

**Equality Duty Data 2023/2024**

**Background**  
On 5 April 2011, the public sector equality duty (the equality duty) came into force. The equality duty was created under the Equality Act 2010. The equality duty was developed to harmonise the equality duties and to extend across the protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the 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.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

* Removing or minimising disadvantages suffered by people due to their protected characteristics.
* Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
* Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The equality duty covers nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

*“The needs of victims and witnesses are recognised by the constabulary and criminal justice partners and addressed in a consistent and effective manner”*

The data in this report relates to April 2023 to March 2024 unless otherwise stated. The report helps to inform Lancashire Constabulary’s strategy in relation to equality, diversity, and human rights. It also supports Lancashire Constabulary to identify how the workforce is changing, and whether we need to revise our procedures, polices, and learning interventions. Observing trend and patterns relating to operational policing helps the Force to develop objectives aimed at improving services to our communities.

Further statistical information is available from [www.gov.uk](http://www.gov.uk), [www.police.uk](http://www.police.uk) and [www.ons.gov.uk](http://www.ons.gov.uk)

*“WE WILL DEVELOP A DIVERSE WORKFORCE WHICH IS REFLECTIVE OF OUR COMMUNITIES.”*

**Census Data 2021**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Area | White English, Welsh, Scottish, Northern Irish, British | | Mixed/multiple Ethnic Group | | Asian/Asian British | | Black/Black British | | Other Ethnic Groups | |
| Number | % | Number | % | Number | % | Number | % | Number | % |
| Burnley | 73,752 | 77.9 | 1,505 | 1.6 | 13,930 | 14.8 | 326 | 0.4 | 5,138 | 5.5 |
| Chorley | 109,449 | 93.0 | 1,773 | 1.5 | 2,204 | 1.9 | 653 | 0.6 | 3,654 | 2.9 |
| Fylde | 75,793 | 93.1 | 1,158 | 1.5 | 1,173 | 1.5 | 331 | 0.4 | 2,920 | 3.6 |
| Hyndburn | 65,471 | 79.6 | 1,091 | 1.3 | 12,401 | 15.2 | 224 | 0.2 | 3,050 | 3.7 |
| Lancaster | 125,552 | 87.8 | 2,204 | 1.5 | 5,155 | 3.5 | 1,215 | 0.8 | 8,813 | 6.2 |
| Pendle | 63,320 | 66.1 | 1,488 | 1.5 | 25,573 | 26.8 | 244 | 0.3 | 5,133 | 5.4 |
| Preston | 97,715 | 66.1 | 4,367 | 2.9 | 29,815 | 20.2 | 3,489 | 2.4 | 12,448 | 8.4 |
| Ribble Valley | 57,916 | 94.1 | 736 | 1.2 | 1,265 | 1.9 | 125 | 0.2 | 1,523 | 2.5 |
| Rossendale | 64,073 | 90.4 | 1,043 | 1.5 | 3,876 | 5.4 | 172 | 0.2 | 1,704 | 2.4 |
| South Ribble | 103,089 | 92.8 | 1,908 | 1.8 | 2,307 | 2.1 | 539 | 0.5 | 3,192 | 2.9 |
| West Lancashire | 108,998 | 92.8 | 1,547 | 1.3 | 1,232 | 1.0 | 388 | 0.3 | 5,264 | 4.5 |
| Wyre | 107,171 | 95.7 | 1,135 | 1.0 | 1,109 | 1.0 | 273 | 0.2 | 2,258 | 2.0 |
| Blackburn with Darwen | 87,997 | 56.9 | 2,596 | 1.6 | 55,178 | 35.8 | 1,406 | 0.9 | 7,564 | 4.9 |
| Blackpool | 127,445 | 90.4 | 2,210 | 1.7 | 3,676 | 2.6 | 711 | 0.5 | 6,997 | 5.0 |

*“Victims and witnesses are to be treated with dignity and respect and feel valued and safe at all stages of the process”*

