



West Midlands  
**POLICE**

# Diversity Analysis

1st January 2022 - 2023

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## Glossary

Reference	Definitions
NPU	Neighbourhood Policing Units
Headcount	Number of employees
%	Percentage of relevant employees

## Fairness & Belonging - Force Strategy for Diversity & Inclusion

We believe that fairness and a sense of belonging is something that all our people expect and deserve. As an organisation, we are already seen as national leads in diversity and inclusion, having been named as the 4th most Inclusive Employer in 2022-23 after being 5th in 2021. As WMP moves towards becoming a centre of excellence for diversity and inclusion we will develop significant work around equality assessments with our partners to better understand and tackle disparities. This will help to enhance equality of opportunity and equality of access for all who live and work in or visit the West Midlands - an area that is rich in diversity and opportunities but where there are also many inequalities.

Our strategy is carefully designed to influence all aspects of our work and for this reason, we have focused our strategy on three different strands: Our People, Our Communities and Our Partners.

**Our People:** We will develop a fair and inclusive culture, where everyone has a voice and everyone can be themselves. We will improve our attraction and retention of a diverse workforce to be reflective of the communities we serve. We aim to maximise the potential of our under represented colleagues to develop and progress, to ensure our workforce reflects the communities we serve at every level.

**Our communities:** We will better understand the identities, needs and history of our communities through better collection and analysis of data and information across core strands of diversity. We will develop effective engagement strategies that enable interaction with all communities, fostering strong relationships that build trust and confidence. We will ensure our values and code of ethics are embedded in all our interactions. We will increase public confidence by being fair, proportionate, transparent and accountable.

**Our Partners:** We will work with our internal and external partners to understand and tackle disparities and to increase confidence.



## Our People

### **Inclusive Culture**

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We will develop a fair and inclusive culture, where everyone has a voice and everyone can be themselves.

**Inclusive Leaders:** We will develop the role of our leaders to show a greater visibility & lead the development of an inclusive culture.

**Inclusive Individuals:** We will develop multiple channels to listen and learn from our people and highlight individual accountability.

We will grow D&I capability to enable our workforce to continuously learn, developing confidence to be able to apply current thinking to our roles leading to better ways of working.

### **Inclusive Recruitment & Retention**

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We will improve our attraction and retention of a diverse workforce to be reflective of the communities we serve.

We will advance fairness & inclusivity in recruitment & selection through continual review & improvement.

We will improve the retention of colleagues, in particular under-represented groups.

### **Inclusive Talent Management**

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We aim to maximise the potential of our under represented colleagues to develop and progress, to ensure our workforce reflects the communities we serve at every level.

We will develop talent processes that are considered fair, consistent & transparent.

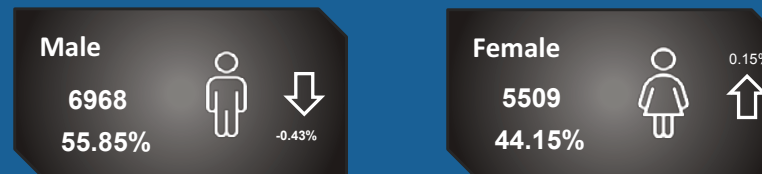
We will enable under-represented groups to access internal & external development programmes to enhance their development & retention.

## Employee Numbers by Type

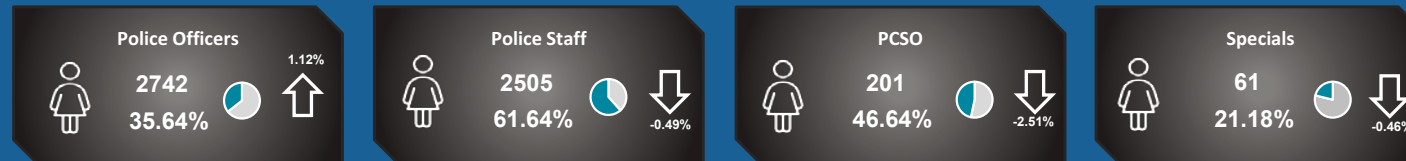
Employee Type	Strength - Headcount		Change
	01-Jan-23	01-Jan-22	
Police Officer	7694	7495	2.7%
Police Staff	4064	4169	-2.5%
PCSO	431	468	-7.9%
Specials	288	305	-5.6%
Grand Total	12477	12437	0.3%

