



Equality Report 2016

Avon and Somerset Constabulary

Avon and Somerset Constabulary

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Foreword

We provide a policing service to over 1.6 million people, but we can only be truly effective if we understand and recognise the diversity of our communities, and ensure our services meet all their needs and concerns.

Stop and Search is a case in point; the rollout of bodyworn cameras to all frontline operational staff was a significant step forward. All stop searches are recorded now and can be reviewed by supervisors and scrutiny panels. A Community Scrutiny Panel made up of community members reviews the grounds for searches, and has focused in particular on searches of people from black and minority ethnic backgrounds. We've encouraged members of the public to take up a space on our Ride Along scheme too to observe frontline officers at work, with a specific focus on stop and search.



Lighthouse, our integrated victim care service continues to offer casework and advocacy for people who are victims of crime due to ethnicity, sexuality, disability, mental health and age. In the last year, they've had awareness raising briefings from our male rape lead, an honour based violence specialist and a representative from the Transgender community to help support their understanding and support to victims.

In the control room, a mental health triage team staffed by NHS nurses informs our work with people in mental health crisis. Their support is a tangible demonstration of our commitment to work alongside partners in getting the best outcome for people in crisis, who're vulnerable and in need of our support.

Internally, our work continues to achieve a better reflection in our workforce of the diverse communities we serve. We've seen an increase in the number of black and minority ethnic candidates applying to join the organisation as police officers although there's more work to do; it's still not enough. Workshops to make our selection and assessment processes more accessible and easy to understand, mentoring by existing officers including chief officers, and external support to change the wording in our selection processes are all designed to help increase this number further.

We value our staff and understand the importance of retaining them. Chief officer champions promote each key dimension of diversity and support the relevant staff networks and associations. This helps to give visible leadership and advocacy of the culture and behaviours we expect internally and externally. Fairness and respect are at the heart of our Hallmarks of Leadership, designed by staff from across the organisation, which set the standard we expect of all our staff, and are central to all of our training and promotion and continuous personal development programmes.

My summary here is by no means exhaustive. I hope as you read this report you too will see progress in these and many other areas but be assured, we are not complacent, and we know there is still a great deal to be done.

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 2016/20.

To fulfil the strategic priorities from our Police and Crime Plan 2016-2020, 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
- Organisational Processes
- Operational Service Delivery



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Overview of Avon and Somerset Constabulary

The Avon and Somerset Constabulary area covers 1,855 square miles and has a population of over 1.6 million people, with approximately 679,000 households¹.

The area contains four unitary authorities: the City of Bristol, South Gloucestershire, Bath and North-East Somerset, and North Somerset. 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 under one million people living in the Bristol conurbation as a whole. The other areas are more rural 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 black and 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 2011 census. Pakistani (8,000) and Bangladeshi (3,300) populations are largely concentrated in Bristol.

The census classification of 'White – Other' population, which contains many groups from Eastern Europe, has doubled in Bristol to 5.1%. 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, mainly 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. They 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 Headquarters is based at Portishead in North Somerset. The Chief Officer Group includes the Chief Constable, Deputy Chief Constable, two Assistant Chief Constables and the Director of Finance. During 2016, the Constabulary was organised into 3 Local Command Areas which were headed by Chief Superintendents and there were 8 Local Policing Areas which are headed by Chief Inspectors.

¹ Source: ONS, 2011 Census

At the end of 2016, the Constabulary comprised of 2672 Police Officers, 1982 Police Staff and 322 PCSOs, supported by 350 members of the Special Constabulary. It is home to 10 locally based Volunteer Police Cadet Units for approximately 240 young people aged between 14 and 17 and runs a 'Volunteers in Policing' programme offering a wide range of opportunities for over 320 Police Support Volunteers and approximately 800 members of Community SpeedWatch initiatives. There is an ambition to grow all 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. 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.

Our 2016-20 strategy sets out an approach which acknowledges that the effect of inequality and discrimination varies depending on individual experience and circumstances. It recognises that the differences within communities are as wide as the differences between communities and acknowledges the need for strategies and solutions that tackle inequality in an increasingly complicated and diverse society.

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:

Operational delivery

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

People and culture

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

Organisational processes

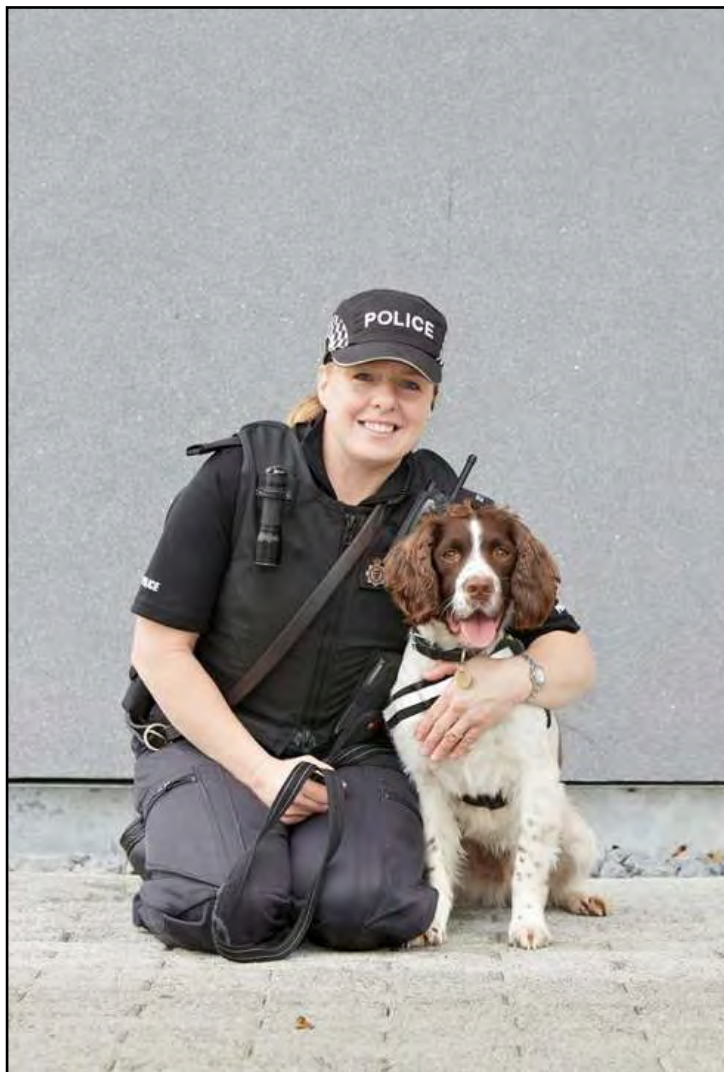
Building equality into the organisation's processes and how the service manages its performance.



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 Strategy 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 2016, we set Equality Objectives for the year 2016-2020 within our Equalities Strategy. 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 2016-2020

1. **Operational Service Delivery** – deliver services that are easy to access and that respond to and meet the needs of all communities
 - 1.1. Making sure our use of stop and search powers are fair, effective and in line with community priorities
 - 1.2. Increasing community involvement with all stages of stop and search
 - 1.3. Ensuring bespoke support and information to all victims and where possible recognise their protected characteristics
 - 1.4. Identifying or improving the identification of, and working to reduce victim vulnerability
 - 1.5. Continuing 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
 - 1.6. Ensuring bespoke support and information to all those brought into custody and where possible recognise their protected characteristics
2. **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:

- 2.1. Create a 5-year strategy and coordinating an annual programme of work designed to promote and improve recruitment, retention and progression of communities currently underrepresented in our workforce
 - 2.2. Enhance our working environment and practices so that we value and respect the identity, ability and culture of everyone
 - 2.3. Support leaders across the organisation to understand and raise the standards (of services) being delivered by officers and staff to our diverse communities
 - 2.4. Enhance behaviours and practices of staff to provide a quality engagement with our diverse communities and the wider public
3. **Organisational 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:

- 3.1. Consciously incorporate equality and diversity into long term planning, every day decision making and business processes including improvement activity and performance management
- 3.2. Make sure that lessons identified relating to equality and diversity are reviewed and addressed by the constabulary Learning Board and forums
- 3.3. Improve our engagement processes to make sure that our services are accessible to all communities
- 3.4. Strengthen Independent Advisory Groups so they co-design and scrutinise our services effectively and support relationship building with our diverse communities



Progress against our Objectives

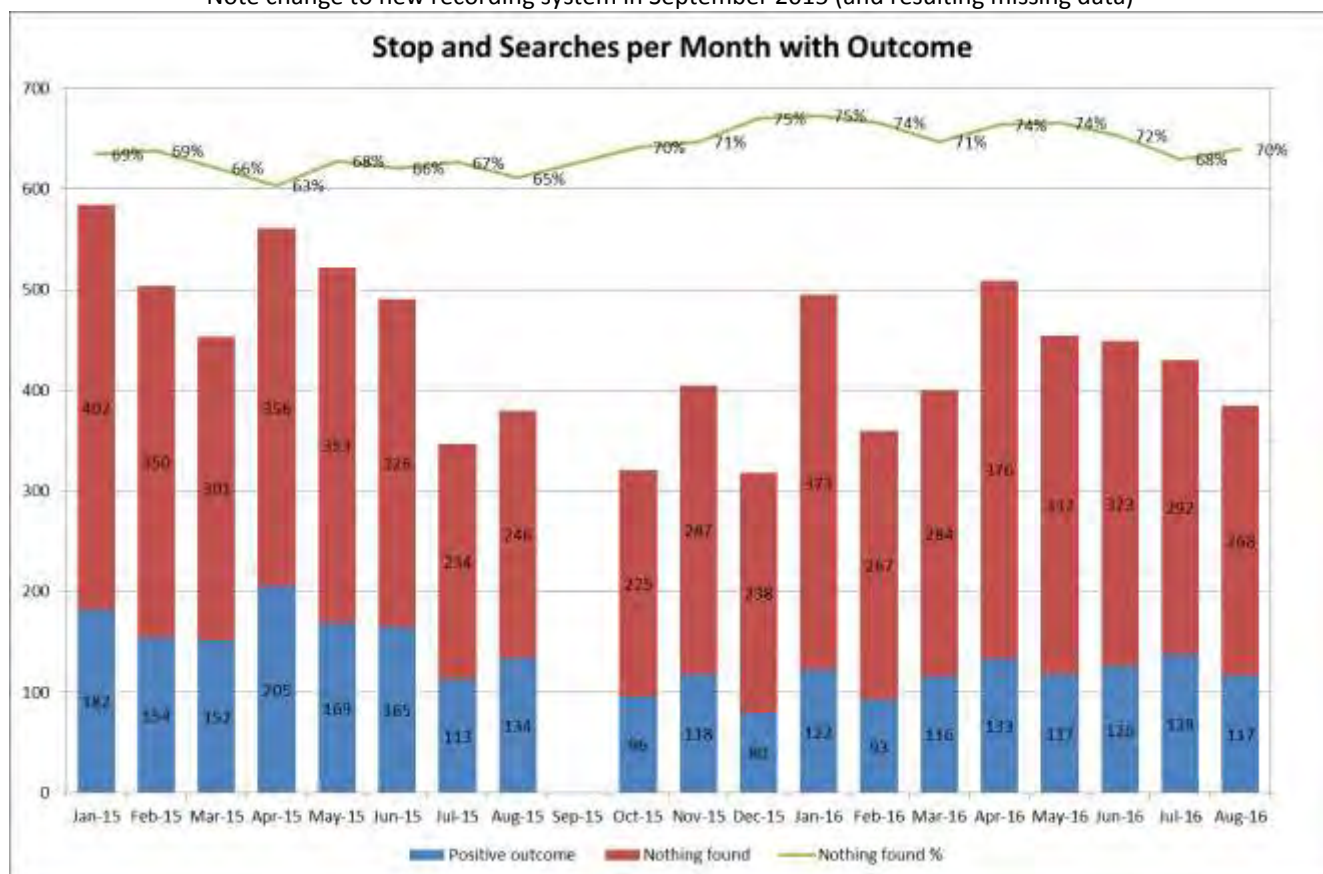
1. Operational Delivery - deliver services that are easy to access and that respond to and meet the needs of all communities

1.1. Making sure our use of stop and search powers are fair, effective and in line with community priorities

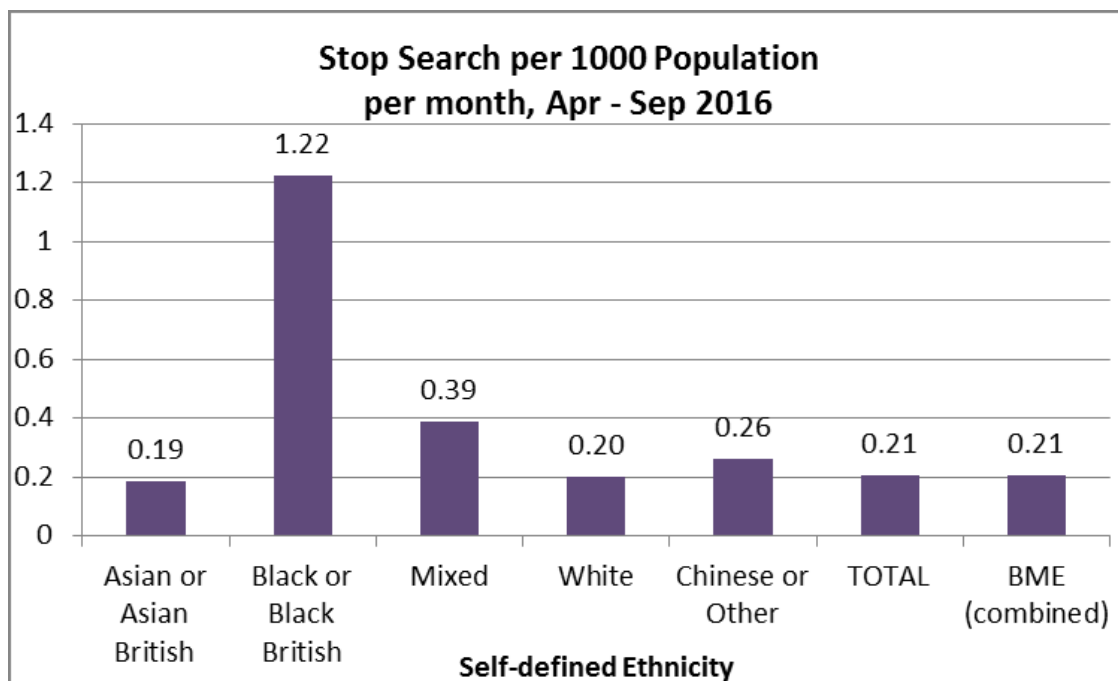
We have:

- Continued to publish stop and search data on our website allowing the public to see how this power is used. We have increased the breadth of data available and improved the graphical representation of this in line with our pledge to increase transparency.

