

I would like data relating to Black and Minor Ethnic (BAME) employees. Please can you confirm;

1) how many people in total are employed by WMP

11,283

2) how many of these are BAME

1,479

3) what gender they identify themselves as

Female = 668

Male = 811

4) what pay scales these BAME employee are on

Personal Grade	PCSO	Police Officer	Police Staff	Specials	Total
Band A Lower			16		16
Band B			73		73
Band B Lower			7		7
Band C			125		125
Band C Lower			213		213
Band D			40		40
Band D Lower			86		86
Band E			23		23
Band E Lower			8		8
Chief Inspector		7			7
Chief Officer			1		1
Constable		591			591
Driver L3			1		1
Inspector		29			29
M Band 1			6		6
M Band 2			2		2
M Band 4			2		2
M Band 5			1		1
PCSO L1	6				6
PCSO L2	53				53
PCSO L3	2				2
Sergeant		102			102
Special Chief Inspector				1	1
Special Constable				61	61
Special Sergeant				4	4
Superintendent		1			1
Temporary Assistant Chief Constable		1			1
Temporary Chief Inspector		3			3

Temporary Inspector		5			5
Temporary Sergeant		9			9
Grand Total	61	748	604	66	1,479

5) how many employees from BAME backgrounds are in a minimum of sergeant or higher role

148

6) how many 16-25 year old are employed by WMP

915

7) how many disabled people are employed by WMP

396

8) how many identify themselves as 'carers'

Data not recorded

9) how many grievances were made by BAME employees in year 2019

20

10) what unions (if any) work with WMP

Unite the Union and Unison. Police Federation and Superintendents Association not classed as Unions but Staff Associations for police officers.