specified' in the data tables, up from 45.2% to 50.8%, however, due to the small numbers this is not statistically significant.   See appendix E.1.4.

Sexual Orientation – This year's profile was broadly in line with the previous year. There was an increase in the number of Specials who did not declare their sexual orientation and are shown as 'Not specified' in the data tables, up from 45.2% to 50.8%. See appendix F.1.4.

RECRUITMENT – Starters

Police Officers

The Constabulary recruited 98 Police Officers during 2014/2015, compared to 116 during 2013/2014 (a decrease of 18). The 98 Police Officers recruited represented 3.5% of the Police Officer workforce as at 31st March 2015.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Officer starters who declared their age as '16-24', up from 12.9% to 20.4%. There was a decrease in the number of Police Officer starters who declared their age as '25-35' or '36-45' (down from 63.8% to 60.2% and 19.0% to 15.3% respectively). In comparison to the workforce profile, there was a disproportionately higher number of Police Officer starters who declared their age as '16-24' and '25-35' and a disproportionately lower number of Police Officer starters who declared their age as 36+. See appendix A.2.1.

Disability – This year's profile was not in line with the previous year, however, was proportionate to the workforce profile as at 31st March 2015. There was a significant decrease in the number of Police Officer starters who did not declare their disability status and are shown as 'Not specified' in the data tables. There was an increase in the number of Police Officer starters who declared a disability in comparison to the previous year, which was disproportionately high in comparison to the workforce profile as at 31st March 2015. See appendix B.2.1.

Ethnicity – This year's profile was not in line with the previous year, however, was broadly proportionate to the workforce profile as at 31st March 2015. There was a significant decrease in the number of Police Officer starters who did not declare their ethnicity and are shown as 'Not specified' in the data tables, down from 54.3% to 0%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately lower number of Police Officer starters who declared their ethnicity as 'Prefer not to say' and did not declare their ethnicity and are therefore shown as 'Not specified' in the data tables. See appendix C.2.1.

Gender – This year's profile was in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2015. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Officer starters who declared their gender as 'Female'. See appendix D.2.1.

Religion – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There were no Police Officer starters who declared their religion as 'Buddhist', 'Muslim', 'Hindu', 'Jewish' or 'Sikh'. There was a significant decrease in the number of Police Officer starters who did not declare their religion and are shown as 'Not specified' in the data tables. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Officer starters who declared their religion as 'None' and a disproportionately lower number of Police Officer starters who declared their religion as 'Prefer not to say' and who did not declare their religion and are therefore shown as 'Not specified' in the data tables. See appendix E.2.1.

Sexual Orientation – This year's profile was not in line with the previous year, however, was broadly proportionate to the workforce profile as at 31st March 2015. There was a decrease in the number of Police Officer starters who did not declare their sexual orientation and are shown as 'Not specified' in the data tables. There was a significant increase in the number of Police Officer starters who declared their sexual orientation as 'Heterosexual', up from 37.9% to 81.6%. See appendix F.2.1.

Police Staff

The Constabulary recruited 380 Police Staff during 2014/2015, compared to 251 Police Staff during 2013/2014 (an increase of 129). The 380 Police Staff recruited represented 17.4% of the Police Staff workforce as at 31st March 2015.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There was a significant increase in the number of Police Staff starters who declared their age as '16-24', up from 24.7% to 31.8%. There was also an increase in the number of Police Staff starters who declared their age as '56-65', up from 3.6% to 8.4%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Officer starters who declared their age as '16-24' and '25-35' and a disproportionately lower number of Police Officer starters who declared their age as 36+. See appendix A.2.2.

Disability – This year's profile was not in line with the previous year, however, was proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff starters who declared a disability. There was also an increase in the number of Police Staff starters who declared their disability as 'No', up from 50.2% to 89.5%. There was a decrease in Police Staff starters who did not declare their disability status and are shown as 'Not specified' in the data tables, down from 49.4% to 8.2%. See appendix B.2.2.

Ethnicity – This year's profile was not in line with the previous year, however, was proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff starters who declared their ethnicity as 'White', up from 45.8% to 78.9%. There was a corresponding decrease in the number of Police Staff starters who did not declare their ethnicity and are shown as 'Not specified' in the data tables, down from 49.4% to 16.1%. See appendix C.2.2.

Gender – This year's profile was broadly in line with the previous year and was proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff starters who declared their gender as 'Female', up from 53.8% to 57.1%. There was a corresponding decrease in the number of Police Staff starters who declared their gender as 'Male', down from 46.2% to 42.9%. See appendix D.2.2.

Religion – This year's profile was not in line with the previous year, however, was broadly proportionate to the workforce profile as at 31st March 2015. There was a significant decrease in the number of Police Staff starters who did not declare their religion and are shown as 'Not specified' in the data tables, down from 52.2% to 30.3%. There was an increase in the number of Police Staff starters who declared their religion as 'Christian' and 'None' (up from 26.3% to 29.2% and 16.7% to 36.6% respectively). In comparison to the workforce profile as at 31st March 2015, there was a disproportionately lower number of

Police Staff starters who declared their religion as 'Christian' or 'Prefer not to say' and a disproportionately higher number of Police Staff starters who declared their religion as 'None' and who did not declare their religion and are therefore shown as 'Not specified' in the data tables. See appendix E.2.2.

Sexual Orientation – This year's profile was not in line with the previous year, however, was broadly proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff starters who declared their sexual orientation as 'Heterosexual', up from 40.2% to 79.5%. There was a significant decrease in the number of Police Staff starters who did not declare their sexual orientation and are shown as 'Not specified' in the data tables, down from 55.0% to 15.8%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately lower number of Police Staff starters who declared their sexual orientation as 'Prefer not to say'. See appendix F.2.2.

PCSOs

The Constabulary recruited 34 PCSOs during 2014/2015, compared to 7 PCSOs during 2013/2014 (an increase of 27). The 34 PCSOs recruited represented 9.7% of the PCSOs workforce as at 31st March 2015. This year there has been an improvement in the amount of data collected.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of PCSO starters who declared their age as '16-24' and a disproportionately lower number of PCSO starters who declared their age as 25+. See appendix A.2.3.

Disability – This year's profile was not in line with the previous year, however, was proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of PCSO starters who declared a disability. There was a significant decrease in the number of PCSO starters who did not declare their disability status and are shown as 'Not specified' in the data tables. See appendix B.2.3.

Ethnicity – This year's profile was not in line with the previous year, however, was broadly proportionate to the workforce profile as at 31st March 2015. There were no PCSO starters who declared their ethnicity as 'BME'. There was a significant decrease in the number of PCSO starters who did not declare their ethnicity and are shown as 'Not specified' in the data tables. See appendix C.2.3.

Gender – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of PCSO starters who declared their gender as 'Male', and a disproportionately lower number of PCSO starters who declared their gender as 'Female'. See appendix D.2.3.

Religion – This year's profile was not in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2015. There were no PCSO starters who declared their religion as 'Buddhist', 'Muslim', 'Hindu', 'Jewish' or 'Sikh'. There was a significant decrease in the number of PCSO starters who did not declare their religion and are shown as 'Not specified' in the data tables. In comparison to the workforce profile as at 31st

March 2015, there was a disproportionately higher number of PCSO starters who declared their religion as 'None'. See appendix E.2.3.

Sexual Orientation – This year's profile was not in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2015. There was a significant decrease in the number of PCSO starters who did not declare their sexual orientation and are shown as 'Not specified' in the data tables. There was a corresponding increase in the number of PCSO starters who declared their sexual orientation as 'Heterosexual', which was proportionate to the workforce profile as at 31st March 2015. See appendix F.2.3.

