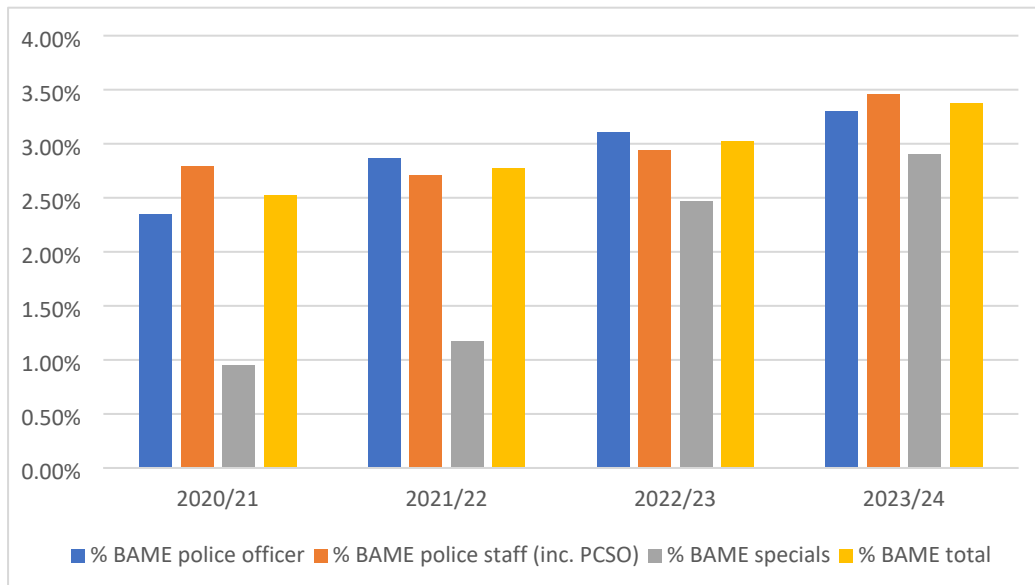


Appendix - Black and Ethnic Minority representation data

Black and ethnic minority data



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