

NOT PROTECTIVELY MARKED



Creating a safer  
**Cambridgeshire**

# General Duty Equality Data

## 2010 - 2011

## Introduction

This report considers the formal employment practices undertaken by Cambridgeshire Constabulary during the 12 months from 1<sup>st</sup> April 2010 to 31<sup>st</sup> March 2011.

Includes all data required under the Public Sector Equality Duty:

- race, disability, gender, age breakdown and distribution of the workforce;
- indication of likely representation on sexual orientation and religion or belief, provided that no individuals can be identified as a result;
- an indication of any issues for transsexual staff.

The report summarises the main findings of the data.

## Findings / Content

The findings of this report are written in such a way so as to protect individuals' identities.

This report will be used as the baseline for future annual reporting so that comparisons can be made. Comparisons with last year's report have not been made as this report was on a much larger scale and narrowed categories down into rank and grade which this report does not.

The data used in this report comes from the HR System ORIGIN in the most part, and the recruitment statistics are derived from the WCN e-recruitment. Recruitment data is taken from 1<sup>st</sup> April 2010 to 31<sup>st</sup> March 2011. All static data is taken on 31<sup>st</sup> March 2011.

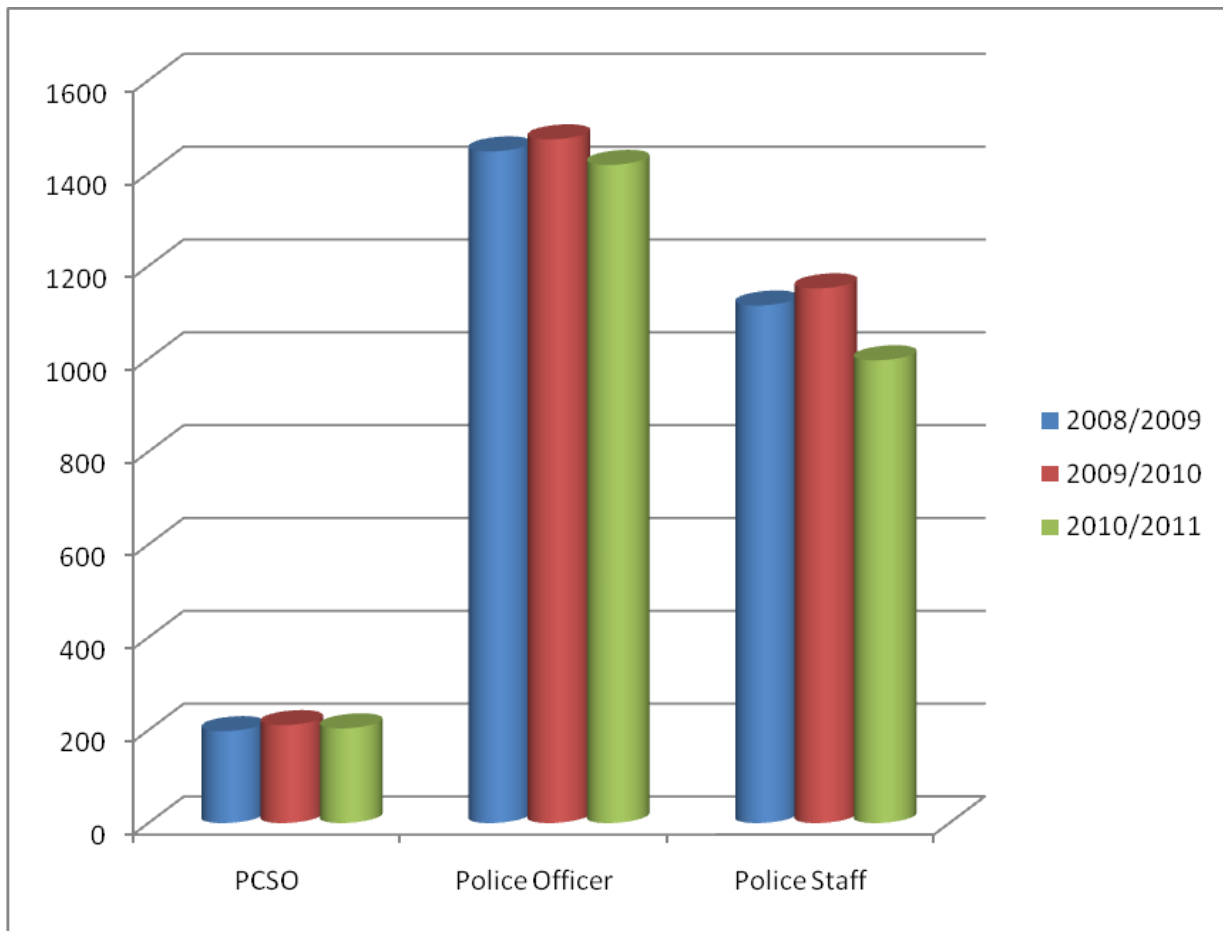
## Workforce Strength

Below is the total force strength at during 2008/2009, 2009/2010 and 2010/2011 respectively. It has been broken down into PCSO, Police Officer and Police Staff numbers and the percentages show the proportion of the total force strength accounted for by each group. The overall number of people employed peaked in 2009/10 but has reduced in 2010/11 as the impact of budget-cuts took effect. The table shows that although both Police Officer and Police Staff numbers have reduced, the proportion of Police Officers has increased along with the proportion of PCSOs. This illustrates that the foremost decline in numbers is experienced within the Police Staff category.

| Year      | PCSO   |      | Police Officer |       | Police Staff |       | Total       |