Note change to new recording system in September 2015 (and resulting missing data)



Green line indicates the proportion of searches in which nothing is found



- Maintained full compliance with the Home Office's Best Use of Stop and Search Scheme (BuSS), only one of eleven Forces nationally to do so.
- Introduced body worn cameras to all frontline operational staff, which means all stop and search encounters are recorded and can be reviewed by supervisors and scrutiny panels alike.
- Implemented a new receipt to be given after each search which both explains individual's rights and explicitly how to provide feedback or complain about any aspect of the encounter.
- Added questions relating to stop and search to the Constabulary's confidence questionnaire that has provided some data about our use of the power. The majority of those surveyed were confident that we use our stop and search powers appropriately.

Stop Search complaints

One area of Professional Standards focus has been Stop Search and disproportionality of approach within our communities. We have been monitoring both numbers and any associated complaints. This remains under close scrutiny. During 2016 we received 11 allegations in respect of Stop Search (Breach of Code A. PACE) of which 3 were from members of the BME community (self-certified). For all allegations in this category "no cases to answer" were found after investigation.

1.2. Increasing community involvement with all stages of stop and search

We have:

- Developed a new website, in conjunction with students at the City Academy, Bristol, called 'Stop and Search: The Truth'. This site informs young people of their rights around stop and search.



- Continued to hold a Community scrutiny panel where the grounds for searches are reviewed by community members. There is particular focus on searches of individuals from black and minority ethnic backgrounds, children and where the search involves the removal of any clothing.
- Offered spaces on the Ride Along scheme to members of the public to observe frontline officers at work, with a specific focus on stop and search. Introduced a follow up email questionnaire in November 2016 to send to Ride Along participants to obtain feedback with specific questions relating to stop and search. While it is too early to draw conclusions, the limited number of returns we have received overwhelmingly confirm that officers are explaining the rationale for their actions to the public, and carry out searches in a polite and courteous manner.
- Extended an invitation to interested community groups to observe and take part in Stop and Search training provided to front line officers. Members of our Independent Advisory Groups (IAGs) have previously attended and provided positive feedback. There will be an opportunity to repeat this when the recently launched College of Policing training is delivered.

1.3. Ensuring bespoke support and information to all victims and where possible recognise their protected characteristics

Lighthouse Victim Care Service continues to work closely with locally commissioned providers including Stand Against Racism and Inequality (SARI), A Voice and Young Victims Service, thus ensuring that we are able to offer access to support services for both casework and advocacy for people who are victims of crime due to ethnicity, sexuality, disability, mental health and age. Whilst working closely with commissioned partners we ensure tailored service according to the needs and wishes of the victim. Lighthouse ensure that the public facing victim services website www.lighthousevictimcare.org is kept up to date with information regarding local and national support available.

All Lighthouse hubs have had awareness raising briefings from the Male Rape lead, Honour Based Violence (HBV) specialists and a representative from the Transgender community to support understanding and awareness of the needs of these victims.

Lighthouse staff along with all operational staff are increasingly utilising the mental health triage team to inform our work with victims whose mental health may increase their vulnerability. The mental health triage team is staffed by NHS nurses and sits in the Police control room. The team provide an essential source of support to officers dealing with people in mental health crisis who call

the police seeking help. Where appropriate, they also work with patients themselves to manage their crisis in the community.

The Control Room Triage team provide effective and timely advice to Police officers and ensure that any decision made relating to the patient's care is made using the most relevant health information and advice available.



The support of the mental health triage team reflects the wider constabulary commitment to working with our partners in a multi-agency manner to improve the experience for those who are in crisis, in need of support or vulnerable for whatever reason.

Action Fraud – the constabulary is working to establish processes to support crime prevention of the elderly and vulnerable where fraud is concerned. This will include preventative work with those who have already been targeted due to their age.

The new victim satisfaction measure, produced for the 2nd time in December 2016, utilises 21 existing satisfaction measures within the constabulary to provide aggregate scores for related departments and trends for success against victim satisfaction and confidence. As data increases this will provide a victim confidence score for the force to be used in conjunction with data from the User Satisfaction Survey. It does not currently relate to age, sexuality etc., but this may be able to be explored further and considered in reporting measures.

1.4. Identifying or improving the identification of, and working to reduce, victim vulnerability

There is continued work to improve understanding of vulnerability within the constabulary in order to ensure the National Police Chiefs Council (NPCC, formerly Association of Chief police Officers (ACPO)) and Victims Code of Practice (VCOP) definitions are known and understood. Furthermore, it is a priority for us that public facing staff are aware of support service availability in their local area, and when to make a referral to Lighthouse for those entitled to an enhanced service.

- A new template has been created on Niche (our incident and crime recording system) which helps staff identify vulnerability and generates appropriate referrals.
- Lighthouse have an input into new officer, transferee and PCSO training sessions.
- Lighthouse was recently involved in training days for all officers in investigative roles.
- Training of call handlers regarding vulnerability continues to be a core part of the induction of new staff.

- Call scripts (standardised, prescribed question sets) used by call handlers are continuously reviewed to ensure identification of vulnerability and crime type.



Focus on data quality and accuracy of recording is a continued priority for the force and was one of the aspects of the recent back to basics approach an initiative led by Chief Constable Andy Marsh and aimed at focussing on our core strengths and responsibilities.

1.5. Continuing 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

By the end of January 2017, the revised Victims Reference Group had met on 3 occasions and has a standing membership of 9. We are looking to increase the pool of available attendees through referrals by Lighthouse Victim and Witness Care Officers (VWCOs) and have recently entered conversations with the Probation Service to consider using victims from their recently finalised group to join us. The group provides a critical victim friend for process and policy within the constabulary.

Lighthouse North East (covering Bath & Northeast Somerset and South Gloucestershire) now have 2 housing providers co-working in their hub to support greater partnership working for the benefit of vulnerable victims, in particular tenants suffering from ASB, hate crime and whose tenancy or likelihood of being a victims of crime may be negatively impacted by mental health. This type of multi-agency working is now being explored in Bristol and Somerset.

1.6. Ensuring bespoke support and information to all those brought into custody and where possible recognise their protected characteristics

The Constabulary has instituted monthly thematic briefings for staff working in our custody centres. This enables us to ensure all equality and diversity issues are highlighted and communicated to custody staff. It has also led to identifying areas where face to face input will be beneficial. Transgender and Autism are two such identified areas that were included in the winter 2016 training programme for custody staff.

In dealing with aspects of a complaint relating to the detention of suspect with autism, we identified an opportunity to improve the knowledge custody staff have of issues relating to this developmental disability. This was realised through enhancements to the initial custody training course and additional training sessions delivered to existing staff during the first half of 2016. This action was supplemented by a one hour input by staff from Bristol Autism Spectrum Service at each of the five custody team training days that were held between October and December 2016. At the same

training sessions we delivered transgender awareness training, with a 60-90 minute presentation and discussion session, which has since been delivered to all staff by an IAG member who is a subject matter expert.

A nominated Inspector has taken responsibility for identifying and reviewing available resources to support staff in identifying and responding to vulnerability amongst detainees. This work is ongoing. The HMIC inspection of August 2016 identified that custody staff were displaying effective identification and awareness of vulnerability amongst detainees.

A particular focus for 2017 is the better addressing of vulnerability by age, with revised protocols being implemented for young people detained in police custody, with particular focus on avoiding detention, reducing time in custody and improved provision of overnight accommodation (with Local Authorities) in cases where a young person is refused bail after charge.



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

2.1. 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

Our 5-year strategy to improve diversity across the workforce focuses on three key areas: attraction, selection and organisational culture. We have seen a small increase in the number of black and minority ethnic candidates applying to join the organisation as Police Officers (from 4.7% in Feb 2016 to 5% in Sept 2016). We have implemented a range of support for candidates which includes:

- workshops to help understand our selection and assessment processes and what we look for,
- mentoring with existing officers including Chief Officers and
- changing the wording within our selection process emails using behavioural science principles to encourage BME applicants.

Whilst we cannot prove a direct causation we have seen a small increase in those selected to attend the national assessment centre (up from 3% in 2013 to 5% in 2016).

During 2016 we have worked with our women's network to identify the barriers that our female staff see to progression and have started to implement plans to address the issues e.g. around part-time/flexible working.

We are currently developing our annual plan for 2017/18 which will continue the work around attraction and selection, but will have a greater emphasis on improving our workforce data analysis, workforce retention and engaging our workforce and the community to support our activity and to act as ambassadors.



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

‘Taking The Hurt Out of Hate’ was a session designed by our Learning & Development Leadership Team following a complaint investigation into the management of an incident involving a black member of the public in a predominantly white community.

The training looked at a number of influences on decision making from briefings, peer thinking, group think and unconscious bias.

The training was delivered to all frontline officers (PCs & PCSOs) starting in April and was then rolled out to custody staff and communications centre staff. At the end of 2016, the training had reached approximately 1,300 officers and members of staff.

The training has received strong approval from outside the force with others taking up the programme for their own use. The training days have had visits from members of our Independent Advisory Groups, who have provided positive feedback on how the police are tackling this area.

2.3. Support leaders across the organisation to understand and raise the standards (of services) being delivered by officers and staff to our diverse communities

The Aspire leadership programme has now been launched with Continuous Professional Development (CPD) and Professional Competence as two key areas of development. There has been a focus on Unconscious Bias (UB) within recent CPD training, including the ‘Taking the Hurt out of Hate’) training. Within the ASPIRE programme there will be a continuing focus on UB.

2.4. Enhance behaviours and practices of staff to provide a quality engagement with our diverse communities and the wider public

Reviews were carried out in 2016 including a report to a national working party on “Diversity and Complainants” in October 2016. This was subsequently updated and reviewed by the Force Equality and Diversity Board in December 2016. The research was further supplemented by investigation in January 2017 looking into whether black and minority ethnic members of staff (Police Officers and Police Staff) suffer detrimental outcomes in disciplinary proceedings when compared with white colleagues. 2,302 Complaint Cases and 285 Conduct cases, over the two-year period 1st January 2015 to 31st December 2016 (Tables A, B, and C in Appendix A), were within the scope of these reviews.

In summary the findings of the reviews were:

- We receive a small number of complaints which contain allegations of Discriminatory Behaviour (52 allegations in 2016). These are all investigated within the Professional Standards Department (PSD). Where appropriate they are referred to the Independent Police Complaints Commission (IPCC).
- The data (Table A, in Appendix A) shows potential disproportionality in respect of allegations upheld where the complainant is recorded as Black and Minority Ethnic or Other, however in numerical terms the numbers are low with, for the two-year period (Appendix A, Table A), 3.9%, 15 out of 387 allegations were upheld (i.e. there is found to be a “case to answer”) for identified Black and Minority Ethnic or Other complainants, compared with 4.6%, 100 out of 2,185

allegations for White complainants. The corresponding figure where the ethnicity is Unknown or Not Stated is 7.3% of allegations upheld.

There is greater inconsistency when comparing the percentages for “not upheld” allegations 16% for Black and minority Ethnic and Other compared with 26% for recorded White ethnicity and 24% where ethnicity is unknown or not stated (Appendix A, Table A).

- In the interests of transparency we have reviewed many of these cases with the Office of the Police and Crime Commissioner (OPCC) and the Independent Residents Panel (IRP) in order to identify any learning. The Panel is part of the PCC’s vision to involve independent residents in the current complaints handling process, not only looking at police complaints files but to also give insight into this police procedure by reporting back to the PCC on their findings. During the year 50 cases were submitted to the IRP for review from which a random sample (15) were scrutinised in depth.
Following review by the IRP a report is produced which requires a response and feedback by PSD. The OPCC publish details of IRP activity on their website.
- The 52 allegations of Discriminatory Behaviour made up 2.4% of the total allegations recorded during the year. After investigations for one allegation there was found to be a “case to answer” and 10 allegations were resolved through a Local Resolution process, the remainder were found to have “no case to answer” accepting that 5 of these were disapplied for technical reasons and 1 was withdrawn.

In addition the Professional Standards Department (PSD) reviews all complaints, for which we are seeing a reducing trend (down 16% between 2015 and 2016), for any indications where diversity could be a factor. In particular, in line with the OPCC measure, we are looking at the “Incivility, Impoliteness and Intolerance” category.