Specials

The Constabulary recruited 48 Specials during 2014/2015, compared to 82 in 2013/2014 (a decrease of 34). The 48 Specials recruited represented 10.6% of the Specials workforce as at 31st March 2015. The completeness of data relating to Specials has improved further this year, however, as Specials are not employees and only claim expenses, there remains less data collected than for Police Officers, Police Staff and PCSOs.

Age – This year's profile was in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2015.   In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Special starters who declared their age as '16-24'. See appendix A.2.4.

Disability – This year's profile was not in line with the previous year and was disproportionate to the workforce profile. All Special starters did not declare their disability status and are shown as 'Not specified' in the data tables. See appendix B.2.4.

Ethnicity – This year's profile was in line with the previous year and was proportionate to the workforce profile. See appendix C.2.4.

Gender – This year's profile was in line with the previous year and was proportionate to the workforce profile as at 31st March 2015. See appendix D.2.4.

Religion – This year's profile was in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015. All Special starters did not declare their religion and are shown as 'Not specified' in the data tables. See appendix E.2.4.

Sexual Orientation – This year's profile was in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015. All Special starters did not declare their sexual orientation and are shown as 'Not specified' in the data tables. See appendix F.2.4.

TURNOVER - Leavers

Police Officers

154 Police Officers left the Constabulary during 2014/2015, compared to 149 in 2013/2014 (an increase of 5 leavers). The 154 Police Officer leavers in 2014/2015 represented 5.5% of the Police Officer workforce as at 31st March 2015.

Age – This year's profile was broadly in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2015. There was a decrease in the number of Police Officer leavers who declared their age as '56-65', down from 14.8% to 7.1%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Officer leavers who declared their age as '46-55'. See appendix A.3.1.

Disability – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. There was an increase in number of Police Officer leavers who declared they had a disability compared to the previous year, which was disproportionate to the workforce profile as at 31st March 2015, however, due to the low numbers this is not statistically significant. See appendix B.3.1.

Ethnicity – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Officer leavers who declared their ethnicity as 'Prefer not to say', up from 6.7% to 9.1%, however, this was proportionate to the workforce profile as at 31st March 2015. See appendix C.3.1.

Gender – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2015. See appendix D.3.1.

Religion – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Officer leavers from under represented religions compared to the previous year, however, this exit rate is in proportion to the workforce profile as at 31st March 2015. See appendix E.3.1.

Sexual Orientation – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2015. See appendix F.3.1.

Police Staff

245 Police Staff left the Constabulary during 2014/2015, compared to 146 in 2013/2014 (an increase of 99 leavers). The 245 Police Staff leavers in 2014/2015 represented 11.2% of the Police Staff workforce as at 31st March 2015.

Age – This year's profile was in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2015. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Staff leavers who declared their age as '56-65' or '66+' and a disproportionately lower number of Police Staff leavers who declared their age as '46-55'. See appendix A.3.2.

Disability – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff leavers who declared they had a disability and who did not declare their disability status and are therefore shown as 'Not specified' in the data tables (up from 4.1% to 5.3% and 6.8% to 9% respectively). In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Staff leavers who did not declare their disability status and are shown as 'Not specified' in the data tables. See appendix B.3.2.

Ethnicity – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015.   There was an increase in the number of Police Staff leavers who did not declare their ethnicity and are shown as 'Not specified' in the data tables, up from 6.8% to 9.4%, which was disproportionately high in comparison to the workforce profile as at 31st March 2015. See appendix C.3.2.

Gender – This year's profile was not in line with the previous year, however, it was proportionate to the workforce profile as at 31st March 2015. There was an increase in the number of Police Staff leavers who declared their gender as 'Female', up from 51.4% to 60.8% and a corresponding decrease in the number of Police Staff leavers who declared their gender as 'Male', down from 48.6% to 39.2%. See appendix D.3.2.

Religion – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2015.   See appendix E.3.2.

Sexual Orientation – This year's profile was broadly in line with the previous year and broadly proportionate with the workforce profile as at 31st March 2015. There was a lower proportion of Police Staff leavers who declared their sexual orientation as 'Prefer not to say', down from 13% to 11.8%, compared to the previous year, however, the overall headcount numbers are higher. This was disproportionate to the workforce profile as at 31st March 2015. There was an increase in Police Staff leavers who declared their sexual orientation as 'Gay/Lesbian', however, due to the low numbers this is not statistically significant. See appendix F.3.2.

PCSOs

30 PCSOs who left the Constabulary during 2014/2015, compared to 28 in 2013/2014 (an increase of 2 leavers). The 30 PCSO leavers in 2014/2015 represented 8.5% of the PCSO workforce as at 31st March 2015.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There was an increase in the number of PCSO leavers who declared their age as '36 -45', however, due to the low numbers this is not statistically significant.   See appendix A.3.3.

Disability – This year's profile was broadly in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2015. There was an increase in the number of PCSO leavers who did not declare their disability status and are shown as 'Not specified' in the data tables and a decrease in the number of PCSO leavers who declared their disability as 'No', however, due to the low numbers, this is not statistically significant. See appendix B.3.3.

Ethnicity – This year's profile was not in line with the previous year and was disproportionate with the workforce profile as at 31st March 2015. There were no PCSO leavers who declared their ethnicity as 'BME'. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately high number of PCSO leavers who declared their ethnicity as 'White'. See appendix C.3.3.

Gender – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015. There was a decrease in the number of PCSO leavers who declared their gender as 'Female', down from 46.4% to 33.3% and a corresponding increase in the number of PCSO leavers who declared their gender as 'Male', up from 53.6% to 66.7%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of PCSO leavers who declared their gender as 'Male' and a correspondingly lower number of PCSO leavers who declared their gender as 'Female'. See appendix D.3.3.

Religion – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015. There was an increase in the number of PCSOs who declared their religion as 'None', up from 32.1% to 40% and a decrease in the number of PCSOs who declared their religion as 'Christian', down from 42.9% to 30%. There were no PCSO leavers who declared their religion as 'Buddhist', 'Hindu', 'Jewish' or 'Sikh'. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of PCSO leavers who declared their religion as 'None' and a disproportionately lower number of PCSO leavers who declared their religion as 'Christian'. See appendix E.3.3.

Sexual Orientation – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015. There has been an increase in the number of PCSO leavers who declared their sexual orientation as 'Prefer not to say' and a decrease in the number of PCSO leavers who declared their sexual orientation as 'Gay / Lesbian', however, due to the low numbers this is not statistically significant. See appendix F.3.3.

Specials

103 Specials left the Constabulary during 2014/2015, compared to 118 in 2013/2014 (a decrease of 15). The 103 Specials represented 22.7% of the Specials workforce profile as at 31st March 2015.

Age – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2015.   See appendix A3.4.

Disability – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015.   There was a significant decrease in the number of Specials leavers who declared their disability as 'No', down from 93.2% to 53.4%.   There was an increase in the number of Specials leavers who did not declare their disability status and are shown as 'Not specified' in the data tables, up from 6.8% to 46.6%. There were no Specials leavers who had declared a disability.   In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Specials leavers who declared their disability as 'No'. See appendix B.3.4.

Ethnicity – This year's profile was in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2015.   In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Special leavers who declared their ethnicity as 'Prefer not to say'. See appendix C.3.4.

Gender – This year's profile was in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015.   In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Specials leavers who declared their gender as 'Female' and a corresponding decrease in the number of Specials leavers who declared their gender as 'Male'. See appendix D.3.4.

Religion – This year's profile was in line with the previous year and was proportionate to the workforce profile as at 31st March 2015. See appendix E.3.4.

Sexual Orientation – This year's profile was broadly in line with the previous year and was proportionate to the workforce profile as at 31st March 2015.   There was an increase in the number of Specials leavers who did not declare their sexual orientation and are shown as 'Not specified' in the data tables, up from 36.4% to 46.6% and a decrease in the number of Specials leavers who declared their sexual orientation as 'Heterosexual', down from 57.6% to 47.6%. See appendix F.3.4.