## Sex Profile

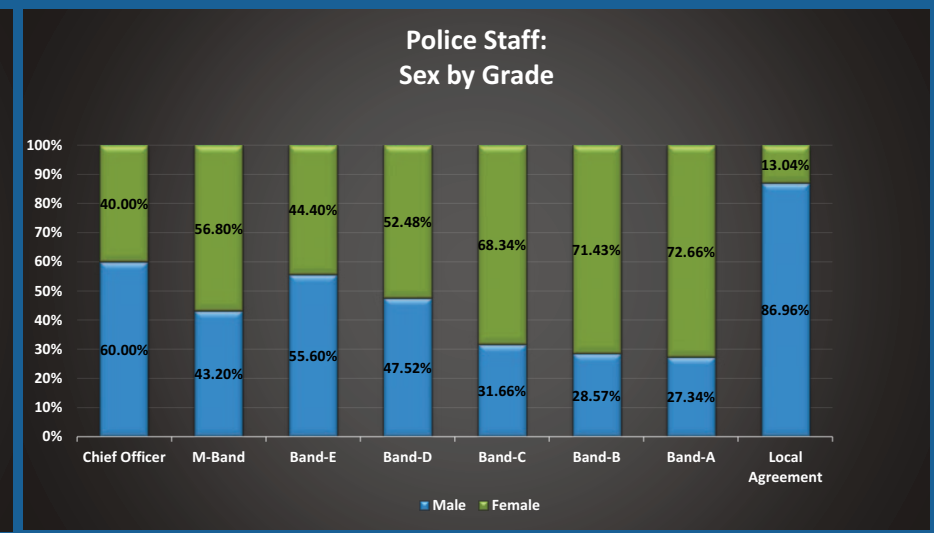
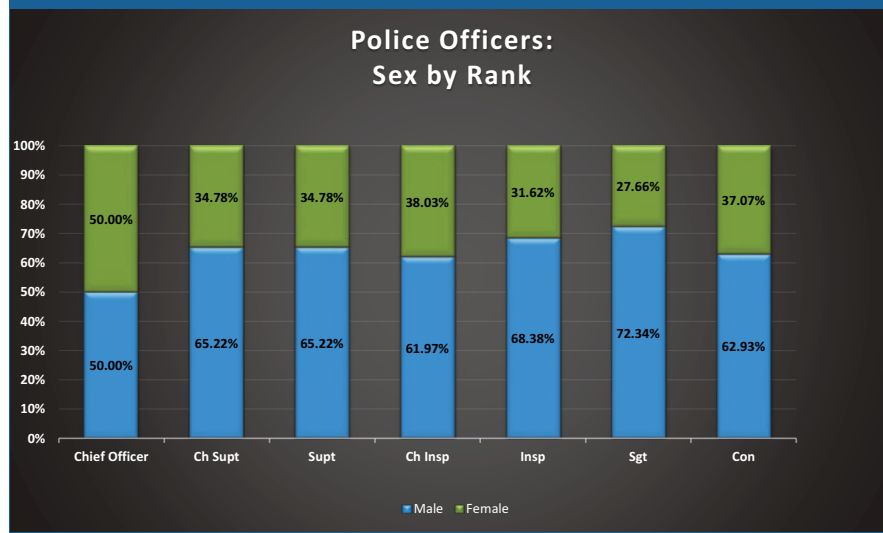
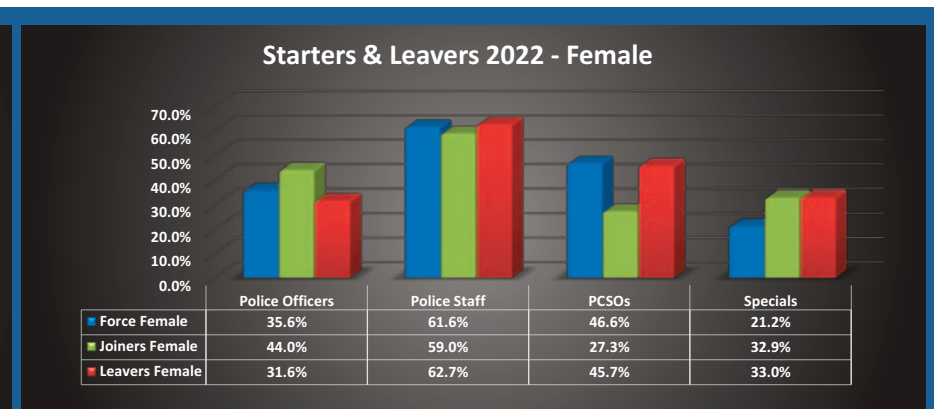
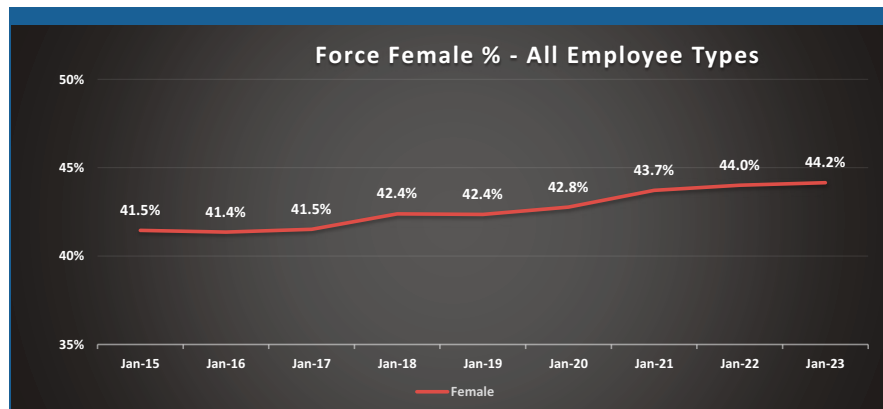
### Force Sex Breakdown 2023 vs January 2022