- **Ethnicity recording**

In common with many areas of data collection we traditionally have had difficulties in collecting protected characteristic information from complainants. Our longer term average rate is some 60% of complainants declaring ethnicity information, the majority of the others state “prefer not say”. We have improved our processes significantly during the year with, for the month of December, over 90% of complainants having made a declaration albeit some “prefer not to say”.

- **Incivility complaints**

Complaints relating to “Incivility, Impoliteness and Intolerance” have been falling in recent years, down from 390 allegations recorded in 2014 to 210 allegations in 2016. Factors behind this include internal awareness training and the introduction in the latter part of 2016 of Body Worn Video for officers. Complaints categorised as such from individuals recorded as BME or Other are in proportion to their representation in the community. For an 8-month period under detailed review during 2016 (Table E), we recorded 15 allegations, from the BME and Other groups, relating to this category.

- **Reviews with Independent Residents Panel**

Regular review meetings, which include case reviews, are held between PSD and the IRP.

- **Actively monitoring complaint outcomes**

A key constituent of looking at any potential disproportionality is to review not only our approach to complainants but also looking at the outcomes recognising the effects on both

the complainants and our police officers and police staff. We have regularly reviewed these and no apparent disproportionality has been identified.

- **The PSD Scorecard measures are reviewed with the OPCC and published on the Force web-site**
In order to increase transparency with information, the PSD publishes monthly, on the Force internet website, performance data in respect of public complaints alongside the quarterly IPCC Police Complaints Information Bulletin for Avon and Somerset Constabulary.

- **Use of Lessons Learned**

All “lessons learned” either from internal activity or from published material, principally the IPCC Bulletins, are disseminated appropriately in conjunction with the work of the Deputy Chief Constable led Organisational Learning Board.

- **Number of BWV (Body Worn Video) used for investigations monitored**

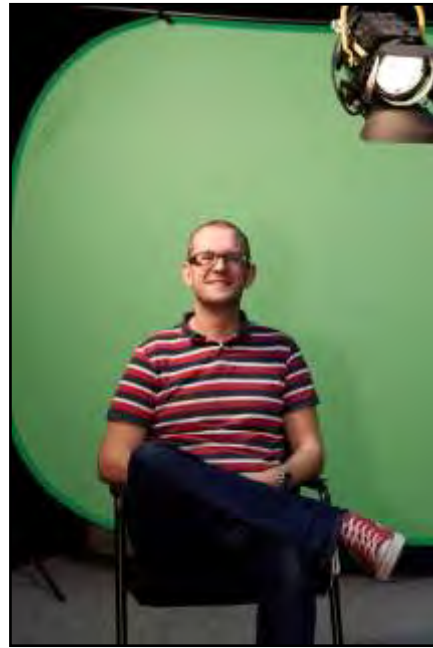
The rollout during the year of BWV has presented opportunities for much greater evidence-based scrutiny of interactions where accusations of bias or a differential approach have been made. We await a larger evidence base before drawing any firm conclusions, but initial indications have proved very positive when the camera evidence has been used to review situations from which allegations have arisen. In January 2017 alone the PSD were able to use BWV footage on 14 occasions to provide background evidence when assessing and investigating complaints.



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

3.1. Consciously incorporate equality and diversity into long term planning, every day decision making and business processes including improvement activity and performance management

We incorporate equality and diversity into long term planning in several ways and in accordance with good practice. We produce and publish an Equality, Diversity and Human Rights (EDHR) strategy.



We have established governance through the Equality and Diversity Board chaired by the Deputy Chief Constable which brings together senior leaders and other key stakeholders to support, steer, scrutinise and oversee progress. The cyclical review and updating of our strategy aligns with our approach to continuous improvement planning and is integral to it. When we set plans for each area of our business, equality and diversity matters are an intrinsic part of the situation review that informs them and their subsequent development. The actions planning for our diversity and equality initiatives is centrally compiled and the status of these actions are regularly monitored. In addition to these arrangements, each chief officer champions initiatives and our developments in each key dimension of diversity linked to the protected characteristics, including proactive engagement with the relevant staff networks and associations. This helps to ensure visible leadership and added impetus to delivery, advocacy and promotion of the culture and behaviours we expect, and, engagement with key stakeholders internally and externally.

Our commitment is also embedded in standardised practices for consideration of equality impact and associated guidance. For example, when business cases are developed setting out the justification for proposed transformational change, the impact on diversity and equality matters are explicitly reviewed and taken into account as part of the preparation, planning and decision making. As illustrated by the data contained in this report we also collect and utilise equality monitoring data which helps us to understand and improve our services. We are currently reviewing the suite of performance data that we collect and monitor and how we use this, drawing upon good practice from within policing, the public sector and more broadly. We have begun adapting our cutting edge

business intelligence applications to visualise and bring together this management information so that it can better support strategic and operational decision making in a range of ways. In addition to this we are engaged with a number of external bodies that inform and support our work and that provide standards against which we compare and benchmark ourselves in developing our plans and initiatives. For example, we are already engaged with the Stonewall Workplace Equality Index. In the year ahead, we will look to build upon this.

3.2. Make sure that lessons identified relating to equality and diversity are reviewed and addressed by the constabulary Learning Board and forums

Bijan Ebrahimi was brutally murdered by a neighbour in 2013. Before his death, he repeatedly called our Constabulary to ask for help. The IPCC investigated our handling of his complaints to us from 2007 until he died. In 2015, a police officer and PCSO were convicted of misconduct in public office and others faced misconduct proceedings. In 2014, HMIC also urged us to strengthen organisational learning.

In addition to undertaking a comprehensive review of the lessons learned, we have progressed systemic changes to help prevent a repetition of such failings and embed effective organisational learning. The work to follow-through on this has continued in earnest this year, including detailed assurance activity to check and test that the actions agreed were completed and resulting in the effects and outcomes intended. We are rigorous in the monitoring of these actions resulting from learning, not allowing them to be closed until we are confident that they have been properly achieved. This closed-loop approach to organisational learning is fundamental to our approach.

In recent times, we have undertaken a comprehensive review which evaluated existing organisational learning arrangements, drawing insights from academic research, wider policing and fields such as health, armed services and airline industry. With these findings, a strategy and structures for learning and high reliability were put in place. These have been implemented and continued to be developed. To strengthen and embed our approach to organisational learning we have encouraged an enabling environment and culture, as well as formal mechanisms to systematically identify lessons, analyse and respond to them and follow through on recommendations and remedial actions until we are confident that the improvements have been implemented and are sustained.



Building on the previous year, our Organisational Learning Board has now been integrated into our Constabulary Management Board with dedicated time given each month to review lessons identified that have been escalated for review at the corporate and strategic level by each of the learning forums. These forums cover every directorate within the organisation. They meet regularly and receive and review lessons identified covering a broad range of topics and information. The benefit of this more integrated approach is not only that it is more efficient but that it provides opportunities to make connections across our organisational functions because senior leads are present and contribute to cross-department discussions. Within and across departments there are also regular meetings to look at data and thematic issues and many of these contain a diversity and equality dimensions in relation to the monitoring data we collect. For example, within HR and legal services the monitoring data is reviewed from this perspective, and lessons are identified, analysed and acted upon:

- For example, a matter was raised in the Enabling Services forum in relation to how supervisors and managers apply our procedures to support reasonable adjustments in the workplace. The management board reviewed the lessons identified from multiple perspectives and agreed cross-departmental actions to address the issues.
- The forums also play a part in shaping the continuous professional development, training and learning so that this is responsive to lessons identified. For example within custody, a need was identified and face-to-face learning sessions have provided a focus on transgender and autism during the winter 2016 programme for custody staff.



The Constabulary has also taken steps to enhance its capabilities in areas such as structured debriefing and in support of managing the knowledge to emerge from lessons identified. For example, in December 2015 an incident took place involving a vulnerable person who was mentally ill, which led to a siege situation. A debrief was held on 9 February 2016 and highlighted areas for improvement as well as areas that went well. All those present at the debrief meeting were involved in discussions surrounding the ethical dilemmas pertinent to the case. It concluded with a series of

recommendations to assist the Constabulary to improve the planning and management of similar future events. A further multi-agency debrief was also commissioned in order to understand what opportunities had been missed to prevent escalation and to safeguard the individual going forward. Distinct from but related to this work are the developments that have taken place through our Ethics Committee which is building capability and understanding in mindfully and professionally tackling ethical dilemmas. The Ethics Committee regularly reports to the Constabulary Management Board on learning, including identification of learning highlighting any wider implications for action.

There undoubtedly remains far more that we can do to strengthen and build upon our organisational learning culture and practices as they relate to diversity, equality and inclusion. In the coming year, we will be reviewing our approach to the collection, analysis and utilisation of diversity and equality monitoring data and our adoption of externally recognised standards of best practice and benchmarks. These will provide a further basis for incorporating learning from the wider society.

3.3. Improve our engagement processes to make sure that our services are accessible to all communities

Following our launch of the Avon & Somerset Constabulary Citizens and Community Engagement Strategy in late 2015, we have developed a suite of simple and accessible practical guidance around the best and most effective engagement techniques. These have been helping local police officers and staff to deliver better services to local people. 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. An example is 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 Independent Advisors in crafting these tools.

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 planned and delivered an 'Insights' workshop that took place in early 2017 around these key areas. We invited 50 people from a range of diverse backgrounds and asked them about their experience with us, how we can work better together and how we can improve. We'll be using their feedback to shape our approach during 2017.

3.4. Strengthen Independent Advisory Groups (IAGs) so they co-design and scrutinise our services effectively and support relationship building with our diverse communities

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 and better relationships with our communities, especially our diverse ones, which underpin our legitimacy. IAGs consist of 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.

IAG members 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 IAGs 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 which are not geographically restricted, but cover our whole force area. One is the Disability Independent Advisory Group (DIAG). Its representatives are made up of those who reflect the needs of disabled service-users. Finally, there is 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 IAGs.

We have been working with our IAGs to devise a member's handbook and a data information pack to equip them to perform their role better. We have been grateful for their independent scrutiny around our Stop and Search activity and have explored how to involve them in our recruitment and promotion selection process so their voice counts.



Appendix A – Professional Standards Data Tables

Table A

Calendar Years 2015 and 2016 Complainant Ethnicity by Allegation Result

NUMBER OF ALLEGATIONS	Upheld - by Division	Upheld - by PSD	Not Upheld - by Division	Not Upheld - by IPCC	Not Upheld - by PSD	Local Resolution - by Division	Local Resolution - by PSD	Withdrawn - by Force	Disapplication - by Force	Discontinued - by Force	Special Requirements	Total
Asian	0	0	15	0	39	33	0	9	10	0	0	106
Black	12	2	41	0	43	62	0	1	18	5	0	184
Other	1	0	6	0	42	42	0	3	3	0	0	97
Unknown	139	24	533	5	298	927	12	101	152	0	12	2,203
White	69	31	569	0	228	987	18	102	163	12	6	2,185
Total	221	57	1,161	5	637	2,043	30	213	346	17	18	4,748

Note: A complaint can consist of one or more allegations against one or more subjects by one or more complainants.

Table B.

Calendar Years 2015 and 2016 - Subject Ethnicity by Allegation/Subject

NUMBER	(1) Case to Answer	(2) No Case to Answer	(3) Local Resolution - by Division	(3) Local Resolution - by PSD	(4) Withdrawn - by Force	(5) Disapplication - by Force	(6) Discontinued - by Force	No Data	Total
Asian	0	12	7	0	1	0	0	0	20
Black	2	13	9	0	0	0	0	0	24
Other	1	11	15	0	2	0	0	0	29
Unknown	95	770	968	13	114	200	11	68	2,228
White	187	1,287	1,249	18	113	151	7	0	3,006
Total	256	1,802	2,034	30	212	345	17	68	4,748

Table C.

Discriminatory Behaviour
Allegations recorded Calendar
Years 2015 - 2016

	Total
NUMBER OF ALLEGATIONS	
Disability	3
Gender	9
Homophobic	3
Mental Health	2
Other	5
Race	79
Religion/Faith	2
Total	99

The tables below were presented to the Force Equality and Diversity Board in December 2016 and cover the period 01/04/2016 to 31/11/2016.

Table D

Allegation outcomes by Complainant Ethnicity

	BME and Other	% of Total	White	% of Total	Unknown or Not Stated	% of Total	Total
Number of allegations recorded	193	13%	651	43%	698	46%	1525
Allegation result		% of BME and Other		% of White		% of Unknown	
Number upheld	7	3.6%	21	3.2%	45	6.4%	73
Number finalised by Local resolution	49	25.4%	311	47.8%	315	45.1%	675
Number Withdrawn, Disapplied or Discontinued by Force	22	11.4%	124	19.0%	87	12.5%	233
Number not upheld	115	59.6%	191	29.3%	246	35.2%	552
Special Requirements	0	0.0%	4	0.6%	5	0.7%	9
Total	193	100%	651	100%	698	100%	1,525

Table E.

