

**HUMAN RESOURCES INFORMATION SYSTEMS - POLICE & POLICE STAFF STRENGTH as at 31 JUL 2016**

**POLICE STRENGTH**

| RANK                  | WHITE       |                |             |                |             |                |                |                  | BME        |               |           |              |            |               |                         |          | NOT STATED  |          |             |          |             |             | TOTAL STRENGTH |  |
|-----------------------|-------------|----------------|-------------|----------------|-------------|----------------|----------------|------------------|------------|---------------|-----------|--------------|------------|---------------|-------------------------|----------|-------------|----------|-------------|----------|-------------|-------------|----------------|--|
|                       | MALE        |                | FEMALE      |                | TOTAL       |                | Male % of Rank | Female % of Rank | MALE       |               | FEMALE    |              | TOTAL      |               | BME % of Total Strength | MALE     |             | FEMALE   |             | TOTAL    |             | HC          | FTE            |  |
|                       | HC          | FTE            | HC          | FTE            | HC          | FTE            |                |                  | HC         | FTE           | HC        | FTE          | HC         | FTE           |                         | HC       | FTE         | HC       | FTE         | HC       | FTE         |             |                |  |
| Chief Constable       | 1           | 1.00           | 1           | 1.00           | 2           | 2.00           | 50.00          | 50.00            | 0          | 0.00          | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 2           | 2.00           |  |
| Dep. Chief Constable  | 1           | 1.00           | 0           | 0.00           | 1           | 1.00           | 100.00         | 0.00             | 0          | 0.00          | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 1           | 1.00           |  |
| Asst. Chief Constable | 3           | 3.00           | 1           | 1.00           | 4           | 4.00           | 75.00          | 25.00            | 0          | 0.00          | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 4           | 4.00           |  |
| Chief Supt            | 9           | 9.00           | 1           | 1.00           | 10          | 10.00          | 91.67          | 8.33             | 2          | 2.00          | 0         | 0.00         | 2          | 2.00          | 16.67                   | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 12          | 12.00          |  |
| Superintendent        | 20          | 20.00          | 5           | 5.00           | 25          | 25.00          | 81.48          | 18.52            | 2          | 2.00          | 0         | 0.00         | 2          | 2.00          | 7.41                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 27          | 27.00          |  |
| Chief Inspector       | 47          | 47.00          | 18          | 17.87          | 65          | 64.87          | 72.31          | 27.69            | 0          | 0.00          | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 65          | 64.87          |  |
| Inspector             | 159         | 158.43         | 44          | 42.58          | 203         | 201.01         | 78.37          | 21.63            | 4          | 4.00          | 1         | 1.00         | 5          | 5.00          | 2.40                    | 0        | 0.00        | 0        | 0.00        | 0        | 0.00        | 208         | 206.01         |  |
| Sergeant              | 424         | 423.51         | 159         | 153.04         | 583         | 576.55         | 73.68          | 26.32            | 34         | 34.00         | 4         | 4.00         | 38         | 38.00         | 6.10                    | 1        | 1.00        | 1        | 1.00        | 2        | 2.00        | 623         | 616.55         |  |
| Constable             | 2250        | 2243.20        | 1214        | 1113.62        | 3464        | 3356.82        | 65.50          | 34.50            | 144        | 143.17        | 48        | 44.73        | 192        | 187.90        | 5.24                    | 4        | 4.00        | 1        | 0.60        | 5        | 4.60        | 3661        | 3549.32        |  |
| <b>TOTAL POLICE</b>   | <b>2914</b> | <b>2906.14</b> | <b>1443</b> | <b>1335.11</b> | <b>4357</b> | <b>4241.25</b> | <b>67.46</b>   | <b>32.54</b>     | <b>186</b> | <b>185.17</b> | <b>53</b> | <b>49.73</b> | <b>239</b> | <b>234.90</b> | <b>5.19</b>             | <b>5</b> | <b>5.00</b> | <b>2</b> | <b>1.60</b> | <b>7</b> | <b>6.60</b> | <b>4603</b> | <b>4482.75</b> |  |

