

**Summary of Data Areas**

<b>Data area</b>	<b>Data recorded</b>
Training	Training Courses/Events Attended Summary 2012/2013
Applications Police Officers	All Police Officer applications received between April 2013 and March 2013
Applications Police Staff	Police Staff applications received (internal and external) between April 2012 - March 2013 (Excludes Community Support Officers)
Applications Constabulary	Special Constabulary applications received between April 2013 and March 2013
Applications Community Support Officers	Community Support Officer (CSO) applications received (internal and external) between April 2012 - March 2013
Headcount strength by rank and grade	Headcount Strength for Police Staff by Grade as at 31 March 2013
Job summary by work area	Job Summary by work area as at 31/03/13 (Full Time Equivalent)
Contract Type Police Staff	Monitoring Information by Police Staff Employment Contract Type as at 31 March 2013 (Headcount)
Working Patterns	Flexible Working Summary - As at 31 March 2012 (Headcount) (includes flexible working arrangements and part time working)
Grievance	Number of Grievances submitted as par of the Fairness at Work Procedure (1 April 2012– 31 March 2013)
Discipline	Number of Disciplinary Proceedings by Protected Characteristic (01.04.12 to 31.03.13)
Leavers	Leavers Summary 01/04/12 - 31/03/13 (Headcount)
Redundancy	Leavers Summary 01/04/12 - 31/03/13 (Headcount)
Religion	Monitoring Data by Religion. Data as at 31 March 2013. (Headcount)
Disability	Monitoring Data by Disability. Data as at 31 March 2012.
Age	Monitoring Data by Age (Annual) Data - age as at 31 March 2013.
Sexual Orientation	Monitoring Data by Sexual Orientation. Data as at 31 March 2013
OSPRE results	Monitoring Data by Gender between 01/04/12 - 31/03/12

Awaiting details

## Statistical notes to help interpret the information

- 1 Service Delivery and Employment Monitoring Information is provided for fiscal years, e.g. 2011-12 refers to the period from 1 April 2012 to 31 March 2013.
- 2 Workforce information is as at 31 March 2013
- 3 In a number of areas equality data collection will continue to be progressed and the information will continue to be development over the coming months and years.
- 4 The force is currently implementing and intergrated finance and resourse system which should provide more effective data collection. Data extracted from our Force Performance Systems can be subject to a small margin or error due to some poor quality and accuracy of data stored within Force systems.

### **Ethnic Origin Classifications**

W1	White
W2	White-Irish
W9	Any other white background
M1	White & Black Caribbean
M2	White & Black African
M3	White & Asian
M9	Any other Mixed background
A1	Asian-Indian
A2	Asian-Pakistani
A3	Asian-Bangladeshi
B1	Black-Caribbean
B2	Black-African
A9	Any other Asian background
B9	Any other Black background
O1	Chinese
O9	Any other ethnic group

### Training Courses/Events Attended Summary between 2012/2013

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

### Training Courses/Events Attended Summary between 2012/2013

<b>Agency Staff</b>	
Ethnic origin description	No. of people
WHITE - BRITISH	9
Total	9

<b>Police Officers</b>	
Ethnic origin	Ethnic origin description
ASIAN - INDIAN	13
ASIAN - BANGLADESHI	22
BLACK - CARIBBEAN	14
BLACK - AFRICAN	4
ANY OTHER BLACK BGRD	7
WHITE+BLACK CARIBBEA	2
WHITE+BLACK AFRICAN	18
ANY OTHER MIXED RACE	16
NOT STATED	74
ANY OTHER ETHNIC GRP	10
WHITE - BRITISH	6159
WHITE - IRISH	16
ANY OTHER WHITE BGRD	131
Sum	6486

<b>Specials</b>	
Ethnic origin description	No. of people
WHITE+BLACK CARIBBEA	3
ANY OTHER ETHNIC GRP	1
WHITE - BRITISH	264
WHITE - IRISH	1
<b>Total</b>	<b>269</b>

<b>Support Staff</b>	
Ethnic origin description	No. of people
ASIAN - INDIAN	27
ASIAN - PAKISTAN	5
ASIAN - BANGLADESHI	5
ANY OTHER ASIAN BGRD	7
BLACK - CARIBBEAN	1
BLACK - AFRICAN	4
WHITE+ASIAN	25
ANY OTHER MIXED RACE	30
NOT STATED	11
CHINESE	1
WHITE - BRITISH	2628
WHITE - IRISH	11
ANY OTHER WHITE BGRD	25
<b>Total</b>	<b>2780</b>

**Breakdown by religion, gender, declared disable and age.**

**Training events by Religion 2012/13**

<b>Agency Staff</b>	
Religion description	No. of people
CHRISTIAN	3

**Training event by Gender 2012/13**

<b>Agency Staff</b>	
Sex	No. of people (Query 1 with DeLLive)
F	4

Total	3
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<b>Police Officers</b>	
Religion description	No. of people
BUDDHIST	3
CATHOLIC	16
CHRISTIAN	410
NO RELIGION	273
OTHER	25
PREFER NOT TO SAY	100
PROTESTANT	91
Total	918

<b>Specials</b>	
Religion description	No. of people
CHRISTIAN	80
MUSLIM	1
NO RELIGION	85
OTHER	3
Total	169

<b>Support Staff</b>	
Religion description	No. of people
BUDDHIST	12
CATHOLIC	78
CHRISTIAN	480
HINDU	9
MUSLIM	26

M	5
Total	9

<b>Police Officers</b>	
Sex	No. of people (Query 1 with DelLive)
F	1520
M	4966
Total	6486

<b>Specials</b>	
Sex	No. of people
F	85
M	184
Total	269

<b>Support Staff</b>	
Sex	No. of people
F	1563
M	1217
Total	2780

NO RELIGION	435
OTHER	11
PREFER NOT TO SAY	211
SIKH	15
UNKNOWN	11
Total	1288

**Training Events by those who have declared they are Disabled**

<b>Police Officers</b>	
Disability declared indicator	No. of people
YES	152

<b>Specials</b>	
Disability declared indicator	No. of people
YES	7

<b>Support Staff</b>	
Disability declared indicator	No. of people
YES	72

**Attendance at Training Events by Age**

**Agency**

Age as at	No. of people (Query 1 with DelLive)
38	3
47	3
48	1

54	2
	9

<b>Police</b>	
Age as at	No. of people (Query 1 with DelLive)
22	5
23	11
24	18
25	43
26	42
27	151
28	139
29	213
30	266
31	260
32	277
33	273
34	273
35	206
36	329
37	255
38	235
39	234
40	286
41	256
42	380
43	271
44	298
45	338
46	258
47	214

	48	220
	49	222
	50	100
	51	149
	52	45
	53	98
	54	61
	55	39
	56	5
	57	12
	58	4
		6486

<b>Specials</b>		
Age as at	No. of people (Query 1 with DeLLive)	
	20	13
	21	14
	22	35
	23	27
	24	10
	25	31
	26	26
	27	25
	28	10
	29	5
	30	3
	31	13
	32	4
	34	7
	35	2
	37	2



