



## Equality Duty Data 2022/2023

### 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 2022 to March 2023 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, policies, 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)

**Lancashire Constabulary’s Police and Crime Commissioner aims to develop safe and confident communities by:**

- Improve public confidence in the police measured through national and local benchmarks and engagement surveys.
- Ensuring that the public have an accessible, open, and transparent policing service.
- Engage with the public and continue to invest in ‘Lancashire Talking’ to identify the top issues in every community.
- Launch a Safer Lancashire Neighbourhoods fund and support community safety partnerships to focus our collective resources.
- Encouraging volunteering in local areas.
- Engaging with local communities on issues that matter to them.

*"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

Surveyed respondents who are victims of certain crimes (burglary, violent, hate, anti-social behaviour, and domestic abuse crimes) as well as racist incident victims are contacted as part of our victim satisfaction survey programme. 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.

#### Lancashire Constabulary’s Police and Crime Commissioner aims to protect victims and vulnerable people by:

- Funding specialist victim services to ensure that victims of domestic abuse and sexual violence in Lancashire get the best possible support.
- Alongside partners, develop and launch a countywide domestic violence perpetrator strategy to reduce reoffending.
- Invest in building up neighbourhood policing teams to ensure officers can tackle burglary and robbery offences and investigate them fully to bring offenders to justice.
- Support victims, particularly those who are vulnerable, and prevent them being retargeted.
- Support all available measures by police and partners to reduce the number of people killed and seriously injured as a result of homicide and serious violence in Lancashire.

	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	18	9	28	9	36	11	12	6	6	3	1	1	0	0	0	0	0	0	101	7
Black	3	1	2	1	3	1	3	1	3	1	2	2	0	0	0	0	0	0	16	1
Didn't Wish To Say	1	0	0	0	0	0	0	0	4	2	1	1	0	0	104	100	0	0	110	7
Mixed	6	3	7	2	4	1	4	2	1	0	0	0	0	0	0	0	0	0	22	1
Other	2	1	4	1	5	2	0	0	1	0	1	1	0	0	0	0	0	0	13	1
White	181	86	263	87	269	85	194	91	216	94	101	95	35	100	0	0	0	0	1259	82
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	100	16	1
Total Number	211		304		317		213		231		106		35		104		16		1537	

Domestic Abuse 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	3	4	2	2	2	2	1	2	1	2	0	0	0	0	0	0	0	0	0	9	2
Black	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	0
Mixed	2	3	0	0	3	3	2	4	1	2	0	0	0	0	0	0	0	0	0	8	2
Other	0	0	3	3	2	2	0	0	0	0	0	0	0	0	0	0	0	0	5	1	
White	62	93	90	94	86	92	48	94	41	95	13	100	4	100	0	0	0	0	344	94	
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Number	67		96		93		51		43		13		4		0		0		367		

Domestic Abuse 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	0	0	2	18	0	0	0	0	1	8	0	0	0	0	0	0	0	0	3	4
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	12	100	9	82	20	100	16	100	11	92	7	100	5	100	0	0	0	0	0	0
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	12		11		20		16		12		7		5		0		0		83	

Anti-social Behaviour 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0	0	0	0	1	5	0	0	0	0	0	0	1	1
Didn't Wish To Say	0	0	0	0	0	0	0	0	1	4	1	5	0	0	0	0	0	0	2	1
Mixed	0	0	1	4	0	0	1	5	0	0	0	0	0	0	0	0	0	0	2	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	14	100	22	96	40	100	18	95	26	96	17	89	5	100	0	0	0	0	142	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	14		23		40		19		27		19		5		0		0		147	

Anti-social Behaviour 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	0	0	0	0	3	25	0	0	0	0	2	+	0	0	0	0	0	0	4	5
Black	0	0	0	0	0	0	0	0	1	5	0	0	0	0	0	0	0	0	1	1
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	5	100	12	100	9	75	15	100	21	95	16	94	0	0	0	0	0	0	78	94
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	5		12		12		15		22		17		0		0		0		83	

Hate Crime 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	8	53	6	32	6	29	1	20	2	33	0	0	0	0	0	0	0	0	23	34
Black	1	7	1	5	1	5	1	20	1	174	0	0	0	0	0	0	0	0	5	7
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	2	13	4	21	1	5	0	0	0	0	0	0	0	0	0	0	0	0	7	10
Other	1	7	0	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0	2	3
White	3	20	8	42	12	57	3	60	3	50	1	100	0	0	0	0	0	0	30	45
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	15		19		21		5		6		1		0		0		0		67	

Hate Crime 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	5	23	13	50	19	61	4	40	0	0	0	0	0	0	0	0	0	0	41	39
Black	2	9	0	0	1	3	2	20	1	9	1	17	0	0	0	0	0	0	7	7
Didn't Wish To Say	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Mixed	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Other	1	5	1	4	1	3	0	0	1	9	0	0	0	0	0	0	0	0	4	4
White	12	55	12	46	10	32	4	40	9	82	5	83	0	0	0	0	0	0	52	49
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	22		26		31		10		11		6		0		0		0		106	