**Victim Satisfaction**

Victims of several crime types are contacted as part of our victim satisfaction surveys. We report to the Home Office on the number of Domestic Abuse and Stalking victim satisfaction surveys which are carried out. We also survey victims of other crime types, including Violent Crime, Theft, and Vehicle Crime. The aim is to evaluate the satisfaction of victims of crime and record the level of service they have received. Victims are asked to gauge their level of satisfaction with the ‘whole experience’ and are provided with 7 options. Those who are completely, very, or fairly satisfied are classed as satisfied.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| All Data | | | | | | | | | | | | | | | | | | | | |
|  | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65-74 | | 75+ | | Do not wish to say | | Not recorded | | Total | |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Asian | 4 | 4 | 15 | 7 | 23 | 9 | 18 | 9 | 3 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 64 | 6 |
| Black | 2 | 2 | 3 | 1 | 2 | 1 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 0 |
| Didn’t Wish To Say | 0 | 0 | 3 | 1 | 1 | 0 | 2 | 1 | 3 | 2 | 2 | 3 | 0 | 0 | 8 | 100 | 0 | 0 | 19 | 2 |
| Mixed | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Other | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 |
| White | 96 | 93 | 202 | 90 | 223 | 89 | 179 | 87 | 151 | 96 | 74 | 96 | 21 | 100 | 0 | 0 | 0 | 0 | 946 | 83 |
| Not Recorded | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 99 | 100 | 99 | 9 |
| Total Number | 103 | | 225 | | 251 | | 205 | | 157 | | 77 | | 21 | | 8 | | 99 | | 1146 | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Domestic Abuse & Stalking Victim Satisfaction - Female | | | | | | | | | | | | | | | | | | | | |
|  | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65-74 | | 75+ | | Do not wish to say | | Not recorded | | Total | |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Asian | 1 | 2 | 11 | 10 | 7 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 5 |
| Black | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 |
| Didn’t Wish To Say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100 | 0 | 0 | 1 | 0 |
| Mixed | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Other | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 |
| White | 60 | 95 | 99 | 87 | 103 | 91 | 46 | 92 | 43 | 100 | 19 | 100 | 1 | 100 | 0 | 0 | 0 | 0 | 371 | 92 |
| Not Recorded | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Number | 63 | | 114 | | 113 | | 50 | | 43 | | 19 | | 1 | | 1 | | 0 | | 404 | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Domestic Abuse & Stalking Victim Satisfaction - Male | | | | | | | | | | | | | | | | | | | | |
|  | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65-74 | | 75+ | | Do not wish to say | | Not recorded | | Total | |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Asian | 1 | 10 | 0 | 0 | 0 | 0 | 2 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| Black | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Didn’t Wish To Say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mixed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | 9 | 90 | 17 | 100 | 28 | 100 | 15 | 88 | 14 | 100 | 7 | 100 | 4 | 100 | 0 | 0 | 0 | 0 | 94 | 97 |
| Not Recorded | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Number | 10 | | 17 | | 28 | | 17 | | 14 | | 7 | | 4 | | 0 | | 0 | | 97 | |

**Crime**

*“the impact crime can have on FRIENDS; relatives and the local community is both acknowledged and addressed”*

The following table compiles the data of victims who have been targeted across several crime types. The data is based on recorded crimes between 01/04/2022 and 31/03/2023. Victim ages are based on recorded crime date and victim dates of birth.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Crime | | | | | | | | | | | | | | | | | | | | |
|  | Under 16 | | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65-74 | | 75+ | | Not recorded | | Total | |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Asian | 444 | 4 | 1,044 | 7 | 1,631 | 7 | 1,685 | 8 | 968 | 7 | 355 | 4 | 140 | 4 | 23 | 1 | 0 | 0 | 6,290 | 6 |
| Black | 76 | 1 | 117 | 1 | 195 | 1 | 233 | 1 | 165 | 1 | 71 | 1 | 22 | 1 | 11 | 0 | 0 | 0 | 890 | 1 |
| Mixed | 151 | 1 | 199 | 1 | 263 | 1 | 199 | 1 | 101 | 1 | 42 | 0 | 17 | 0 | 7 | 0 | 1 | 1 | 980 | 1 |
| Other | 15 | 0 | 46 | 0 | 71 | 0 | 84 | 0 | 35 | 0 | 9 | 0 | 5 | 0 | 2 | 0 | 0 | 0 | 267 | 0 |
| White | 7,300 | 67 | 10,756 | 72 | 16,779 | 75 | 15,910 | 74 | 10,786 | 75 | 7,619 | 79 | 3,160 | 79 | 1,759 | 75 | 32 | 21 | 74,101 | 74 |
| Not Recorded | 2,849 | 26 | 2,790 | 19 | 3,440 | 15 | 3,336 | 16 | 2,266 | 16 | 1,589 | 16 | 645 | 16 | 556 | 24 | 116 | 78 | 17,596 | 18 |
| Total Number | 10,835 | | 14,952 | | 22,379 | | 21,447 | | 14,321 | | 9,685 | | 3,998 | | 2,358 | | 149 | | 100,124 | |