PROGRESSION – Promotions

Police Officers

25 Police Officers were promoted during 2014/2015, compared to 69 in 2013/2014 (a decreased of 44). The 25 promotions accounted for 0.9% of the overall Police Officer workforce as at 31st March 2015.

Age – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2015.   In comparison to the workforce profile, there was a disproportionately lower number of Police Officers who were promoted who declared their age as '25-35' and a disproportionately higher number of Police Officers who were promoted who declared their age as '36-45'. See appendix A.4.1.

Disability – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. There has been an overall decrease in the number of Police Officers who were promoted for whom their disability was unknown (either 'Prefer not to say' or 'Not specified'). There were no Police Officers promoted who declared they had a disability, which was a decrease compared to last year, however, the overall headcount numbers are lower. See appendix B.4.1.

Ethnicity –This year's profile was in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2015. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Officers who were promoted who declared their ethnicity as 'BME', however, due to the low numbers this is not statistically significant. See appendix C.4.1.

Gender – This year's profile was broadly in line with the previous year and proportionate with the workforce profile as at 31st March 2015. There was a decrease in the number of Police Officers who were promoted who had declared their gender as 'Female', down from 34.8% to 24.0%. See appendix D.4.1.

Religion – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There was a higher proportion of Police Officers who were promoted who declared their religion as 'Christian', 'Buddhist' and 'Other' compared to the previous year, however, the overall headcount numbers are lower. This was disproportionately high in comparison to the workforce profile as at 31st March 2015. There was a decrease in Police Officers who were promoted who declared their religion as 'None' in comparison to the previous year, which was also disproportionately low in comparison to the workforce profile as at 31st March 2015. See appendix E.4.1.

Sexual Orientation – This year's profile was broadly in line with the previous year and broadly proportionate with the workforce profile as at 31st March 2015. There were no Police Officers who were promoted who declared their sexual orientation as 'Bisexual' or 'Gay / Lesbian', which was a decrease from the previous year and was disproportionately low in comparison to the workforce profile as at 31st March 2015. See appendix F.4.1.

Police Staff

48 Police Staff were promoted during 2014/2015, compared to 264 in 2013/2014 (a decrease of 216). The 48 Police Staff who were promoted represented 2.2% of the workforce profile as at 31st March 2015.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2015. There was a significant decrease in the number of Police Staff who declared their age as '16-24' who were promoted, which was a decrease from the previous year and was disproportionately low in comparison to the workforce profile as at 31st March 2015. There was a significant increase in the number of Police Staff who declared their age as '46-55' who were promoted, which was an increase from the previous year and was disproportionately high in comparison to the workforce profile as at 31st March 2015. See appendix A.4.2.

Disability – This year's profile was broadly in line with the previous year and was broadly proportionate with the workforce profile as at 31st March 2015. There has been a significant decrease in the number of Police Staff who were promoted for whom their disability was unknown (either 'Prefer not to say' or 'Not specified'). There was an increase in the proportion of Police Staff who were promoted who declared they had a disability compared to last year, however, the overall headcount numbers are lower. See appendix B.4.2.

Ethnicity – This year's profile was broadly in line with the previous year and was broadly proportionate with the workforce profile as at 31st March 2015. There has been a significant decrease in the number of Police Staff who were promoted for whom their ethnicity was unknown (either 'Prefer not to say' or 'Not specified'). See appendix C.4.2.

Gender – This year's profile was broadly in line with the previous year and was broadly proportionate with the workforce profile as at 31st March 2015. There was a decrease in the number of Police Staff who were promoted who declared their gender as 'Male', down from 34.8% to 20.8%. There was an increase in the number of Police Staff who were promoted who declared their gender as 'Female', up from 65.2% to 79.2%. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Staff who were promoted who declared their gender as 'Female' and a disproportionately lower number of Police Staff who were promoted who declared their gender as 'Male'. See appendix D.4.2.

Religion – This year's profile was not in line with the previous year, however, was broadly proportionate with the workforce profile as at 31st March 2015. There were no Police Staff who were promoted who declared their religion as 'Muslim', 'Hindu', 'Jewish', 'Other' or 'Sikh'. There was a decrease in the number of Police Staff who were promoted who declared their religion as 'Prefer not to say'. In comparison to the workforce profile as at 31st March 2015, there was a disproportionately higher number of Police Staff who were promoted who declared their religion as 'None'. See appendix E.4.2.

Sexual Orientation – This year's profile was broadly in line with the previous year and was broadly proportionate with the workforce profile as at 31st March 2015. There were no Police Staff who were promoted who declared their sexual orientation as 'Bisexual' or 'Gay / Lesbian', which was a decrease from the previous year and was disproportionately low in comparison to the workforce profile as at 31st March 2015. See appendix F.4.2.

PCSOs

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

Specials

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

Police Officers

Age Groups - Workforce

A.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		*	*	*	*	*	29	29	1.0%	18	0.6%	0.4%
25 - 35	*	*	*	*	*	38	676	719	25.5%	777	27.1%	1.6%
36 - 45	*	*	11	10	69	203	850	1,147	40.7%	1,183	41.3%	0.6%
46 - 55	*	*	10	26	77	169	595	886	31.4%	858	29.9%	1.5%
56 - 65	*	*	*	*	*	*	28	37	1.3%	29	1.0%	0.3%
66+	*	*	*	*	*	*	*	*	*%	*	*%	*%-
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Disability - Workforce

B.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	*	*	*	*	6	10	71	88	3.1%	90	3.1%	*%-
No	*	8	18	34	136	331	1,799	2,330	82.7%	2,417	84.4%	1.7%
Prefer not to say	*	*	*	*	12	64	236	319	11.3%	336	11.7%	0.4%
Not Specified	*	*	*	*	*	9	72	81	2.9%	22	0.8%	2.1%
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Ethnicity - Workforce

C.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	*	8	21	33	137	341	1,884	2,428	86.2%	2,461	85.9%	0.3%
BME	*	*	*	*	*	9	57	73	2.6%	74	2.6%	*%-
Not Specified	*	*	*	*	*	*	44	48	1.7%	51	1.8%	0.1%
Prefer not to say	*	*	*	*	12	60	193	269	9.5%	279	9.7%	0.2%
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Police Officers

Gender - Workforce

D.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)
Male	*	*	18	29	118	339	1,475	1,986	70.5%	2,042	71.3%	0.8%
Female	*	*	*	8	36	75	703	832	29.5%	823	28.7%	0.8%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	*%-
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Religion - Workforce

E.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	*	*	*	*	*	*	11	16	0.6%	20	0.7%	0.1%
Christian	*	*	14	22	75	172	807	1,096	38.9%	1,122	39.2%	0.3%
Hindu	*	*	*	*	*	*	*	*	*%	*	*%	0.1%
Jewish	*	*	*	*	*	*	*	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*	10	12	0.4%	13	0.5%	0.1%
Sikh	*	*	*	*	*	*	*	*	*%	*	*%	*%-
Other	*	*	*	*	*	9	64	76	2.7%	75	2.6%	0.1%
None	*	*	*	*	28	66	494	597	21.2%	579	20.2%	1.0%
Prefer not to say	*	*	7	9	43	136	584	783	27.8%	809	28.2%	0.4%
Not Specified	*	*	*	*	*	23	201	227	8.1%	234	8.2%	0.1%
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Sexual Orientation Workforce

F.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	*	*	*	*	*	*	17	24	0.9%	29	1.0%	0.1%
Gay / Lesbian	*	*	*	*	*	*	40	45	1.6%	46	1.6%	*%-
Heterosexual	*	8	17	32	108	248	1,382	1,798	63.8%	1,798	62.8%	1.0%
Prefer not to say	*	*	*	*	41	134	544	729	25.9%	758	26.5%	0.6%
Not Specified	*	*	*	*	*	23	195	222	7.9%	234	8.2%	0.3%
Total	*	8	22	37	154	414	2,178	2,818		2,865		