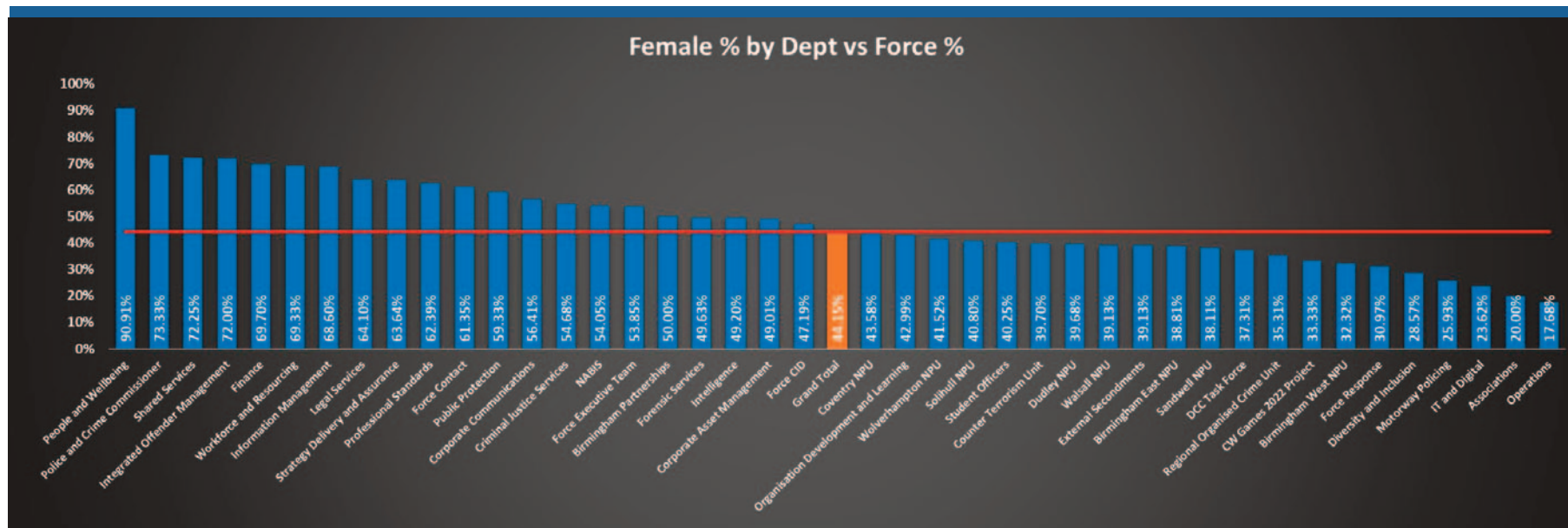
### Female Representation by Employee Type 2023 vs January 2022



