



Lancashire
Constabulary

APRIL 2018 TO MARCH 2019

EQUALITY INFORMATION

EQUALITY DATA 2018/2019

The Equality data in this report relates to the year April 2018 to March 2019 (unless otherwise stated) and helps to inform the Force strategy in relation to equality, diversity and human rights.

It also helps Lancashire Constabulary identify how the workforce is changing and whether we need to revise our procedures, policies and learning interventions. Observing trends and patterns relating to operational policing helps the Force to develop equality and inclusion strategies and objectives aimed at improving services to our communities.

Further statistical information is available from:
www.gov.uk, www.police.uk and www.ons.gov.uk

	Usual residents	All black or minority ethnic		All white		Mixed/multiple ethnic group		Asian/Asian British		Black/Black British		Other ethnic group	
	Numbers	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates
Burnley	87,059	11,005	12.6	76,054	87.3	976	1.1	9,578	11	211	.02	240	.03
Chorley	107,155	3,322	3.1	103,833	96.9	1,016	1	1,710	1.6	401	.04	195	.02
Fylde	75,757	1,913	2.5	73,844	97.4	742	0.9	845	1.1	163	0.2	163	0.2
Hynburn	80,734	9,956	12.3	70,778	87.6	696	0.8	9,007	11.2	106	0.1	147	0.2
Lancaster	138,375	6,033	4.4	132,342	95.6	1,356	0.9	3,732	2.7	628	0.5	317	0.2
Pendle	89,452	18,015	20.1	71,437	79.8	946	1.2	16,807	18.8	126	0.1	136	0.2
Preston	140,202	27,787	19.8	112,415	80.2	3,326	2.4	21,732	15.5	1,676	1.2	1,053	0.8
Ribble Valley	57,132	1,228	2.1	55,904	97.8	360	0.7	729	1.3	92	0.2	47	0.1
Rossendale	67,892	4,204	6.2	63,778	93.9	602	0.9	3,396	5	123	0.2	83	0.1
South Ribble	109,057	3,210	2.9	105,847	97.1	1,174	1.2	1,612	1.5	268	0.2	156	0.1
West Lancashire	110,685	2,082	1.9	108,603	98.1	866	0.7	913	0.8	174	0.2	129	0.1
Wyre	107,749	1,897	1.8	105,852	98.3	664	0.6	993	0.9	130	0.1	110	0.1
Lancashire County (12 districts)	1,171,339	90,652	7.7	1,080,687	92.3	12,724	1.1	71,054	6.1	4,098	0.3	2,776	0.2
Blackburn with Darwen	147,489	45,480	30.8	102,009	69.1	1,823	1.2	41,494	28.1	933	0.6	1,230	0.8
Blackpool	142,065	4,726	3.3	137,339	96.6	1,753	1.2	2,282	1.6	346	0.2	345	0.2
Lancashire (14 authorities)	1,460,893	140,858	9.6	1,320,035	90.4	16,300	1.1	114,830	7.9	5,377	0.4	4,351	0.3
North West	7,052,177	690,461	9.8	6,361,716	90.2	110,891	1.6	437,485	6.2	97,869	1.4	44,216	0.6
England and Wales	56,075,912	7,866,517	14	48,209,395	85.9	1,224,400	2.2	4,213,531	7.5	1,864,890	3.3	563,696	1

	Usual residents	All black or minority ethnic		All white		Mixed/multiple ethnic group		Asian/Asian British		Black/Black British		Other ethnic group	
	Numbers	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates	Numbers	Rates
East	87,059	11,005	12.6	76,054	87.3	976	1.1	9,578	11	211	.02	240	.03
South	107,155	3,322	3.1	103,833	96.9	1,016	1	1,710	1.6	401	.04	195	.02
West	75,757	1,913	2.5	73,844	97.4	742	0.9	845	1.1	163	0.2	163	0.2

The Constabulary	1,460,893	140,858	124	1,320,035	1,276	16,300	15	114,830	101	5,377	4	4,351	4
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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.

