

Overall Workforce Data – Ethnicity by Job Type

Type	Headcount	White	%	BME	%	Not stated	%	*White other	%
Police Officer	1994	1857	93.13	110	5.52	27	1.35	41	2.06
PCSO	181	172	95.03	8	4.42	1	0.05	1	0.55
Staff	1277	1149	89.98	73	5.72	55	2.76	24	1.88
Special	189	154	81.48	20	10.58	15	0.75	8	4.23
Grand Total	3641	3332	91.52%	211	5.80%	98	2.69%	74	2.03%

*incorporated in 'White' data

Workforce Headcount – Ethnicity by Job Type

Ethnicity	PO	%	PCSO	%	Staff	%	Special	%
Asian / Asian British – Any other Asian background	6	0.30	0	0.00	1	0.08	3	1.59
Asian / Asian British – Chinese	5	0.25	0	0.00	0	0.00	1	0.53
Asian / Asian British – Indian	24	1.20	2	1.10	26	2.04	2	1.06
Asian / Asian British – Pakistani	19	0.95	1	0.55	18	1.41	5	2.65
Black / African / Caribbean / Black British - African	3	0.15	0	0.00	3	0.23	1	0.53
Black / African / Caribbean / Black British - Any other background	4	0.20	1	0.55	0	0.00	1	0.53
Black / African / Caribbean / Black British - Caribbean	10	0.50	2	1.10	13	1.02	1	0.53
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	9	0.45	0	0.00	3	0.23	2	1.06
Mixed / Multiple ethnic group – White and Asian	10	0.50	1	0.55	4	0.31	1	0.53
Mixed / Multiple ethnic group – White and Black African	2	0.10	0	0.00	0	0.00	0	0.00
Mixed / Multiple ethnic group – White and Black Caribbean	18	0.90	1	0.55	2	0.16	3	1.59
Not known/not provided	27	1.35	1	0.55	55	4.31	15	7.94
Other ethnic group/any other ethnic group	0	0.00	0	0.00	3	0.23	0	0.00
White - Any Other White background	41	2.06	3	1.66	24	1.88	8	4.23
White - English / Welsh / Scottish / Northern Irish / British	1808	90.67	168	92.82	1122	87.86	145	76.72
White – Irish	8	0.40	1	0.55	3	0.23	1	0.53
Grand Total	1994	100.00	181	100.00	1277	100.00	189	100.00

Police Officer Rank – Ethnicity and Gender

Ethnicity/ Rank	Female	Male	Total
Superintendent and above			
Not known/not provided	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	5	17	22
Chief Inspector / Detective Chief Inspector			
Asian / Asian British - Indian	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	9	22	31
Inspector/ Detective Inspector			
Asian / Asian British - Any other Asian background	0	1	1
Asian / Asian British - Indian	0	1	1
Asian / Asian British - Pakistani	0	2	2
Mixed / Multiple ethnic group - White and Black Caribbean	1	0	1
Not known/not provided	0	1	1
White - Any Other White background	0	2	2
White - English / Welsh / Scottish / Northern Irish / British	24	54	78
Sergeant/ Detective Sergeant			
Asian / Asian British - Any other Asian background	1	0	1
Asian / Asian British - Indian	2	1	3
Asian / Asian British - Pakistani	0	3	3
Black / African / Caribbean / Black British - Any other background	0	1	1
Black / African / Caribbean / Black British - Caribbean	1	1	2
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	0	2	2
Mixed / Multiple ethnic group - White and Asian	0	1	1
Mixed / Multiple ethnic group - White and Black African	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	0	1	1
Not known/not provided	0	2	2
White - Any Other White background	1	5	6
White - English / Welsh / Scottish / Northern Irish / British	64	206	270
Constable/ Detective Constable			
Asian / Asian British - Any other Asian background	0	4	4
Asian / Asian British - Chinese	1	4	5
Asian / Asian British - Indian	8	11	19
Asian / Asian British - Pakistani	2	12	14
Black / African / Caribbean / Black British - African	2	1	3
Black / African / Caribbean / Black British - Any other background	1	2	3
Black / African / Caribbean / Black British - Caribbean	4	4	8
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	4	4	8
Mixed / Multiple ethnic group - White and Asian	3	6	9
Mixed / Multiple ethnic group - White and Black African	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	6	9	15
Not known/not provided	6	17	23
White - Any Other White background	13	17	30
White - English / Welsh / Scottish / Northern Irish / British	474	936	1410
White - Irish	2	6	8
Grand Total	636	1358	1994