Allegations by Complainant Ethnicity**Breakdown of Allegations by Complainant Ethnicity 01/04/2016 to 31/11/2016**

	Asian		Black		No Data		Other		Unknown		White		Total	
	Allegations	Complaints	Allegations	Complaints	Allegations	Complaints	Allegations	Complaints	Allegations	Complaints	Allegations	Complaints	Allegations	Complaints
01 - Operational policing policies	0	0	0	0	0	0	0	0	4	0	0	0	4	0
02 - Organisational decisions	0	0	0	0	0	0	0	0	3	0	0	0	3	0
03 - General policing standards	0	0	0	0	0	0	1	0	11	0	2	0	14	0
04 - Operational management decisions	0	0	0	0	0	0	0	0	3	0	1	0	4	0
A - Serious non-sexual assault	1	0	0	0	0	0	0	0	2	0	6	0	9	0
B - Sexual assault	0	0	0	0	0	0	0	0	0	0	1	0	1	0
C - Other assault	2	0	16	1	2	0	2	0	27	0	61	0	109	0
D - Oppressive conduct or harassment	3	0	5	0	0	0	3	0	30	0	30	0	71	0
E - Unlawful/unnecessary arrest or detention	0	0	4	0	2	0	1	0	15	0	31	0	53	0
F - Discriminatory Behaviour	7	0	12	0	0	0	8	0	14	0	6	0	47	0
G - Irregularity in evidence/perjury	1	0	0	0	0	0	1	0	15	0	17	0	34	0
H - Corrupt practice	0	0	1	0	0	0	0	0	1	0	4	0	6	0
J - Mishandling of property	0	0	4	0	0	0	0	0	10	0	9	0	23	0
K - Breach Code A PACE	1	0	2	0	0	0	0	0	1	0	5	0	9	0
L - Breach Code B PACE	1	0	3	0	1	0	4	0	14	0	16	0	39	0
M - Breach Code C PACE	3	0	3	0	0	0	3	0	36	0	24	0	69	0
N - Breach Code D PACE	0	0	0	0	0	0	0	0	1	0	0	0	1	0
P - Breach Code E PACE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Q - Lack of fairness and impartiality	1	0	0	0	0	0	1	0	21	0	25	0	48	0
R - Multiple or unspecified breaches of PACE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
S - Other neglect or failure in duty	11	0	29	0	18	0	21	0	376	0	276	0	731	0
T - Other irregularity in procedure	1	0	0	0	1	0	0	0	14	0	11	0	27	0
U - Incivility, Impoliteness and Intolerance	4	0	8	0	7	0	3	0	46	0	70	0	138	0
V - Traffic irregularity	0	0	0	0	1	0	0	0	8	0	7	0	16	0
X - Improper disclosure of information	0	0	1	0	1	0	0	0	22	0	12	0	36	0
Y - Other sexual conduct	0	0	0	0	0	0	0	0	2	0	2	0	4	0
TOTAL (note: an allegation can be made by 1 or more persons)	36	16	88	37	32	13	48	20	676	346	616	358	1479	790

Appendix B - Employment Equality Report 2015/16

Current Workforce Distribution

Police Officers

The number of Police Officers decreased during 2015/2016 from 2818 as at 31st March 2015 to 2800 as at 31st March 2016 (a decrease of 18). The decrease of 18 Police Officers represented a 0.6% decrease of the Police Officer workforce as at 31st March 2015.

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 a decrease in the number of Police Officers who declared not to have a disability, down from 82.7% to 76.4. Further analysis is being undertaken into this data to understand the variation and will be provided once concluded. 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 broadly in line with the previous year. There has been a decrease in Police Officers who declared their sexual orientation as 'Not specified', down from 7.9% to 3.8%. See appendix F.1.1.

Police Staff (not including PCSOs)

The number of Police Staff increased during 2015/2016, from 2184 as at 31st March 2015 to 2284 as at 31st March 2016 (an increase of 100). The increase of 100 Police Staff represented a 4.6% increase of the Police Staff workforce as at 31st March 2015.

Age – This year's profile was in line with the previous years. See appendix A.1.2.

Disability – This year's profile is not in line with the previous year. There was an increase in Police Staff who declared their disability status as 'Not specified', up from 5% to 18%. There was a decrease in Police Staff who did not declare a disability, down from 85.3% to 73.1%. Further analysis is being undertaken into this data to understand the variation and will be provided once concluded. 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 decrease in Police Staff who declared their religion as 'Christian', down from 39.8% to 35.7%. There was an increase in Police Staff who declared their religion as 'Not Specified', up from 11.1% to 18.1%. 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 decreased during 2015/2016 from 352 as at 31st March 2015, to 343 as at 31st March 2016 (a decrease of 9). This represents a 2.6% decrease of the PCSO workforce as at 31st March 2015.

Age – This year's profile was broadly in line with the previous year. There was a slight decrease in PCSOs whose age is '25-35', down from 37.8% to 34.4%. See appendix A.1.3.

Disability – This year's profile was not in line with the previous year. There was an increase in PCSOs who declared their disability status as 'Not specified' up from 4.3% to 9.9% and a decrease in PCSO

who did not declare a disability, down from 87.2% to 82.2%. Further analysis is being undertaken into this data to understand the variation and will be provided once concluded. See appendix B.1.3.

Ethnicity – This year's profile was broadly in line with the previous year. There was an increase in PCSOs who declared their Ethnicity as 'Prefer not to Say' up from 1.4% to 6.7%. There was a decrease in PCSOs who declared their Ethnicity as 'Not specified', down from 8.0% to 2.0%. 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 broadly in line with the previous year. There was a slight decrease in PCSOs who declared their Religion as 'Christian' or 'Prefer not to say' down from 45.5% to 42.9% and 15.3% to 12.8% respectively. There was also an increase in the number of PCSOs who declared their Religion as 'Not Specified' up from 5.1% to 11.1%. 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 2015/2016 from 453 as at 31st March 2015, to 376 as at 31st March 2016 (a decrease of 77). The decrease of 77 Specials represented a 17% decrease of the Specials workforce as at 31st March 2015.

Age – This year's profile was broadly in line with the previous year. There was a decrease in Specials whose age is '25-35', down from 43.0% to 39.1%. See appendix A.1.4.

Disability – This year's profile was not in line with the previous year. There was a decrease in the number of Specials who declared their disability as 'Not specified', down from 50.6% to 40.7%. There was a corresponding increase in the number of Specials who declared their disability as 'No', up from 49.4% to 59.3%. Further analysis is being undertaken into this data to understand the variation and will be provided once concluded. 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 a decrease in the number of Specials who declared their religion as 'Not Specified', down from 50.8% to 40.7%. There was an increase in the number of Specials who declared their religion as 'None', up from 19.6% to 26.9%. See appendix E.1.4.

Sexual Orientation – This year's profile was broadly in line with the previous year. There was a decrease in the number of Specials who declared their sexual orientation as 'Not Specified', down from 50.8% to 38.8%. There was an increase in the number of Specials who declared their sexual orientation as 'Heterosexual', up from 44.8% to 53.5%. See appendix F.1.4.

Recruitment – Starters

Police Officers

The Constabulary recruited 148 Police Officers during 2015/2016, compared to 98 during 2014/2015 (an increase of 51). The 51 Police Officers recruited represented 1.8% of the Police Officer workforce as at 31st March 2016.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Officer starters whose age is '16-24', up from 20.4% to 27.7%. There was a decrease in the number of Police Officer starters whose age is '25-35', '36-45' or '46 – 55' (down from 60.2% to 58.8%, 15.3% to 12.2% and 4.1% to 1.4% respectively) In comparison to the workforce profile, there were a

disproportionately high number of Police Officer starters whose age is '16-24' and '25-35' and a disproportionately low number of Police Officer starters whose age is 36+. See appendix A.2.1.

Disability – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Officer starters who did not declare a disability down from 95.9% to 88.5%. There was an increase in the number of Police Officer starters who declared their disability as 'Not Specified'. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Police Officer starters who declared a disability. There were also a disproportionately high number of Police Officer starters who did not declare a disability. See appendix B.2.1.

Ethnicity – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Officer starters who declared their ethnicity as 'White', up 94.9% to 98.0%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately low number of Police Officer starters who declared their ethnicity as 'BME' or 'Prefer not to say'. See appendix C.2.1.

Gender – This year's profile was in line with the previous year and was proportionate to the workforce profile as at 31st March 2016. See appendix D.2.1.

Religion – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Officer starters who declared their religion as 'None', up from 50.0% to 56.1%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Officer starters who declared their religion as 'None' and a disproportionately low number of Police Officer starters who declared their religion as 'Prefer not to say' or 'Not specified'. See appendix E.2.1.

Sexual Orientation – This year's profile was broadly in line with the previous year, and broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Officer starters who declared their sexual orientation as 'Heterosexual', down from 91.8% to 88.5%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Officer starters who declared their sexual orientation as 'Heterosexual' and a disproportionately low number of Police Officers starters who declared their sexual orientation as 'Prefer not to say'. See appendix F.2.1.

Police Staff

The Constabulary recruited 364 Police Staff during 2015/2016, compared to 380 Police Staff during 2014/2015 (a decrease of 16). The 16 Police Staff recruited represented 0.7% of the Police Staff workforce as at 31st March 2016.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff starters whose age is '16 – 24' and '25 – 35', down from 31.8% to 27.7% and 32.6% to 29.4% respectively. There was also an increase in the number of Police Staff starters whose age is '46 – 55', up from 13.7% to 22.3%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Staff starters who declared their age as '16-24' and a disproportionately low 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 broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff starters who did not declare a disability, down from 89.5% to 77.2%. There was also an

increase in the number of Police Staff starters who declared their disability as 'Not Specified', up from 8.2% to 20.1%. See appendix B.2.2.

Ethnicity – This year's profile was broadly in line with the previous year and was proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Staff starters who declared their Ethnicity as 'White', up from 78.9% to 87.9%. There was also a decrease in the number of Police Staff starters who declared their Ethnicity as 'Not Specified', down from 16.1% to 5.5%. See appendix C.2.2.

Gender – This year's profile was in line with the previous year and was proportionate to the workforce profile as at 31st March 2016. See appendix D.2.2.

Religion – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff starters who declared their religion data as 'Not specified', down from 30.3% to 20.1%. There was an increase in the number of Police Staff starters who declared their religion as 'None', up from 36.6% to 44.5%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately low number of Police Staff starters who declared their religion as 'Christian' or 'Prefer not to say' and a disproportionately high number of Police Staff starters who declared their religion as 'None'. See appendix E.2.2.

Sexual Orientation – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Staff starters who declared their sexual orientation as 'Prefer not to Say', up from 1.1% to 5.5%. There was decrease in the number of Police Staff starters who declared their sexual orientation as 'Not specified', down from 15.8% to 9.3%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Police Staff starters who declared their sexual orientation as 'Heterosexual' and disproportionately low number of Police Staff starters who declared their sexual orientation as 'Prefer not to say'. See appendix F.2.2.

PCSOs

The Constabulary recruited 36 PCSOs during 2015/2016, compared to 34 PCSOs during 2014/2015 (a decrease of 2). The 2 PCSOs recruited represented 0.6% of the PCSOs workforce as at 31st March 2016.

Age – 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 2016, there were a disproportionately high number of PCSO starters whose age is '16 - 24'. See appendix A.2.3.

Disability – This year's profile was not in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of PCSO starters who did not disclose a disability, down from 97.1% to 86.1%. There was an increase in the number of PCSO starters who declared their disability as 'Not specified'. See appendix B.2.3.

Ethnicity – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of PCSO starters who declared their ethnicity as 'White', up from 82.2% to 97.1%. There were no PCSO starters who declared their Ethnicity as 'BME'. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of PCOS who declared their Ethnicity as 'White'. See appendix C.2.3.

Gender – This year's profile was not in line with the previous year however was proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of PCSO starters who

declared their gender as 'Male', down from 61.8% to 47.2%. In comparison the number of PCSOs starters who declared their gender as 'Female' was up from 38.2% to 52.8%. See appendix D.2.3.

Religion – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There were no PCSO starters who declared their religion as 'Buddhist', 'Muslim', 'Hindu', 'Jewish' or 'Sikh'. There was an increase in the number of PCSO starters who declared their religion as 'None', up from 38.2% to 44.4%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of PCSO starters who declared their religion as 'None' and a disproportionately low number of PCSO starters who declared their religion as 'Not Specified'. See appendix E.2.3.

Sexual Orientation – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was a slight decrease in the number of PCSO starters who declared their sexual orientation as 'Gay or Lesbian', down from 5.9% to 2.8%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of PCSO starters who declared their sexual orientation as 'Heterosexual' and a disproportionately low number of PCSO starters who declared their sexual orientation as 'Prefer not to say'. See appendix F.2.3.

Specials

The Constabulary recruited 86 Specials during 2015/2016, compared to 48 in 2014/2015 (an increase of 38). The 38 Specials recruited represented 10.1% of the Specials workforce as at 31st March 2016. The completeness of data relating to Specials has improved; however, as Specials are not employees and only claim expenses via SAP, a reduced amount of data is held in SAP currently as compared to Police Officers, Police Staff and PCSOs.

Age – This year's profile was not in line with the previous year and disproportionate to the workforce profile as at 31st March 2016. There was an increase in the Specials starters whose age is '16 – 24', up from 52.1% to 69.8%. This is in contrast to the decrease in Specials starters whose age is '25 – 35', down from 37.5% to 19.8%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Special starters whose age is '16 - 24' and disproportionately low number of Special starters whose age is '25 - 35' and '36 - 45'. 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 as at 31st March 2016. 90.7% of Special starters did not declare a disability compared to 0%. There was a decrease in the number of Special starters who declared their disability as 'Not Specified', down from 100% to 9.3%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Special starters who did not declare a disability and a disproportionately low number of Special starts who declared their disability as 'Not Specified'. 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 however was not proportionate to the workforce profile as at 31st March 2016. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately low number of Special starters who declared their gender as 'Male' and a disproportionately high number of Special starters who declared their gender as 'Female'. See appendix D.2.4.

