

1) What is the total establishment of police officers in your force?

7209.34

2) In terms of police officers, what percentage of your force are ethnic minority men/women?

12.37% Ethnic Minority groups (11.56% of females are Ethnic Minority and 12.79% of males are Ethnic Minority)

3) What is your percentage split on male/female officers?

34.17% Female, 65.83% Male

4) What is your percentage split on ethnic diversity in your force?

Asian	7.82%
Black	1.38%
Mixed	2.98%
Not stated	0.54%
Other	0.19%
White British	84.21%
White Other	2.35%

5) What is your percentage split of diversity among women?

Asian	6.37%
Black	1.45%
Mixed	3.50%
Not stated	0.79%
Other	0.24%
White British	85.26%
White Other	2.40%

6) What is your percentage split of diversity among men?

Asian	8.57%
Black	1.35%
Mixed	2.71%
Not stated	1.22%
Other	0.16%
White British	83.66%
White Other	2.33%

7) How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?

Based on calendar years, forecast police officer recruitment is as follows:

2021 = 840

2022 = 789

2023 = 384

The reduction during 2023 is due to the police uplift programme currently ending on 31st March 2023.

8) Please provide any evidence of positive action initiatives that your force may currently have in place.

- All police officer applicants from under-represented groups are offered the opportunity to attend workshops and 1:1 support throughout the recruitment and assessment process delivered by Positive Action Co-ordinators
- The Positive Action Co-ordinators pro-actively attend community events in communities with a high population density of those that are under-represented in terms of ethnicity to provide information, raise awareness of policing careers and encourage applications
- The Positive Action Co-ordinators, in collaboration with the local policing team, pro-actively attend careers fairs and deliver information session to schools in communities with a high population density of those that are under-represented in terms of ethnicity to provide information, raise awareness of policing careers and encourage applications - From 1st May – 31st July the team attended 60 F2F / Virtual events

9) Has your force made any commitment to recruiting certain numbers from ethnic minority communities?

The former Police & Crime Commissioner made a commitment to recruit 1000 officers from ethnic minority communities by 31st March 2023