

Please could you provide the following figures for calendar year 2018, 2017, 2015 and 2013, broken down by division.

NB All figures below are a snapshot as of 1st April for each year

1) How many individuals were employed on any type of staff contract?

Year	Count
2013	11,640
2015	11,106
2017	10,364
2018	10,823
Grand Total	43,933

2) How many of those individuals in question 1 fall into each of the following categories:-

a) Full Time,

b) Part Time,

c) Contract

d) Other

Year	F/T	J/S*	P/T	Grand Total
2013	10,245	58	1,337	11,640
2015	9,649	42	1,415	11,106
2017	9,001	25	1,338	10,364
2018	9,384	0	1,439	10,823
Grand Total	38,279	125	5,529	43,933

*Please note that we no longer use 'Job Share' as a recording category

3) How many of those individuals in question 1 fall into each of the following categories:-

a) Female,

b) Male,

ci) Other

Year	Female	Male	Grand Total
2013	4,814	6,826	11,640
2015	4,654	6,452	11,106
2017	4,375	5,989	10,364
2018	4,633	6,190	10,823
Grand Total	18,476	25,457	43,933

4) How many of those individuals in question 1 fall into each of the following categories:-

a) White British,

b) BME,

c) Other;

Year	White	BME	Not Stated	Grand Total
2013	10,481	1,091	68	11,640
2015	9,952	1,105	49	11,106
2017	9,124	1,087	153	10,364
2018	9,284	1,196	343	10,823
Grand Total	38,841	4,479	613	43,933

5) How many of those individuals in question 1 fall into each of the following categories:-

a) Christianity,

b) No religion,

c) Islam

d) Hinduism,

e) Sikhism,

f) Other;

Year	Christian	Hindu	Muslim	No Religion	Sikh	Other	Grand Total
2013	4,472	54	140	1,671	209	5,094	11,640
2015	4,109	54	144	1,576	203	5,020	11,106
2017	3,627	55	144	1,462	194	4,882	10,364
2018	3,523	57	157	1,494	205	5,387	10,823
Grand Total	15,731	220	585	6,203	811	20,383	43,933

6) How many of those individuals in question 1 fall into each of the following age categories:-

a) 16-25,

b) 25-35,

c) 35-45

d) 45-55,

e) 55-65

f) Over 65

Year	18 - 20	21 - 25	26 - 30	31 - 40	41 - 50	51 - 60	61 - 65	Over 65	Grand Total
2013	5	406	1,637	4,092	4,015	1,347	119	19	11,640
2015	14	326	1,165	3,938	3,998	1,470	155	40	11,106
2017	24	322	796	3,709	3,730	1,586	167	30	10,364
2018	51	531	895	3,652	3,707	1,749	201	37	10,823
Grand Total	94	1,585	4,493	15,391	15,450	6,152	642	126	43,933

NB Please note that we have provided the age groups as recorded on our database

7) Could you please provide me with a breakdown of the Pay Grades that you use within your organisation, please identifying the lowest and highest amount paid in each grade

Please see attached documents for our current police staff and police officer pay scales.

8) Could you please provide me with a breakdown of your Gender Pay Gap Report, specifically the following:

- a) Hourly wage pay gap,
- b) bonus pay gap
- i) Proportion of Women in each pay quarter,
- ii) Proportion of BAME in each pay quarter,
- iii) Proportion of Disabled in each pay quarter,
- iv) Proportion of LGBT+ in each pay quarter,

Please see links below to WMP's Gender Pay Gap reports.

<https://gender-pay-gap.service.gov.uk/Employer/dKbjd44v/2017>

<https://gender-pay-gap.service.gov.uk/Employer/dKbjd44v/2018>

9) How many individuals on any type of staff contract were:-

- a) made redundant,
- b) resigned,
- d) left for any other reason; (please state reason)

Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
2013	12	44	45	247	137	81	566
2015	12	86	35	121	308	261	823
2017	15	68	28	45	295	288	739
2018	13	73	52	31	328	316	813
Grand Total	52	271	160	444	1,068	946	2,941

10) How many of those who were made redundant, resigned or signed compromise/consensual termination agreements or who left for any other reason fall into the following categories:-

- a) Female,
- b) Male,
- c) BME,
- d) White British,
- e) disabled,
- f) part time worker,
- g) flexible working agreement.

a) and b)

Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
Male							
2013	8	33	24	158	64	56	343
2015	11	65	12	50	143	195	476
2017	14	46	13	14	147	210	444
2018	10	55	24	14	146	221	470
Female							
2013	4	11	21	89	73	25	223
2015	1	21	23	71	165	66	347
2017	1	22	15	31	148	78	295
2018	3	18	28	17	182	95	343

c) and d)

Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
White							
2013	9	42	35	228	118	77	509
2015	11	81	28	115	270	246	751
2017	10	62	18	44	232	267	633
2018	12	65	16	28	258	297	676
BME							
2013	3	2	4	19	11	4	43

2015	1	5	5	4	33	14	62
2017	5	6	6	1	53	20	91
2018	1	6	11	2	42	16	78
Not Stated							
2013	0	0	6	0	8	0	14
2015		0	2	2	5	1	10
2017	0	0	4	0	10	1	15
2018	0	2	25	1	28	3	59

e)

Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
2013	0	2	1	5	1	4	13
2015	1	0	0	8	3	10	22
2017	0	2	0	1	3	2	8
2018	0	0	0	2	3	7	12

f)

Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
Full Time							
2013	12	44	35	209	98	71	469
2015	12	82	26	84	234	233	671
2017	15	60	19	28	242	263	627
2018	13	66	45	25	260	280	689
Part Time							
2013	0	0	10	38	39	10	97
2015	0	4	9	37	74	28	152
2017	0	8	9	17	53	25	112
2018	0	7	7	6	68	36	124

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Year	Dismissal	Employee Transfer	Other	Redundancy	Resignation	Retirement	Grand Total
2013	0	0	2	12	3	20	37
2015	4	11	2	11	69	85	182
2017	8	41	6	17	78	189	339
2018	4	33	3	12	86	195	333

**These figures include a variety of subcategories such as compressed hours, flexible rostering, flexi-time etc. These results have been captured by filtering the category of restricted duties into subcategories and excluding the subcategory listed as 'none'