38	8
40	5
41	6
42	1
43	1
44	1
46	3
49	4
51	2
52	2
53	4
54	2
56	2
65	1
	269

<b>Support Staff</b>	
Age as at	No. of people (Query 1 with DeLLive)
19	6
20	31
21	108
22	107
23	157
24	65
25	148
26	159
27	57
28	144
29	174
30	124
31	66

	32	67
	33	79
	34	37
	35	47
	36	43
	37	21
	38	76
	39	26
	40	42
	41	50
	42	89
	43	70
	44	64
	45	85
	46	53
	47	63
	48	57
	49	38
	50	28
	51	52
	52	54
	53	24
	54	41
	55	21
	56	58
	57	31
	58	17
	59	20
	60	22
	61	22
	62	9
	63	13
	64	10

	65	1
	66	2
	67	1
	70	1
		2780

### All Police Officer Applicants April 2012 - March 2013

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

**Please note that no external Police Constable posts were advertised between April 2012 and March 2013.**

### All Internal (Police Staff, Specials and Cadets) Police Officer Applicants April 2012 - March 2013

#### Internal Candidate Summary April 2012 to March 2013

Candidates	Total	186
Gender	Male	112
	Female	74
Disability	Yes	4
	No	182
	Prefer not to say	0
	Unspecified	0
Ethnicity	White British	174
	White Welsh	0
	White Irish	2
	White European	0
	Any other white background	1
	White & Asian	3
	Asian-Bangladeshi	1
	British Bangladeshi	0
	Indian	1
	Mixed background	3
	White & Black Caribbean	1
	Unspecified	0
	Prefer not to say	0
Orientation	Hetrosexual	162
	Bisexual	4
	Gay	7
	Unspecified	3
	Prefer not to say	10
Religious Belief	Christian	90
	Catholic	1
	Hindu	0
	Muslim	2
	Sikh	1
	None	77
	Other	1
	Unspecified	5
Prefer not to say	9	

**Male Breakdown**

Gender	Male	110
Disability	Yes	2
	No	110
	Prefer not to say	0
	Unspecified	0
Ethnicity	White British	104
	White Welsh	0
	White Irish	1
	White European	0
	Any other white background	1
	White & Asian	2
	Asian-Bangladeshi	1
	British Bangladeshi	0
	Indian	1
	Mixed background	1
	White & Black Caribbean	1
	Unspecified	0
	Prefer not to say	0
Sexual Orientation	Hetrosexual	106
	Bisexual	0
	Gay	1
	Unspecified	2
	Prefer not to say	3
Religious Belief	Christian	59
	Catholic	0
	Hindu	0
	Muslim	2
	Sikh	1
	None	44
	Other	1
	Unspecified	2
	Prefer not to say	3

**Female Breakdown**

Gender	Female	74
Disability	Yes	2
	No	72
	Prefer not to say	0
	Unspecified	0
Ethnicity	White British	70
	White Welsh	0
	White Irish	1
	White European	0
	Any other white background	0
	White & Asian	1
	Asian-Bangladeshi	0
	British Bangladeshi	0
	Indian	0
	Mixed background	2
	White & Black Caribbean	0
	Unspecified	0
	Prefer not to say	0
Sexual Orient	Hetrosexual	56
	Bisexual	4
	Gay	6
	Unspecified	1
	Prefer not to say	7
Religious Beli	Christian	31
	Catholic	1
	Hindu	0
	Muslim	0
	Sikh	0
	None	33
	Other	0
	Unspecified	3
Prefer not to say	6	

**Police Staff Applications received (internal and external)  
between April 2012- March 2013 (Excludes Community  
Support Officers)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

**All Police Staff Applicants Overview April 2012 - March 2013**

Candidates	Total	331
Gender	Male	100
	Female	231
Disability	Yes	23
	No	181
	Prefer Not to Say	2
	Unspecified	125
Ethnicity	White British	211
	White Welsh	0
	White Irish	2
	White Asian	3
	White European	0
	Mixed background	2
	British Bangladeshi	0
	Unspecified	113
Prefer not to say	0	
Sexual Orientation	Hetrosexual	190
	Bisexual	8
	Gay	1
	Unspecified	120
	Prefer not to say	12
Religious Belief	Christian	102
	Catholic	0
	Buddhist	1
	Hindu	0
	Muslim	0
	None	82
	Other	8
	Unspecified	124
	Prefer not to say	14
Marital Status	Married / Civil Partnership	93
	Widowed	0
	Seperated (but legally married)	2
	Divorced	17
	Single	102
	Co-habiting	2
	Unspecified	115
Other	0	

**All Applicants Male Breakdown**

Gender	Male	100
Disability	Yes	12
	No	73
	Prefer Not To Say	0
	Unspecified	15
Ethnicity	White British	85
	White Welsh	0
	White Irish	0
	White / Asian	3
	White European	0
	Mixed background	0
	British Bangladeshi	0
	Unspecified	12
Prefer not to say	0	
Sexual Orientation	Hetrosexual	78
	Bisexual	7
	Gay	0
	Unspecified	13
	Prefer not to say	2
Religious Belief	Christian	37
	Catholic	0
	Hindu	0
	Buddhist	0

**All Applicants Female Breakdown**

Gender	Female	231
Disability	Yes	11
	No	108
	Prefer Not To Say	2
	Unspecified	110
Ethnicity	White British	126
	White Welsh	0
	White Irish	2
	White / Asian	0
	White European	0
	Mixed background	2
	British Bangladeshi	0
	Unspecified	101
Prefer not to say	0	
Sexual Orientation	Hetrosexual	112
	Bisexual	1
	Gay	1
	Unspecified	107
	Prefer not to say	10
Religious Belief	Christian	65
	Catholic	0
	Hindu	0
	Buddhist	1

	Muslim	0
	None	46
	Other	4
	Unspecified	12
	Prefer not to say	1
<b>Marital Status</b>		
	Married / Civil Partnership	34
	Widowed	0
	Seperated (but legally married)	1
	Divorced	4
	Single	48
	Co-habiting	1
	Unspecified	12
	Other	0

	Muslim	0
	None	36
	Other	4
	Unspecified	112
	Prefer not to say	13
<b>Marital Status</b>		
	Married / Civil Partnership	59
	Widowed	0
	Seperated (but legally married)	1
	Divorced	13
	Single	54
	Co-Habiting	1
	Unspecified	103
	Other	0

**All External Police Staff Applicants Overview April 2012 - March 2013**

Candidates	Total	74
Gender	Male	43
	Female	31
<b>Disability</b>		
	Yes	4
	No	54
	Prefer Not to Say	0
	Unspecified	16
<b>Ethnicity</b>		
	White British	54
	White Welsh	0
	White Irish	1
	White Asian	4
	White European	0
	Mixed background	1
	British Bangladeshi	0
	Unspecified	14
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	54
	Bisexual	1
	Gay	0
	Unspecified	18
	Prefer not to say	1
<b>Religious Belief</b>		
	Christian	22
	Catholic	0
	Hindu	0
	Muslim	0
	None	31
	Other	4
	Unspecified	16
	Prefer not to say	1
<b>Marital Status</b>		
	Married / Civil Partnership	14
	Widowed	0
	Seperated (but legally married)	1
	Divorced	3
	Single	41
	Unspecified	15
	Other	0

