

An examination of police workforce data on ethnicity, role, rank and gender 2007 to 2018

England and Wales
MPS, West Midlands, GMP, West Yorkshire,
Thames Valley, Merseyside, Bedfordshire, Lancashire
Police officer ethnicity trends by force

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All England and Wales

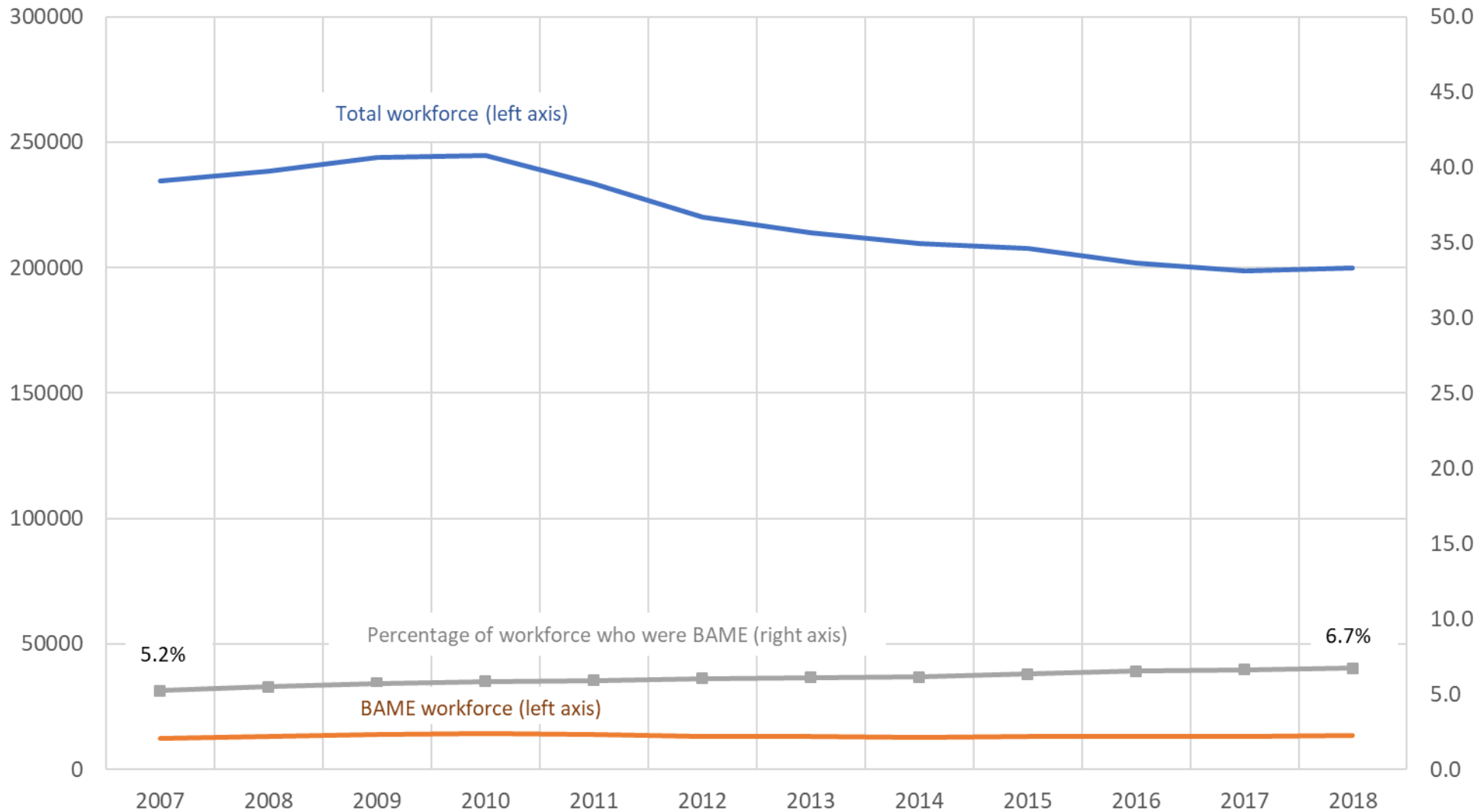
Role, ethnicity and gender

Data throughout from Home Office (2018) Police workforce, England and Wales: 31 March 2018. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2018>

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England and Wales workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

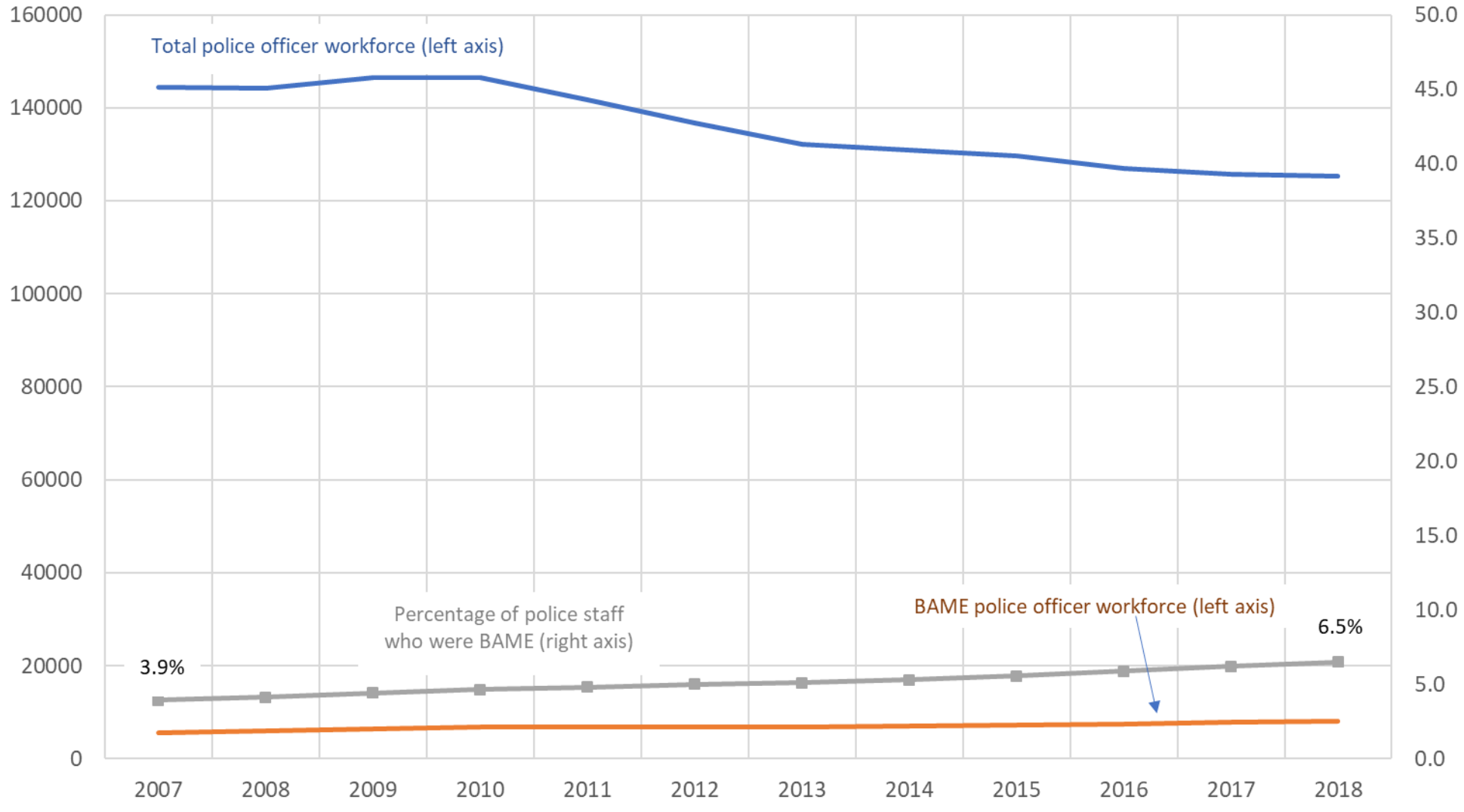


- Gradual increase in the % BAME across the 3 main workforce groups combined
- Will be seen this has been driven primarily by increasing police officer diversity (PCSO diversity has fallen nationally)

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England and Wales police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

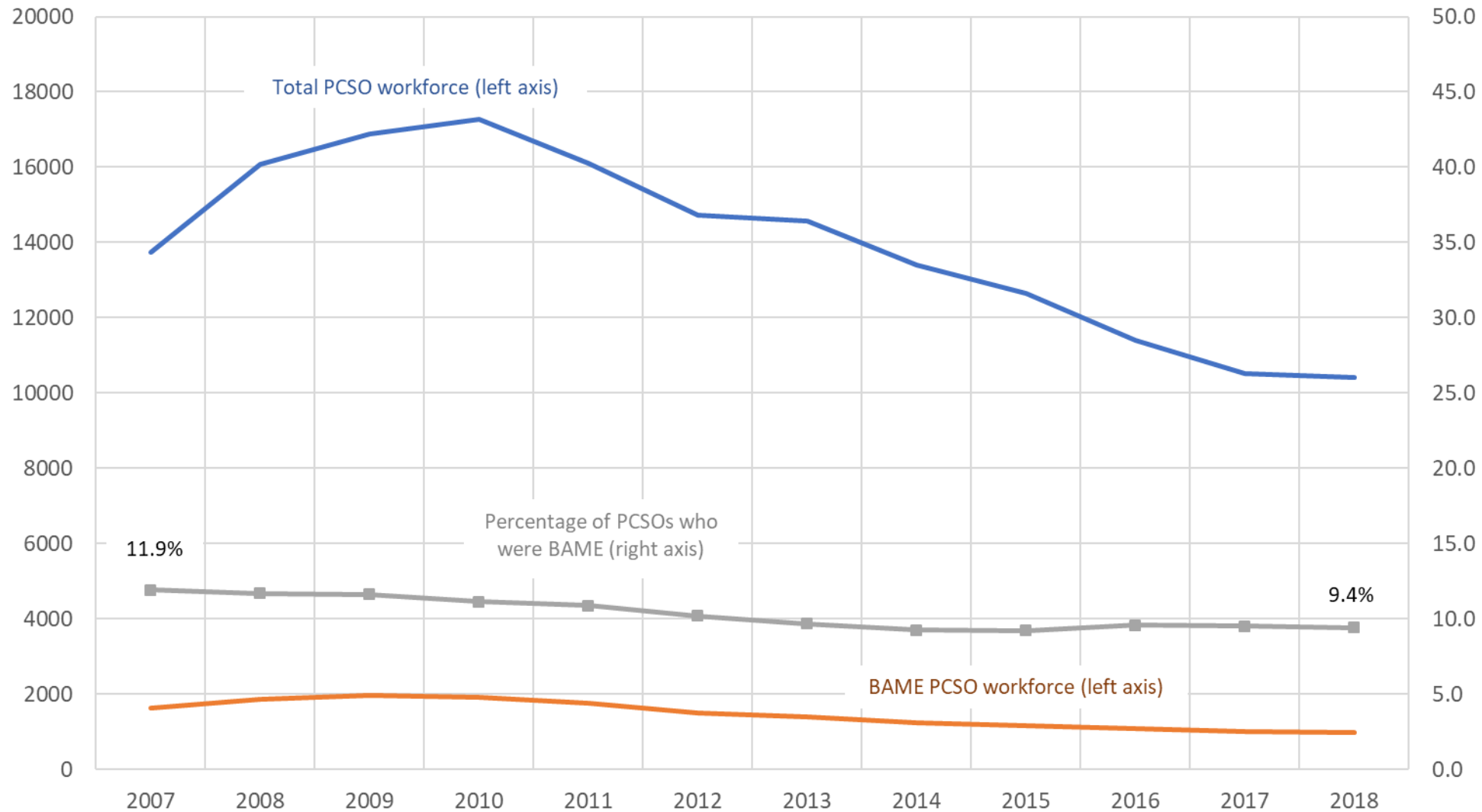


- Slightly faster increase in the % BAME when looking at police officers, but from a lower base

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England and Wales PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

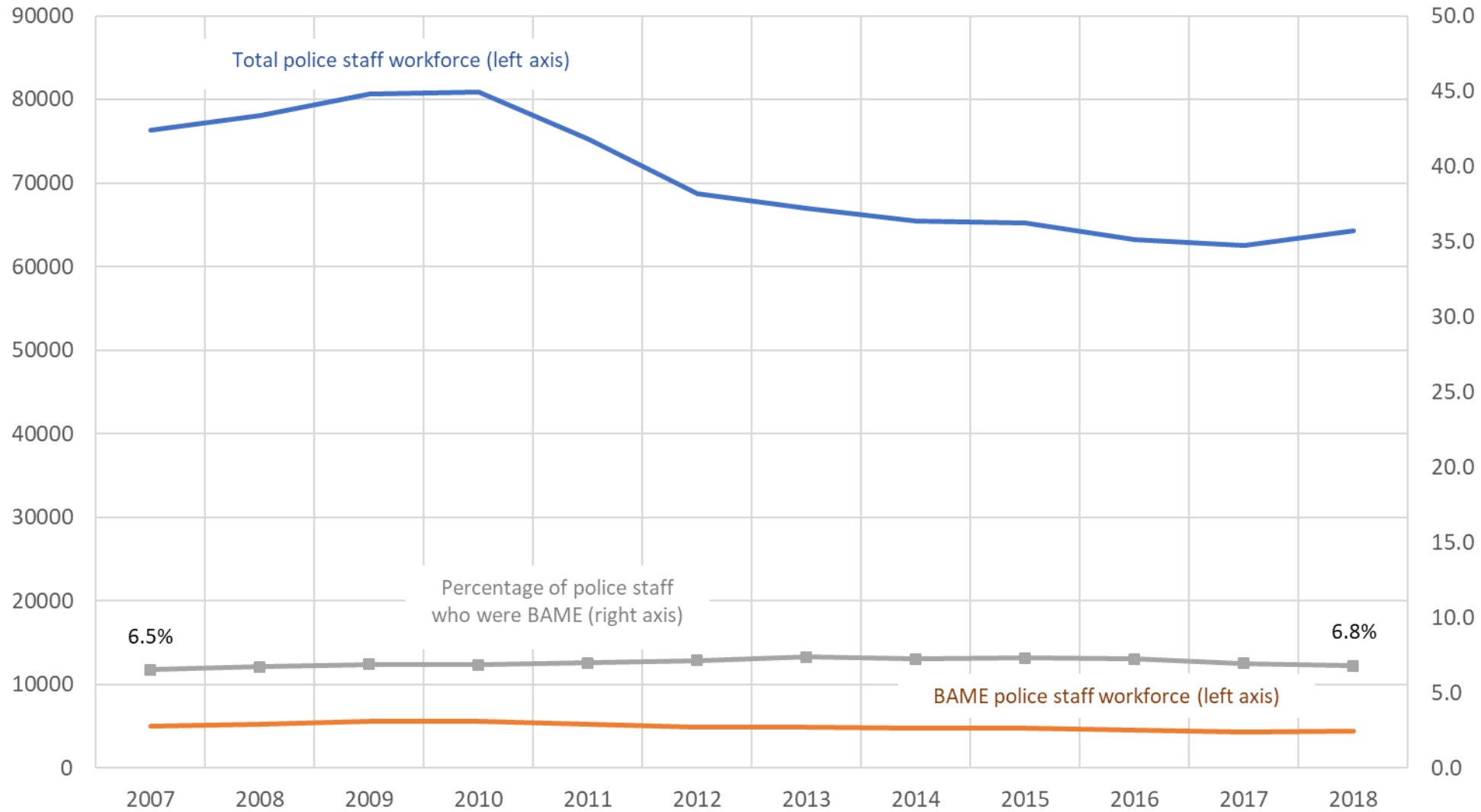


- PCSOs becoming less diverse as numbers have been cut
- May have been influenced in particular by cuts to PCSOs in the Met (see later)

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England and Wales police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

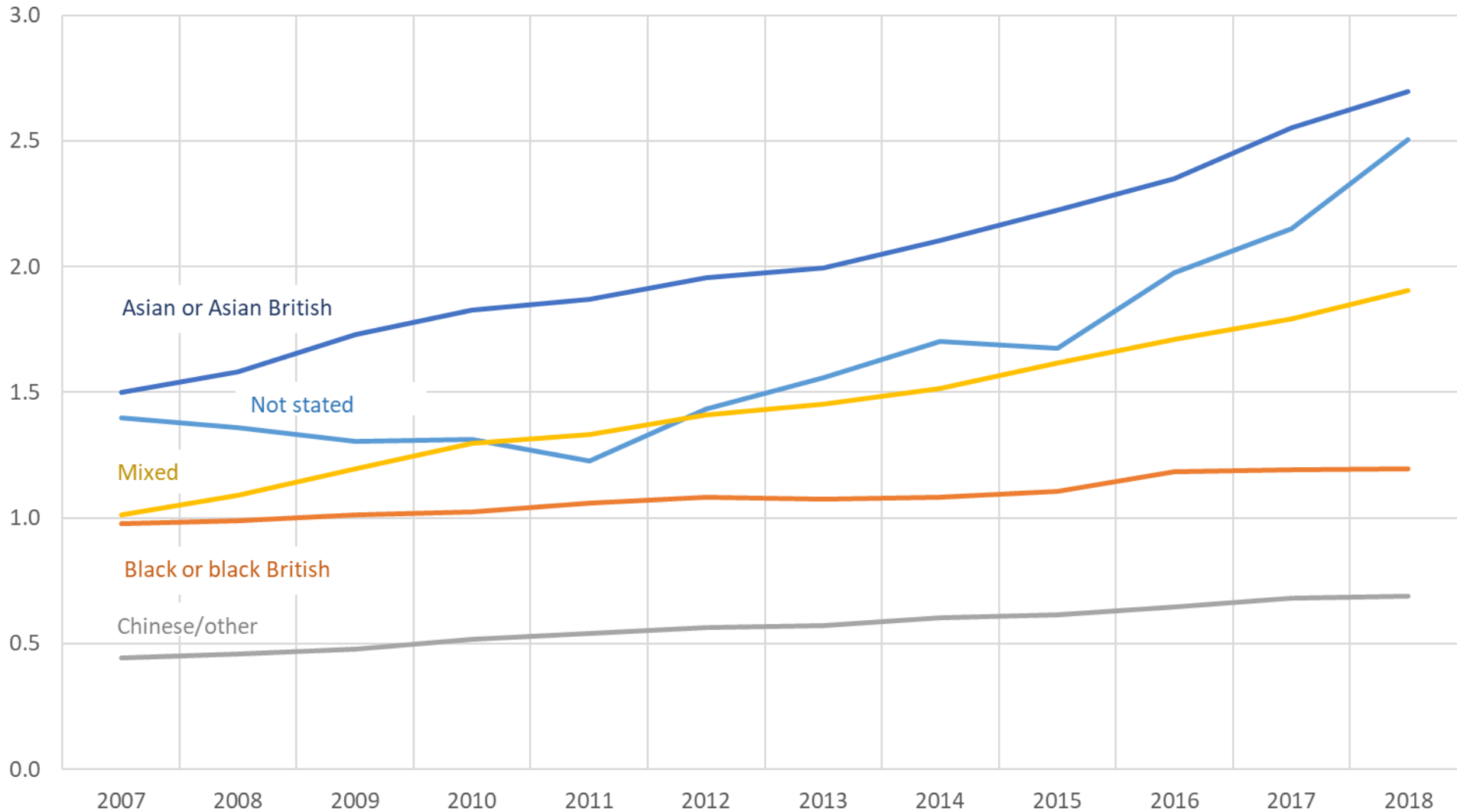


- Almost no progress on police staff ethnic diversity

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England and Wales: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

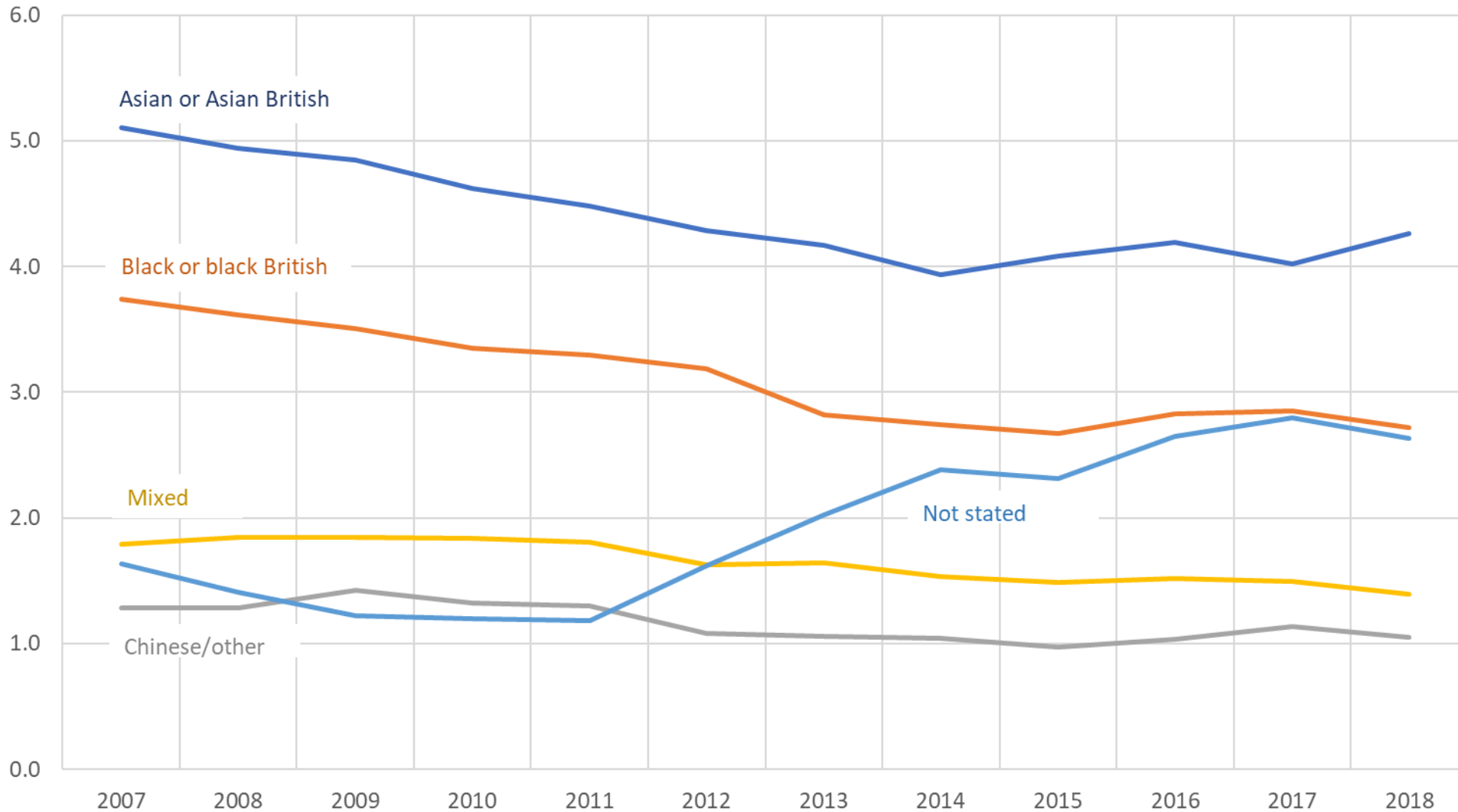


- Fastest growth in Asian and mixed ethnicity officers
- Black and Chinese/other growing much more slowly in % terms

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England and Wales: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

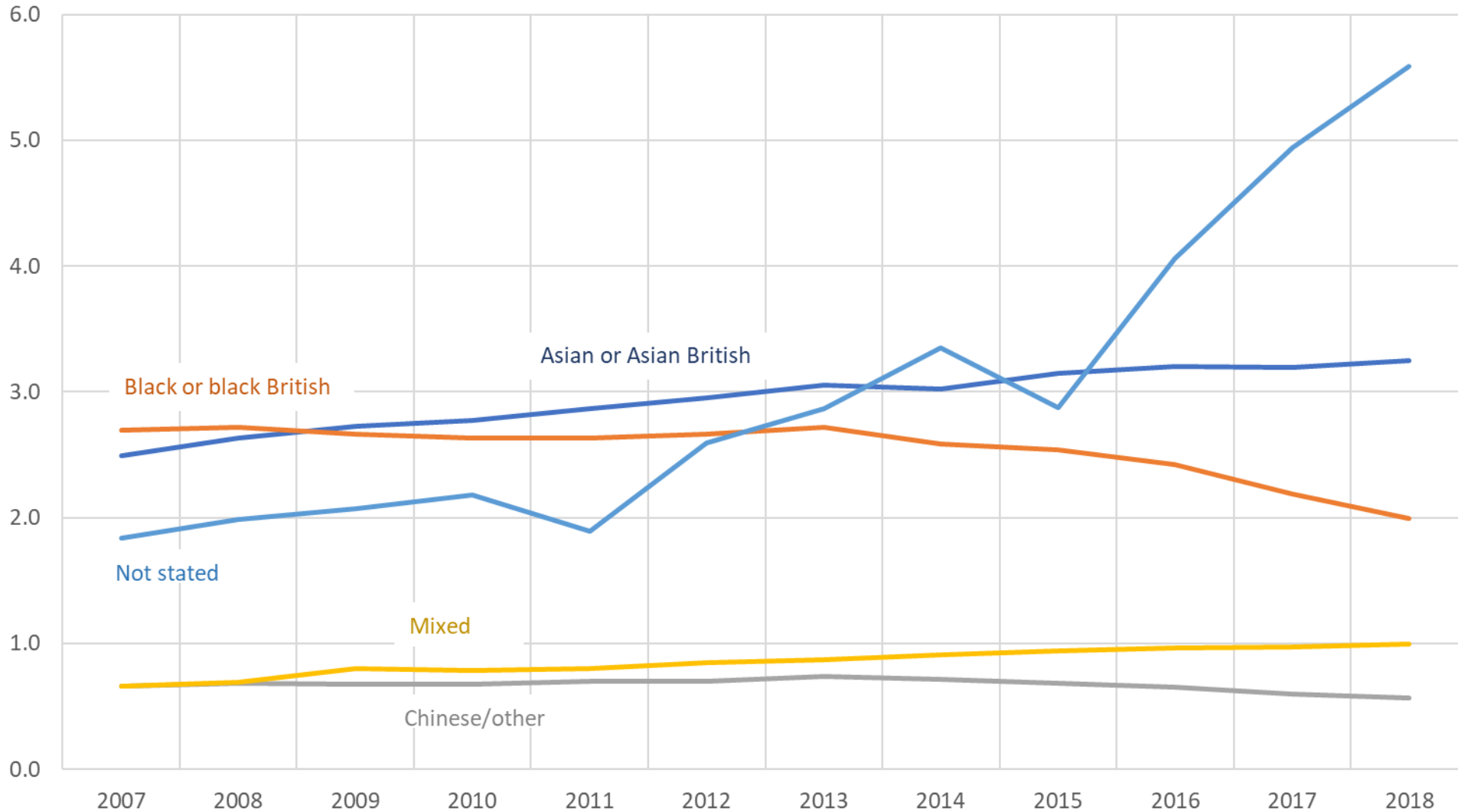


- General downward trend in PCSO ethnic diversity, esp between 2007 and 2013/14
- Asian representation picking up a little in 2018

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England and Wales: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

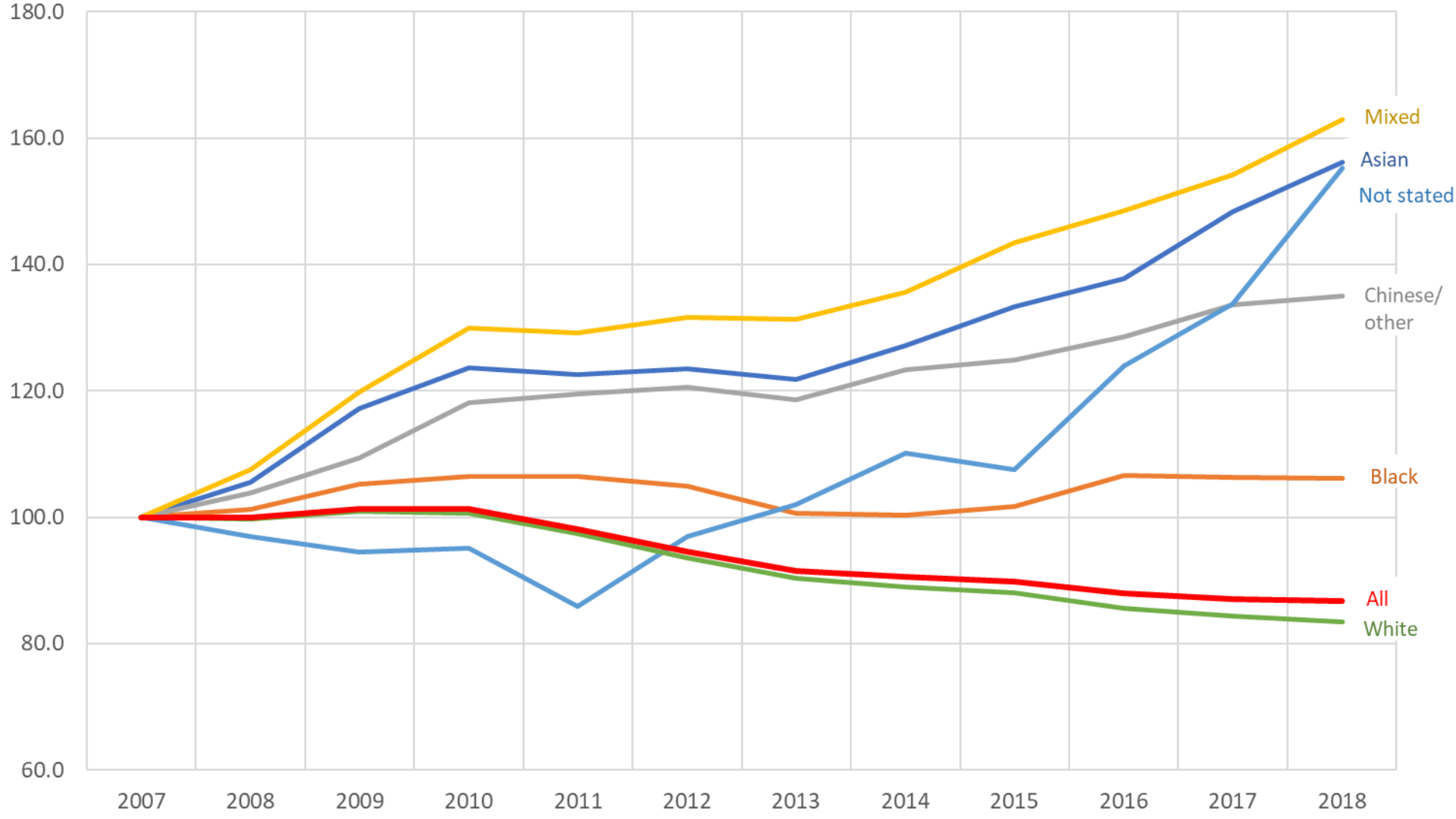


- Some increases in the % representation of Asian and mixed ethnicity police staff
- Black representation declining since 2013
- Ethnicity not stated a growing problem

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England and Wales: police officers (FTE) by ethnicity 2007 to 2018, indexed to 2007

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



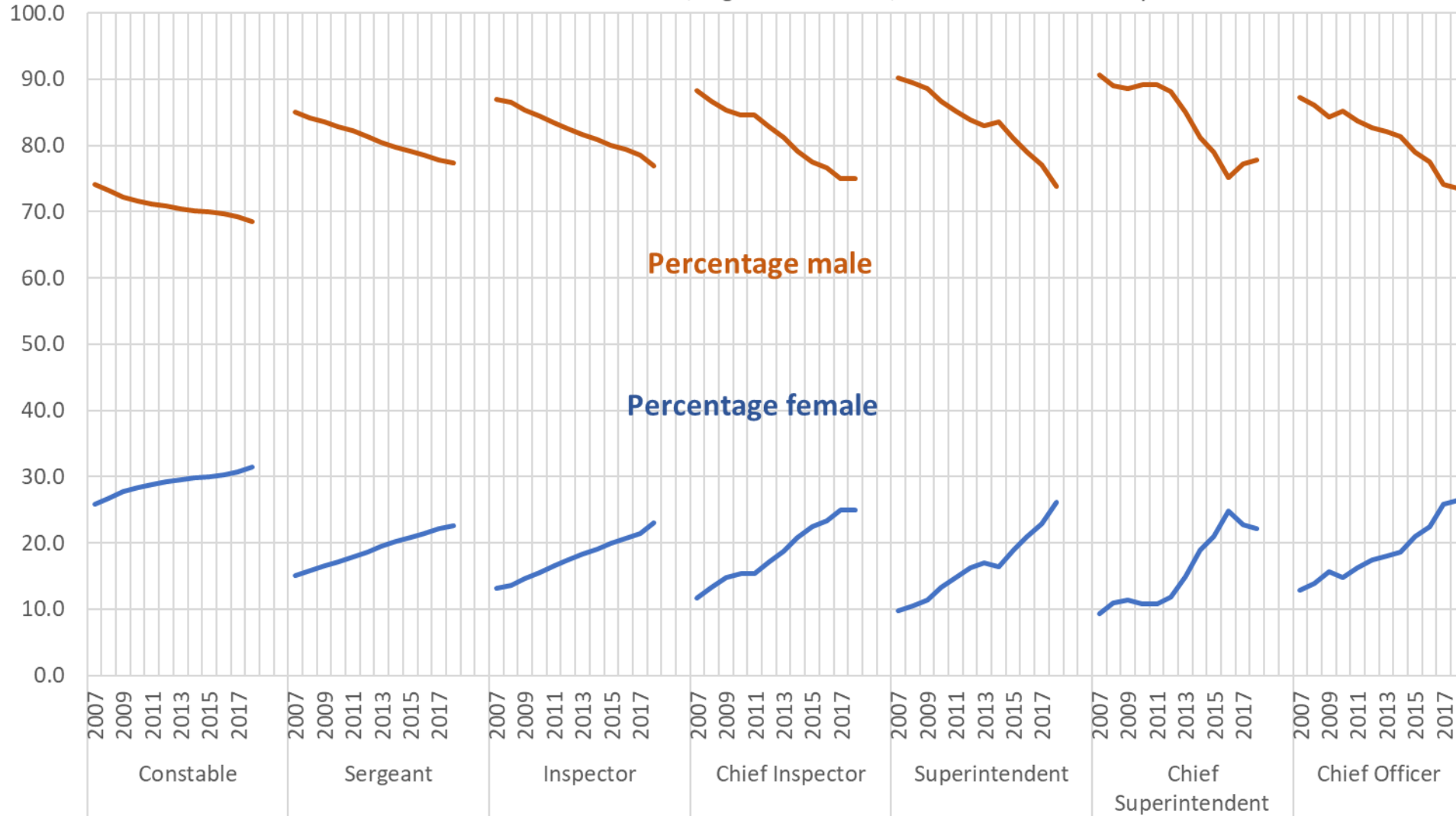
- Data indexed to 2007 (showing % change on the 2007 baseline)
- Mixed ethnicity has grown fastest, then Asian
- Ethnicity not stated a growing problem
- Black numbers have barely changed, white have fallen

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England and Wales - Police Officers by rank and gender, 2007-2018

Percentage of rank by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

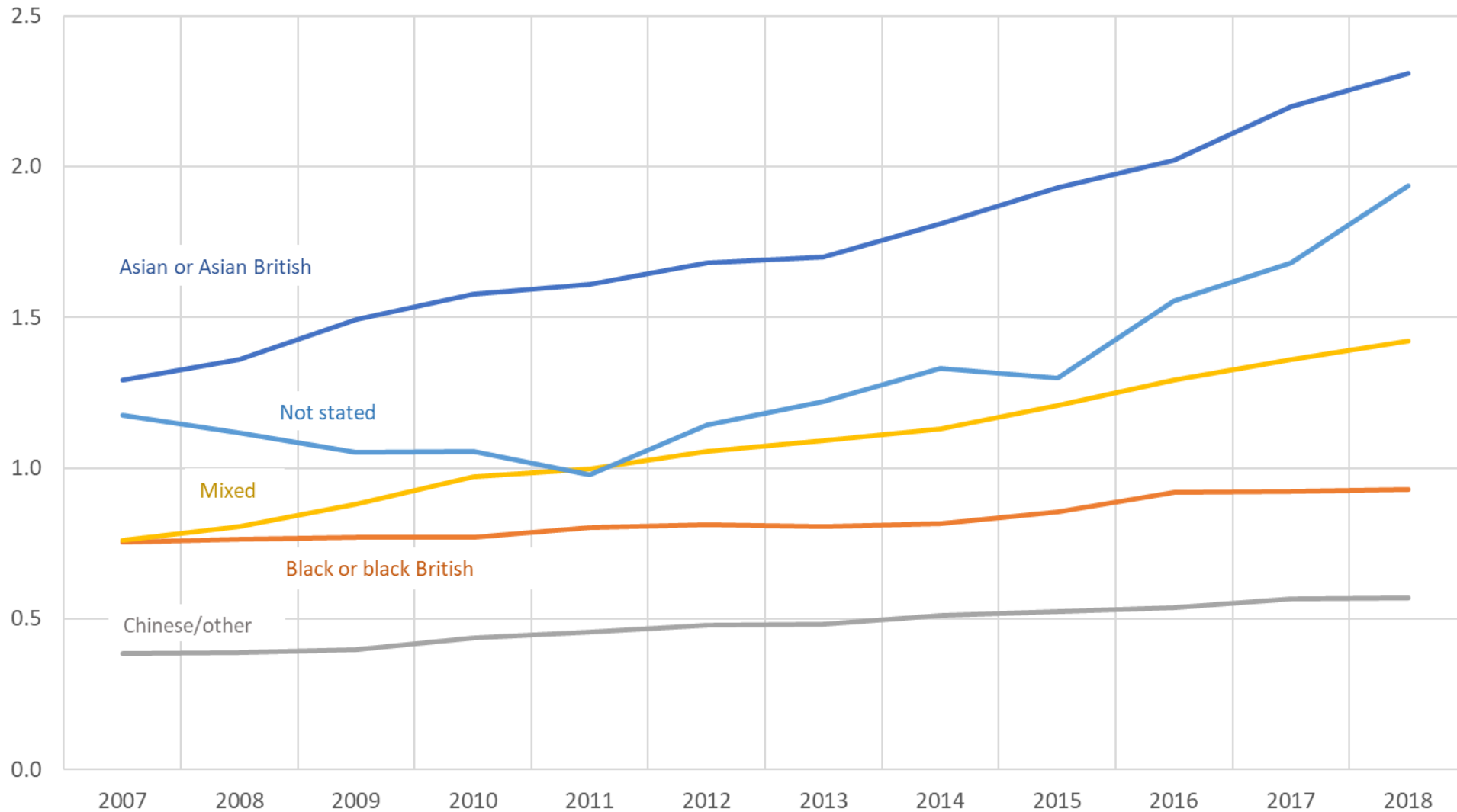


- Increase in female representation across the ranks, except for a reversal at chief superintendent level
- Greatest female representation at constable level

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England and Wales - Male Police Constables by Ethnicity Percentage of all Constables (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

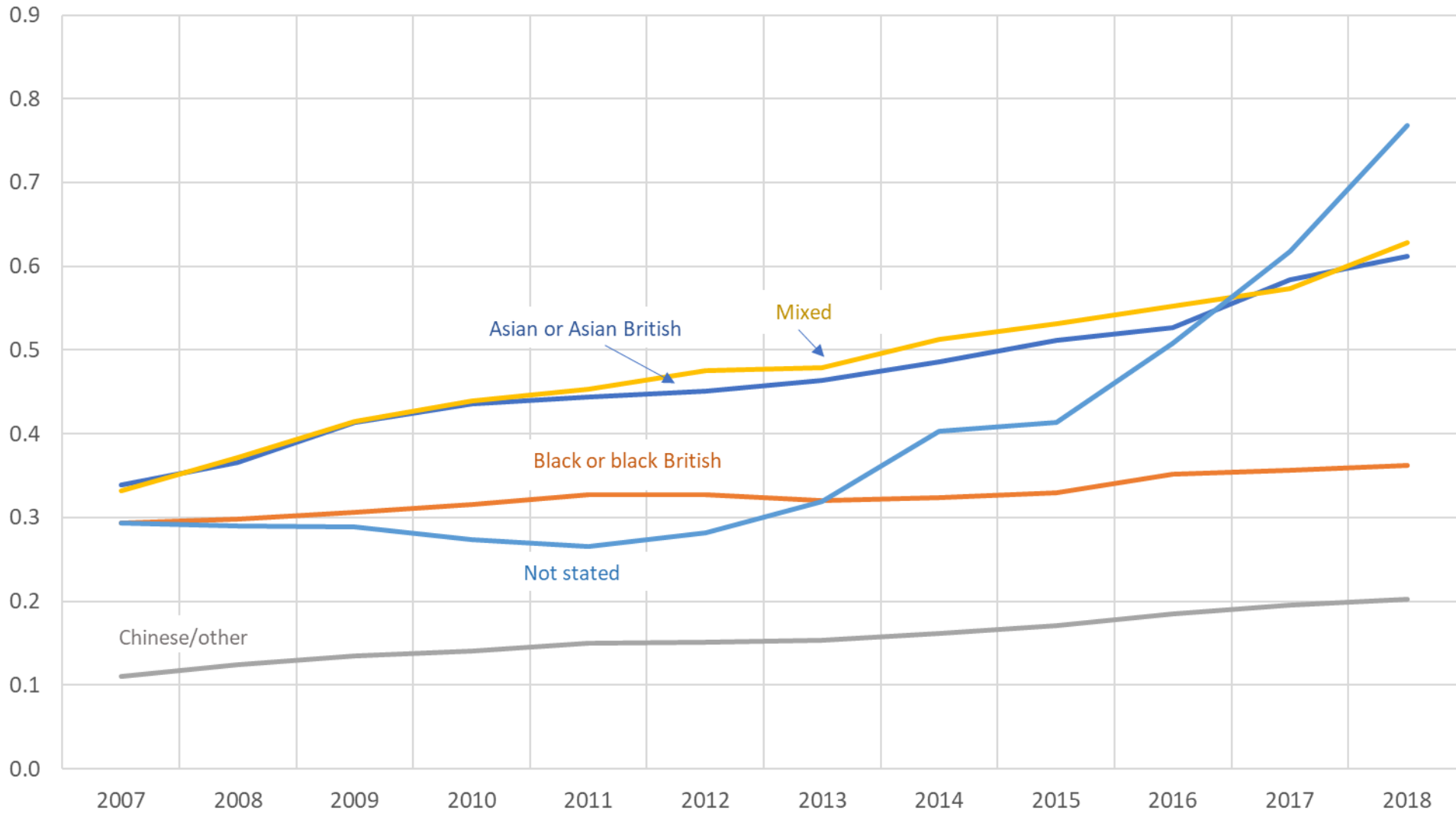


- Greatest minority representation is Asian, increasing at the same speed as mixed ethnicity
- Black and Chinese/other representation lower and increasing more slowly

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England and Wales - Female Police Constables by Ethnicity Percentage of all Constables (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

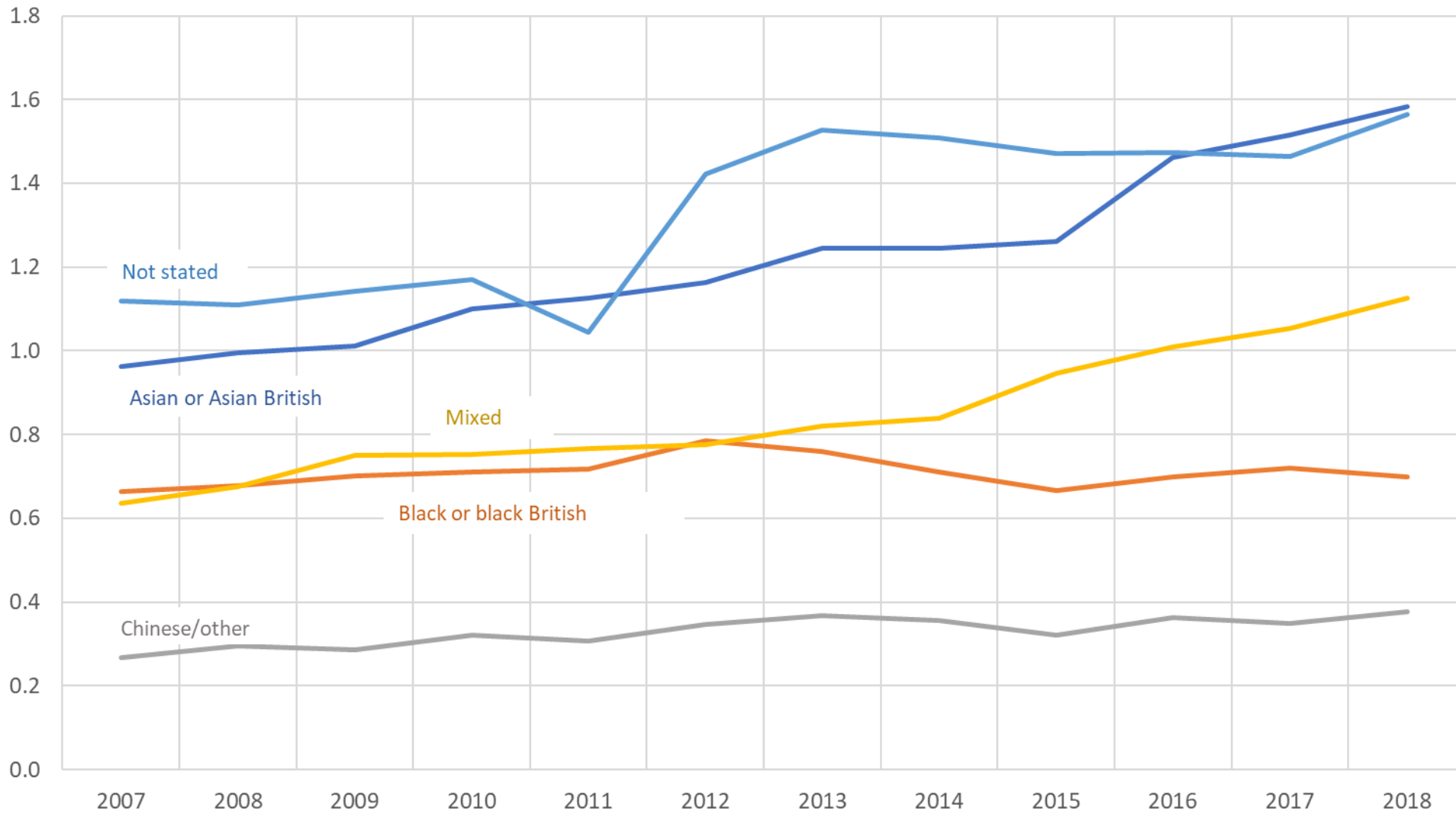


- NB different scale to male constables on prev slide
- Asian representation much lower than for male police constables, similarly increasing at the same speed as mixed ethnicities

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England and Wales - Male Police Sergeants by Ethnicity Percentage of all Sergeants (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