**Stop and Search**

Stop and search is a vital tool used in the prevention of crime, which in turn ensures our communities in Lancashire are kept safe. The powers of stop and search allow for an officer to confirm their suspicions of whether an individual is carrying a prohibited item, such as a concealed weapon or drugs. However, due to the nature of stop and search powers it is paramount that our officers use these powers fairly, honestly, and proportionately. The very nature of the powers is intrusive to an individual’s privacy and liberty, so making sure that respect is shown in the way it is done, and the methods of communication used is very important.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Stop & Search | | | | | | | | | | | | | | | | | | | | |
|  | Under 16 | | 16-24 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65-74 | | 75+ | | Not recorded | | Total | |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % |
| Asian | 85 | 4 | 887 | 16 | 591 | 16 | 228 | 9 | 96 | 7 | 16 | 4 | 6 | 9 | 0 | 0 | 215 | 10 | 2,124 | 12 |
| Black | 29 | 1 | 95 | 2 | 57 | 2 | 45 | 2 | 20 | 1 | 7 | 2 | 0 | 0 | 0 | 0 | 30 | 1 | 283 | 2 |
| Mixed | 29 | 1 | 71 | 1 | 41 | 1 | 17 | 1 | 8 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 20 | 1 | 187 | 1 |
| Other | 6 | 0 | 12 | 0 | 26 | 1 | 17 | 1 | 5 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 8 | 0 | 77 | 0 |
| White | 1636 | 78 | 3,561 | 65 | 2,372 | 65 | 1,999 | 75 | 1,145 | 78 | 336 | 83 | 57 | 81 | 11 | 100 | 1,321 | 60 | 12,438 | 69 |
| Not Recorded | 313 | 15 | 847 | 15 | 537 | 15 | 346 | 13 | 188 | 13 | 43 | 11 | 6 | 9 | 0 | 0 | 624 | 28 | 2,904 | 16 |
| Total Number | 2,098 | | 5,473 | | 3,624 | | 2,652 | | 1,462 | | 405 | | 70 | | 11 | | 2,218 | | 18,013 | |

*“VICTIMS AND WIITNESSES aRE ABLE TO REPORT CRIMES VIA THIRD PARTIES AND OTHER PUBLIC SECTOR AGENCIES”*

Data shown below consists of calls made to 999 and 101 over a two-year period from 2022 – 2024.

|  |  |  |
| --- | --- | --- |
|  | Call Data | |
| April 2022 – March 2023 | April 2023 – March 2024 |
| 101 Calls | 564,893 | 528,530 |
| 999 Calls | 314,299 | 331,934 |
| Total | 879,192 | 860,464 |

*“victims and witnesses receive accurate and timely information about their case and a better understanding of the criminal justice system, including what they can expect and what will be expected of them”*

The data listed below specifies the volume of crime over the past 2-year period. Data included numerical data from various offences.

|  |  |  |
| --- | --- | --- |
|  | Crime Volume | |
| April 2022 – March 2023 | April 2023 – March 2024 |
| Arson & Criminal Damage | 15,582 | 14,420 |
| Burglary | 7,454 | 7,324 |
| Drug Offences | 2,538 | 3,080 |
| Miscellaneous Crime Against Society | 2,906 | 2,967 |
| Possession of Weapons | 1,660 | 1,675 |
| Public Order Offences | 9,320 | 7,826 |
| Robbery | 1,039 | 1,130 |
| Sexual Offences | 4,889 | 4,910 |
| Theft | 22,197 | 23,221 |
| Vehicle Offences | 7,765 | 7,763 |
| Violence Against the Person | 55,546 | 54,359 |