Police Officers

Age Groups - Starters

A.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	*	*	*	*	*	*	20	20	20.4%	15	12.9%	29	1.0%	7.5%
25 - 35	*	*	*	*	*	*	58	59	60.2%	74	63.8%	719	25.5%	3.6%
36 - 45	*	*	*	*	*	*	14	15	15.3%	22	19.0%	1,147	40.7%	3.7%
46 - 55	*	*	*	*	*	*	*	*	*%	*	*%	886	31.4%	0.2%
56 - 65	*	*	*	*	*	*	*	*	*%	*	*%	37	1.3%	*%-
66+	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	*	*	*	*	96	98		116		2,818		

Disability - Starters

B.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	*	*	*	*	*	*	*	*	*%	*	*%	88	3.1%	*%-
No	*	*	*	*	*	*	92	94	95.9%	48	41.4%	2,330	82.7%	54.5%
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	319	11.3%	*%-
Not Specified	*	*	*	*	*	*	*	*	*%	63	54.3%	81	2.9%	*%-
Total	*	*	*	*	*	*	96	98		116		2,818		

Ethnicity - Starters

C.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	*	*	*	*	*	*	91	93	94.9%	49	42.2%	2,428	86.2%	52.7%
BME	*	*	*	*	*	*	*	*	*%	*	*%	73	2.6%	1.1%
Not Specified	*	*	*	*	*	*	*	*	*%	63	54.3%	48	1.7%	*%-
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	269	9.5%	0.6%
Total	*	*	*	*	*	*	96	98		116		2,818		

Police Officers

Gender - Starters

D.2.1 — Recruitment - Starters — Police Officer

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	*	*	*	*	*	*	61	62	63.3%	78	67.2%	1,986	70.5%	3.9%
Female	*	*	*	*	*	*	35	36	36.7%	38	32.8%	832	29.5%	3.9%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	*	*	*	*	96	98		116		2,818		

Religion - Starters

E.2.1 — Recruitment - Starters — Police Officer

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	*	*	*	*	*	*	*	*	*%	*	*%	16	0.6%	*%-
Christian	*	*	*	*	*	*	32	34	34.7%	24	20.7%	1,096	38.9%	14.0%
Hindu	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Jewish	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*	*	*	*%	*	*%	12	0.4%	0.7%
Sikh	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Other	*	*	*	*	*	*	*	*	*%	*	*%	76	2.7%	2.2%
None	*	*	*	*	*	*	49	49	50.0%	18	15.5%	597	21.2%	34.5%
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	783	27.8%	0.8%
Not Specified	*	*	*	*	*	*	6	6	6.1%	64	55.2%	227	8.1%	49.1%
Total	*	*	*	*	*	*	96	98		116		2,818		

Sexual Orientation Starters

F.2.1 — Recruitment - Starters — Police Officer

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	*	*	*	*	*	*	*	*	*%	*	*%	24	0.9%	*%-
Gay / Lesbian	*	*	*	*	*	*	*	*	*%	*	*%	45	1.6%	*%-
Heterosexual	*	*	*	*	*	*	88	90	91.8%	44	37.9%	1,798	63.8%	53.9%
Prefer not to say	*	*	*	*	*	*	*	*	*%	9	7.8%	729	25.9%	*%-
Not Specified	*	*	*	*	*	*	*	*	*%	63	54.3%	222	7.9%	*%-
Total	*	*	*	*	*	*	96	98		116		2,818		

Police Officers

Age Groups - Leavers

A.3.1 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	*	*	*	*	*	*	*	*	*%	*	*%	29	1.0%	*%-
25 - 35	*	*	*	*	*	*	22	22	14.3%	20	13.4%	719	25.5%	0.9%
36 - 45	*	*	*	*	*	*	18	20	13.0%	15	10.1%	1,147	40.7%	2.9%
46 - 55	*	*	*	*	9	17	66	100	64.9%	92	61.7%	886	31.4%	3.2%
56 - 65	*	*	*	*	*	*	8	11	7.1%	22	14.8%	37	1.3%	7.7%
66+	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	*	*	11	19	115	154		149		2,818		

Disability - Leavers

B.3.1 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	*	*	*	*	*	*	7	9	5.8%	*	*%	88	3.1%	*%-
No	*	*	*	*	8	15	90	122	79.2%	126	84.6%	2,330	82.7%	5.4%
Prefer not to say	*	*	*	*	*	*	13	18	11.7%	16	10.7%	319	11.3%	1.0%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	81	2.9%	1.9%
Total	*	*	*	*	11	19	115	154		149		2,818		

Ethnicity - Leavers

C.3.1 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	16	101	135	87.7%	132	88.6%	2,428	86.2%	0.9%
BME	*	*	*	*	*	*	*	*	*%	*	*%	73	2.6%	2.1%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	48	1.7%	0.6%
Prefer not to say	*	*	*	*	*	*	9	14	9.1%	10	6.7%	269	9.5%	2.4%
Total	*	*	*	*	11	19	115	154		149		2,818		

Police Officers

Gender - Leavers

D.3.1 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	*	*	*	*	10	17	84	120	77.9%	126	84.6%	1,986	70.5%	6.7%
Female	*	*	*	*	*	*	31	34	22.1%	23	15.4%	832	29.5%	6.7%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	*	*	11	19	115	154		149		2,818		

Religion - Leavers

E.3.1 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)
Buddhist	*	*	*	*	*	*	*	*	*%	*	*%	16	0.6%	*%-
Christian	*	*	*	-	*	9	48	64	42.1%	61	40.9%	1,096	38.9%	1.2%
Hindu	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Jewish	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*	*	*	*%	*	*%	12	0.4%	*%-
Sikh	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Other	*	*	*	*	*	*	*	*	*%	*	*%	76	2.7%	1.4%
None	*	*	*	*	*	*	22	28	18.4%	27	18.1%	597	21.2%	0.3%
Prefer not to say	*	*	*	*	*	*	26	37	24.3%	43	28.9%	783	27.8%	4.6%
Not Specified	*	*	*	*	*	*	14	17	11.2%	11	7.4%	227	8.1%	3.8%
Total	*	*	*	*	11	19	115	152		149		2,818		

Sexual Orientation Leavers

F.3.1 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	*	*	*	*	*	*	*	*	*%	*	*%	24	0.9%	1.2%
Gay / Lesbian	*	*	*	*	*	*	*	*	*%	*	*%	45	1.6%	0.1%
Heterosexual	*	*	*	*	6	9	71	95	61.7%	98	65.8%	1,798	63.8%	4.1%
Prefer not to say	*	*	*	*	*	7	24	36	23.4%	36	24.2%	729	25.9%	0.8%
Not Specified	*	*	*	*	*	*	14	17	11.0%	11	7.4%	222	7.9%	3.6%
Total	*	*	*	*	11	19	115	154		149		2,818		

Police Officers

Age Groups - Promotions

A.4.1 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)
16 - 24	*	*	*	*	*	*	*	*	*%	*	*%	29	1.0%	*%-
25 - 35	*	*	*	*	*	*	*	*	*%	11	15.9%	719	25.5%	*%-
36 - 45	*	*	*	*	*	*	12	16	64.0%	44	63.8%	1,147	40.7%	0.2%
46 - 55	*	*	*	*	*	*	*	7	28.0%	13	18.8%	886	31.4%	9.2%
56 - 65	*	*	*	*	*	*	*	*	*%	*	*%	37	1.3%	*%-
66+	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	*	*	*	6	14	25		69		2,818		