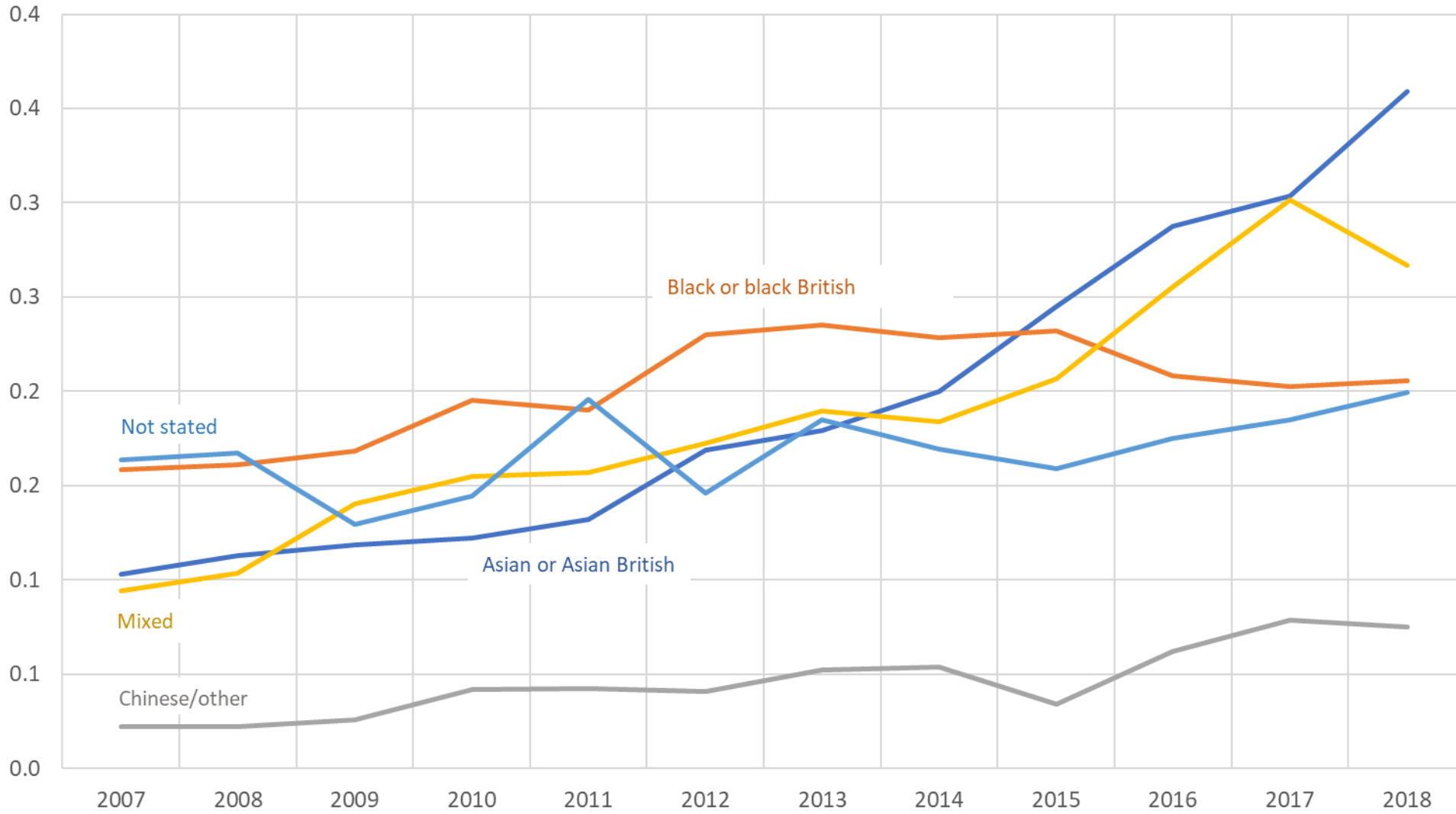


- The picture for male sergeants reflects that for male constables, though minority representation is lower
- No improvement – indeed slight reduction – in black representation

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England and Wales - Female Police Sergeants by Ethnicity Percentage of all Sergeants (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

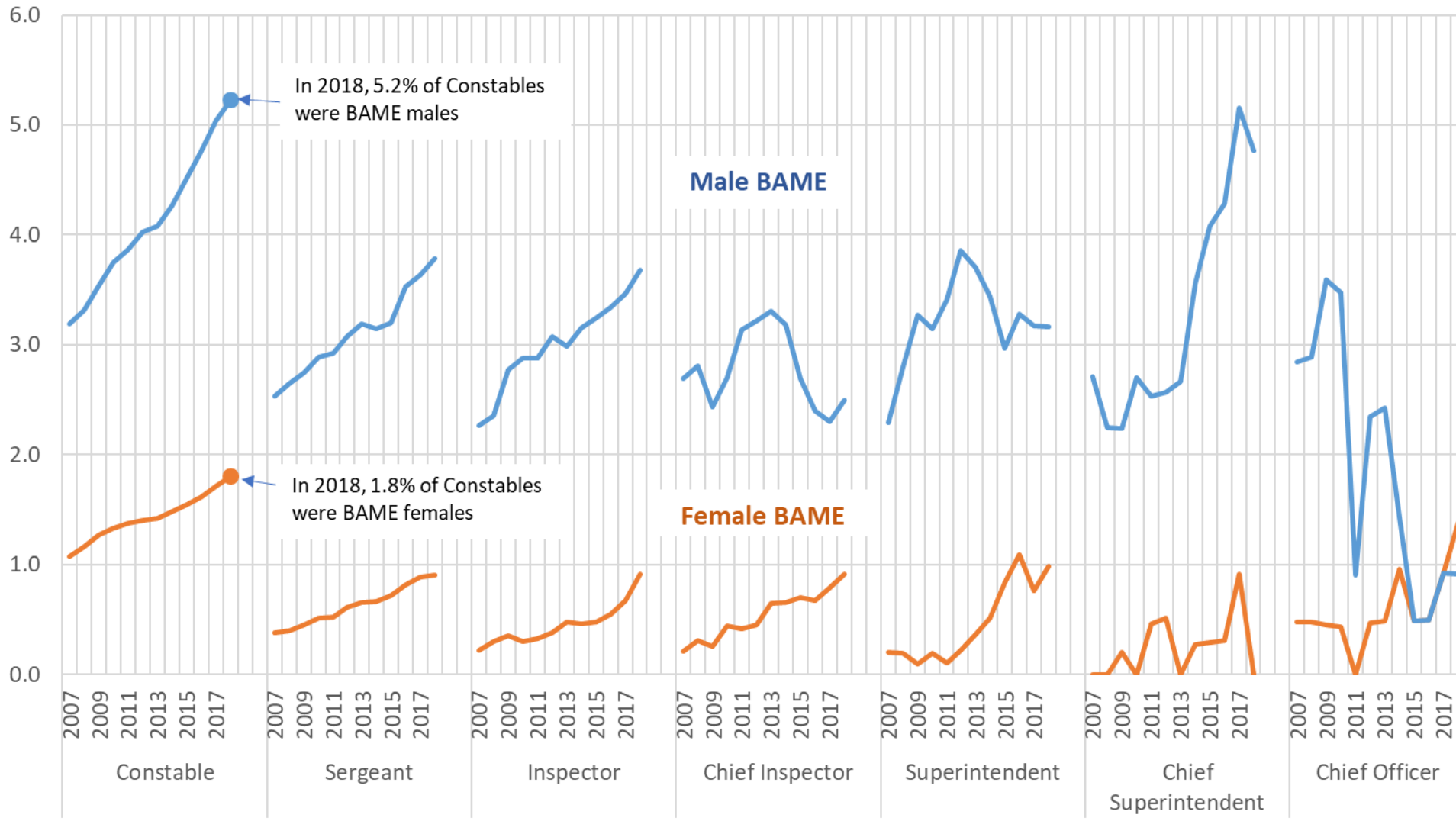


- For female sergeants it is notable that Asian and mixed representation have overtaken black
- Black representation increased slightly between 2007 and 2013 but has since fallen slightly

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England and Wales - Police Officers by rank, gender and ethnicity Percentage who were BAME, 2007-2018

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables



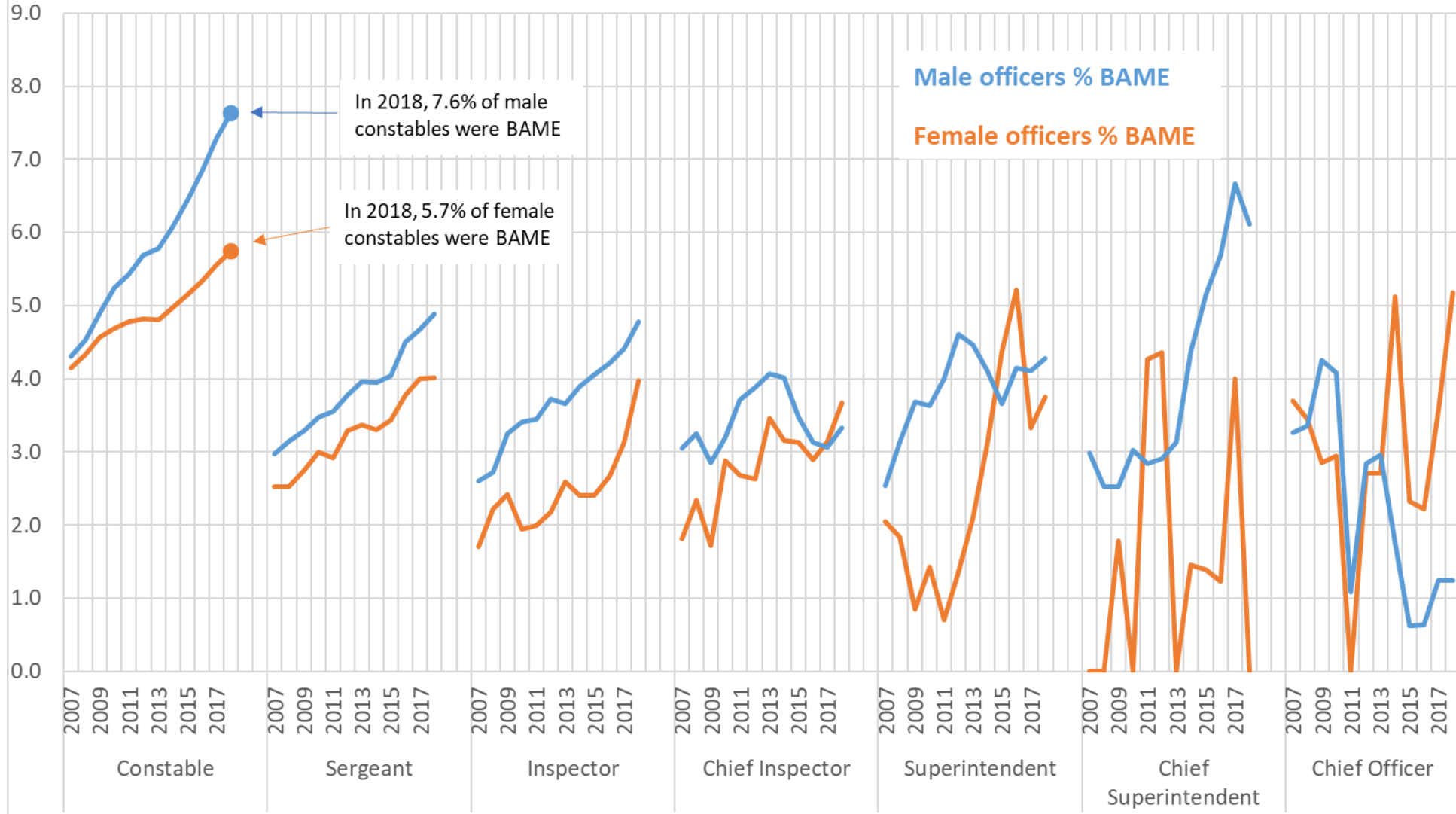
- Increases in police officer diversity have been driven by male constable recruitment
- The sharp reversal in diversity of male Chief Inspectors and Superintendents seems to be mirrored by the increases at chief superintendent – reflecting progression?
- Notable fall in male diversity in the chief officer ranks

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England and Wales - Police Officers by rank, gender and ethnicity

Percentage of gender who were BAME, 2007-2018

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables



- Male constable diversity rising faster than female
- Male police officers more diverse at constable, sergeant and inspector and especially chief superintendent
- Rapid increase in female diversity at superintendent

All England and Wales

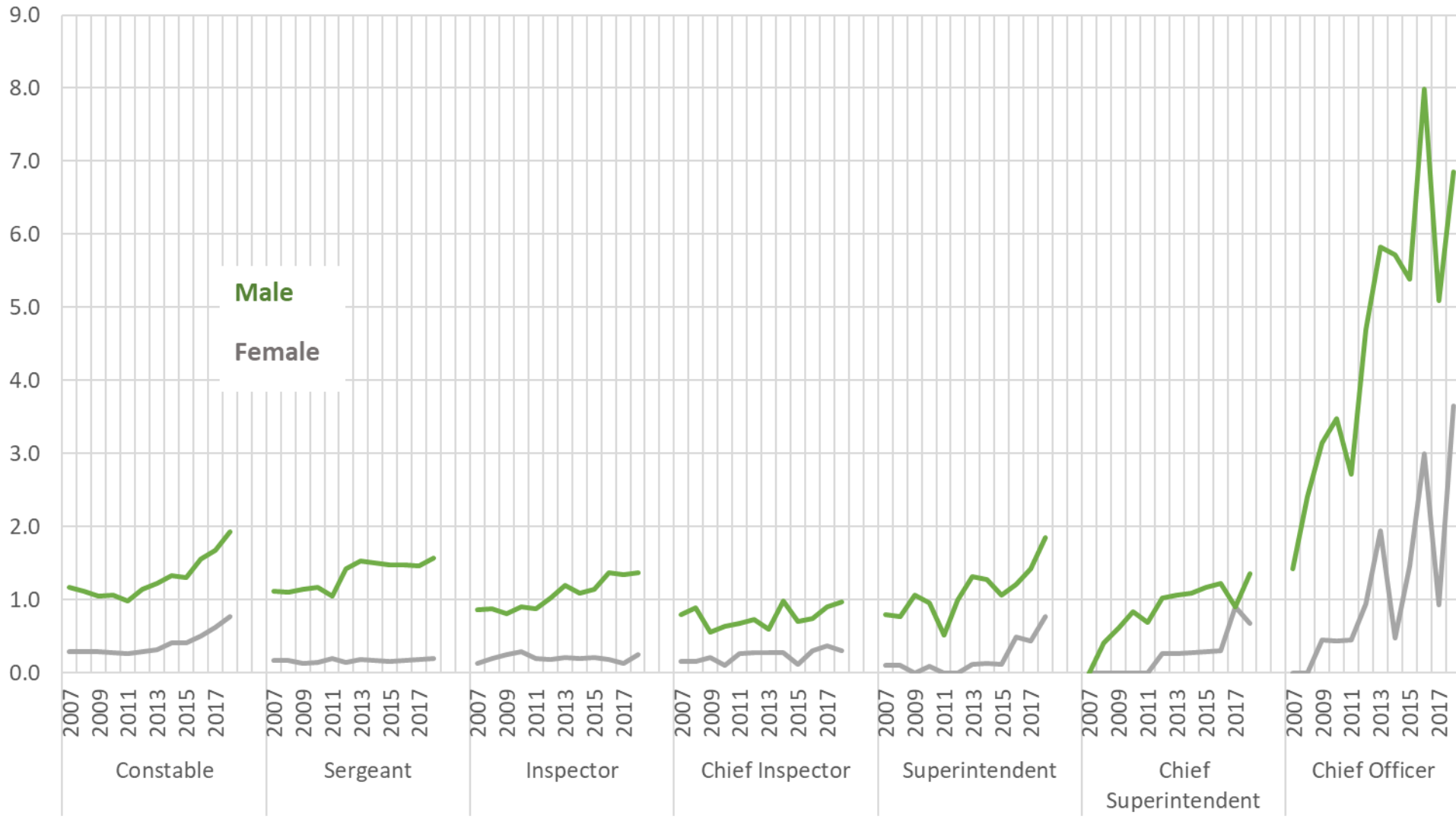
Quick look at 'ethnicity not stated' in
the workforce data

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England and Wales - Police Officers by rank, gender and ethnicity

Percentage ethnicity not stated, 2007-2018

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables



- Incomplete ethnicity data most problematic in % terms at the chief officer ranks
- More of an issue for male officers
- Also rising for most ranks

Ethnicity not stated by force and role 2018

Home Office Police Workforce statistics, England and Wales at 31 March 2018

All workforce numbers FTE

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Detailed data allow us to look at incomplete data by force, role and rank

Force	Total workforce			Police officers			PCSOs			Police staff		
	Ethnicity not stated	Total Workforce	% not stated	Ethnicity not stated	Total police officers	% not stated	Ethnicity not stated	Total PCSOs	% not stated	Ethnicity not stated	Total police staff	% not stated
Devon & Cornwall	1138	4808	23.7	651	2959	22.0	82	257	32.0	374	1429	26.2
Dyfed-Powys	354	1963	18.0	216	1186	18.2	31	145	21.6	102	595	17.1
Surrey	572	3676	15.6	346	1994	17.3	12	106	11.3	193	1449	13.3
Dorset	378	2512	15.1	60	1263	4.8	3	123	2.4	309	1058	29.2
Avon & Somerset	529	5178	10.2	268	2597	10.3	25	325	7.8	236	2257	10.4
Northumbria	288	4830	6.0	99	3174	3.1	1	173	0.6	177	1384	12.8
Cheshire	186	3568	5.2	75	2020	3.7	7	168	4.2	95	1296	7.3
Gloucestershire	92	1829	5.0	35	1073	3.2	3	107	2.6	40	621	6.4
Sussex	226	4550	5.0	100	2549	3.9	6	203	2.8	120	1796	6.7
Warwickshire	75	1520	4.9	15	806	1.8	3	81	3.2	58	633	9.1
Northamptonshire	98	2079	4.7	52	1215	4.3	0	93	0.0	46	745	6.1
Lancashire	217	5018	4.3	150	2969	5.1	8	297	2.7	59	1751	3.3
Bedfordshire	90	2173	4.1	14	1130	1.2	2	56	3.6	69	920	7.5
Norfolk	105	2690	3.9	22	1558	1.4	1	79	1.3	77	922	8.3
North Wales	104	2654	3.9	25	1490	1.7	8	232	3.4	66	887	7.4
England and Wales	7298	204339	3.6	3138	125269	2.5	274	10406	2.6	3590	64246	5.6
Hampshire	172	4970	3.5	109	2835	3.9	3	334	0.9	50	1446	3.4
West Midlands	326	10409	3.1	70	6581	1.1	6	473	1.3	249	3355	7.4
Suffolk	62	2005	3.1	21	1127	1.9	1	85	1.2	33	694	4.8
West Mercia	109	3589	3.0	16	1974	0.8	6	210	2.8	87	1405	6.2
British Transport Police	132	4585	2.9	90	2865	3.2	3	267	1.1	38	1426	2.6
Leicestershire	94	3327	2.8	43	1777	2.4	11	239	4.6	39	1279	3.0
Staffordshire	81	3045	2.7	5	1590	0.3	1	227	0.4	16	1084	1.5
Cumbria	47	1778	2.6	18	1095	1.7	4	98	4.3	24	586	4.2
Cleveland	43	1679	2.6	26	1257	2.1	0	140	0.0	17	281	6.0
London, City of	29	1144	2.5	2	697	0.3	0	8	0.0	27	439	6.1
Nottinghamshire	78	3261	2.4	23	1917	1.2	1	185	0.5	53	1106	4.8
Metropolitan Police	829	40328	2.1	265	30390	0.9	16	1316	1.2	530	8027	6.6
Gwent	40	1982	2.0	28	1267	2.2	0	143	0.0	12	572	2.1
Thames Valley	143	7312	2.0	38	4067	0.9	1	368	0.3	43	2664	1.6
Kent	97	5758	1.7	42	3261	1.3	6	321	1.9	41	1874	2.2
Essex	80	5032	1.6	61	2958	2.1	1	92	1.1	14	1712	0.8
Cambridgeshire	34	2298	1.5	17	1383	1.2	1	111	0.9	16	778	2.1
North Yorkshire	34	2658	1.3	19	1350	1.4	0	195	0.0	15	1113	1.4
Durham	25	2140	1.2	2	1141	0.2	2	134	1.5	20	758	2.7
South Yorkshire	52	4628	1.1	12	2459	0.5	2	221	0.9	38	1874	2.0
Wiltshire	21	1988	1.1	2	994	0.2	0	113	0.0	14	691	2.0
West Yorkshire	93	9020	1.0	11	5014	0.2	1	611	0.2	81	3395	2.4
Hertfordshire	34	3473	1.0	14	1952	0.7	4	203	1.9	15	1127	1.3
Lincolnshire	15	1573	1.0	10	1087	0.9	0	124	0.0	5	319	1.6
Derbyshire	27	3130	0.9	4	1738	0.2	4	161	2.5	18	1144	1.6
Humberside	25	3172	0.8	10	1794	0.6	4	256	1.6	11	1002	1.1
Merseyside	42	5521	0.8	28	3450	0.8	2	266	0.7	12	1652	0.7
South Wales	37	5148	0.7	19	2916	0.7	1	414	0.2	17	1818	0.9
Greater Manchester	46	10341	0.4	7	6349	0.1	1	646	0.2	36	2882	1.2

We can drill down further into the data, here identifying which forces have the largest number of officers with no ethnicity stated, by rank

Police officers 'ethnicity not stated' – constables, superintendents and chief officers

Worker type	Police Officer
Rank description	Constable
Ethnicity	Not stated
Sum of Total (FTE)	As at 31 March...
Force Name	2018
Devon & Cornwall	572
Surrey	323
Metropolitan Police	223
Dyfed-Powys	199
Avon & Somerset	198
Lancashire	99
Northumbria	92
Hampshire	80
Sussex	77
British Transport Police	67
West Midlands	67
Cheshire	64
Essex	60
Dorset	54
Leicestershire	36
Kent	36

Worker type	Police Officer
Rank description	Superintendent
Ethnicity	Not stated
Sum of Total (FTE)	As at 31 March...
Force Name	2018
Metropolitan Police	8
Cheshire	3
Gloucestershire	2
Northumbria	2
Devon & Cornwall	2
Lancashire	2
Bedfordshire	1
Suffolk	1
Nottinghamshire	1
British Transport Police	1
Surrey	1
Norfolk	0
Staffordshire	0
Cleveland	0
Essex	0
Merseyside	0

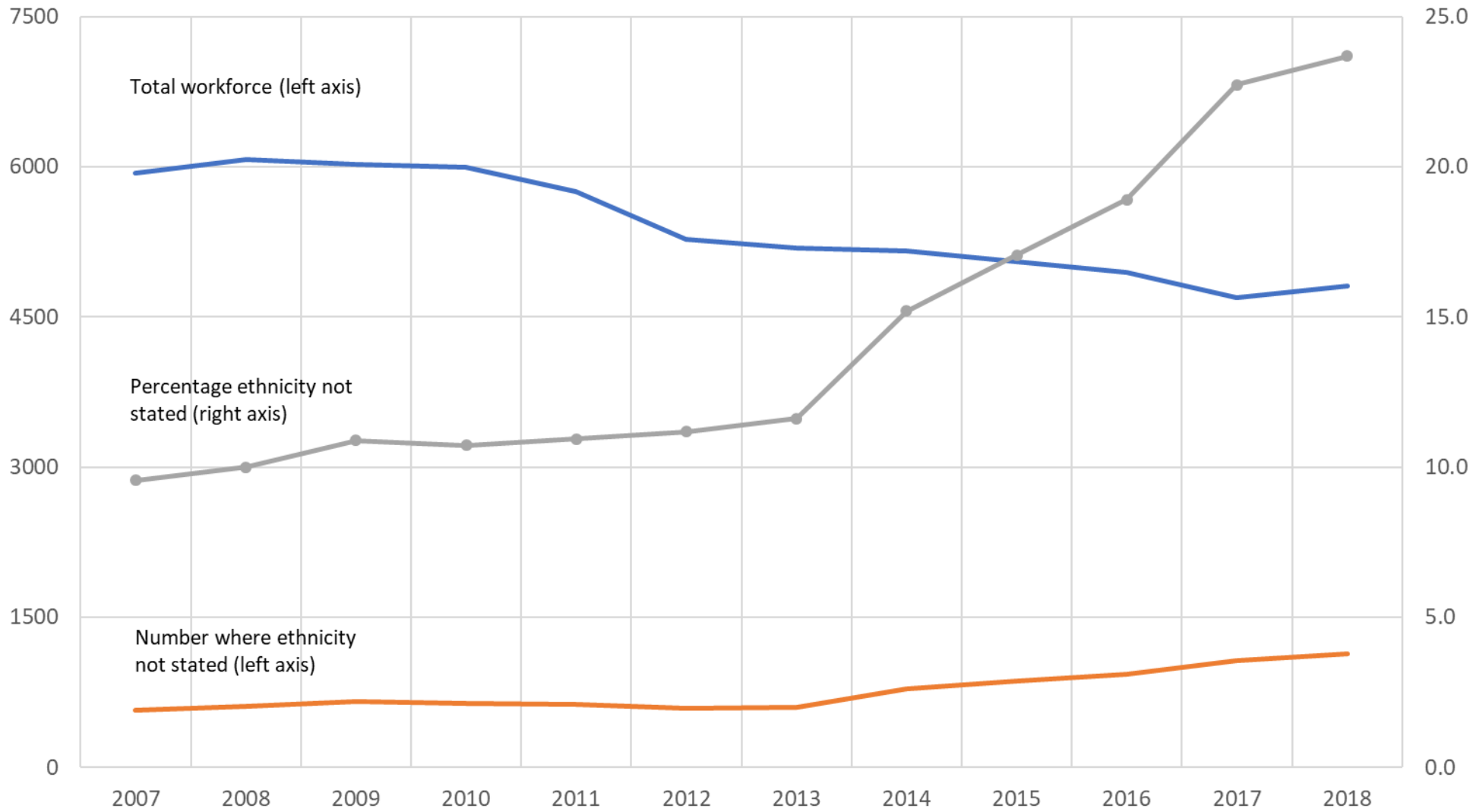
Worker type	Police Officer
Rank description	Chief Officer
Ethnicity	Not stated
Sum of Total (FTE)	As at 31 March...
Force Name	2018
Metropolitan Police	5
Suffolk	2
Northumbria	2
Devon & Cornwall	2
Cheshire	1
British Transport Police	1
Northamptonshire	1
Cumbria	1
Warwickshire	1
Bedfordshire	1
North Yorkshire	1
Nottinghamshire	1
Cleveland	1
Gloucestershire	1
Dorset	1
Surrey	1

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Devon & Cornwall Police workforce data - ethnicity not stated

Total workforce (FTE)

Source: Home Office Police Workforce statistics at 31 March 2018



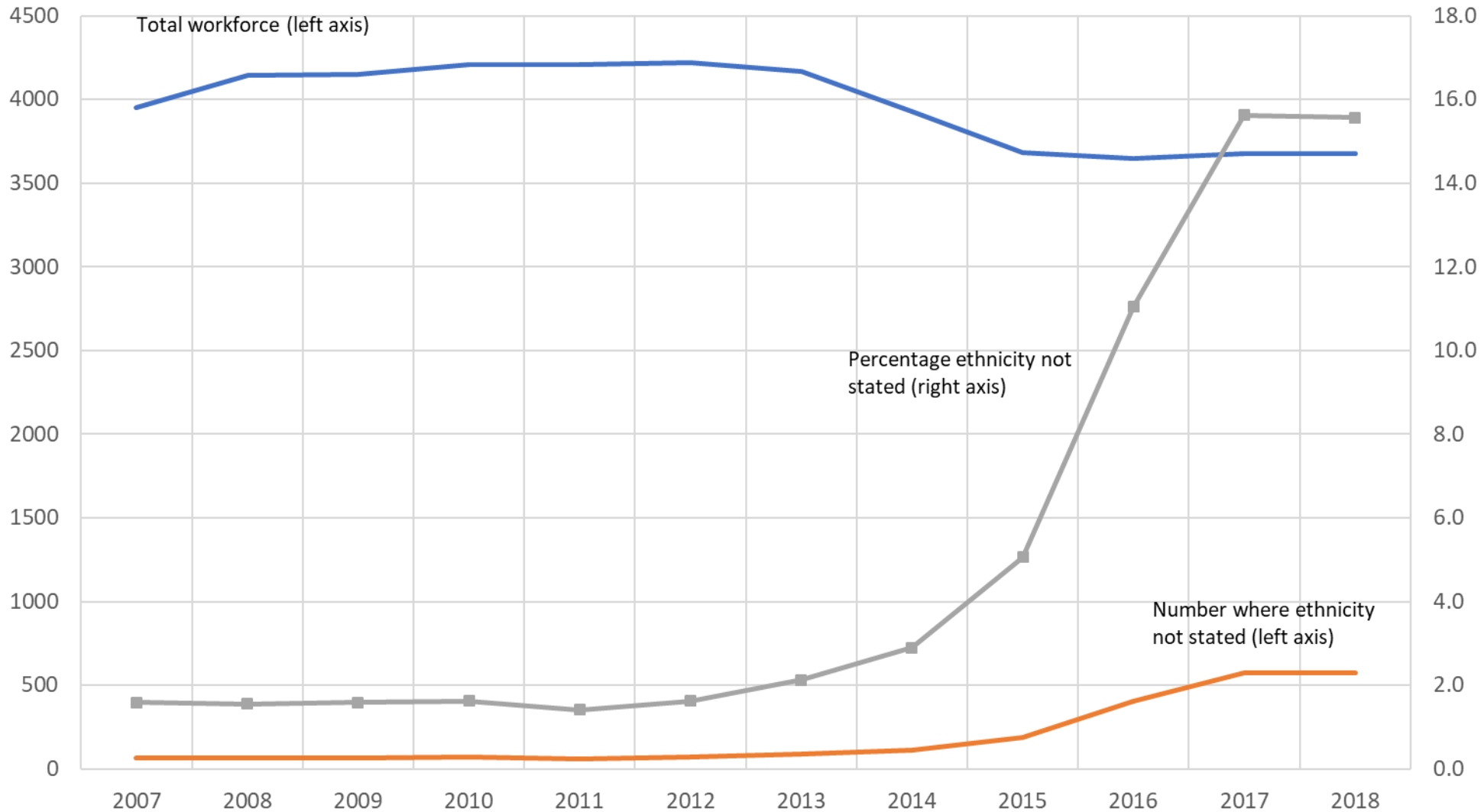
- Devon and Cornwall had a relative high % ethnicity not stated to 2013, after which it has increased rapidly
- Change of process?
- Reflective of recruitment picking up from 2013?

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Surrey Police workforce data - ethnicity not stated

Total workforce (FTE)

Source: Home Office Police Workforce statistics at 31 March 2018



- Clear issue in Surrey from 2013 to 2017
- According to a senior officer it relates to a process change, with ethnicity data not being correctly uploaded
- Seems to have been addressed by 2018, but not corrected retrospectively

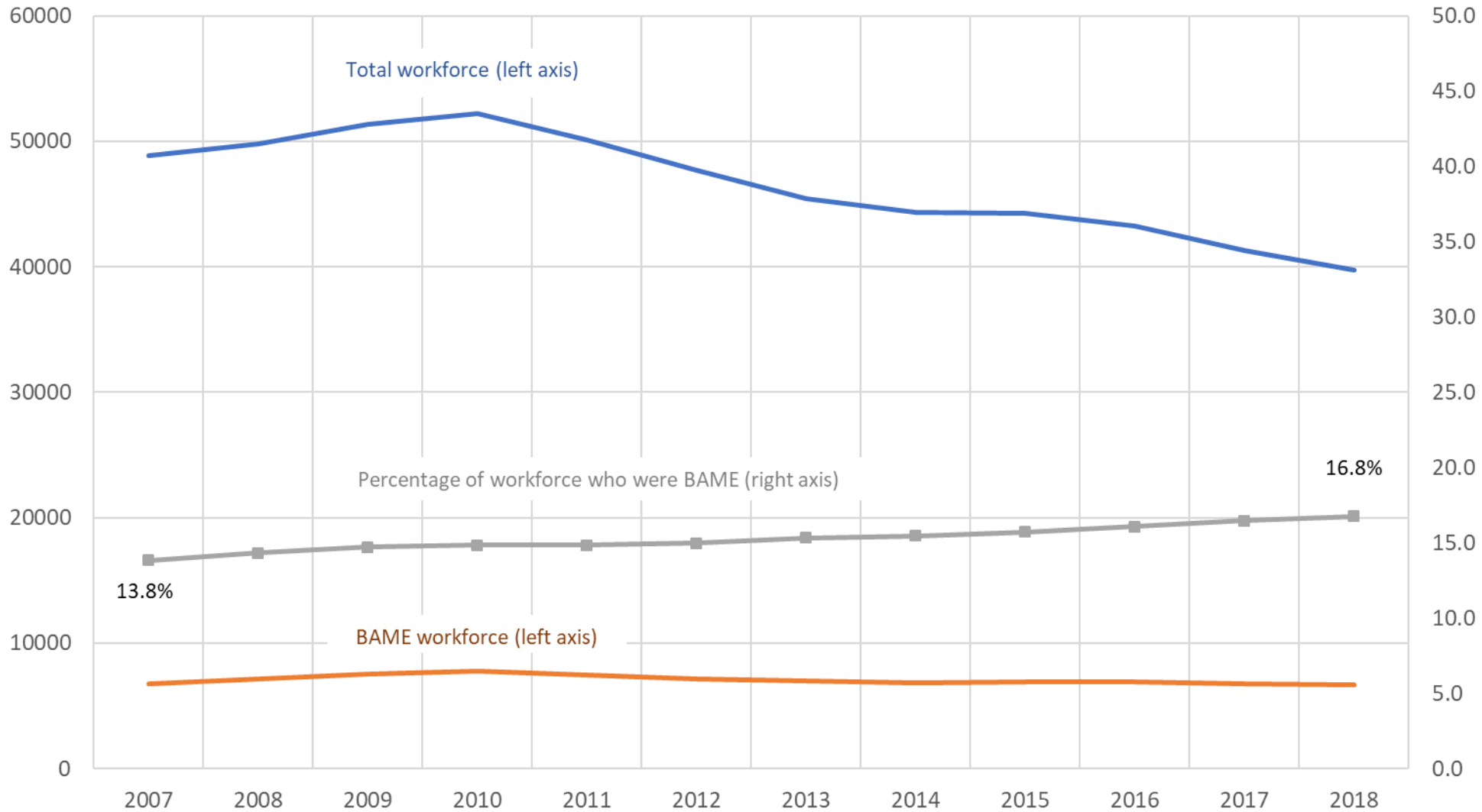
Metropolitan Police

Role and ethnicity

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Metropolitan Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

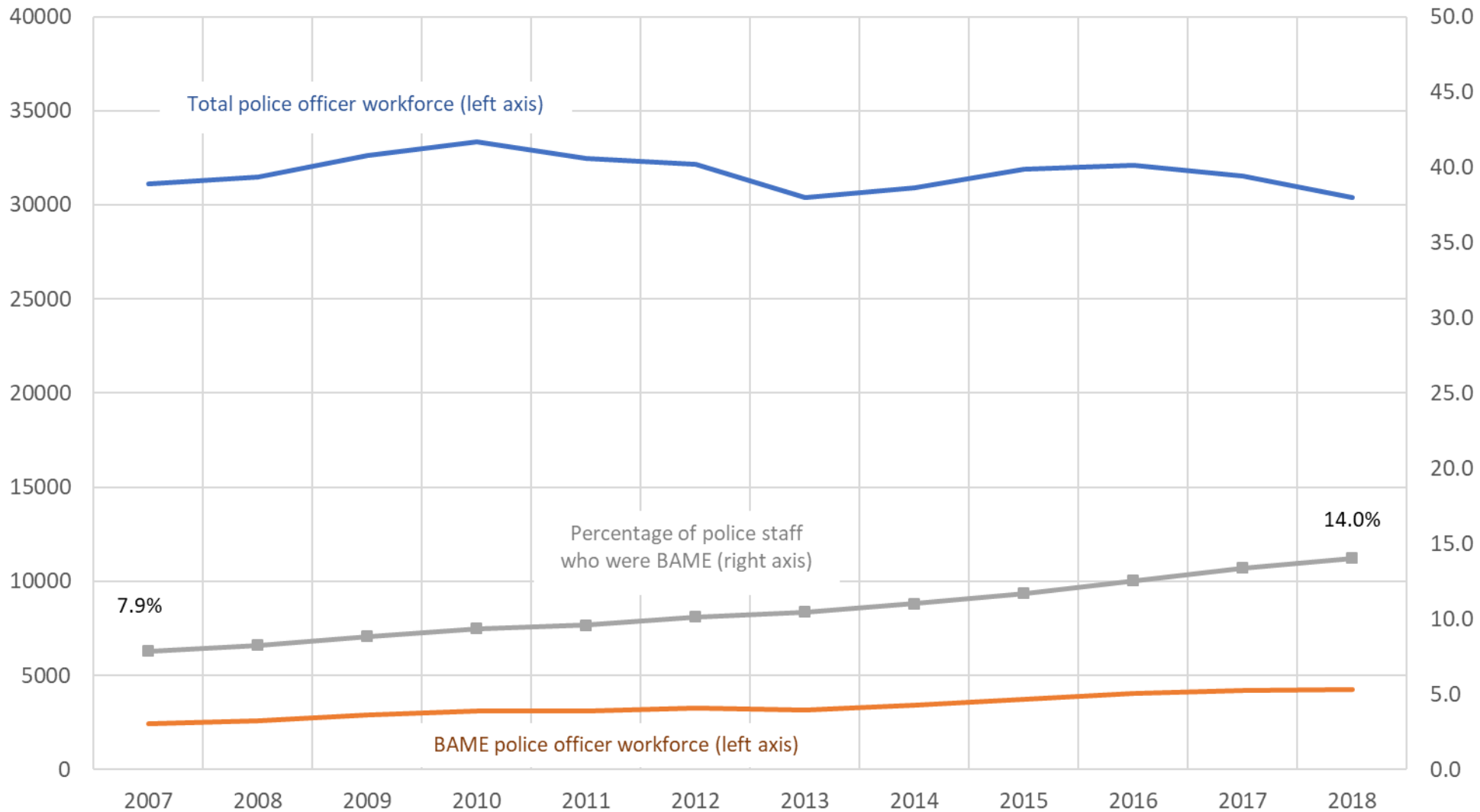


- BAME workforce has contracted, but more slowly than the overall workforce so the % BAME has increased

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Metropolitan Police police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

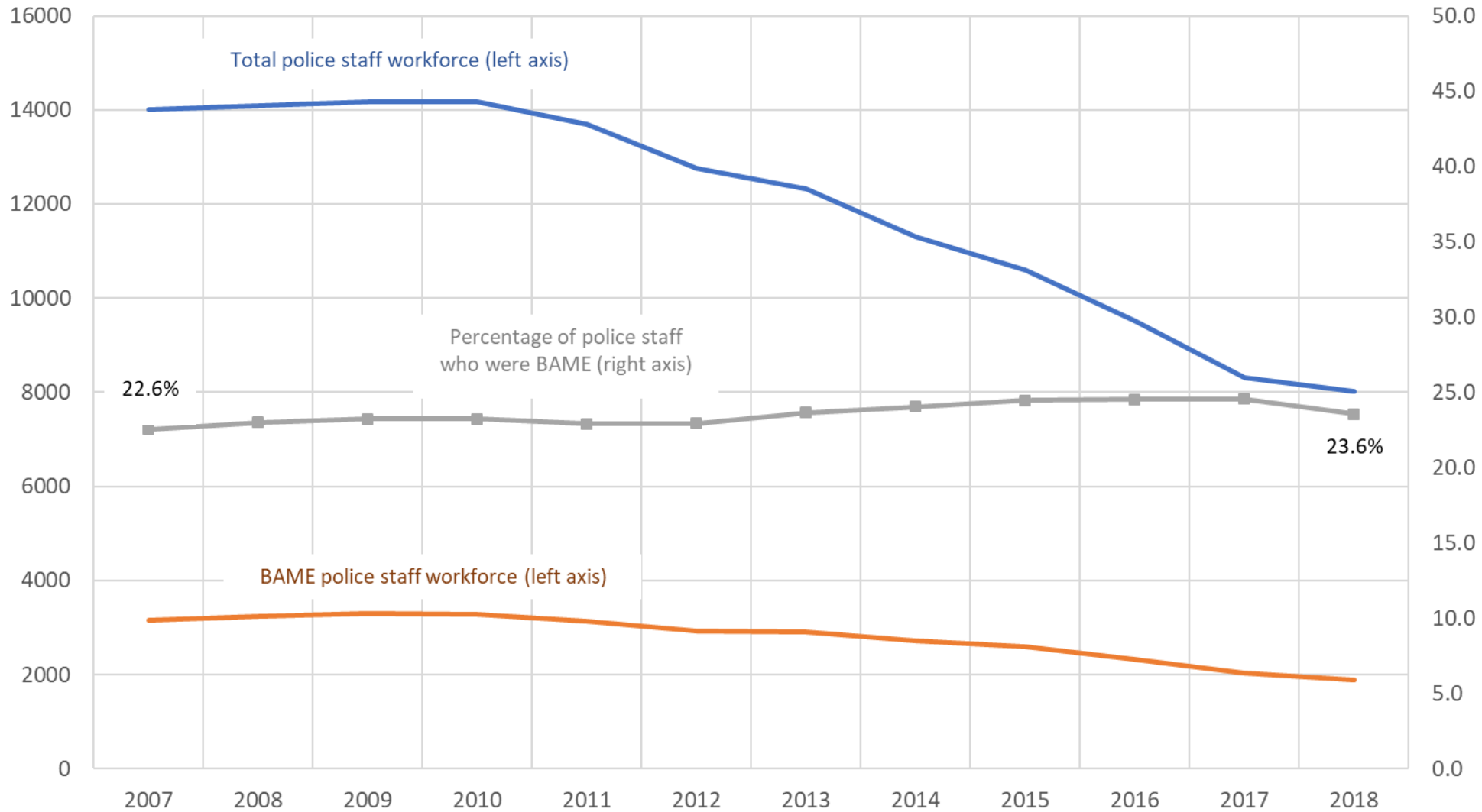


- Among police officers, the BAME population has increased throughout the period, reflected in the % BAME almost doubling

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Metropolitan Police police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

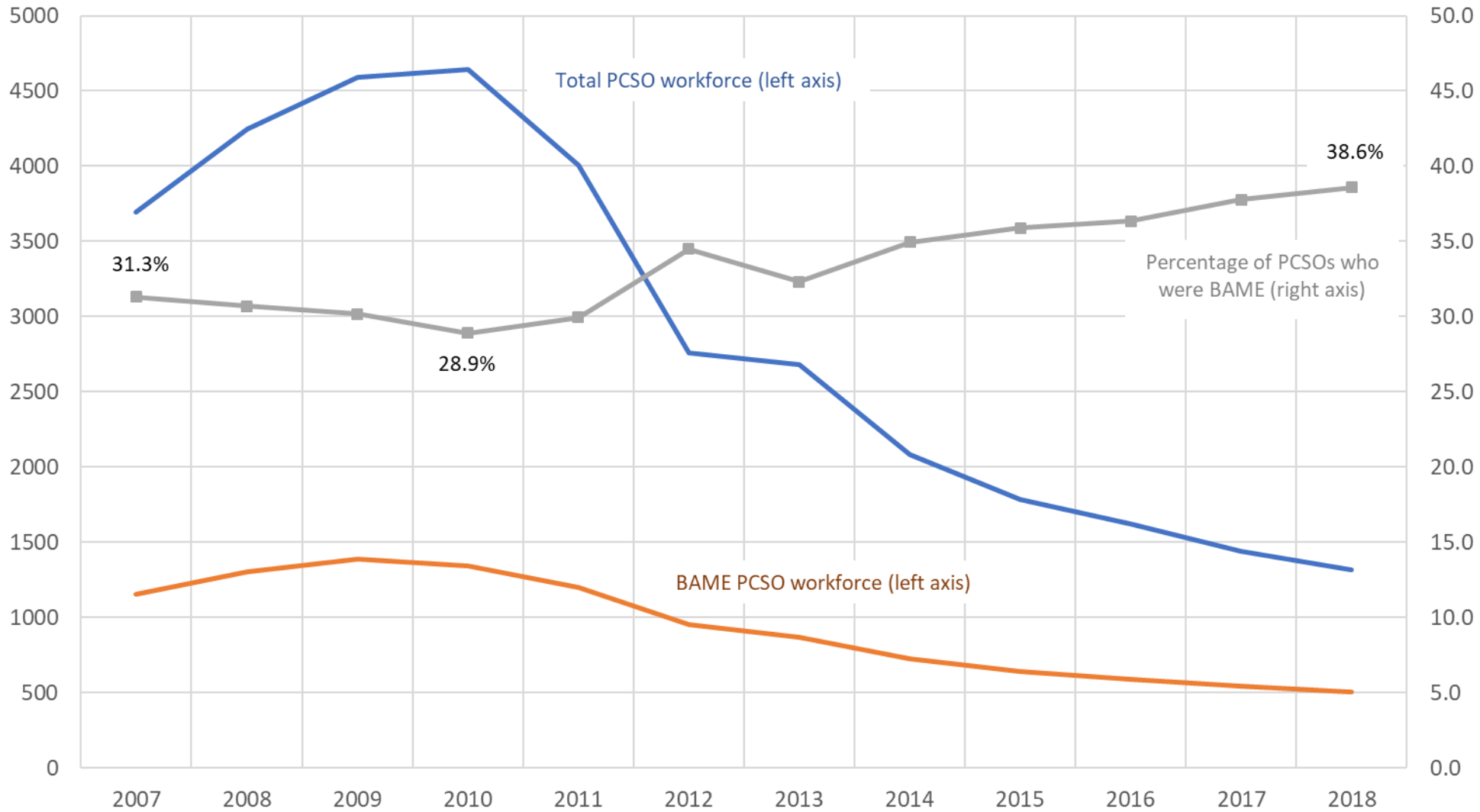


- Huge reduction in police staff numbers, including BAME staff
- Police staff are very diverse, increasing in % terms only very slightly

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Metropolitan Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