*“victims of all crime types, including Anti-social behaviour and hate incidents, have access to appropriate services and support”*

The data below includes all secondary offences committed within the past 2 years, and includes hate crime, knife crime and domestic abuse.

|  |  |  |
| --- | --- | --- |
|  | Crime Volume | |
| April 2022 – March 2023 | April 2023 – March 2024 |
| Knife Crime | 1,245 | 1,371 |
| DA | 23,431 | 22,969 |
| Hate – Disability | 161 | 140 |
| Hate – Gender | 0 | 0 |
| Hate – Race / Ethnicity | 1,958 | 1,775 |
| Hate – Religious | 111 | 125 |
| Hate – Sexual Orientation | 453 | 435 |
| Hate – Transgender | 93 | 103 |
| Hate - Lifestyle/ Alternative | 0 | 0 |

**Workforce Monitoring Data**

Our workforce monitoring data covers our entire workforce, all grades, ranks and roles. Monitoring information lets us understand:

* Our diverse workforce
* The spread of our people across our workforce at all levels
* The satisfaction levels of our workforce
* How this links to the wider recruitment, retention, and development of our workforce.

The data below includes statistics regarding the gender, ethnicity, self-declared disability, religion, sexual orientation and age of police officers and staff within Lancashire Constabulary.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Gender by Employment Type | | | | | |
|  | Female | | Male | | Total |
| Volume | % | Volume | % | Volume |
| Police Officer | 1424 | 40.20 | 2118 | 59.80 | 3542 |
| Police Staff | 1691 | 67.21 | 825 | 32.78 | 2516 |
| Total | 3115 | 54.41 | 2943 | 48.58 | 6058 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sex Group by Rank | | | | | | | | | |
|  | Female | | Male | | Unknown | | Prefer Not To Say | | Total |
| Number | % | Number | % | Number | % | Number | % | Number |
| Superintendent and Above | 13 | 36.11 | 23 | 63.89 | 0 | 0 | 0 | 0 | 36 |
| Chief Inspector | 16 | 29.63 | 38 | 70.37 | 0 | 0 | 0 | 0 | 54 |
| Inspector | 44 | 27.85 | 114 | 72.15 | 0 | 0 | 0 | 0 | 158 |
| Sergeant | 148 | 28.41 | 373 | 71.59 | 0 | 0 | 0 | 0 | 521 |
| Constable | 1203 | 43.38 | 1570 | 56.62 | 0 | 0 | 0 | 0 | 2773 |
| Police Staff | 1691 | 67.21 | 825 | 32.78 | 0 | 0 | 0 | 0 | 2516 |
| Total | 3115 | 51.42 | 2943 | 48.58 | 0 | 0 | 0 | 0 | 6058 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnic Group by Rank | | | | | | | | | |
|  | White | | BME | | Unknown | | Prefer Not To Say | | Total |
| Number | % | Number | % | Number | % | Number | % | Number |
| Superintendent and Above | 31 | 86.11 | 2 | 5.56 | 0 | 0 | 3 | 8.33 | 36 |
| Chief Inspector | 49 | 90.74 | 3 | 5.56 | 0 | 0 | 2 | 3.70 | 54 |
| Inspector | 146 | 92.41 | 9 | 5.70 | 0 | 0 | 3 | 1.90 | 158 |
| Sergeant | 476 | 91.36 | 29 | 5.57 | 0 | 0 | 16 | 3.07 | 521 |
| Constable | 2532 | 91.31 | 161 | 5.81 | 1 | 0.04 | 79 | 2.85 | 2773 |
| Police Staff | 2334 | 92.77 | 113 | 4.49 | 4 | 0.16 | 65 | 2.58 | 2516 |
| Total | 5568 | 91.91 | 317 | 5.23 | 5 | 0.08 | 168 | 2.77 | 6058 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnic Group by Employment Type | | | | | | | | | | | | | | | |