During 2018/19, 3,853 victims took part in this survey, with 74% of those victims saying that they were satisfied with the overall service delivered.

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.

CRIME

Equality Duty Data
April 2018 - March 2019

1,713

Recorded
Rapes

632

Recorded
Hate
Incidents

84

Recorded
Modern Slavery
Crimes

21,854

Recorded
Domestic Abuse
Crimes

2,996

Recorded
Hate
Crimes

832

Recorded
CSE related
Crimes

3,674

Recorded
Sexual Offences
(ex Rape)

43

Recorded
Honour Based
Violence Crimes

DOMESTIC ABUSE VICTIM SATISFACTION

Satisfaction Response Gender/ Age Group/ Ethnicity	Completely Satisfied	Very Satisfied	Fairly Satisfied	Grand Total
Female	271	96	45	412
Asian or Asian British	14	5	3	22
16 to 24	2	1		3
25 to 34	5	3	3	11
35 to 44	7			7
45 to 54		1		1
Black or Black British	1			1
55 to 64	1			1
Mixed	3	1		4
16 to 24	2			2
25 to 34	1	1		2
White	253	90	42	385
16 to 24	49	15	11	75
25 to 34	90	31	18	139
35 to 44	51	21	6	78
45 to 54	33	10	4	47
55 to 64	19	11	1	31
65 to 74	10	1	1	12

75 or above	1	1		2
Do not wish to say (Age)			1	1
In another way	1			1
White	1			1
16 to 24	1			1
Male	66	17	18	101
Asian or Asian British			2	2
35 to 44			2	2
Do not wish to say (Ethnicity)	1			1
35 to 44	1			1
Mixed	1			1
16 to 24	1			1
White	64	17	16	97
16 to 24	9	5	2	16
25 to 34	12	4	4	20
35 to 44	9	1	5	15
45 to 54	16	5	1	22
55 to 64	12	1	3	16
65 to 74	5	1	1	7
75 or above	1			1
Prefer not to say (Gender)	32	16	3	51
Do not wish to say (Ethnicity)	31	15	3	49
Do not wish to say (Age)	31	15	3	49
White	1	1		2
16 to 24	1			1
25 to 34		1		1

ANTI-SOCIAL BEHAVIOUR VICTIM SATISFACTION

Satisfaction Response Gender/ Age Group/ Ethnicity	Completely Satisfied	Very Satisfied	Fairly Satisfied	Grand Total
Female	175	80	66	321
Asian or Asian British	6	3	2	11
16 to 24	1	2		3
25 to 34	2		1	3
35 to 44	2	1	1	4

Black or Black British			1	1
45 to 54			1	1
Mixed	1	1		2
35 to 44	1	1		2
White	168	76	63	307
16 to 24	22	4	9	35
25 to 34	39	14	13	66
35 to 44	42	15	12	69
45 to 54	31	22	11	64
55 to 64	17	8	12	37
65 to 74	13	7	4	24
75 or above	4	6	2	12
In another way	1		1	2
White	1		1	2
16 to 24	1			1
35 to 44			1	1
Male	119	64	49	232
Asian or Asian British	5	4	1	10
35 to 44	1	3		4
45 to 54	3	1	1	5
Do not wish to say (Age)	1			1
Do not wish to say (Ethnicity)	1	1	1	3
45 to 54			1	1
55 to 64	1	1		2
Mixed	1	1		2
16 to 24		1		1
35 to 44	1			1
Other		1		1
75 or above		1		1
White	112	57	47	216
16 to 24	11	2	5	18
25 to 34	20	17	6	43
35 to 44	20	8	8	36
45 to 54	19	11	12	42
55 to 64	26	8	12	46
65 to 74	13	8	4	25
75 or above	3	3		6

Prefer not to say (Gender)	37	18	8	63
Asian or Asian British	1			1
25 to 34	1			1
Do not wish to say (Ethnicity)	33	17	6	56
25 to 34	1			1
75 or above		1		1
Do not wish to say (Age)	32	16	6	54
White	3	1	2	6
25 to 34	1		1	2
55 to 64	1		1	2
65 to 74		1		1
75 or above	1			1
Total	332	162	124	618