**All Applicants Male Breakdown**

Gender	Male	43
<b>Disability</b>		
	Yes	4
	No	32
	Prefer Not To Say	0
	Unspecified	7
<b>Ethnicity</b>		
	White British	34
	White Welsh	0
	White Irish	0
	White European	0
	White Asian	3
	Mixed background	1
	British Bangladeshi	0
	Unspecified	5
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	34
	Bisexual	1
	Gay	0
	Unspecified	7

**All Applicants Female Breakdown**

Gender	Female	31
<b>Disability</b>		
	Yes	0
	No	22
	Prefer Not To Say	0
	Unspecified	9
<b>Ethnicity</b>		
	White British	20
	White Welsh	0
	White Irish	1
	White European	0
	White Asian	1
	Mixed background	0
	British Bangladeshi	0
	Unspecified	9
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	20
	Bisexual	0
	Gay	0
	Unspecified	11

	Prefer not to say	1
<b>Religious Belief</b>		
	Christian	12
	Catholic	0
	Hindu	0
	Muslim	0
	None	22
	Other	3
	Unspecified	6
	Prefer not to say	0
<b>Marital Status</b>		
	Married / Civil Partnership	9
	Widowed	0
	Seperated (but legally married)	0
	Divorced	2
	Single	26
	Unspecified	6
	Other	0

	Prefer not to say	0
<b>Religious Belief</b>		
	Christian	10
	Catholic	0
	Hindu	0
	Muslim	0
	None	9
	Other	1
	Unspecified	10
	Prefer not to say	1
<b>Marital Status</b>		
	Married / Civil Partnership	5
	Widowed	0
	Seperated (but legally married)	1
	Divorced	1
	Single	15
	Unspecified	9
	Other	0

**All Internal Police Staff Applicants Overview April 2012 - March 2013**

<b>Candidates</b>	<b>Total</b>	<b>257</b>
<b>Gender</b>	Male	57
	Female	200
<b>Disability</b>		
	Yes	19
	No	127
	Prefer Not to Say	2
	Unspecified	109
<b>Ethnicity</b>		
	White British	156
	White Welsh	0
	White Irish	1
	White European	0
	White Asian	0
	Mixed background	2
	British Bangladeshi	0
	Unspecified	98
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	136
	Bisexual	7
	Gay	1
	Unspecified	102
	Prefer not to say	11
<b>Religious Belief</b>		
	Christian	80
	Catholic	0
	Hindu	0
	Buddhist	1
	Muslim	0
	None	51
	Other	4
	Unspecified	108
	Prefer not to say	13
<b>Marital Status</b>		
	Married / Civil Partnership	79
	Widowed	0
	Seperated (but legally married)	1
	Co-Habiting	3
	Divorced	14
	Single	61
	Unspecified	99
	Other	0

**All Applicants Male Breakdown**

<b>Gender</b>	<b>Male</b>	<b>57</b>
<b>Disability</b>		
	Yes	8
	No	41
	Prefer Not To Say	0
	Unspecified	8
<b>Ethnicity</b>		
	White British	51
	White Welsh	0
	White Irish	0
	White Asian	0
	White European	0
	Mixed background	0
	British Bangladeshi	0
	Unspecified	6

**All Applicants Female Breakdown**

<b>Gender</b>	<b>Female</b>	<b>200</b>
<b>Disability</b>		
	Yes	11
	No	86
	Prefer Not To Say	2
	Unspecified	101
<b>Ethnicity</b>		
	White British	105
	White Welsh	0
	White Irish	1
	White Asian	0
	White European	0
	Mixed background	2
	British Bangladeshi	0
	Unspecified	92



	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	44
	Bisexual	6
	Gay	0
	Unspecified	6
	Prefer not to say	1
<b>Religious Belief</b>		
	Christian	25
	Catholic	0
	Buddhist	0
	Hindu	0
	Muslim	0
	None	24
	Other	1
	Unspecified	6
	Prefer not to say	1
<b>Marital Status</b>		
	Married / Civil Partnership	25
	Co-Habiting	1
	Widowed	0
	Seperated (but legally married)	1
	Divorced	2
	Single	22
	Unspecified	6
	Other	0

	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	92
	Bisexual	1
	Gay	1
	Unspecified	96
	Prefer not to say	10
<b>Religious Belief</b>		
	Christian	55
	Catholic	0
	Buddhist	1
	Hindu	0
	Muslim	0
	None	27
	Other	3
	Unspecified	102
	Prefer not to say	12
<b>Marital Status</b>		
	Married / Civil Partnership	54
	Co-Habiting	2
	Widowed	0
	Seperated	0
	Divorced	12
	Single	39
	Unspecified	93
	Other	0

**Special Constabulary Applications received (internal and external) between April 2012- March 2013**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

**Special Constable Applicants April 2012 - March 2013**

Candidates	Total	238
Gender	Male	148
	Female	90
Age Range	25 and under	186
	26-40	48
	41-55	4
	Over 55	0
Disability	Yes	4
	No	231
	Prefer not to say	0
	Unspecified	3
Ethnicity	White British	233
	White Welsh	0
	White Irish	0
	White European	0
	White & Black African	0
	Any other white background	0
	Black African	1
	Mixed background	0
	British Bangladeshi	0
	Indian	1
	Unspecified	3
Prefer not to say	0	
Sexual Orientation	Hetrosexual	178
	Bisexual	4
	Gay	11
	Unspecified	42
	Prefer not to say	3
Religious Belief	Christian	86
	Catholic	0
	Buddhist	0
	Hindu	1
	Muslim	1
	None	135
	Other	2
	Unspecified	9
Prefer not to say	4	

**Male Breakdown**

Gender	Male	148
Age Range	25 and under	111
	26-40	34
	41-55	3
	Over 55	0
Disability	Yes	2
	No	144
	Prefer not to say	0
	Unspecified	2
Ethnicity	White British	144
	White Welsh	0
	White Irish	0
	White European	0
	White & Black African	0

**Female Breakdown**

Gender	Female	90
Age Range	25 and under	75
	26-40	14
	41-55	1
	Over 55	0
Disability	Yes	2
	No	87
	Prefer not to say	0
	Unspecified	1
Ethnicity	White British	89
	White Welsh	0
	White Irish	0
	White European	0
	White & Black African	0

	Any other white background	0
	Black African	1
	Mixed background	0
	British Bangladeshi	0
	Indian	1
	Unspecified	2
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	122
	Bisexual	0
	Gay	5
	Unspecified	19
	Prefer not to say	2
<b>Religious Belief</b>		
	Christian	57
	Catholic	0
	Buddist	0
	Hindu	1
	Muslim	1
	None	79
	Other	0
	Unspecified	6
	Prefer not to say	4

