



## Equality Duty Data 2024/2025

### 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 2024 to March 2025 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)

*“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	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
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
Rosendale	64,073	90.4	1,043	1.5	3,876	5.4	172	0.2	1,704	2.4
South Ribble	103,089	92.8	1,908	1.8	2,307	2.1	539	0.5	3,192	2.9
West Lancashire	108,998	92.8	1,547	1.3	1,232	1.0	388	0.3	5,264	4.5
Wyre	107,171	95.7	1,135	1.0	1,109	1.0	273	0.2	2,258	2.0
Blackburn with Darwen	87,997	56.9	2,596	1.6	55,178	35.8	1,406	0.9	7,564	4.9
Blackpool	127,445	90.4	2,210	1.7	3,676	2.6	711	0.5	6,997	5.0

*“VICTIMS AND WITNESSES ARE TO BE TREATED WITH DIGNITY AND RESPECT AND FEEL VALUED AND SAFE AT ALL STAGES OF THE PROCESS”*

### Victim Satisfaction

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

All Data																				
	16-24		25-34		35-44		45-54		55-64		65-74		75+		Do not wish to say		Not recorded		Total	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
Asian	12	8%	27	9%	42	11%	24	7%	7	2%	2	1%	1	1%	0	0%	0	0%	115	5%
Black	1	1%	8	3%	4	1%	6	2%	2	0%	0	0%	0	0%	0	0%	0	0%	21	1%
Didn't Wish To Say	3	2%	0	0%	2	1%	3	1%	6	1%	3	1%	0	0%	12	71%	0	0%	29	1%
Mixed	2	1%	7	2%	4	1%	7	2%	5	1%	2	1%	1	1%	0	0%	0	0%	28	1%
Other	3	2%	3	1%	1	0%	2	1%	3	1%	1	0%	1	1%	0	0%	0	0%	14	1%
White	137	86%	257	85%	315	86%	321	88%	404	94%	257	97%	85	97%	5	29%	1	0%	1782	76%
Not Recorded	1	1%	0	0%	0	0%	1	0%	1	0%	1	0%	0	0%	0	0%	338	100%	342	15%
Total Number	159		302		368		364		428		266		88		17		339		2331	

Domestic Abuse & Stalking Victim Satisfaction - Female

	16-24		25-34		35-44		45-54		55-64		65-74		75+		Do not wish to say		Not recorded		Total	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
Asian	6	6%	15	10%	12	10%	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	36	7%
Black	1	1%	3	2%	2	2%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	7	1%
Didn't Wish To Say	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	3	100%	0	0%	5	1%
Mixed	1	1%	5	3%	1	1%	1	1%	3	6%	1	3%	0	0%	0	0%	0	0%	12	2%
Other	2	2%	1	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	1%
White	83	88%	122	84%	108	87%	62	93%	49	94%	35	95%	5	100%	0	0%	0	0%	464	88%
Not Recorded	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	0%
Total Number	94		146		124		67		52		37		5		3		1		529	

Domestic Abuse & Stalking Victim Satisfaction - Male

	16-24		25-34		35-44		45-54		55-64		65-74		75+		Do not wish to say		Not recorded		Total	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
Asian	1	5%	1	3%	3	11%	3	8%	1	3%	1	7%	1	25%	0	0%	0	0%	11	6%
Black	0	0%	2	5%	1	4%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	4	2%
Didn't Wish To Say	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	1%
Mixed	0	0%	1	3%	2	7%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	4	2%
Other	0	0%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	2	1%
White	19	95%	32	86%	22	79%	34	89%	30	94%	12	86%	3	75%	0	0%	0	0%	152	87%
Not Recorded	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total Number	20		37		28		38		32		14		4		1		0		174	