N.B Excludes Secondments & Career Breaks

**POLICE STAFF STRENGTH**

| GRADE          | WHITE       |                |             |                |             |                |                 |                   | BME       |              |           |              |            |               |                         |           | NOT STATED   |           |              |           |              |             | TOTAL STRENGTH |  |
|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-----------------|-------------------|-----------|--------------|-----------|--------------|------------|---------------|-------------------------|-----------|--------------|-----------|--------------|-----------|--------------|-------------|----------------|--|
|                | MALE        |                | FEMALE      |                | TOTAL       |                | Male % of Grade | Female % of Grade | MALE      |              | FEMALE    |              | TOTAL      |               | BME % of Total Strength | MALE      |              | FEMALE    |              | TOTAL     |              | HC          | FTE            |  |
|                | HC          | FTE            | HC          | FTE            | HC          | FTE            |                 |                   | HC        | FTE          | HC        | FTE          | HC         | FTE           |                         | HC        | FTE          | HC        | FTE          | HC        | FTE          |             |                |  |
| SPECIAL        | 11          | 11.00          | 3           | 2.43           | 14          | 13.43          | 78.57           | 21.43             | 0         | 0.00         | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 14          | 13.43          |  |
| EO             | 14          | 14.00          | 13          | 12.92          | 27          | 26.92          | 51.85           | 48.15             | 0         | 0.00         | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 27          | 26.92          |  |
| PO             | 223         | 220.78         | 98          | 88.94          | 321         | 309.73         | 69.62           | 30.38             | 7         | 7.00         | 1         | 0.70         | 8          | 7.70          | 2.36                    | 6         | 5.00         | 4         | 3.50         | 10        | 8.50         | 339         | 325.93         |  |
| SO             | 227         | 220.92         | 219         | 201.93         | 446         | 422.86         | 51.29           | 48.71             | 11        | 10.76        | 8         | 8.00         | 19         | 18.76         | 4.08                    | 1         | 1.00         | 0         | 0.00         | 1         | 1.00         | 466         | 442.62         |  |
| SC6            | 243         | 227.28         | 270         | 242.39         | 513         | 469.67         | 48.32           | 51.68             | 10        | 9.04         | 7         | 6.00         | 17         | 15.04         | 2.86                    | 34        | 31.30        | 30        | 25.48        | 64        | 56.77        | 594         | 541.49         |  |
| SC5            | 151         | 145.05         | 223         | 195.66         | 374         | 340.71         | 42.12           | 57.88             | 11        | 11.00        | 6         | 6.00         | 17         | 17.00         | 4.19                    | 9         | 8.50         | 6         | 5.07         | 15        | 13.57        | 406         | 371.28         |  |
| SC4            | 570         | 552.27         | 784         | 676.20         | 1354        | 1228.47        | 42.42           | 57.58             | 29        | 28.93        | 29        | 25.24        | 58         | 54.17         | 4.11                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 1412        | 1282.64        |  |
| SC3            | 158         | 148.03         | 483         | 391.25         | 641         | 539.28         | 24.89           | 75.11             | 6         | 5.50         | 15        | 12.88        | 21         | 18.38         | 3.15                    | 2         | 1.68         | 3         | 3.00         | 5         | 4.68         | 667         | 562.33         |  |
| SC2            | 32          | 28.68          | 60          | 47.86          | 92          | 76.53          | 34.65           | 65.35             | 3         | 3.00         | 6         | 5.50         | 9          | 8.50          | 8.91                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 101         | 85.03          |  |
| SC1            | 6           | 6.00           | 0           | 0.00           | 6           | 6.00           | 100.00          | 0.00              | 0         | 0.00         | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 6           | 6.00           |  |
| Manual         | 4           | 4.00           | 1           | 1.00           | 5           | 5.00           | 80.00           | 20.00             | 0         | 0.00         | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 5           | 5.00           |  |
| Work Placement | 0           | 0.00           | 1           | 1.00           | 1           | 1.00           | 0.00            | 100.00            | 0         | 0.00         | 0         | 0.00         | 0          | 0.00          | 0.00                    | 0         | 0.00         | 0         | 0.00         | 0         | 0.00         | 1           | 1.00           |  |
| <b>TOTAL</b>   | <b>1639</b> | <b>1578.02</b> | <b>2155</b> | <b>1861.58</b> | <b>3794</b> | <b>3439.61</b> | <b>43.78</b>    | <b>56.22</b>      | <b>77</b> | <b>75.23</b> | <b>72</b> | <b>64.32</b> | <b>149</b> | <b>139.55</b> | <b>3.69</b>             | <b>52</b> | <b>47.47</b> | <b>43</b> | <b>37.04</b> | <b>95</b> | <b>84.52</b> | <b>4038</b> | <b>3663.67</b> |  |

N.B Excludes Secondments, OPCC & Career Breaks but includes PCSO's

|                    |      |      |        |        |                |         |
|--------------------|------|------|--------|--------|----------------|---------|
| <b>FORCE TOTAL</b> | MALE |      | FEMALE |        | TOTAL STRENGTH |         |
|                    | HC   | FTE  | HC     | FTE    | HC             | FTE     |
|                    | 4873 | 4797 | 3768   | 3349.4 | 8641           | 8146.42 |