	Any other white backg	0
	Black African	0
	Mixed background	0
	British Bangladeshi	0
	Indian	0
	Unspecified	1
	Prefer not to say	0
<b>Sexual Orientation</b>		
	Hetrosexual	56
	Bisexual	4
	Gay	6
	Unspecified	23
	Prefer not to say	1
<b>Religious Belief</b>		
	Christian	29
	Catholic	0
	Buddist	0
	Hindu	0
	Muslim	0
	None	56
	Other	2
	Unspecified	3
	Prefer not to say	0

**Community Support Officer (CSO) Applications received (internal and external) between April 2012 - March 2013**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

**No CSO applicants during April 2012 - March 2013**

### Headcount Strength for Police Staff by Grade as at 31 March 2013

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

Grade		Male	Female	Total
Scale	1	1	0	1
Scale	1/2	0	1	1
Scale	2	12	23	35
Scale	2/3	7	20	27
Scale	3	22	127	149
Scale	3/4	0	1	1
Scale	4	152	180	332
Scale	4/5	35	61	96
Scale	5	61	67	128
Scale	5/SO1	0	0	0
Scale	5/6	1	2	3
Scale	6	8	6	14
Scale	6/SO1	10	6	16
SO	1	37	31	68
SO	1/2	2	1	3
SO	2	23	30	53
Scale	3/SO1	1	4	5
PO	(A)	7	2	9
PO	(B)	8	13	21
PO	(C)	5	1	6
PO	(D)	4	3	7
PO	(E)	3	1	4
PO	(F)	3	2	5
PO	(G)	1	4	5
PO	(H)	1	0	1
PO	(I)	1	1	2
PO	(J)	0	1	1
PO	(K)	3	2	5
PO	(L)	2	0	2
PO	(M)	1	0	1
PO	(Q)	2	1	3
PO	(R)	1	0	1
PO	(Y)	1	1	2
PO	(E-H)	0	0	0
PO	(Q-T)	0	0	0
PO	(Z)	5	0	0
Chief Officers		3		3
<b>FORCE TOTAL</b>		<b>423</b>	<b>592</b>	<b>1010</b>

Includes police staff on career break. Excludes agency staff

### Headcount Strength for Police Officers by Grade as at 31 March 2013

Rank	Male	Female	Total
Constable	557	273	830
Sergeant	138	30	168
Inspector	38	5	43
Chief Inspector	13	3	16
Superintendent	5	0	5
Chief Superintendent	2	0	2
Assistant Chief Constable	2	0	2
Deputy Chief Constable	1	0	1
Chief Constable	0	1	1
Detective Constable	150	86	236
Detective Sergeant	47	14	61
Detective Inspector	17	5	22

Detective Chief Inspector	5	2	7
Detective Superintendent	5	1	6
Detective Chief Superintendent	2	0	2
<b>Force Total</b>	<b>982</b>	<b>420</b>	<b>1402</b>

Includes police officers on career break

Scale	Spinal Point	As at 1/09/2012
	3	
1	4	
1	5	
1	6	14,779
1	7	15,163
1	8	15,595
1	9	16,024
2	9	16,024
2	10	16,417
2	11	16,801
3	12	17,188
3	13	17,566
3	14	17,953
3	15	18,343
4	16	18,721
4	17	19,378
4	18	20,020
4	19	20,734
5	20	21,099
5	21	21,747
5	22	22,392
5	23	23,046
6	24	23,799
6	25	24,606
6	26	25,449
SO1	27	26,394
SO1	28	27,267
SO1	29	28,107
SO2	30	28,947
SO2	31	29,784
SO2	32	30,633
POA	31	29,784
POA	32	30,633
POA	33	31,437
POA	34	32,226
POB	32	30,633
POB	33	31,437
POB	34	32,226
POB	35	33,033
POC	33	31,437
POC	34	32,226
POC	35	33,033
POC	36	34,005
POD	34	32,226
POD	35	33,033

POD	36	34,005
POD	37	35,076
POE	35	33,033
POE	36	34,005
POE	37	35,076
POE	38	36,030
POF	36	34,005
POF	37	35,076
POF	38	36,030
POF	39	36,963
POG	37	35,076
POG	38	36,030
POG	39	36,963
POG	40	37,908
POH	38	36,030
POH	39	36,963
POH	40	37,908
POH	41	38,862
POI	39	36,963
POI	40	37,908
POI	41	38,862
POI	42	39,807
POJ	40	37,908
POJ	41	38,862
POJ	42	39,807
POJ	43	40,755
POK	41	38,862
POK	42	39,807
POK	43	40,755
POK	44	41,697
POL	42	39,807
POL	43	40,755
POL	44	41,697
POL	45	42,639
POM	43	40,755
POM	44	41,697
POM	45	42,639
POM	46	43,581
PON	44	41,697
PON	45	42,639
PON	46	43,581
PON	47	44,526
POO	45	42,639
POO	46	43,581
POO	47	44,526
POO	48	45,504
POP	46	43,581
POP	47	44,526
POP	48	45,504
POP	49	46,506
POQ	47	44,526
POQ	48	45,504
POQ	49	46,506
POQ	50	47,529
POR	48	45,504
POR	49	46,506

POR	50	47,529
POR	51	48,573
POS	49	46,506
POS	50	47,529
POS	51	48,573
POS	52	49,641
POT	50	47,529
POT	51	48,573
POT	52	49,641
POT	53	50,733
POU	51	48,573
POU	52	49,641
POU	53	50,733
POU	54	51,849
POV	52	49,641
POV	53	50,733
POV	54	51,849
POV	55	52,986
POW	53	50,733
POW	54	51,849
POW	55	52,986
POW	56	54,153
POX	54	51,849
POX	55	52,986
POX	56	54,153
POX	57	55,344
POY	55	52,986
POY	56	54,153
POY	57	55,344
POY	58	56,562
POZ	56	54,153
POZ	57	55,344
POZ	58	56,562
POZ	59	57,807



<b>Police Officer Salary Scale</b>	
<b>Rank</b>	<b>Salary as at 01/09/2012</b>
Constable	23,259
Constable	25,962
Constable	27,471 (a)
Constable	29,148
Constable	30,066
Constable	31,032
Constable	31,917
Constable	32,703
Constable	33,753
Constable	35,796
Constable	36,519
Sergeant	36,519
Sergeant	37,767
Sergeant	39,036
Sergeant	39,867
Sergeant	41,040
Inspector	46,788
Inspector	48,108
Inspector	49,428
Inspector	50,751
Chief Inspector	51,789
Chief Inspector	52,830
Chief Inspector	53,919
Superintendent 1	62,298
Superintendent 1	64,869
Superintendent 1	67,437
Superintendent 1	70,014
Superintendent 1	72,585
Superintendent 2	74,394
Superintendent 2	76,509
Superintendent 2	78,636
Superintendent 2	78,636

Progression through the rank is based on completed years service at the rank

**Job Summary by work area as at 31/03/13 (Full Time Equivalent)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

	ACPO					
	White		All minority ethnic		Not stated	
	Male	Female	Male	Female	Male	Female
1. ACPO and Directors	3.00	1.00	0	0	0	0