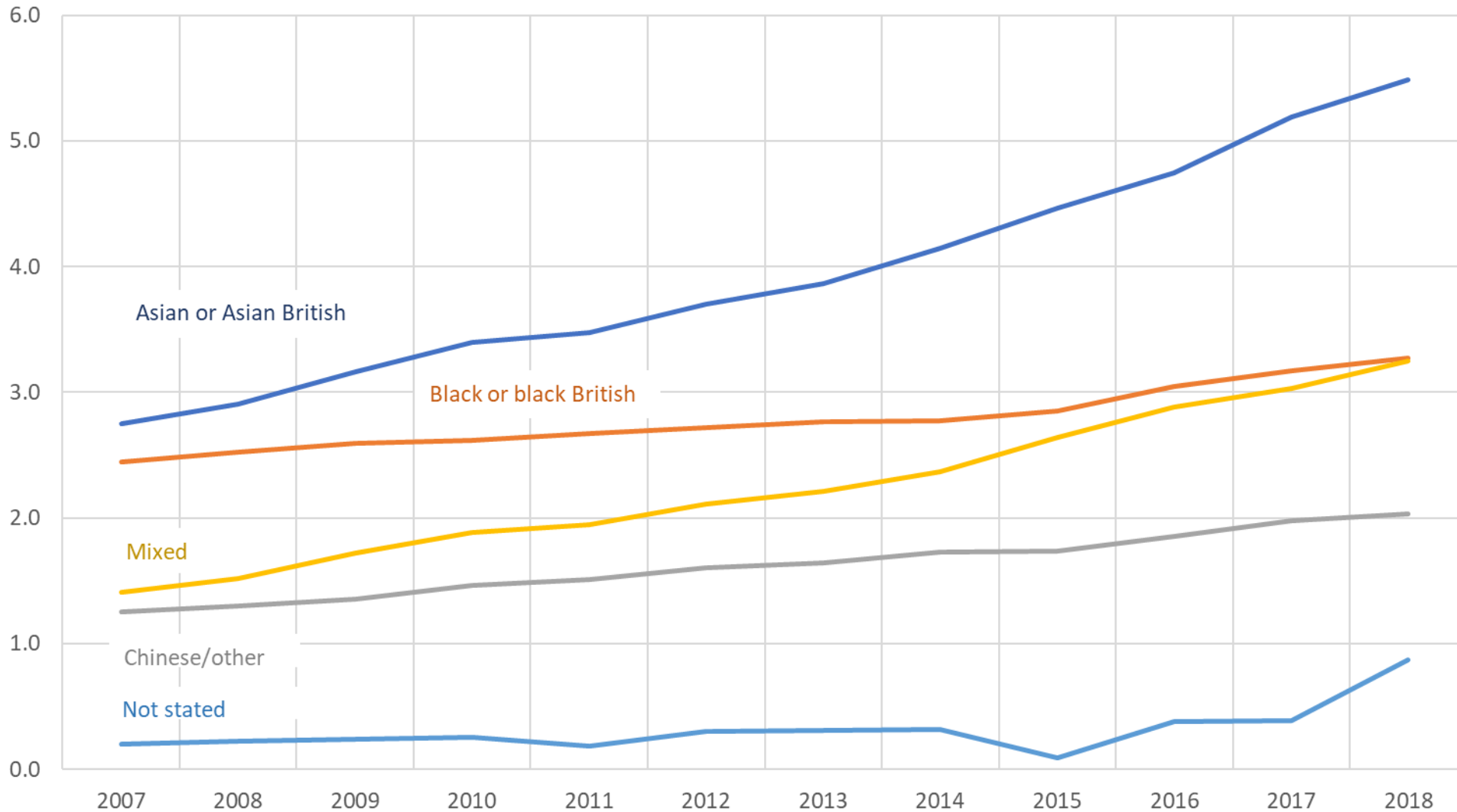


- PCSOs notably diverse, but huge cuts to PCSO numbers, down by 2/3rds
- Massive loss of uniformed visible diversity in London

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Metropolitan Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

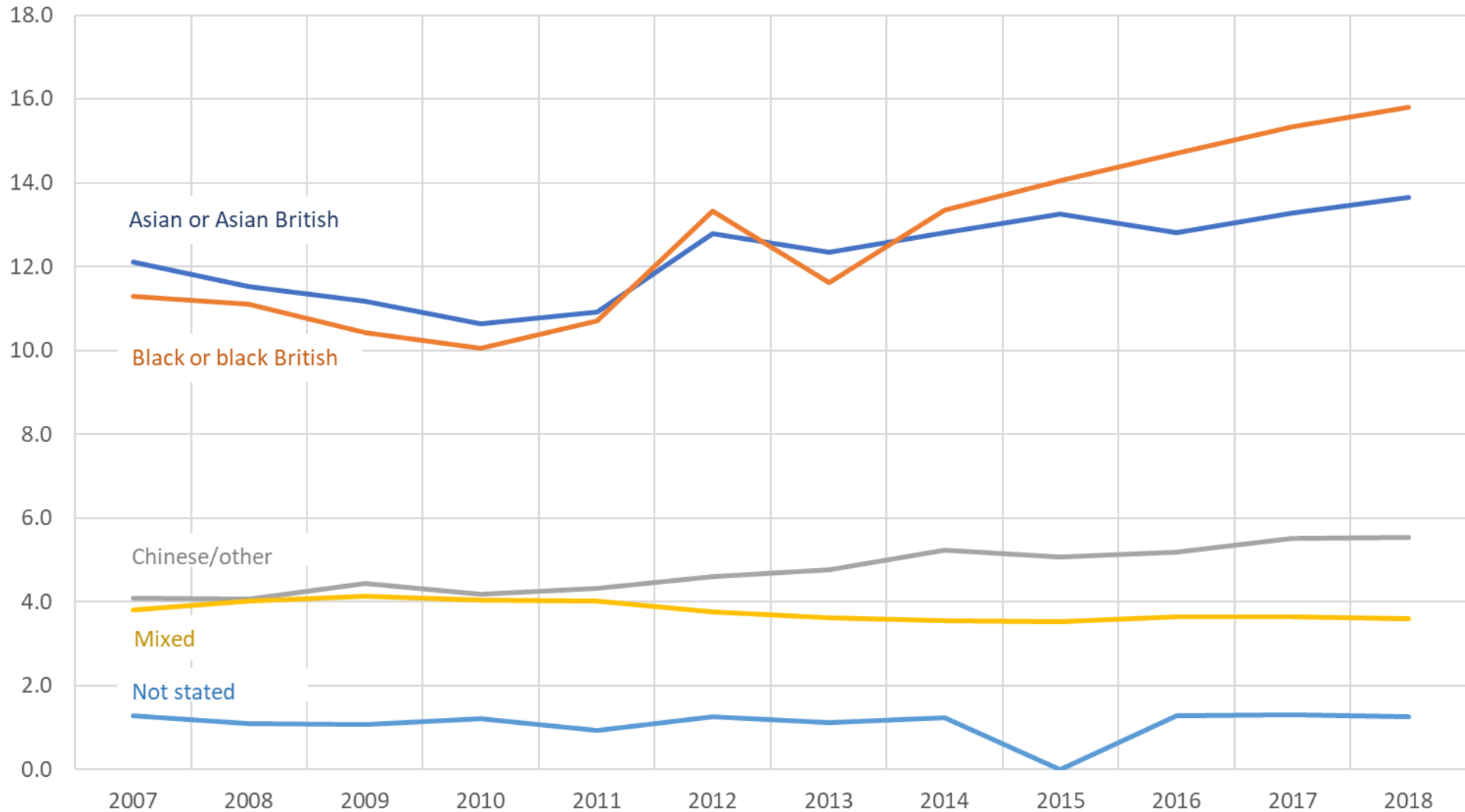


- Largest non-white group of MPS police officers are Asian
- Fastest % increases among Asian and mixed ethnicity police officers
- Black and Chinese/other increasing in % terms much more slowly

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Metropolitan Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

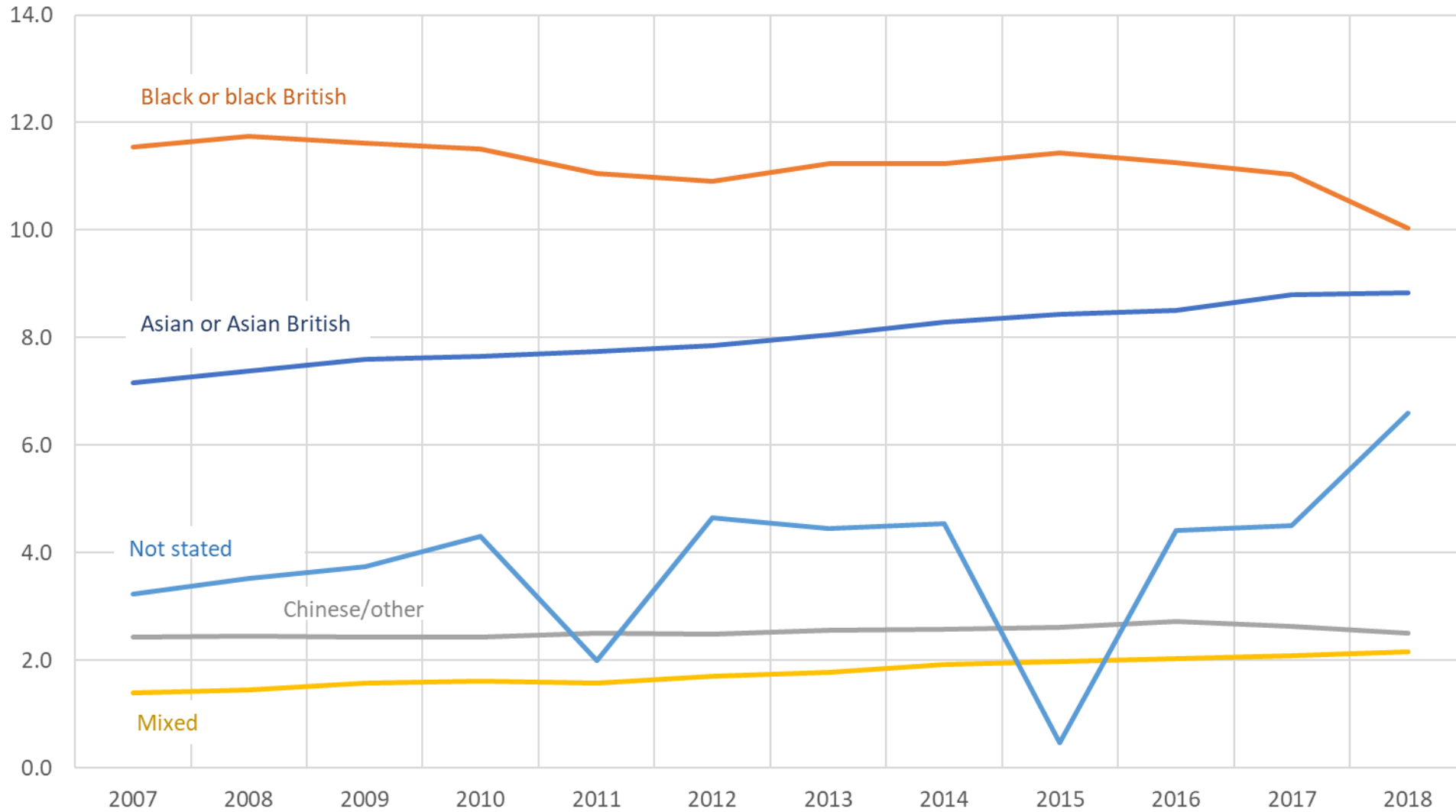


- Very notable that black representation is almost 16% of PCSOs, way above the equivalent for police officers, and in line with Asian representation
- Both have increased in % terms as PCSO numbers have been cut

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Metropolitan Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

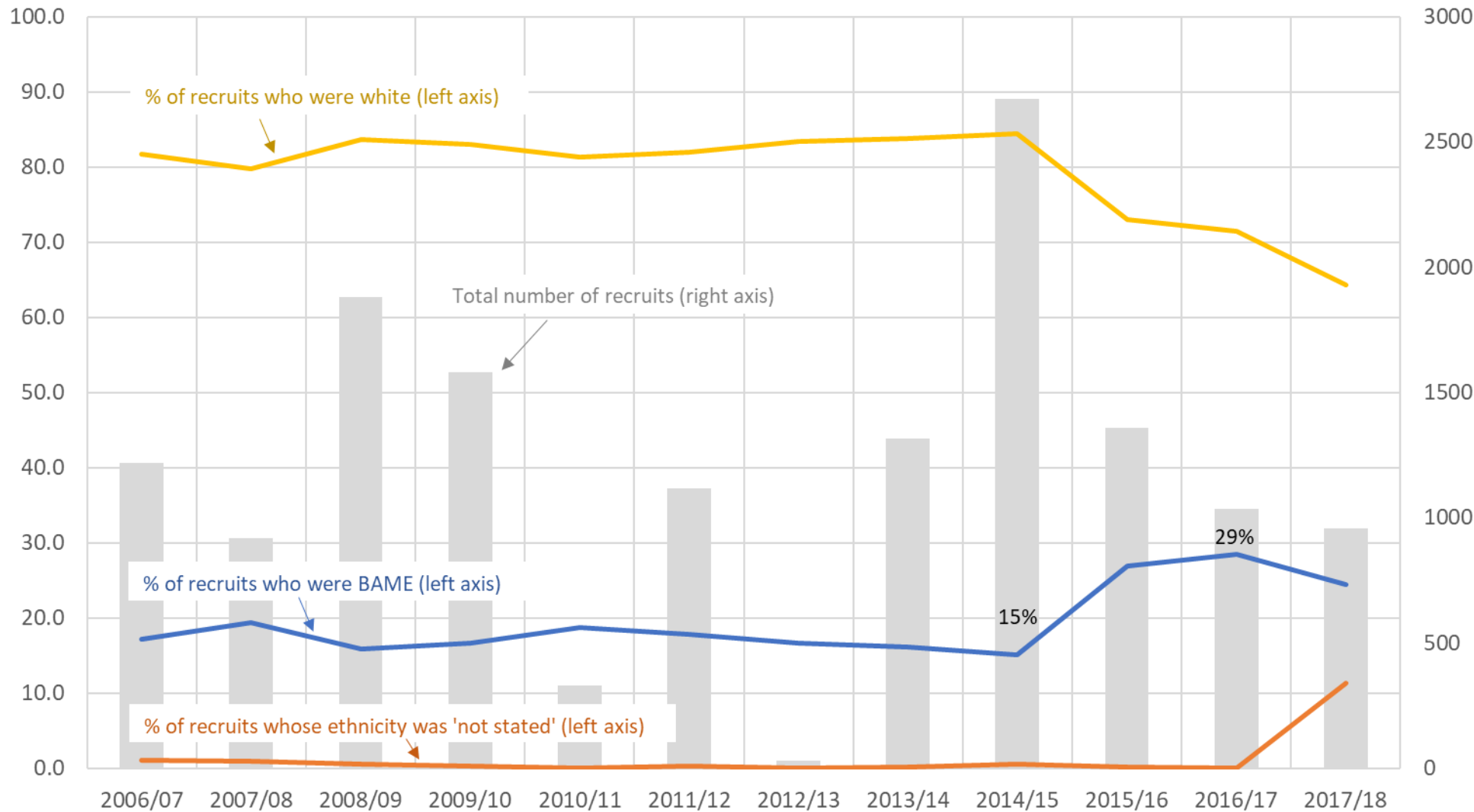


- Under huge cuts to police staff numbers, black representation has been falling while Asian has been rising

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Metropolitan Police Standard Direct Police Officer Recruits Number and percentage white/BAME

Source: Police workforce, England and Wales, 31 March 2018: joiners data tables



- MPS introduced residency and language requirements in 2014 and 2015
- % of recruits who were BAME rose, but actual numbers fell
- 402 BAME officers were recruited in 2014/15, but only 233 in 2017/18

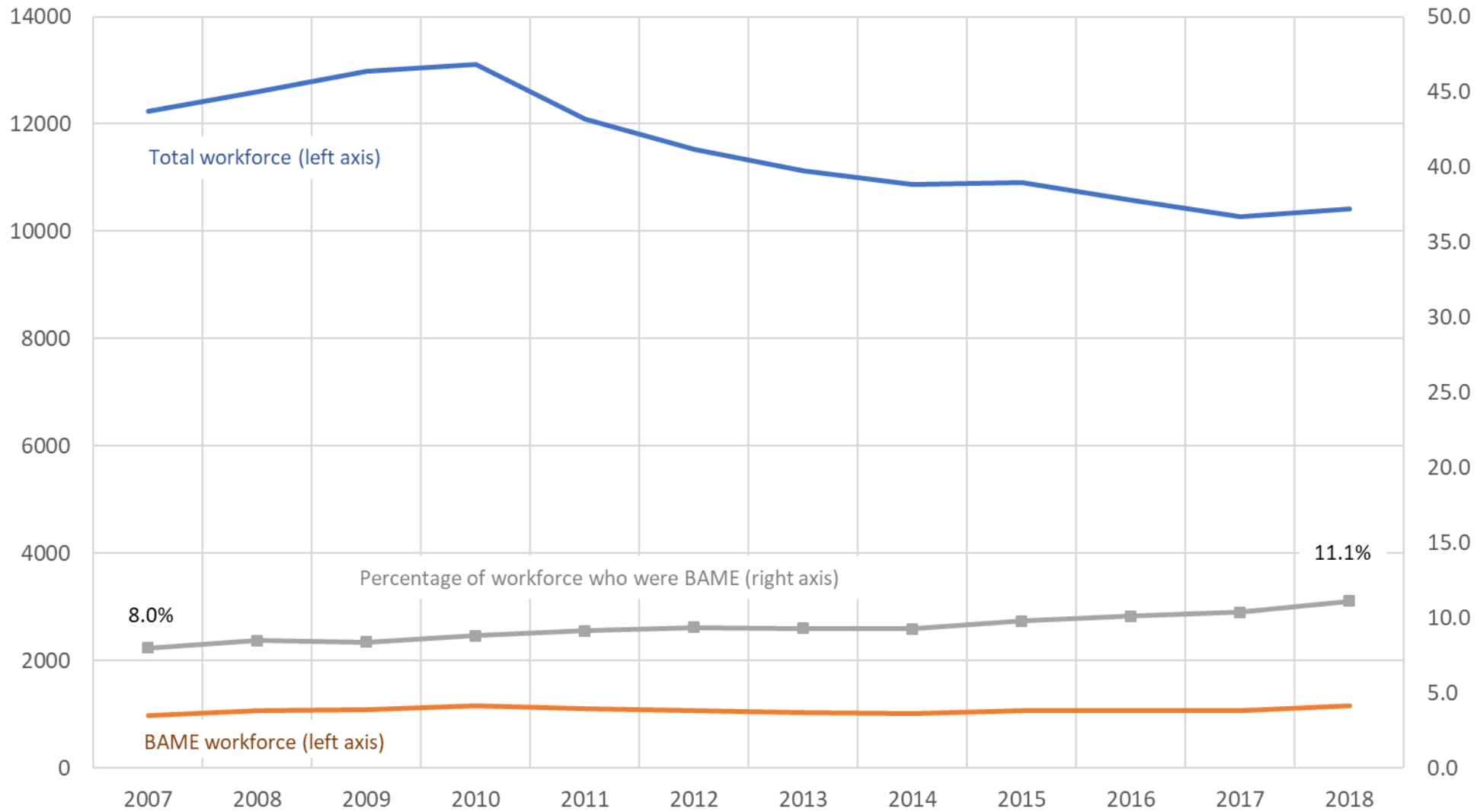
West Midlands Police

Role and ethnicity

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West Midlands Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

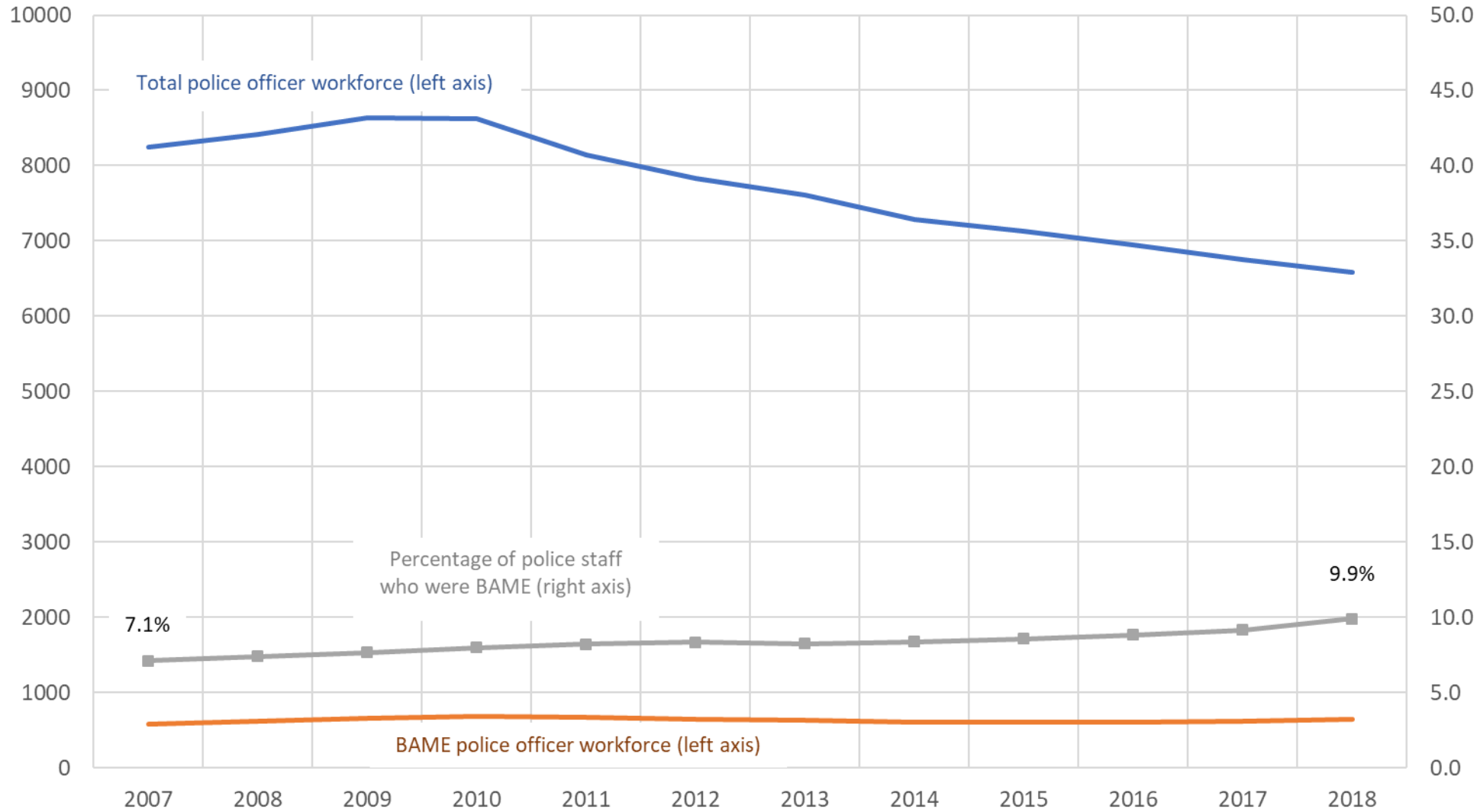
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Midlands Police police officers - number (FTE) and percentage BAME, 2007 to 2018

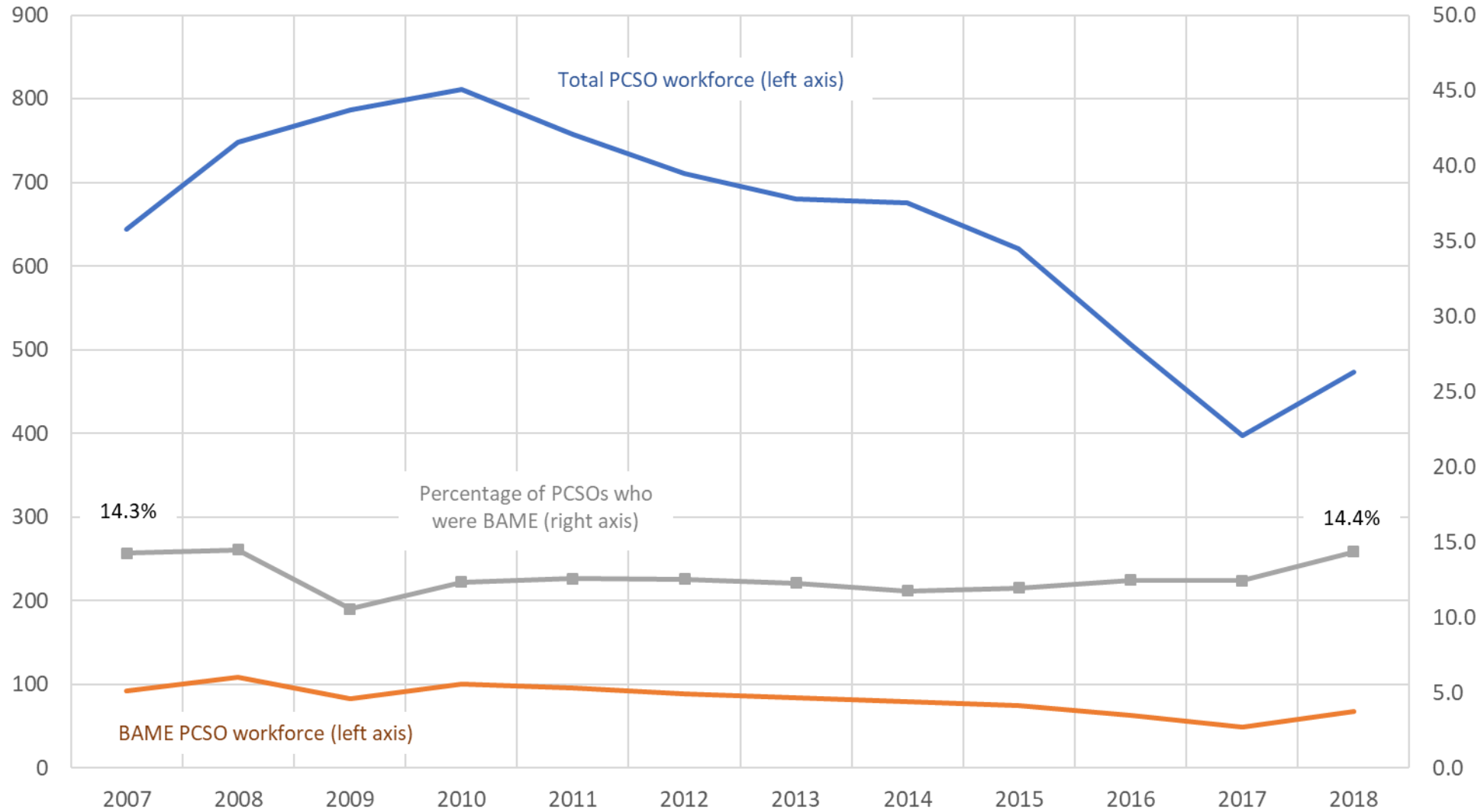
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Midlands Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

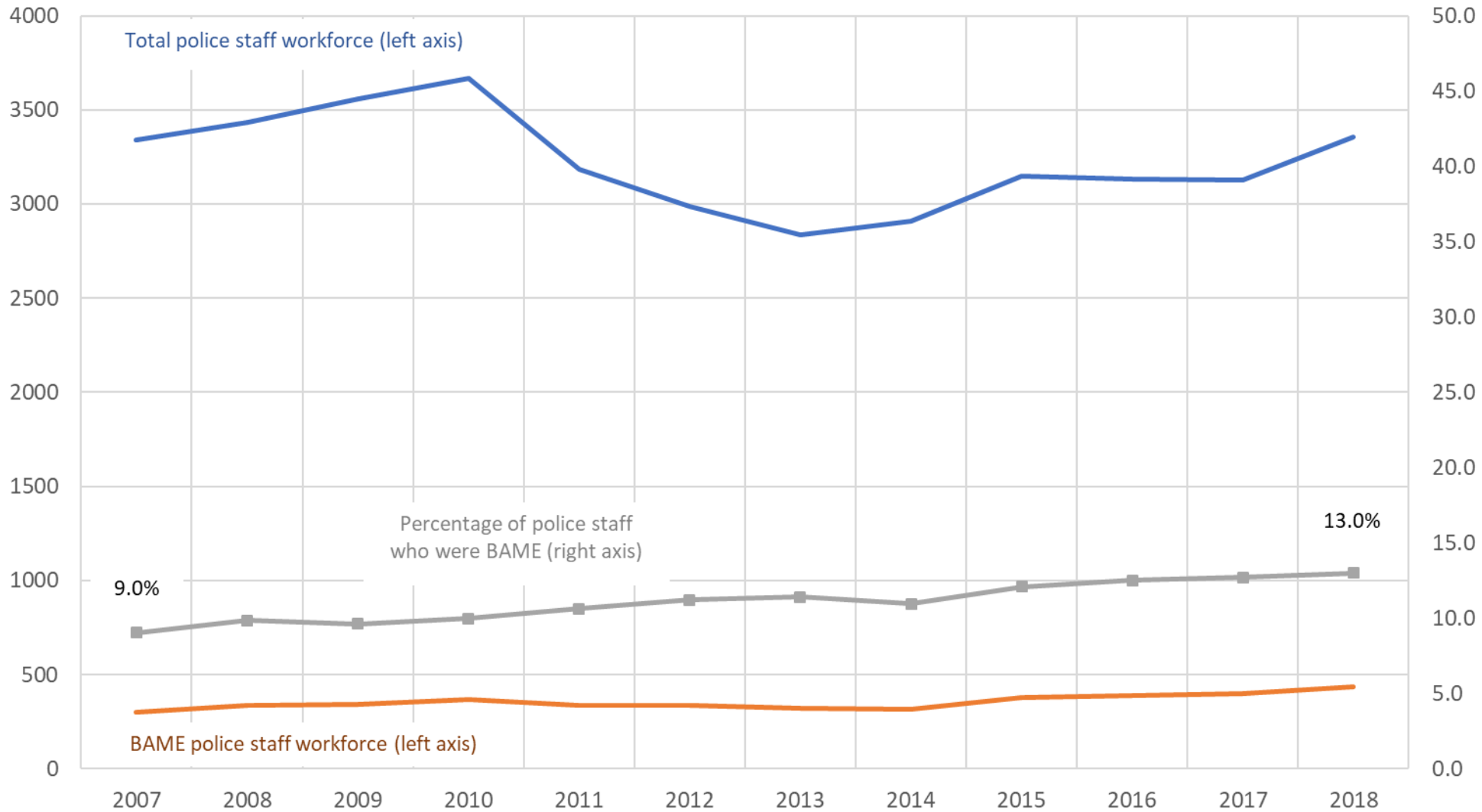
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West Midlands Police police staff - number (FTE) and percentage BAME, 2007 to 2018

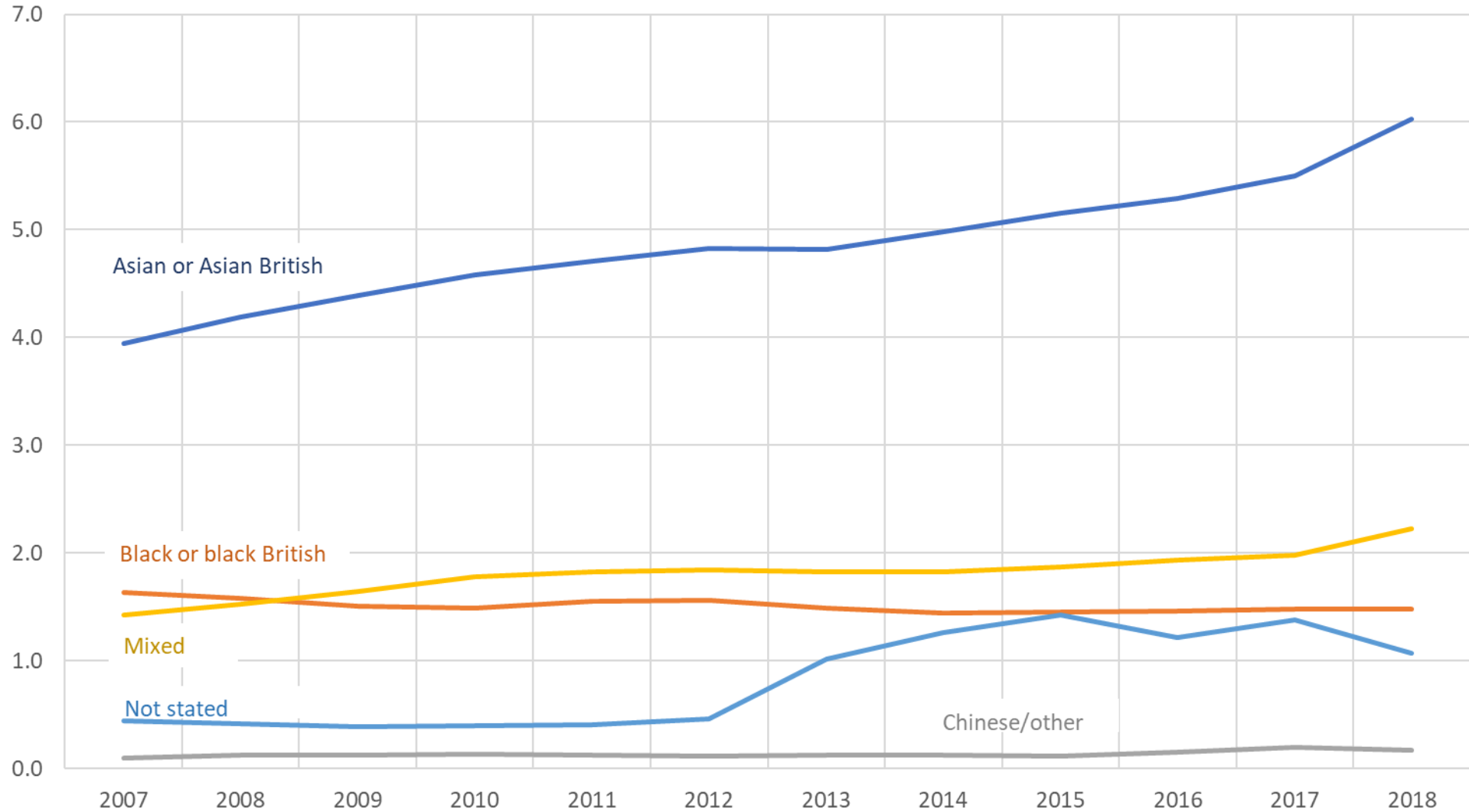
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Midlands Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

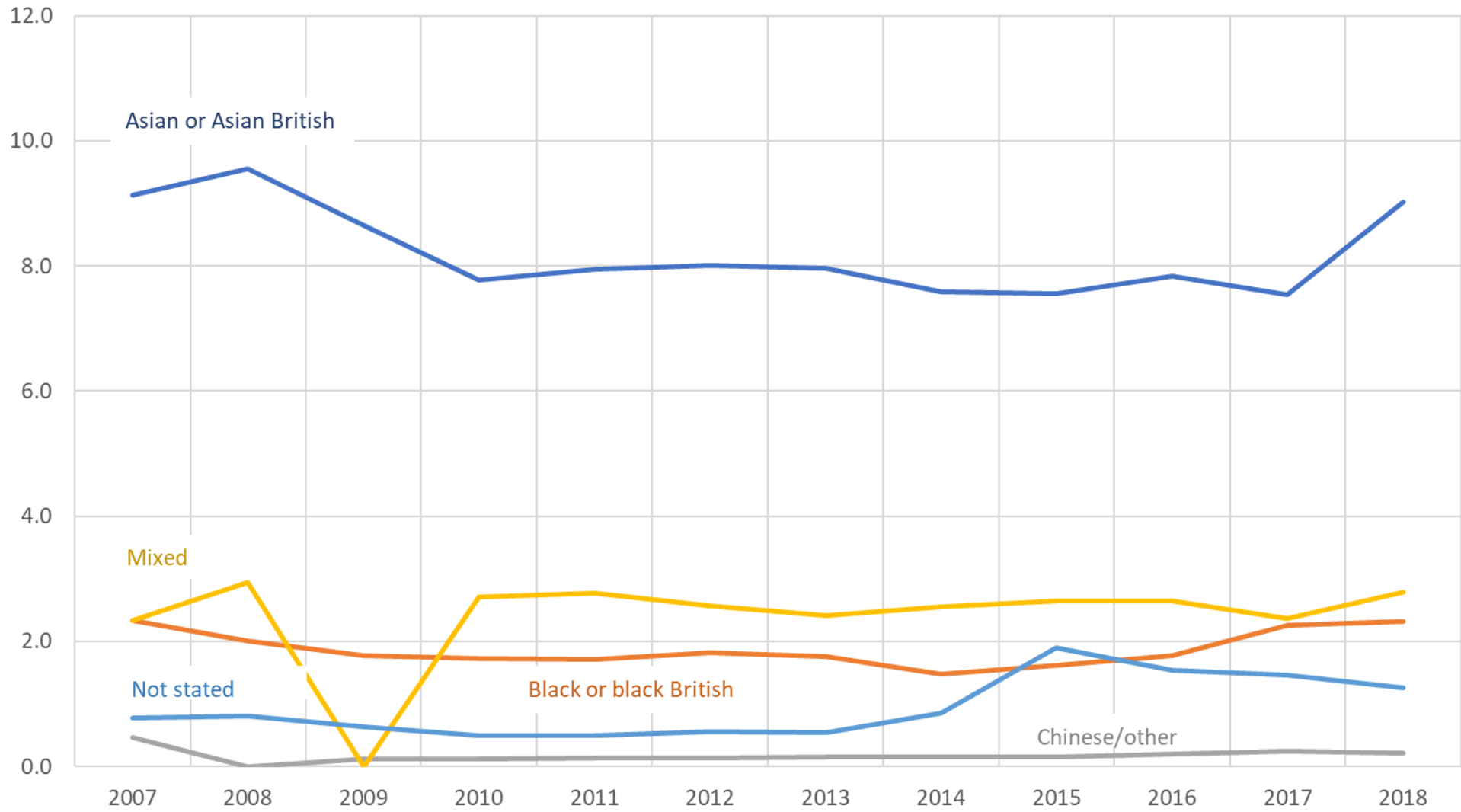


- Largest minority representation among WMP police officers is Asian, rising steadily in % terms over time
- Black representation falling slightly; mixed rising slightly

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West Midlands Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

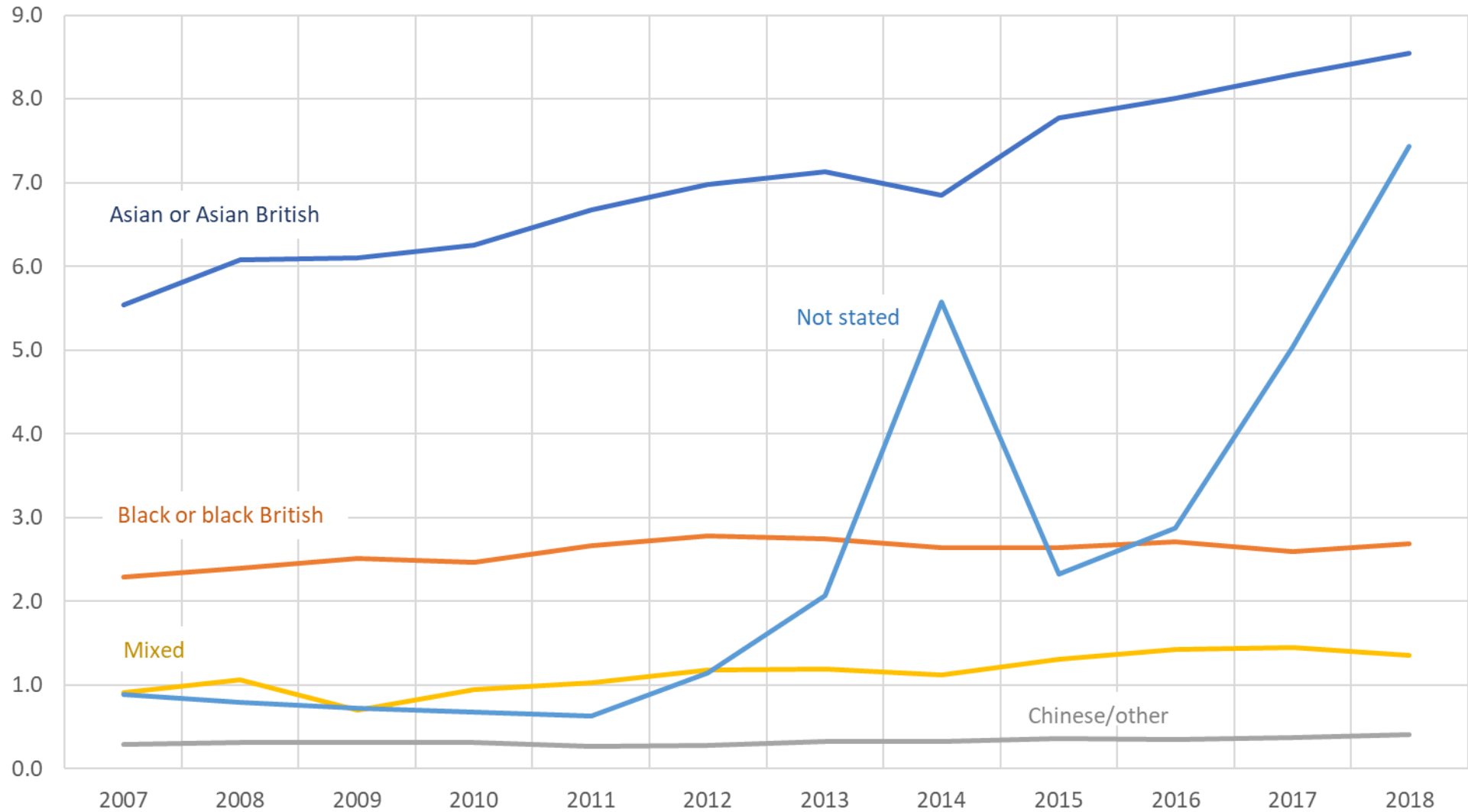


- WMP PCSOs far more likely to be Asian than other minority ethnicities, and than police officers

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West Midlands Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Rising Asian representation among WMP police staff

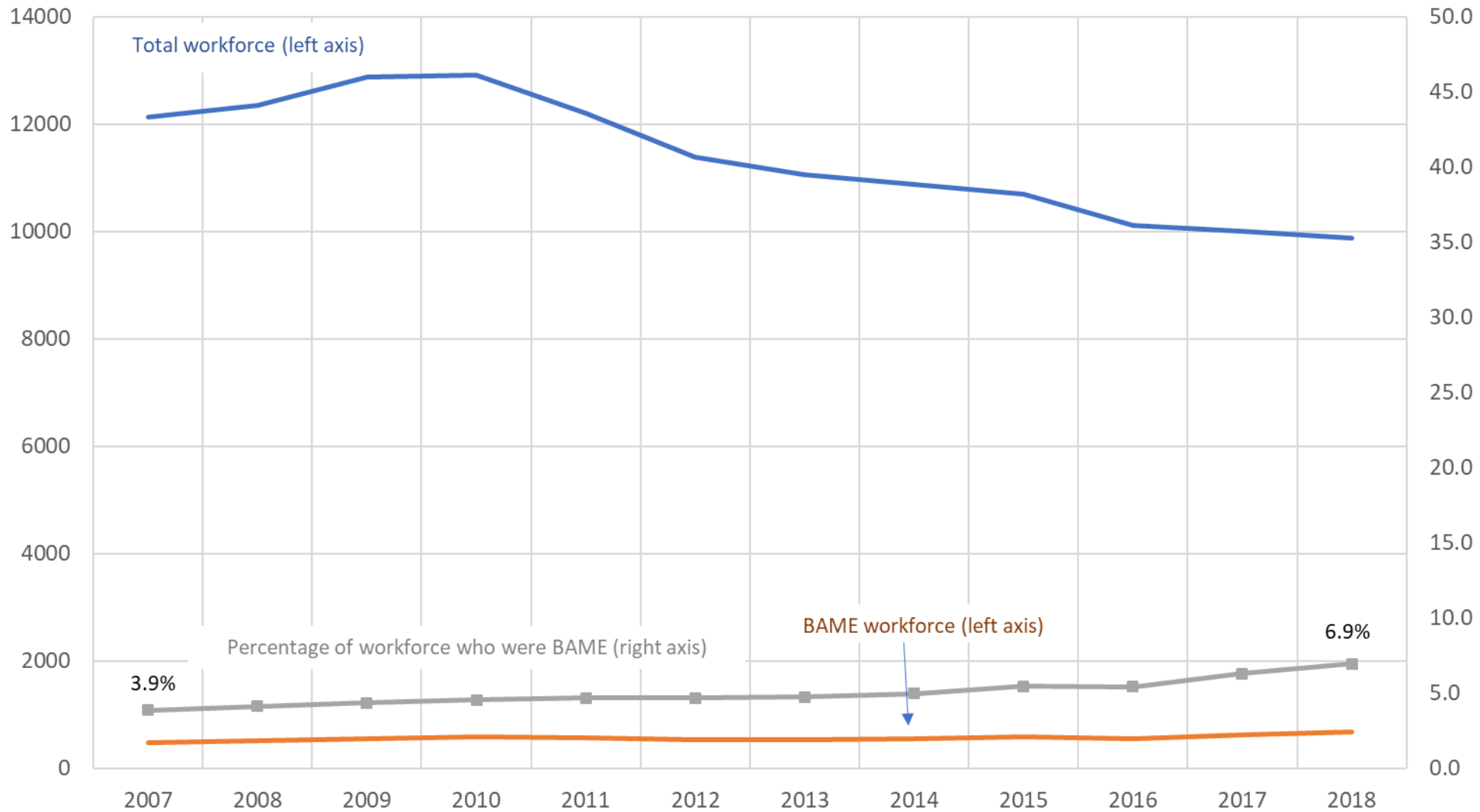
Greater Manchester Police

Role and ethnicity

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Greater Manchester Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

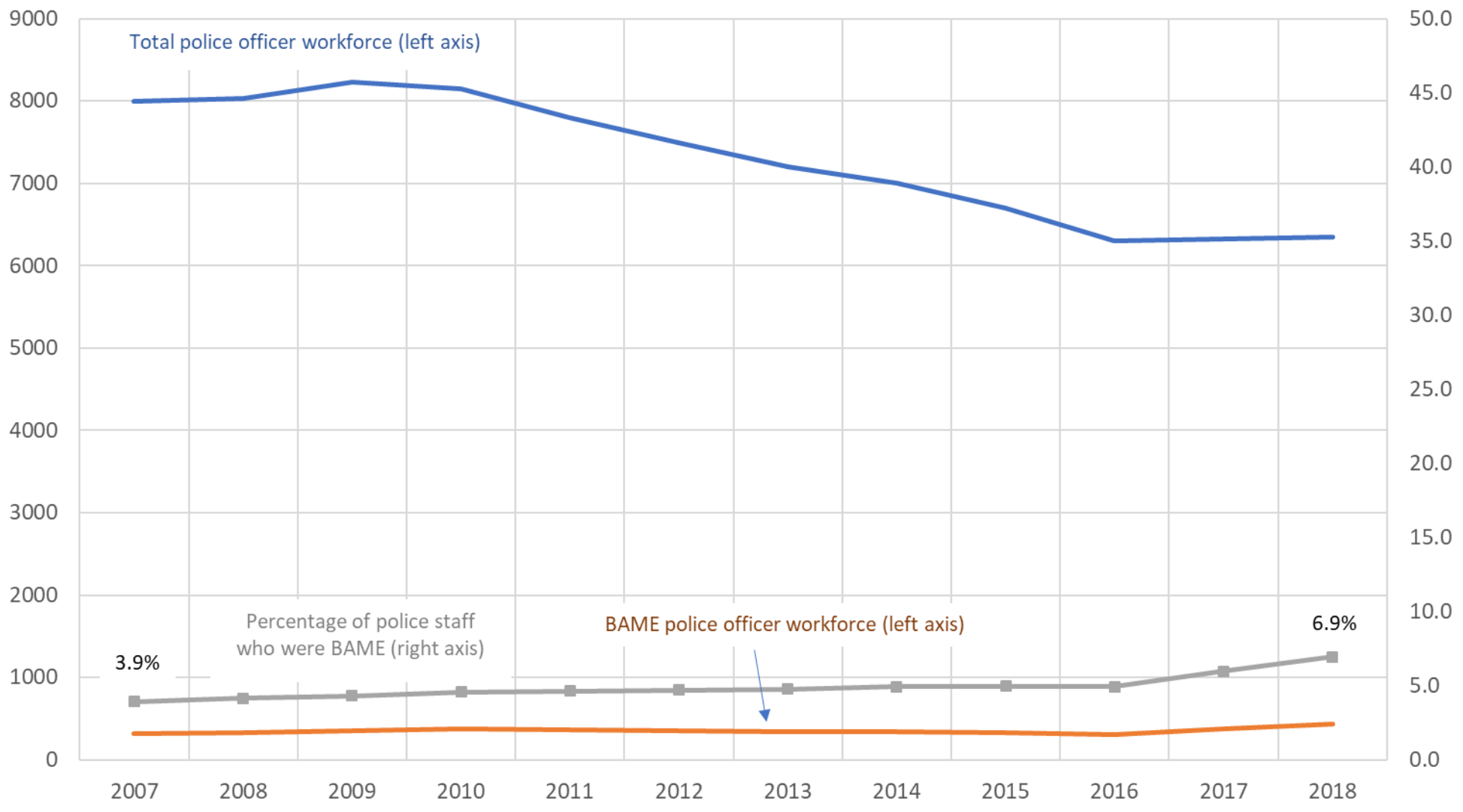
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Greater Manchester Police police officers - number (FTE) and percentage BAME, 2007 to 2018

