



West Midlands
POLICE

Diversity Analysis

1st January 2020 - 2021

Contents

Page No

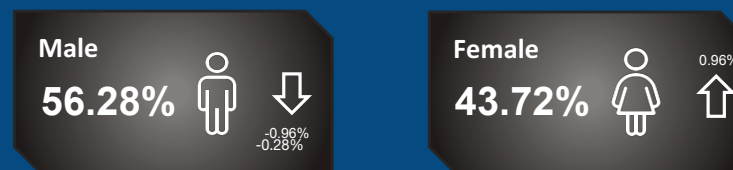
| | |
|-----|--|
| 3 | Strength Summary |
| 3-5 | Gender Profile |
| 6-8 | Ethnicity Profile |
| 9 | Disability, Age & Religion Breakdown |
| 10 | Sexual Orientation & Marital Status Breakdown |
| 10 | Staff taking Maternity, Paternity & Adoption leave |

Strength by Employee Type

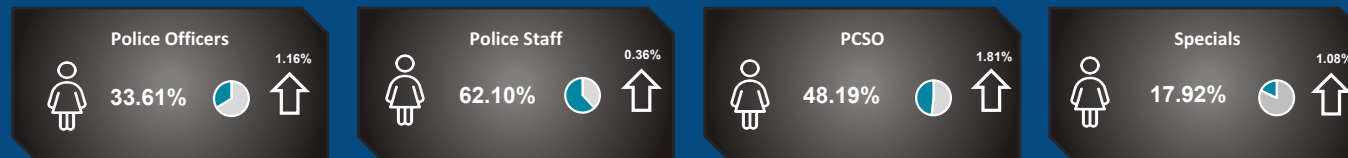
| Employee Type | Strength - Headcount | | Change |
|----------------|----------------------|-----------|--------|
| | 01-Jan-21 | 01-Jan-20 | |
| Police Officer | 7036 | 6487 | 8.5% |
| Police Staff | 4087 | 3704 | 10.3% |
| PCSO | 498 | 470 | 6.0% |
| Specials | 240 | 196 | 22.4% |
| Grand Total | 11861 | 10857 | 9.2% |