	Chief Superintendent						Superintendent					
	White		All minority ethnic		Not stated		White		All minority ethnic		Not stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
9. CID Specialist Crime							1.00					
11. Community Safety/Relations							1.00					
12. Complaints & Discipline	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00
15. Corporate Development		0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00
21. Departmental Heads	3.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
24. Drugs	0.00	0.00	0.00	0.00	0.00	0.00		1.00	0.00	0.00	0.00	0.00
36. Local Commanders	0.00	0.00	0.00	0.00	0.00	0.00	7.00		0.00	0.00	0.00	0.00

	Chief Inspector						Inspector					
	White		All minority ethnic		Not stated		White		All minority ethnic		Not stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
7. Child/Sex/Domestic	1.00	2.00					3.00	2.00				
8. CID							4.00	0.00			1.00	
9. CID - Specialist Crime Unit	1.00						1.00	1.00				
11. Community Safety/Relations	1.00						1.00					
12. Complaints & Discipline	1.00						2.00					
13. Control Room (Call Handlers)	2.00						9.00					
15. Corporate Development							1.00	1.00				
20. Custody	1.00						2.00					
28. Firearms - Tactical							1.00					
30. Response							2.00	1.00	1.00			
35. Intelligence							2.00	1.00				
36. Local Commanders	7.00	1.00										
39. Operational Planning							1.00					
48. Special Branch/ Protection etc							1.00					
49. Staff Associations							1.00					
54. Traffic							1.00					
56. Training												
63. Neighbourhoods	3.00	2.00					20.00	2.00			1.00	

	Sergeant						Constable					
	White		All minority ethnic		Not stated		White		All minority ethnic		Not stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2. Air	1.00						4.00					
5. Burglary							13.00	1.00				
7. Child/Sex/Domestic	12.00	6.35			1.00		46.78	58.13			2.00	
8. CID	13.00	1.00					35.00	28.73	1.00		2.00	

9. CID - Specialist Crime Unit	6.00	2.00					18.00	11.45				
11. Community Safety/Relations	2.00						18.91	23.84				
12. Complaints & Discipline	3.00											
14. Coroners Office							1.00					
15. Corporate Development	5.00	3.55										
17. Crime & Incident Mgt.	3.00	1.90					14.00	11.98			1.85	
18. Criminal Justice Units		1.00					3.00	0.96				
19. Criminal Records Office							2.00	4.62			1.00	
20. Custody	27.00	0.79					4.00	1.00				
22. Dogs		1.00					15.00	1.00				
24. Drugs							6.00		1.00			
25. Enquiry/Station								1.00				
28. Firearms - Tactical	5.00						36.00		2.66		52	
30. Response	49.00	12.65					255.15	128.61	6.00			
31. Fraud	2.00	0.88					7.00	2.00				
34. IT/Communications/Audio							1.00					
35. Intelligence	4.00	2.88				1.00	26.00	13.36				
39. Operational Planning	1.00						3.00				1.00	
47. Scenes of Crime							4.00	2.00				
48. Special Branch/ Protection etc	1.00	1.00					6.00					
49. Staff Associations	1.00						1.00	1.00				
52. Surveillance Unit	2.00						13.00	7.80			1.00	
53. Technical Support Unit							1.00					
54. Traffic	12.00						56.00	3.68				
56. Training	2.00	1.00					6.00	0.90				
63. Neighbourhoods	28.00	6.00	1.00		1.00		84.85	33.26	4.00		3.00	

	Police Staff (incl. S38)						CSO					
	White		All minority ethnic		Not stated		White		All minority ethnic		Not stated	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. ACPO and Directors	1.00	7.53					0	0	0	0	0	0
4. Buildings	2.00	1.00					0	0	0	0	0	0
7. Child/Sex/Domestic	8.65	14.30					0	0	0	0	0	0
8. CID	4.00	1.00					0	0	0	0	0	0
9. CID - Specialist Crime Unit	15.33	6.74					0	0	0	0	0	0
11. Community Safety/Relations	3	5.41					0	0	0	0	0	0
12. Complaints & Discipline	12.60	11.29					0	0	0	0	0	0
13. Control Room (Call Handlers)	26.80	77.24		1.00			0	0	0	0	0	0
14. Coroners Officer	1.00						0	0	0	0	0	0
15. Corporate Development	19.93	23.82					0	0	0	0	0	0
17. Crime & Incident Mgt.	7.00	8.01					0	0	0	0	0	0
18. Criminal Justice Units	3.00	51.79		1.00		1.00	0	0	0	0	0	0
19. Criminal Records Office	3.00	7.68		1.00			0	0	0	0	0	0
20. Custody	20.00	14.83					0	0	0	0	0	0
22. Dogs		1.00					0	0	0	0	0	0
25. Enquiry/Station	1.00	23.39				0.50	0	0	0	0	0	0
26. Finance	8.80	9.68		1.00			0	0	0	0	0	0
27. Fingerprint/Photographic	1.00	8.29					0	0	0	0	0	0
29. Firearms/Explosives	4.00	3.41					0	0	0	0	0	0
33. HOLMES Unit	3.00	7.72					0	0	0	0	0	0

34. IT/Communications/Audio	21.20	7.37		1.00			0	0	0	0	0	0
35. Intelligence	19.01	46.12	1.00				0	0	0	0	0	0
39. Operational Planning	4.80	5.41					0	0	0	0	0	0
40. Other Admin/Clerical	7.00	19.76					0	0	0	0	0	0
41. Personnel/Human Resources	2.60	14.119		0.86			0	0	0	0	0	0
44. Press and Public Relations	8.81	9.81					0	0	0	0	0	0
45. Property	2.00	1.00										
47. Scenes of Crime	23.90	13.23					0	0	0	0	0	0
48. Special Branch/ Protection etc	4.40	1.00					0	0	0	0	0	0
49. Staff Associations	0.40	2.69					0	0	0	0	0	0
51. Stores/Supplies	11.68	2.74					0	0	0	0	0	0
53. Technical Support Unit	2.00						0	0	0	0	0	0
54. Traffic	8.21	3.41					0	0	0	0	0	0
55. Traffic Wardens							0	0	0	0	0	0
56. Training	10.65	3.00					0	0	0	0	0	0
57. Underwater							0	0	0	0	0	0
58. Vehicle Crime							0	0	0	0	0	0
59. Vehicle Workshop/Fleet	9.80	5.00					0	0	0	0	0	0
60. Vice							0	0	0	0	0	0
61. Welfare - Occ. Health & Welfare	1.64	2.81					0	0	0	0	0	0
62. Other							0	0	0	0	0	0
63. Neighbourhoods	1.00	1.47					112.59	108.3	7.00	5.65	0	0.65