*“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 across several crime types. The data is based on recorded crimes between 01/04/2024 and 31/03/2025. 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	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
Asian	465	0.5%	1189	1.2%	1930	1.9%	1844	1.9%	1109	1.1%	433	0.4%	149	0.2%	37	0.0%	6	0.0%	7162	7.2%
Black	130	0.1%	117	0.1%	295	0.3%	292	0.3%	199	0.2%	110	0.1%	18	0.0%	3	0.0%	0	0.0%	1164	1.2%
Mixed	196	0.2%	220	0.2%	264	0.3%	267	0.3%	117	0.1%	66	0.1%	14	0.0%	1	0.0%	0	0.0%	1145	1.2%
Other	22	0.0%	46	0.0%	76	0.1%	85	0.1%	43	0.0%	16	0.0%	7	0.0%	1	0.0%	0	0.0%	296	0.3%
White	7252	7.3%	10386	10.5%	15991	16.1%	16144	16.3%	10779	10.9%	7841	7.9%	3295	3.3%	2018	2.0%	14	0.0%	73720	74.4%
Not Recorded	2625	2.6%	2440	2.5%	3160	3.2%	3039	3.1%	1947	2.0%	1235	1.2%	635	0.6%	440	0.4%	96	0.1%	15617	15.8%
<b>Total Number</b>	10690		14398		21716		21671		14194		9701		4118		2500		116		99104	

## 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.

Stop & Search																				
	Under 16		16-24		25-34		35-44		45-54		55-64		65-74		75+		Not recorded		Total	
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%
Asian	61	0.3%	925	4.8%	753	3.9%	304	1.6%	146	0.8%	29	0.1%	5	0.0%	0	0.0%	213	1.1%	2436	12.5%
Black	31	0.2%	122	0.6%	69	0.4%	48	0.2%	22	0.1%	8	0.0%	0	0.0%	0	0.0%	19	0.1%	319	1.6%
Mixed	30	0.2%	99	0.5%	74	0.4%	26	0.1%	18	0.1%	3	0.0%	0	0.0%	0	0.0%	19	0.1%	269	1.4%
Other	8	0.0%	28	0.1%	32	0.2%	17	0.1%	9	0.0%	6	0.0%	0	0.0%	0	0.0%	3	0.0%	103	0.5%
White	1397	7.2%	3931	20.2%	2730	14.0%	2406	12.4%	1384	7.1%	450	2.3%	58	0.3%	7	0.0%	829	4.3%	13192	67.8%
Not Recorded	218	1.1%	987	5.1%	697	3.6%	454	2.3%	227	1.2%	57	0.3%	6	0.0%	3	0.0%	477	2.5%	3126	16.1%
<b>Total Number</b>	<b>1745</b>		<b>6092</b>		<b>4355</b>		<b>3255</b>		<b>1806</b>		<b>553</b>		<b>69</b>		<b>10</b>		<b>1560</b>		<b>19445</b>	

*“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 2023 – 2025.

	Call Data	
	April 2023 – March 2024	April 2024 – March 2025
101 Calls	528,530	473,876
999 Calls	331,934	292,037
Total	860,464	765,913

*“VICTIMS AND WITNESSES RECEIVE ACCURATE AND TIMELY INFORMATION ABOUT THEIR CASE AND A BETTER UNDERSTANDING OF THE CRIMINAL JUSTICE SYSTEM, INCLUDING WHAT THEY CAN EXPECT AND WHAT WILL BE EXPECTED OF THEM”*

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

	Crime Volume	
	April 2023 – March 2024	April 2024 – March 2025
Arson & Criminal Damage	14,420	13,340
Burglary	7,324	6,887
Drug Offences	3,080	3,780
Miscellaneous Crime Against Society	2,967	3,721
Possession of Weapons	1,675	1,661
Public Order Offences	7,826	7,927
Robbery	1,130	1,393
Sexual Offences	4,910	5,684
Theft	23,221	22,541
Vehicle Offences	7,763	7,599
Violence Against the Person	54,359	54,403

*“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 2023 – March 2024	April 2024 – March 2025
Knife Crime	1,371	1,302
DA	22,969	24,942
Hate – Disability	140	95
Hate – Gender	0	0
Hate – Race / Ethnicity	1,775	1,757
Hate – Religious	125	101
Hate – Sexual Orientation	435	356
Hate – Transgender	103	72
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, based on headcount data as at 31 March 2025.