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 2016. There was a disproportionate increase in the number of Special starters who declared their Religion as 'Christian', 'None' or 'Prefer not to say', increasing from 0% to 26.7%, 0% to 51.2% and 0% to 8.1% respectively. There was a

disproportionate decrease in the number of Special starters who declared their Religion as 'Not Specified' down from 100% to 9.3%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Special starters who declared their Religion as 'None' and disproportionately low number of Special starters who declared their Religion as 'Not Specified'. See appendix E.2.4.

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 2016. There was a disproportionate increase in the number of Special starters who declared their Sexual Orientation as 'Heterosexual' or 'Prefer not to say', up from 0% to 80.2 and 0% to 11.6% respectively. There was a disproportionate decrease in the number of Special starters who declared their Sexual Orientation as 'Not Specified' down from 100% to 2.3%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Special starters who declared their Sexual Orientation as 'Heterosexual' and disproportionately low number of Special starters who declared their Sexual Orientation as 'Not Specified'. See appendix F.2.4.

Turnover - Leavers

Police Officers

159 Police Officers left the Constabulary during 2015/2016, compared to 154 in 2014/2015 (an increase of 5 leavers). The 159 Police Officer leavers in 2015/2016 represented 5.7% of the Police Officer workforce as at 31st March 2016.

Age – This year's profile was broadly in line with the previous year, however, disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Officer leavers whose age is '25-35', down from 14.3% to 11.3%. There was an increase in the number of Police Officers leavers whose age is 56 – 65, up from 7.1% to 11.9%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Officer leavers whose age is either '46-55' or '56-65' and a disproportionately low number of Police Officer leavers whose age is either '25 – 35' or '36 to 45'. See appendix A.3.1.

Disability – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2016. See appendix B.3.1.

Ethnicity – This year's profile was in line with the previous year and proportionate to the workforce profile as at 31st March 2016. See appendix C.3.1.

Gender – This year's profile was in line with the previous year, however disproportionate to the workforce profile as at 31st March 2016. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Police Officer leavers who declared their gender as 'Female' and a disproportionately low number of Police Officer leavers who declared their gender as 'Male'. See appendix D.3.1.

Religion – This year's profile was not in line with the previous year nor proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Officer leavers who declared their religion as 'Christian' or 'Prefer not to say', up from 42.1% to 47.8% and 24.3% to 27.7%, respectively. There was also a decrease in the number of Police Officer leavers who declared their religion as 'None' or 'Not Specified', down from 18.4% to 14.5% and 11.2% to 5.7%, respectively. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Officer leavers who declared their religion as 'Christian' and a disproportionately low number of Police Officer leavers who declared their religion as 'None' or 'Not Specified'. See appendix E.3.1.

Sexual Orientation – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Officer leavers who declared their Sexual Orientation as 'Heterosexual', down from 70.4% to 61.7%. There was also a decrease in the number of Police Officer leavers who declared their Sexual Orientation as 'Not Specified', down from 11.0% to 3.1%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Police Officer leavers who declared their sexual orientation as 'Heterosexual'. See appendix F.3.1.

Police Staff

289 Police Staff left the Constabulary during 2015/2016, compared to 245 in 2014/2015 (an increase of 44 leavers). The 289 Police Staff leavers in 2015/2016 represented 13.2% of the Police Staff workforce as at 31st March 2016.

Age – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was an increase in Police Staff Leavers whose age is '16 – 24' or '46 – 55', up from 9.0% to 16.3% and 13.5% to 18.3% respectively. There was a decrease in Police Staff Leavers whose age is '36 – 45' or '56 – 65', down from 18.0% to 13.1% and 23.7% and 19.7%, respectively. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Staff leavers whose age is '16-24' or '56-65' and a disproportionately low number of Police Staff leavers whose age is '36 – 45' or '46-55'. See appendix A.3.2.

Disability – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff leavers who did not declare they had a disability, down from 79.6% to 61.2% and there was an increase in the number of Police Staff Leavers who declared their Disability as 'Not specified', up from 9% to 29.8%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately low number of Police Staff leavers who did not declare a disability. There were a disproportionate high number of Police Staff leavers who declared their disability as 'Not Specified'. See appendix B.3.2.

Ethnicity – This year's profile was not in line with the previous year however, broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff leavers who declared their ethnicity as 'White', down from 82.9% to 77.9%, which was disproportionately low in comparison to the workforce profile as at 31st March 2016. There was an increase in the number of Police Staff leavers who declared their ethnicity as 'BME', up from 2.0% to 4.5%. In comparison to the workforce as at 31st March 2016, there were a disproportionately high number of Police Staff leavers who declared their Ethnicity as 'Not Specified'. See appendix C.3.2.

Gender – This year's profile was in line with the previous year and it was proportionate to the workforce profile as at 31st March 2016. See appendix D.3.2.

Religion – This year's profile was broadly in line with the previous year, however, was disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff Leavers who declared their religion as 'Christian', down from 39.6% to 29.4%. There was an increase in the number of Police Staff Leavers who declared their religion as 'Not Specified' up from 13.9% to 30.1%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately low number of Police Staff leavers who declared their religion as 'Christian', 'None' or 'Prefer not to Say' and a disproportionately high number of Police Staff leavers who declared their religion as 'Not specified'. 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 2016. There was an increase in the

number of Police Staff leavers who declared their sexual orientation as 'Prefer not to say', up from 11.8% to 15.6%. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately low number of Police Staff leavers who declared their sexual orientation as 'Heterosexual' and a disproportionately high number of Police Staff leavers who declared their sexual orientation as 'Not Specified'. See appendix F.3.2.

PCSOs

39 PCSOs left the Constabulary during 2015/2016, compared to 30 in 2014/2015 (an increase of 9 leavers). The 39 PCSO leavers in 2015/2015 represented 11.3% 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 2016. There was a decrease in the number of PCSO leavers whose age is '16 – 24' or '36 – 45', down from 16.7% to 12.8% and 60.0% to 51.3%, respectively. In comparison to the workforce as at 31st March 2016, there was a disproportionate high number of PCSO leavers whose age is '25 – 35' and a disproportionate low number of PCSO leavers whose age is '36 – 45' or '46 – 55'. See appendix A.3.3.

Disability – This year's profile was not in line with the previous year and was broadly disproportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of PCSO leavers who declared their disability as 'No', down from 80.0% to 76.9% and an increase in the number of PCSO leavers who declared their disability as 'Not specified', up from 10.0% to 17.9%. In comparison to the workforce profile as at 31st March 2016, there were a high number of PCSO leavers who declared their disability as 'Not specified'. See appendix B.3.3.

Ethnicity – This year's profile was in line with the previous year and was proportionate with the workforce profile as at 31st March 2016. See appendix C.3.3.

Gender – This year's profile was not in line with the previous year however, was proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of PCSO Leavers who declared their gender as 'Male', down from 66.7% to 46.2% and an increase in the number of PCSO Leavers who declared their gender as 'Female' up from 33.3% to 53.8%. See appendix D.3.3.

Religion – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There was an increase in the number of PCSOs who declared their religion as 'Christian' and 'Not specified', up from 30.0% to 41% and 10.0% to 17.9%, respectively. 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 2016, there were a disproportionately high number of PCSO leavers who declared their religion as 'Not specified' and a disproportionately low number of PCSO leavers who declared their religion as 'Prefer not to say'. See appendix E.3.3.

Sexual Orientation – This year's profile was not in line with the previous year and was disproportionate to the workforce profile as at 31st March 2016. There has been an increase in the number of PCSO leavers who declared their sexual orientation as 'Gay or Lesbian' or 'Prefer not to say', up from 3.3% to 7.7% and 10.0% to 23.1%, respectively. There has been a decrease in the number of PCSO leavers who declared their sexual orientation as 'Heterosexual' or 'Not Specified', down from 76.7% to 64.1% and 10.0% to 5.1%, respectively. In comparison to the workforce as at 31st March 2016, there was a disproportionate high number of PCSO leavers who declared their sexual orientation as 'Gay or Lesbian' and 'Prefer not to say' and a disproportionate low number of PCSO leavers who declared their sexual orientation as 'Heterosexual'. See appendix F.3.3.

Specials

145 Specials left the Constabulary during 2015/2016, compared to 103 in 2014/2015 (an increase of 42). The 103 Specials represented 11.2% of the Specials workforce profile as at 31st March 2016.

Age – This year's profile was broadly in line with the previous year however, was disproportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Special leavers who declared their age as '25 – 35' up from 43.7% to 51% and a decrease in the number of Special leavers who declared their age as '36 – 45' down from 15.5% to 10.3%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionate high number of Special leavers who declared their age as '25 – 35' and a disproportionate low number of Special leavers who declared their age as '36 – 45' and '46 – 55'. 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 2016. There was a decrease in the number of Specials leavers who declared their disability as 'No', down from 53.4% to 42.8%. There was an increase in the number of Specials leavers who declared their disability as 'Not specified', up from 46.6% to 57.2%. There were no Specials leavers who had declared a disability. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately low number of Specials leavers who declared their disability as 'No' and a disproportionately high number of Specials leavers who declared their disability as 'Not specified'. See appendix B.3.4.

Ethnicity – This year's profile was broadly in line with the previous year and was proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Special leavers who declared their ethnicity as 'White', up from 84.5% to 91% and a decrease in the number of Special leavers who declared their ethnicity as 'Prefer not to say', down from 9.7% to 3.4%. See appendix C.3.4.

Gender – This year's profile was in line with the previous year however disproportionate to the workforce profile as at 31st March 2016. In comparison to the workforce profile as at 31st March 2016, there were a disproportionately high number of Specials leavers who declared their gender as 'Female' and a disproportionately low number of Specials leavers who declared their gender as 'Male'. See appendix D.3.4.

Religion – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Special leavers who declared their religion as 'None', down from 24.3% to 17.9% and there was an increase in the number of Special leavers who declared their religion as 'Not specified' up from 46.6% to 57.2%. See appendix E.3.4.

Sexual Orientation – This year's profile was broadly in line with the previous year and was broadly proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Specials leavers who declared their sexual orientation as 'Not specified', up from 46.6% to 56.6% and a decrease in the number of Specials leavers who declared their sexual orientation as 'Heterosexual', down from 47.6% to 39.3%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionate low number of Special leavers who declared their sexual orientation as 'Heterosexual' and a disproportionate high number of Special leavers who declared their sexual orientation as 'Not specified'. See appendix F.3.4.

Progression – Promotions

Police Officers

100 Police Officers were promoted during 2015/2016, compared to 25 in 2014/2015 (an increase of 75). The 100 promotions accounted for 3.6% of the overall Police Officer workforce as at 31st March 2016.

Age – This year's profile was not in line with the previous year however it was proportionate to the workforce profile as at 31st March 2016. There was an increase in the number of Police Officer who were promoted whose age was '25 – 35' or '46 – 55', up from 8% to 22% and 28% to 32%, respectively. There was a decrease in the number of Police Officer who were promoted whose age was '36 – 45', down from 64% to 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 2016. There were no Police Officers who were promoted who declared a disability which again was in line with the previous year. See appendix B.4.1.

Ethnicity – This year's profile was in line with the previous year and proportionate with the workforce profile as at 31st March 2016. See appendix C.4.1.

Gender – This year's profile was in line with the previous year however was disproportionate with the workforce profile as at 31st March 2016. In comparison to the workforce as at 31st March 2016, there were a disproportionately high number of Police Officers who were promoted who declared their gender as 'Male' and a disproportionately low number of Police Officers who were promoted who declared their gender as 'Female'. See appendix D.4.1.

Religion – This year's profile was broadly in line with the previous year and broadly proportionate to the workforce profile as at 31st March 2016. There was a decrease in the number of Police Officer who were promoted who declared their religion as 'Christian', down from 52% to 43%. There was also an increase in the number of Police Officer leavers who were promoted and who declared their religion as 'None', up from 8% to 21%. In comparison to the workforce as at 31st March 2016, there was a disproportionately high number of Police Officers who have been promoted who declared their religion as 'Christian' and 'Prefer not to Say'. See appendix E.4.1.

Sexual Orientation – This year's profile was in line with the previous year and proportionate with the workforce profile as at 31st March 2016. See appendix F.4.1.

Police Staff

204 Police Staff were promoted during 2015/2016, compared to 48 in 2014/2015 (an increase of 156). The 156 Police Staff who were promoted represented 7.1% of the workforce profile as at 31st March 2016.

Age – This year's profile was not in line with the previous year and was disproportionate with the workforce profile as at 31st March 2016. There was an increase in the number of Police Staff whose age was '16-24' and '25 – 35' who were promoted, up from 2.1% to 12.3% and 29.2% to 40.2%, respectively. There was a decrease in the number of Police Staff who declared their age as '46-55' who were promoted, down from 29.2% to 13.7%. In comparison to the workforce profile as at 31st March 2016, there was a disproportionately high number of Police Staff who were promoted who declared their age as '16 -24', '25 - 35' or '36 – 45' and disproportionately low number of Police Staff who were promoted who declared their age as '46+'. See appendix A.4.2.

Disability – This year's profile was not in line with the previous year however, was proportionate with the workforce profile as at 31st March 2016. There has been a decrease in the number of Police Staff who were promoted who did not declare a disability, down from 89.6% to 72.5%. There was an

increase in the proportion of Police Staff who were promoted who declared their Disability as 'Not Specified', up from 4.2% to 20.1%. 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 2016. There has been an increase in the number of Police Staff who were promoted who declared their Ethnicity as 'White' down from 91.7% to 85.3%. There was also an increase in the number of Police Staff who were promoted who declared their Ethnicity as 'Not Specified', up from 4.2 % to 20.1%. See appendix C.4.2.