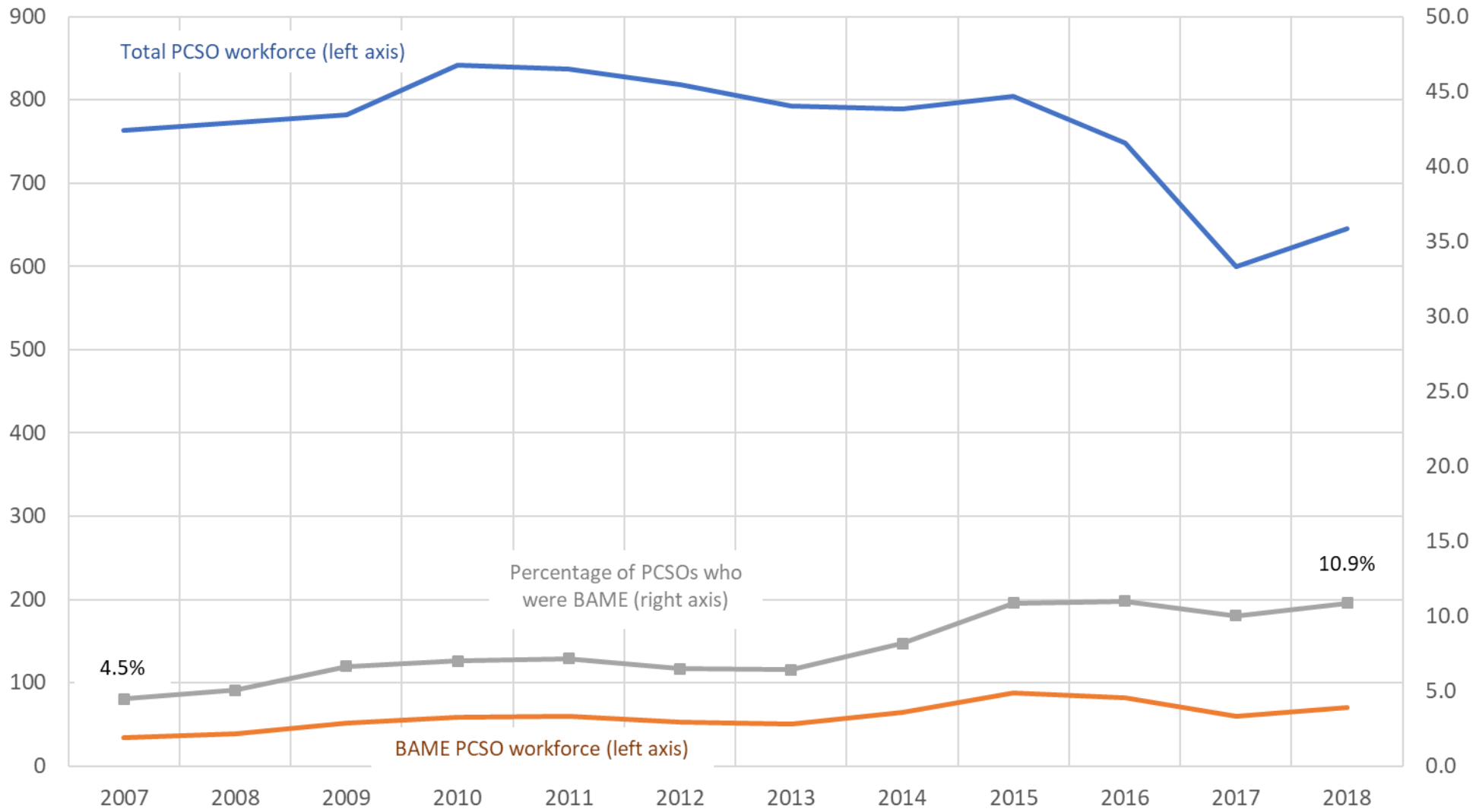
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Greater Manchester Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

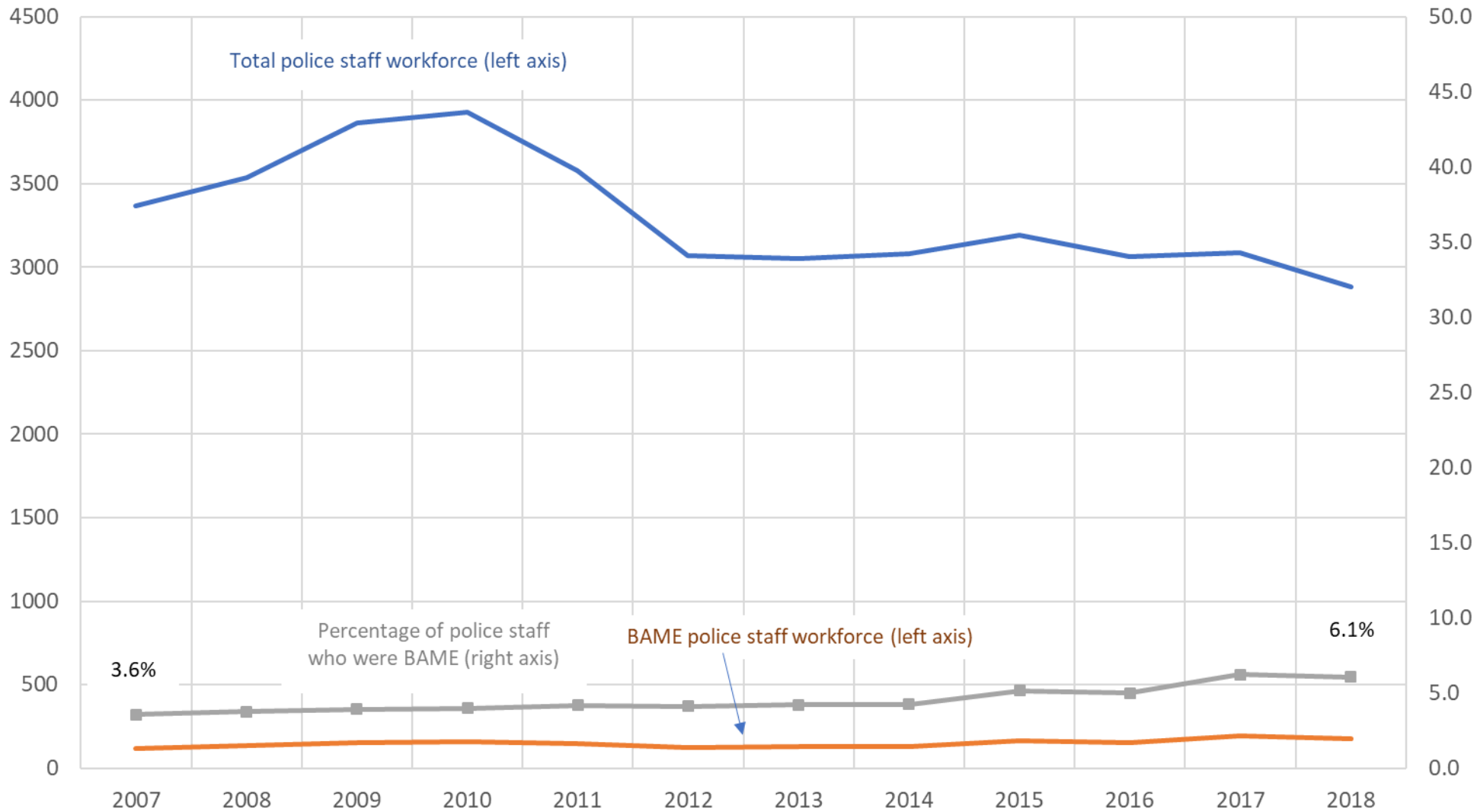
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Greater Manchester Police police staff - number (FTE) and percentage BAME, 2007 to 2018

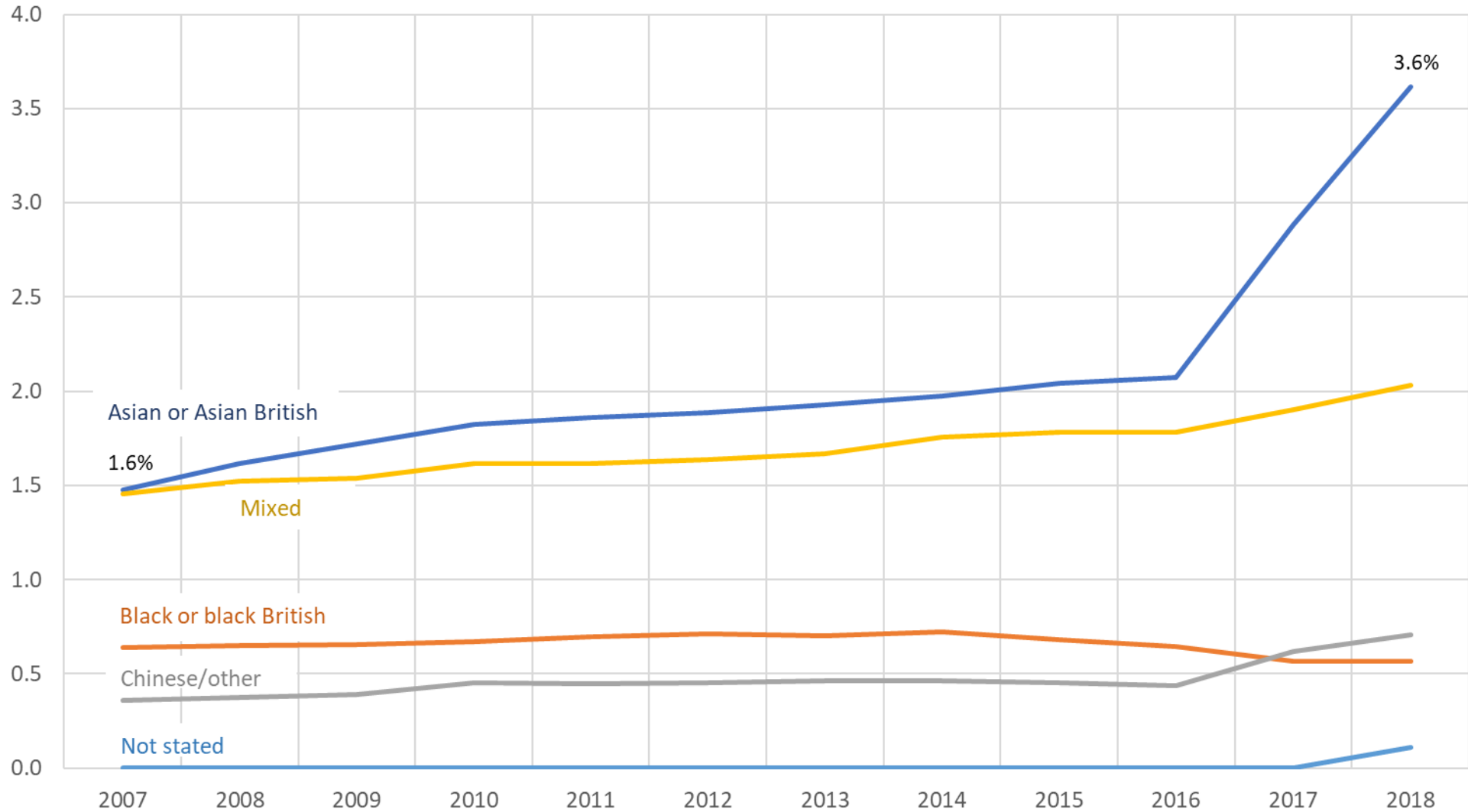
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Greater Manchester Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

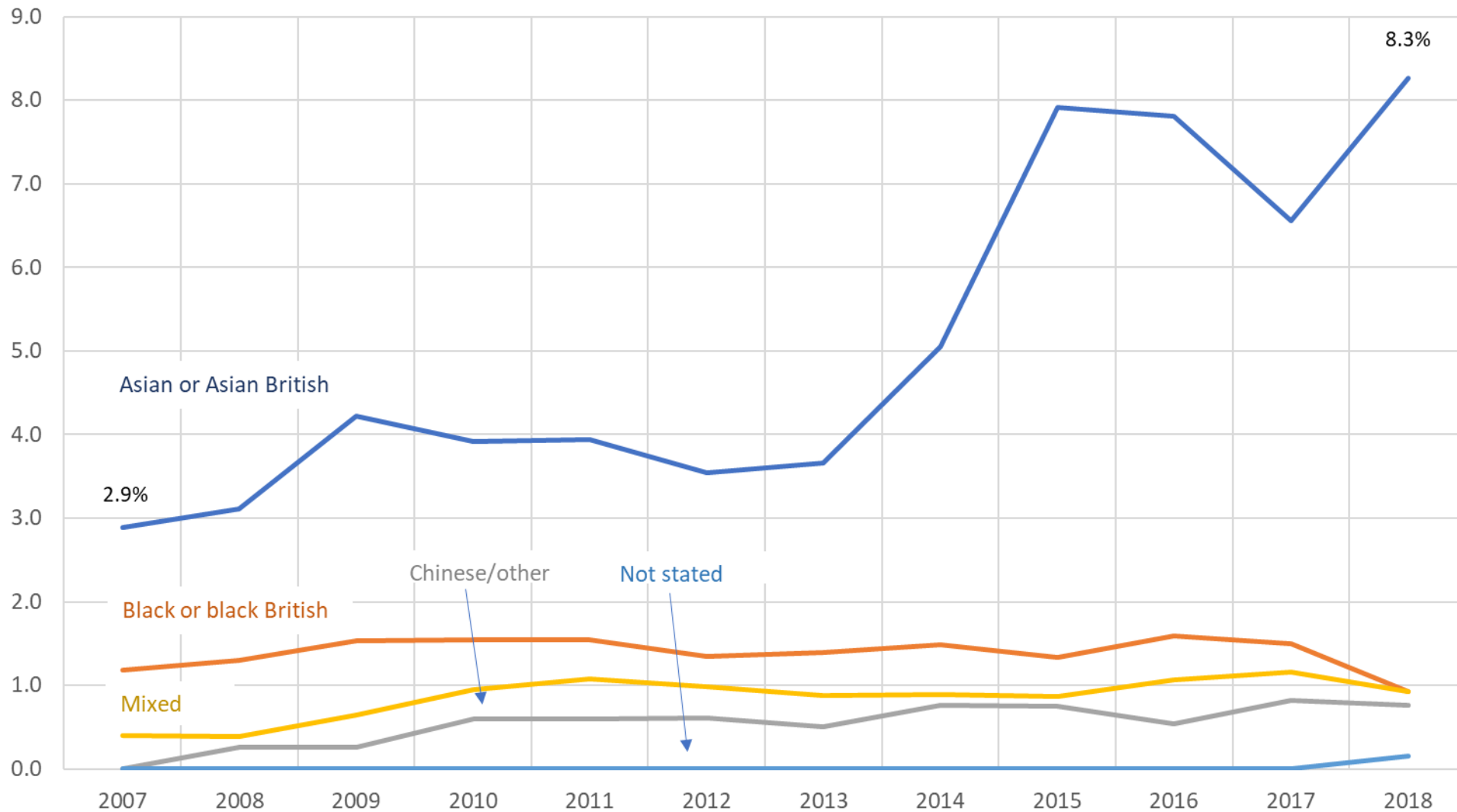


- Step change in Asian police officer representation clearly visible from 2016
- Black representation falling

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Greater Manchester Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

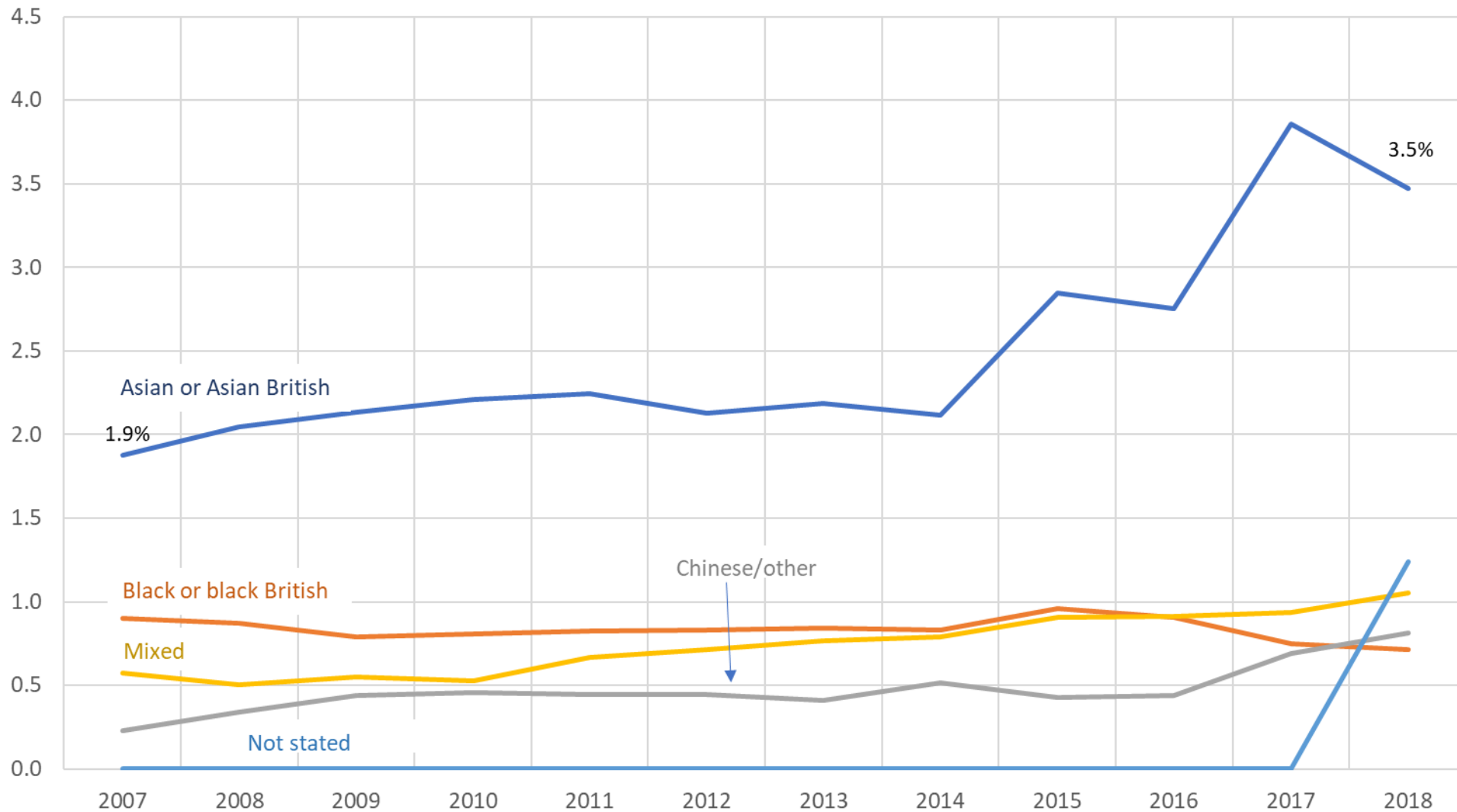


- Asian PCSO representation rose sharply from 2013 then flatter from 2015
- Did GMP see a lot of Asian PCSOs successfully applying to become PCs after 2015?

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Greater Manchester Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Also improved Asian representation among police staff from 2014
- Overall suggests a change in recruitment approach or policy has been successful at attracting Asian applicants to GMP across all roles

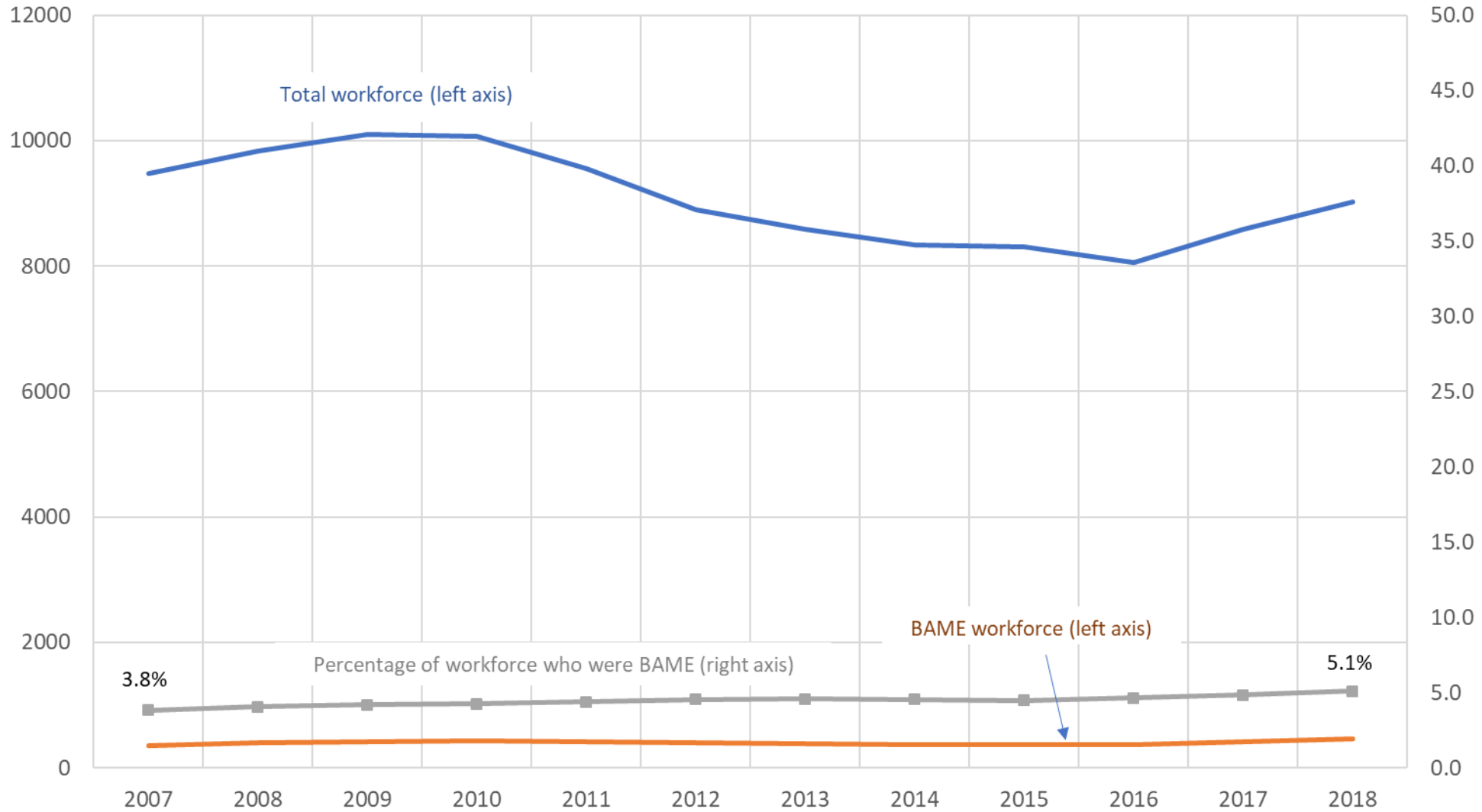
West Yorkshire Police

Role and ethnicity

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West Yorkshire Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

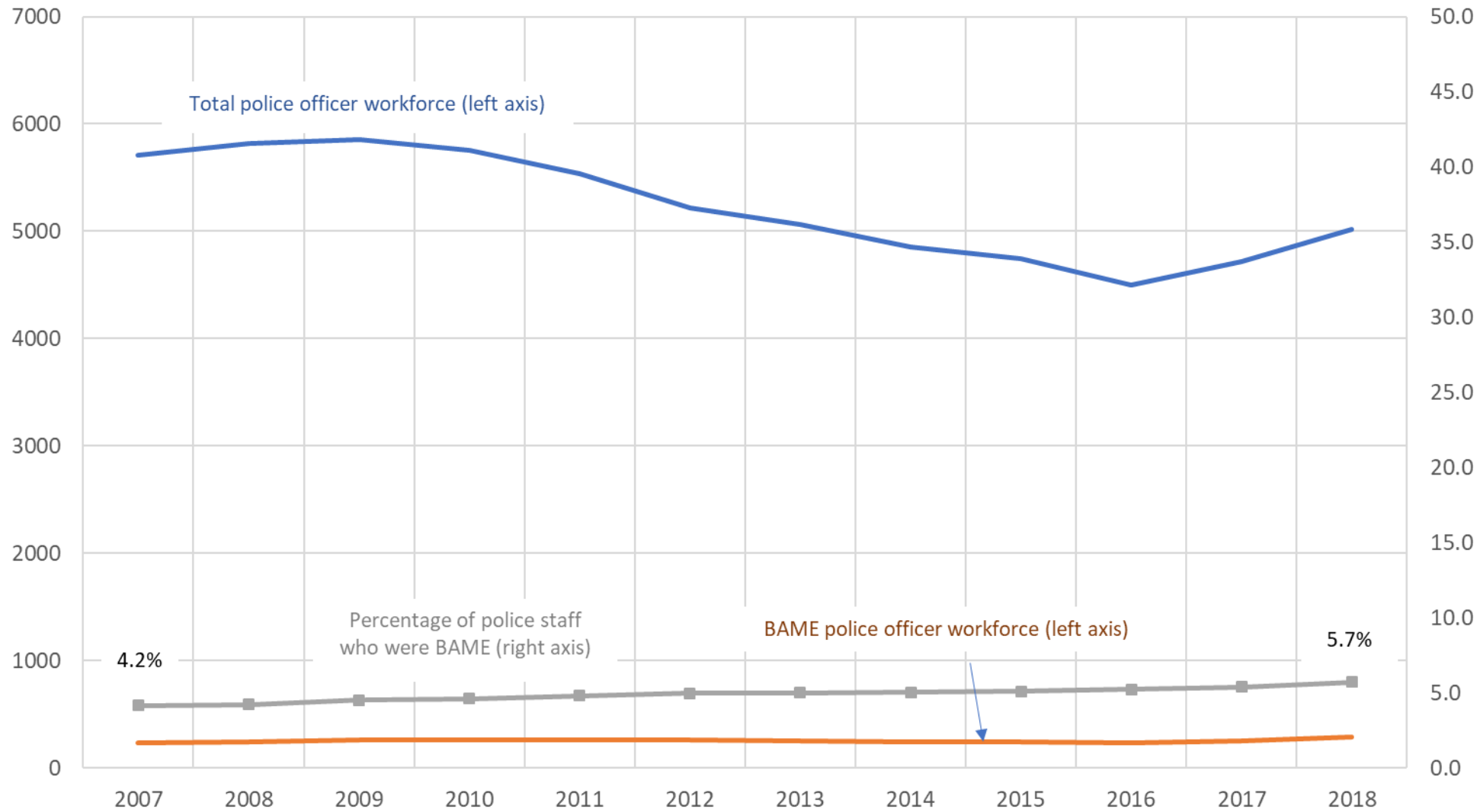
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Yorkshire Police police officers - number (FTE) and percentage BAME, 2007 to 2018

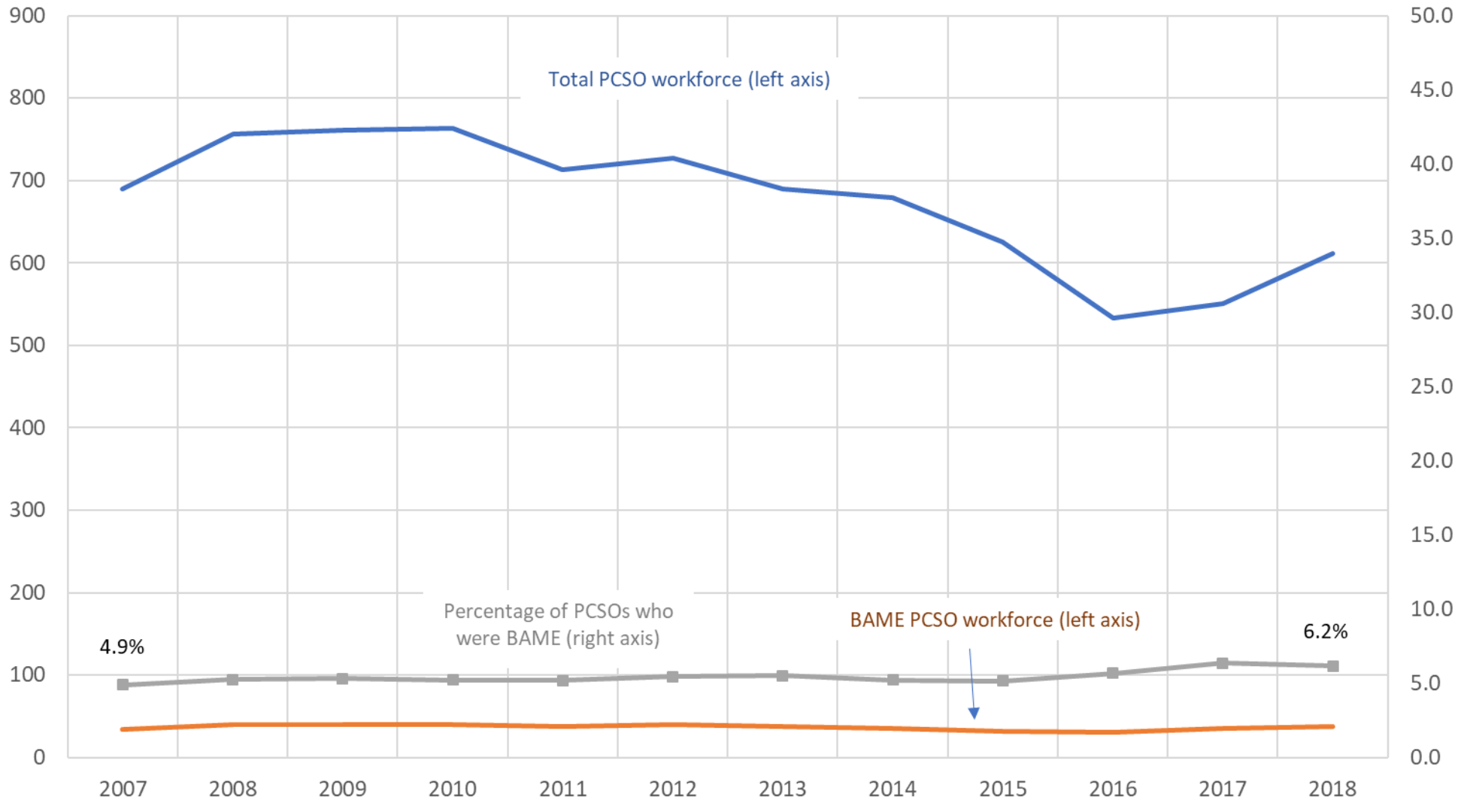
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Yorkshire Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

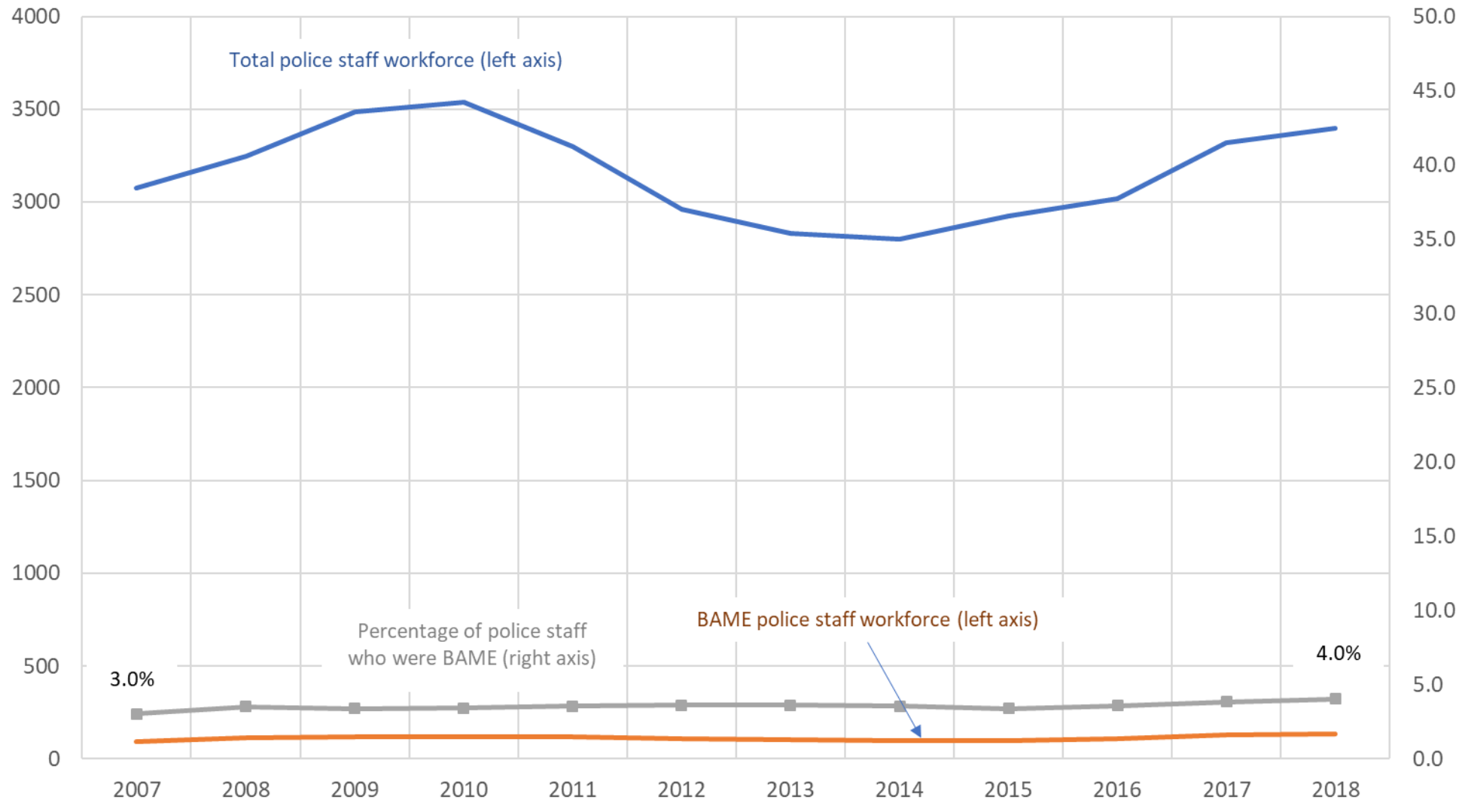


- Notable that PCSO numbers have been relatively protected, esp compared to the MPS

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West Yorkshire Police police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

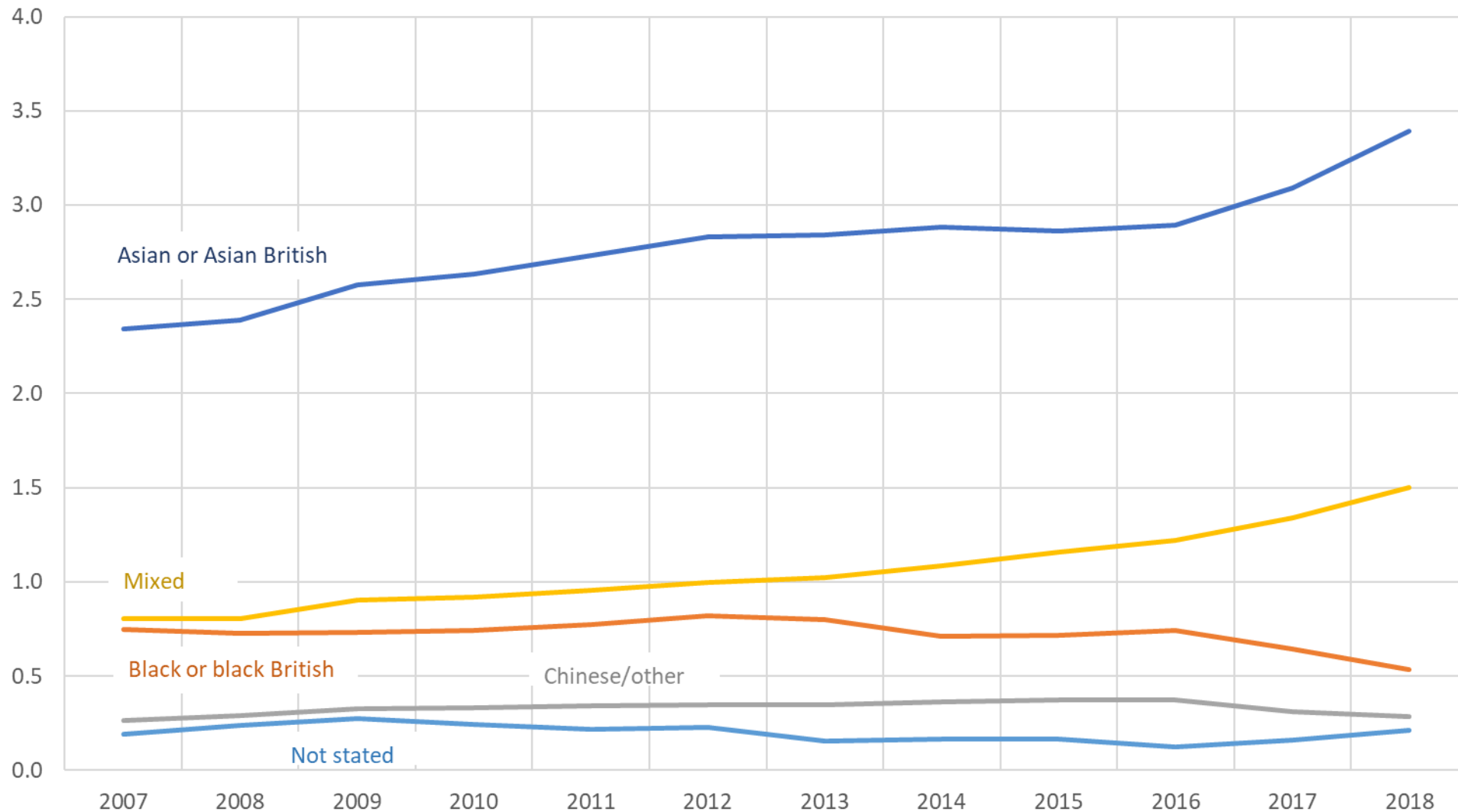


- Likewise police staff numbers have held up

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West Yorkshire Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

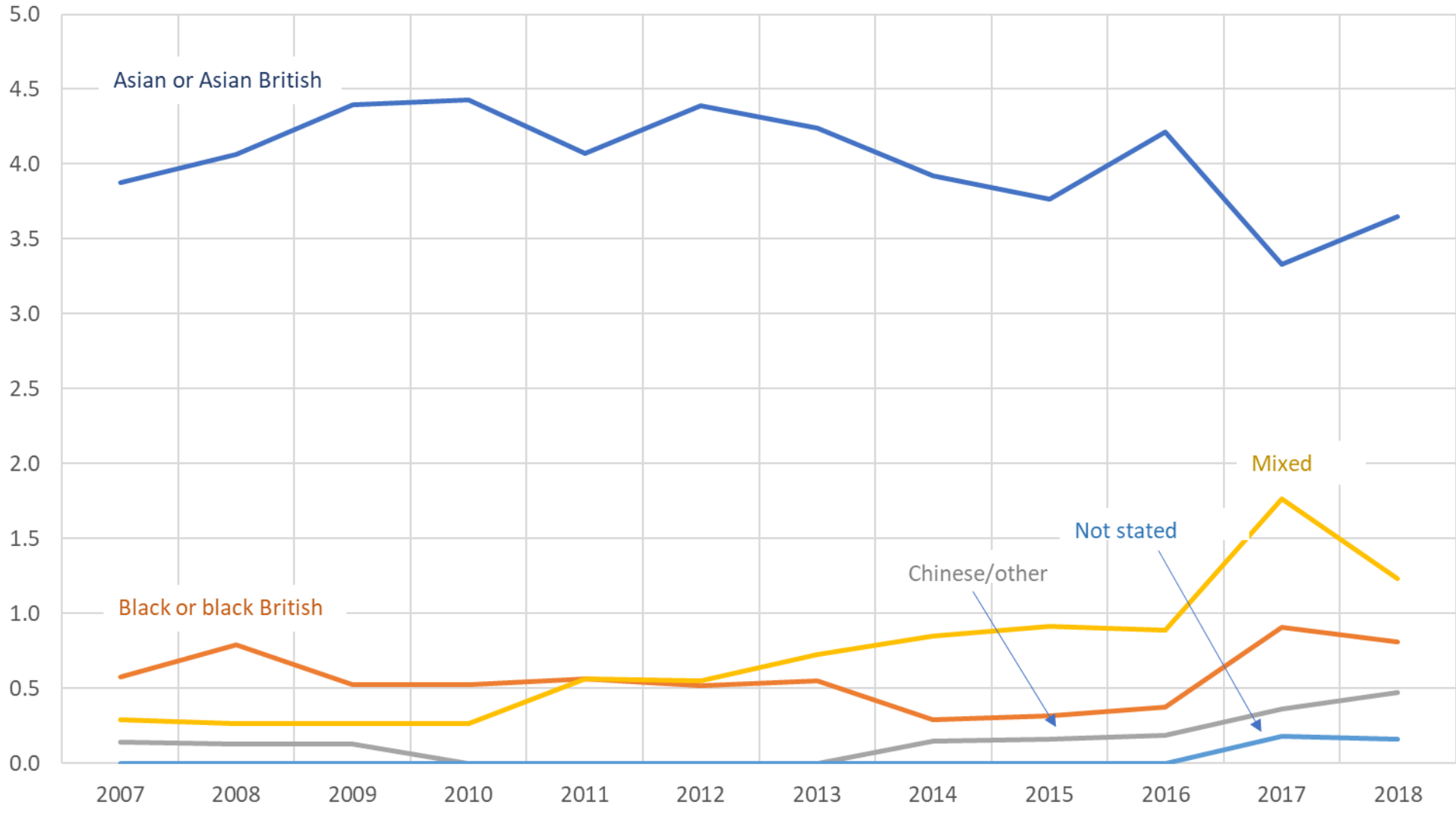


- As with GMP, minority representation is primarily Asian, increasing over time along with mixed ethnicities; black representation falling
- Are the mixed ethnicities Asian mixed rather than eg black?