Disability - Promotions

B.4.1 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	*	*	*	*	*	*	*	*	*%	*	*%	88	3.1%	*%-
No	*	*	*	*	*	6	11	22	88.0%	58	84.1%	2,330	82.7%	3.9%
Prefer not to say	*	*	*	*	*	*	*	*	*%	10	14.5%	319	11.3%	*%-
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	81	2.9%	*%-
Total	*	*	*	*	*	6	14	25		69		2,818		

Ethnicity - Promotions

C.4.1 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	*	*	*	*	*	*	13	22	88.0%	58	84.1%	2,428	86.2%	3.9%
BME	*	*	*	*	*	*	*	*	*%	*	*%	73	2.6%	1.8%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	48	1.7%	*%-
Prefer not to say	*	*	*	*	*	*	*	*	*%	7	10.1%	269	9.5%	*%-
Total	*	*	*	*	*	6	14	25		69		2,818		

Police Officers

Gender - Promotions

D.4.1 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	*	*	*	*	*	6	8	19	76.0%	45	65.2%	1,986	70.5%	10.8%
Female	*	*	*	*	*	*	6	6	24.0%	24	34.8%	832	29.5%	10.8%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*	*		*%		*%		*%	*%-
Total	*	*	*	*	*	6	14	25		69		2,818		

Religion - Promotions

E.4.1 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)
Buddhist	*	*	*	*	*	*	*	*	*%	*	*%	16	0.6%	2.6%
Christian	*	*	*	*	*	*	*	13	52.0%	27	39.1%	1,096	38.9%	12.9%
Hindu	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Jewish	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*	*	*	*%	*	*%	12	0.4%	*%-
Sikh	*	*	*	*	*	*	*	*	*%	*	*%	*	*%	*%-
Other	*	*	*	*	*	*	*	*	*%	*	*%	76	2.7%	2.6%
None	*	*	*	*	*	*	*	*	*%	11	15.9%	597	21.2%	*%-
Prefer not to say	*	*	*	*	*	*	6	7	28.0%	26	37.7%	783	27.8%	9.7%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	227	8.1%	2.6%
Total	*	*	*	*	*	6	14	25		69		2,818		

Sexual Orientation Promotions

F.4.1 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	*	*	*	*	*	*	*	*	*%	*	*%	24	0.9%	*%-
Gay / Lesbian	*	*	*	*	*	*	*	*	*%	*	*%	45	1.6%	*%-
Heterosexual	*	*	*	*	*	*	9	17	68.0%	45	65.2%	1,798	63.8%	2.8%
Prefer not to say	*	*	*	*	*	*	*	7	28.0%	20	29.0%	729	25.9%	1.0%
Not Specified	*	*	*	*	*	*	*	*	*%	*	*%	222	7.9%	2.6%
Total	*	*	*	*	*	6	14	25		69		2,818		

Police Staff

Age Groups - Workforce

A.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)
16 - 24	*	*	6	176	182	8.3%	137	6.7%	↗ 1.6%
25 - 35	*	52	89	514	655	30.0%	599	29.4%	↗ 0.6%
36 - 45	*	53	70	352	475	21.7%	471	23.1%	↘ 1.4%
46 - 55	*	46	70	406	522	23.9%	508	24.9%	↘ 1.0%
56 - 65	*	26	56	253	336	15.4%	310	15.2%	↗ 0.2%
66+	*	*	*	12	14	0.6%	15	0.7%	↘ 0.1%
Total	*	178	292	1,713	2,184		2,040		

Disability - Workforce

B.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)
Yes	*	9	*	63	76	3.5%	80	3.9%	↘ 0.4%
No	*	153	252	1,458	1,864	85.3%	1,758	86.2%	↘ 0.9%
Prefer not to say	*	12	22	101	135	6.2%	148	7.3%	↘ 1.1%
Not Specified	*	*	14	91	109	5.0%	54	2.6%	↗ 2.4%
Total	*	178	292	1,713	2,184		2,040		

Ethnicity - Workforce

C.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)
White	*	155	252	1,453	1,861	85.2%	1,750	85.8%	↘ 0.6%
BME	*	6	*	35	43	2.0%	43	2.1%	↘ 0.1%
Not Specified	*	7	23	124	154	7.1%	116	5.7%	↗ 1.4%
Prefer not to say	*	10	15	101	126	5.8%	131	6.4%	↘ 0.6%
Total	*	178	292	1,713	2,184		2,040		

Police Staff

Gender - Workforce

D.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)
Male	*	73	149	629	852	39.0%	779	38.2%	↗	0.8%
Female	*	105	143	1,084	1,332	61.0%	1,261	61.8%	↘	0.8%
Not Specified	*	*	*	*	*	*%	*	*%		*%-
Prefer not to say	*	*	*	*	*	*%	*	*%		*%-
Total	*	178	292	1,713	2,184		2,040			

Religion - Workforce

E.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%	7	0.3%		*%-
Christian	*	84	119	666	870	39.8%	855	41.9%	↘	2.1%
Hindu	*	*	*	*	*	*%	*	*%		*%-
Jewish	*	*	*	*	*	*%	*	*%		*%-
Muslim	*	*	*	*	6	0.3%	6	0.3%		*%-
Sikh	*	*	*	6	7	0.3%	7	0.3%		*%-
Other	*	*	6	53	63	2.9%	67	3.3%	↘	0.4%
None	*	42	84	497	623	28.5%	544	26.7%	↗	1.8%
Prefer not to say	*	31	51	280	362	16.6%	394	19.3%	↘	2.7%
Not Specified	*	13	31	198	242	11.1%	157	7.7%	↗	3.4%
Total	*	178	292	1,713	2,184		2,040			

Sexual Orientation Workforce

F.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)
Bisexual	*	*	*	12	13	0.6%	13	0.6%		*%-
Gay / Lesbian	*	*	6	27	36	1.6%	35	1.7%	↘	0.1%
Heterosexual	*	139	219	1,232	1,591	72.8%	1,458	71.5%	↗	1.3%
Prefer not to say	*	27	41	281	349	16.0%	369	18.1%	↘	2.1%
Not Specified	*	8	26	161	195	8.9%	165	8.1%	↗	0.8%
Total	*	178	292	1,713	2,184		2,040			

Police Staff

Age Groups - Starters

A.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)
16 - 24	*	*	*	121	121	31.8%	62	24.7%	182	8.3%	7.1%
25 - 35	*	9	16	99	124	32.6%	84	33.5%	655	30.0%	0.9%
36 - 45	*	*	8	40	51	13.4%	35	13.9%	475	21.7%	0.5%
46 - 55	*	*	7	42	52	13.7%	61	24.3%	522	23.9%	10.6%
56 - 65	*	*	*	26	32	8.4%	9	3.6%	336	15.4%	4.8%
66+	*	*	*	*	*	*%	*	*%	14	0.6%	*%-
Total	*	16	36	328	380		251		2,184		

Disability - Starters

B.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)
Yes	*	*	*	9	9	2.4%	*	*%	76	3.5%	*%-
No	*	14	34	292	340	89.5%	126	50.2%	1,864	85.3%	39.3%
Prefer not to say	*	*	*	*	*	*%	*	*%	135	6.2%	*%-
Not Specified	*	*	*	27	31	8.2%	124	49.4%	109	5.0%	41.2%
Total	*	16	36	328	380		251		2,184		

Ethnicity - Starters

C.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)
White	*	12	29	259	300	78.9%	115	45.8%	1,861	85.2%	33.1%
BME	*	*	*	6	8	2.1%	*	*%	43	2.0%	*%-
Not Specified	*	*	7	52	61	16.1%	124	49.4%	154	7.1%	33.3%
Prefer not to say	*	*	*	11	11	2.9%	8	3.2%	126	5.8%	0.3%
Total	*	16	36	328	380		251		2,184		

Police Staff

Gender - Starters

D.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)
Male	*	*	19	139	163	42.9%	116	46.2%	852	39.0%	⬊ 3.3%
Female	*	11	17	189	217	57.1%	135	53.8%	1,332	61.0%	⬈ 3.3%
Not Specified	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	16	36	328	380		251		2,184		