Gender – This year's profile was not in line with the previous year but was proportionate with the workforce profile as at 31st March 2016. There was an increase in the number of Police Staff who were promoted who declared their gender as 'Male', up from 20.8% to 38.7%. There was a decrease in the number of Police Staff who were promoted who declared their gender as 'Female', down from 79.2% to 61.3%. See appendix D.4.2.

Religion – This year's profile was not in line with the previous year but was proportionate with the workforce profile as at 31st March 2016. There was a decrease in the number of Police Staff who were promoted who declared their religion as 'Christian' or 'None', down from 43.8% to 33.8% and 35.4% and 27.5% respectively. There was an increase in the number of Police Staff who were promoted who declared their religion as 'Not specified', up from 6.3% to 20.1%. See appendix E.4.2.

Sexual Orientation – This year's profile was in line with the previous year and was proportionate with the workforce profile as at 31st March 2016. There was a decrease in Police Staff who were promoted who declared their sexual orientation as 'Prefer not to say' down from 16.7% to 11.8%. See appendix F.4.2.

PCSOs

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

Specials

Whilst promotion opportunities exist for Specials, due to the limited data sets held currently in SAP there is no data in this section

Appendix C: Equality Report Data Tables 2015/16

Police Officers													
Age Groups - Workforce	A.1.1	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)
	Current Workforce Distribution												
	Police Officer												
	16 - 24	^	^	^	^	^	^	52	53	^	29	^	^
	25 - 35	^	^	^	^	^	42	653	698	24.0%	719	25.5%	^
	36 - 45	^	^	^	17	64	181	824	1,095	39.1%	1,147	40.7%	^
	46 - 55	^	^	12	22	75	182	616	915	32.7%	886	31.4%	^
	56 - 65	^	^	^	^	^	6	30	39	^	37	^	^
	66+	^	^	^	^	^	^	^	^	^	^	^	^
	Total	^	7	17	40	144	412	2,175	2,800		2,818		
Disability - Workforce	B.1.1	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)
	Current Workforce Distribution												
	Police Officer												
	Yes	^	^	^	^	^	8	78	91	^	88	^	^
	No	^	6	14	35	122	313	1,646	2,140	76.4%	2,330	82.7%	^
	Prefer not to say	^	^	^	^	13	63	221	303	10.8%	319	11.3%	^
	Not Specified	^	^	^	^	^	28	230	268	9.5%	81	^	6.6%
	Total	^	7	17	40	144	412	2,175	2,800		2,818		
Ethnicity - Workforce	C.1.1	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)
	Current Workforce Distribution												
	Police Officer												
	White	^	6	17	38	127	345	1,892	2,428	86.7%	2,428	86.2%	^
	BME	^	^	^	^	^	8	56	88	^	73	^	^
	Prefer not to say	^	^	^	^	14	56	185	258	9.2%	269	9.5%	^
	Not Specified	^	^	^	^	^	^	42	46	^	48	^	^
	Total	^	7	17	40	144	412	2,175	2,800		2,818		

Police Officers													
Gender - Workforce	D.1.1												
	Current Workforce Distribution	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Police Officer												
	Male	^	^	13	30	111	332	1,454	1,948	69.6%	1,988	70.5%	^
	Female	^	^	^	10	33	80	721	852	30.4%	832	29.5%	^
	Prefer not to say	^	^	^	^	^	^	^	^	^	^	^	^
	Not Specified	^	^	^	^	^	^	^	^	^	^	^	^
	Total	^	7	17	40	144	412	2,175	2,800		2,818		
Religion - Workforce	E.1.1												
	Current Workforce Distribution	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Police Officer												
	Buddhist	^	^	^	^	^	^	10	14	^	16	^	^
	Christian	^	^	10	21	69	167	773	1,047	37.4%	1,098	38.9%	^
	Hindu	^	^	^	^	^	^	^	^	^	^	^	^
	Jewish	^	^	^	^	^	^	^	^	^	^	^	^
	Muslim	^	^	^	^	^	^	10	11	^	12	^	^
	Sikh	^	^	^	^	^	^	^	^	^	^	^	^
	Other	^	^	^	^	^	8	63	73	^	76	^	^
	None	^	^	^	8	22	75	540	648	23.1%	597	21.2%	^
	Prefer not to say	^	^	^	10	45	126	542	730	26.1%	783	27.8%	^
	Not Specified	^	^	^	^	^	28	233	269	9.6%	227	8.1%	^
	Total	^	7	17	40	144	412	2,175	2,800		2,818		
Sexual Orientation Workforce	F.1.1												
	Current Workforce Distribution	ACPO	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Police Officer												
	Bisexual	^	^	^	^	^	^	19	25	^	24	^	^
	Gay or Lesbian	^	^	^	^	^	7	40	48	^	45	^	^
	Heterosexual	^	^	15	33	96	247	1,413	1,814	64.8%	1,798	63.8%	^
	Prefer not to say	^	^	^	6	42	130	519	700	25.0%	729	25.9%	^
	Not Specified	^	^	^	^	^	23	184	213	7.6%	222	7.9%	^
	Total	^	7	17	40	144	412	2,175	2,800		2,818		

Police Officers																													
Age Groups - Starters	A.2.1	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)														
	Recruitment - Starters																												
	Police Officer																												
	16 - 24															0	0	0	0	0	0	41	41	27.7%	20	20.4%	53	0	7.3%
	25 - 35															0	0	0	0	0	0	87	87	58.8%	59	60.2%	698	24.9%	0
	36 - 45															0	0	0	0	0	0	18	18	12.2%	15	15.3%	1,095	39.1%	0
	46 - 55															0	0	0	0	0	0	0	0	0	0	0	915	32.7%	0
	56 - 65															0	0	0	0	0	0	0	0	0	0	0	39	0	0
	66+															0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	146	148	0	96	0	2,800	0	0															

Disability - Starters	B.2.1	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)														
	Recruitment - Starters																												
	Police Officer																												
	Yes															0	0	0	0	0	0	11	11	7.4%	0	0	91	0	0
	No															0	0	0	0	0	0	130	131	88.5%	94	95.9%	2,140	76.4%	0
	Prefer not to say															0	0	0	0	0	0	0	0	0	0	0	303	10.8%	0
	Not Specified															0	0	0	0	0	0	0	6	0	0	0	266	9.5%	0
	Total															0	0	0	0	0	0	146	148	0	96	0	2,800	0	0

Ethnicity - Starters	C.2.1	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)														
	Recruitment - Starters																												
	Police Officer																												
	White															0	0	0	0	0	0	143	145	98.0%	93	94.9%	2,428	86.7%	0
	BME															0	0	0	0	0	0	0	0	0	0	0	68	0	0
	Prefer not to say															0	0	0	0	0	0	0	0	0	0	0	258	9.2%	0
	Not Specified															0	0	0	0	0	0	0	0	0	0	0	46	0	0
	Total															0	0	0	0	0	0	146	148	0	96	0	2,800	0	0

Police Officers

Gender - Starters	D.2.1														
	Recruitment - Starters	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)
	Police Officer														
	Male	^	^	^	^	^	^	97	99	66.9%	62	63.3%	1,948	69.6%	^
	Female	^	^	^	^	^	^	49	49	33.1%	36	36.7%	852	30.4%	^
	Prefer not to say	^	^	^	^	^	^	^	^	^	^	^	^	^	^
	Not Specified	^	^	^	^	^	^	^	^	^	^	^	^	^	^
	Total	^	^	^	^	^	^	146	148		98		2,800		

Religion - Starters	E2.1	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)
	Recruitment - Starters														
	Police Officer														
	Buddhist	^	^	^	^	^	^	^	^	^	^	^	14	^	^
	Christian	^	^	^	^	^	^	48	49	33.1%	34	34.7%	1,047	37.4%	^
	Hindu	^	^	^	^	^	^	^	^	^	^	^	^	^	^
	Jewish	^	^	^	^	^	^	^	^	^	^	^	^	^	^
	Muslim	^	^	^	^	^	^	^	^	^	^	^	11	^	^
	Sikh	^	^	^	^	^	^	^	^	^	^	^	^	^	^
	Other	^	^	^	^	^	^	^	^	^	^	^	73	^	^
	None	^	^	^	^	^	^	83	83	56.1%	49	50.0%	648	23.1%	6.1%
	Prefer not to say	^	^	^	^	^	^	7	7	^	^	5.1%	730	26.1%	^
	Not Specified	^	^	^	^	^	^	^	6	^	6	6.1%	269	9.6%	^
	Total	^	^	^	^	^	^	146	148		98		2,800		

Sexual Orientation Starters	F.2.1	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)
	Recruitment - Starters														
	Police Officer														
	Bisexual														
	Gay or Lesbian														
	Heterosexual														
	Prefer not to say														
	Not Specified														
	Total														

Police Officers															
Age Groups - Leavers	A.3.1	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)
	Turnover - Leavers														
	Police Officer														
	16 - 24														
	25 - 35														
	36 - 45														
	46 - 55														
	56 - 65														
	66+														
	Total														
				7		18	22	103	159		154		2,800		
Disability - Leavers	B.3.1	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)
	Turnover - Leavers														
	Police Officer														
	Yes														
	No														
	Prefer not to say														
	Not Specified														
	Total														
				6		11	18	80	123	77.4%	122	79.2%	2,140	76.4%	
								13	18	11.3%	18	11.7%	303	10.8%	
								8	9	5.7%			268	9.5%	
				7		16	22	106	159		154		2,800		
Ethnicity - Leavers	C.3.1	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)
	Turnover - Leavers														
	Police Officer														
	White														
	BME														
	Prefer not to say														
	Not Specified														
	Total														
				6		12	19	93	138	86.8%	135	87.7%	2,428	86.7%	
									8				68		
								9	12	7.5%	14	9.1%	258	9.2%	
													48		
				7		16	22	106	159		154		2,800		

Police Officers																
Gender - Leavers	D.3.1	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)	
	Turnover - Leavers															
	Police Officer															
	Male															
	Female															
	Prefer not to say															
	Not Specified															
	Total															
				7		16	22	108	159		154		2,800			

Religion - Leavers	E.3.1	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)
	Turnover - Leavers														
	Police Officer														
	Buddhist														
	Christian														
	Hindu														
	Jewish														
	Muslim														
	Sikh														
	Other														
	None														
	Prefer not to say														
	Not Specified														
	Total														

Sexual Orientation Leavers	F.3.1	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)
	Turnover - Leavers														
	Police Officer														
	Bisexual														
	Gay or Lesbian														
	Heterosexual														
	Prefer not to say														
	Not Specified														
	Total														
				6		11	16	72	112	70.4%	95	61.7%	1,814	64.8%	8.7%

Police Officers															
Age Groups - Promotions	A.4.1	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)
	Progression - Promotions														
	Police Officer														
	16 - 24														
	25 - 35														
	36 - 45														
	46 - 55														
	56 - 65														
	66+														
Total															
Disability - Promotions	B.4.1	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)
	Progression - Promotions														
	Police Officer														
	Yes														
	No														
	Prefer not to say														
	Not Specified														
Total															
Ethnicity - Promotions	C.4.1	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)
	Progression - Promotions														
	Police Officer														
	White														
	BME														
	Prefer not to say														
	Not Specified														
Total															

Police Officers																													
Gender - Promotions	D.4.1	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)														
	Progression - Promotions																												
	Police Officer																												
	Male															-	-	-	9	23	38	-	78	78.0%	19	76.0%	1,948	69.6%	-
	Female															-	-	-	-	-	11	-	22	22.0%	6	24.0%	852	30.4%	-
	Prefer not to say															-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Not Specified															-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total															-	-	8	13	27	49	-	100		25		2,800		

Religion - Promotions	E.4.1	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)														
	Progression - Promotions																												
	Police Officer																												
	Buddhist															-	-	-	-	-	-	-	-	-	-	-	14	-	-
	Christian															-	-	-	8	9	20	-	43	43.0%	13	52.0%	1,047	37.4%	-
	Hindu															-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Jewish															-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Muslim															-	-	-	-	-	-	-	-	-	-	-	11	-	-
	Sikh															-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other															-	-	-	-	-	-	-	-	-	-	-	73	-	-
	None															-	-	-	-	-	14	-	21	21.0%	-	8.0%	648	23.1%	13.0%
	Prefer not to say															-	-	-	-	15	10	-	29	29.0%	7	28.0%	730	26.1%	-
	Not Specified															-	-	-	-	-	-	-	-	-	-	-	269	9.6%	-
	Total															-	-	8	13	27	49	-	100		25		2,800		

Sexual Orientation Promotions	F.4.1	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)														
	Progression - Promotions																												
	Police Officer																												
	Bisexual															-	-	-	-	-	-	-	-	-	-	-	25	-	-
	Gay or Lesbian															-	-	-	-	-	-	-	-	-	-	-	48	-	-
	Heterosexual															-	-	8	11	13	33	-	67	67.0%	17	68.0%	1,814	64.8%	-
	Prefer not to say															-	-	-	-	13	10	-	25	25.0%	7	28.0%	700	25.0%	-
	Not Specified															-	-	-	-	-	-	-	-	-	-	-	213	7.6%	-
	Total															-	-	8	13	27	49	-	100		25		2,800		

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	-	-	-	184	182	8.4%	182	8.3%	-
	25 - 35	-	38	100	527	663	29.0%	655	30.0%	-
	36 - 45	-	71	75	338	484	21.2%	475	21.7%	-
	46 - 55	-	50	95	419	564	24.7%	522	23.9%	-
	56 - 65	-	30	69	262	362	15.8%	336	15.4%	-
	66+	-	-	-	14	19	-	14	-	-
	Total	-	193	348	1,744	2,284		2,184		