- Total strength has increased by 0.3% (40 individuals) since January 2022 with a total increase of over 1,600 (14.9%) since January 2020.
- As a result of the national Uplift programme, Officer strength has increased by just under 3% (199 individuals) since January 2022 with a total increase of over 1,200 (18.6%) since January 2020.
- Female representation for the workforce as a whole increased by 0.15% since 2022, representing an increase of 36 female numbers in the last year and continues the increasing trend seen since 2019.
- Female representation increased for Police Officers having increased for the last 10 years. While all other staff types saw a reduction, PCSO's female representation fell the most by 2.51%.
- The number of female police officers has increased by 155 since 2022, with 42.2% of police officer recruits being female compared to an overall representation of 40.7% last year.
- Within the overall female workforce, the representation of Ethnic Minority Groups amongst female employees has increased again from 15.2% to 15.7%, representing 29 additional Ethnic Minority female employees since 2022 and 224 since 2020. In the last five years the number of Ethnic Minority female employees has increased from 534 to 863, which is an increase of 61.6%.



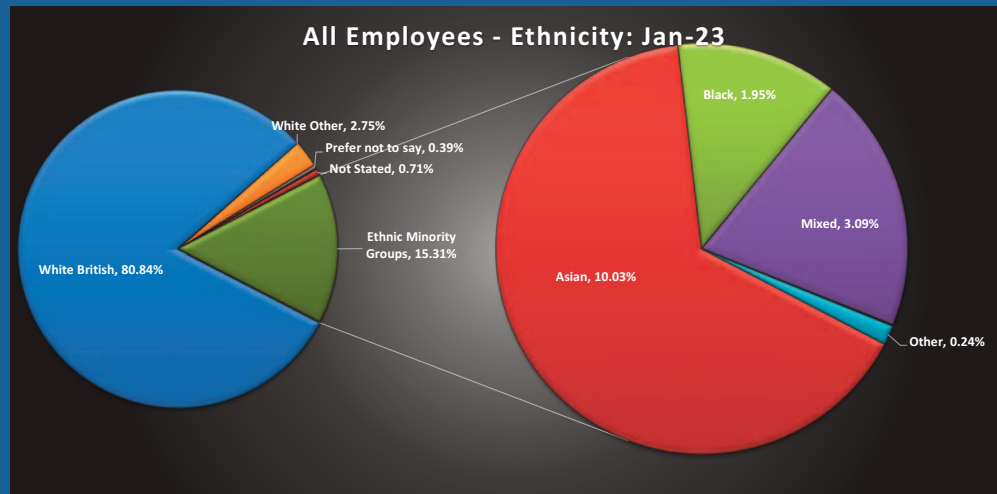
- A higher proportion of recruitment was female than last year for all employee types except PCSO's, with Police Officer recruitment up from 40.7% to 44%. PCSO representation reduced from 41.8% to 33.9%. Whilst female representation among leavers has also increased for all employee types, overall representation has increased due to the volume of additional female police officers.
- Female representation at Constable rank increased again, rising over 1% to 37%. Female representation amongst Sergeants also increased to almost 28%. Whilst Inspectors decreased slightly in comparison to last year, Chief Inspector representation saw an increase of 6.1% indicating female success in promotion processes. The number of female Superintendents and Chief Superintendents has remained the same as last year, although the percentage of representation has changed due to overall Officers increasing.
- Female representation in Police Staff grades has increased in only 2 of 8 grades since last year, with increase of 0.9% in Band A and 1% in Local Agreement grades. While female representation has fallen in other grades, only Chief Officer fell by more than 1% (10%) although that only represented 1 individual fewer.