Religion - Starters

E.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)
Buddhist	*	*	*	*	*	*%	*	*%	7	0.3%	*%-
Christian	*	7	8	96	111	29.2%	66	26.3%	870	39.8%	⬈ 2.9%
Hindu	*	*	*	*	*	*%	*	*%	*	*%	⬈ 0.1%
Jewish	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*%	*	*%	6	0.3%	*%-
Sikh	*	*	*	*	*	*%	*	*%	7	0.3%	*%-
Other	*	*	*	*	*	*%	*	*%	63	2.9%	⬈ 0.5%
None	*	*	14	120	139	36.6%	42	16.7%	623	28.5%	⬈ 19.9%
Prefer not to say	*	*	*	*	7	1.8%	8	3.2%	362	16.6%	⬊ 1.4%
Not Specified	*	*	11	100	115	30.3%	131	52.2%	242	11.1%	⬊ 21.9%
Total	*	16	36	328	380		251		2,184		

Sexual Orientation Starters

F.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)
Bisexual	*	*	*	*	*	*%	*	*%	13	0.6%	⬈ 0.1%
Gay / Lesbian	*	*	*	6	9	2.4%	*	*%	36	1.6%	*%-
Heterosexual	*	13	28	261	302	79.5%	101	40.2%	1,591	72.8%	⬈ 39.3%
Prefer not to say	*	*	*	*	*	*%	*	*%	349	16.0%	⬊ 0.9%
Not Specified	*	*	*	54	60	15.8%	138	55.0%	195	8.9%	⬊ 39.2%
Total	*	16	36	328	380		251		2,184		

Police Staff

Age Groups - Leavers

A.3.2 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)
16 - 24	*	*	*	22	22	9.0%	17	11.6%	182	8.3%	2.6%
25 - 35	*	*	11	65	78	31.8%	48	32.9%	655	30.0%	1.1%
36 - 45	*	*	*	37	44	18.0%	25	17.1%	475	21.7%	0.9%
46 - 55	*	*	9	22	33	13.5%	22	15.1%	522	23.9%	1.6%
56 - 65	*	*	*	53	58	23.7%	32	21.9%	336	15.4%	1.8%
66+	*	*	*	10	10	4.1%	*	*%	14	0.6%	*%-
Total	*	9	26	209	245		146		2,184		

Disability - Leavers

B.3.2 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)
Yes	*	*	*	10	13	5.3%	6	4.1%	76	3.5%	1.2%
No	*	8	20	167	195	79.6%	119	81.5%	1,864	85.3%	1.9%
Prefer not to say	*	*	*	14	15	6.1%	11	7.5%	135	6.2%	1.4%
Not Specified	*	*	*	18	22	9.0%	10	6.8%	109	5.0%	2.2%
Total	*	9	26	209	245		146		2,184		

Ethnicity - Leavers

C.3.2 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)
White	*	9	16	177	203	82.9%	123	84.2%	1,861	85.2%	1.3%
BME	*	*	*	*	*	*%	*	*%	43	2.0%	*%-
Not Specified	*	*	9	**	**	**%	**	**%	154	7.1%	*%-
Prefer not to say	*	*	*	13	14	5.7%	10	6.8%	126	5.8%	1.1%
Total	*	9	26	209	245		146		2,184		

Police Staff

Gender - Leavers

D.3.2 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)
Male	*	*	17	76	96	39.2%	71	48.6%	852	39.0%	⇘ 9.4%
Female	*	6	9	133	149	60.8%	75	51.4%	1,332	61.0%	⇗ 9.4%
Not Specified	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	9	26	209	245		146		2,184		

Religion - Leavers

E.3.2 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)
Buddhist	*	*	*	*	*	*%	*	*%	7	0.3%	*%-
Christian	*	*	10	84	97	39.6%	58	39.7%	870	39.8%	⇘ 0.1%
Hindu	*	*	*	*	*	*%	*	*%	*	*%	*%-
Jewish	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*%	*	*%	6	0.3%	*%-
Sikh	*	*	*	*	*	*%	*	*%	7	0.3%	*%-
Other	*	*	*	8	10	4.1%	8	5.5%	63	2.9%	⇘ 1.4%
None	*	*	*	55	61	24.9%	46	31.5%	623	28.5%	⇘ 6.6%
Prefer not to say	*	*	*	37	42	17.1%	20	13.7%	362	16.6%	⇗ 3.4%
Not Specified	*	*	9	24	34	13.9%	14	9.6%	242	11.1%	⇗ 4.3%
Total	*	9	26	209	245		146		2,184		

Sexual Orientation Leavers

F.3.2 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)
Bisexual	*	*	*	*	*	*%	*	*%	13	0.6%	⇗ 0.2%
Gay / Lesbian	*	*	*	7	7	2.9%	*	*%	36	1.6%	*%-
Heterosexual	*	7	15	148	171	69.8%	107	73.3%	1,591	72.8%	⇘ 3.5%
Prefer not to say	*	*	*	26	29	11.8%	19	13.0%	349	16.0%	⇘ 1.2%
Not Specified	*	*	9	24	34	13.9%	16	11.0%	195	8.9%	⇗ 2.9%
Total	*	9	26	209	245		146		2,184		

Police Staff

Age Groups - Promotions

A.4.2 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)
16 - 24	*	*	*	*	*	*%	23	8.7%	182	8.3%	*%-
25 - 35	*	*	*	10	14	29.2%	92	34.8%	655	30.0%	5.6%
36 - 45	*	*	*	7	12	25.0%	64	24.2%	475	21.7%	0.8%
46 - 55	*	*	*	12	14	29.2%	49	18.6%	522	23.9%	10.6%
56 - 65	*	*	*	7	7	14.6%	35	13.3%	336	15.4%	1.3%
66+	*	*	*	*	*	*%	*	*%	14	0.6%	*%-
Total	*	*	8	37	48		264		2,184		

Disability - Promotions

B.4.2 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)
Yes	*	*	*	*	*	*%	9	3.4%	76	3.5%	*%-
No	*	*	7	33	43	89.6%	234	88.6%	1,864	85.3%	1.0%
Prefer not to say	*	*	*	*	*	*%	20	7.6%	135	6.2%	*%-
Not Specified	*	*	*	*	*	*%	*	*%	109	5.0%	3.8%
Total	*	*	8	37	48		264		2,184		

Ethnicity - Promotions

C.4.2 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)
White	*	*	6	36	44	91.7%	241	91.3%	1,861	85.2%	0.4%
BME	*	*	*	*	*	*%	*	*%	43	2.0%	2.3%
Not Specified	*	*	*	*	*	*%	*	*%	154	7.1%	1.3%
Prefer not to say	*	*	*	*	*	*%	16	6.1%	126	5.8%	*%-
Total	*	*	8	37	48		264		2,184		

Police Staff

Gender - Promotions

D.4.2 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)
Male	*	*	*	7	10	20.8%	92	34.8%	852	39.0%	↓ 14.0%
Female	*	*	*	30	38	79.2%	172	65.2%	1,332	61.0%	↗ 14.0%
Not Specified	*	*	*	*	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*	*	*	*	*%	*	*%	*	*%	*%-
Total	*	*	8	37	48		264		2,184		