HATE CRIME VICTIM SATISFACTION

Satisfaction Response Gender/ Age Group/ Ethnicity	Completely Satisfied	Very Satisfied	Fairly Satisfied	Grand Total
Female	68	24	33	125
Asian or Asian British				
16 to 24	4		2	6
25 to 34	6	3	4	13
35 to 44	6	1	1	8
45 to 54	3		1	4
55 to 64		1		1
Black or Black British				
16 to 24	1		1	2
25 to 34		1		1
35 to 44			2	2
45 to 54			1	1
55 to 64			2	2
Chinese or Other				
25 to 34	2			2
35 to 44	2		1	3
Mixed				
25 to 34	1		2	3
35 to 44	1	1		2
45 to 54	2	1		3
65 to 74		1		1

White				
16 to 24	4	3	2	9
25 to 34	5	3	5	13
35 to 44	10	4	3	17
45 to 54	8	3	4	15
55 to 64	8	2	2	12
65 to 74	5			5
In another way (Gender)	2	2		4
Mixed				
25 to 34	1			1
White				
25 to 34	1	2		3
Male	88	36	46	170
Asian or Asian British				
16 to 24	3	4	3	10
25 to 34	7	3	4	14
35 to 44	11	8	2	21
45 to 54	5	3	2	10
55 to 64	1		3	4
Black or Black British				
25 to 34	2		1	3
35 to 44	2			2
45 to 54	1		1	2
Chinese or Other				
25 to 34		1	1	2
35 to 44	1		1	2
45 to 54		1		1
Mixed				
16 to 24	1			1
25 to 34	1			1
35 to 44		1	1	2
45 to 54	2			2
55 to 64		1		1

White				
16 to 24	11	2	5	18
25 to 34	13	3	6	22
35 to 44	10	1	4	15
45 to 54	10	1	5	16
55 to 64	3	4	3	10
65 to 74		1	2	3
Do not wish to say (age)	2		1	3
Do not wish to say (Ethnicity)				
25 to 34			1	1
35 to 44	2	1		3
Do not wish to say (age)		1		1
Prefer not to say (Gender)	20	10	12	42
Asian or Asian British				
35 to 44		1		1
White				
35 to 44			1	1
45 to 54		1	1	2
Do not wish to say (Ethnicity)				
16 to 24			1	1
Do not wish to say (age)	20	8	9	37
Total	178	72	91	341

VIOLENT ASSAULT VICTIM SATISFACTION

Satisfaction Response Gender/ Age Group/ Ethnicity	Completely Satisfied	Very Satisfied	Fairly Satisfied	Grand Total
Female	165	28	51	244
Asian or Asian British				
16 to 24	3	1		4
25 to 34		1		1
35 to 44	1		1	2
Black or Black British				
25 to 34	1			1
Chinese or Other				
25 to 34			1	1
55 to 64	1			1

Mixed				
16 to 24	1			1
25 to 34		1		1
35 to 44	2			2
White				
16 to 24	33	8	10	51
25 to 34	41	6	13	60
35 to 44	31	5	10	46
45 to 54	32	5	8	45
55 to 64	14	1	7	22
65 to 74	5		1	6
In another way (Gender)	1			1
White				
16 to 24	1			1
Male				
	192	61	69	322
Asian or Asian British				
16 to 24	4	2	1	7
25 to 34	4	2	2	8
35 to 44	4	1	2	7
45 to 54	3			3
55 to 64	1			1
65 to 74		1		1
Do not wish to say (age)	1			1
Black or Black British				
16 to 24	1			1
35 to 44		1		1
Chinese or Other				
16 to 24			1	1
35 to 44			1	1
45 to 54	1			1
Mixed				
16 to 24	2		2	4
45 to 54			1	1