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West Yorkshire Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

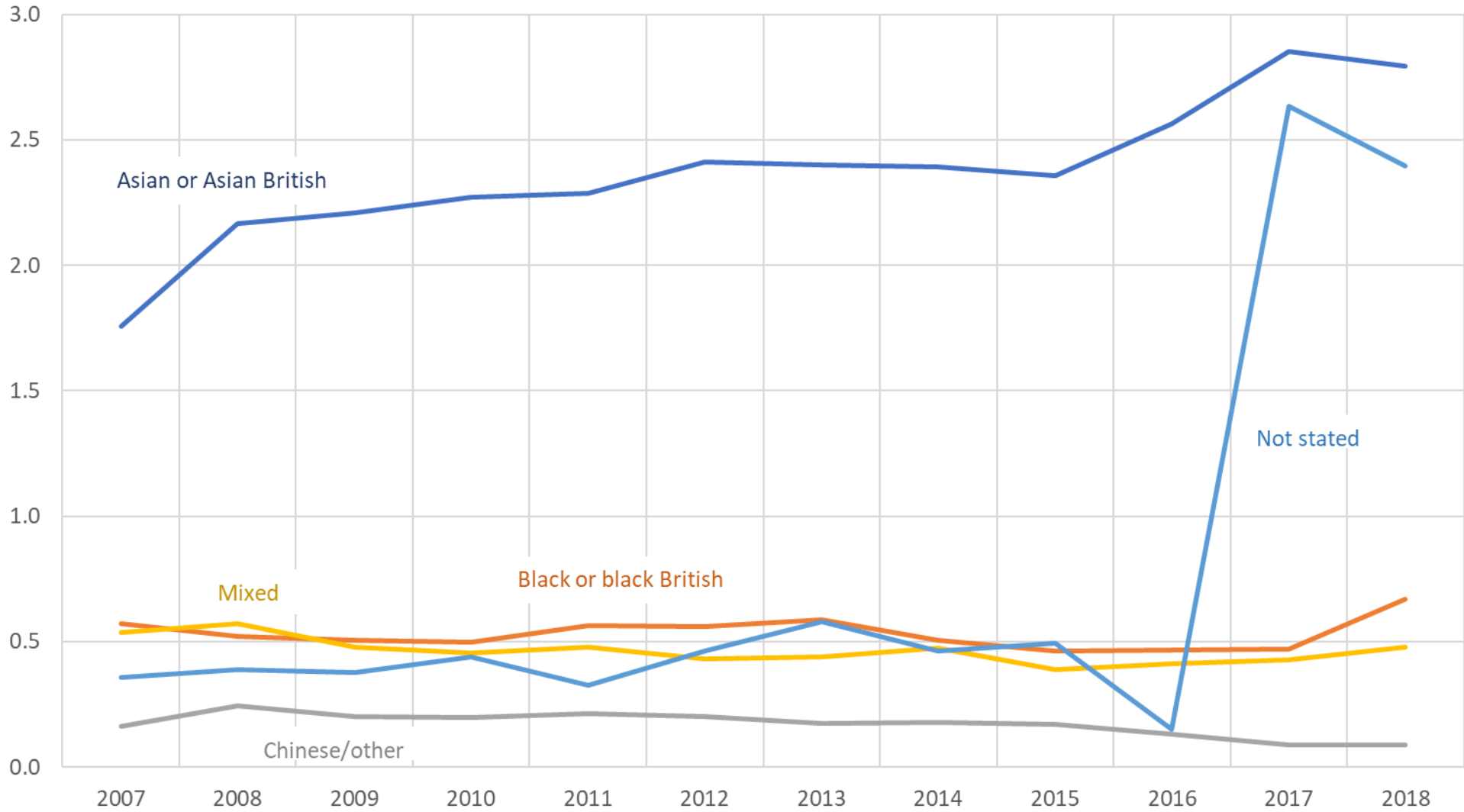


- Slight fall in Asian PCSO representation

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West Yorkshire Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



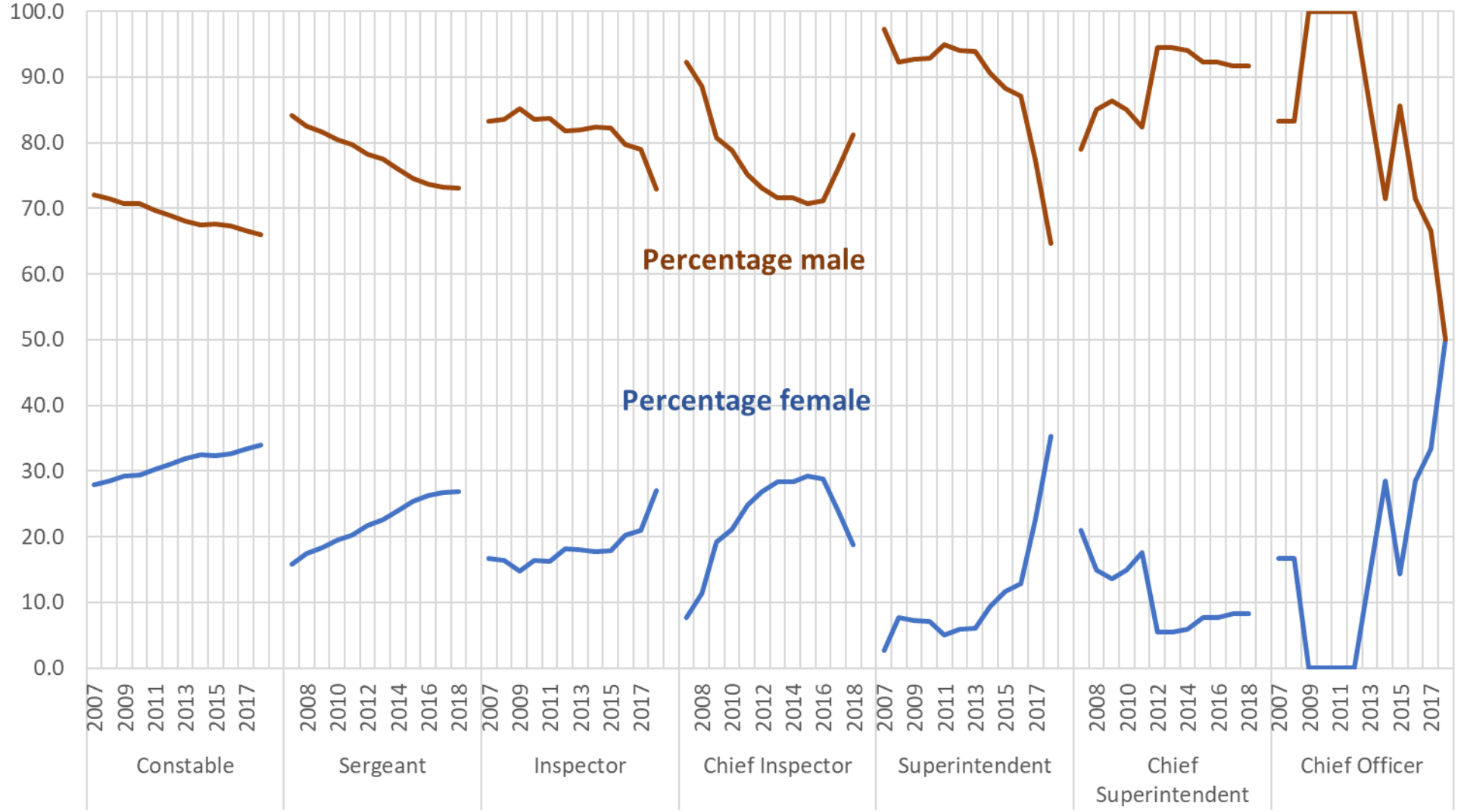
- Asian representation among police staff has been rising
- Sudden issue with data completeness in 2017

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West Yorkshire Police - Police Officers by rank and gender, 2007-2018

Percentage of rank by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

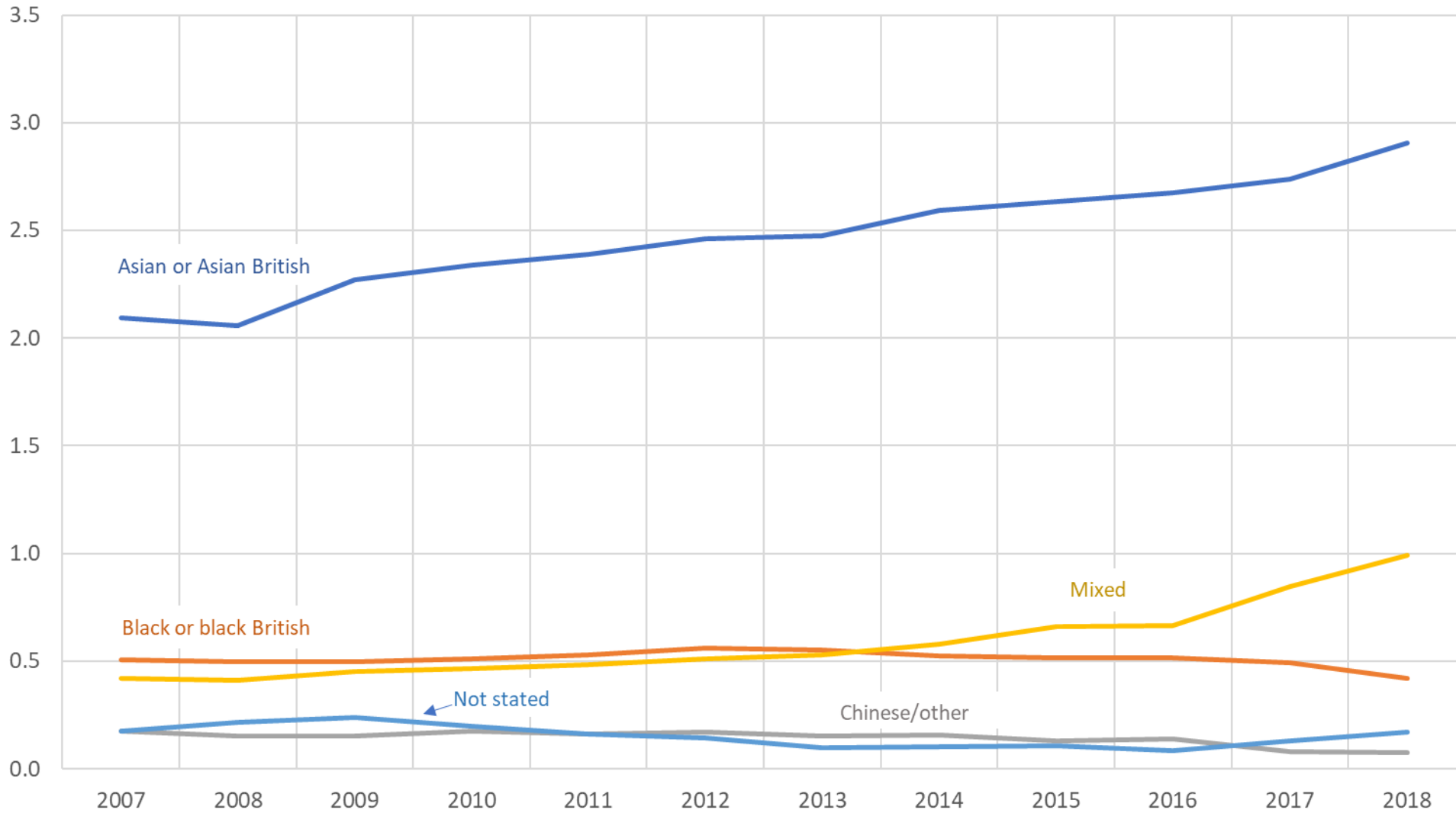


- Clear signs of female progression from chief inspector to superintendent, but not (yet) feeding through to chief superintendent
- 50/50 gender split at chief officer level by 2018

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West Yorkshire Police - Male Police Constables by Ethnicity Percentage of all Constables (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

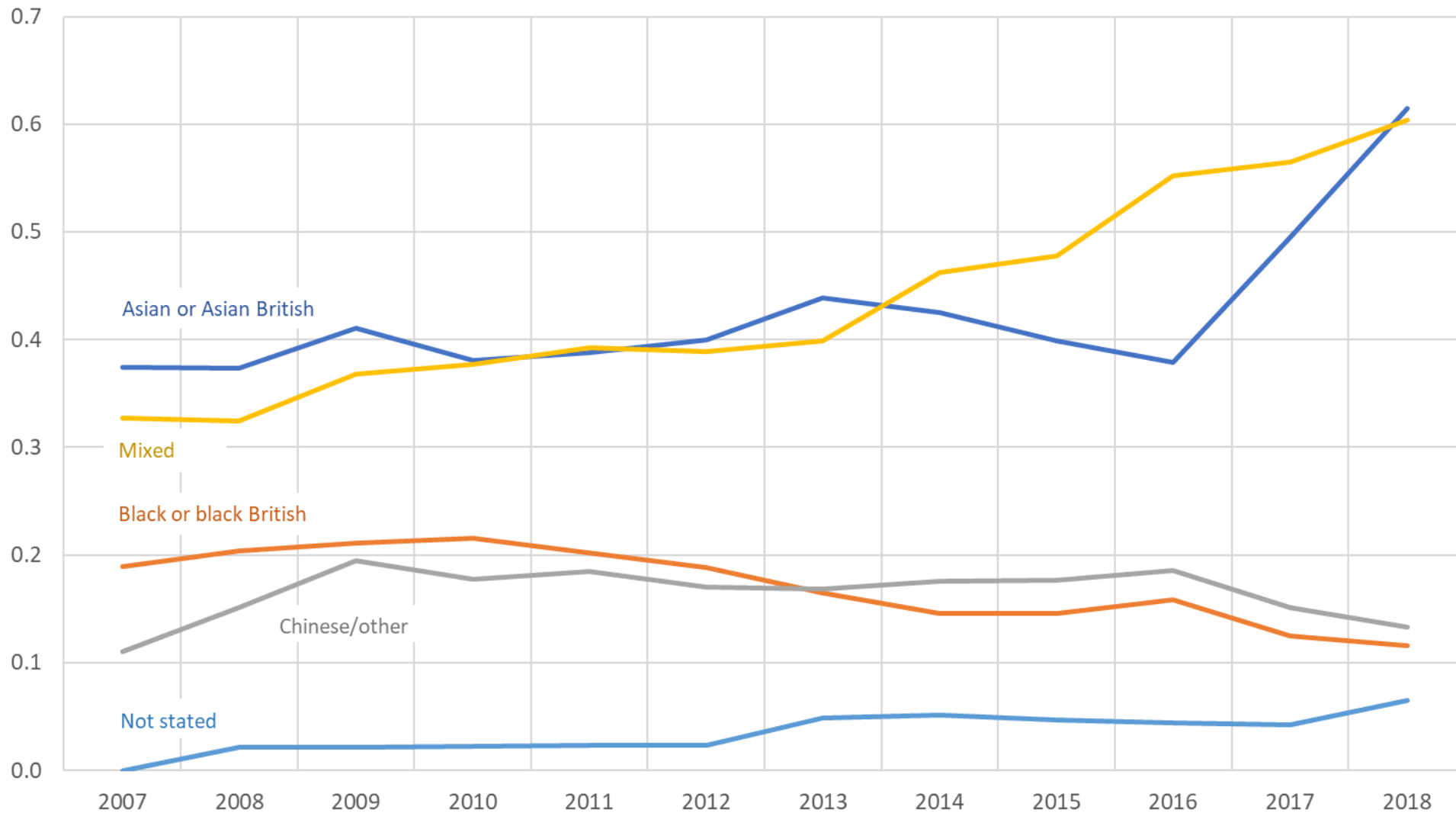


- Minority male constables far more likely to be Asian than any other background, increasing steadily in % terms over time

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West Yorkshire Police - Female Police Constables by Ethnicity Percentage of all Constables (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables

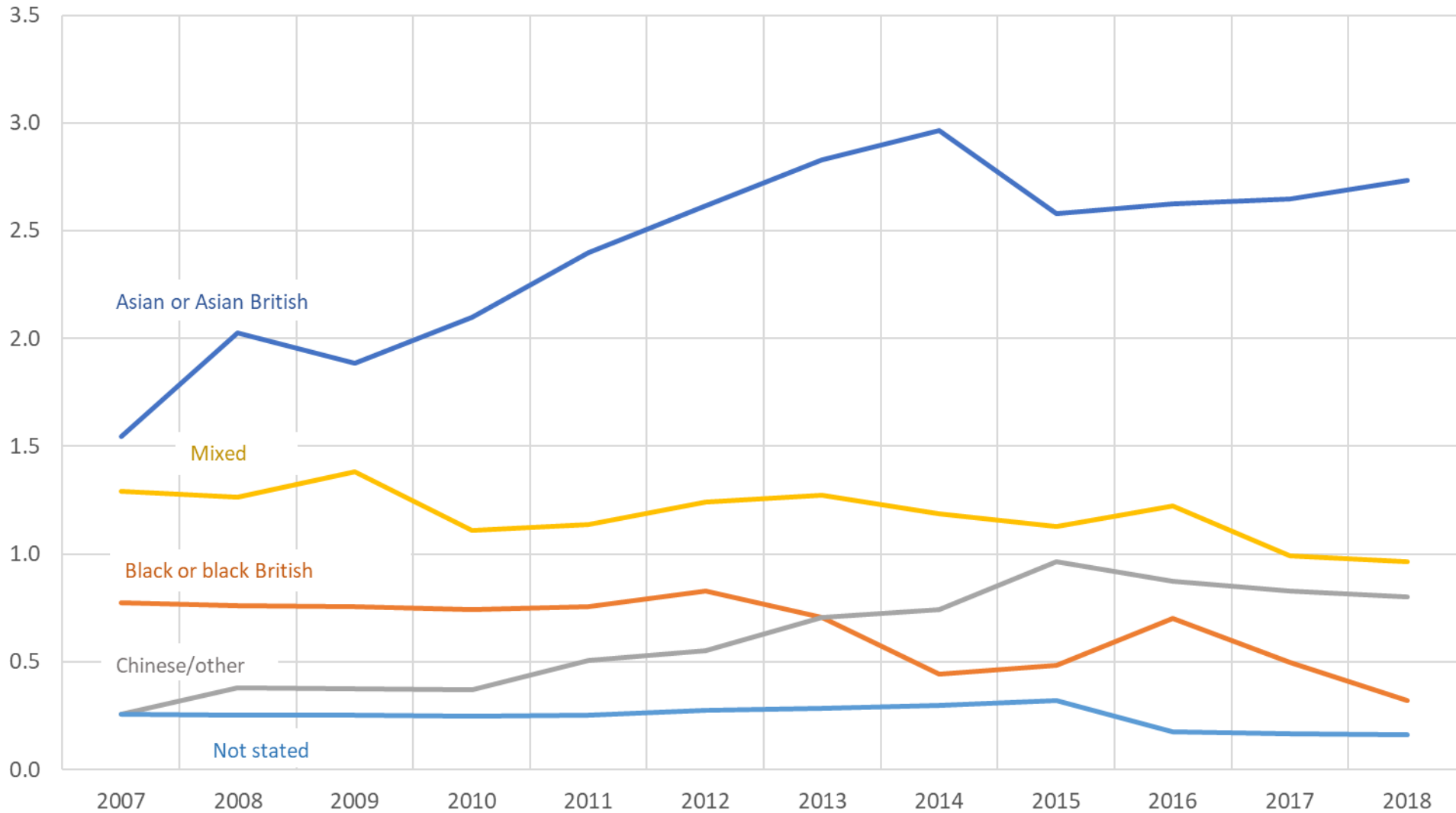


- Female police constables far less likely to be Asian than male in WYP (note the different scale to the previous chart)
- Mixed representation has increased steadily, Asian representation has picked up sharply since 2016

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West Yorkshire Police - Male Police Sergeants by Ethnicity Percentage of all Sergeants (male & female) by year

Source: Home Office Police Workforce statistics, England and Wales , 31 March 2018: ethnicity data tables



- Among male sergeants, only increases in diversity have involved Asian officers, though increases have stalled since 2014

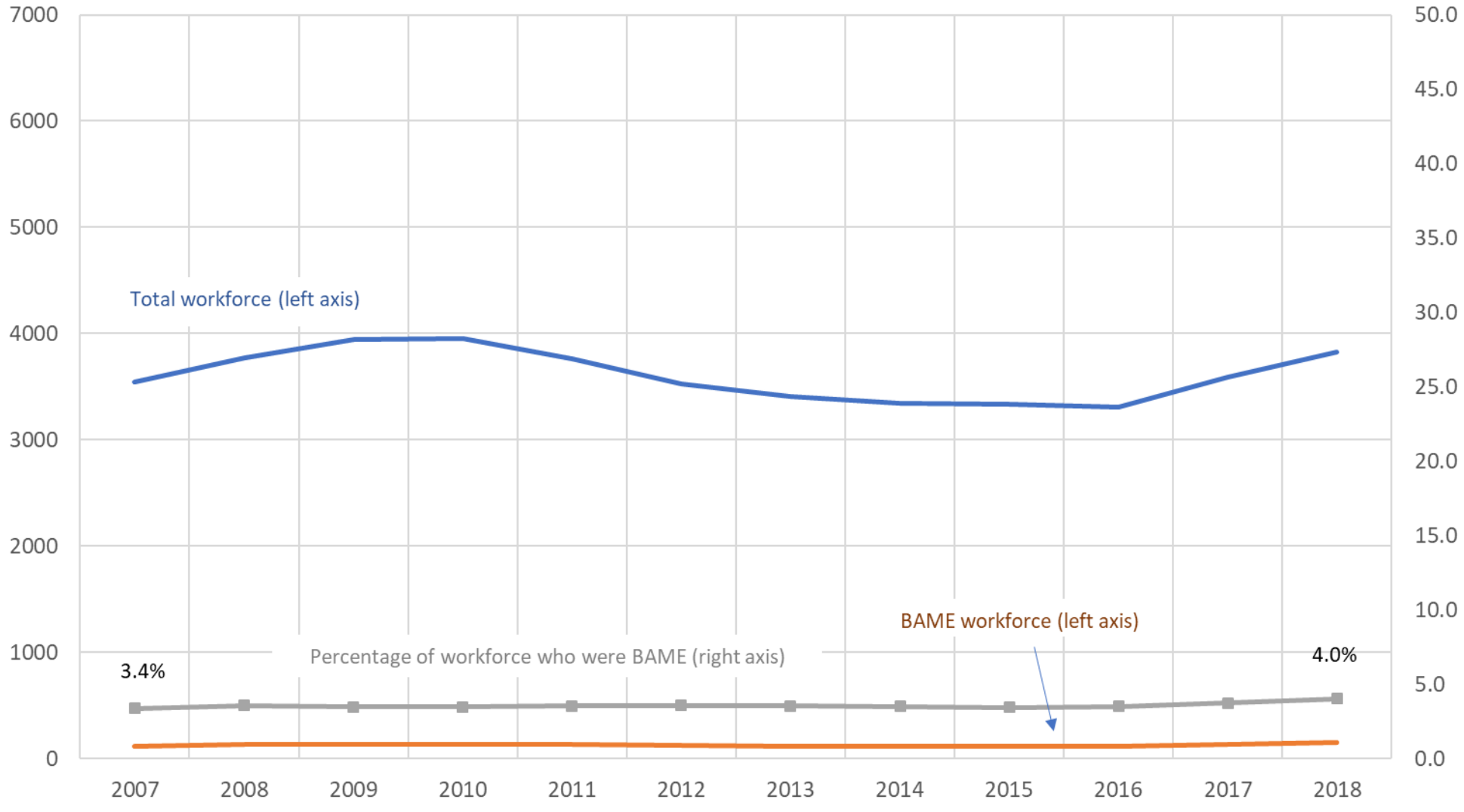
West Yorkshire Police

Gender, role and ethnicity

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West Yorkshire Police female workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

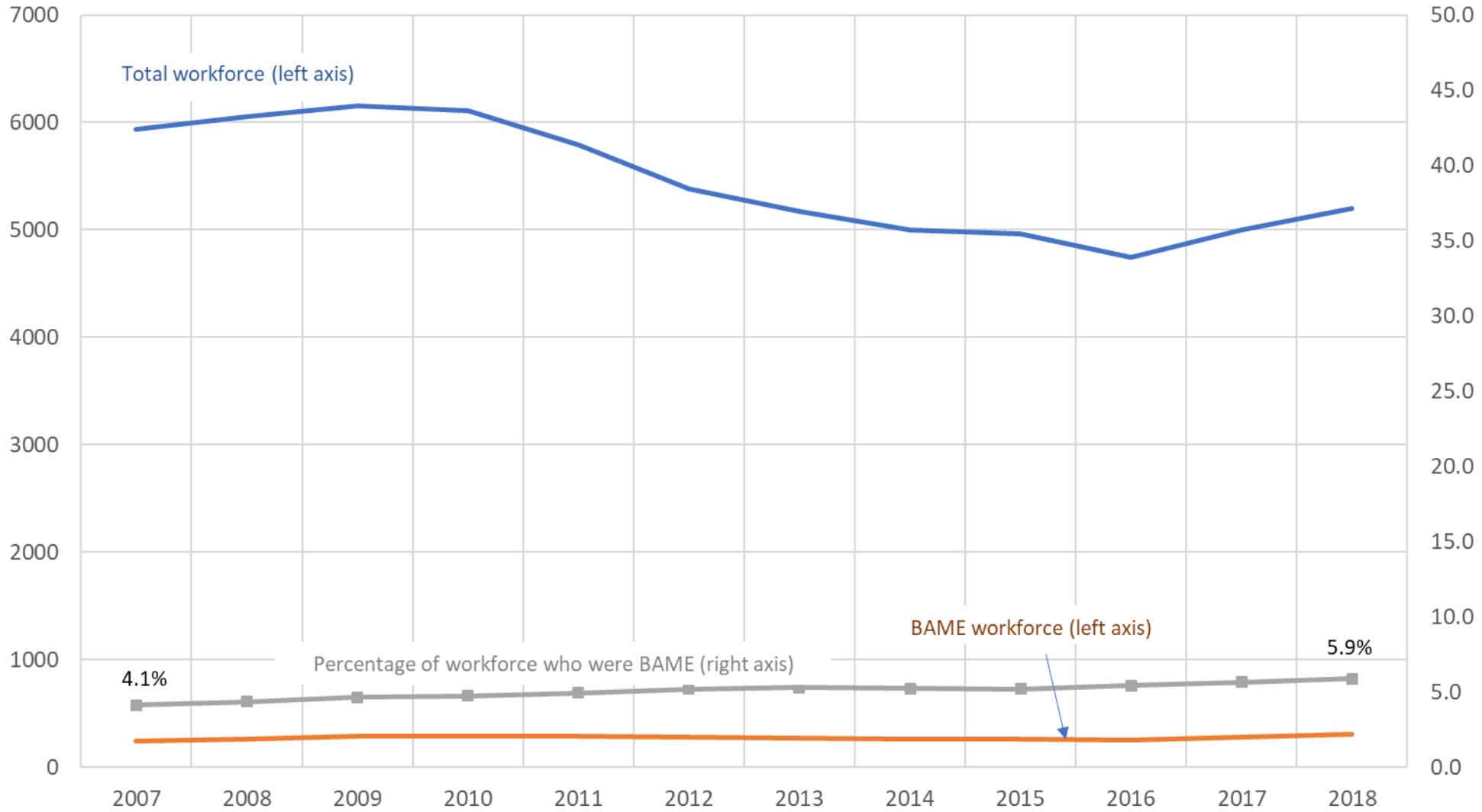


- WYP female workforce less diverse than male and diversity increasing more slowly (male equivalents on next slide)

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West Yorkshire Police male workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

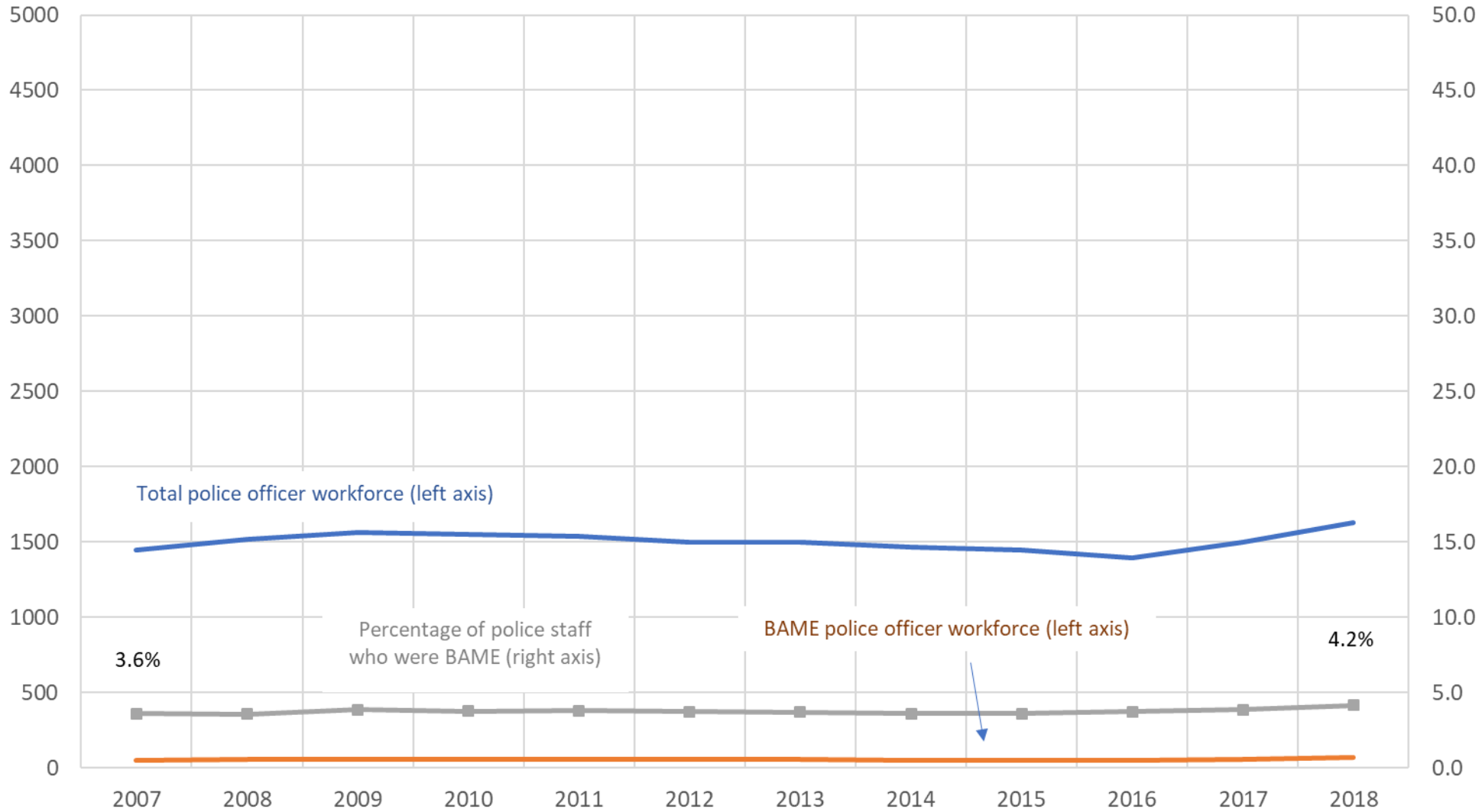
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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West Yorkshire Police female police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

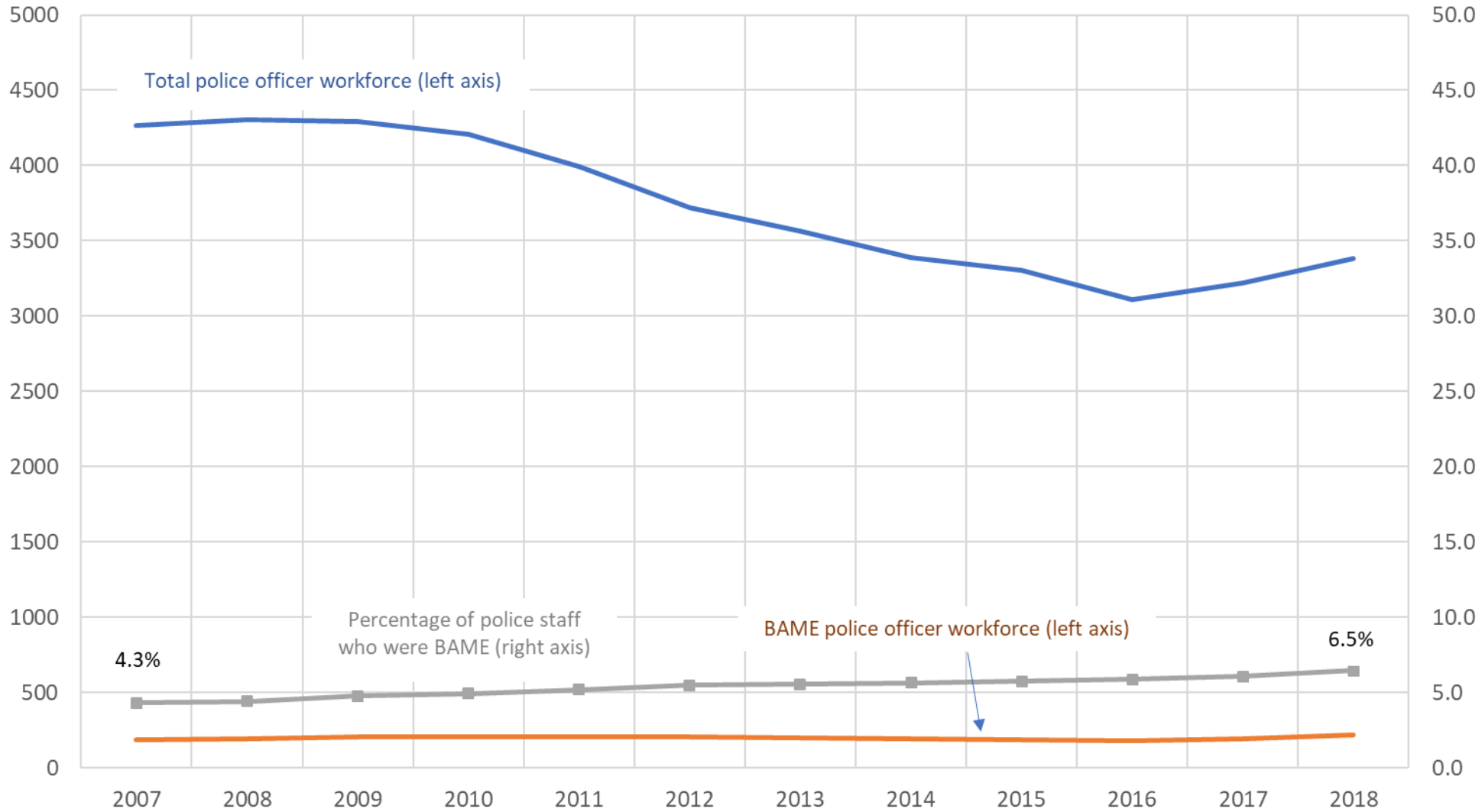


- Number of female officers has remained flat while males have fallen (next slide)
- Female diversity lower and increasing more slowly than male

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West Yorkshire Police male police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

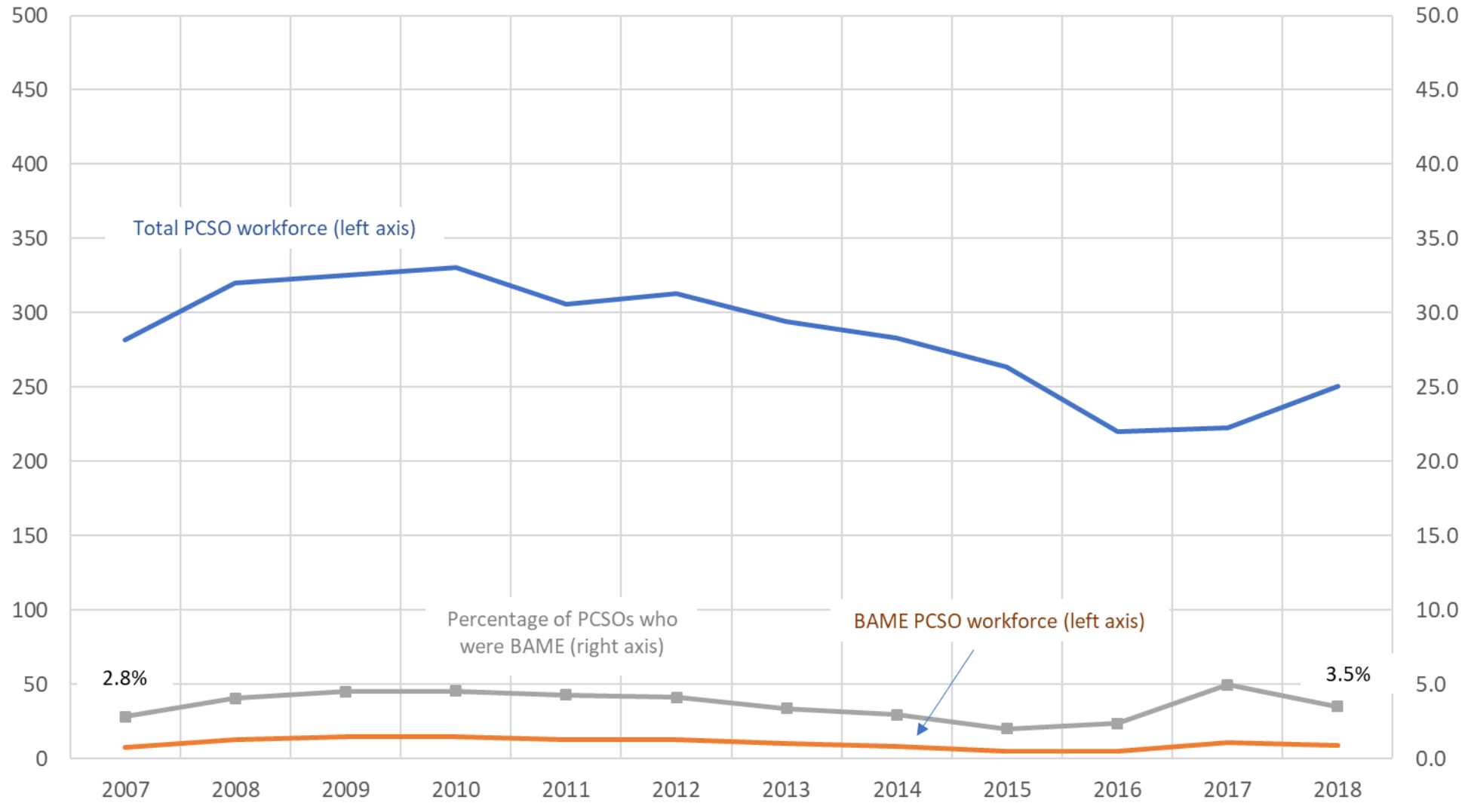


- Ethnic diversity of male police officers is higher than female and increasing at a faster rate

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West Yorkshire Police female PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

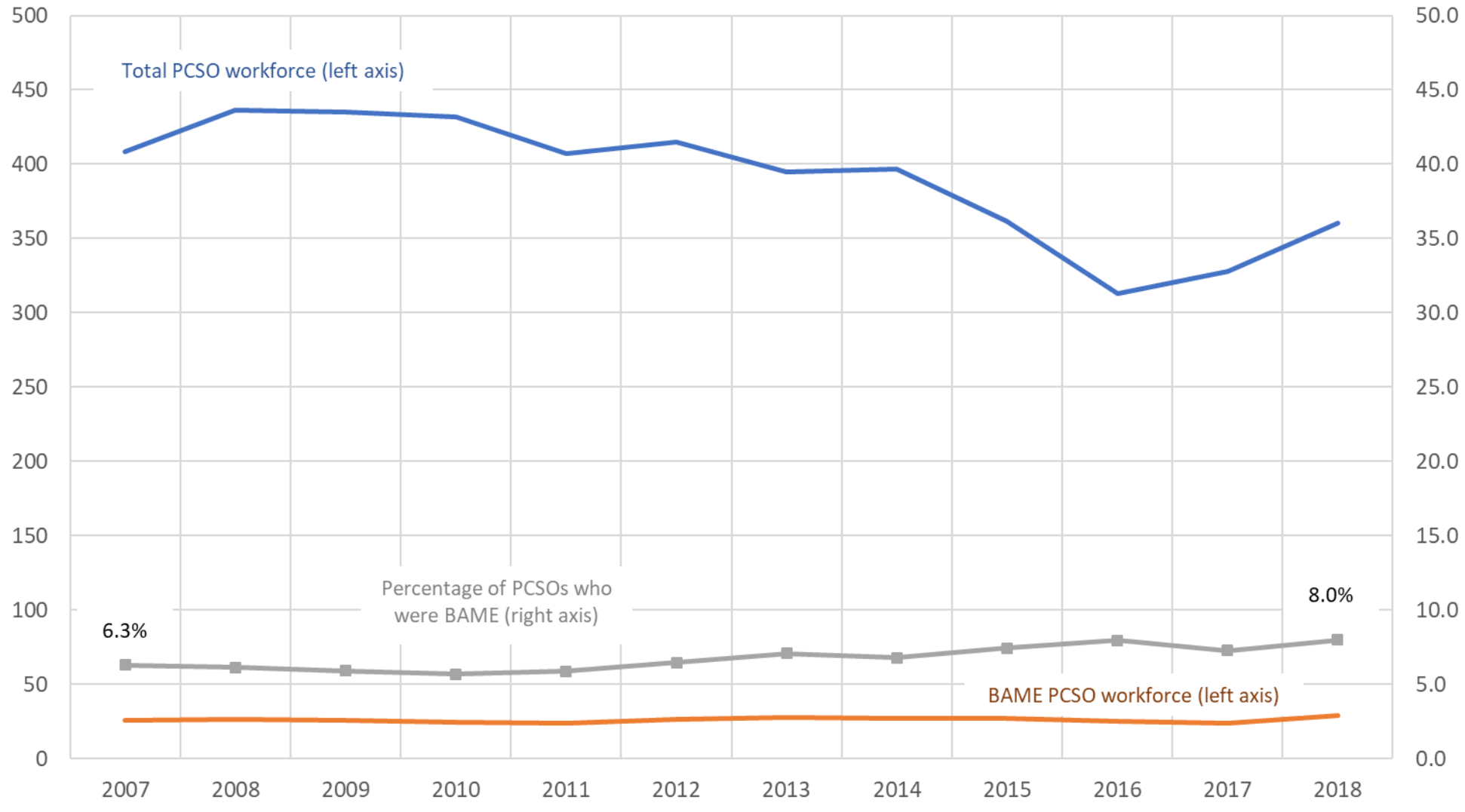


- Female PCSO diversity in WYP hasn't increased only modestly

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West Yorkshire Police male PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

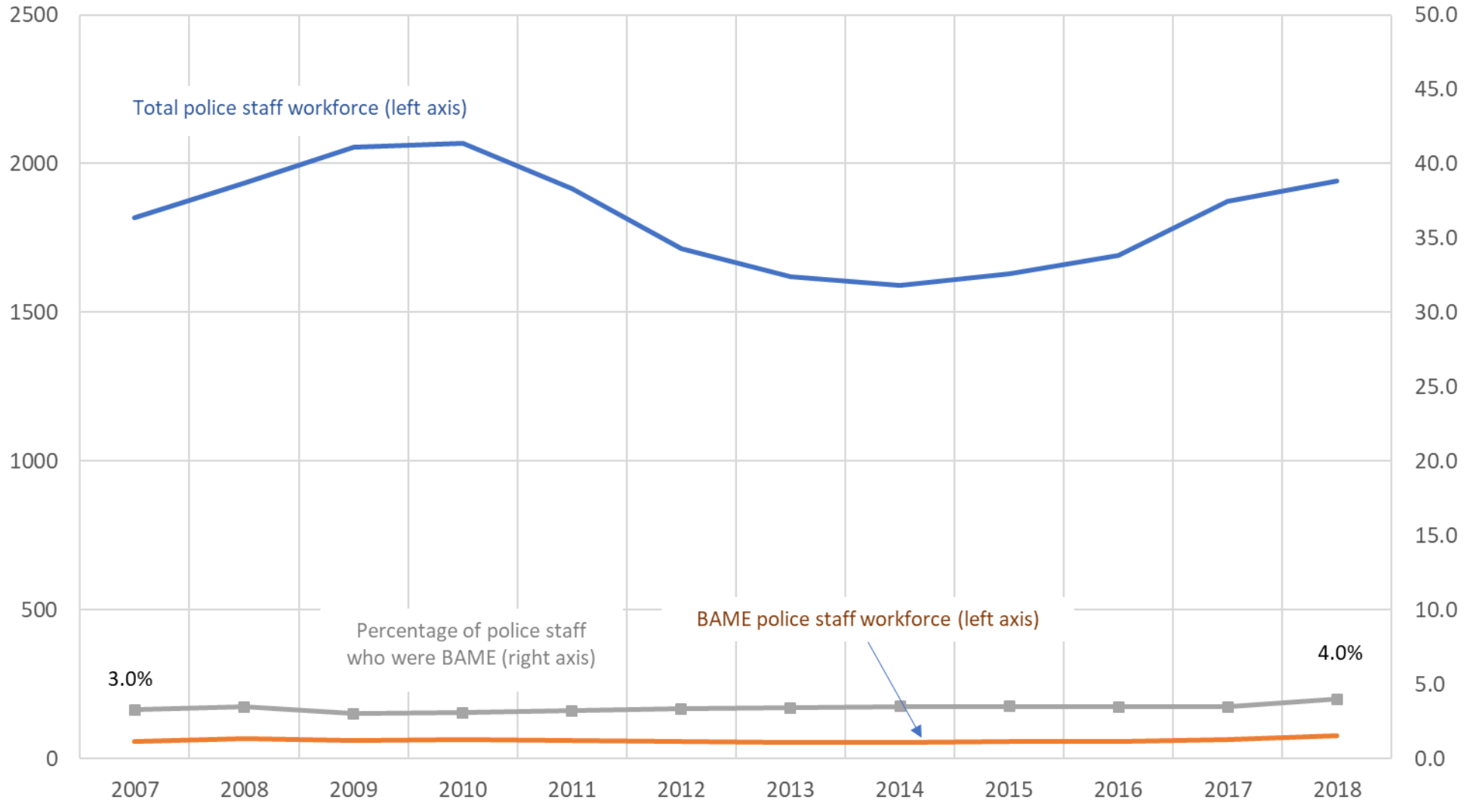


- Male PCSO diversity is higher but increases still only modest

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West Yorkshire Police female police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

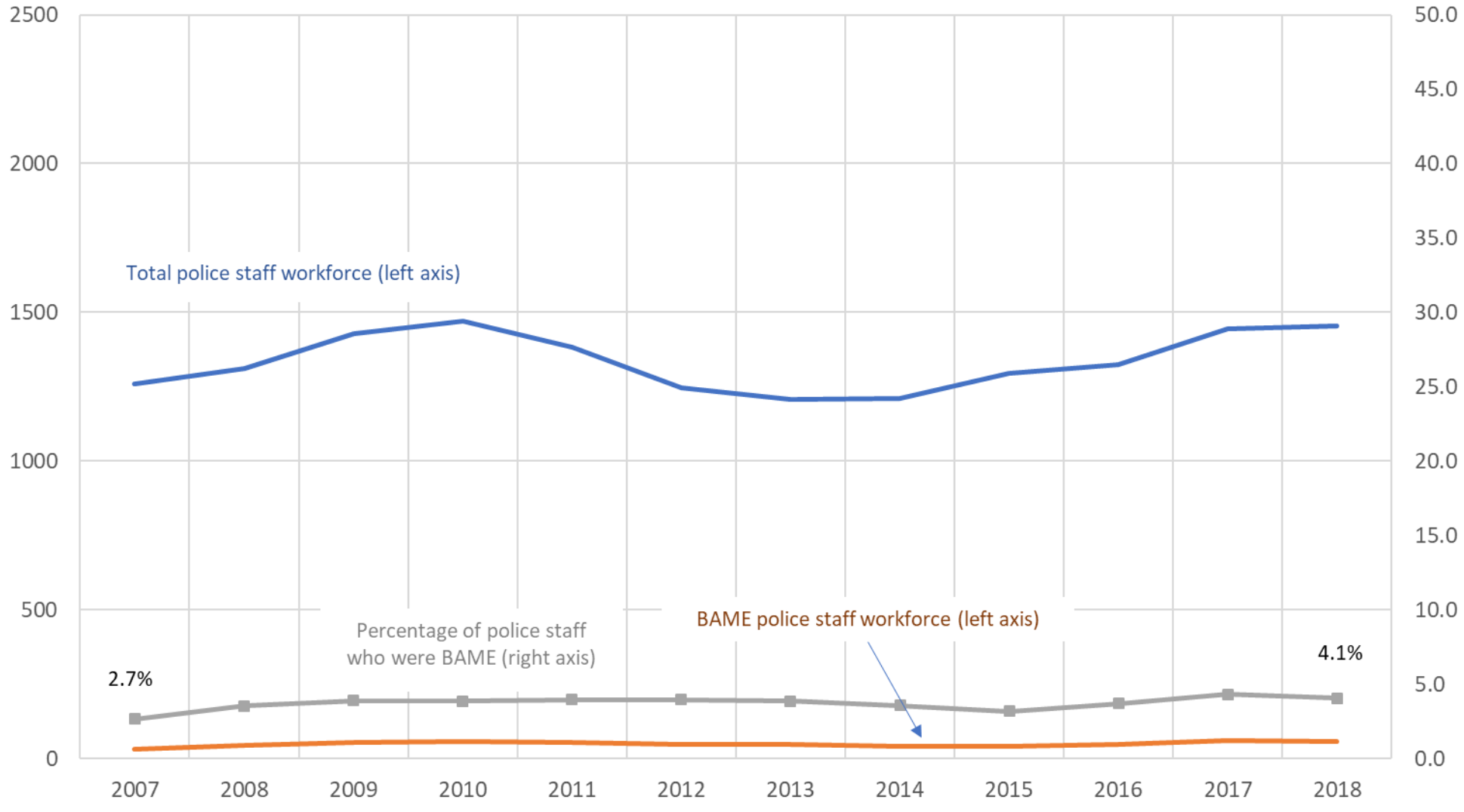


- More female than male police staff in WYP (male on next slide)

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West Yorkshire Police male police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

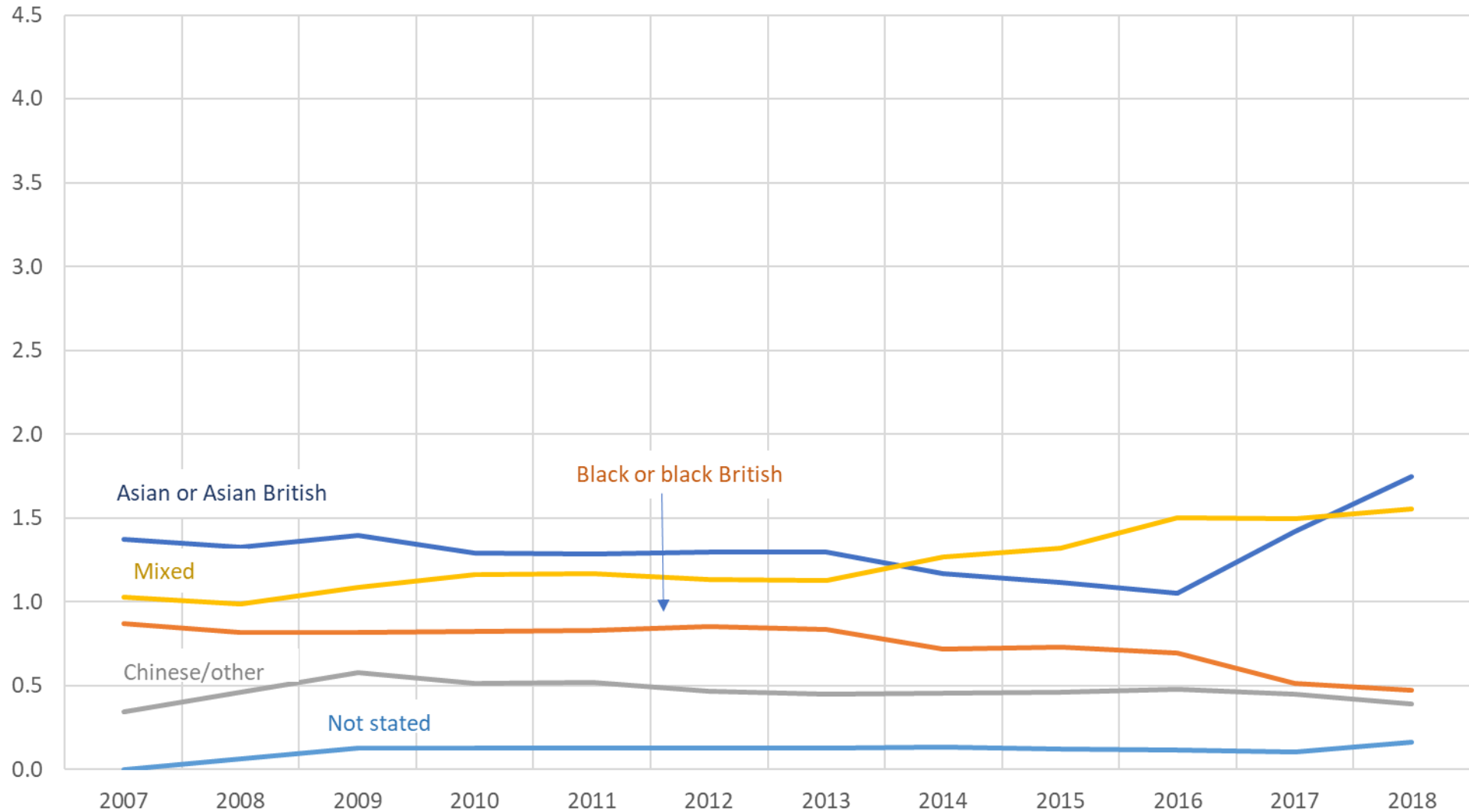


- Male diversity has increased very slightly faster than female, but to the same level.