|-----------|--------|------|----------------|-------|--------------|-------|-------------|
|           | Number | %    | Number         | %     | Number       | %     |             |
| 2008/2009 | 198    | 7.2% | 1447           | 52.4% | 1115         | 40.4% | <b>2760</b> |
| 2009/2010 | 211    | 7.4% | 1473           | 52%   | 1152         | 40.6% | <b>2836</b> |
| 2010/2011 | 204    | 7.8% | 1418           | 55.1% | 997          | 37.1% | <b>2619</b> |

(Above figures indicate total headcount, rather than full-time equivalent. Excludes seconded officers, agency staff, volunteers/work experience and those on career break, but includes those on maternity leave)

### Force Strength



## Workforce Equality and Diversity

This table provides a breakdown of workforce strength; broken down by six of the protected characteristics.

|            | PCSO   |     | Police Officer |     | Police Staff |     | Force Total |
|------------|--------|-----|----------------|-----|--------------|-----|-------------|
|            | Number | %   | Number         | %   | Number       | %   | %           |
| <b>Sex</b> |        |     |                |     |              |     |             |
| Male       | 98     | 48% | 1026           | 72% | 377          | 38% | 57%         |
| Female     | 106    | 52% | 392            | 28% | 620          | 62% | 43%         |

| <b>Ethnicity</b>               |     |      |      |      |     |      |      |
|--------------------------------|-----|------|------|------|-----|------|------|
| White                          | 182 | 89%  | 1375 | 97%  | 958 | 96%  | 96%  |
| Mixed                          | 4   | 2%   | 12   | 0.8% | 5   | 0.5% | 0.8% |
| Black                          | 2   | 1%   | 6    | 0.4% | 3   | 0.3% | 0.4% |
| Asian                          | 13  | 6.4% | 11   | 5.4% | 13  | 1.3% | 1.4% |
| Chinese/Other                  | 2   | 1%   | 3    | 0.2% | 1   | 0.1% | 0.2% |
| Prefer not to say / Not Stated | 1   | 0.5% | 14   | 1%   | 17  | 1.7% | 1.2% |

| <b>Disability</b> |   |      |    |      |    |      |      |
|-------------------|---|------|----|------|----|------|------|
|                   | 6 | 2.9% | 70 | 4.9% | 63 | 6.3% | 5.3% |