Gender Profile

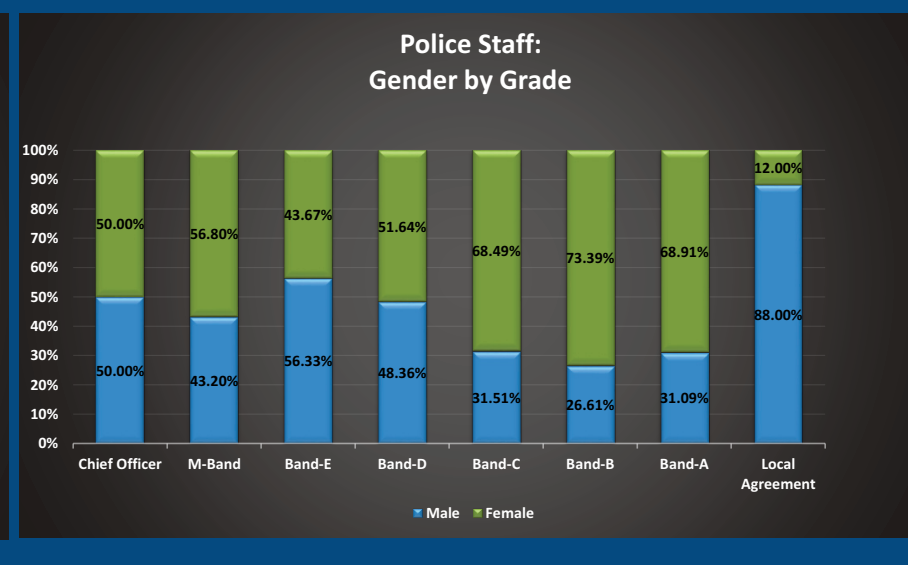
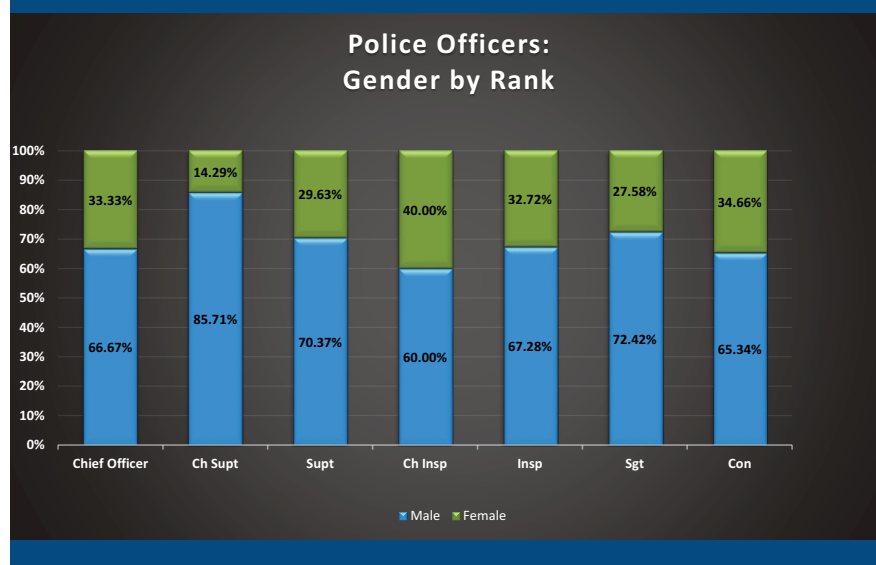
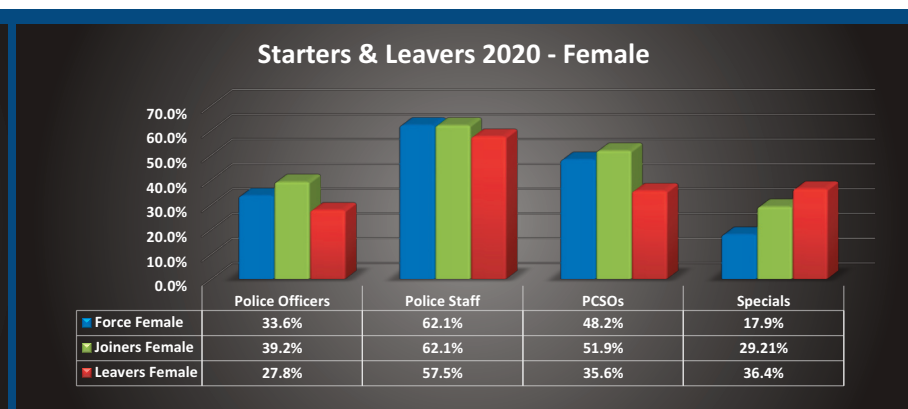
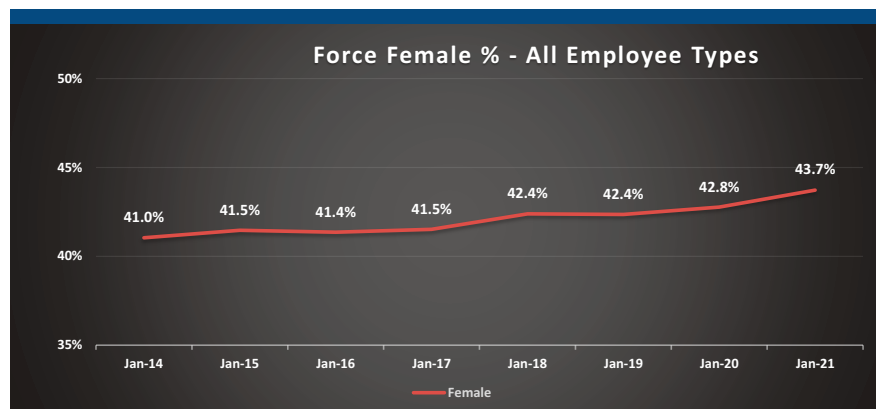
Force Gender Breakdown 2021 vs January 2020