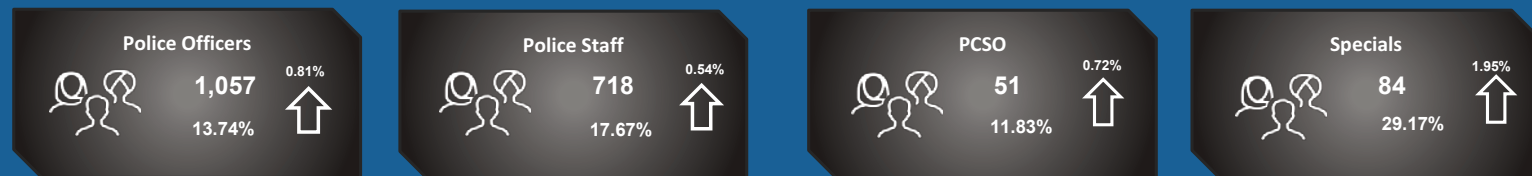
- Female representation is significantly higher in largely police staff departments, which is in line with overall female representation among police staff being over 70% higher than among police officers. Amongst predominantly police officer departments, female representation is higher in areas with less 24/7 working, such as Investigative departments and Intelligence.
- Of the departments comprising of mainly Police Officers, half have increased their female representation since 2022. Operations continues to have the lowest representation of females within the force, with their representation also falling by 0.2% since last year, although over the last 2 years it has risen by over 3%. Motorway Policing has also increased representation by almost 6% in that time.
- In Investigation roles, Force CID, Public Protection, CTU and Professional Standards have all increased female representation since last year. Regional Organised Crime female representation has reduced marginally since last year, however Public Protection remains significantly higher than any of the other large departments consisting predominantly of Police Officers.

## Ethnicity Profile

### Force Ethnicity Breakdown



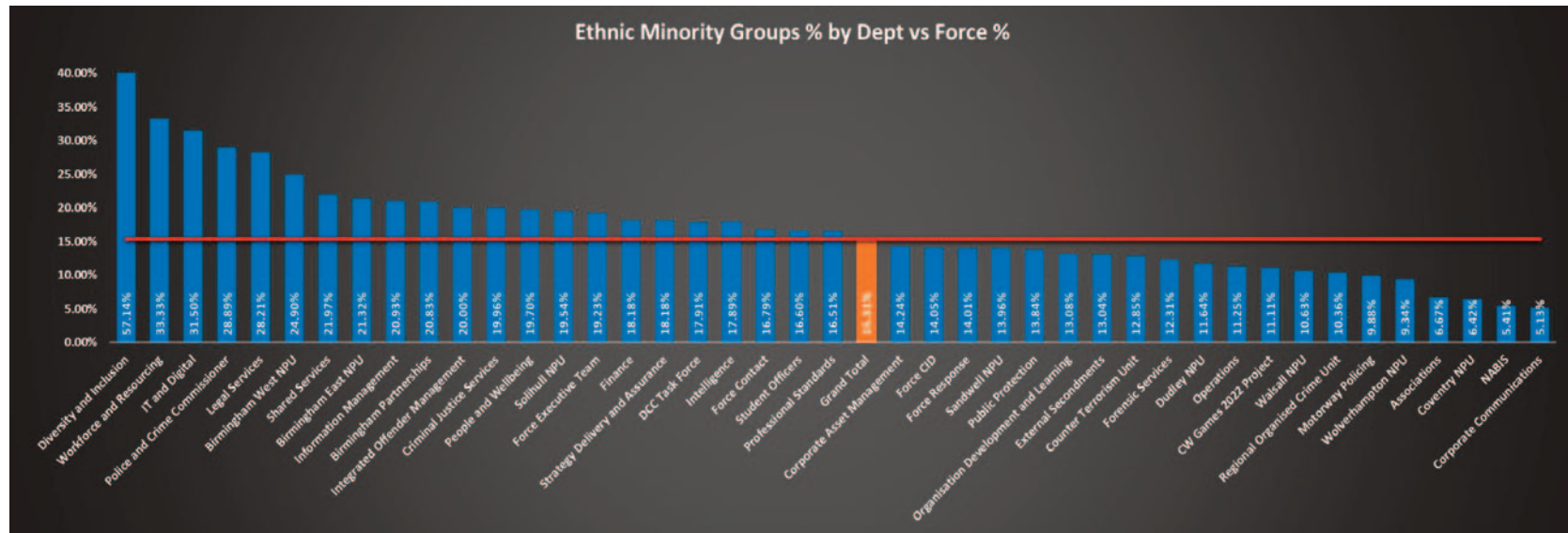
### Ethnic Minority Group Representation by Employee Type 2023 vs January 2022