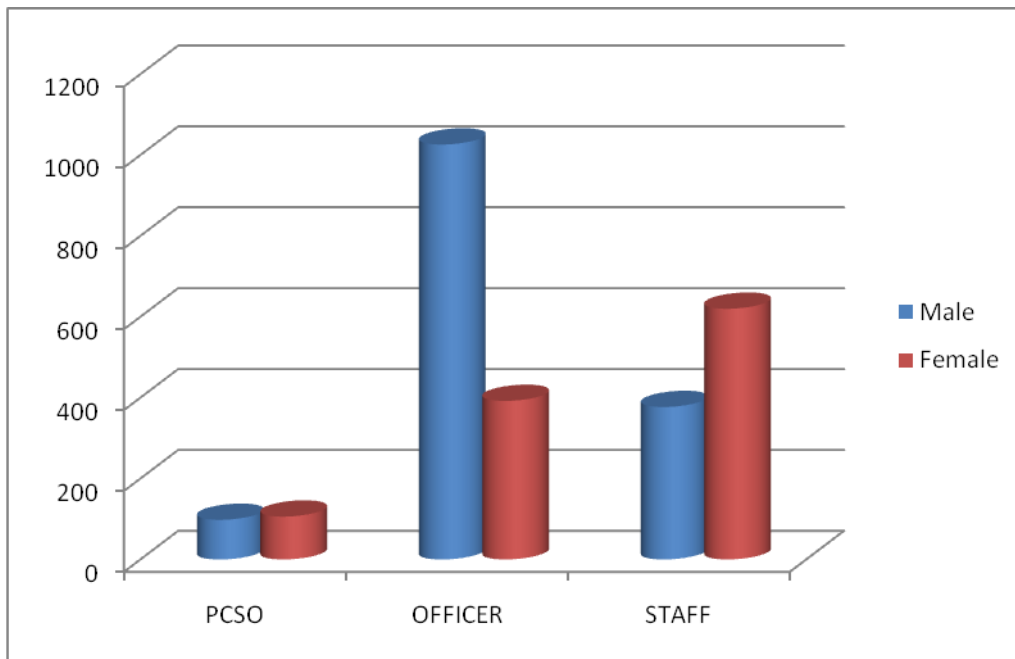
| <b>Sexual Orientation</b>      |     |        |      |        |     |        |        |
|--------------------------------|-----|--------|------|--------|-----|--------|--------|
| Bi-Sexual                      | 1   | 0.49%  | 7    | 0.49%  | 2   | 0.20%  | 0.38%  |
| Gay / Lesbian                  | 6   | 2.94%  | 22   | 1.55%  | 12  | 1.20%  | 1.53%  |
| Heterosexual                   | 170 | 83.33% | 1151 | 81.17% | 834 | 83.65% | 82.28% |
| Prefer not to say / Not Stated | 27  | 13.24% | 238  | 81.17% | 149 | 14.94% | 15.81% |

| <b>Religion / Belief</b>               |    |        |     |        |     |        |        |
|----------------------------------------|----|--------|-----|--------|-----|--------|--------|
| Agnostic / Atheist / None              | 50 | 24.51% | 364 | 25.67% | 201 | 20.16% | 23.48% |
| Baptist                                | 4  | 1.96%  | 12  | 0.85%  | 10  | 1.00%  | 0.99%  |
| Buddhism                               | 2  | 0.98%  | 8   | 0.56%  | 4   | 0.40%  | 0.53%  |
| Christianity - Other                   | 11 | 5.39%  | 47  | 3.31%  | 15  | 1.50%  | 2.79%  |
| Church of England / Church of Scotland | 76 | 37.25% | 619 | 43.65% | 504 | 50.55% | 46%    |
| Hinduism                               | 1  | 0.49%  | 1   | 0.07%  | 1   | 0.10%  | 0.11%  |
| Judaism                                | 0  | 0.00%  | 1   | 0.07%  | 2   | 0.20%  | 0.11%  |
| Methodist                              | 2  | 0.98%  | 25  | 1.76%  | 22  | 2.21%  | 1.87%  |
| Islam                                  | 6  | 2.94%  | 6   | 0.42%  | 9   | 0.90%  | 0.80%  |
| Roman Catholicism                      | 16 | 7.84%  | 90  | 6.35%  | 73  | 7.32%  | 6.83%  |
| Sikhism                                | 4  | 1.96%  | 3   | 0.21%  | 1   | 0.10%  | 0.31%  |
| Prefer not to say / Not Stated         | 27 | 13.24% | 237 | 16.71% | 153 | 15.35% | 16%    |
| Other                                  | 5  | 2.45%  | 5   | 0.35%  | 2   | 0.20%  | 0.46%  |

| <b>Age</b>   |    |     |     |     |     |     |        |
|--------------|----|-----|-----|-----|-----|-----|--------|
| 24 and under | 39 | 19% | 61  | 4%  | 44  | 4%  | 5.50%  |
| 25-34 years  | 69 | 34% | 442 | 31% | 211 | 21% | 27.57% |
| 35-44 years  | 48 | 24% | 513 | 36% | 278 | 28% | 32.04% |
| 45-54 years  | 36 | 18% | 379 | 27% | 251 | 25% | 25.43% |
| 55+ years    | 12 | 6%  | 23  | 2%  | 213 | 21% | 9.47%  |