CODE	Police Functions
1. ACPO and Directors	Police officers of ACPO ranks and police staff at equivalent levels. Including those officers/staff in supporting roles.
2. Air	Staff who are predominantly employed as pilots, ground crew, or air observers or in administrative functions connected with air support. Including those officers/staff in supporting roles.
3. Asset confiscation	Staff who predominantly identify and seize assets from the proceeds of crime under the Drugs Trafficking Offences Act 1986, the Criminal Justice Act 1988 and the Prevention of Terrorism (Temporary Provisions) Act 1984.
4. Buildings	Staff who are predominantly employed on duties relating to the cleaning, maintenance, security and administration of police buildings, but not including staff employed as part of a contract. Include handymen, grounds maintenance and cleaners.
5. Burglary	Staff who predominantly investigate offences of burglary. Includes "Operation Bumblebee". Including analysts or administrative assistants and those officers/staff in supporting roles.
6. Catering	Staff who are predominantly employed in the provision of catering facilities but not including catering staff employed as part of a contract.
7. Child/Sex/Domestic	Staff who predominantly investigate and resolve offences against children and/or cases of domestic violence involving any member of a family and those employed in Missing Persons. Including those officers/staff in supporting roles.
8. CID	Staff mainly employed in plain clothes or supporting those employed in plain clothes for the investigation of crime. Staff who predominantly investigate crime or support the investigation of crime and who are not shown under other specific squad headings. Do not include members of a squad set up on an ad-hoc basis to deal with a temporary or local problem. These should be included under their normal category.
9. CID - Specialist Crime Unit	Include any specialist squads or units, analysts or administrative assistants employed not specifically mentioned elsewhere e.g. Robbery, Major Crime Units.
11. Community Safety/Relations	Staff or support staff who predominantly undertake community safety work, including community relations, schools liaison, crime reduction, youth offender teams, closed circuit television, Crime Prevention/Crime Reduction and Architectural Liaison Officers, dealing with repeat victimisation or visual aids unit. Include analysts and administrative assistants and those officers/staff in supporting roles. Neighbourhood Policing teams should be included in the new Neighbourhoods category.
12. Complaints & Discipline	Staff who are predominantly employed in the investigation and administration of complaints and discipline matters. Including those officers/staff in supporting roles.
13. Control Room (Call Handlers)	Staff who are predominantly employed as Control Room Operatives in either force or area control rooms including officers employed as telephonists. Do not include Staff who are predominantly employed in dealing with front office enquiries from the public (see Enquiry/Station). Include CAD Controllers and those officers/staff in supporting roles.
14. Coroners Officer	Staff who are predominantly assigned to duties in connection with sudden deaths and inquests. Including those officers/staff in supporting roles.
15. Corporate Development	Staff who are predominantly employed within force or area inspection units, including quality assurance and similar functions. Staff who are predominantly employed in the collation of statistics within the force. Staff who are predominantly employed in research and development, legal and data protection issues, operational and strategic planning and information and policy analysis units. This section does not include officers employed on research and development in connection with computers or communications (see Communications/IT/Audio). Includes staff responsible for Freedom of Information.

17. Crime & Incident Mgt.	Staff who are predominantly employed on Crime Desks, Crime management units or in Identification Parade Suites. Including those officers/staff in supporting roles.
18. Criminal Justice Units	Staff who are predominantly employed in the administration, checking and processing of prosecution files including liaison with the Crown Prosecution Service and staff who are predominantly employed in the making of additional enquiries required to supplement the quality of files. Staff who are predominantly employed in the processing and administration of applications in connection with licensed premises, registered clubs and matters concerning betting, gaming and lotteries. Including those who are predominantly employed in the execution of warrants, service of summonses and dealing with general/routine enquiries. Including those who are predominantly employed in dealing with the processing of fixed penalty tickets and the recovery of penalties. Including those who are predominantly assigned to liaison duties with magistrates' courts and the Crown Court. Also include those otherwise employed in supporting roles.
19. Criminal Records Office	Staff who are predominantly employed in maintaining the force Criminal Records Office including officers working in PNC units. Includes vetting and disclosure.
20. Custody	Staff who are predominantly employed as custody officers performing duties in accordance with PACE. Including Gaolers, i.e. staff who are predominantly employed in looking after prisoners in police custody. Including those officers/staff in supporting roles.
21. Departmental Heads	Staff who are Heads of more than one operational unit or department specified on this form, e.g. Superintendent - Operations. Including officers with supervisory responsibility for more than one support department or unit. Including those officers/staff in supporting roles.
22. Dogs	Dog handlers including those employed for general policing, drugs and explosive detection duties. Including staff who are predominantly employed within Dogs Sections other than dog handlers. Including those officers/staff in supporting roles.
23. Drivers	Staff who are predominantly employed on driving duties relating to the transportation of personnel and/or property but not including officers shown at Traffic function.
24. Drugs	Staff who predominantly investigate drug offences, including Staff who are predominantly assigned to the inspection of chemists' registers in connection with dangerous drugs, but not including officers specifically assigned to asset confiscation duties (see Asset Confiscation).
25. Enquiry/Station	Staff who are predominantly employed in dealing with front office enquiries from members of the public at any police station but excluding any officer who deals exclusively with property (see Property) or whose primary function is that of telephonist or radio controller (see Control Room).
26. Finance	Staff who are predominantly employed in the administration of force finance.
27. Fingerprint/Photographic	Staff who are predominantly employed as Fingerprint Officers or employed in a Fingerprint Bureau; and Staff who are predominantly employed as photographers or in photographic laboratories. Do not include Scenes of Crime Officers (see Scenes of Crime). Including those officers/staff in supporting roles.
28. Firearms - Tactical	Staff who are predominantly employed in the use of firearms either as tactical advisors, trainers or in the provision of firearms support to operational incidents. Officers employed in Armed Response Vehicles should only be included if they are mainly employed within the Force Firearms Unit as described above. Officers employed in Armed Response Vehicles but not employed within the Force Firearms Unit should be shown within their regular deployment category.
29. Firearms/Explosives	Staff who are predominantly employed in the processing of applications and in making enquiries for firearm and shotgun certificates, renewals, rejections, appeals and firearms surrendered to police custody, or in connection with the licensing and security of explosives and explosives stores.
30. Response	Include staff who are predominantly assigned to 24/7 response policing. Also include Task force/support group/territorial patrol. Do not include traffic and motorway patrol (see Traffic) and members of dogs' sections (see Dogs). Officers of supervisory rank who perform patrol duties, e.g. shift supervisors, should be included. Specials should be included. Do not include Neighbourhood Policing Teams or first year Student Officers (see Probation Officers Year 1).
31. Fraud	Staff who predominantly investigate fraud cases. Do not include staff who are predominantly employed in asset confiscation duties (see Asset Confiscation). Including those officers/staff in supporting roles.
<b>CODE</b>	<b>Police Functions</b>
32. Hate Crime	Staff mainly employed in the investigation of hate crime, including race and homophobic incidents. Including those officers/staff in supporting roles.
33. HOLMES Unit	Staff who are predominantly employed in duties connected with the operational use of HOLMES. Officers employed as full time HOLMES Training Instructors should not be included in this section (see Training).
34. IT/Communications/Audio	Staff who are predominantly employed in the provision, maintenance, research, development and administration of radio, telephone and communications networks or computer systems. Including those officers/staff in supporting roles.
35. Intelligence	Staff who are predominantly employed in criminal intelligence units including Field Intelligence Officers and Local Intelligence Officers and staff who are predominantly employed in the co-ordination of the policing of football matches (Football Liaison) and collating associated intelligence. Other staff who maintain indices and records for criminal intelligence purposes should also be included. Including those officers/staff in supporting roles.
36. Local Commanders	Operational local commanders and their deputies (Basic Command Units or equivalent).
37. Marine	Staff who predominantly conduct marine or boat patrol including supervisors. Members of Underwater Search Units should be shown at Underwater. Including those officers/staff in supporting roles.
38. Mounted	Staff who predominantly conduct mounted patrol duties, including supervisors. Including those officers/staff in supporting roles.
39. Operational Planning	Staff who are predominantly employed in planning operational events include those planning special events and contingency planning. Including those officers/staff in supporting roles.
40. Other Admin/Clerical	Staff who are predominantly employed on administrative or clerical duties anywhere in the force not covered in other categories. Includes staff who are predominantly employed in the production of plans for court or other purposes. Including those officers/staff in supporting roles.
41. Personnel/Human Resources	Staff who are predominantly employed in personnel/career development and management, equal opportunities and diversity, including associated administrative support. Include staff who are predominantly employed in the administration and management of recruiting personnel to the force.
43. Ports	Staff who are predominantly employed at sea or airports on general policing and security duties, excluding protection staff (see Special Branch/Protection/etc). Including those officers/staff in supporting roles.