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West Yorkshire Police: female ethnic minorities as a percentage (%) of the total female police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

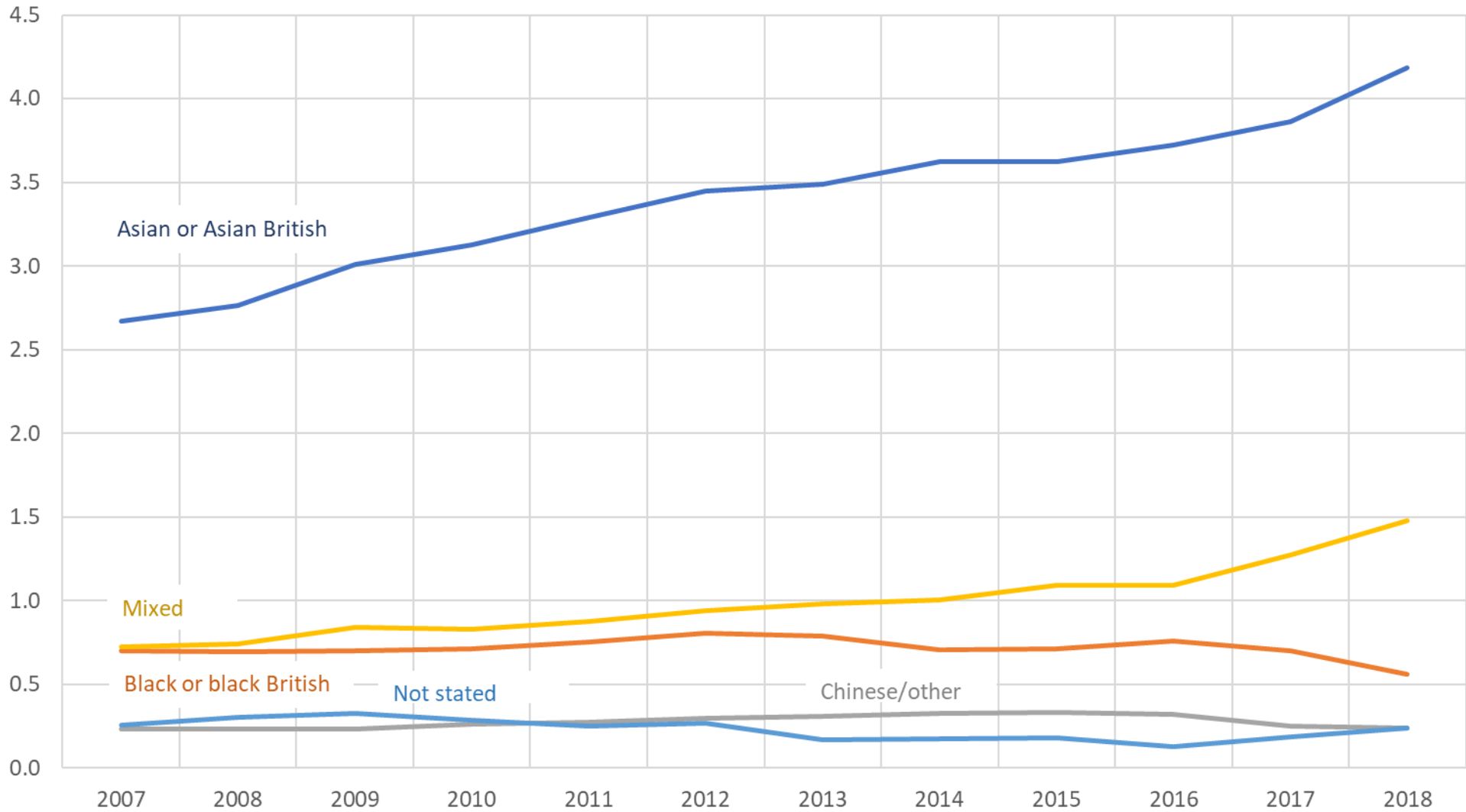


- Huge gender gap evident in Asian police officer representation, being much lower for female officers
- Signs of a small but marked uptick in female Asian police officer representation since 2016

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West Yorkshire Police: male ethnic minorities as a percentage (%) of the total male police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

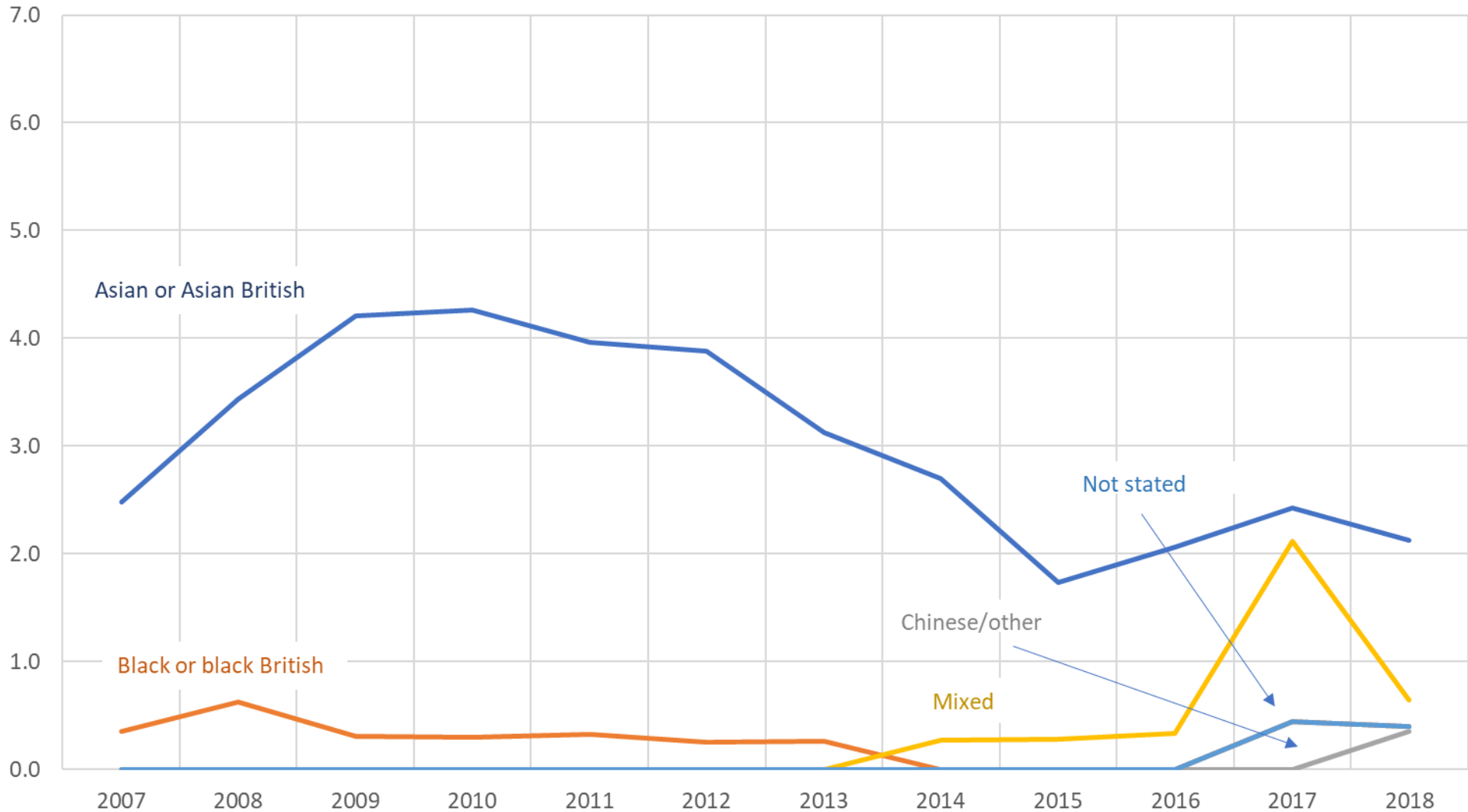


- Asian male police officer representation almost 3x as high as Asian female and rising steadily

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West Yorkshire Police: female ethnic minorities as a percentage (%) of the total female PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

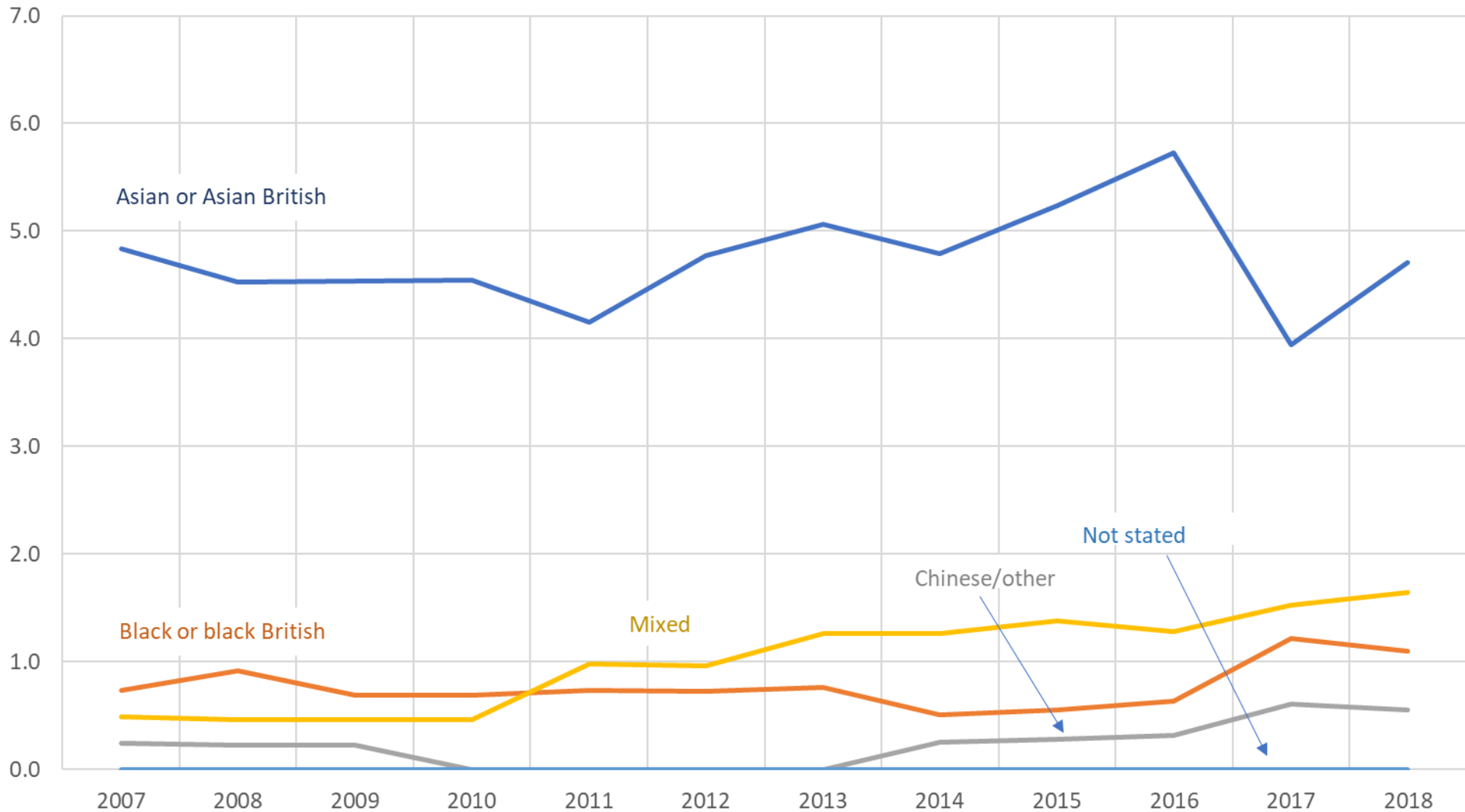


- For female PCSOs in WYP, Asian representation has fallen since 2010
- Sharp uptick in mixed ethnicity in 2017, then swiftly reversed

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West Yorkshire Police: male ethnic minorities as a percentage (%) of the total male PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

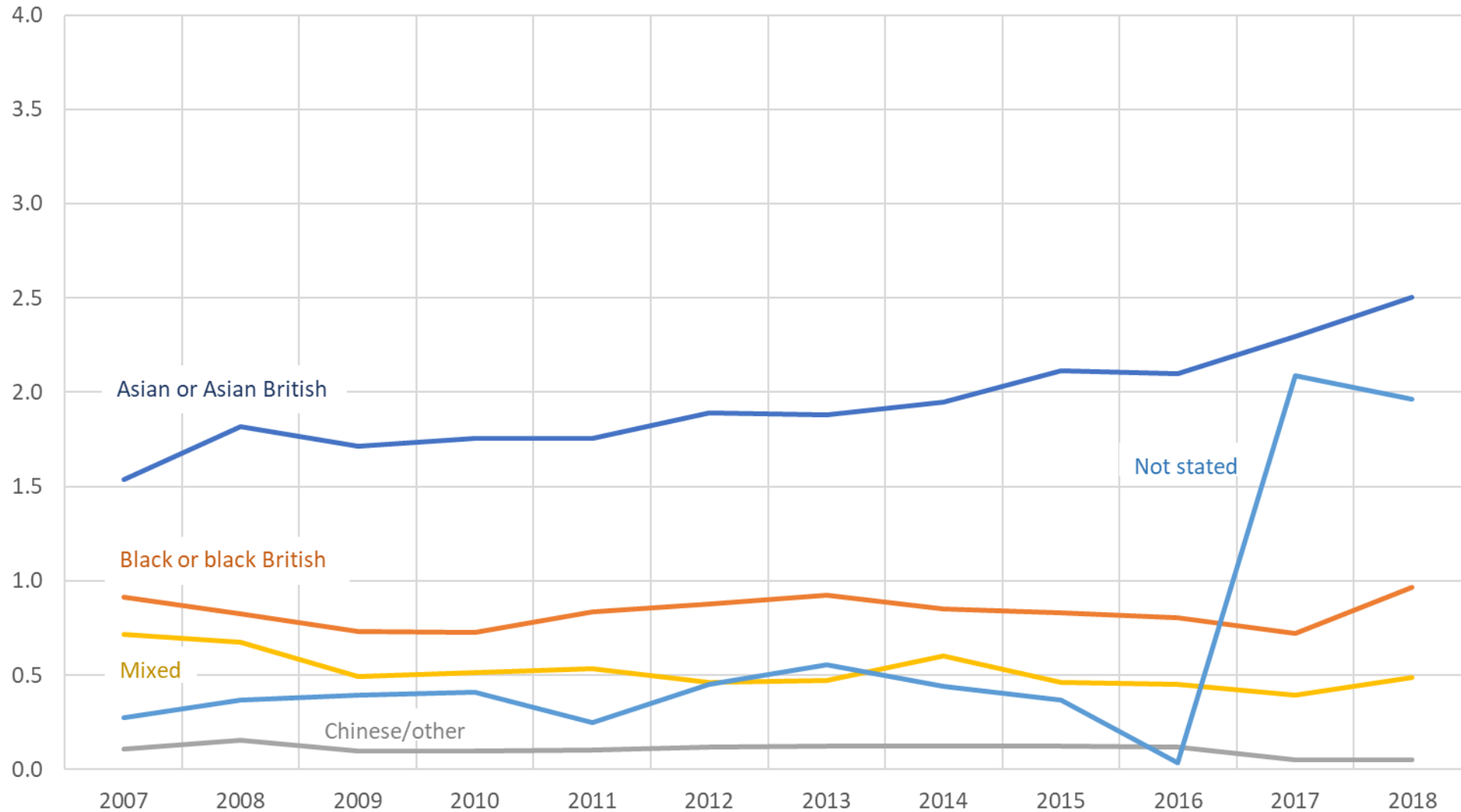


- Around 2010, Asian male and female representation among PCSOs was roughly equivalent (as a % of gender)
- The trend has since diverged with Asian male representation holding up while female has fallen

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West Yorkshire Police: female ethnic minorities as a percentage (%) of the total female police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

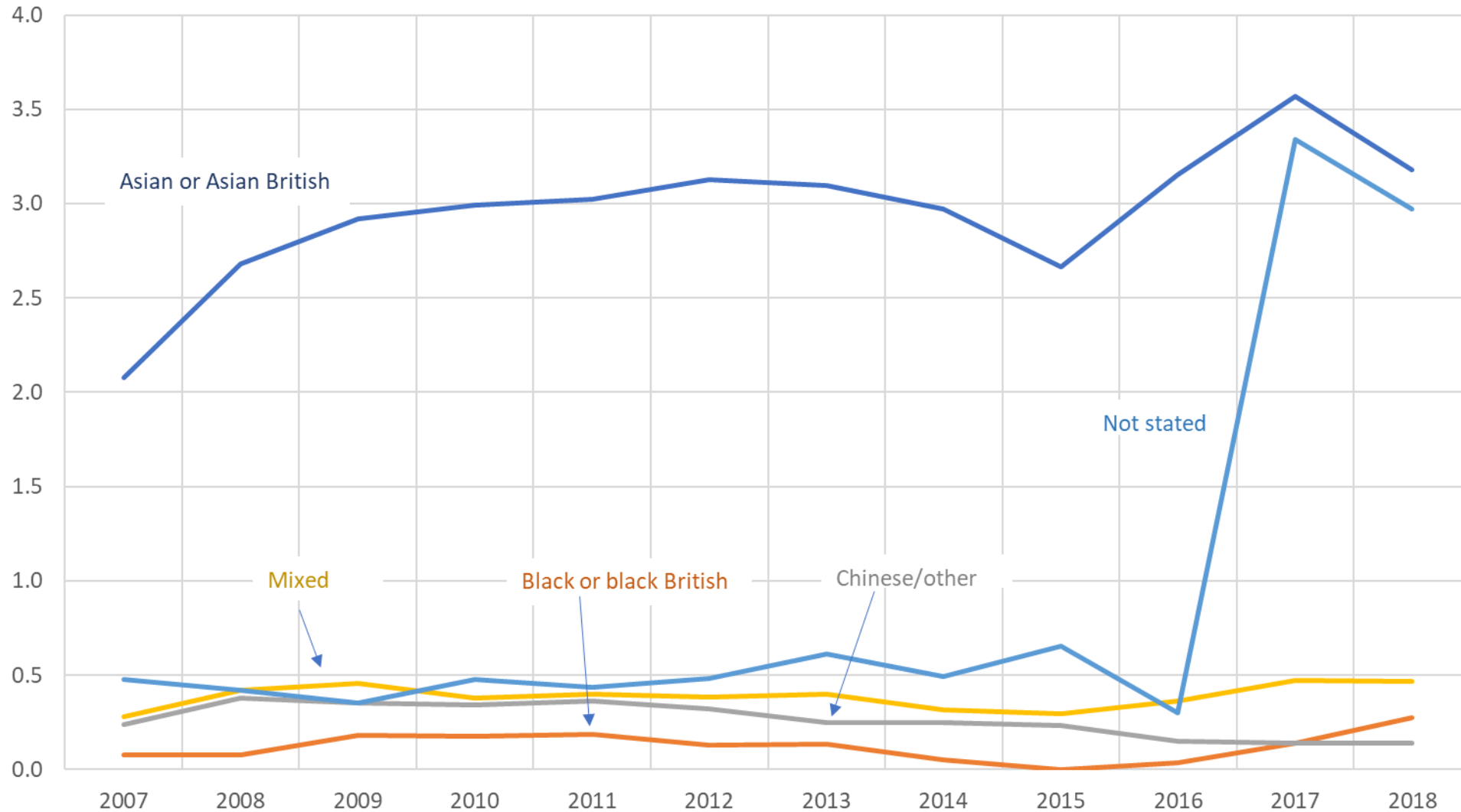


- Similar gender dynamics at play among police staff

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West Yorkshire Police: male ethnic minorities as a percentage (%) of the total male police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



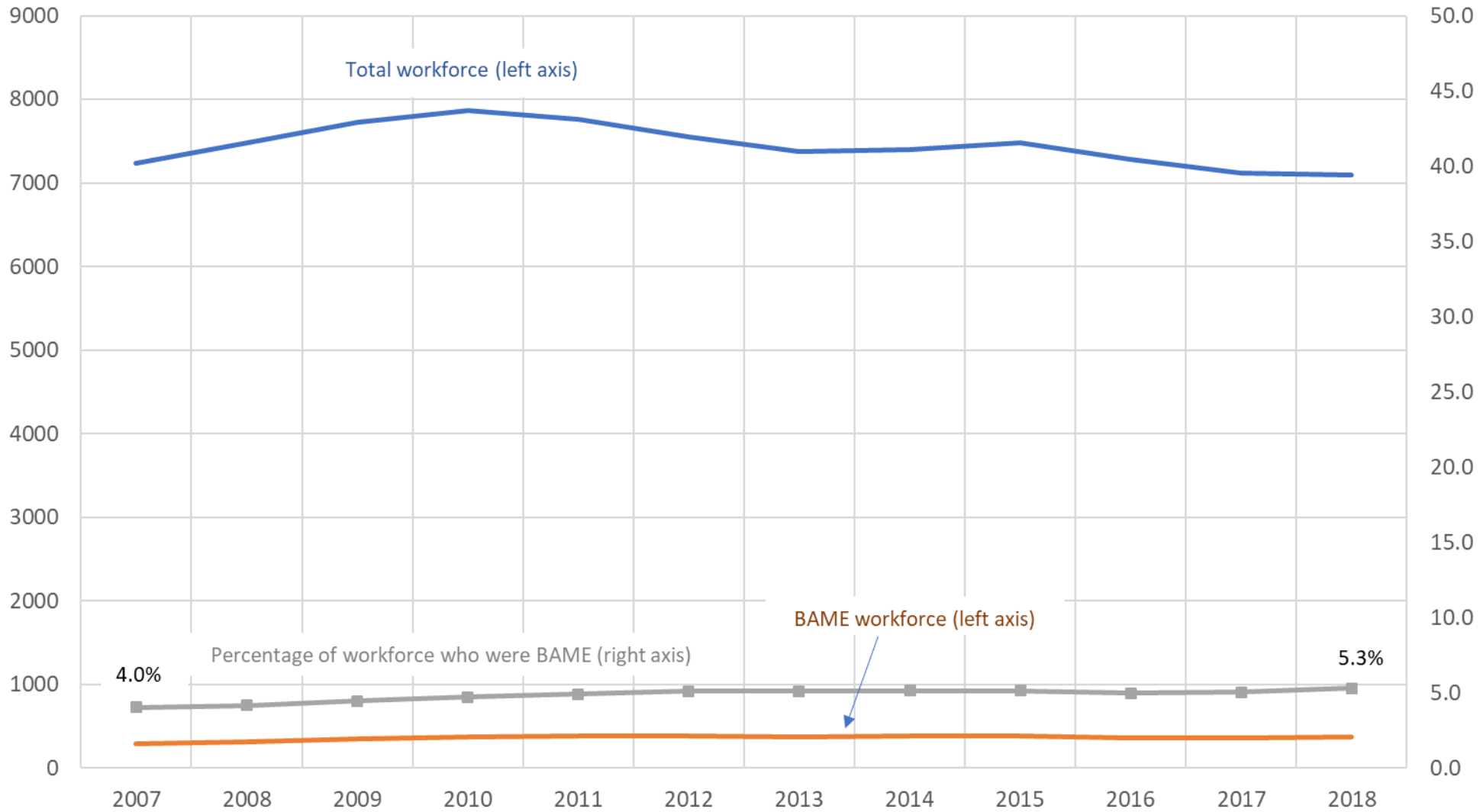
Thames Valley Police

Role and ethnicity

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Thames Valley Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

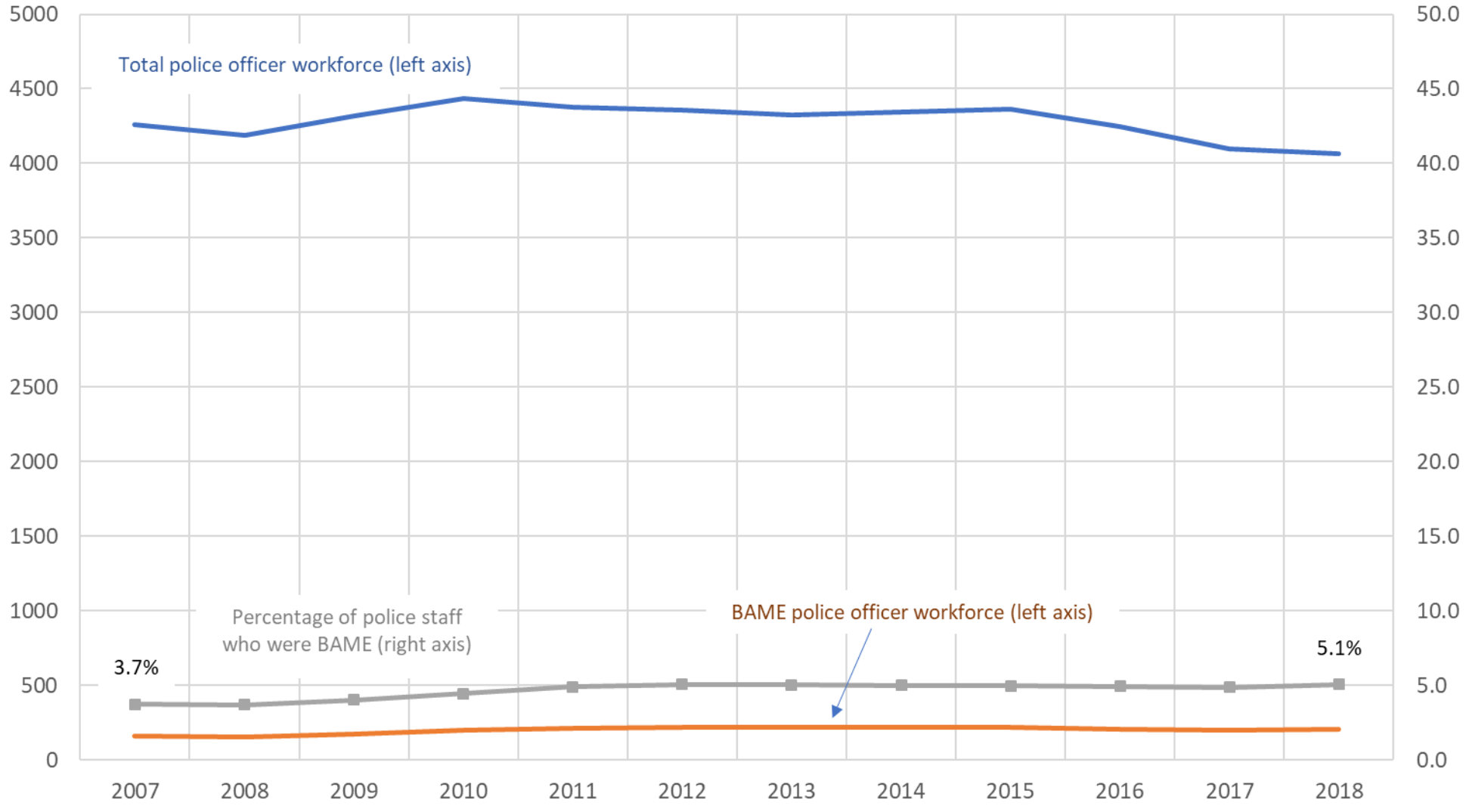
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Thames Valley Police police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

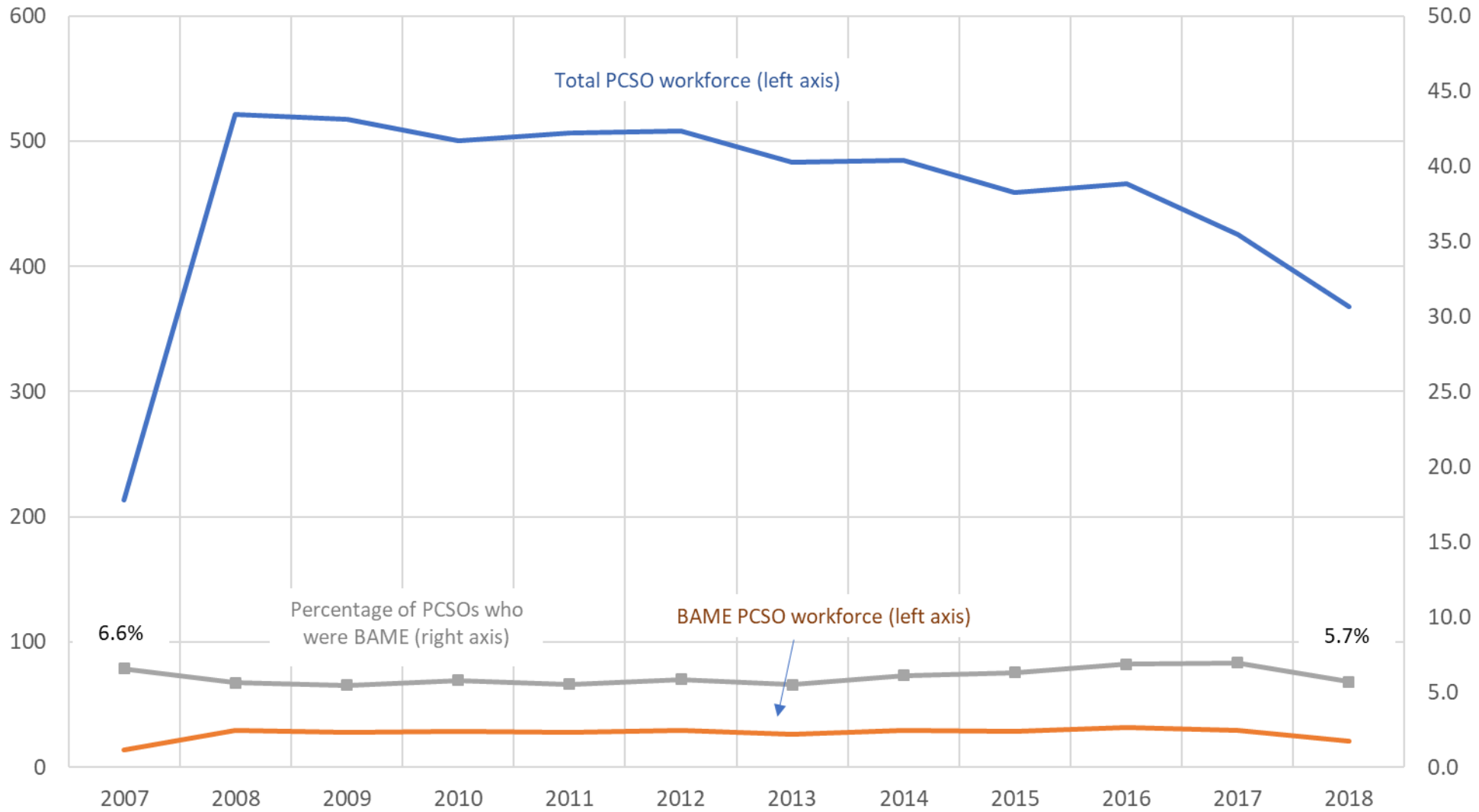


- Notable than police officer numbers have held up (as have police staff – 2 slides over)

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Thames Valley Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

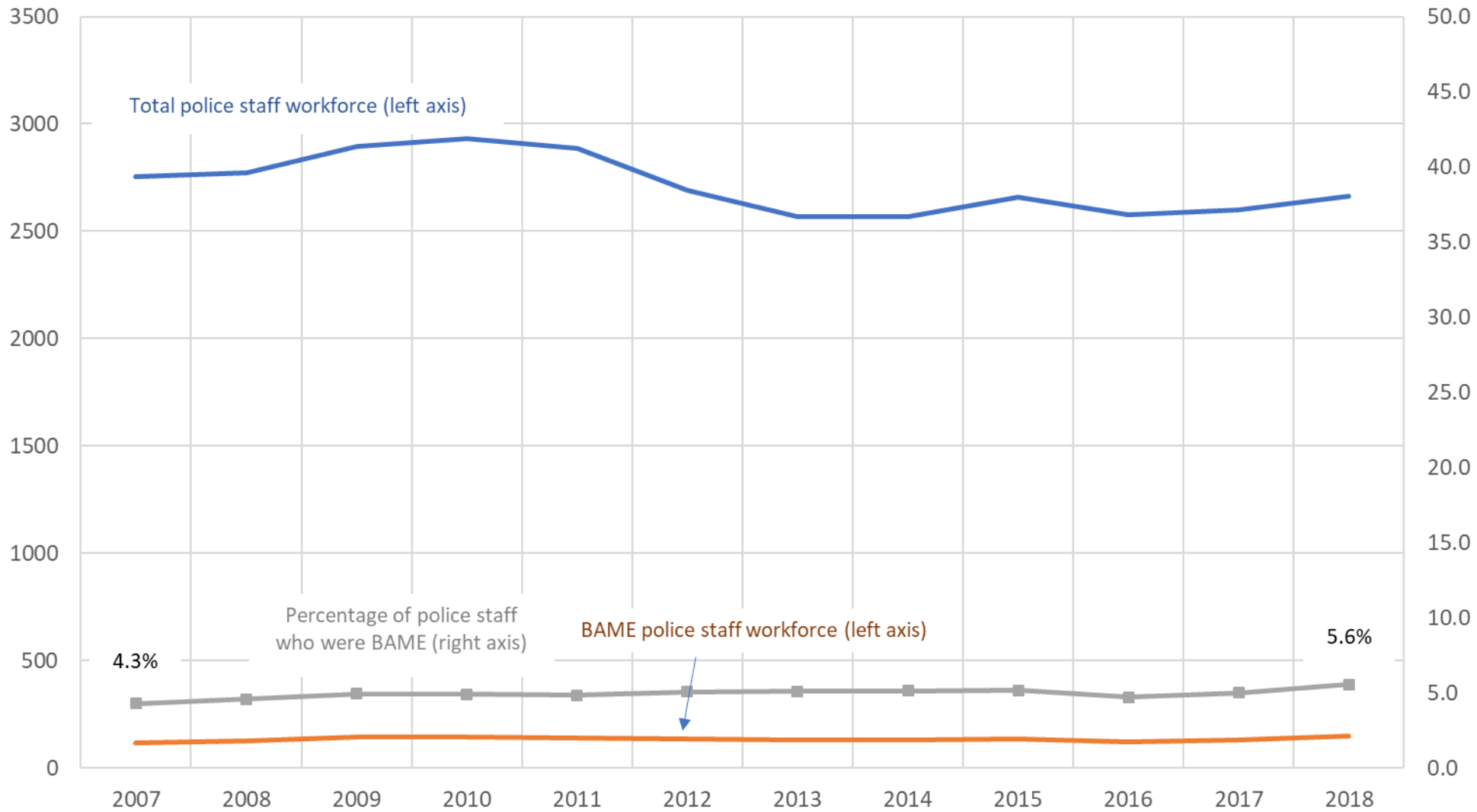
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Thames Valley Police police staff - number (FTE) and percentage BAME, 2007 to 2018

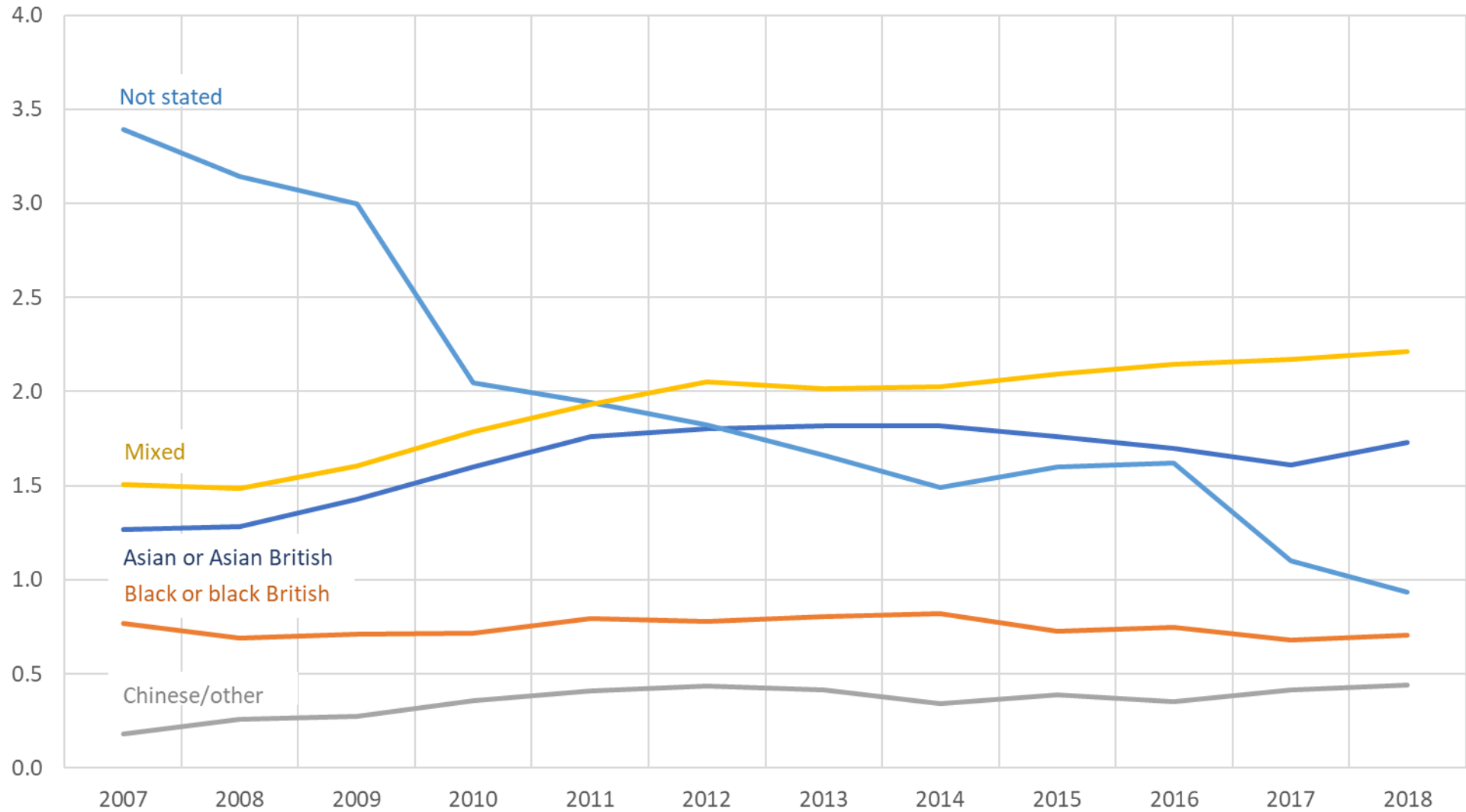
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Thames Valley Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

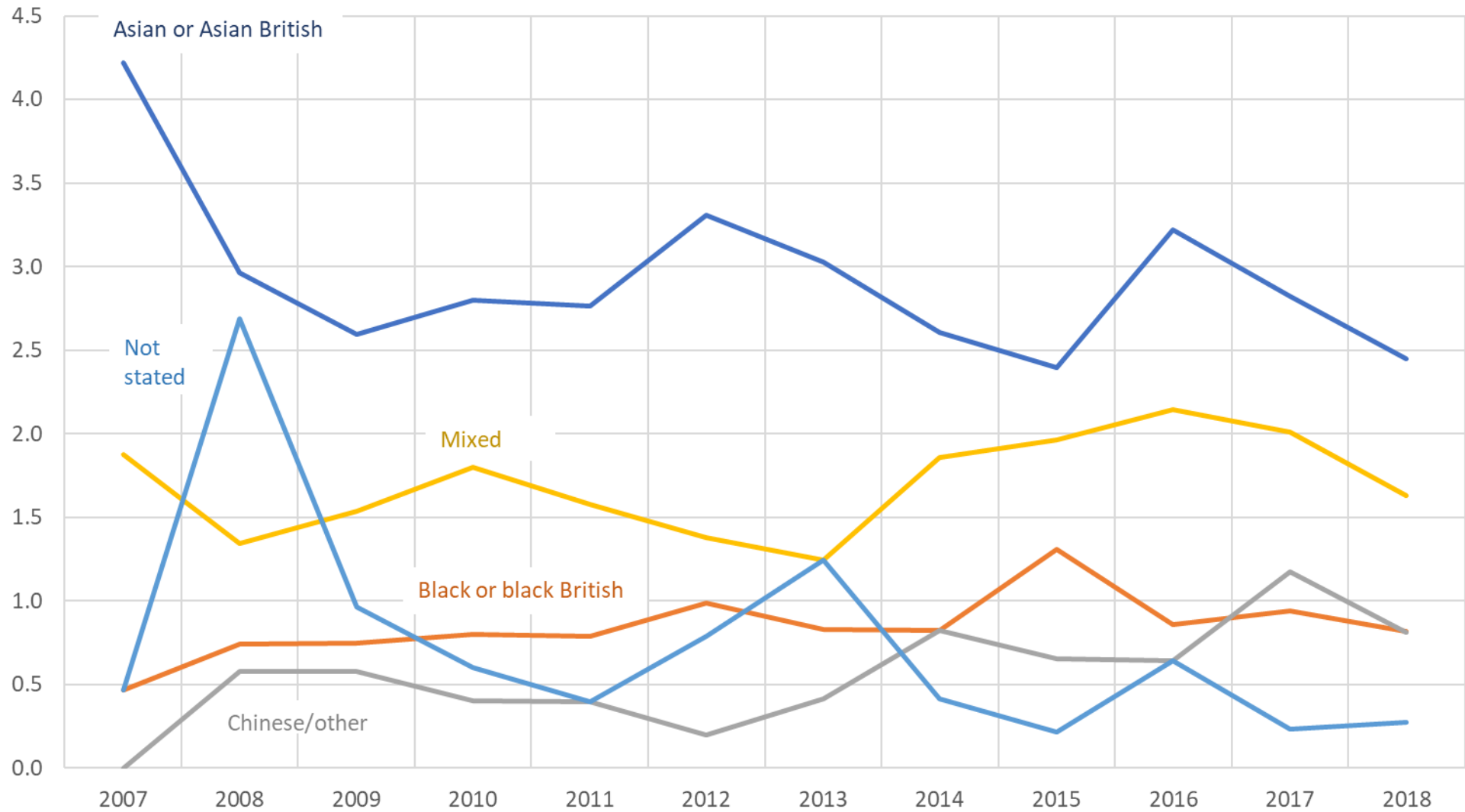


- Mixed ethnicity representation slightly higher than other minorities, and increasing

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Thames Valley Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