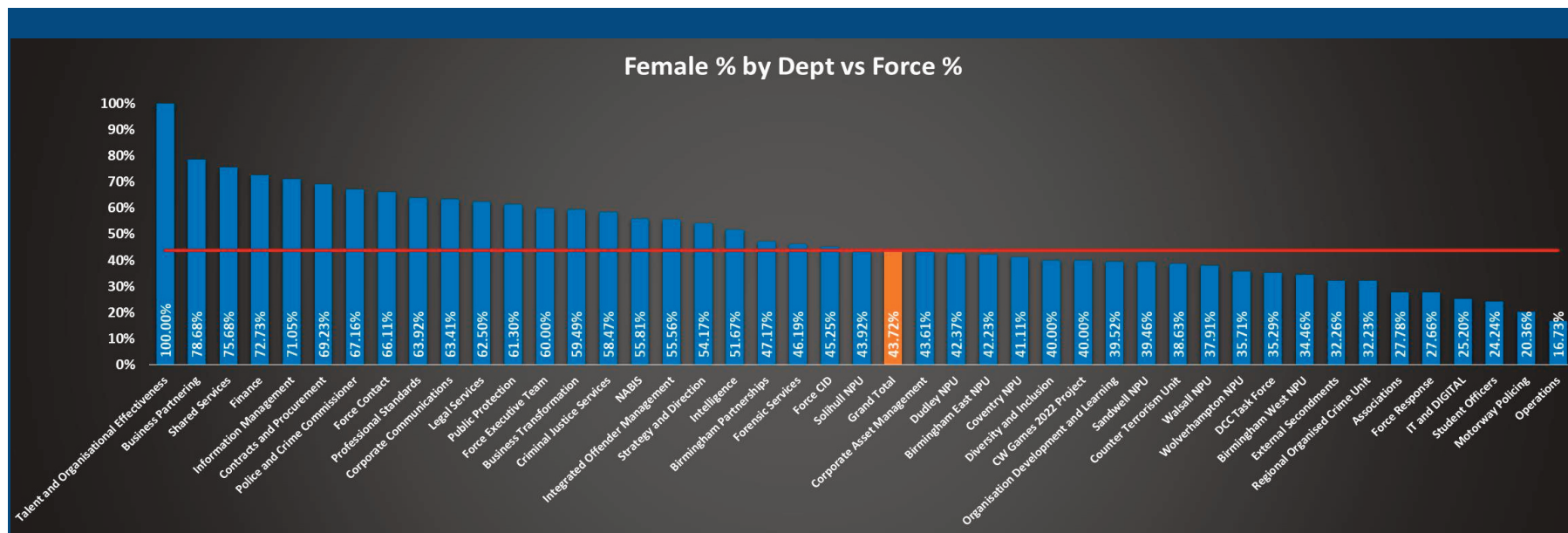
Female Representation by Employee Type 2021 vs January 2020



- Female representation for the workforce as a whole increased by 0.96% since 2020, representing an increase of over 500 female numbers in the last year and the largest year on year increase in both measures.
- Female representation increased for all employee types, with Police Officer female representation having increased for 8 of the last 9 years
- The number of female police officers has increased by 260 since 2020, with 39.2% of police officer recruits being female compared to an overall representation of 32.5% last year
- Within the overall female workforce, the representation of Ethnic Minority Groups amongst female employees has increased again from 13.8% to 14.4%, representing 109 additional Ethnic Minority female employees. Since 2018 there are over 200 more which is an increase of 37.5%.