44. Press and Public Relations	Staff who are predominantly employed in media relations and publicity about the force. Include press officers. Including those officers/staff in supporting roles.
45. Property	Staff who are predominantly employed in the administration, retention and disposal of property coming into police possession.
46. Probationers Year 1	Student Officers within their first year of training only. Do not include Student Officers in their second and subsequent years, such officers should be recorded under their usual function.
47. Scenes of Crime	Staff who are predominantly employed in providing scientific support including Scenes of Crime Officers, their supervisors and those engaged in administrative duties relating thereto. Do not include staff who are predominantly employed in connection with Fingerprints and Photographs (see Fingerprint/Photographic). Including those officers/staff in supporting roles.
48. Special Branch/ Protection etc	Staff who are predominantly employed on Special Branch duties including officers posted to Units situated at ports. Staff who are predominantly employed in the protection of persons or property, excluding staff at ports e.g. armed patrol/counter terrorists (see Ports). Include staff who are permanently employed in the registration of foreign nationals and the conduct of naturalisation enquiries other than Special Branch Officers. Include administration staff who are predominantly employed in providing administrative support for staff employed in the protection of persons or property but excluding staff at ports (see Ports). Including those officers/staff in supporting roles.
49. Staff Associations	Staff who are predominantly employed in Staff Association work.
50. Staff Officers	Staff who are predominantly employed as Staff Officers to Senior Command within the force.
51. Stores/Supplies	Staff who are predominantly employed in the administration and handling of stores/supplies.
52. Surveillance Unit	Staff who are predominantly employed on surveillance duties. Including those officers/staff in supporting roles.
53. Technical Support Unit	Staff who are predominantly employed in the provision, maintenance and installation of technical support equipment. Including those officers/staff in supporting roles.
54. Traffic	Staff who are predominantly employed on motor-cycles or in patrol vehicles for the policing of traffic and motorway related duties. This includes officers employed in accident investigation, vehicle examination and radar duties. Include staff who are predominantly employed to support the traffic function of the force including radar, accident investigation, vehicle examination and traffic administration. Include those officers working with hazardous chemicals, and those administrative staff predominantly serving the internal needs of the traffic function of the force and those officers/staff in supporting roles.
55. Traffic Wardens	Traffic Wardens engaged in patrol and other duties. Include Senior Traffic Wardens who are predominantly employed in the supervision of Traffic Wardens, otherwise than on patrol. Including those officers/staff in supporting roles.
56. Training	Staff who are predominantly employed in the training and instruction of other officers including training management, force training school instructors, divisional training officers, public order trainers, driving school instructors, detective training instructors, HOLMES training instructors, physical training instructors and officers employed in training administration. Do not include officers employed in Firearms Training (see Firearms - Tactical). Including those officers/staff in supporting roles.
57. Underwater	Staff who are predominantly employed in an Underwater Search Unit but not including officers employed in Marine Units (see Marine).
58. Vehicle Crime	Staff who are predominantly assigned to the investigation of theft of or from motor vehicles. Include staff working in the Car crime unit/Stolen vehicle squad.
59. Vehicle Workshop/Fleet	Staff who are predominantly employed in the administration and maintenance of the Force vehicle fleet.
60. Vice	Staff who are predominantly employed in the investigation of offences relating to obscene publications and prostitution. Including those officers/staff in supporting roles.
61. Welfare - Occ. Health & Welfare	Staff who are predominantly employed as welfare officers, occupational health Officers, Health and Safety Advisors, nurses and Force Medical Officers.
62. Other	Staff absent from duty due to maternity/paternity leave, career break, full time education or suspension and those on long-term leave (sickness, compassionate, special and unpaid leave) should be recorded under this category.
63. Neighbourhoods	Staff predominantly employed in Neighbourhood Policing Teams, including PCSOs and officers/staff in supporting roles.

**Monitoring Information by Police Staff Employment Contract Type as at 31 March 2013 (Headcount)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

<b>Contract Type</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Agency Staff	11	6	17
Fixed Term Staff	0	0	0
Permanent Contracts	423	592	1015
<b>Total</b>	<b>434</b>	<b>598</b>	<b>1032</b>

**Flexible Working Summary - As at 31 March 2013 (Headcount) (includes flexible working arrangements and part time working)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

Workstream	Male			Female			Total
	Police Officers	Police Staff	Total Male	Police Officers	Police Staff	Total Female	
Neighbourhood	7	28	35	93	29	122	157
Business Support		36	36		152	152	188
Desig. Investigation S38		8	8		1	1	9
Desig. Detention S38			0		1	1	1
			0			0	0
			0			0	0
<b>TOTAL</b>	7	72	79	93	183	276	355

All other staff and officers work in accordance with agreed standard shift patterns.



**Number of Grievances submitted as par of the Fairness at Work Procedure (1 April 2012 – 31 March 2013)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

CATEGORIES	POLICE OFFICERS		POLICE STAFF		TOTAL
	Male	Female	Male	Female	
Bullying/Harrassment	2	1	2	4	9
Disability Discrimination					
Equal Opportunities*					
Management	1			2	3
Other				2	2
Pay &/or Conditions			1	1	2
Race Discrimination					
Recruitment/Selection				2	2
Religion/Belief					
Sex Discrimination					
Sexual Orientation					
Sickness/Attendance	1				1
Age Discrimination		1			1
Tenure of Office					
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>11</b>	<b>20</b>

CATEGORIES	POLICE OFFICERS	POLICE STAFF	TOTAL POLICE OFFICERS AND POLICE STAFF
<b>Gender</b>			
Male	4	3	7
Female	2	11	13
<b>Ethnicity</b>			
W1	2	8	10
BME	0	0	0
U/K	4	6	10
<b>Disability</b>			
Yes	1	1	2
No	1	6	7
U/K	4	6	10
Prefer Not to Say	0	1	1
<b>Sexual Orientation</b>			
Heterosexual	0	0	0
Gay	0	0	0
U/K	6	14	20
<b>Religion</b>			
Prefer Not to Say	0	2	2
U/K	6	12	18