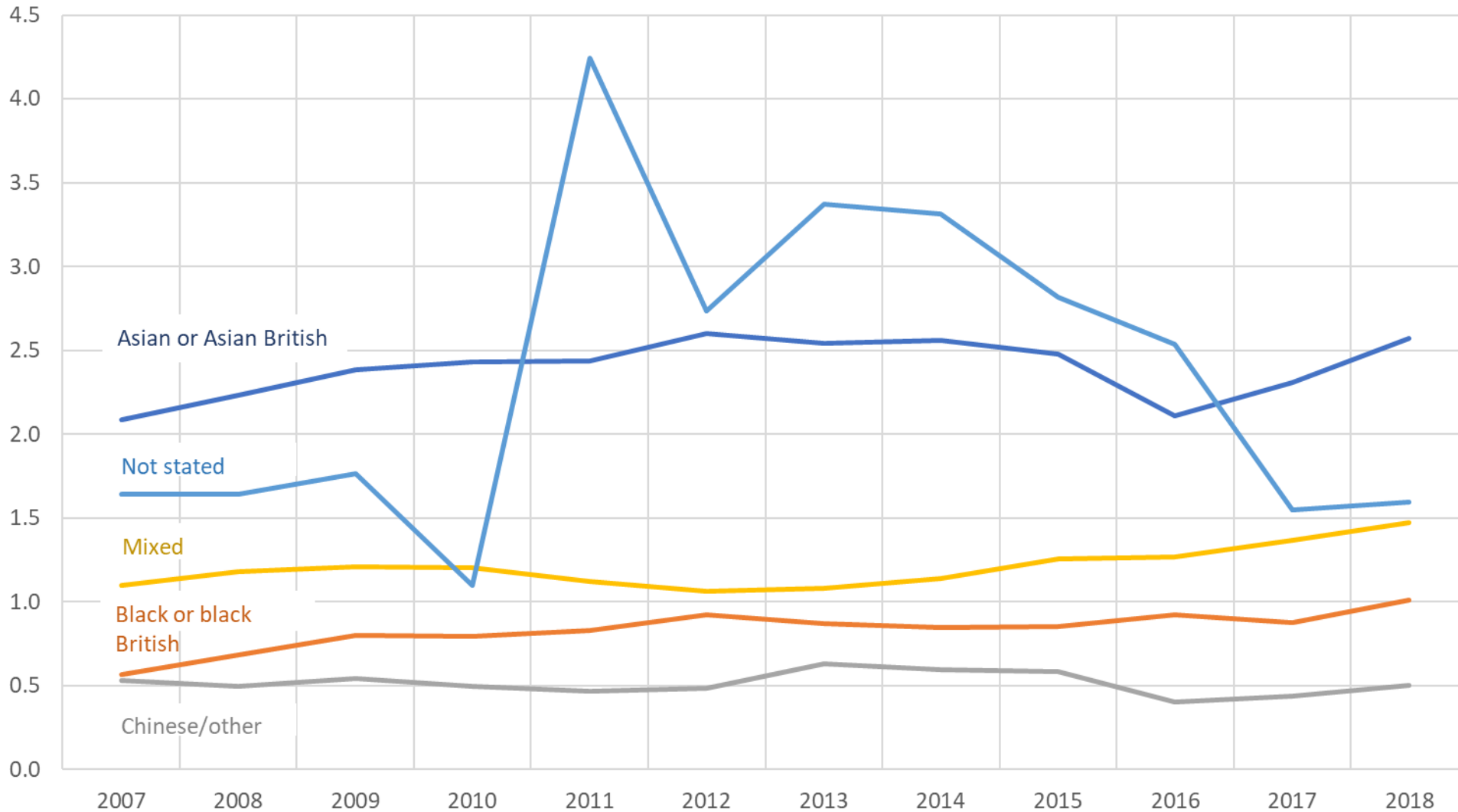
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Thames Valley Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Unlike police officers, TVP police staff are much more likely to be Asian than mixed ethnicity

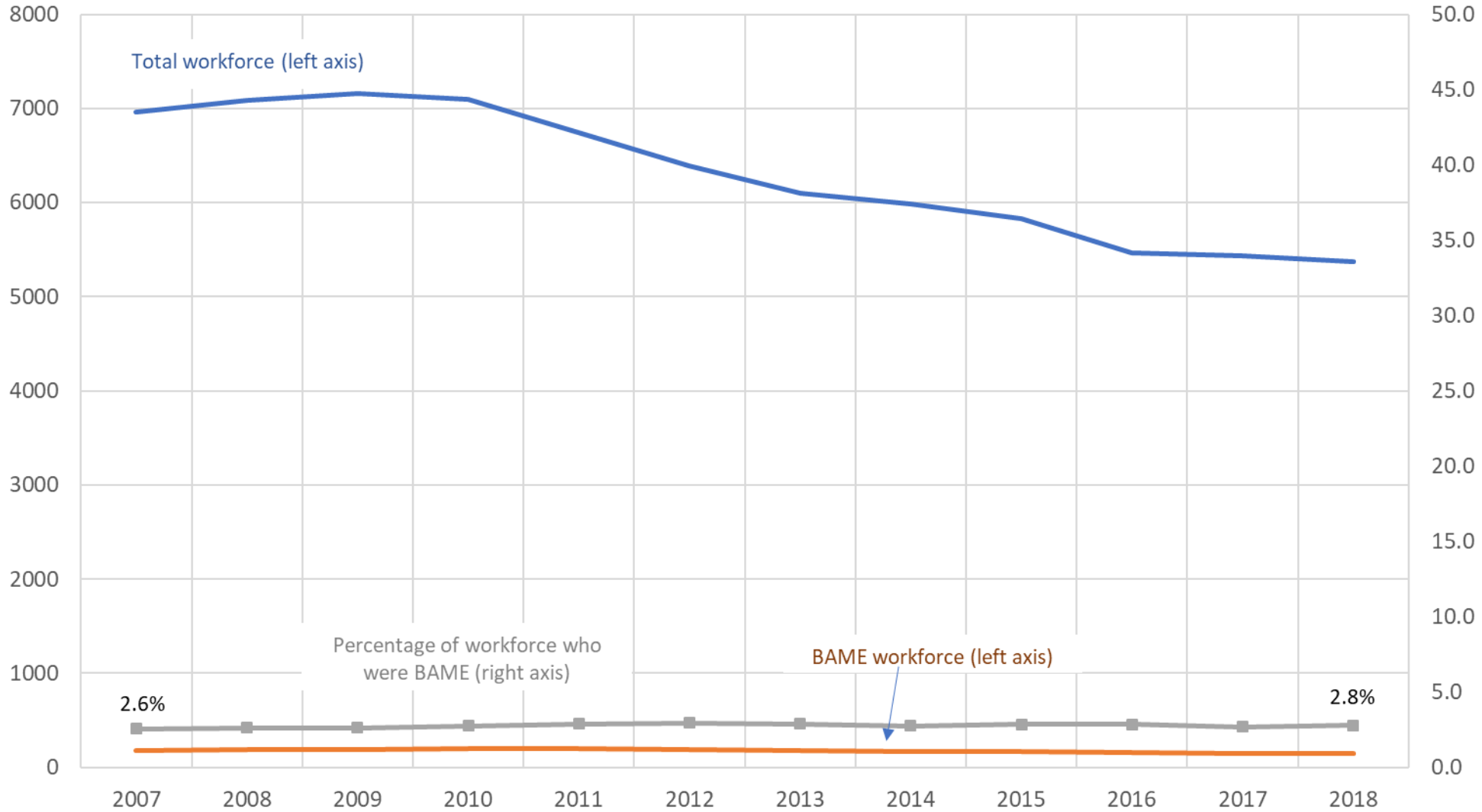
Merseyside Police

Role and ethnicity

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Merseyside Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

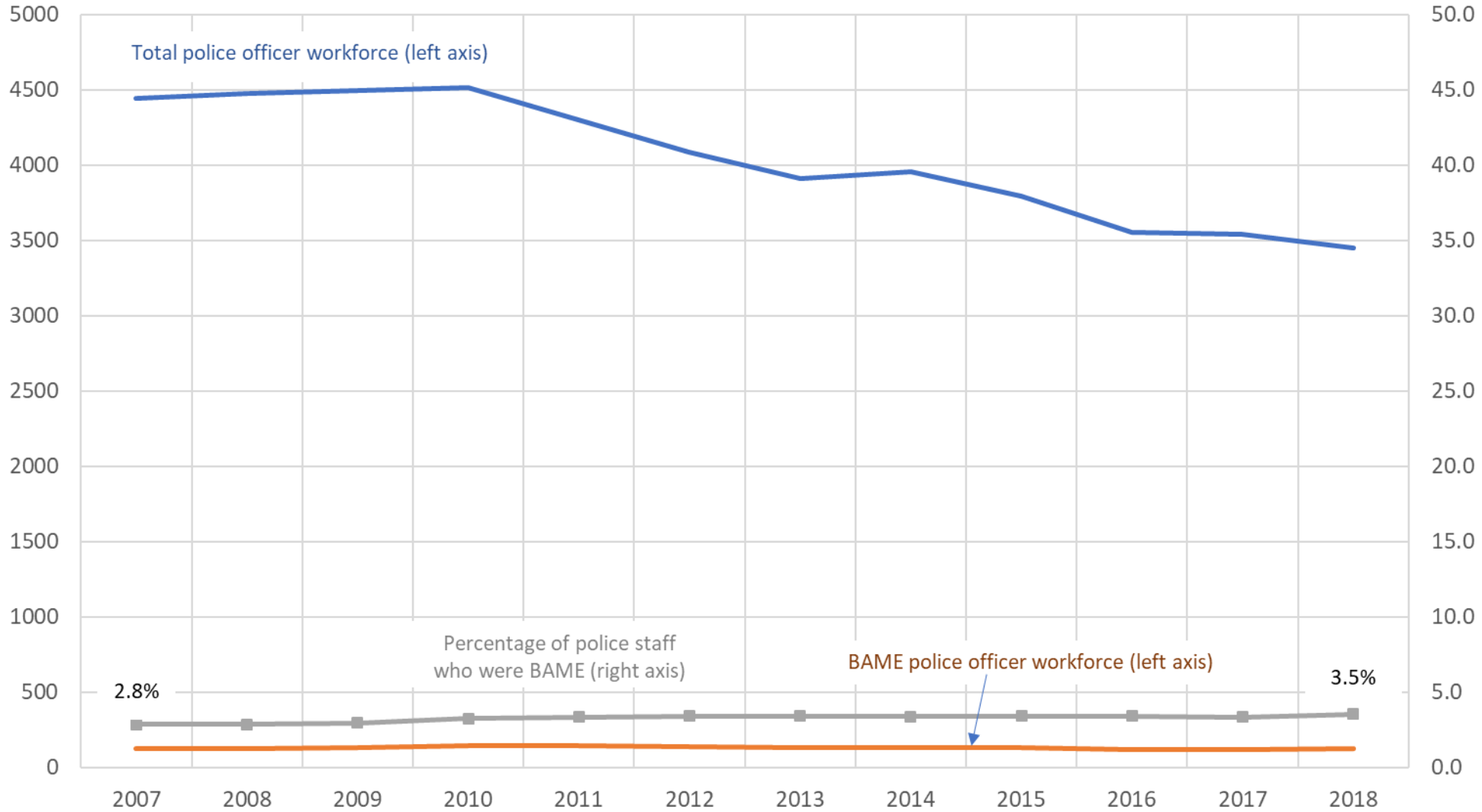
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Merseyside Police police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

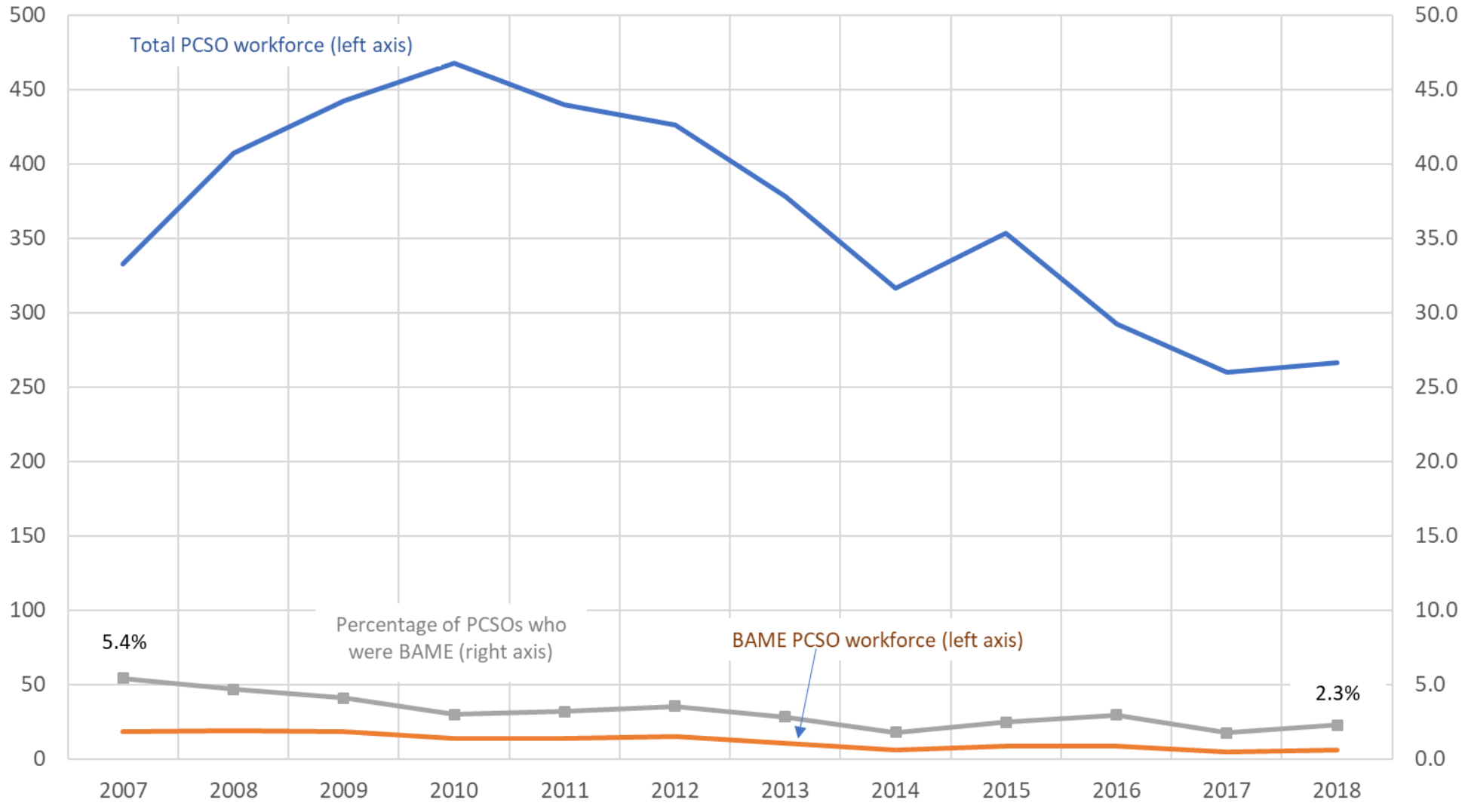


- Big contraction in police officer numbers since 2010
- Diversity low and has increased only a little

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Merseyside Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

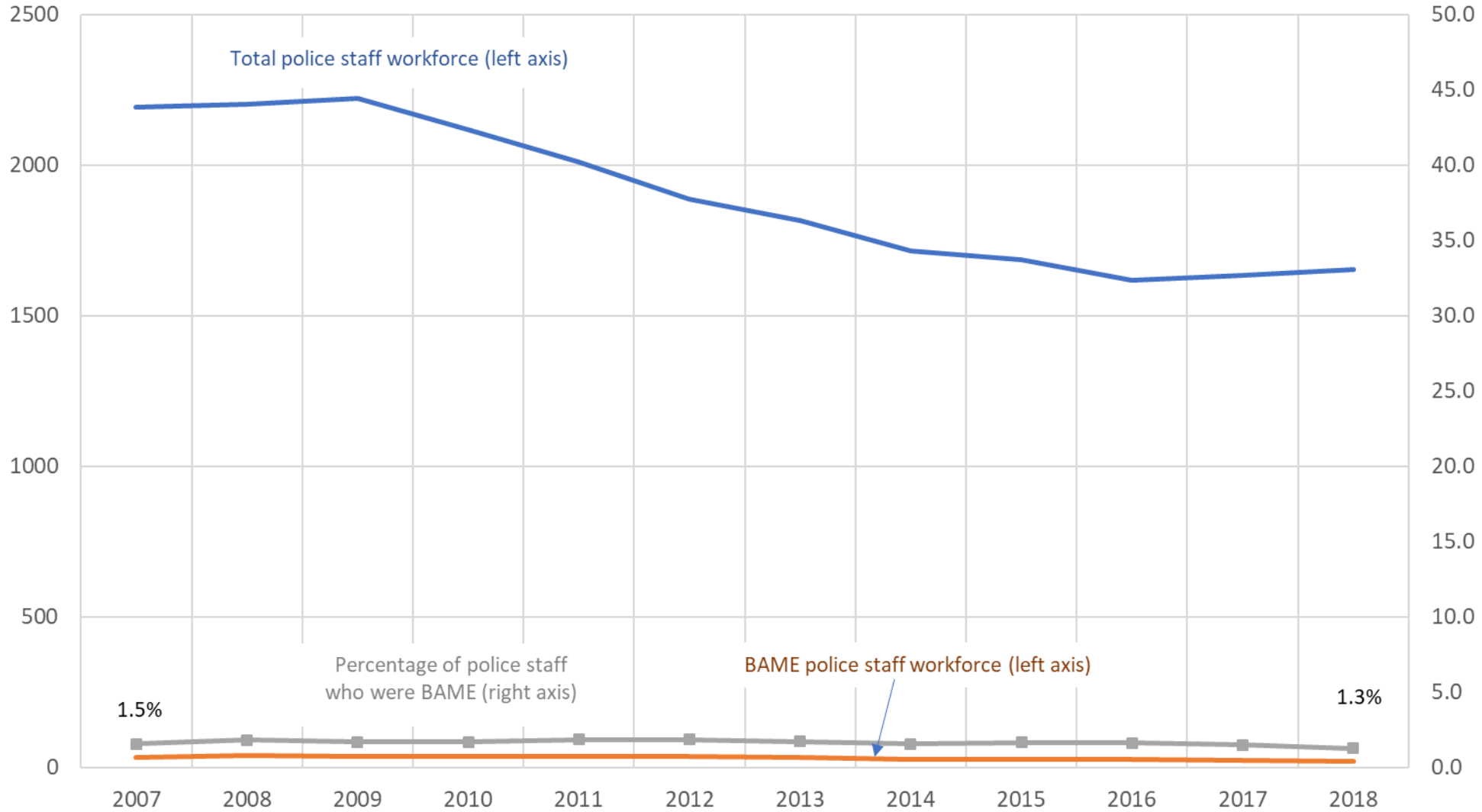


- PCSO diversity has more than halved in % terms

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Merseyside Police police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

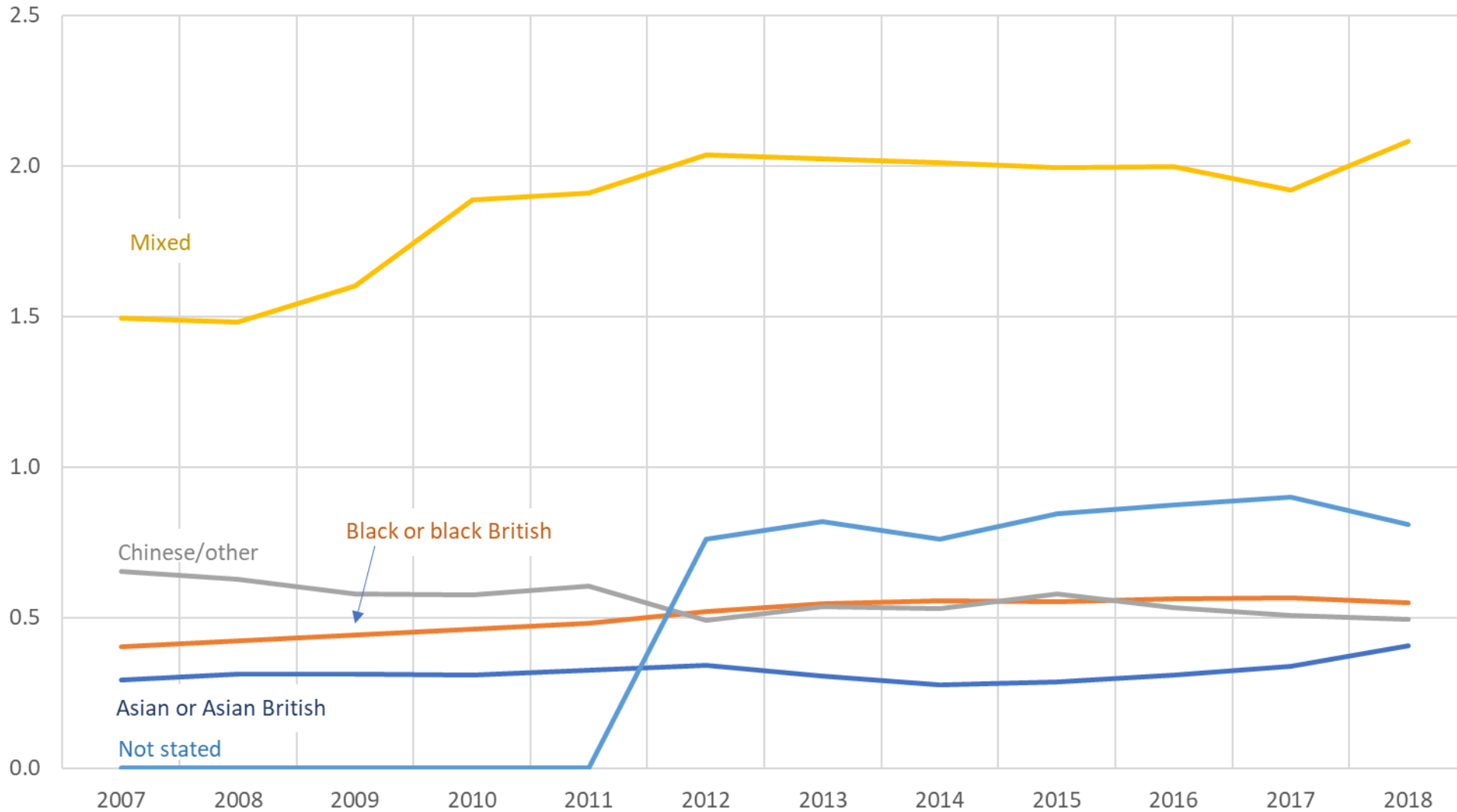


- Almost no ethnic diversity among police staff

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Merseyside Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

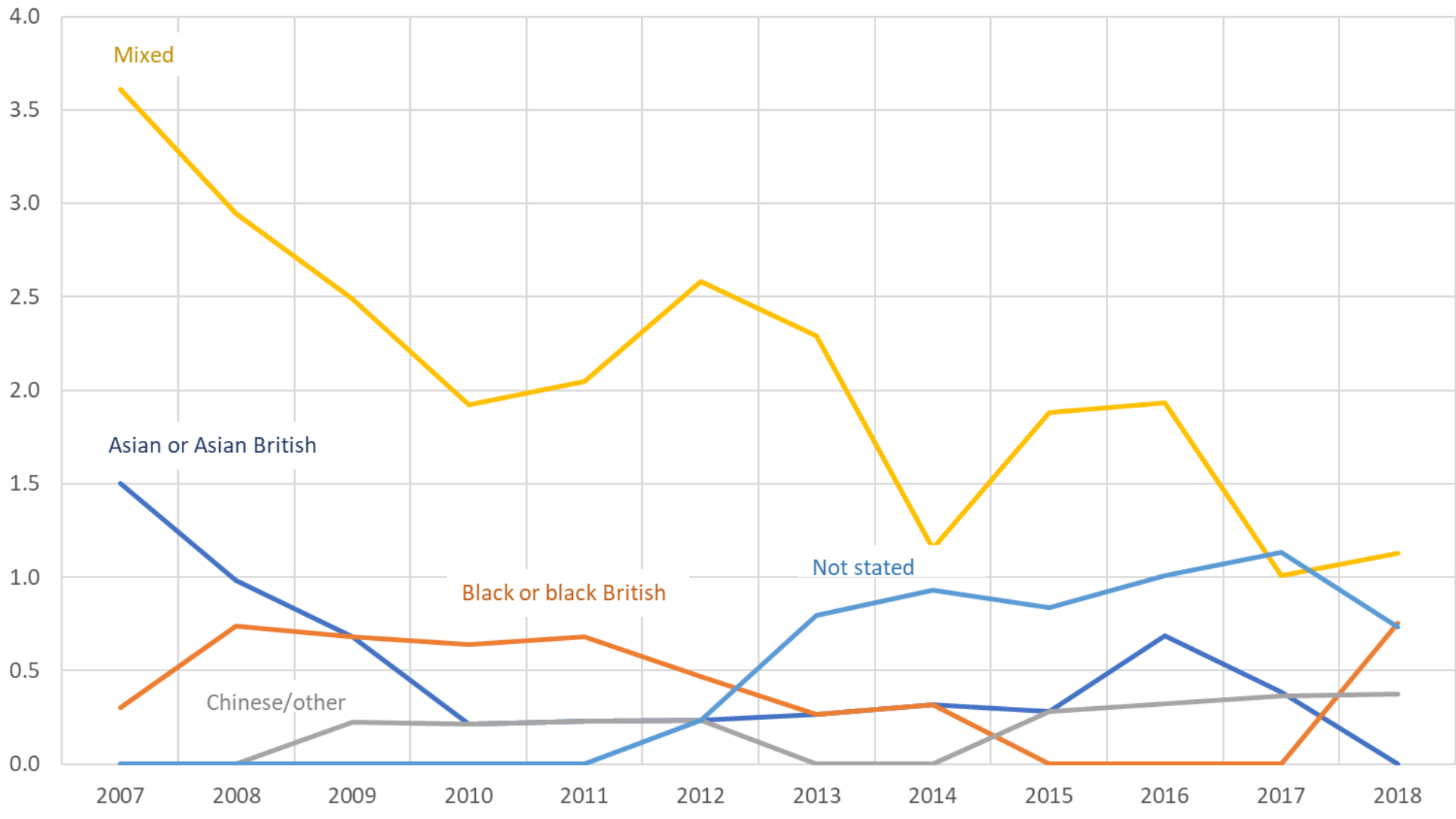


- Greatest minority representation from mixed ethnicity officers, no increases though in % since 2012

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Merseyside Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

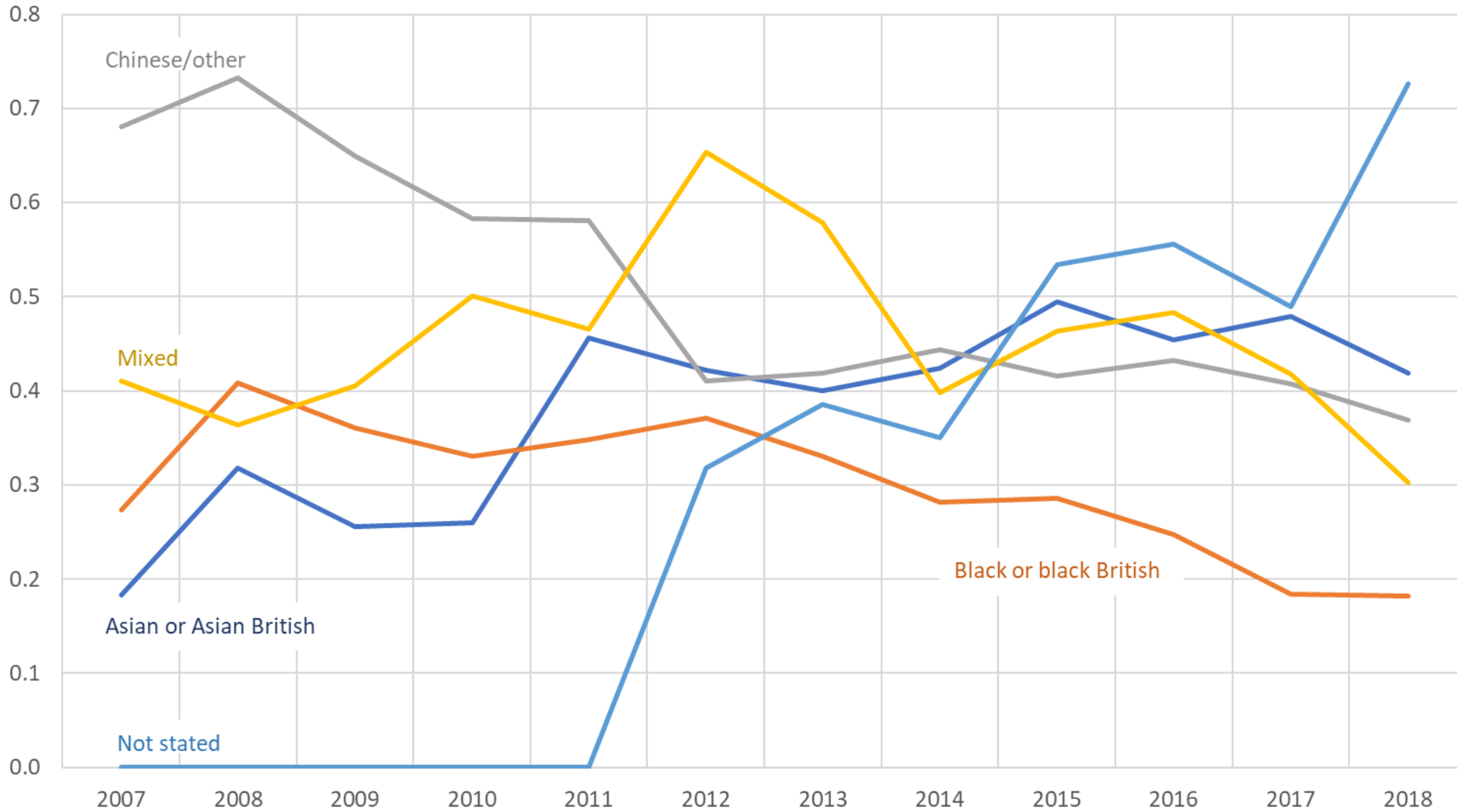


- Big fall in mixed ethnicity representation among PCSOs

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Merseyside Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Very small numbers mean a lot of noise in the data

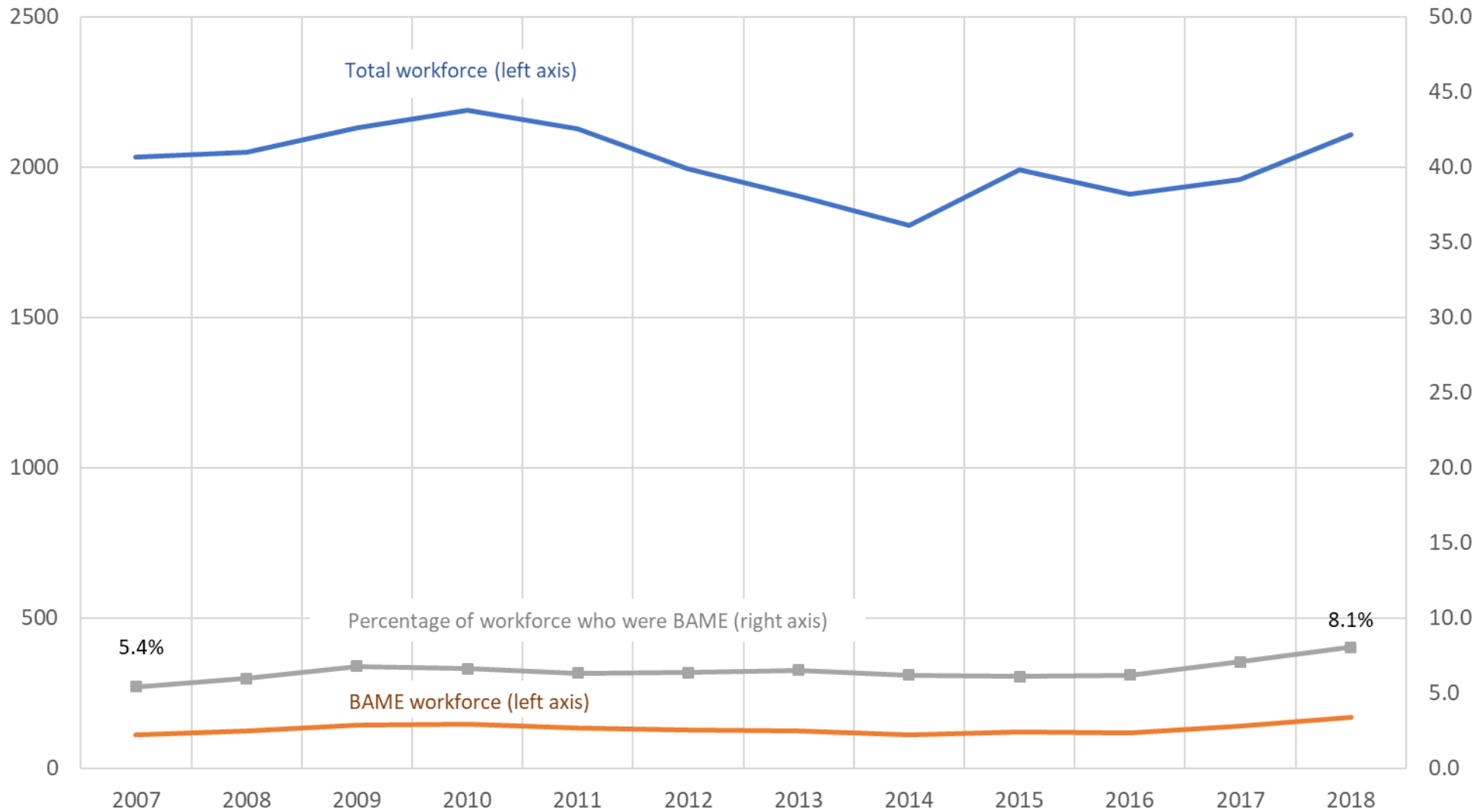
Bedfordshire Police

Role and ethnicity

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Bedfordshire Police workforce - number (FTE) and percentage BAME Police officers + police staff + PCSOs, 2007 to 2018

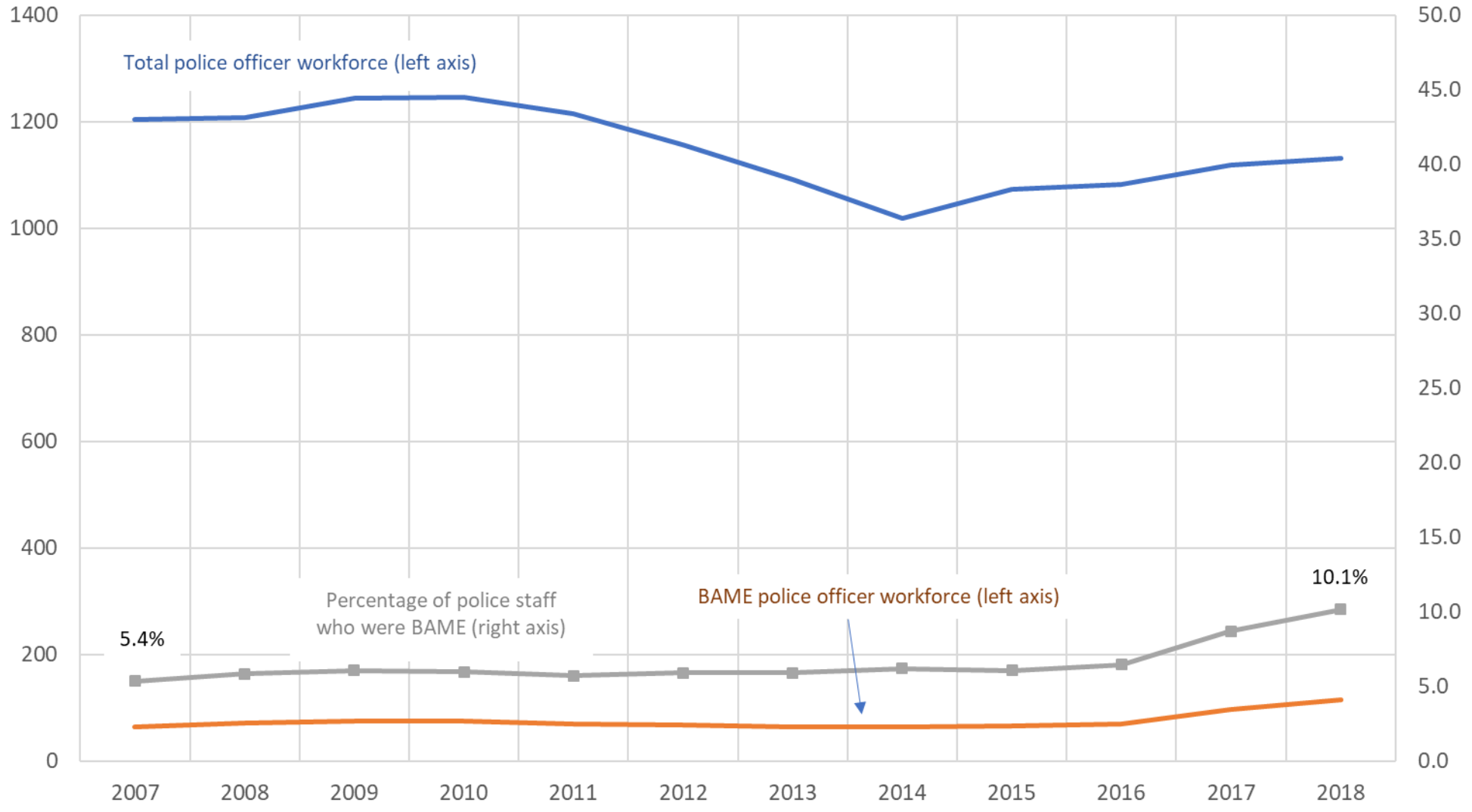
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Bedfordshire Police police officers - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

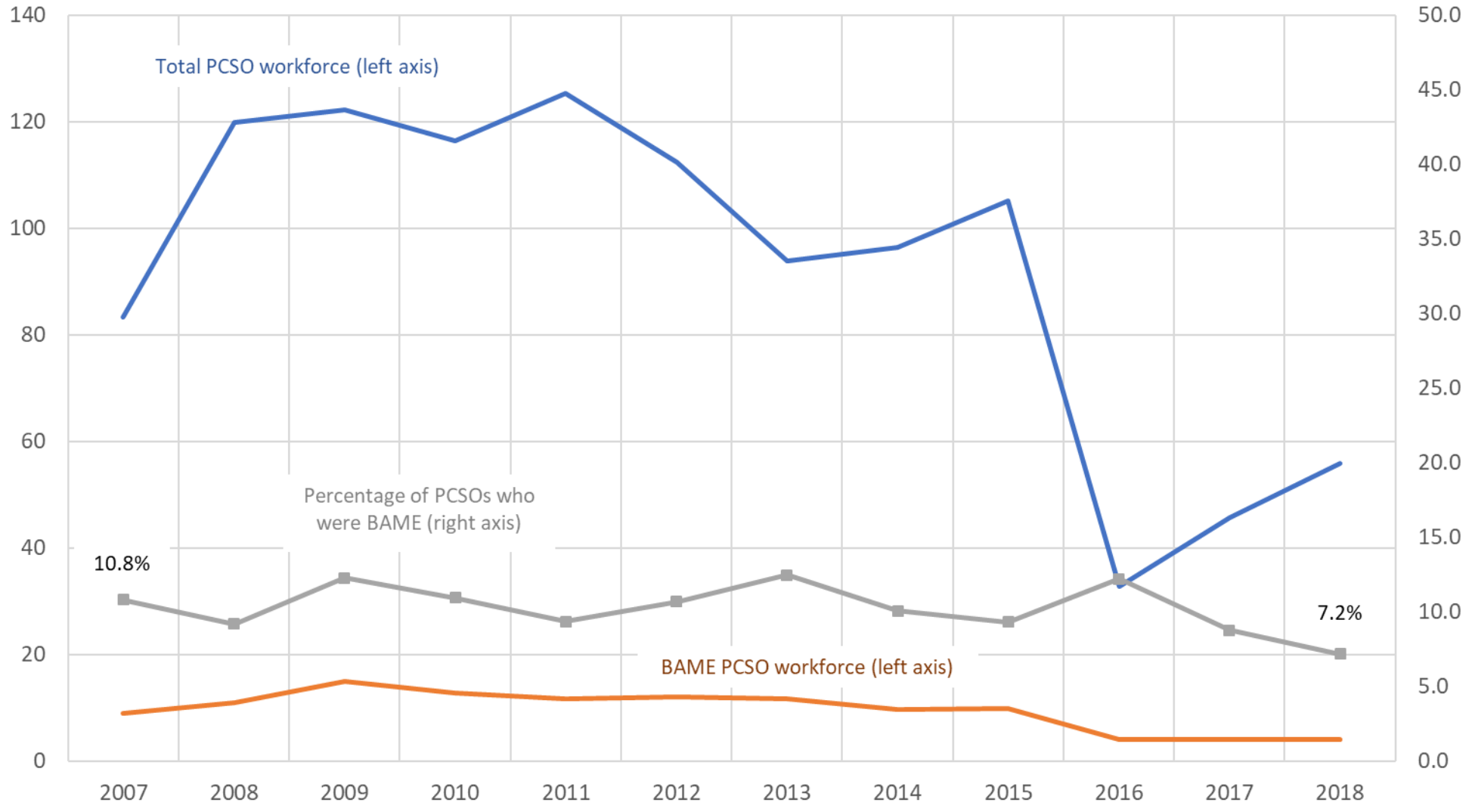


- Improved police officer ethnic diversity, especially since 2016

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Bedfordshire Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

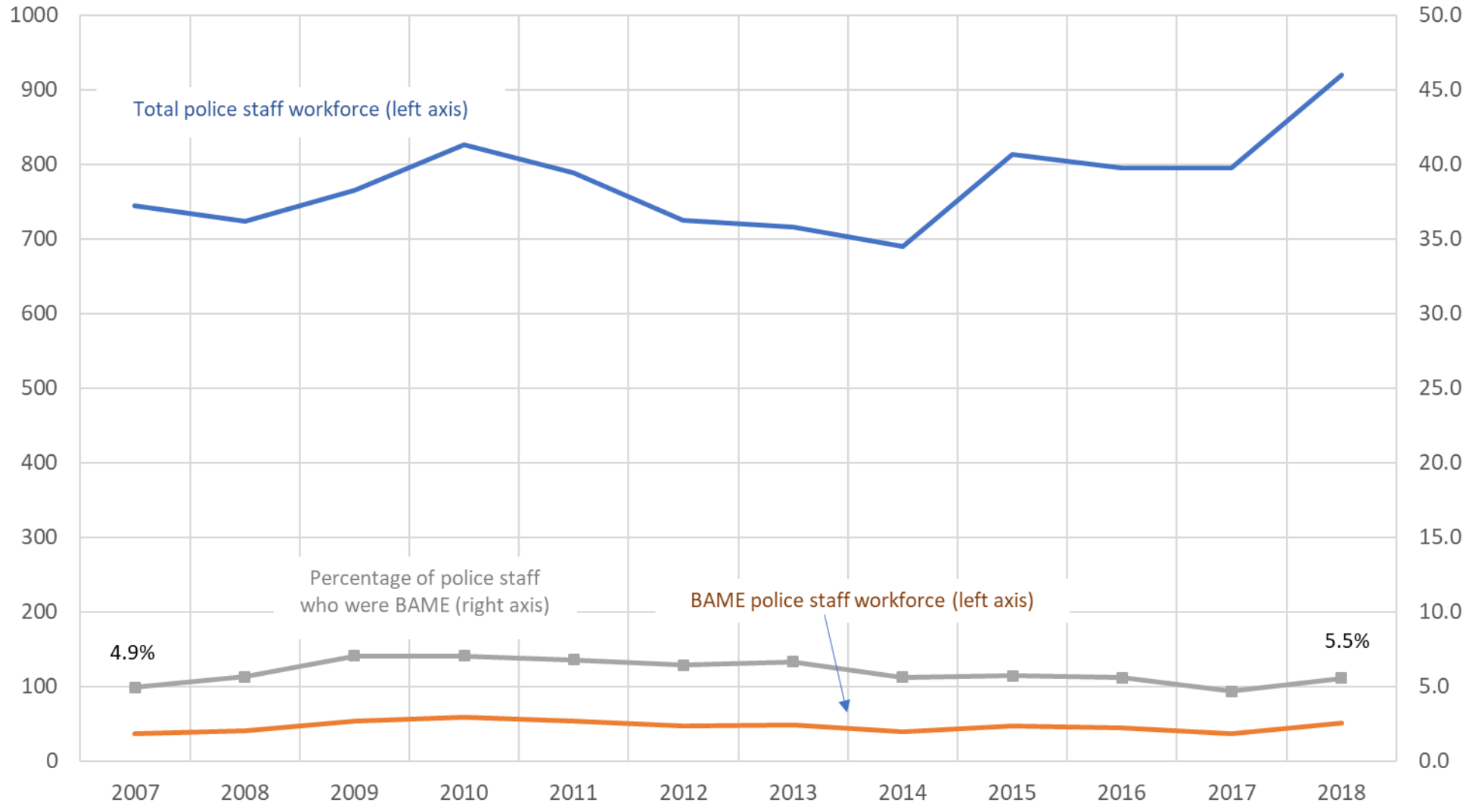


- PCSOs were almost wiped out by 2016

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Bedfordshire Police police staff - number (FTE) and percentage BAME, 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

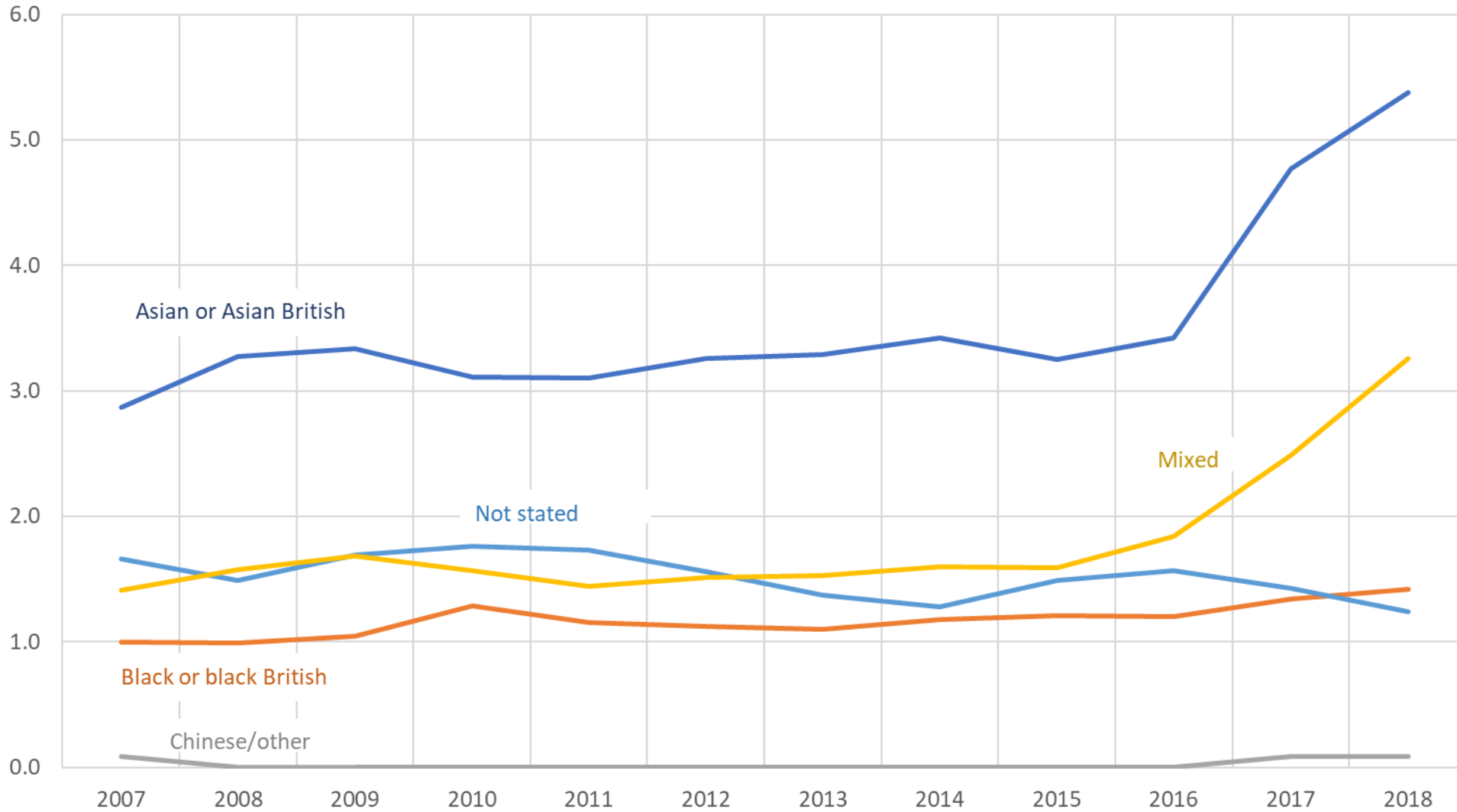


- Rising police staff in contrast to falling PCSO numbers

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Bedfordshire Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