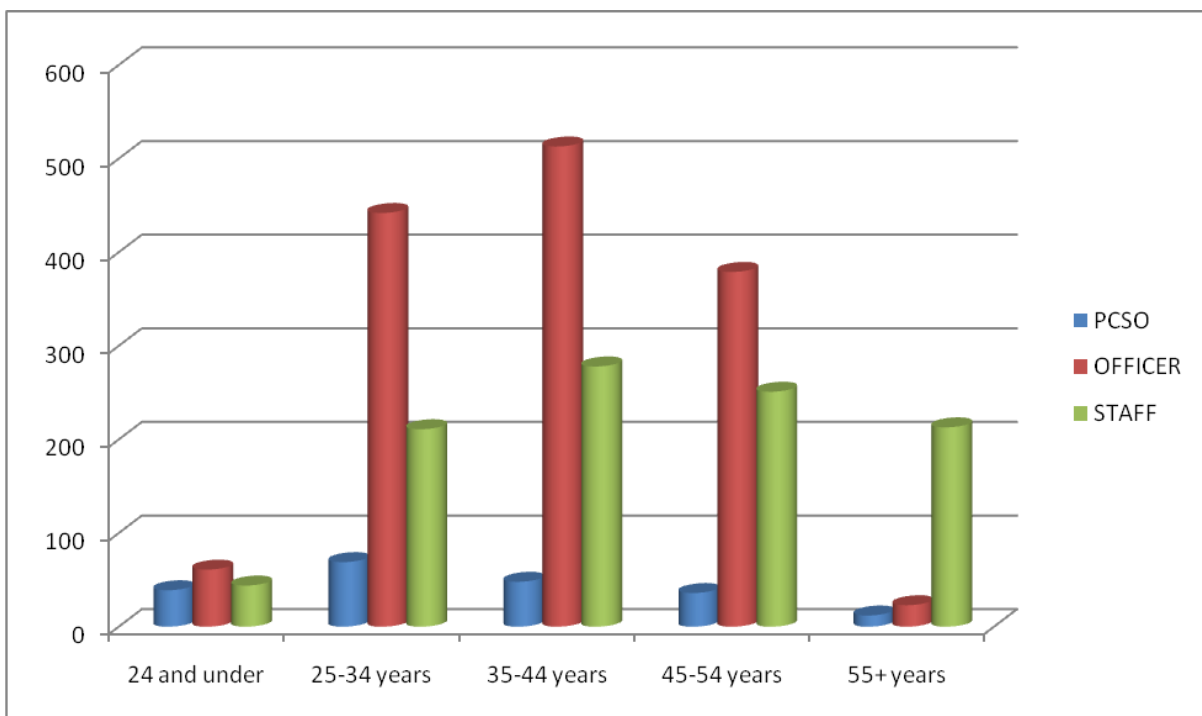
(Above figures indicate headcount, rather than full-time equivalent)

### Sex/Gender Mix



The graph above demonstrates that there are a greater proportion of male Police Officers and conversely a larger proportion of female Police Staff (however the total percentage for the Force as a whole is closer, with a 57%-43% male/female split).

### Age distribution



This graph illustrates that the majority of Police Staff are in the 35-54 age bracket, whilst the majority of Police Officers are aged between 25 and 44 years of age.

## Flexible Working

Below outlines the applications for flexible working broken down by PCSO, Police Officer and Police Staff for 2010/2011.

|                           | PCSO | Police Officer | Police Staff | Total |
|---------------------------|------|----------------|--------------|-------|
| Number of male requests   | 0    | 6              | 0            | 6     |
| Number of female requests | 1    | 17             | 11           | 29    |
| Declined by male          | 0    | 2              | 0            | 2     |
| Declined by female        | 1    | 2              | 5            | 8     |

## Recruitment

Below is a breakdown of each stage of the recruitment process for PCSO, Police Officer and Police Staff.

|                                                               | PCSO | Police Officer | Police Staff | Total |
|---------------------------------------------------------------|------|----------------|--------------|-------|
| Applications Received                                         | 4    | 0              | 429          | 433   |
| Applications Withdrawn                                        | 1    | 8              | 39           | 48    |
| Invited to interview / assessment centre                      | 2    | 30             | 125          | 157   |
| Rejected after interview / assessment centre                  | 1    | 5              | 33           | 39    |
| Invited to medical (and fitness test for PCSO/Police Officer) | 12   | 24             | n/a          | 36    |
| Commenced Employment                                          | 10   | 20             | 13           | 43    |

Constabulary recruitment for Police Officers or PCSO makes a distinction between “application” (the process of applying to work for the Constabulary) and “intake” (the induction of successful applicants in to the workforce/commencement of employment).