|  | White | | Asian | | Black | | Mixed | | Other | | Unknown | | Prefer Not To Say | | Total |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number |
| Police Officer | 3234 | 91.30 | 118 | 3.33 | 4 | 0.11 | 74 | 2.09 | 8 | 0.23 | 1 | 0.03 | 103 | 2.91 | 3542 |
| Police Staff | 2334 | 92.77 | 80 | 3.18 | 7 | 0.28 | 25 | 0.99 | 1 | 0.04 | 4 | 0.16 | 65 | 2.58 | 2516 |
| Total | 5568 | 91.91 | 198 | 3.27 | 11 | 0.18 | 99 | 1.63 | 9 | 0.15 | 5 | 0.08 | 168 | 2.77 | 6058 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Self-Declared Disability by Employment Type | | | | | | | | | |
|  | Yes | | No | | Unknown | | Prefer Not To Say | | Total |
| Number | % | Number | % | Number | % | Number | % | Number |
| Police Officer | 132 | 3.73 | 3219 | 90.88 | 0 | 0 | 191 | 5.39 | 3542 |
| Police Staff | 174 | 6.91 | 2271 | 90.26 | 1 | 0.04 | 70 | 2.78 | 2516 |
| Total | 306 | 5.05 | 5490 | 90.62 | 1 | 0.02 | 261 | 4.31 | 6058 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Sexual Orientation by Employment Type | | | | | | | | | | | | | | | |
|  | Bi | | Gay Man | | Gay Woman/Lesbian | | Heterosexual/Straight | | Prefer to self-describe | | Unknown | | Prefer Not To Say | | Total |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number |
| Police Officer | 106 | 2.99 | 34 | 0.96 | 71 | 2.00 | 1940 | 54.77 | 3 | 0.08 | 1282 | 36.19 | 106 | 2.99 | 3542 |
| Police Staff | 37 | 1.47 | 21 | 0.83 | 40 | 1.59 | 1733 | 68.88 | 2 | 0.08 | 599 | 23.81 | 84 | 3.34 | 2516 |
| Total | 143 | 2.36 | 55 | 0.91 | 111 | 1.83 | 3673 | 60.63 | 5 | 0.08 | 1881 | 31.05 | 190 | 3.14 | 6058 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Age Group by Employment Type | | | | | | | | | | | | | |
|  | 16 – 25 | | 26 – 35 | | 36 – 45 | | 46 – 55 | | 56 – 65 | | 66+ | | Total |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number |
| Police Officer | 453 | 12.79 | 1092 | 30.83 | 1125 | 31.76 | 825 | 23.29 | 47 | 1.33 | 0 | 0 | 3542 |
| Police Staff | 235 | 9.34 | 535 | 21.26 | 503 | 19.99 | 631 | 25.08 | 570 | 22.66 | 42 | 1.67 | 2516 |
| Total | 688 | 11.36 | 162 | 26.86 | 1628 | 26.87 | 1456 | 24.03 | 617 | 10.18 | 42 | 0.69 | 6058 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Religious Belief by Employment Type | | | | | | | | | | | | | | | | | | | | | |
|  | Buddhist | | Christian | | Hindu | | Jewish | | Muslim | | Sikh | | Other | | None | | Prefer Not To Say | | Not Stated | | Total |
| Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number | % | Number |
| Police Officer | 9 | 0.25 | 1914 | 54.04 | 3 | 0.08 | 4 | 0.11 | 114 | 3.22 | 4 | 0.11 | 62 | 1.75 | 1131 | 31.93 | 155 | 4.38 | 146 | 4.12 | 3542 |
| Police Staff | 5 | 0.20 | 1231 | 48.93 | 12 | 0.48 | 1 | 0.04 | 60 | 2.38 | 4 | 0.16 | 38 | 1.51 | 768 | 30.52 | 77 | 3.06 | 320 | 12.72 | 2516 |
| Total | 14 | 0.23 | 3145 | 51.91 | 15 | 0.25 | 5 | 0.08 | 174 | 2.87 | 8 | 0.13 | 100 | 1.65 | 1899 | 31.35 | 232 | 3.83 | 466 | 7.69 | 6058 |