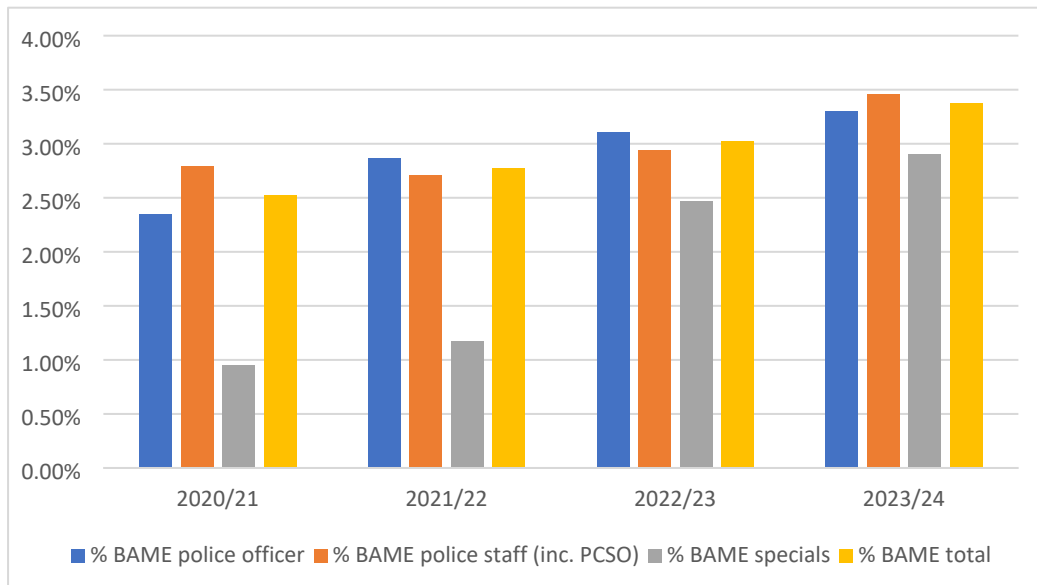


## Appendix - Black and Ethnic Minority representation data

### Black and ethnic minority data



	2020/21	2021/22	2022/23	2023/24
<b>% BAME police officer</b>	2.35%	2.86%	3.10%	3.30%
<b>% BAME police staff (inc. PCSO)</b>	2.79%	2.71%	2.94%	3.46%
<b>% BAME specials</b>	0.95%	1.17%	2.47%	2.90%
<b>% BAME total</b>	2.52%	2.77%	3.02%	3.37%

**N.B Data as at April each financial year**

### April 2023

	Police Officer	Police Officer Total	Police Staff		Police Staff Total	Special	Special Total	Grand Total
Ethnic Group	Police Officer		PCSO	Police Staff		Special		
BAME	82	82	6	66	72	2	2	156
Not Stated	30	30	3	79	82	1	1	113
White	2372	2372	185	1742	1927	66	66	4365
Grand Total	2484	2484	194	1887	2081	69	69	4634

## APPENDIX

### April 2022

	Police Officer	Police Officer Total	Police Staff		Police Staff Total	Special	Special Total	Grand Total
Ethnic Group	Police Officer		PCSO	Police Staff		Special		
BAME	73	73	4	58	62	2	2	137
Not Stated	24	24	4	90	94	2	2	120
White	2257	2257	201	1751	1952	77	77	4286
Grand Total	2354	2354	209	1899	2108	81	81	4543

### April 2021

	Police Officer	Police Officer Total	Police Staff		Police Staff Total	Special	Special Total	Grand Total
Ethnic Group	Police Officer		PCSO	Police Staff		Special		
BAME	66	66	6	49	55	2	2	123
Not Stated	21	21	3	89	92	5	5	118
White	2200	2200	202	1681	1883	110	110	4193
Grand Total	2287	2287	211	1819	2030	117	117	4434

### April 2020

	Police Officer	Police Officer Total	Police Staff		Police Staff Total	Special	Special Total	Grand Total
Ethnic Group	Police Officer		PCSO	Police Staff		Special		
BAME	52	52	6	51	57	1	1	110
Not Stated	15	15	3	85	88	5	5	108
White	2147	2147	219	1679	1898	99	99	4144
Grand Total	2214	2214	228	1815	2043	105	105	4362