**Number of Disciplinary Proceedings by Protected Characteristic (01.04.12 to 31.03.13)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

	Gender		Disability			Ethnic Origin
	Male	Female	Yes	No	Not Stated	W1
Police Officers	9	0	1	8	0	9
Police Staff	0	3	0	3	3	3
<b>Total</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>11</b>	<b>3</b>	<b>12</b>

Includes cases where the result was no further action and outcomes were management advice

**Ethnic Origin Classifications**

W1	White
W2	White-Irish
W9	Any other white background
M1	White & Black Caribbean
M2	White & Black African

M3	White & Asian
M9	Any other Mixed background
A1	Asian-Indian
A2	Asian-Pakistani
A3	Asian-Bangladeshi
B1	Black-Caribbean
B2	Black-African
A9	Any other Asian background
B9	Any other Black background
O1	Chinese
O9	Any other ethnic group

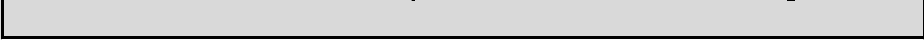


## Redundancy Summary 2012/13

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

<b>Summary</b>		
<b>Numer of Police Staff made Redundant</b>	Total	30
<b>Gender</b>	Male	21
	Female	9
<b>Religious Belief</b>	Christian	
	Catholic	
	Buddhist	
	Hindu	
	Muslim	
	None	
	Other	
	Unspecified	30
	Prefer not to say	
<b>Disability</b>	Yes	
	No	
	Prefer Not to Say	
	Unspecified	30
<b>Marital Status</b>	Married / CP	25
	Widowed	
	Seperated	
	Divorced	3
	Single	2
	Co-habiting	
	Unspecified	
	Other	
<b>Ethnicity</b>	White British	30
	White Welsh	
	White Irish	
	White Asian	
	White European	
	Mixed background	
	British Bangladeshi	
	Unspecified	
	Prefer not to say	
<b>Sexual Orientation</b>	Hetrosexual	

Bisexual	
Gay	
Unspecified	30
Prefer not to say	



### **Monitoring Data by Religion. Data as at 31 March 2013. (Headcount)**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

#### **Police Officers**

	<b>Male</b>	<b>Female</b>
Buddhist	2	0
Catholic	3	1
Christian	98	8
Protestant	22	8

#### **Police Staff**

	<b>Male</b>	<b>Female</b>
Buddhist	0	1
Catholic	2	4
Christian	46	36
Hindu	1	0
Muslim	3	0
Sikh	1	0

**Please Note :** This information is based on those police officers and police staff who have declared their religion as part of a recruitment process since 2009. Work is being undertaken to improve recording in this area.

**Monitoring Data by Disability. Data as at 31 March 2013.**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

Rank/Role	Gender	White		All minority ethnic		Total	
		Headcount	FTE	Headcount	FTE	Headcount	FTE
Chief Inspector	Male	1	1.00	0	0.00	1	1.00
Inspector	Male	1	1.00	0	0.00	1	1.00
Sergeant	Male	9	9.00	0	0.00	9	9.00
	Female	2	2.00	0	0.00	2	2.00
Constable	Male	20	19.74	0	0.00	20	19.74
	Female	8	7.71	0	0.00	8	7.71
Police Staff :Designation. Investigation S38	Male	1	1.00	0	0.00	1	1.00
Police Staff : Designation. Detention S38	Male	2	2.00	0	0.00	2	2.00
Community Support Officer	Male	2	1.76	0	0.00	2	1.76
	Female	2	2.00	1	1.00	3	3.00
Police Staff	Male	11	10.75	0	0.00	11	10.75
	Female	18	15.85	1	1.00	18	15.85
Total (Male and Female)	All	77	74	2	2	78	74.81



**Monitoring Data by Age (Annual) Data - age as at 31 March 2013.**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

Rank	25 and under	26 to 40	41 to 55	Over 55	Total
ACPO	0	0	4	0	4
Chief Superintendent	0	0	4	0	4
Superintendent	0	1	10	0	11
Chief Inspector	0	4	19	0	23
Inspector	0	9	55	1	65
Sergeant	0	77	148	4	229
Constable	18	609	428	11	1066
Totals	18	700	668	16	1402

**Summary**

Rank	25 and under	26 to 40	41 to 55	Over 55	Total
Police Officers	18	700	668	16	1402
Police Staff	80	377	351	226	1034
Totals	98	1077	1019	242	2436

Role	25 and under	26 to 40	41 to 55	Over 55	Total
Police Staff : Desig. Investigation S38	1	11	15	23	50
Police Staff : Desig. Detention S38	0	9	14	3	26
Community Support Officer	69	122	55	8	254
Police Staff	10	235	267	192	704
Traffic Warden	0	0	0	0	0
Totals	80	377	351	226	1034

**Monitoring Data by Sexual Orientation (Annual) Data - number of recorded declarations as at 31 March 2013.**

Equality Data is published where available. We recognise that this data may not include information relating to every protected characteristic and where this is the case it will be considered in the development of our Strategic Equality Objectives.

	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL</b>
Gay Man	1	0	1
Lesbian	0	7	7
Bisexual	0	3	3
Other	2	1	3
Prefer not to say	5	7	12
Heterosexual	190	133	323
<b>Total</b>	<b>198</b>	<b>151</b>	<b>349</b>

Work is currently being undertaken to improve the recording of sexual orientation.

**Monitoring Data by gender for the OSPRE Part 1 and Part 2 process in 2012/13**

Year	Process/Date	Number of Candidates	Number of officers who passed	Gwent Pass Rate
<b>Sgts Part 1</b>				
2009	April	72	26	36.10%
2010	April	59 (19 /40 male)	21 (7 female /14 male)	35.60%
2011	April	99 (33 female/66 male)	36 (11 female /25 male )	36.40%
2012	April	41 (21 female/20 male)	12 (5 female/7 male)	29.30%
2013	April	49 female / 31 male )	(18 22 female/ 22 male)	(9 44.90%
<b>Sgts Part 2</b>				
2009	November	31	23	74.10%
2010	November	27 (4 female /23 male)	24 female /20 male )	(4 89%
2011	November	42 (12 female /30 male )	34 female /22 male)	(12 81%
2012	November	15 (4 female /11 male)	(4 7 female /5 male)	(2 47%
<b>Insp Part 1</b>				
2009	October	13	5	39%
2010	September	30 (7 female/23 male)	16 female /13 male)	(3 53.30%
2011	September	28 (8 female /20 male)	13 (5 female /8 male)	46.40%
2012	October	15 (4 female/11 male)	7 (2 female / 5 male)	46.70%
<b>Insp Part 2</b>				
2009	June	13	12	92%
2010	June	6 (1 female/5 male)	6 (1 female /5 male )	100%
2011	June	16 (3 female / 13 male)	10 (2 female /8 male )	63%
2012	June	17 (6 female /11 male	16 (6 female/ 10 male )	94%