Religion - Promotions

E.4.2 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)
Buddhist	*	*	*	*	*	*%	*	*%	7	0.3%	↗ 1.3%
Christian	*	*	*	16	21	43.8%	104	39.4%	870	39.8%	↗ 4.4%
Hindu	*	*	*	*	*	*%	*	*%	*	*%	*%-
Jewish	*	*	*	*	*	*%	*	*%	*	*%	*%-
Muslim	*	*	*	*	*	*%	*	*%	6	0.3%	*%-
Sikh	*	*	*	*	*	*%	*	*%	7	0.3%	*%-
Other	*	*	*	*	*	*%	*	*%	63	2.9%	*%-
None	*	*	*	13	17	35.4%	85	32.2%	623	28.5%	↗ 3.2%
Prefer not to say	*	*	*	*	6	12.5%	61	23.1%	362	16.6%	↓ 10.6%
Not Specified	*	*	*	*	*	*%	7	2.7%	242	11.1%	*%-
Total	*	*	8	37	48		264		2,184		

Sexual Orientation Promotions

F.4.2 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)
Bisexual	*	*	*	*	*	*%	*	*%	13	0.6%	*%-
Gay / Lesbian	*	*	*	*	*	*%	*	*%	36	1.6%	*%-
Heterosexual	*	*	7	27	37	77.1%	200	75.8%	1,591	72.8%	↗ 1.3%
Prefer not to say	*	*	*	7	8	16.7%	51	19.3%	349	16.0%	↓ 2.6%
Not Specified	*	*	*	*	*	*%	7	2.7%	195	8.9%	*%-
Total	*	*	8	37	48		264		2,184		

PCSOs

Age Groups - Workforce

A.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	32	9.1%	25	7.3%	1.8%
25 - 35	133	37.8%	139	40.8%	3.0%
36 - 45	78	22.2%	82	24.0%	1.8%
46 - 55	86	24.4%	76	22.3%	2.1%
56 - 65	21	6.0%	18	5.3%	0.7%
66+	*	*%	*	*%	0.3%
Total	352		341		

Disability - Workforce

B.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	8	2.3%	7	2.1%	0.2%
No	307	87.2%	307	90.0%	2.8%
Prefer not to say	22	6.3%	23	6.7%	0.4%
Not Specified	15	4.3%	*	*%	*%-
Total	352		341		

Ethnicity - Workforce

C.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	300	85.2%	294	86.2%	1.0%
BME	19	5.4%	14	4.1%	1.3%
Not Specified	*	*%	*	*%	0.1%
Prefer not to say	28	8.0%	28	8.2%	0.2%
Total	352		341		

Special Constables

Age Groups - Workforce

A.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)
16 - 24	116	25.6%	153	30.5%	4.9%
25 - 35	195	43.0%	199	39.6%	3.4%
36 - 45	84	18.5%	90	17.9%	0.6%
46 - 55	40	8.8%	42	8.4%	0.4%
56 - 65	15	3.3%	15	3.0%	0.3%
66+	*	*%	*	*%	0.1%
Total	453		502		

Disability - Workforce

B.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)
Yes	*	*%	*	*%	*%-
No	224	49.4%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*%-
Not Specified	229	50.6%	502	100.0%	49.4%
Total	453		502		

Ethnicity - Workforce

C.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)
White	406	89.6%	443	88.2%	1.4%
BME	15	3.3%	14	2.8%	0.5%
Not Specified	20	4.4%	25	5.0%	0.6%
Prefer not to say	12	2.6%	20	4.0%	1.4%
Total	453		502		

PCSOs

D.1.3 — Gender - Workforce

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	160	45.5%	159	46.6%	1.1%
Female	192	54.5%	182	53.4%	1.1%
Not Specified	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*%-
Total	352		341		

E.1.3 — Religion - Workforce

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	1.7%	*	*%	*%-
Christian	160	45.5%	153	44.9%	0.6%
Hindu	*	*%	*	*%	0.3%
Jewish	*	*%	*	*%	*%-
Muslim	7	2.0%	6	1.8%	0.2%
Sikh	*	*%	*	*%	*%-
Other	11	3.1%	14	4.1%	1.0%
None	93	26.4%	89	26.1%	0.3%
Prefer not to say	54	15.3%	56	16.4%	1.1%
Not Specified	18	5.1%	16	4.7%	0.4%
Total	352		341		

F.1.3 — Sexual Orientation Workforce

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	10	2.8%	8	2.3%	0.5%
Heterosexual	263	74.7%	253	74.2%	0.5%
Prefer not to say	59	16.8%	61	17.9%	1.1%
Not Specified	17	4.8%	16	4.7%	0.1%
Total	352		341		

Special Constables

D.1.4 — Gender - Workforce

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)
Male	320	70.6%	342	68.1%	2.5%
Female	133	29.4%	160	31.9%	2.5%
Not Specified	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*%-
Total	453		502		

E.1.4 — Religion - Workforce

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	*	*%	*	*%	*%-
Christian	115	25.4%	136	27.1%	1.7%
Hindu	*	*%	*	*%	*%-
Jewish	*	*%	*	*%	*%-
Muslim	*	*%	*	*%	*%-
Sikh	*	*%	*	*%	*%-
Other	*	*%	6	1.2%	*%-
None	89	19.6%	113	22.5%	2.9%
Prefer not to say	16	3.5%	20	4.0%	0.5%
Not Specified	230	50.8%	227	45.2%	5.6%
Total	453		502		

F.1.4 — Sexual Orientation Workforce

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)
Bisexual	*	*%	*	*%	*%-
Gay / Lesbian	*	*%	6	1.2%	*%-
Heterosexual	203	44.8%	249	49.6%	4.8%
Prefer not to say	16	3.5%	18	3.6%	0.1%
Not Specified	230	50.8%	227	45.2%	5.6%
Total	453		502		

PCSOs

A.2.3 Recruitment - Starters — Age Groups - 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	16	47.1%	*	*%	32	9.1%	*%-
25 - 35	12	35.3%	*	*%	133	37.8%	*%-
36 - 45	*	*%	*	*%	78	22.2%	13.9%
46 - 55	*	*%	*	*%	86	24.4%	*%-
56 - 65	*	*%	*	*%	21	6.0%	*%-
66+	*	*%	*	*%	*	*%	*%-
Total	34		7		352		

B.2.3 Recruitment - Starters — Disability - 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	*	*%	*	*%	8	2.3%	*%-
No	33	97.1%	*	*%	307	87.2%	*%-
Prefer not to say	*	*%	*	*%	22	6.3%	*%-
Not Specified	*	*%	7	100.0%	15	4.3%	*%-
Total	34		7		352		

C.2.3 Recruitment - Starters — Ethnicity - 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	30	88.2%	*	*%	300	85.2%	*%-
BME	*	*%	*	*%	19	5.4%	*%-
Not Specified	*	*%	7	100.0%	*	*%	*%-
Prefer not to say	*	*%	*	*%	28	8.0%	*%-
Total	34		7		352		

Special Constables

A.2.4 Recruitment - Starters — Age Groups - 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)
16 - 24	25	52.1%	46	56.1%	116	25.6%	4.0%
25 - 35	18	37.5%	29	35.4%	195	43.0%	2.1%
36 - 45	*	*%	6	7.3%	84	18.5%	*%-
46 - 55	*	*%	*	*%	40	8.8%	*%-
56 - 65	*	*%	*	*%	15	3.3%	*%-
66+	*	*%	*	*%	*	*%	*%-
Total	48		82		453		

B.2.4 Recruitment - Starters — Disability - 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)
Yes	*	*%	*	*%	*	*%	*%-
No	*	*%	80	97.6%	224	49.4%	*%-
Prefer not to say	*	*%	*	*%	*	*%	*%-
Not Specified	48	100.0%	*	*%	229	50.6%	*%-
Total	48		82		453		

C.2.4 Recruitment - Starters — Ethnicity - 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)
White	45	93.8%	76	92.7%	406	89.6%	1.1%
BME	*	*%	*	*%	15	3.3%	0.5%
Not Specified	*	*%	*	*%	20	4.4%	*%-
Prefer not to say	*	*%	*	*%	12	2.6%	0.9%
Total	48		82		453		