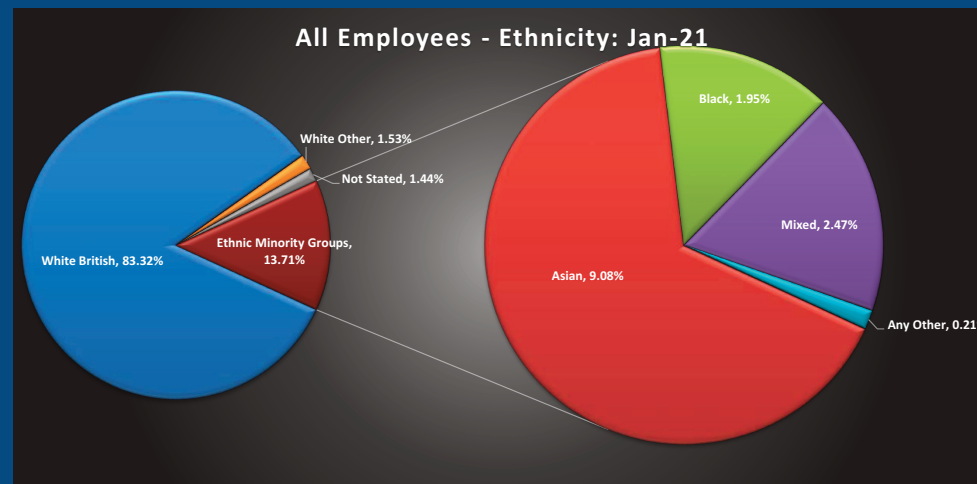
- A higher proportion of recruitment was female than last year for all employee types, with Police Officer recruitment up from 32% to 39.2% of new recruits. Whilst female representation among leavers has also increased for all employee types except PCSOs, this has been a smaller increase than for recruits leading to higher overall representation.
- Female representation at both Constable and Sergeant ranks has increased for the 6th year in the last 7 whilst female representation among Chief Inspectors has reached 40% compared to only 26% three years ago.
- Female representation in Police Staff grades has increased in 5 of 8 grades since last year, with a fall of just 0.1% in Management Band grades. The other grades where female representation has fallen are Band A and B.



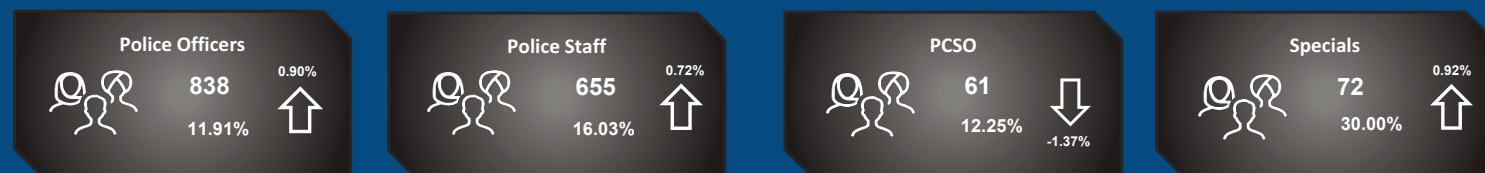
- Female representation is significantly higher in largely police staff departments as would be expected, with staff percentage being almost 50% higher than police officers. Amongst predominantly police officer departments, female representation is higher in areas with less 24/7 working, such as Investigative departments and Intelligence.
- Of operational departments, 9 of the 10 departments with the lowest female representation in 2020 have increased in the last year, with 8 of those growing at a higher rate than the overall force increase of 0.96% and Operations, which has the lowest female representation grew by more than double the force rate.
- In Investigation roles, Force CID alongside both Counter Terrorism and Regional Organised Crime have increased female representation since last year. Public Protection female representation has reduced marginally