Only one candidate from the applications received during 2010/11 was progressed to the medical/fitness test, which also constituted “pooled candidates” that had passed interview/assessment centre the previous year and were awaiting an intake.

With regard to Police Staff, the “Commenced Employment” figures above represent the external candidates recruited to the Constabulary. In addition to those 13 stated, there were also 35 internal candidates who were successful in the recruitment process.

## Promotion & Progression

This page should provide a breakdown of promotion results by the protected characteristics of sex and race.

The data for this section for 2010/2011 however is **nil**; as there were not any Police Officer promotion boards run within this time and Police Staff promotion data is not captured within the ORIGIN HR system.

## Retention

|           | PCSO |        | Police Officer |        | Police Staff |        |
|-----------|------|--------|----------------|--------|--------------|--------|
|           | Male | Female | Male           | Female | Male         | Female |
| 2008/2009 | 4.16 | 5.01   | 13.38          | 10.29  | 11.45        | 9.06   |
| 2009/2010 | 3.36 | 4.60   | 12.60          | 9.77   | 10.67        | 8.53   |
| 2010/2011 | 3.15 | 4.89   | 12.52          | 9.55   | 10.47        | 8.52   |

(Above figures indicate average length of service within each category, of those currently still employed with the force)

## Leavers

|                                | PCSO      |             | Police Officer |             | Police Staff |              | Total      |              |
|--------------------------------|-----------|-------------|----------------|-------------|--------------|--------------|------------|--------------|
|                                | Number    | %           | Number         | %           | Number       | %            | Number     | %            |
| Death                          | 0         | 0.0%        | 1              | 1.3%        | 0            | 0.0%         | 1          | 0.4%         |
| Dismissal / Required to resign | 3         | 15.8%       | 3              | 4.0%        | 4            | 2.1%         | 10         | 3.5%         |
| Dismissal – Redundancy         | 0         | 0.0%        | n/a            | n/a         | 68           | 36.2%        | 68         | 24.1%        |
| Medical Retirement             | 0         | 0.0%        | 7              | 9.3%        | 1            | 0.5%         | 8          | 2.8%         |
| Retirement                     | 0         | 0.0%        | 7              | 9.3%        | 13           | 6.9%         | 20         | 7.1%         |
| Resignation                    | 10        | 52.6%       | 21             | 28.0%       | 79           | 42.0%        | 110        | 39.0%        |
| 30 year service retirement     | n/a       | n/a         | 30             | 40.0%       | n/a          | n/a          | 30         | 10.6%        |
| Transfer                       | 1         | 5.3%        | 6              | 8.0%        | 0            | 0.0%         | 7          | 2.5%         |
| End of Contract                | n/a       | n/a         | n/a            | n/a         | 14           | 7.4%         | 14         | 5.0%         |
| Joined Regulars                | 5         | 26.3%       | n/a            | n/a         | n/a          | n/a          | 5          | 1.8%         |
| TUPE                           | 0         | 0.0%        | n/a            | n/a         | 8            | 4.3%         | 8          | 2.8%         |
| Compromise Agreement           | 0         | 0.0%        | 0              | 0.0%        | 1            | 0.5%         | 1          | 0.4%         |
| <b>Total</b>                   | <b>19</b> | <b>9.3%</b> | <b>75</b>      | <b>5.3%</b> | <b>188</b>   | <b>18.9%</b> | <b>282</b> | <b>10.8%</b> |

|              | PCSO      |       | Police Officer |       | Police Staff |       | Total      |       |
|--------------|-----------|-------|----------------|-------|--------------|-------|------------|-------|
|              | Number    | %     | Number         | %     | Number       | %     | Number     | %     |
| Male         | 10        | 52.6% | 64             | 85.3% | 74           | 39.4% | 148        | 52.5% |
| Female       | 9         | 47.4% | 11             | 14.7% | 114          | 60.6% | 134        | 47.5% |
| <b>Total</b> | <b>19</b> |       | <b>75</b>      |       | <b>188</b>   |       | <b>282</b> |       |

## Grievances

Below outlines the number of grievances that were raised between 2010/2011; broken down by reason.