- Ethnic Minority Group representation for the workforce as a whole increased for the 8th year in a row with an overall increase of 0.7% since last year, equating to an increase of 108 individuals since 1st Jan 2022. Ethnic Minority Group representation for Police Officers has increased in each of these years, having increased by over 70% of the level it was in 2015.
- It is the 8th year in a row and the 19th year out of 21 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 2022 for all staff types. For Police Officers the 0.81% rise equated to an increase of 81 individuals while all other staff types saw representation increase with EMG staff numbers remaining virtually the same while overall staff numbers reduced.
- There has been an increase in employees across Asian (57), Mixed race (32) and Black (1) as well as Other Ethnic Groups (2) during 2022. All of those groups except Black employees reflected an increase in representation with Asian increasing from 9.6% to 10.0% of all employees. Representation among Black employees remained at the same level as 2022 and 2021 with just under 2% of employees for the third year in a row. A lot of work is being undertaken to increase representation of this group through recruitment and the Police Race Action Plan.

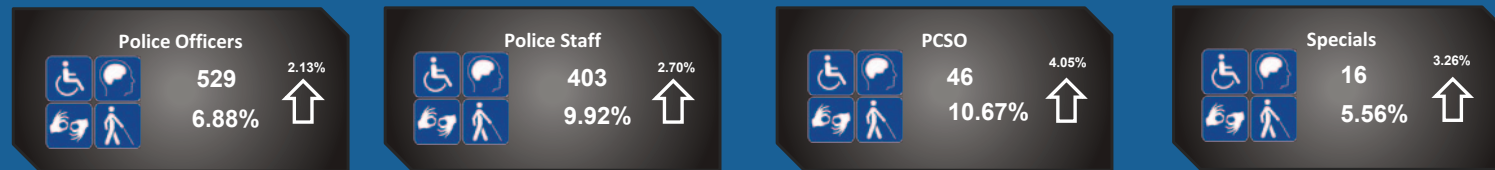


- Ethnic Minority Groups representation in police officer recruits decreased marginally during 2022, however at 20% it is still higher than both force representation level and representation amongst leavers. Police Staff and PCSO recruitment representation increased slightly during 2022 with both levels exceeding the representation seen in overall force representation.
- Ethnic Minority Groups representation has increased amongst all Police Officer ranks since last year with the exception of Inspectors and Superintendents which both decreased, although Superintendents was due to just 1 individual. Constables saw an increase of just below 1%, this amounts to 88 more Constables in comparison to 2022. While Inspector rank fell by 1.2%, equating to 8 individuals less than 2022 that is due to successful promotion representation as there were 7 more Chief Inspectors equating to a rise of almost 5%.
- Ethnic Minority Groups representation increased in 6 out of 8 police staff grade bands. Of the remaining 2, Management Band posts have reduced by less than 1% (1 individual) and Band B posts have reduced by 1.9% (15 individuals). At Band D level, there are now over 200 Ethnic Minority Group employees, an increase of almost 10% from last year (185).