Ethnicity Profile

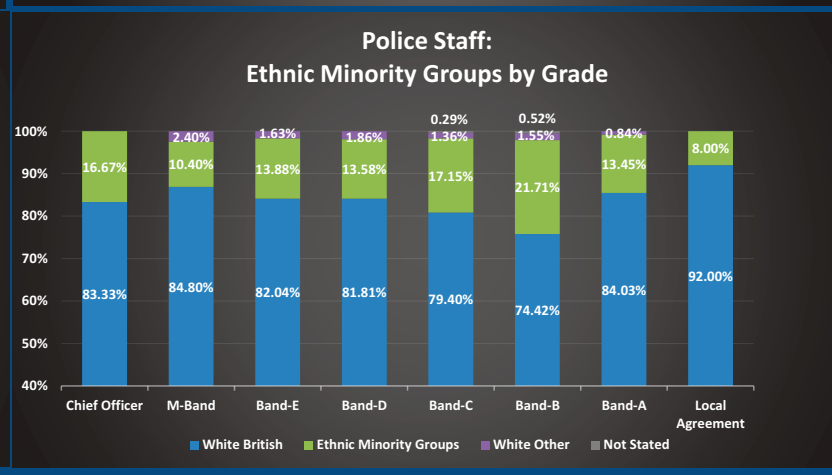
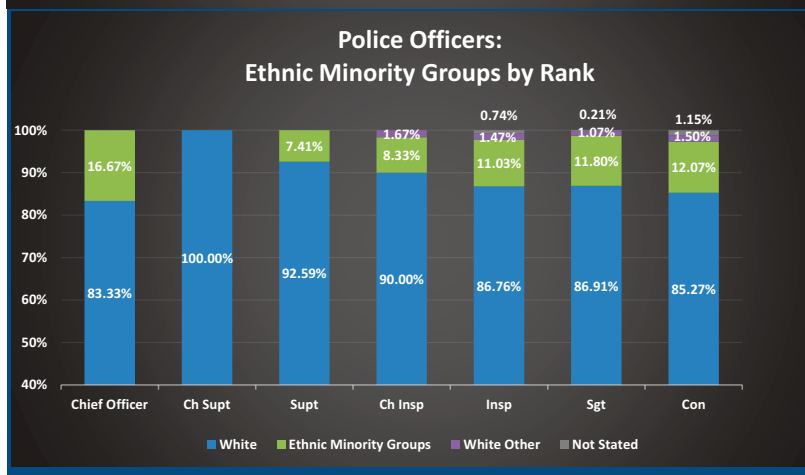
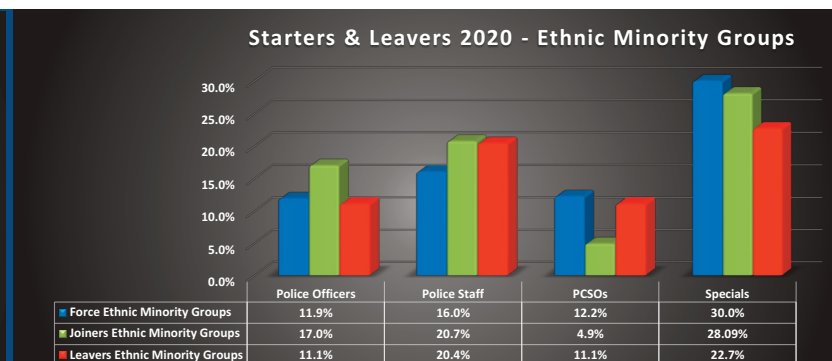
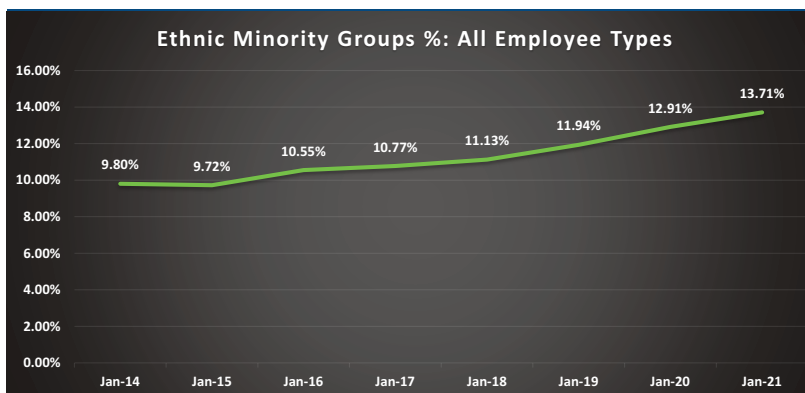
Force Ethnicity Breakdown