White				
16 to 24	33	24	12	69
25 to 34	46	8	15	69
35 to 44	23	7	10	40
45 to 54	34	8	13	55
55 to 64	25	5	7	37
65 to 74	10	1	1	12
Do not wish to say (Ethnicity)				
45 to 54		1	1	2
Prefer not to say (Gender)	35	17	13	65
White				
16 to 24	1	2		3
25 to 34		1		1
35 to 44	1			1
45 to 54	1			1
65 to 74			1	1
Do not wish to say (Ethnicity)				
35 to 44		2		2
65 to 74	1			1
Do not wish to say (age)	31	12	12	55
Total	393	106	133	632

BURGLARY VICTIM SATISFACTION

Satisfaction Response Gender/ Age Group/ Ethnicity	Completely Satisfied	Very Satisfied	Fairly Satisfied	Grand Total
Female	135	44	61	240
Asian or Asian British				
25 to 34		1	1	2
35 to 44	5	1		6
45 to 54			1	1
Black or Black British				
16 to 24		1		1
Chinese or Other				
16 to 24		1		1
White				
16 to 24	2	3		5
25 to 34	30	5	13	48
35 to 44	24	11	10	45
45 to 54	30	10	17	57
55 to 64	29	9	6	44
65 to 74	13	1	12	26
Do not wish to say (age)	1		1	2
Do not wish to say (Ethnicity)				
55 to 64		1		1
65 to 74	1			1
Male	175	68	99	342
Asian or Asian British				
16 to 24	1			1
25 to 34	2		1	3
35 to 44	3	3	3	9
45 to 54	2	3	1	6
55 to 64	2	1	2	5
65 to 74	1			1
Black or Black British				
45 to 54	1			1
Chinese or Other				
25 to 34	1	1		2
45 to 54			1	1

Mixed				
45 to 54			1	1
White				
16 to 24	2	2	4	8
25 to 34	24	10	13	47
35 to 44	30	8	16	54
45 to 54	38	12	17	67
55 to 64	40	18	26	84
65 to 74	28	8	14	50
Do not wish to say (age)		2		2
Prefer not to say (Gender)	39	13	17	69
White				
25 to 34	1			1
45 to 54	1			1
55 to 64			1	1
65 to 74		1	1	2
Do not wish to say (Ethnicity)				
16 to 24			1	1
35 to 44	1			1
Do not wish to say (age)	36	12	14	62
TOTAL	349	125	177	651

CRIME

Equality Duty Data
April 2018 - March 2019

1,713

Recorded
Rapes

632

Recorded
Hate
Incidents

84

Recorded
Modern Slavery
Crimes

21,854

Recorded
Domestic Abuse
Crimes

2,996

Recorded
Hate
Crimes

832

Recorded
CSE related
Crimes

3,674

Recorded
Sexual Offences
(ex Rape)

43

Recorded
Honour Based
Violence Crimes

VULNERABILITY

Equality Duty Data
April 2018 - March 2019

132

Honour Based
Abuse PVP
Referrals

85

Forced Marriage
PVP Referrals

7,162

Missing From
Home Cases

Gender/ Ethnicity Completely Satisfied

Gender/ Ethnicity	Completely Satisfied
FEMALE	3132
Asian	113
Under 16	56
16 - 24	45
25 - 34	8
35 - 44	3
45 - 54	1
Black	18
Under 16	7
16 - 24	8
25 - 34	1
35 - 44	1
45 - 54	1
Mixed	65
Under 16	28
16 - 24	34
25 - 34	1
35 - 44	1
Over 74	1

Gender/ Ethnicity Completely Satisfied

Gender/ Ethnicity	Completely Satisfied
Not Recorded	98
Under 16	48
16 - 24	26
25 - 34	8
35 - 44	4
45 - 54	1
45 - 55	2
55 - 64	4
65 - 74	1
75 and over	4
Other	5
Under 16	2
16 - 24	2
25 - 34	1