Police Constable Degree Apprentices (PCDA)

Ethnicity	Female	Male	Total	%
Asian / Asian British - Chinese	0	1	1	2.13%
Asian / Asian British - Indian	0	2	2	4.26%
Asian / Asian British - Pakistani	0	3	3	6.38%
Black / African / Caribbean / Black British - Caribbean	1	0	1	2.13%
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	0	1	1	2.13%
Mixed / Multiple ethnic group - White and Black Caribbean	1	0	1	2.13%
Not known/not provided	0	1	1	2.13%
White - Any Other White background	2	0	2	4.26%
White - English / Welsh / Scottish / Northern Irish / British	9	26	35	74.47%
Grand Total	13	34	47	100.00%

PCSO – Ethnicity and Gender

Ethnicity	Female	Male	Total	%
Asian / Asian British - Indian	0	2	2	1.10%
Asian / Asian British - Pakistani	0	1	1	0.55%
Black / African / Caribbean / Black British - Any other background	0	1	1	0.55%
Black / African / Caribbean / Black British - Caribbean	0	2	2	1.10%
Mixed / Multiple ethnic group - White and Asian	1	0	1	0.55%
Mixed / Multiple ethnic group - White and Black Caribbean	0	1	1	0.55%
Not known/not provided	0	1	1	0.55%
White - Any Other White background	2	1	3	1.66%
White - English / Welsh / Scottish / Northern Irish / British	94	74	168	92.82%
White - Irish	0	1	1	0.55%
Grand Total	97	84	181	100.00%

Specials – Ethnicity and Gender

Ethnicity	Female	Male	Total	%
Asian / Asian British - Any other Asian background	0	3	3	1.59%
Asian / Asian British - Chinese	1	0	1	0.53%
Asian / Asian British - Indian	1	1	2	1.06%
Asian / Asian British - Pakistani	0	5	5	2.65%
Black / African / Caribbean / Black British - African	0	1	1	0.53%
Black / African / Caribbean / Black British - Any other background	0	1	1	0.53%
Black / African / Caribbean / Black British - Caribbean	1	0	1	0.53%
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	2	0	2	1.06%
Mixed / Multiple ethnic group - White and Asian	0	1	1	0.53%
Mixed / Multiple ethnic group - White and Black Caribbean	0	3	3	1.59%
Not known/not provided	6	9	15	7.94%
White - Any Other White background	4	4	8	4.23%
White - English / Welsh / Scottish / Northern Irish / British	51	94	145	76.72%
White - Irish	0	1	1	0.53%
Grand Total	66	123	189	100.00%

Police Staff – Ethnicity and Salary Grade

Ethnicity/ Grade	Female	Male	Total
CO - Management Grade			
Asian / Asian British - Indian	0	1	1
Any Other ethnic group	1	0	1
Not known/not provided	0	1	1
White - English / Welsh / Scottish / Northern Irish / British	3	2	5
M - Professional Grade			
Asian / Asian British - Indian	3	0	3
Black / African / Caribbean / Black British - African	1	0	1
Not known/not provided	1	0	1
White - English / Welsh / Scottish / Northern Irish / British	17	12	29
P - Professional Grade			
Asian / Asian British - Any other Asian background	0	1	1
Asian / Asian British - Indian	9	3	12
Asian / Asian British - Pakistani	3	2	5
Black / African / Caribbean / Black British - Caribbean	4	0	4
Mixed / Multiple ethnic group - White and Asian	2	1	3
Not known/not provided	3	10	13
White - Any Other White background	1	4	5
White - English / Welsh / Scottish / Northern Irish / British	142	129	271
White - Irish	1	1	2
A - Administrative Grade			
Any Other ethnic group	0	2	2
Asian / Asian British - Indian	9	1	10
Asian / Asian British - Pakistani	8	5	13
Black / African / Caribbean / Black British - African	1	1	2
Black / African / Caribbean / Black British - Any other background	0	0	0
Black / African / Caribbean / Black British - Caribbean	4	5	9
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	3	0	3
Mixed / Multiple ethnic group - White and Asian	1	0	1
Mixed / Multiple ethnic group - White and Black Caribbean	2	0	2
Not known/not provided	21	19	40
White - Any Other White background	16	3	19
White - English / Welsh / Scottish / Northern Irish / British	559	258	817
White - Irish	0	1	1
Grand Total	815	462	1277