|                | PCSO     |      | Police Officer |       | Police Staff |       | Total     |
|----------------|----------|------|----------------|-------|--------------|-------|-----------|
|                | Number   | %    | Number         | %     | Number       | %     | Number    |
| <b>Reason</b>  |          |      |                |       |              |       |           |
| Bullying       | 0        | 0.0% | 1              | 16.7% | 8            | 24.2% | <b>9</b>  |
| Discrimination | 0        | 0.0% | 2              | 33.3% | 3            | 9.1%  | <b>5</b>  |
| Harassment     | 0        | 0.0% | 0              | 0.0%  | 0            | 0.0%  | <b>0</b>  |
| Selection      | 0        | 0.0% | 0              | 0.0%  | 1            | 3.0%  | <b>1</b>  |
| Unfairness     | 0        | 0.0% | 3              | 50.0% | 19           | 57.6% | <b>22</b> |
| Other          | 0        | 0.0% | 0              | 0.0%  | 2            | 6.1%  | <b>2</b>  |
| <b>Total</b>   | <b>0</b> |      | <b>6</b>       |       | <b>33</b>    |       | <b>39</b> |

| <b>Ethnicity</b>               |   |      |   |       |    |       |              |
|--------------------------------|---|------|---|-------|----|-------|--------------|
| White                          | 0 | 0.0% | 5 | 83.3% | 31 | 93.9% | <b>92.3%</b> |
| Mixed                          | 0 | 0.0% | 0 | 0.0%  | 0  | 0.0%  | <b>0.0%</b>  |
| Black                          | 0 | 0.0% | 0 | 0.0%  | 0  | 0.0%  | <b>0.0%</b>  |
| Asian                          | 0 | 0.0% | 1 | 16.7% | 1  | 3.0%  | <b>5.1%</b>  |
| Chinese/Other                  | 0 | 0.0% | 0 | 0.0%  | 0  | 0.0%  | <b>0.0%</b>  |
| Prefer not to say / Not Stated | 0 | 0.0% | 0 | 0.0%  | 1  | 3.0%  | <b>2.6%</b>  |

| <b>Sex</b> |   |      |   |       |    |       |              |
|------------|---|------|---|-------|----|-------|--------------|
| Female     | 0 | 0.0% | 1 | 16.7% | 15 | 45.5% | <b>41.0%</b> |
| Male       | 0 | 0.0% | 5 | 83.3% | 18 | 54.5% | <b>59.0%</b> |

28 of the fairness of work cases were resolved after the first stage, with 28.2% of grievances going to stage two. 5.1% of these grievances were raised by BME staff whilst 92.3% were non-BME employees. The grievances that were raised by BME staff were resolved at stage one of the Fairness at Work process.

The large proportion of police staff grievances is in part due to the increased redundancy activity and associated group claims of “unfairness”.

## Special Constabulary

### Equality & Diversity within the Special Constabulary

The total number of officers within the Special Constabulary is 202.

The below table is a breakdown of the Special Constabulary by six of the protected characteristics.

|               | Special Constabulary |       |
|---------------|----------------------|-------|
|               | Number               | %     |
| <b>Gender</b> |                      |       |
| Male          | 147                  | 72.8% |
| Female        | 55                   | 27.3% |
| <b>TOTAL</b>  | <b>202</b>           |       |

| <b>Ethnicity</b>               |     |       |
|--------------------------------|-----|-------|
| White                          | 192 | 95.0% |
| Mixed                          | 1   | 0.5%  |
| Black                          | 2   | 1.0%  |
| Asian                          | 5   | 2.5%  |
| Chinese/Other                  | 1   | 0.5%  |
| Prefer not to say / Not Stated | 1   | 0.5%  |

| <b>Disability</b> |   |      |
|-------------------|---|------|
|                   | 1 | 0.5% |

| <b>Sexual Orientation</b>      |     |       |
|--------------------------------|-----|-------|
| Bisexual                       | 2   | 1.0%  |
| Gay/Lesbian                    | 9   | 4.5%  |
| Heterosexual                   | 147 | 72.8% |
| Prefer not to say / Not Stated | 44  | 21.8% |

| <b>Religion / Belief</b>               |     |       |
|----------------------------------------|-----|-------|
| Agnostic / Atheist / None              | 26  | 12.9% |
| Baptist                                | 1   | 0.5%  |
| Buddhism                               | 0   | 0.0%  |
| Christianity - Other                   | 5   | 2.5%  |
| Church of England / Church of Scotland | 38  | 18.8% |
| Hinduism                               | 1   | 0.5%  |
| Judaism                                | 0   | 0.0%  |
| Methodist                              | 0   | 0.0%  |
| Islam                                  | 4   | 2.0%  |
| Roman Catholicism                      | 5   | 2.5%  |
| Sikhism                                | 1   | 0.5%  |
| Prefer not to say / Not Stated         | 118 | 58.4% |
| Other                                  | 3   | 1.5%  |

| <b>Age</b>    |    |       |
|---------------|----|-------|
| 24 and under  | 70 | 34.7% |
| 25-34 years   | 69 | 34.2% |
| 35-44 years   | 39 | 19.3% |
| 45-54 years   | 19 | 9.4%  |
| Over 55 years | 5  | 2.5%  |