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	10	67	86	-	78	-	-
	No	-	148	260	1,261	1,670	73.1%	1,864	85.3%	-
	Prefer not to say	-	11	15	90	116	5.1%	135	6.2%	-
	Not Specified	-	25	61	328	412	18.0%	109	-	13.0%
	Total	-	193	348	1,744	2,284		2,184		

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	-	172	300	1,505	1,978	86.6%	1,861	85.2%	-
	BME	-	-	-	32	42	-	43	-	-
	Prefer not to say	-	11	14	99	124	5.4%	154	7.1%	-
	Not Specified	-	-	27	108	140	6.1%	126	5.8%	-
	Total	-	193	348	1,744	2,284		2,184		

Police Staff

Gender - Workforce	D.1.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Current Workforce Distribution									
	Police Staff									
	Male		89	178	634	902	39.5%	852	39.0%	5.8%
	Female		104	188	1,110	1,382	60.5%	1,332	61.0%	3.8%
	Prefer not to say		0	0	0	0	0.0%	0	0.0%	0.0%
	Not Specified		0	0	0	0	0.0%	0	0.0%	0.0%
	Total	193	346	1,744	2,284	2,184				

Religion - Workforce	E.1.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Current Workforce Distribution									
	Police Staff									
	Buddhist		0	0	0	7	0.3%	7	0.3%	0.0%
	Christian		87	129	598	815	35.7%	870	39.8%	-4.8%
	Hindu		0	0	0	0	0.0%	0	0.0%	0.0%
	Jewish		0	0	0	0	0.0%	0	0.0%	0.0%
	Muslim		0	0	0	6	0.3%	6	0.3%	0.0%
	Sikh		0	0	0	6	0.3%	7	0.3%	-16.7%
	Other		0	6	42	53	2.3%	63	2.9%	-15.9%
	None		41	96	504	641	28.1%	623	28.5%	2.9%
	Prefer not to say		31	50	260	341	14.9%	362	16.6%	-5.0%
	Not Specified		25	61	328	414	18.1%	242	11.1%	7.0%
	Total	193	346	1,744	2,284	2,184				

Sexual Orientation Workforce	F.1.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Current Workforce Distribution									
	Police Staff									
	Bisexual		0	0	14	15	0.7%	13	0.6%	15.4%
	Gay or Lesbian		0	6	34	43	1.9%	36	1.7%	19.4%
	Heterosexual		152	265	1,294	1,712	75.0%	1,591	72.8%	7.6%
	Prefer not to say		28	42	257	327	14.3%	349	16.0%	-6.3%
	Not Specified		0	33	145	187	8.2%	195	9.0%	-4.3%
	Total	193	346	1,744	2,284	2,184				

Police Staff

Age Groups - Starters	A2.2											
	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		-	-	-	99	101	27.7%	121	31.8%	192	8.4%	-
25 - 35		-	-	15	91	107	29.4%	124	32.6%	863	29.0%	-
36 - 45		-	7	-	29	40	11.0%	51	13.4%	494	21.2%	-
46 - 55		-	-	19	57	81	22.3%	52	13.7%	564	24.7%	8.6%
56 - 65		-	-	6	27	34	9.3%	32	8.4%	362	15.8%	-
66+		-	-	-	-	-	-	-	-	19	-	-
Total		-	16	45	303	364		380		2,284		

Disability - Starters	B2.2											
	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	10	-	9	-	86	-	-
No		-	12	37	232	281	77.2%	340	89.5%	1,670	73.1%	-
Prefer not to say		-	-	-	-	-	-	-	-	116	5.1%	-
Not Specified		-	-	7	62	73	20.1%	31	8.2%	412	18.0%	11.9%
Total		-	16	45	303	364		380		2,284		

Ethnicity - Starters	C2.2											
	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	37	271	320	87.9%	300	78.9%	1,978	86.6%	9.0%
BME		-	-	-	9	11	-	8	-	42	-	-
Prefer not to say		-	-	-	7	13	-	11	-	124	5.4%	-
Not Specified		-	-	-	16	20	5.5%	61	16.1%	140	6.1%	-
Total		-	16	45	303	364		380		2,284		

Police Staff												
Gender - Starters	D22	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Recruitment - Starters											
	Police Staff											
	Male											
	Female											
	Prefer not to say											
	Not Specified											
	Total											
			10	26	111	147	40.4%	163	42.9%	902	39.5%	-
			6	19	192	217	59.6%	217	57.1%	1,382	60.5%	-
			-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-
			16	45	303	364		380		2,284		

Religion - Starters	E22	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Recruitment - Starters											
	Police Staff											
	Buddhist											
	Christian											
	Hindu											
	Jewish											
	Muslim											
	Sikh											
	Other											
	None											
	Prefer not to say											
	Not Specified											
	Total											
			-	-	-	-	-	-	-	7	-	-
			-	22	70	97	26.6%	111	29.2%	815	35.7%	-
			-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	8	-	-
			-	-	-	-	-	-	-	53	-	-
			-	12	147	162	44.5%	139	36.6%	841	28.1%	7.9%
			-	-	17	23	6.3%	7	-	341	14.9%	-
			-	7	62	73	20.1%	115	30.3%	414	18.1%	-
			16	45	303	364		380		2,284		

Sexual Orientation - Starters	F22	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Recruitment - Starters											
	Police Staff											
	Bisexual											
	Gay or Lesbian											
	Heterosexual											
	Prefer not to say											
	Not Specified											
			-	-	-	-	-	-	-	15	-	-
			-	-	12	13	-	9	-	43	-	-
			9	35	249	293	80.5%	302	79.5%	1,712	75.0%	-
			-	-	13	20	5.5%	-	-	327	14.3%	-
			-	6	25	34	9.3%	60	15.8%	187	8.2%	-
			16	45	303	364		380		2,284		

Police Staff													
Age Groups - Leavers	A.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	Turnover - Leavers												
	Police Staff												
	18 - 24												
	25 - 35												
	36 - 45												
	46 - 55												
	56 - 65												
	66+												
	Total												
			23	51	215	289		245		2,284			

Disability - Leavers	B.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	Turnover - Leavers												
	Police Staff												
	Yes												
	No												
	Prefer not to say												
	Not Specified												
	Total												
			23	51	215	289		245		2,284			

Ethnicity - Leavers	C.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	Turnover - Leavers												
	Police Staff												
	White												
	BME												
	Prefer not to say												
	Not Specified												
	Total												
			23	51	215	289		245		2,284			

Police Staff

Gender - Leavers	D.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers											
	Police Staff											
	Male		9	20	79	108	37.4%	96	39.2%	902	39.5%	^
	Female		14	31	136	181	62.6%	149	60.8%	1,382	60.5%	^
	Prefer not to say		^	^	^	^	^	^	^	^	^	^
	Not Specified		^	^	^	^	^	^	^	^	^	^
	Total		23	51	215	289		245		2,284		

Religion - Leavers	E.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers											
	Police Staff											
	Buddhist		^	^	^	^	^	^	^	7	^	^
	Christian		9	17	59	85	29.4%	97	39.6%	815	35.7%	^
	Hindu		^	^	^	^	^	^	^	^	^	^
	Jewish		^	^	^	^	^	^	^	^	^	^
	Muslim		^	^	^	^	^	^	^	^	^	^
	Sikh		^	^	^	^	^	^	^	8	^	^
	Other		^	^	7	8	^	10	^	53	^	^
	None		^	9	56	70	24.2%	61	24.9%	641	28.1%	^
	Prefer not to say		^	10	21	35	12.1%	42	17.1%	341	14.9%	^
	Not Specified		^	14	69	87	30.1%	34	13.9%	414	18.1%	16.2%
	Total		23	51	215	289		245		2,284		

Sexual Orientation Leavers	F.3.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers											
	Police Staff											
	Bisexual		^	^	^	^	^	^	^	15	^	^
	Gay or Lesbian		^	^	^	^	^	7	^	43	^	^
	Heterosexual		15	32	151	198	68.5%	171	69.8%	1,712	75.0%	^
	Prefer not to say		^	9	31	45	15.6%	29	11.8%	327	14.3%	^
	Not Specified		^	9	29	40	13.8%	34	13.9%	187	8.2%	^
	Total		23	51	215	289		245		2,284		

Age Groups - Promotions	Police Staff											
	A4.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Progression - Promotions											
	Police Staff											
16 - 24		2	2	2	20	25	12.3%	2	2	192	8.4%	10.2%
25 - 35		2	2	23	54	82	40.2%	14	29.2%	663	29.0%	11.0%
36 - 45			16	16	23	55	27.0%	12	25.0%	484	21.2%	
46 - 55			7	11	10	28	13.7%	14	29.2%	564	24.7%	
56 - 65				6	2	14	6.9%	7	14.6%	362	15.8%	
66+					2	2		2		19		
Total		2	33	59	112	204		48		2,284		

Disability - Promotions	B.4.2	ADPO	Principal Officer	Senior Officer	Scales 1 to 8	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)										
	Progression - Promotions																					
	Police Staff																					
	Yes												-	-	-	-	7	-	-	88	-	
	No												-	29	44	75	148	72.5%	43	89.6%	1,870	73.1%
	Prefer not to say												-	-	-	-	8	-	-	116	5.1%	
	Not Specified												-	-	9	30	41	20.1%	-	-	412	18.0%
	Total												-	33	59	112	204	-	48	-	2,284	-

Ethnicity - Promotions	C.4.2	ACPO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)										
	Progression - Promotions																					
	Police Staff																					
	White												32	53	89	174	85.3%	44	91.7%	1,978	86.6%	-
	BME												-	-	-	-	-	-	-	42	-	-
	Prefer not to say												-	-	-	8	9	-	-	124	5.4%	-
	Not Specified												-	-	-	14	19	9.3%	-	140	6.1%	7.2%
	Total												33	59	112	204	-	48	-	2,284	-	-

Police Staff																						
Gender - Promotions	D.4.2	AC/PO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)										
	Progression - Promotions																					
	Police Staff																					
	Male												18	27	34	79	38.7%	10	20.8%	902	39.5%	17.9%
	Female												15	32	78	125	61.3%	38	79.2%	1,382	60.5%	-
	Prefer not to say												-	-	-	-	-	-	-	-	-	-
	Not Specified												-	-	-	-	-	-	-	-	-	-
	Total												33	59	112	204	-	48	-	2,284	-	-

Religion - Promotions	E.4.2	AC/PO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)											
	Progression - Promotions																						
	Police Staff																						
	Buddhist												-	-	-	-	-	-	-	-	7	-	-
	Christian												18	19	32	69	33.8%	21	43.8%	815	35.7%	-	-
	Hindu												-	-	-	-	-	-	-	-	-	-	-
	Jewish												-	-	-	-	-	-	-	-	-	-	-
	Muslim												-	-	-	-	-	-	-	-	-	-	-
	Sikh												-	-	-	-	-	-	-	-	6	-	-
	Other												-	-	-	-	-	-	-	-	53	-	-
	None												7	21	28	58	27.5%	17	35.4%	641	28.1%	-	-
	Prefer not to say												-	7	19	31	15.2%	6	12.5%	341	14.9%	-	-
	Not Specified												-	9	30	41	20.1%	-	6.3%	414	18.1%	13.8%	-
	Total												33	59	112	204	-	48	-	2,284	-	-	-

Sexual Orientation Promotions	F.4.2	AC/PO	Principal Officer	Senior Officer	Scales 1 to 6	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)											
	Progression - Promotions																						
	Police Staff																						
	Bisexual												-	-	-	-	-	-	-	-	15	-	-
	Gay or Lesbian												-	-	-	-	-	-	-	-	43	-	-
	Heterosexual												29	47	86	162	79.4%	37	77.1%	1,712	75.0%	-	-
	Prefer not to say												-	7	13	24	11.8%	8	16.7%	327	14.3%	-	-
	Not Specified												-	-	12	17	8.3%	-	6.3%	187	8.2%	-	-
	Total												33	59	112	204	-	48	-	2,284	-	-	-

PCSOs

Age Groups - Workforce	A.1.3	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)					
	Current Workforce Distribution										
	PCSO										
	16 - 24						37	10.8%	32	9.1%	*
	25 - 35						118	34.4%	133	37.8%	*
	36 - 45						74	21.6%	78	22.2%	*
	46 - 55						87	25.4%	86	24.4%	*
	56 - 65						25	7.3%	21	6.0%	*
	66+						*	*	*	*	*
	Total						343		352		

Disability - Workforce	B.1.3	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Current Workforce Distribution					
	PCSO					
	Yes	9	^	8	^	^
	No	282	82.2%	307	87.2%	^
	Prefer not to say	18	5.2%	22	6.3%	^
	Not Specified	34	9.9%	15	^	5.6%
	Total	343		352		

Ethnicity - Workforce	C.1.3	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
	Current Workforce Distribution					
	PCSO					
	White	296	86.3%	300	85.2%	^
	BME	17	^	19	5.4%	^
	Prefer not to say	23	6.7%	^	^	5.3%
	Not Specified	7	^	28	8.0%	^
	Total	343		362		

Special Constables

A.1.4		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution						
Special Constable						
16 - 24		108	28.2%	118	25.6%	^
25 - 35		147	39.1%	195	43.0%	^
36 - 45		70	18.6%	84	18.5%	^
46 - 55		38	9.8%	40	8.8%	^
56 - 65		13	^	15	^	^
66+		^	^	^	^	^
Total		378		453		