Gender/ Ethnicity	Completely Satisfied
White	2833
Under 16	1,315
16 - 24	921
25 - 34	221
35 - 44	151
45 - 54	82
45 - 55	21
55 - 64	50
65 - 74	24
75 and over	9
Over 74	39
Male	3942
Asian	103
Under 16	34
16 - 24	28
25 - 34	17
35 - 44	16
45 - 54	2
45 - 55	2
55 - 64	2
Over 74	2
Black	52
Under 16	27
16 - 24	14
25 - 34	2
35 - 44	3
45 - 54	1
55 - 64	2
65 - 74	2
Over 74	1
Mixed	79
Under 16	62
16 - 24	8
25 - 34	4
35 - 44	2
55 - 64	2
65 - 74	1

Gender/ Ethnicity	Completely Satisfied
Not Recorded	101
Under 16	43
16 - 24	28
25 - 34	9
35 - 44	10
45 - 55	3
55 - 64	3
65 - 74	1
75 and over	3
Over 74	1
Other	1
16 - 24	1
White	3606
Under 16	1,686
16 - 24	872
25 - 34	413
35 - 44	241
45 - 54	126
45 - 55	43
55 - 64	95
65 - 74	49
75 and over	20
Over 74	61
Not Recorded	88
Asian	2
Under 16	1
16 - 24	1
Black	3
Under 16	1
16 - 24	1
45 - 55	1
Not Recorded	53
Under 16	12
16 - 24	6
25 - 34	2
35 - 44	1
45 - 55	2
65 - 74	1

75 and over	2
Not Recorded	27
White	30
Under 16	18
16 - 24	6
25 - 34	2
45 - 55	1
55 - 64	1
65 - 74	1
75 and over	1
TOTAL	7162

PROTECTING VULNERABLE PEOPLE REFERRALS - FORCED MARRIAGE

Gender/ Ethnicity	Lead Persons
Female	60
Asian	52
Unknown	8
Male	17
Asian	10
Unknown	3
White - North European	4
Not Recorded	3
Not Recorded	1
Unknown	2
Unknown	7
Asian	6
Middle Eastern	1
Grand Total	87

Gender/ Ethnicity	Lead Persons
Female	95
Asian	81
Black	1
Middle Eastern	3
Unknown	7
White - North European	3
Male	30
Asian	26
Middle Eastern	1
Unknown	2
White - North European	1
Not Recorded	1
Not Recorded	1
Unknown	8
Asian	7
Middle Eastern	1
TOTAL	134

DEMAND

CONTACT

Equality Duty Data
April 2018 - March 2019

261,174

Received
999 calls

76,705

Emails/Online
Reporting

823,704

Non-emergency
calls

MENTAL HEALTH

MENTAL HEALTH

Equality Duty Data
April 2018 - March 2019

191

Transported to
a mental Health
unit S136 Suite

1,272

Detentions under
S136 MHA

1,062

Transported to
an A&E Department

STOP AND SEARCH

STOP & SEARCH

2,154

DRUGS

4,353

Recorded Rapes

616

Arrests

499

Stolen Goods

979

Weapons

178

Local Resolutions

555

Recorded CSE related Crimes

34

Firearms

43

Penalty Notices

3,674

Recorded Sexual Offences (ex Rape)

Equality Duty Data

April 2018 - March 2019

Gender/ Ethnicity

Completely Satisfied

Female	403
Asian	16
Under 16	2
16 - 24	6
25 - 34	6
35 - 44	1
55 - 64	1
Black	4
Under 16	2
16 - 24	2
NA/Unknown	12
Under 16	5
16 - 24	4
35 - 44	1
Invalid/Not Recorded	2
Other	1
25 - 34	1
White	370
Under 16	40
16 - 24	130
25 - 34	73

Gender/ Ethnicity

Completely Satisfied

35 - 44	63
45 - 54	26
45 - 55	7
55 - 64	11
65 - 74	1
75 and Over	1
Invalid/Not Recorded	18
Male	3,935
Asian	520
Under 16	19
16 - 24	264
25 - 34	148
35 - 44	46
45 - 54	11
45 - 55	9
Invalid/Not Recorded	23
Black	121
Under 16	21
16 - 24	46
25 - 34	23
35 - 44	11