## Special Constabulary Recruitment

|                                                               | Special Constabulary |
|---------------------------------------------------------------|----------------------|
| Applications Received                                         | 545                  |
| Applications Withdrawn                                        | 387                  |
| Invited to interview / assessment centre                      | 221                  |
| Rejected after interview / assessment centre                  | 20                   |
| Invited to medical (and fitness test for PCSO/Police Officer) | 117                  |
| Commenced Employment                                          | 83                   |

### Special Constabulary Leavers

| Special Constabulary Leavers |           |       |
|------------------------------|-----------|-------|
|                              | Number    | %     |
| <b>RFL</b>                   |           |       |
| Transferred                  | 2         | 4.3%  |
| Failed to start              | 2         | 4.3%  |
| Resignation                  | 38        | 82.6% |
| Joined Regulars              | 3         | 6.5%  |
| Unknown                      | 1         | 2.2%  |
| <b>TOTAL</b>                 | <b>46</b> |       |

| Gender/Sex |    |       |
|------------|----|-------|
| Male       | 29 | 63.0% |
| Female     | 17 | 37.0% |

| Ethnicity                      |    |       |
|--------------------------------|----|-------|
| White                          | 44 | 95.7% |
| Mixed                          | 0  | 0.0%  |
| Black                          | 0  | 0.0%  |
| Asian                          | 1  | 2.2%  |
| Chinese/Other                  | 0  | 0.0%  |
| Prefer not to say / Not Stated | 1  | 2.2%  |

All of the Special Constables that joined the Regular Police Force were white males.

## Key Indicators

The data below provides a breakdown of workforce numbers to include female representation, BME representation and Disability.

| <b>Police Officers</b>                                  | <b>2008/2009</b> | <b>2009/2010</b> | <b>2010/2011</b> |
|---------------------------------------------------------|------------------|------------------|------------------|
| <b>Female Representation</b>                            |                  |                  |                  |
| Total strength headcount                                | 395              | 394              | 392              |
| % of total strength headcount                           | 27%              | 27%              | 28%              |
| Number of officers in supervisory ranks (Sgt and above) | 77               | 78               | 80               |
| % in supervisory ranks                                  | 20%              | 19.8%            | 20.9%            |
| Number of appointments – Student Officers               | 55               | 19               | 11               |
| Number of appointments – Transferees / Re-joiners       | 0                | 0                | 0                |
| Number leaving                                          | 21               | 16               | 12               |
| <b>Minority Ethnic Representation</b>                   |                  |                  |                  |
| Total strength headcount                                | 36               | 35               | 46               |
| % of total strength headcount                           | 2%               | 2%               | 3%               |
| Number of officers in Supervisory ranks (Sgt and above) | 12               | 11               | 10               |
| % in supervisory ranks                                  | 3.1%             | 2.8%             | 2.6%             |
| Number of appointment – Student Officers                | 5                | 5                | 0                |
| Number of appointments – Transferees / Re-joiners       | 0                | 0                | 0                |
| Number leaving                                          | <10              | <10              | 0                |
| <b>Disability</b>                                       |                  |                  |                  |
| Number with reported disability                         | 38               | 71               | 70               |
| Number of restricted officers                           | 31               | 37               | 27               |
| Number of Disability Passports completed                | <10              | <10              | <10              |
| Number of officers with Reasonable Adjustments          | <10              | 29               | 27               |

Female police officer numbers have fallen slightly over the years as monitored however, overall officer figures have fallen and so the percentage of officers who are female has in fact risen.