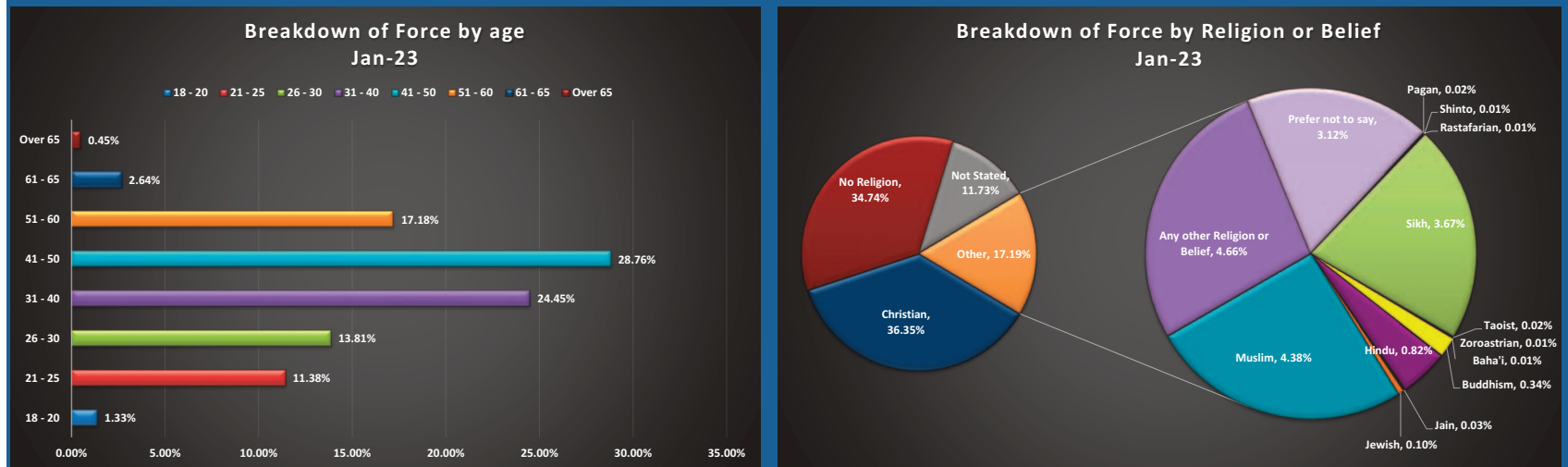


- Of the 3 largest departments in the force (Force CID, Force Response & Force Contact), two increased Ethnic Minority Group representation for a fourth year running. Force Response was the only one of the three to reduce, falling by 1.2% compared to 2022.
- 16 of the 22 departments comprising of predominantly Police Officers have increased representation of Ethnic Minority Groups since 2022, with 2 of 8 NPUs amongst those seeing a decrease.
- 6 of the 8 Neighbourhood Policing Units have seen an increase in representation since 2022. The 2 NPUs that saw a decrease in representation were Sandwell (-1.69%) and Walsall (-1.87%). Both of the Birmingham NPUs have over 20% ethnic minority representation.
- In Investigation departments, there were increases in Ethnic Minority Group representation in Force CID (1.07%) and a small increase in Counter Terrorism Unit however while three reduced these were all relatively small decreases.