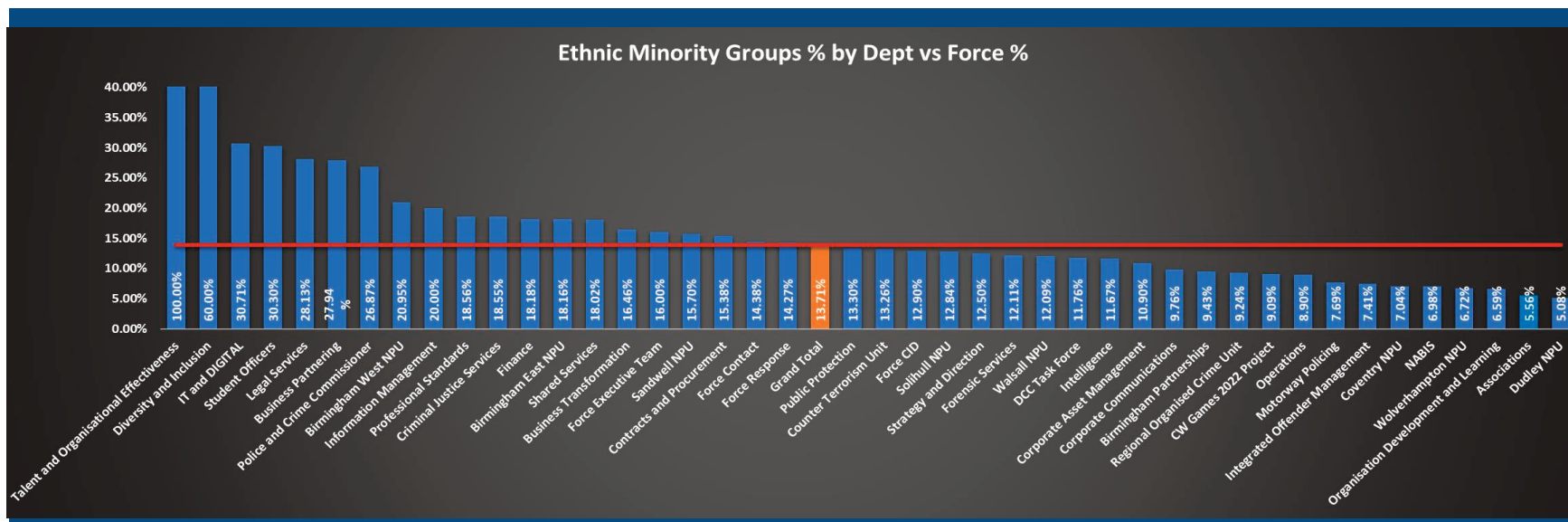
Ethnic Minority Group Representation by Employee Type 2021 vs January 2020



- Ethnic Minority Group representation for the workforce as a whole increased for the 5th year in a row with an overall increase in that time of 0.8%, equating to an increase of 224 individuals since 1st Jan 2020.
- It is the 6th year in a row and the 17th year out of 19 since 2002 where representation has increased, with it currently being the highest level for which full records are available.
- Ethnic Minority Groups representation has increased during 2020 across all employee types except PCSO which has reduced by 1.4% although that reduction only reflects 3 fewer individuals.
- There has been an increase in employees across Asian (164), Black (15) and Mixed race (43) as well as Other Ethnic Groups (5) during 2020. All of those groups except Black employees reflected an increase in representation with Asian increasing from 8.4% to 9.1% of all employees. Representation among Black employees remained at the same level as 2020 with just under 2% of employees and a lot of work is being undertaken to increase representation of this group through recruitment.

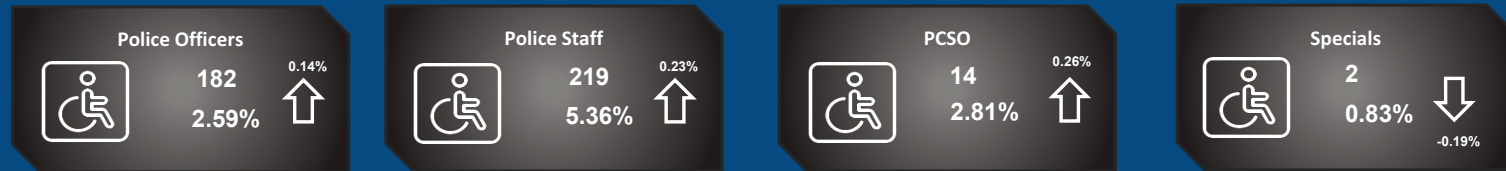


- Ethnic Minority Groups representation in police officer recruits increased slightly to 17% during 2020 and is still 50% higher than both force representation level and representation amongst leavers. While Police Staff recruitment representation decreased from 22.4% to 20.7% that is still almost 30% higher than the force representation and 50% higher than recruitment the previous year. The recruitment representation for PCSOs at 4.9% was significantly lower than previous years and was the main factor in the reduction in overall representation among PCSOs.
- Ethnic Minority Groups representation in both Constable and Sergeant ranks has increased again, with Constables increasing by over 1% due to increased recruitment. Changes at higher ranks have been largely due to promotions, where Chief Superintendent and Chief Inspector have reduced by Superintendent and Chief Officer have increased as individuals have been promoted.
- Ethnic Minority Groups representation increased in 5 out of 8 grade bands. Of the remaining 3 which are Management Band, Band A and Local Agreement posts all of those grades have seen representation stay the same in