| <b>PCSOs</b>                                | <b>2008/2009</b> | <b>2009/2010</b> | <b>2010/2011</b> |
|---------------------------------------------|------------------|------------------|------------------|
| <b>Female Representation</b>                |                  |                  |                  |
| Total strength headcount                    | 45               | 110              | 106              |
| % of total strength headcount               | 23%              | 52%              | 52%              |
| Number of appointments                      | 24               | 13               | 3                |
| Number leaving                              | 20               | 12               | <10              |
| <b>Minority Ethnic Representation</b>       |                  |                  |                  |
| Total strength headcount                    | 20               | 22               | 21               |
| % of total strength headcount               | 10%              | 10%              | 10%              |
| Number of appointments                      | 4                | 4                | 1                |
| Number leaving                              | <10              | 0                | <10              |
| <b>Disability</b>                           |                  |                  |                  |
| Number with reported disability             | <10              | <10              | <10              |
| Number of Disability Passports completed    | 0                | 0                | 0                |
| Number of PCSOs with Reasonable Adjustments | 0                | <10              | <10              |

## Key Indicators *continued ...*

The number of female PCSOs has doubled since 2008, as has the number of PCSOs in total. The minority ethnic representation of PCSOs has remained at a constant 10% throughout the years monitored.

| Police Staff                                         | 2008/2009 | 2009/2010 | 2010/2011 |
|------------------------------------------------------|-----------|-----------|-----------|
| <b>Female Representation</b>                         |           |           |           |
| Total strength headcount                             | 697       | 720       | 620       |
| % of total strength headcount                        | 63%       | 63%       | 62%       |
| Number of staff in supervisory grades (SO and above) | 121       | 81        | 103       |
| % in supervisory grades (SO and above)               | 46.9%     | 47.4%     | 46%       |
| Number of appointments                               | 166       | 103       | <10       |
| Number leaving                                       | 89        | 80        | 113       |
| <b>Minority Ethnic Representation</b>                |           |           |           |
| Total strength headcount                             | 28        | 20        | 43        |
| % of total strength headcount                        | 2.5%      | 1.7%      | 4.3%      |
| Number of staff in Supervisory ranks (SO and above)  | 10        | <10       | 11        |
| % in supervisory ranks (SO and above)                | 3.9%      | 3.2%      | 4.9%      |
| Number of appointments                               | <10       | <10       | 0         |
| Number leaving                                       | <10       | <10       | <10       |
| <b>Disability</b>                                    |           |           |           |
| Number with reported disability                      | 29        | 68        | 63        |
| Number of Disability Passports completed             | 0         | 0         | <10       |
| Number of staff with Reasonable Adjustments          | <10       | 47        | 44        |

The percentage of female Police staff has remained close to 60% throughout the three years; although the numbers of female supervisors has dipped and increased again the percentage of the total number of supervisors has remained close to 50%. The number of minority ethnic police staff has increased in 2011 and is now 4.3% which is noticeably higher than the 2.5% in 2008. Due to greater awareness of the reasonable adjustments guidance the amount of police with a reasonable adjustment also rose to 44; in 2008 this figure was less than 10.

| Special Constabulary                                    | 2008/2009 | 2009/2010 | 2010/2011 |
|---------------------------------------------------------|-----------|-----------|-----------|
| <b>Female Representation</b>                            |           |           |           |
| Total strength headcount                                | 44        | 44        | 55        |
| % of total strength headcount                           | 22%       | 22%       | 27%       |
| Number of officers in supervisory ranks (Sgt and above) | <10       | <10       | <10       |
| % in supervisory ranks                                  | 21%       | 18.8%     | 21.2%     |
| Number of appointments                                  | 12        | 15        | 27        |
| Number leaving                                          | 28        | 15        | 17        |
| <b>Minority Ethnic Representation</b>                   |           |           |           |
| Total strength headcount                                | <10       | <10       | <10       |
| % of total strength headcount                           | <10       | <10       | <10       |
| Number of officers in Supervisory ranks (Sgt and above) | 0         | 0         | 0         |
| % in supervisory ranks                                  | 0%        | 0%        | 0%        |
| Number of appointment                                   | 0         | <10       | 0         |
| Number leaving                                          | 0         | 0         | 0         |
| <b>Disability</b>                                       |           |           |           |
| Number with reported disability                         | <10       | <10       | <10       |
| Number of Disability Passports completed                | 0         | 0         | 0         |
| Number of officers with Reasonable Adjustments          | 0         | 0         | 0         |

**NOT PROTECTIVELY MARKED**

The number of females in the Special Constabulary has also risen to 55, which equates to 27% of the total number of Special Constables. However the number of BME officers within the Special Constabulary remains minimal. There also seems to be a lack of awareness of the reasonable adjustment guidance.