### Disability Representation by Employee Type 2023 vs January 2022

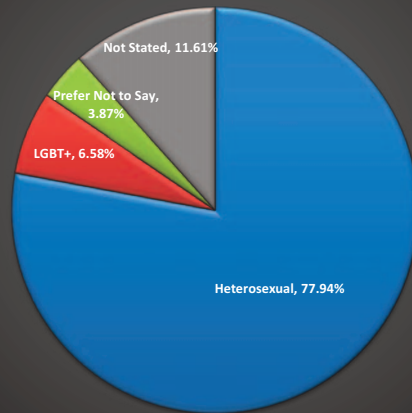


### Force Breakdown by Other Characteristics

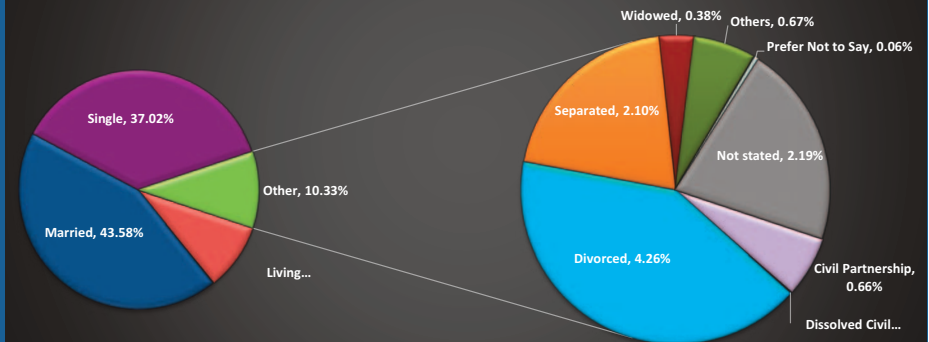


- The number of employees who have shared details of a Disability has risen across all person types - the 5th year in a row for police officers, police staff and PCSOs. Since new data capture methods were introduced in late 2018, the number of individuals with declared disabilities has more than tripled with 201 in January 2019 and 994 in January 2021, with an increase of 299 in the last year alone. In the last year, Police Officer numbers rose by over a third.
- In terms of the force age profile, 26.5% of all employees are 30 or under which is an increase of 1.9% in a year, with Police Officers aged 30 or under increasing from 24.9% to 28.9%. The proportion of employees aged 51 or over has risen slightly 20.3%, ranging from 11.6% of Police Officers to 36.2% of Police Staff being over 50.
- 70.7% of new recruits were 30 or under, with that being 82.3% for new Police Officers, of whom 56.4% (426 individuals) were 25 or under. This is slightly higher than 2021 when 53.3% of Police Officer recruits were 25 or Under. The average age of new employees was 30, no change from 2021 while the average age for new Police Officers was 27, again no change from 2021.
- The proportion of employees who have shared a Religion or Belief has increased from 76.7% in 2022 to 85.2%. The proportion who shared as Christian has increased from 35.6% to 36.4% while the proportion shared as having No Religion has increased from 29.7% to 34.7%. In addition, the representation of both Muslim and Sikh employees has risen for the 5th year in a row. When excluding those who have not shared a Religion or Belief, Christian has in fact decreased from 46.4% to 42.7% while No Religion has increased from 38.7% to 40.8%.

**Breakdown of Force by Sexual Orientation  
Jan-23**



**Breakdown of Force by Marital Status  
Jan-23**



#### Employees Taking Maternity / Paternity Leave etc - 2022

##### Maternity Leave



**261**

2.09%

##### Maternity Support Leave



**245**

1.96%

##### Adoption Leave



**4**

0.03%

##### Shared Parental Leave



**4**

0.03%

- The proportion of employees who have shared Sexual Orientation continued to increase, going from 77.7% in 2022 to 84.5% in 2023, with a total rise of 10% in the past two years. Overall LGBT+ representation has increased from 4.9% to 6.6% and of the individuals who have shared a value then the proportion of those who have declared as LGBT+ has increased from 6.3% to 7.8%.
- Those that have shared a Marital Status has increased from 95.3% to 97.8%, with 98.5% of Police Officers having shared. Those sharing as Married has reduced by 0.9% to 43.6% while those sharing as Single has increased from 34.1% to 37.0%, representing an increase of 5% over the last two years. This is likely to be largely as a result of significant volume of recruitment and the significant increase in younger staff aged 25 or below as 71.7% of Police Officers with less than 2 years' service having declared as single.
- The percentage of staff taking Maternity Leave has increased slightly in the last year, up 0.1% (14 individuals). There has been an increase of 0.2% (25 individuals) taking Maternity Support (previously Paternity) Leave, however the number of Police Staff taking Maternity Support Leave has dropped from 48 to 36. There was an increase in Police Officers taking Maternity Support Leave, rising from 165 in 2022 to 197 this year. Adoption leave has decreased but only by 1 individual while Shared Parental leave has halved from 8 individuals in 2021 to 4 in 2022.