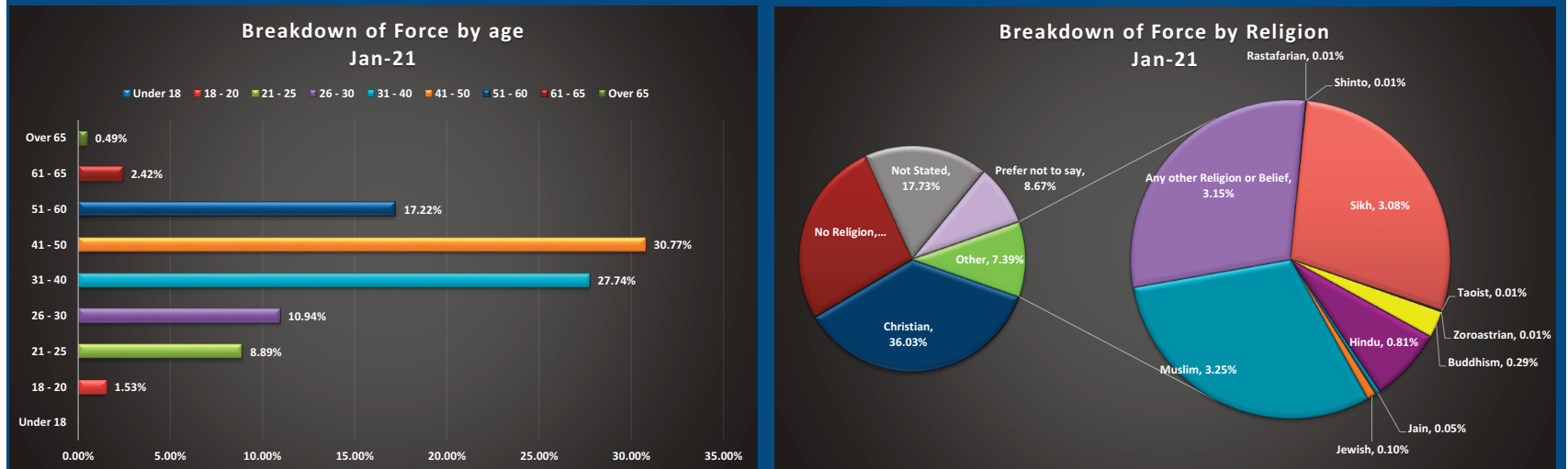


- The 3 largest departments in the force (Force CID, Force Response & Force Contact) have all increased Ethnic Minority Group representation for a third year running.
- 6 of the lowest 10 operational departments increased Ethnic Minority Group representation during the last year including both of the lowest 2.
- 4 of the 8 Neighbourhood Policing Units have seen an increase in representation since 2020, however that includes both Birmingham NPUs and 5 of them have a higher representation than the force average.
- In Investigation departments, there were further increases in Ethnic Minority Group representation in Force CID, Public Protection and Counter Terrorism remained at the same level, which is higher than the force position.