Violent Crime 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	0	0	1	3	1	4	0	0	0	0	0	0	0	0	0	0	0	0	2	2
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	1	5	0	0	0	0	0	0	0	0	0	0	1	1
Mixed	0	0	0	0	0	0	1	5	0	0	0	0	0	0	0	0	0	0	1	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	28	100	32	97	27	96	19	95	13	100	4	100	3	100	0	0	0	0	126	98
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	28		33		28		20		13		4		3		0		0		129	

Violent Crime 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	0	0	1	3	1	5	2	7	0	0	0	0	0	0	0	0	0	0	4	3
Black	0	0	0	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	1
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	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Other	0	0	0	0	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	1
White	26	96	38	97	19	86	25	93	29	100	7	100	2	100	0	0	0	0	146	95
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	27		39		22		27		29		7		2		0		0		153	

Burglary 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	0	0	2	17	2	12	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4
Black	0	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	0
Mixed	0	0	1	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	8	100	9	75	15	88	22	100	23	100	14	100	7	100	0	0	0	0	98	95	
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	8		12		17		22		23		14		7		0		0		103		

Burglary Crime 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	25	1	5	1	4	1	4	2	6	0	0	0	0	0	0	0	0	6	4
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	1	6	0	0	0	0	0	0	1	1
White	3	75	20	95	27	96	24	96	34	94	16	94	8	100	0	0	0	0	132	95
Not Recorded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Number	4		21		28		25		36		17		8		0		0		139	

*“THE IMPACT CRIME CAN HAVE ON FRIENDS; RELATIVES AND THE LOCAL COMMUNITY IS BOTH ACKNOWLEDGED AND ADDRESSED”*

### Crime

The following table compiles the data of victims who have been targeted in crimes including fraud, theft, vehicle offences, arson/criminal damage, public order offences, burglary, possession of weapons and robbery. 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	405	4	911	6	1489	6	1534	7	947	6	345	4	103	3	29	1	0	0	5763	6
Black	59	1	99	1	175	1	150	1	107	1	44	0	6	0	2	0	0	0	642	1
Mixed	184	2	171	1	246	1	148	1	53	0	31	0	3	0	1	0	0	0	837	0
Other	32	0	26	0	60	0	80	0	36	0	9	0	1	0	2	0	0	0	248	0
White	7679	67	10948	69	16628	70	14976	70	10418	70	6777	71	2678	70	1590	65	9	7	71703	69
Not Recorded	3059	27	3757	24	5071	21	4497	21	3339	22	2280	24	1052	27	815	33	122	93	23992	23
Total Number	11418		15912		23669		21387		14900		9486		3843		2439		131		103185	

### 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.

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	42	4	724	17	510	18	180	11	64	7	12	4	4	11	0	0	110	14	1646	14
Black	15	1	63	1	36	1	30	2	14	1	7	3	1	3	0	0	8	1	174	1
Mixed	31	3	73	2	36	1	19	1	5	1	2	1	0	0	0	0	7	1	173	1
Other	2	0	13	0	11	0	7	0	2	0	0	0	0	0	0	0	1	0	36	0
White	865	77	2609	62	1742	62	1210	72	746	79	220	81	25	71	5	83	427	54	7849	66
Not Recorded	174	15	738	17	457	16	243	14	115	12	32	12	5	14	1	17	242	30	2007	17
Total Number	1129		4220		2792		1689		946		273		35		6		795		11885	



*“VICTIMS AND WITNESSES 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 2021 – 2023.

	Call Data	
	April 2021 – March 2022	April 2022 – March 2023
101 Calls	616,454	564,893
999 Calls	294,833	309,770
Total	910,287	874,663

*“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. Lancashire Constabulary’s Crime Commissioner aims to tackle crime and reoffender by:

- Disrupting and dismantling organised crime
- Invest in Cyber-Crime to defend against online attacks by online criminals and take the fight to them
- Drive and support the implantation of the Violence and Intimidation against Women and Girls Strategy
- Tackle business and retail crime
- Back bids from the Home Office Safer Streets Fund
- Improve public confidence in the enforcement of dangerous driving
- Invest in a problem-solving approach to reduce crime and anti-social behaviour
- Targeting of repeat and persistent offenders
- Cracking down on Burglary and Robbery

	Crime Volume	
	April 2021 – March 2022	April 2022 – March 2023
Arson & Criminal Damage	16,966	15,596
Burglary	7,735	7,460
Drug Offences	2,618	2,563
Miscellaneous Crime Against Society	3,310	2,982
Possession of Weapons	1,433	1,675
Public Order Offences	11,146	9,334
Robbery	1,031	1,035
Sexual Offences	5,129	4,931
Theft	20,486	22,200
Vehicle Offences	7,008	7,772
Violence Against the Person	60,068	55,626

*“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 2021 – March 2022	April 2022 – March 2023
Knife Crime	1,100	1,236
DA	25,153	23,360
Hate – Disability	193	161
Hate – Gender	0	0
Hate – Race / Ethnicity	2,154	1,958
Hate – Religious	124	114
Hate – Sexual Orientation	523	450
Hate – Transgender	107	90
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.