B.1.4		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Percentage Change (Year on Year)
Current Workforce Distribution						
Special						
Yes		^	^	^	^	^
No		223	59.3%	224	49.4%	9.9%
Prefer not to say		^	^	^	^	^
Not Specified		153	40.7%	229	50.6%	^
Total		378		453		

C.1.4	Current Workforce Distribution	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)					
Special											
White							338	89.9%	408	89.8%	^
BME							13	^	15	^	^
Prefer not to say							7	^	20	^	^
Not Specified							18	^	12	^	^
Total							378		453		

PCSOs

Gender - Workforce	D.1.3						
	Current Workforce Distribution	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)	
	PCSO						
	Male	157	45.8%	160	45.5%		^
	Female	186	54.2%	192	54.5%		^
	Prefer not to say	^	^	^	^		^
	Not Specified	^	^	^	^		^
	Total	343		352			

Religion - Workforce	E.1.3						
	Current Workforce Distribution	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)	
	PCSO						
	Buddhist	8	^	8	^		^
	Christian	147	42.8%	160	45.5%		^
	Hindu	^	^	^	^		^
	Jewish	^	^	^	^		^
	Muslim	^	^	7	^		^
	Sikh	^	^	^	^		^
	Other	9	^	11	^		^
	None	92	26.8%	93	26.4%		^
	Prefer not to say	44	12.8%	54	15.3%		^
	Not Specified	38	11.1%	18	5.1%	7.0%	^
	Total	343		352			

Sexual Orientation Workforce	F.1.3						
	Current Workforce Distribution	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)	
	PCSO						
	Bisexual	^	^	^	^		^
	Gay or Lesbian	8	^	10	^		^
	Heterosexual	268	77.6%	263	74.7%		^
	Prefer not to say	49	14.3%	59	16.8%		^
	Not Specified	17	^	17	^		^
	Total	343		352			

Special Constables

D.1.4						
	Current Workforce Distribution	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)
	Special					
	Male	274	72.9%	320	70.8%	^
	Female	102	27.1%	133	29.4%	^
	Prefer not to say	^	^	^	^	^
	Not Specified	^	^	^	^	^
	Total	376		453		

E.1.4						
	Current Workforce Distribution	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)
	Special					
	Buddhist	^	^	^	^	^
	Christian	100	26.6%	115	25.4%	^
	Hindu	^	^	^	^	^
	Jewish	^	^	^	^	^
	Muslim	^	^	^	^	^
	Sikh	^	^	^	^	^
	Other	^	^	^	^	^
	None	101	26.9%	89	19.6%	7.3%
	Prefer not to say	17	^	16	^	^
	Not Specified	153	40.7%	230	50.8%	^
	Total	376		453		

F.1.4						
	Current Workforce Distribution	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)
	Special					
	Bisexual	^	^	^	^	^
	Gay or Lesbian	^	^	^	^	^
	Heterosexual	201	53.5%	203	44.8%	8.7%
	Prefer not to say	21	5.6%	18	^	^
	Not Specified	148	38.8%	230	50.8%	^
	Total	376		453		

PCSOs										Special Constables										
Age Groups - Starters	A2.3	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	A2.4	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	PCSO										Special									
	16 - 24			16	44.4%	16	47.1%	37	10.8%	-	16 - 24			60	69.8%	25	52.1%	108	28.2%	17.7%
	25 - 35			12	33.3%	12	35.3%	118	34.4%	-	25 - 35			17	19.8%	18	37.5%	147	39.1%	-
	36 - 45			8	16.7%	-	14.7%	74	21.6%	-	36 - 45			8	9.3%	-	8.3%	70	18.6%	-
	46 - 55			-	5.6%	-	-	87	25.4%	-	46 - 55			-	-	-	-	36	9.6%	-
	56 - 65			-	-	-	-	26	7.3%	-	56 - 65			-	-	-	-	13	-	-
	66+			-	-	-	-	-	-	-	66+			-	-	-	-	-	-	-
	Total			36		34		343			Total			88		48		376		

Disability - Starters	B2.3	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	B2.4	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	PCSO										Special									
	Yes			-	8.3%	-	-	9	-	5.4%	Yes			-	-	-	-	-	-	-
	No			31	86.1%	33	97.1%	282	82.2%	-	No			78	90.7%	-	-	223	59.3%	-
	Prefer not to say			-	-	-	-	18	5.2%	-	Prefer not to say			-	-	-	-	-	-	-
	Not Specified			-	5.6%	-	-	34	9.9%	-	Not Specified			8	9.3%	48	-	153	40.7%	-
	Total			36		34		343			Total			86		48		376		

Ethnicity - Starters	C2.3	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	C2.4	Recruitment - Starters		Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	PCSO										Special									
	White			35	97.2%	30	88.2%	296	86.3%	9.0%	White			81	94.2%	45	93.8%	338	89.9%	-
	BME			-	-	-	11.8%	17	-	-	BME			-	-	-	-	13	-	-
	Prefer not to say			-	-	-	-	23	6.7%	-	Prefer not to say			-	-	-	-	7	-	-
	Not Specified			-	-	-	-	7	-	-	Not Specified			-	-	-	-	18	-	-
	Total			36		34		343			Total			86		48		376		

PCSOs									Special Constables								
Gender - Starters	D.2.3								D.2.4								
	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	PCSO								Special								
	Male	17	47.2%	21	61.8%	157	45.8%	-	Male	52	60.5%	33	68.8%	274	72.9%	-	
	Female	19	52.8%	13	38.2%	186	54.2%	14.6%	Female	34	39.5%	15	31.3%	102	27.1%	8.2%	
	Prefer not to say	-	-	-	-	-	-	-	Prefer not to say	-	-	-	-	-	-	-	
	Not Specified	-	-	-	-	-	-	-	Not Specified	-	-	-	-	-	-	-	
Total	36		34		343			Total	86		48		376				

Religion - Starters	E.2.3								E.2.4								
	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	PCSO								Special								
	Buddhist	-	-	-	-	8	-	-	Buddhist	-	-	-	-	-	-	-	
	Christian	16	44.4%	16	47.1%	147	42.9%	-	Christian	23	26.7%	-	-	100	26.6%	-	
	Hindu	-	-	-	-	-	-	-	Hindu	-	-	-	-	-	-	-	
	Jewish	-	-	-	-	-	-	-	Jewish	-	-	-	-	-	-	-	
	Muslim	-	-	-	-	-	-	-	Muslim	-	-	-	-	-	-	-	
	Sikh	-	-	-	-	-	-	-	Sikh	-	-	-	-	-	-	-	
	Other	-	-	-	-	9	-	-	Other	-	-	-	-	-	-	-	
	None	16	44.4%	13	38.2%	92	26.8%	6.2%	None	44	51.2%	-	-	101	26.9%	-	
	Prefer not to say	-	-	-	-	44	12.8%	-	Prefer not to say	7	8.1%	-	-	17	-	-	
	Not Specified	-	5.6%	-	5.9%	38	11.1%	-	Not Specified	8	9.3%	48	-	153	40.7%	-	
	Total	36		34		343			Total	86		48		376			

Sexual Orientation Starters	F.2.3								F.2.4								
	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	Recruitment - Starters	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	PCSO								Special								
	Bisexual	-	-	-	-	-	-	-	Bisexual	-	-	-	-	-	-	-	
	Gay or Lesbian	-	-	-	5.9%	8	-	-	Gay or Lesbian	-	-	-	-	-	-	-	
	Heterosexual	33	91.7%	31	91.2%	266	77.6%	-	Heterosexual	68	80.2%	-	-	201	53.5%	-	
	Prefer not to say	-	-	-	-	49	14.3%	-	Prefer not to say	10	11.8%	-	-	21	5.6%	-	
	Not Specified	-	-	-	-	17	-	-	Not Specified	-	-	48	-	146	38.8%	-	
	Total	36		34		343			Total	86		48		376			

PCSOs									Special Constables								
Age Groups - Leavers	A.3.3	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)	A.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	Turnover - Leavers								Turnover - Leavers								
	PCSO	Special															
	16 - 24	1	12.8%	1	16.7%	37	10.8%	1	16 - 24	44	30.3%	32	31.1%	108	28.2%	1	
	25 - 35	20	51.3%	18	60.0%	118	34.4%	1	25 - 35	74	51.0%	45	43.7%	147	39.1%	7.3%	
	36 - 45	7	17.9%	1	16.7%	74	21.6%	1	36 - 45	15	10.3%	18	15.5%	70	18.6%	1	
	46 - 55	1	12.8%	1	16.7%	87	25.4%	0.5%	46 - 55	9	6.2%	8	5.8%	38	9.6%	1	
	56 - 65	1	5.1%	1	16.7%	25	7.3%	1	56 - 65	1	0.7%	1	0.8%	13	3.3%	1	
	66+	1	5.1%	1	16.7%	25	7.3%	1	66+	1	0.7%	1	0.8%	13	3.3%	1	
Total	39		30		343			Total	145		103		378				

Disability - Leavers	B.3.3	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)	B.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers								Turnover - Leavers							
	PCSO	Special														
	Yes	1	2.6%	1	6.7%	9	2.6%	1	Yes	1	0.7%	1	0.8%	13	3.3%	1
	No	30	76.9%	24	80.0%	282	82.2%	1	No	62	42.8%	55	53.4%	223	59.3%	1
	Prefer not to say	1	5.1%	1	6.7%	18	5.2%	1	Prefer not to say	1	0.7%	1	0.8%	13	3.3%	1
	Not Specified	7	17.9%	1	10.0%	34	9.9%	7.9%	Not Specified	83	57.2%	48	46.6%	153	40.7%	10.6%
Total	39		30		343			Total	145		103		378			

Ethnicity - Leavers	C.3.3	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)	C.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers								Turnover - Leavers							
	PCSO	Special														
	White	36	92.3%	28	93.3%	298	86.3%	1	White	132	91.0%	87	84.5%	338	89.6%	6.5%
	BME	1	5.1%	1	6.7%	17	5.0%	1	BME	1	0.7%	1	0.8%	13	3.3%	1
	Prefer not to say	1	5.1%	1	6.7%	23	6.7%	1	Prefer not to say	1	0.7%	10	9.7%	7	1.8%	1
	Not Specified	1	5.1%	1	6.7%	7	2.0%	1	Not Specified	1	0.7%	1	0.8%	18	4.7%	1
Total	39		30		343			Total	145		103		378			

PCSOs									Special Constables								
Gender - Leavers	D.3.3	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)	D.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)	
	Turnover - Leavers								Turnover - Leavers								
	PCSO	Special															
	Male	18	46.2%	20	66.7%	157	45.8%	-	Male	83	57.2%	60	58.3%	274	72.9%	-	
	Female	21	53.8%	10	33.3%	186	54.2%	20.5%	Female	62	42.8%	43	41.7%	102	27.1%	-	
	Prefer not to say	-	-	-	-	-	-	-	Prefer not to say	-	-	-	-	-	-	-	
	Not Specified	-	-	-	-	-	-	-	Not Specified	-	-	-	-	-	-	-	
Total	39			30		343			Total	145		103		376			

Religion - Leavers	E.3.3	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)	E.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers								Turnover - Leavers							
	PCSO	Special														
	Buddhist	-	-	-	-	6	-	-	Buddhist	-	-	-	-	-	-	-
	Christian	16	41.0%	9	30.0%	147	42.9%	11.0%	Christian	29	20.0%	23	22.3%	100	26.6%	-
	Hindu	-	-	-	-	-	-	-	Hindu	-	-	-	-	-	-	-
	Jewish	-	-	-	-	-	-	-	Jewish	-	-	-	-	-	-	-
	Muslim	-	-	-	-	-	-	-	Muslim	-	-	-	-	-	-	-
	Sikh	-	-	-	-	-	-	-	Sikh	-	-	-	-	-	-	-
	Other	-	5.1%	-	6.7%	9	-	-	Other	-	-	-	-	-	-	-
	None	10	25.6%	12	40.0%	92	26.8%	-	None	26	17.9%	25	24.3%	101	26.9%	-
	Prefer not to say	-	7.7%	-	10.0%	44	12.8%	-	Prefer not to say	-	-	-	-	17	-	-
	Not Specified	7	17.9%	-	10.0%	38	11.1%	7.9%	Not Specified	83	57.2%	48	46.6%	153	40.7%	10.6%
Total	39		30		343			Total	145		103		376			

Sexual Orientation Leavers	F.3.3	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)	F.3.4	Headcount Sub Total (Current Year)	Percentage of Total (Current Year)	Headcount Sub Total (Previous Year)	Percentage of Total (Previous Year)	Headcount - Organisation (Current Year)	Percentage of Organisation (Current Year)	Percentage Change (Year on Year)
	Turnover - Leavers								Turnover - Leavers							
	PCSO	Special														
	Bisexual	-	-	-	-	-	-	-	Bisexual	-	-	-	-	-	-	-
	Gay or Lesbian	-	7.7%	-	-	8	-	-	Gay or Lesbian	-	-	-	-	-	-	-
	Heterosexual	25	64.1%	23	76.7%	266	77.6%	-	Heterosexual	57	39.3%	49	47.6%	201	53.5%	-
	Prefer not to say	9	23.1%	-	10.0%	49	14.3%	13.1%	Prefer not to say	-	-	-	-	21	5.6%	-
	Not Specified	-	5.1%	-	10.0%	17	-	-	Not Specified	82	56.6%	48	46.6%	146	38.8%	10.0%
	Total	39		30		343			Total	145		103		376		



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