Disability Representation by Employee Type 2021 vs January 2020

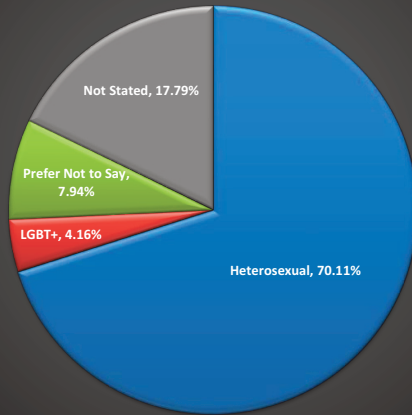


Force Breakdown by Other Characteristics

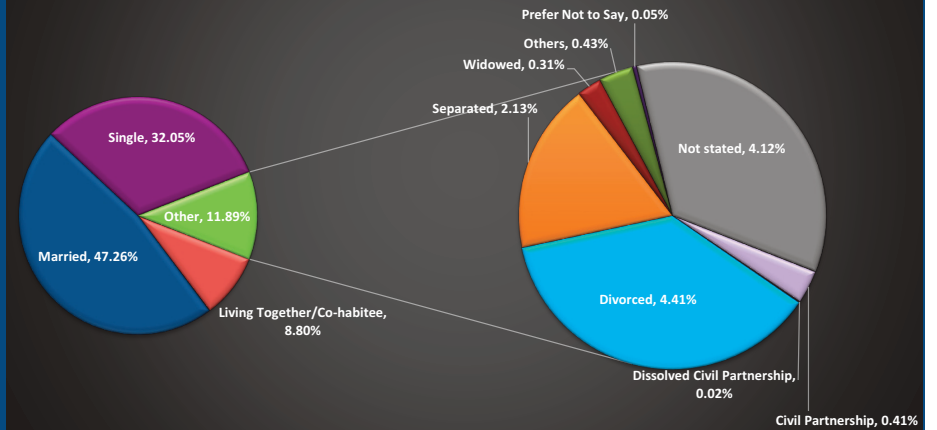


- The number of employees with a declared Disability has risen across for the 3rd year in a row for police officers, police staff and PCSOs while the number of Specials has remained the same. Since new data capture methods were introduced in late 2018 the number of individuals with declared disabilities has more than doubled with 201 in January 2019 and 417 in January 2021.
- In terms of the force age profile, 21.4% of all employees are 30 or under which is an increase of 5.8% in a year, with Police Officers aged 30 or under increasing from 12.2% to 20.1%. The proportion of employees aged 51 or over has remained at 20.1%, ranging from 11.4% of Police Officers to 35.1% of Police Staff being over 50.
- 70.8% of new recruits were 30 or under with that being 85.9% for new Police Officers, of whom 62.9% (569 individuals) were 25 or under. This compares to only 41.8% of Police Officer recruits in 2019 being 25 or Under. The average age of new employees was 29, down from 30 in 2019 while the average age for new Police Officers was 25, down from 27.
- As a result of improved data capture, the proportion of employees with a declared Religion has increased from 52.1% in 2020 to 73.6%. The proportion who have declared as Christian has increased from 30.7% to 36% while the proportion declaring as having No Religion has increased from 14.8% to 26.8%. When taken against those who have declared a Religion, Christian has actually decreased from 56.9% to 49% while No Religion has increased from 28.45 to 36.4%.

**Breakdown of Force by Sexual Orientation
Jan-21**



**Breakdown of Force by Marital Status
Jan-21**



Employees Taking Maternity / Paternity Leave etc - 2020

Maternity Leave



279 2.35%

Maternity Support Leave



223 1.88%

Adoption Leave



6 0.05%

Shared Parental Leave



8 0.07%

- As a result of improved data capture, the proportion of employees with a declared Sexual Orientation has jumped from 50.4% in 2020 to 74.3% in 2021. Overall LGBT+ representation has increased from 2.5% to 4.2% however of the individuals who have declared a value then the proportion of those who have declared that are LGBT+ has increased from 4.9% to 5.6%.
- Those that have declared a Marital Status has increased from 91.5% to 95.8%, with just under 98% of Police Officers having declared. Those declaring as Married has reduced by 3.5% to 47.3% while those declaring as Single has increased significantly from 25.3% to 32%. This is likely to be largely as a result of significant volume of recruitment and the significant increase in younger staff identified above as out of over 850 joiners aged 25 or below, 80% of these declared as Single.
- The percentage of staff taking Maternity Leave has decreased slightly in the last year whilst across employee types there has been another decrease in the proportion of Police Officers taking maternity leave but the Police Staff proportion has increased. There has been a decrease of over 50 individuals taking Maternity Support (previously Paternity) Leave with over 40 of that reduction attributable to police officers. Adoption leave has decreased but only by 2 individuals while Shared Parental leave has decreased significantly (30 to 8) however that appears to be due to recording differences in 2019 and the true figure should have been similar to 2020.