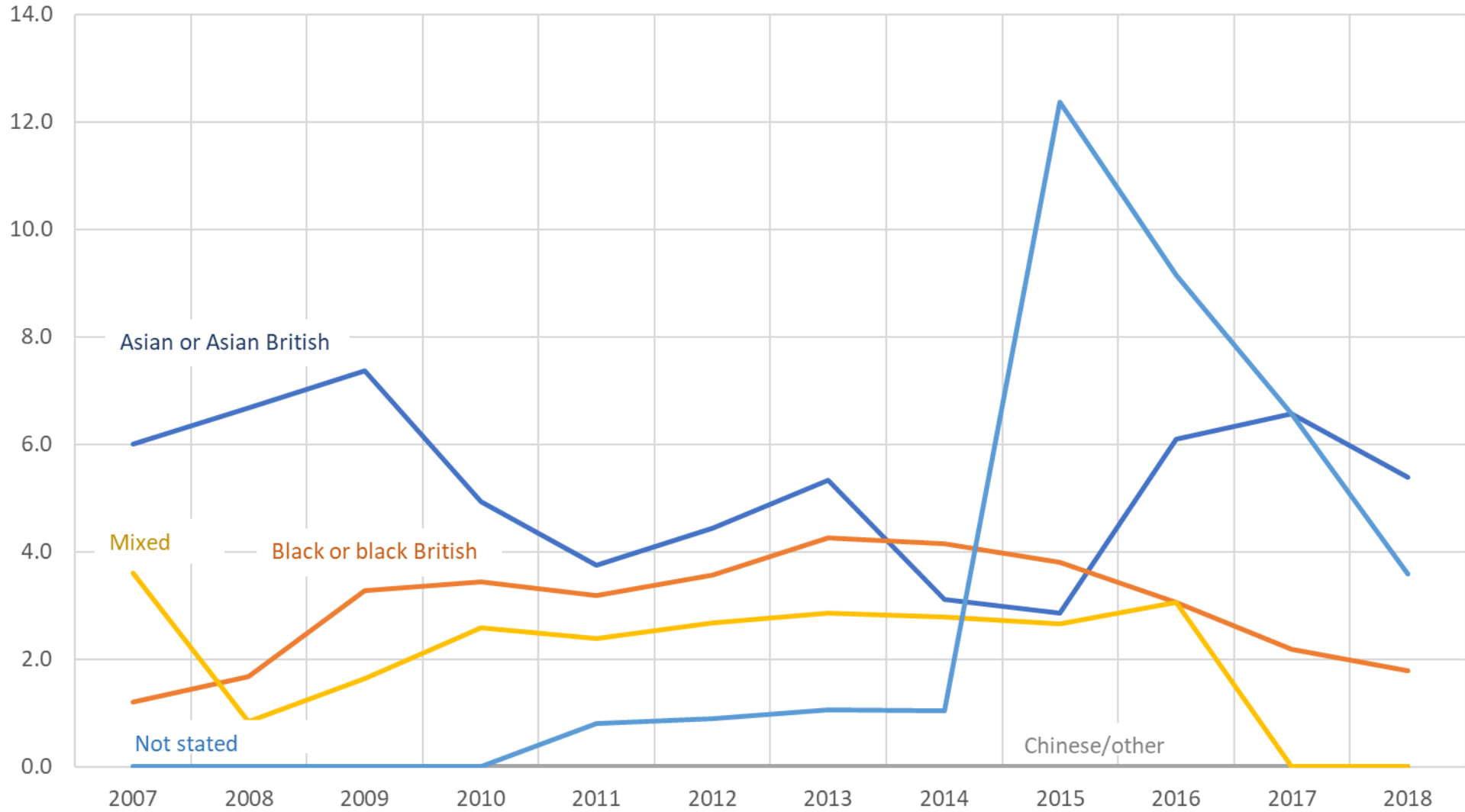
- Improved police officer diversity has been driven by the recruitment of Asian and mixed ethnicity officers since 2015
- Black representation has barely increased

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Bedfordshire Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

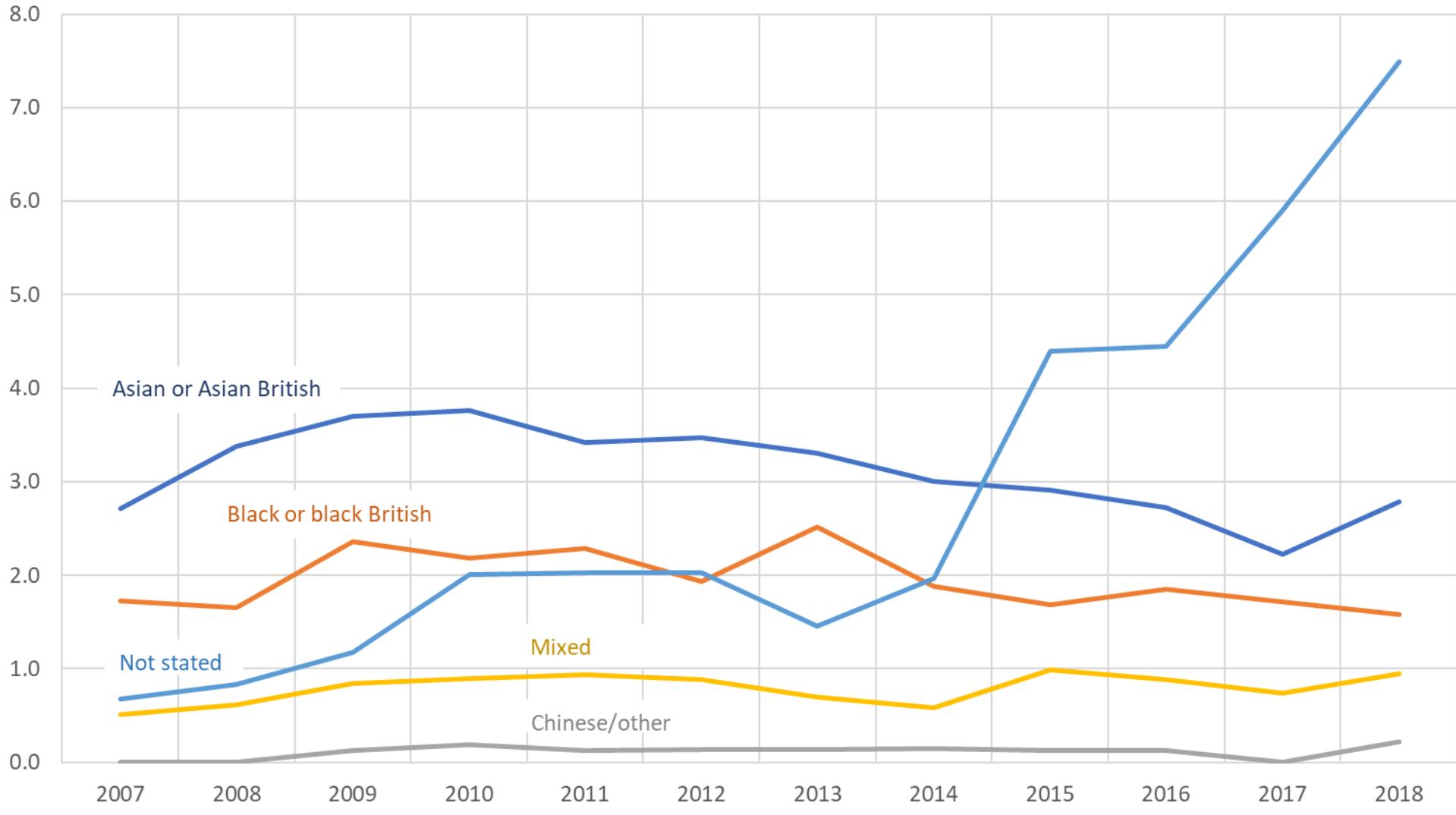
- Very small numbers



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Bedfordshire Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Declining Asian representation

Lancashire Police

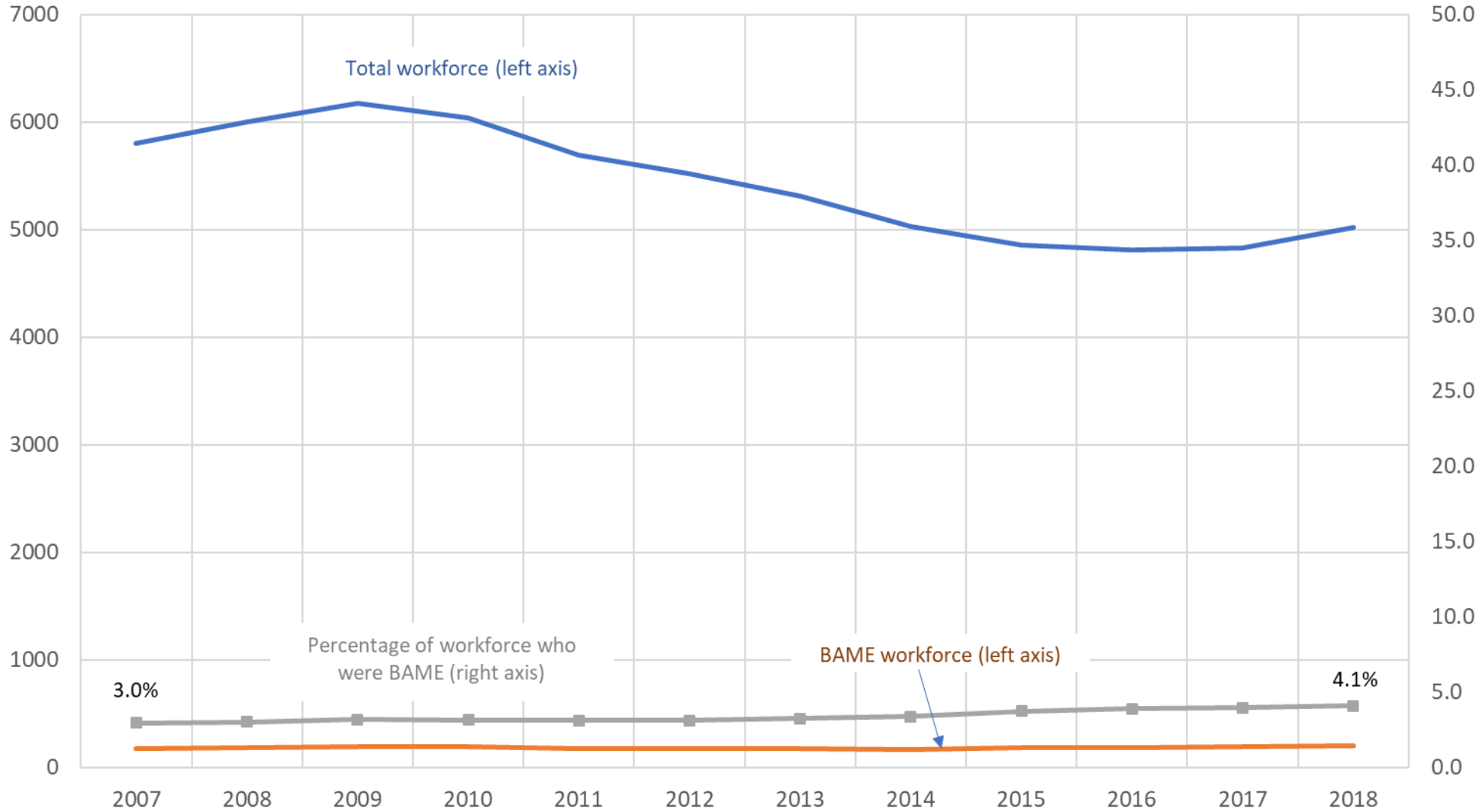
Role and ethnicity

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Lancashire Police workforce - number (FTE) and percentage BAME

Police officers + police staff + PCSOs, 2007 to 2018

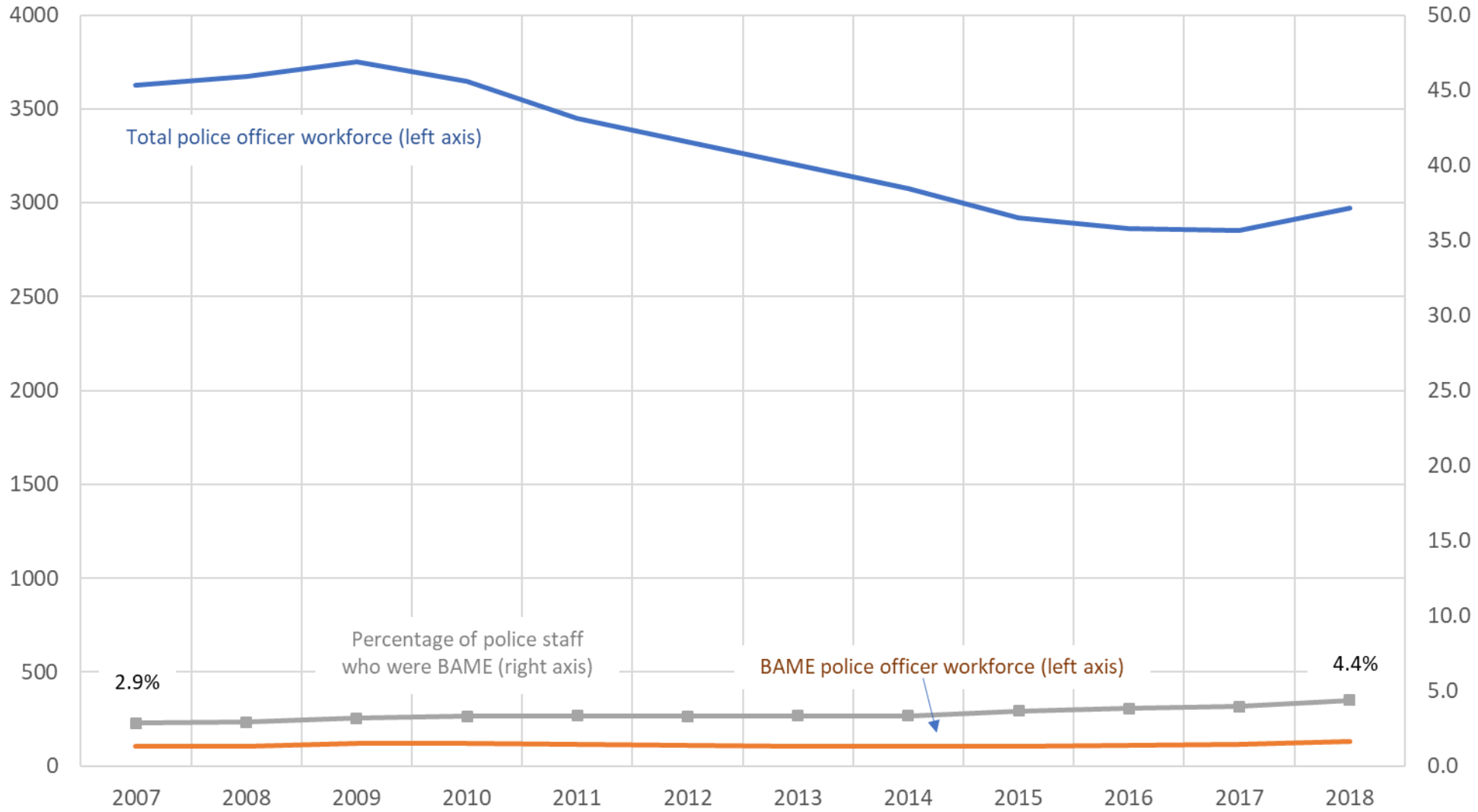
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Lancashire Police police officers - number (FTE) and percentage BAME, 2007 to 2018

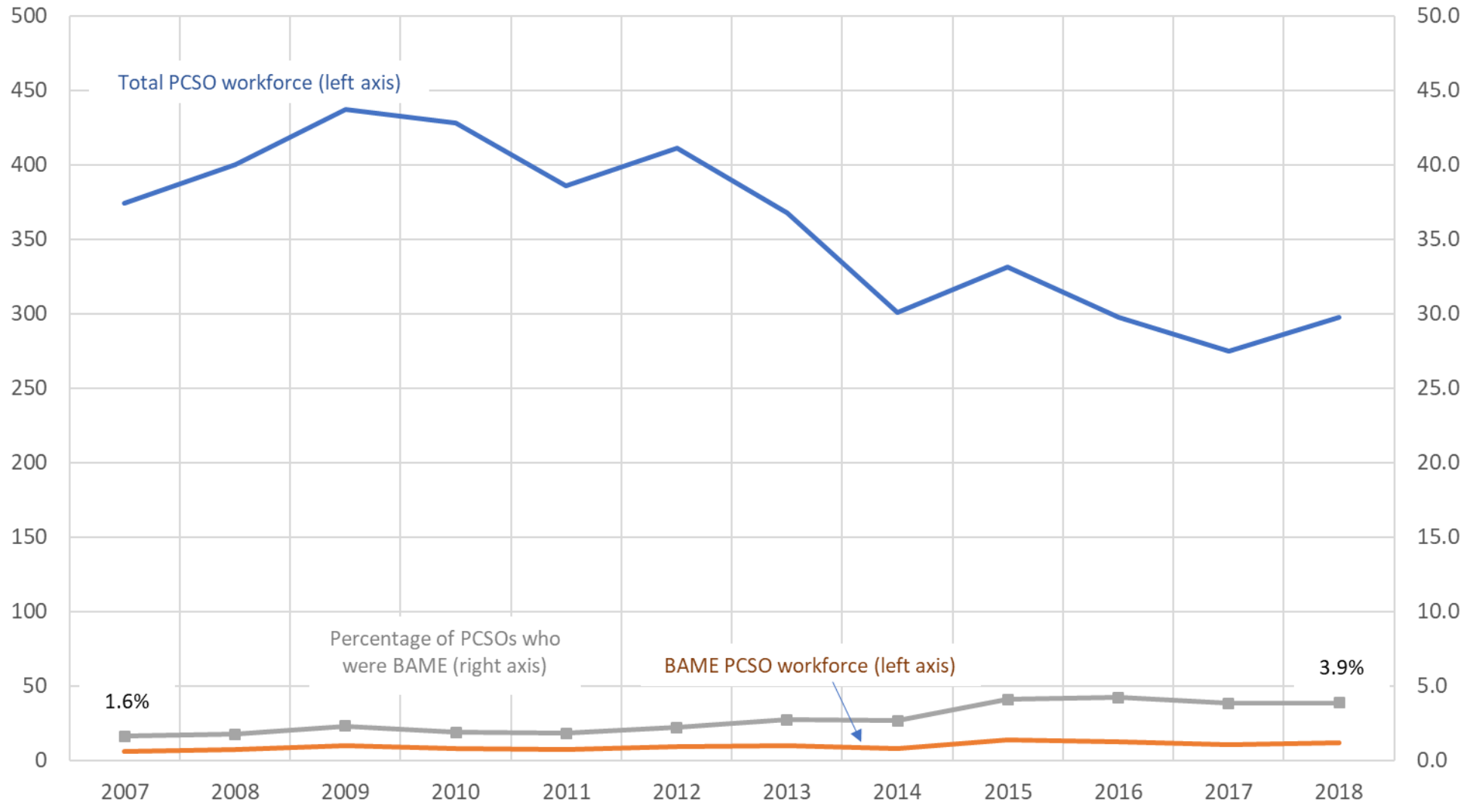
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Lancashire Police PCSOs - number (FTE) and percentage BAME, 2007 to 2018

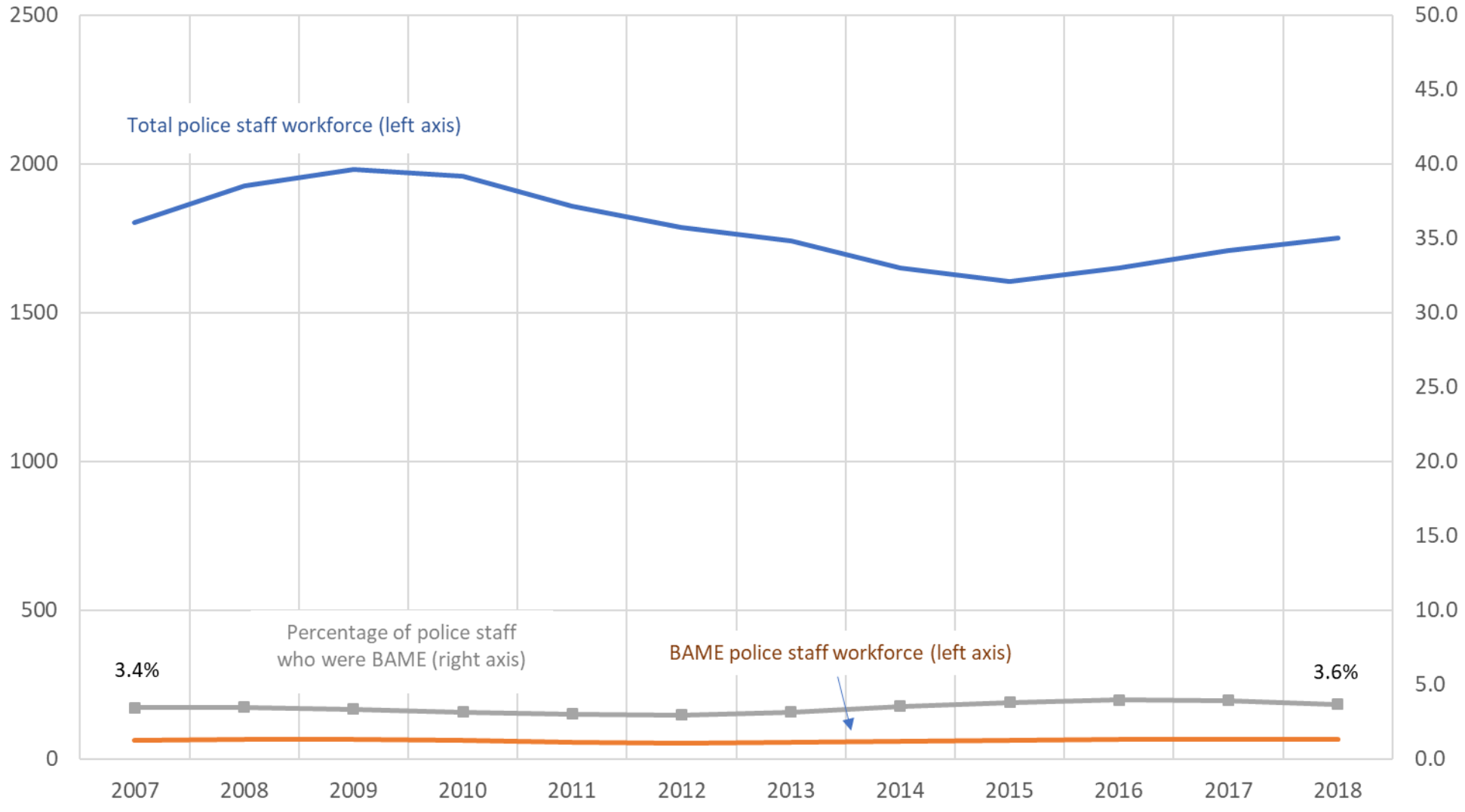
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Lancashire Police police staff - number (FTE) and percentage BAME, 2007 to 2018

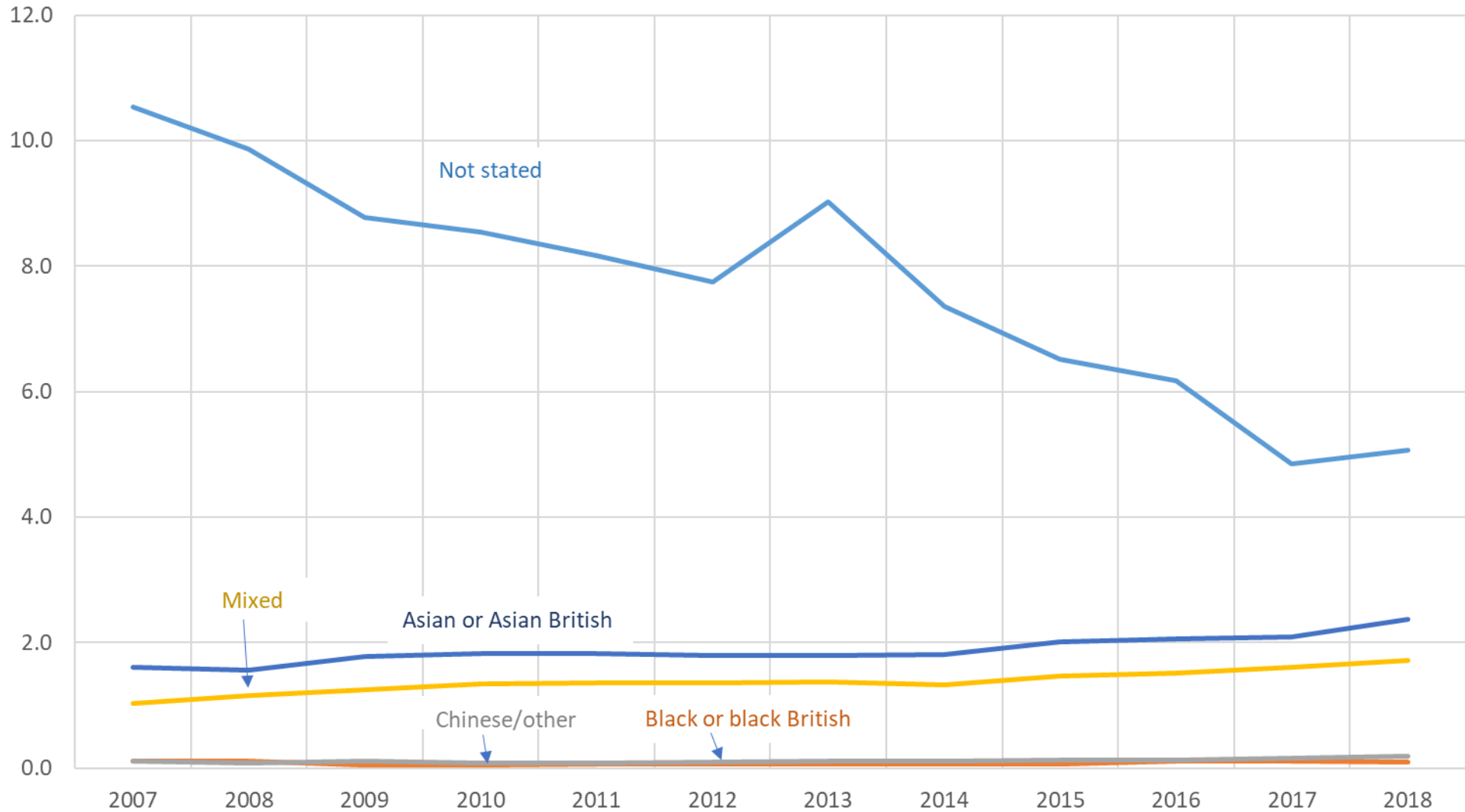
Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



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Lancashire Police: ethnic minorities as a percentage (%) of the total police officer workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

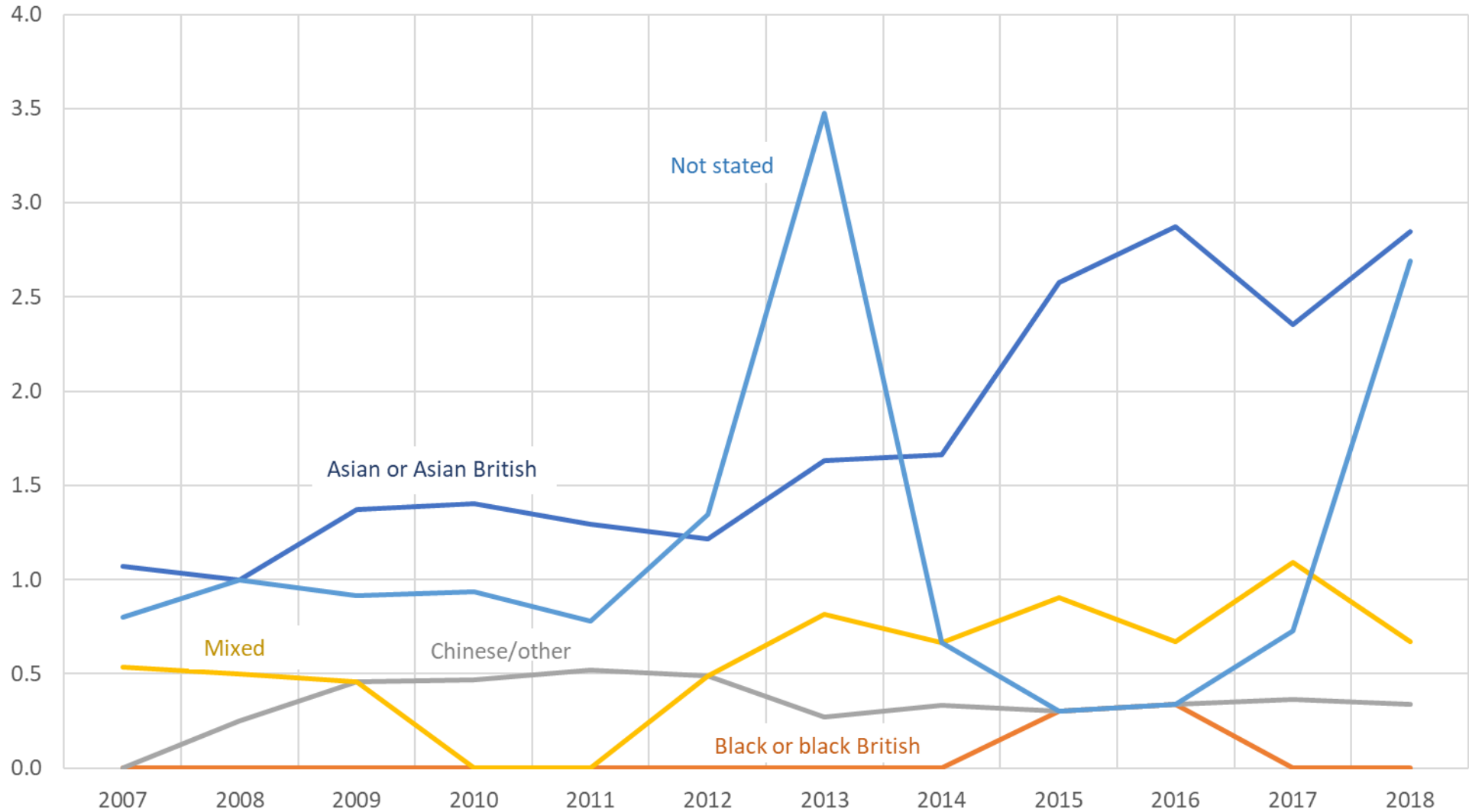


- A clear, though diminishing, problem with police officers with no ethnicity recorded
- Very slight increases in Asian and mixed ethnicity representation, but at very low levels

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Lancashire Police: ethnic minorities as a percentage (%) of the total PCSO workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

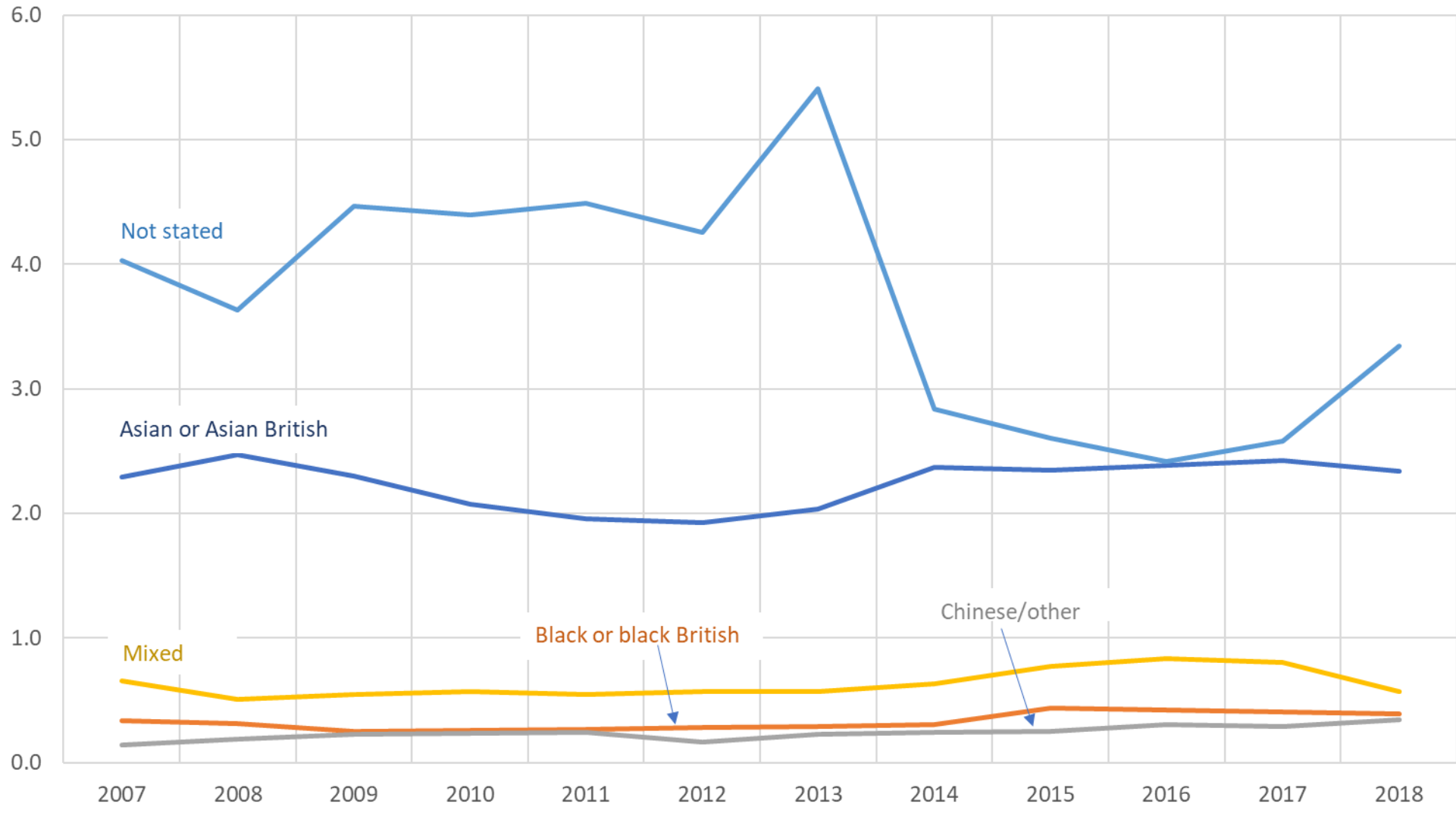


- As PCSO numbers have fallen, Asian representation has increased

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Lancashire Police: ethnic minorities as a percentage (%) of the total police staff workforce (FTE), 2007 to 2018

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

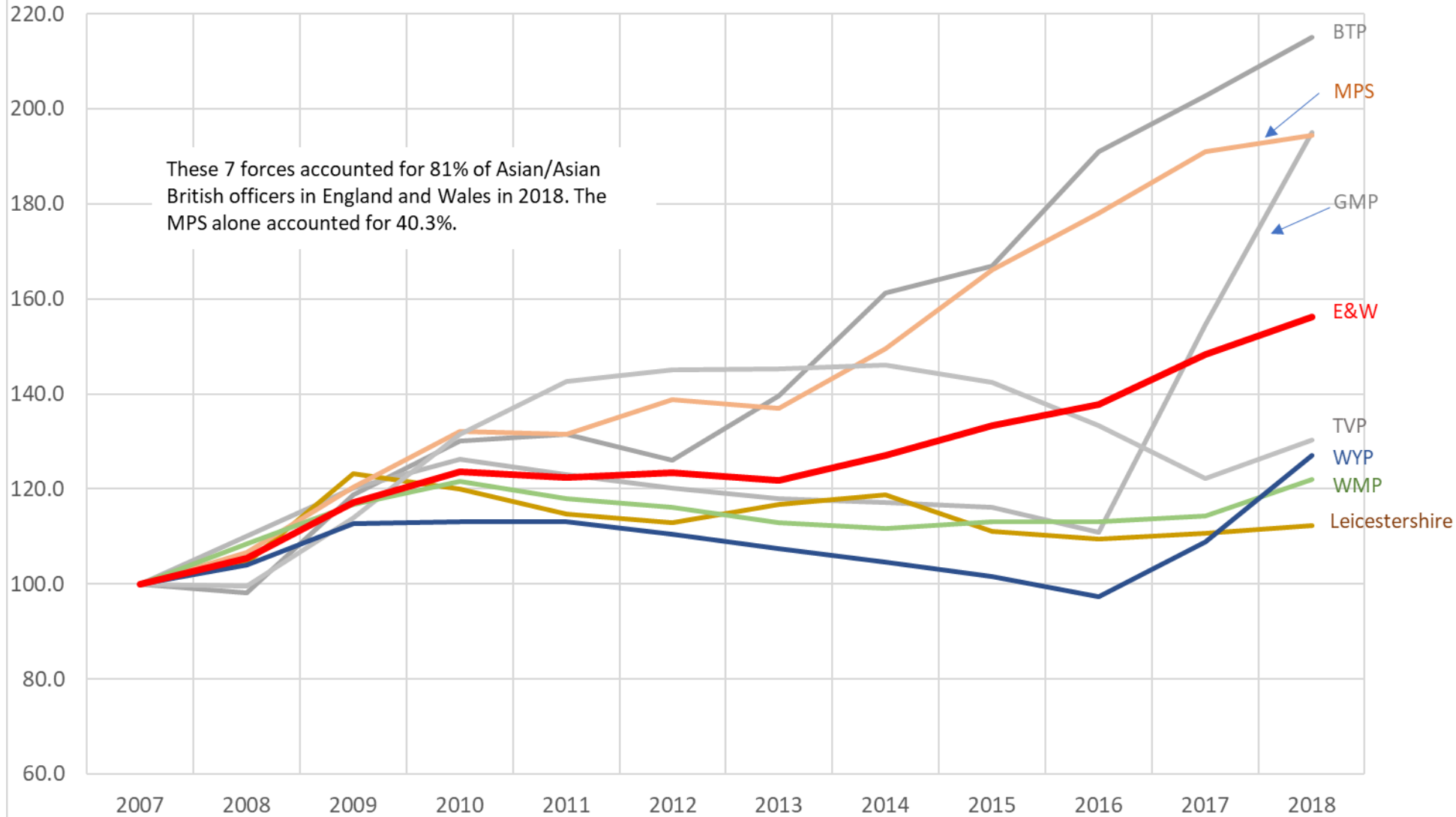


Police officer ethnicity trends by force

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Asian/Asian British Police Officers by Force (FTE), 2007 to 2018 Indexed to 2007

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

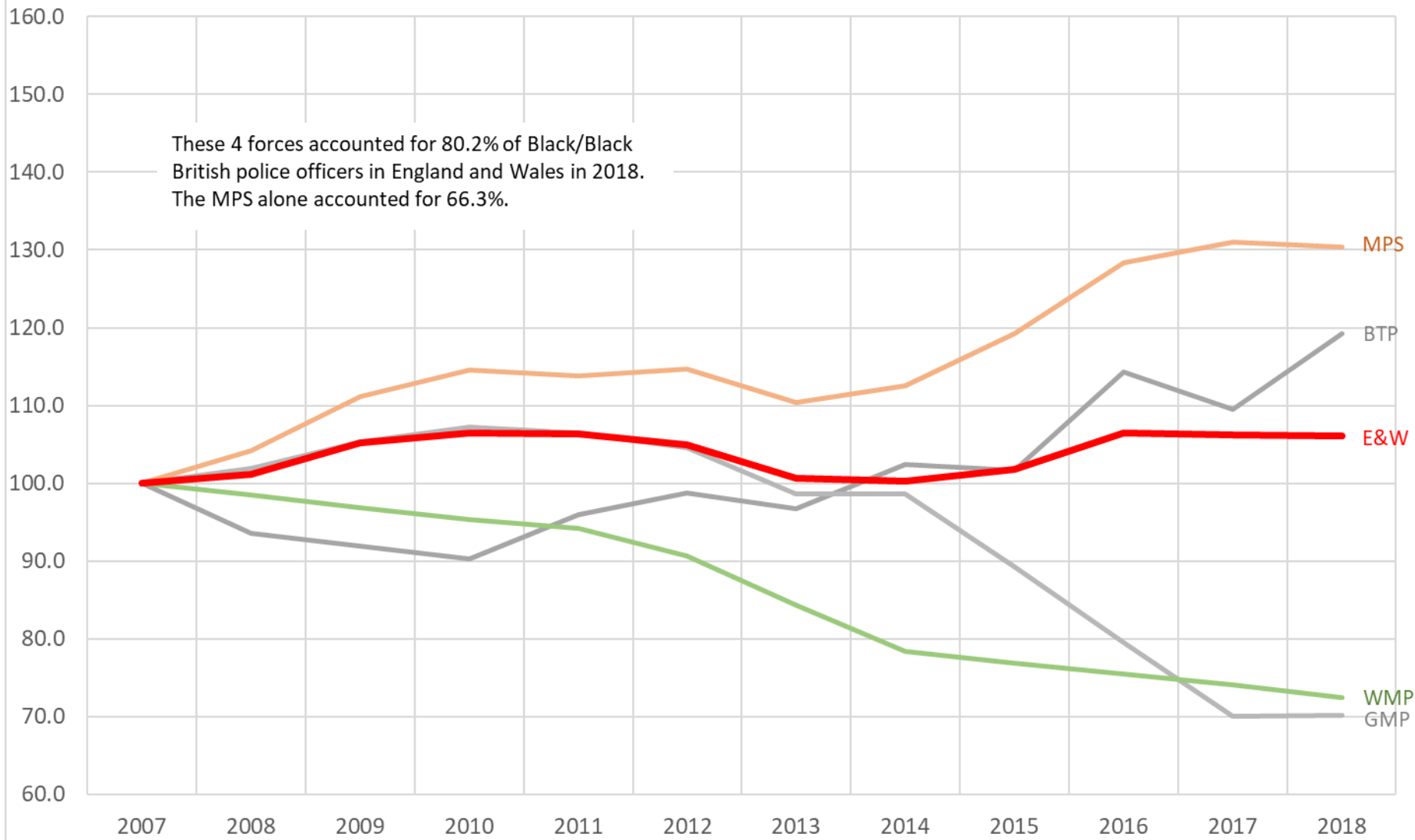


- Chart shows % change compared to the 2007 baseline
- BTP, MPS and GMP have seen big % increases in the number of Asian police officers, in GMP's case since 2016

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Black/Black British Police Officers by Force (FTE), 2007 to 2018 Indexed to 2007

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables

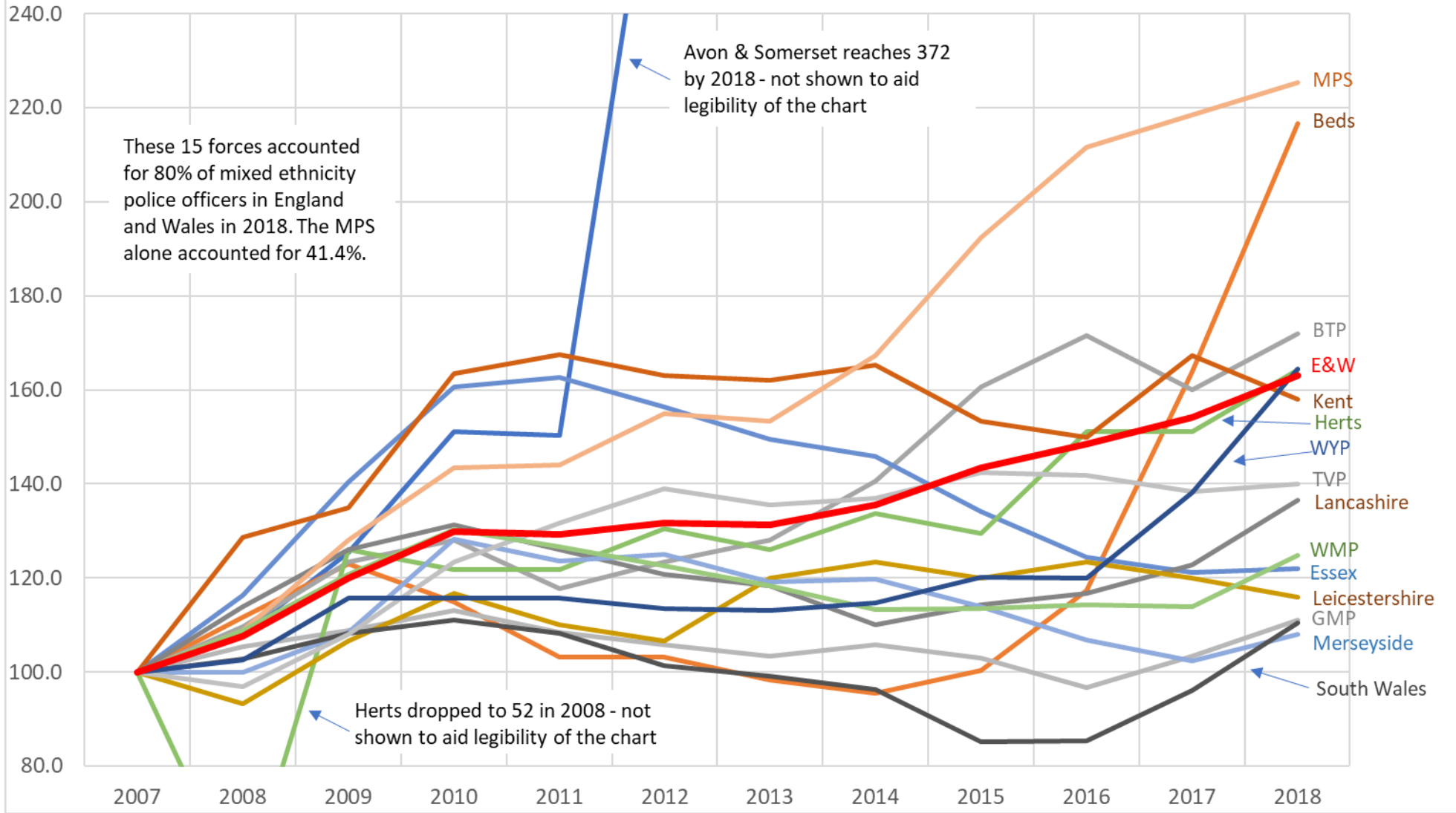


- 4/5 black police officers work in only 4 forces
- The MPS and BTP have increased the number of black officers since 2007, while in GMP and WMP numbers are down

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Mixed Ethnicity Police Officers by Force (FTE), 2007 to 2018 Indexed to 2007

Source: Police workforce, England and Wales, 31 March 2018: ethnicity data tables



- Mixed ethnicity officers are much more widely spread
- Numbers have increased fastest in % terms in A&S (from a v low base), MPS, Beds and BTP

Comments, questions? Please feel free
to get in touch

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Note: charts previously published with narrative/discussion at
<https://twitter.com/gmhales/status/1100737512807501824>