Gender Group by Employment Type													
	Female/Woman		Male/Man		Non-Binary		Prefer to Self-Describe		Prefer not to say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	794	23%	1027	29%	1	0%	3	0%	74	2%	1587	46%	3486
Police Staff	1126	45%	506	20%		0%	2	0%	37	1%	820	33%	2491
<b>Total</b>	<b>1920</b>	<b>32%</b>	<b>1533</b>	<b>26%</b>	<b>1</b>	<b>0%</b>	<b>5</b>	<b>0%</b>	<b>111</b>	<b>2%</b>	<b>2407</b>	<b>40%</b>	<b>5977</b>

Gender Group by Rank													
	Female/Woman		Male/Man		Non-Binary		Prefer to Self-Describe		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Superintendent and Above	6	18%	12	35%	0	0%	0	0%	0	0%	16	47%	34
Chief Inspector	13	25%	18	34%	0	0%	0	0%	1	2%	21	40%	53
Inspector	23	14%	59	36%	0	0%	0	0%	2	1%	78	48%	162
Sergeant	78	14%	149	27%	0	0%	1	0%	1	0%	314	58%	543
Constable	674	25%	789	29%	1	0%	2	0%	70	3%	1158	43%	2694
Staff Grade 2-5	494	47%	211	20%	0	0%	0	0%	18	2%	325	31%	1048
Staff Grade 6-9	585	44%	270	20%	0	0%	2	0%	18	1%	450	34%	1325
Staff Grade 10-14	41	38%	23	21%	0	0%	0	0%	1	1%	42	39%	107
Staff Grade 15+	6	55%	2	18%	0	0%	0	0%	0	0%	3	27%	11
<b>Total</b>	<b>1920</b>	<b>32%</b>	<b>1533</b>	<b>26%</b>	<b>1</b>	<b>0%</b>	<b>5</b>	<b>0%</b>	<b>111</b>	<b>2%</b>	<b>2407</b>	<b>40%</b>	<b>5977</b>

Ethnic Group by Employment Type															
	White		Asian		Black		Mixed		Other		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	3199	92%	114	3%	4	0%	70	2%	7	0%	55	2%	35	1%	3486
Police Staff	2314	93%	91	4%	8	0%	25	1%	1	0%	33	1%	18	1%	2491
Total	5513	92%	205	3%	12	0%	95	2%	8	0%	88	1%	53	1%	5977

Ethnic Group by Rank									
	White		BME		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Superintendent and Above	30	88%	1	3%	1	3%	2	6%	34
Chief Inspector	48	91%	3	6%	1	2%	1	2%	53
Inspector	149	92%	9	6%	1	1%	3	2%	162
Sergeant	498	92%	29	5%	4	1%	12	2%	543
Constable	2474	92%	155	6%	48	2%	17	1%	2694
Staff Grade 2-5	969	92%	52	5%	17	2%	10	1%	1048
Staff Grade 6-9	1234	93%	67	5%	16	1%	8	1%	1325
Staff Grade 10-14	101	94%	6	6%	0	0%	0	0%	107
Staff Grade 15+	10	91%	1	9%	0	0%	0	0%	11

  

Self-Declared Disability by Employment Type									
	Yes		No		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	183	5%	2969	85%	319	9%	15	0%	3486
Police Staff	233	9%	2157	87%	87	3%	14	1%	2491
Total	416	7%	5126	86%	406	7%	29	0%	5977

**Sexual Orientation by Employment Type**

	Asexual		Bisexual		Gay/Lesbian		Heterosexual/ Straight		Pansexual		Prefer to self- describe		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	2	0%	119	3%	112	3%	2068	59%	1	0%	3	0%	119	3%	1062	30%	3486
Police Staff	5	0%	39	2%	70	3%	1825	73%	2	0%	1	0%	76	3%	473	19%	2491
Total	7	0%	158	3%	182	3%	3893	65%	3	0%	4	0%	195	3%	1535	26%	5977

**Age Group by Employment Type**

	16 – 25		26 – 35		36 – 45		46 – 55		56 – 65		66+		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	424	12%	1127	32%	1074	31%	799	23%	62	2%	0	0%	3486
Police Staff	236	9%	532	21%	477	19%	609	24%	589	24%	48	2%	2491
Total	660	11%	1659	28%	1551	26%	1408	24%	651	11%	48	1%	5977

**Religious Belief by Employment Type**

	Buddhist		Christian		Hindu		Jewish		Muslim		Pagan		Sikh		Other		None		Prefer Not To Say		Unknown		Total
	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume	%	Volume
Police Officer	7	0%	1845	53%	4	0%	1	0%	108	3%	3	0%	4	0%	56	2%	1187	34%	158	5%	113	3%	3486
Police Staff	5	0%	1217	49%	13	1%	1	0%	61	2%	5	0%	4	0%	32	1%	816	33%	84	3%	253	10%	2491
Total	12	0%	3062	51%	17	0%	2	0%	169	3%	8	0%	8	0%	88	1%	2003	34%	242	4%	366	6%	5977