Gender/ Ethnicity	Completely Satisfied
45 - 54	7
45 - 55	5
Invalid/Not Recorded	8
NA/Unknown	25
Under 16	5
16 - 24	8
25 - 34	5
35 - 44	6
Invalid/Not Recorded	1
Other	19
16 - 24	8
25 - 34	7
45 - 55	1
Invalid/Not Recorded	3
White	3,250
Under 16	384
16 - 24	1,291
25 - 34	668
35 - 44	472
45 - 54	148
45 - 55	86
55 - 64	40
65 - 74	5
Invalid/Not Recorded	156

Gender/ Ethnicity	Completely Satisfied
Not Recorded	15
Asian	1
Invalid/Not Recorded	1
NA/Unknown	5
Under 16	1
16 - 24	3
Invalid/Not Recorded	1
White	9
16 - 24	3
25 - 34	2
45 - 55	2
Invalid/Not Recorded	2
TOTAL	4,353

WORKFORCE MONITORING DATA

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

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

LANCASHIRE WORKFORCE STATISTICS – OFFICIAL STATISTICS @ 31ST MARCH 2019

1) Gender Groups, 2018, Police Officers and Police Staff

	Female		Male		%		Total	
	#	%	#	%	#	%	#	%
All	2502	48%	2708	52%	5210	100%		
Police Officer	993	34%	1928	66%	2921	56%		
Police Staff	1509	66%	780	34%	2289	44%		

2) Gender Groups by Rank, 2018, Police Officers and Staff

Headcount & % of row figures	Female		Male		Total #	
	#	%	#	%	#	%
Chief Officers	2	50%	2	50%	4	100%
Chief Supt	1	12.50%	7	87.50%	8	56%
Supt	8	33%	16	66%	24	56%
Chief Inspector	13	28%	33	72%	46	56%
Inspector	30	22%	107	78%	137	56%
Sergeant	96	21%	357	79%	453	56%
Constable	843	37%	1406	63%	2249	56%
Police Staff	1365	69%	627	31%	1992	56%
PCSO	144	48%	153	52%	297	56%
Total	2502	48%	2708	52%	5210	44%

3) Ethnic groups (2+1), 2018 Police Officers and Police Staff

	BME		White		Not stated		Prefer not to say		Total
	#	%	#	%	#	%	#	%	100%
All	230	4.41%	4762	91.4%	144	2.76%	74	1.42%	5210
Police Officer	139	4.76%	2642	90.45%	109	3.73%	31	1.06%	2921
Police Staff	91	3.98%	2120	92.62%	35	1.53%	43	1.88%	2289

4) Ethnic groups (2+1) by Rank, 2018 Police Officers and Police Staff

Headcount & % of row figures	White		BME		Prefer not to say		Not stated		Total #
	#	%	#	%	#	%	#	%	
Chief Officers	3	75%	1	25%	0		0		4
Chief Supt	7	87.50%	0		0		1	12.50%	8
Supt	20	83.33%	1	4.17%	0		3	12.50%	24
Chief Inspector	40	86.96%	3	6.52%	0		3	6.52%	46
Inspector	120	87.59%	7	5.11%	1		9	6.57%	137
Sergeant	397	87.64%	20	4.42%	3		33	7.28%	453
Constable	2055	91.37%	107	4.76%	27		60	2.67%	2249
Police Staff	1846	92.67%	81	4.07%	30		35	1.76%	1992
PCSO	274	92.26%	10	3.37%	13		0		297
Total	4762	91.40%	230	4.41%	74		144	2.76%	5210

5) Ethnic groups (5+1) by Employment Type, 2018 Police Officers and Police Staff

Headcount & % of row figures	White		Asian		Black		Mixed		Other		Prefer not to say		Not stated		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Officer	2642	90.45%	77	2.64%	3	0.10%	54	1.85%	5	0.17%	31	1.06%	109	3.73%	2921
Staff	2120	92.62%	58	2.53%	8	0.35%	17	0.74%	8	0.35%	43	1.88%	35	1.53%	2289
Total	4762	91.40%	135	2.59%	11	0.21%	71	1.36%	13	0.25%	74	1.42%	144	2.76%	5210