PCSOs

D.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	21	61.8%	*	*%	160	45.5%	*%-
Female	13	38.2%	*	*%	192	54.5%	*%-
Not Specified	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*	*%	*%-
Total	34		7		352		

E.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)
Buddhist	*	*%	*	*%	6	1.7%	*%-
Christian	16	47.1%	*	*%	160	45.5%	*%-
Hindu	*	*%	*	*%	*	*%	*%-
Jewish	*	*%	*	*%	*	*%	*%-
Muslim	*	*%	*	*%	7	2.0%	*%-
Sikh	*	*%	*	*%	*	*%	*%-
Other	*	*%	*	*%	11	3.1%	*%-
None	13	38.2%	*	*%	93	26.4%	*%-
Prefer not to say	*	*%	*	*%	54	15.3%	*%-
Not Specified	*	*%	7	100.0%	18	5.1%	*%-
Total	34		7		352		

F.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	*	*%	*	*%	10	2.8%	*%-
Heterosexual	31	91.2%	*	*%	263	74.7%	*%-
Prefer not to say	*	*%	*	*%	59	16.8%	*%-
Not Specified	*	*%	7	100.0%	17	4.8%	*%-
Total	34		7		352		

Special Constables

D.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)
Male	33	68.8%	51	62.2%	320	70.6%	↗ 6.6%
Female	15	31.3%	31	37.8%	133	29.4%	↘ 6.5%
Not Specified	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*	*%	*%-
Total	48		82		453		

E.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)
Buddhist	*	*%	*	*%	*	*%	*%-
Christian	*	*%	*	*%	115	25.4%	*%-
Hindu	*	*%	*	*%	*	*%	*%-
Jewish	*	*%	*	*%	*	*%	*%-
Muslim	*	*%	*	*%	*	*%	*%-
Sikh	*	*%	*	*%	*	*%	*%-
Other	*	*%	*	*%	*	*%	*%-
None	*	*%	*	*%	89	19.6%	*%-
Prefer not to say	*	*%	*	*%	16	3.5%	*%-
Not Specified	48	100.0%	82	100.0%	230	50.8%	*%-
Total	48		82		453		

F.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)
Bisexual	*	*%	*	*%	*	*%	*%-
Gay / Lesbian	*	*%	*	*%	*	*%	*%-
Heterosexual	*	*%	*	*%	203	44.8%	*%-
Prefer not to say	*	*%	*	*%	16	3.5%	*%-
Not Specified	48	100.0%	82	100.0%	230	50.8%	*%-
Total	48		82		453		

PCSOs

A.3.3 Turnover - Leavers — Age Groups - 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)
16 - 24	*	*%	*	*%	32	9.1%	2.4%
25 - 35	18	60.0%	19	67.9%	133	37.8%	7.9%
36 - 45	*	*%	*	*%	78	22.2%	9.6%
46 - 55	*	*%	*	*%	86	24.4%	7.4%
56 - 65	*	*%	*	*%	21	6.0%	*%-
66+	*	*%	*	*%	*	*%	*%-
Total	30		28		352		

B.3.3 Turnover - Leavers — Disability - 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	*	*%	*	*%	8	2.3%	0.4%
No	24	80.0%	24	85.7%	307	87.2%	5.7%
Prefer not to say	*	*%	*	*%	22	6.3%	0.3%
Not Specified	*	*%	*	*%	15	4.3%	6.4%
Total	30		28		352		

C.3.3 Turnover - Leavers — Ethnicity - 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	28	93.3%	22	78.6%	300	85.2%	14.7%
BME	*	*%	*	*%	19	5.4%	*%-
Not Specified	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	28	8.0%	7.6%
Total	30		28		352		

Special Constables

A.3.4 Turnover - Leavers — Age Groups - 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)
16 - 24	32	31.1%	39	33.1%	116	25.6%	2.0%
25 - 35	45	43.7%	63	53.4%	195	43.0%	9.7%
36 - 45	16	15.5%	10	8.5%	84	18.5%	7.0%
46 - 55	6	5.8%	*	*%	40	8.8%	*%-
56 - 65	*	*%	*	*%	15	3.3%	3.1%
66+	*	*%	*	*%	*	*%	*%-
Total	103		118		453		

B.3.4 Turnover - Leavers — Disability - 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)
Yes	*	*%	*	*%	*	*%	*%-
No	55	53.4%	110	93.2%	224	49.4%	39.8%
Prefer not to say	*	*%	*	*%	*	*%	*%-
Not Specified	48	46.6%	8	6.8%	229	50.6%	39.8%
Total	103		118		453		

C.3.4 Turnover - Leavers — Ethnicity - 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)
White	87	84.5%	100	84.7%	406	89.6%	0.2%
BME	*	*%	*	**%	15	3.3%	*%-
Not Specified	*	*%	**	*%	20	4.4%	*%-
Prefer not to say	10	9.7%	9	7.6%	12	2.6%	2.1%
Total	103		118		453		

PCSOs

Gender - Leavers

D.3.3 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)
Male	20	66.7%	15	53.6%	160	45.5%	13.1%
Female	10	33.3%	13	46.4%	192	54.5%	13.1%
Not Specified	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*	*%	*%-
Total	30		28		352		

Religion - Leavers

E.3.3 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)
Buddhist	*	*%	*	*%	6	1.7%	*%-
Christian	9	30.0%	12	42.9%	160	45.5%	12.9%
Hindu	*	*%	*	*%	*	*%	*%-
Jewish	*	*%	*	*%	*	*%	*%-
Muslim	*	*%	*	*%	7	2.0%	*%-
Sikh	*	*%	*	*%	*	*%	*%-
Other	*	*%	*	*%	11	3.1%	*%-
None	12	40.0%	9	32.1%	93	26.4%	7.9%
Prefer not to say	*	*%	*	*%	54	15.3%	2.9%
Not Specified	*	*%	*	*%	18	5.1%	0.7%
Total	30		28		352		

Sexual Orientation - Leavers

F.3.3 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)
Bisexual	*	*%	*	*%	*	*%	*%-
Gay / Lesbian	*	*%	*	*%	10	2.8%	3.8%
Heterosexual	23	76.7%	22	78.6%	263	74.7%	1.9%
Prefer not to say	*	*%	*	*%	59	16.8%	6.4%
Not Specified	*	*%	*	*%	17	4.8%	0.7%
Total	30		28		352		

Special Constables

Gender - Leavers

D.3.4 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)
Male	60	58.3%	69	58.5%	320	70.6%	0.2%
Female	43	41.7%	49	41.5%	133	29.4%	0.2%
Not Specified	*	*%	*	*%	*	*%	*%-
Prefer not to say	*	*%	*	*%	*	*%	*%-
Total	103		118		453		

Religion - Leavers

E.3.4 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)
Buddhist	*	*%	*	*%	*	*%	*%-
Christian	23	22.3%	30	25.4%	115	25.4%	3.1%
Hindu	*	*%	*	*%	*	*%	*%-
Jewish	*	*%	*	*%	*	*%	*%-
Muslim	*	*%	*	*%	*	*%	*%-
Sikh	*	*%	*	*%	*	*%	*%-
Other	*	*%	*	*%	*	*%	1.2%
None	25	24.3%	36	30.5%	89	19.6%	6.2%
Prefer not to say	*	*%	6	5.1%	16	3.5%	*%-
Not Specified	48	46.6%	44	37.3%	230	50.8%	9.3%
Total	103		118		453		

Sexual Orientation - Leavers

F.3.4 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)
Bisexual	*	*%	*	*%	*	*%	1.1%
Gay / Lesbian	*	*%	*	*%	*	*%	0.6%
Heterosexual	49	47.6%	68	57.6%	203	44.8%	10.0%
Prefer not to say	*	*%	*	*%	16	3.5%	0.6%
Not Specified	48	46.6%	43	36.4%	230	50.8%	10.2%
Total	103		118		453		