Lancashire Constabulary's Crime Commissioner's Equality Objectives are:

- We will provide a fair, responsive and effective service to every Lancashire community
- We will develop a diverse workforce which is reflective of our communities, where all staff feel valued, can thrive as individuals, and achieve their full potential irrespective of background, culture or protected characteristics
- We will work with our partners to develop joint strategies which enable a more tailored, effective, and equitable approach to public service provision in all Lancashire communities
- Delivery against these objectives will be via a joint annual report and through holding the Chief Constable to account for performance on this agenda.

Gender Group by Rank									
	Female		Male		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Superintendent and Above	6	0.10%	10	0.16%	30	0.49%	0	0.00%	46
Chief Inspector	8	0.13%	9	0.15%	33	0.54%	0	0.00%	50
Inspector	21	0.34%	50	0.81%	83	1.35%	1	0.02%	155
Sergeant	54	0.88%	123	1.99%	332	5.38%	1	0.02%	510
Constable	530	8.59%	599	9.71%	1619	26.25%	92	1.49%	2840
Police Staff	834	13.52%	335	5.43%	1164	18.87%	31	0.50%	2364
PCSO	41	0.66%	44	0.71%	103	1.67%	15	0.24%	203
Total	744		1170		3364		140		6168

Ethnic Group by Rank									
	White		BME		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Superintendent and Above	40	0.65%	3	0.05%	2	0.03%	1	0.02%	46
Chief Inspector	47	0.76%	1	0.02%	2	0.03%	0	0%	50
Inspector	140	2.27%	11	0.18%	3	0.05%	1	0.02%	155
Sergeant	470	7.62%	19	0.31%	19	0.31%	2	0.03%	510
Constable	2,566	41.60%	158	2.56%	58	0.94%	55	0.89%	2,840
Police Staff	2,148	34.82%	98	1.59%	78	1.26%	40	0.65%	2,364
PCSO	187	3.03%	12	0.19%	4	0.07%	1	0.02%	203
Total	5,598	90.76%	302	4.9%	100	1.62%	168	2.72%	6,168

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	3,263	52.90%	119	1.93%	4	0.06%	69	1.12%	4	0.06%	59	0.96%	70	1.13%	3,601
Police Staff	2,335	37.86%	81	1.31%	5	0.08%	24	0.39%	4	0.06%	41	0.66%	66	1.07%	2,567
Total	5,598	90.76%	200	3.24%	9	0.15%	93	1.51%	8	0.13%	100	1.62%	136	2.20%	6,168

Self-Declared Disability by Employment Type									
	Yes		No		Unknown		Prefer Not To Say		Total
	Number	%	Number	%	Number	%	Number	%	Number
Police Officer	137	2.22%	3,356	54.41%	16	0.26%	92	1.49%	3,601
Police Staff	167	6.38%	2,328	37.74%	15	0.24%	57	0.92%	2,567
Total	304	4.93%	5,684	92.15%	31	0.50%	149	2.42%	6,168

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	98	1.59%	28	0.45%	65	1.05%	1,870	30.32%	4	0.06%	1,341	21.74%	106	1.72%	3,601
Police Staff	29	0.47%	20	0.32%	39	0.63%	1,665	26.99%	1	0.02%	708	11.48%	76	1.23%	2,567
Total	127	2.06%	48	0.78%	104	1.51%	3,535	57.31%	5	0.08%	2,049	33.22%	182	2.95%	6,168

Age Group by Employment Type													
	16 – 25		26 – 35		36 – 45		46 – 55		56 – 65		66 - 75		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number
Police Officer	432	7.00%	1,077	17.46%	1,180	19.13%	855	13.86%	57	0.92%	0	0.00%	3,601
Police Staff	207	3.36%	523	8.48%	556	9.01%	686	11.12%	561	9.10%	32	0.52%	2,567
Total	639	10.36%	1,600	25.94%	1,736	28.15%	1,541	24.98%	618	10.02%	32	0.52%	6,168

Gender by Employment Type												
	Female		Male		Prefer to self-describe		Prefer Not To Say		Unknown		Total	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	
Police Officer	619	10.04%	791	12.82%	3	0.05%	91	1.48%	2,097	34.00%	3,601	
Police Staff	875	14.19%	379	6.14%	2	0.03%	44	0.71%	1,267	20.54%	2,567	
Total	1,494	24.22%	1,170	18.97%	5	0.08%	135	2.19%	3,364	54.54%	6,168	

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	11	0.18%	1,986	32.20%	4	0.06%	3	0.05%	116	1.88%	4	0.06%	74	1.20%	1088	17.64%	160	2.59%	151	2.45%	3,601
Police Staff	6	0.10%	1,220	19.78%	11	0.18%	2	0.03%	63	1.02%	4	0.06%	47	1.79%	746	28.34%	93	3.53%	383	14.55%	2,632
Total	17	0.28%	3,206	51.98%	15	0.24%	5	0.08%	179	2.90%	8	0.13%	122	1.98%	1,861	30.17%	241	3.91%	504	8.17%	6,168