6) Self-Declared Disability, 2018, Police Officers and Police Staff

	Yes		No		Blank		Total
	#	%	#	%	#	%	
All	96	1.84%	5032	96.58%	82	1.57%	5210
Police Officer	36	1.23%	2843	97.33%	42	1.44%	2921
Police Staff	60	2.62%	2189	95.63%	40	1.75%	2289

Sexual Orientation, 2018, Police Officers and Police Staff

	Police Officer		Police Staff		All	
	#	%	#	%	#	%
Bi	10	66.67%	5	0.22%	15	0.29%
Gay Man	14	0.48%	11	0.48%	25	0.48%
Gay Woman/Lesbian	18	0.62%	12	0.52%	30	0.58%
Heterosexual/Straight	458	15.68%	579	25.29%	1037	19.90%
Prefer not to say	54	1.85%	50	2.18%	104	2%
Not Recorded	2367	81.03%	1632	71.30%	3999	76.76%
All	2921	56%	2289	44%	5210	

5) Age Groups, 2018, Police Officers and Police Staff

	Police Officer		Police Staff		All	
	#	%	#	%	#	%
16 – 25	175	5.99%	276	12.06%	451	8.66%
26 – 35	762	26.09%	438	19.13%	1200	23.03%
36 – 45	1128	38.62%	476	20.80%	1604	30.79%
46 – 55	819	28.04%	676	29.53%	1495	28.69%
56 – 65	37	1.27%	405	17.69%	442	8.48%
66 - 75	0		18	0.79%	18	0.35%
All	2921	56%	2289	44%	5210	

6) Religion, 2018, Police Officers and Police Staff

	Police Officer		Police Staff		All	
	#	%	#	%	#	%
Buddhist	5	0.17%	5	0.22%	10	0.19%
Christian	2005	68.64%	904	39.49%	2909	55.83%
Hindu	5	0.17%	6	0.26%	11	0.21%
Jewish	2	0.07%	1	0.04%	3	0.06%
Muslim	74	2.53%	42	1.83%	116	2.23%
Sikh	3	0.10%	1	0.04%	4	0.08%
Other	50	1.71%	34	1.49%	84	1.61%
None	454	15.54%	410	17.91%	864	16.58%
Prefer not to say	80	2.74%	84	3.67%	164	3.15%
Not Stated	243	8.32%	802	35.04%	1045	20.06%
All	2921	56%	2289	44%	5210	

6) Religion, 2018, Police Officers and Police Staff

Division	Headcount Police Officer	Police Officer %	Headcount Police Staff	Police Staff %
East Division	102	12.8%	6	3.97%
South Division	117	19.28%	3	2.11%
West Division	95			
ACPO Division	3	21.43%	0	
HQ Crime Division	43	24.57%	7	1.90%
HQ Operations Division	61	16.35%	10	4.29%
Contact Management Division	34	48.57%	17	3.11%
Business Support Division	0		5	3.76%
Human Resources Division	0		1	1.12%
ICT	4	66.67%	3	2.80%
L&D Division	8	21.62%	1	2.56%
HQ Legal Services Division	0		2	2.94%
PSD	2	13.33%	2	4.44%
HQ Other Division	2	50%	0	
Custody & CJS	17	21.79%	8	3.88%
Force Total	488	16.71%	76	3.32%

8) Limited Duties Levels, March 2018, Police Officers and Staff by Type of Restriction

Type	Police Officer	Police Staff	Grand Total
Adjusted Duties - Awaiting Posting	79	0	79
Adjusted Duties	51	0	51
Permanent Restricted Duties	0	10	10
Public Order Exemption	70	0	70
Recuperative Duties	172	0	172
Temporarily Restricted Duties	0	66	66
Operationally Fit - PST/POT/JRFT Exemption	116	0	116
Management Restricted Duties	0	0	0
Grand Total	488	76	564