

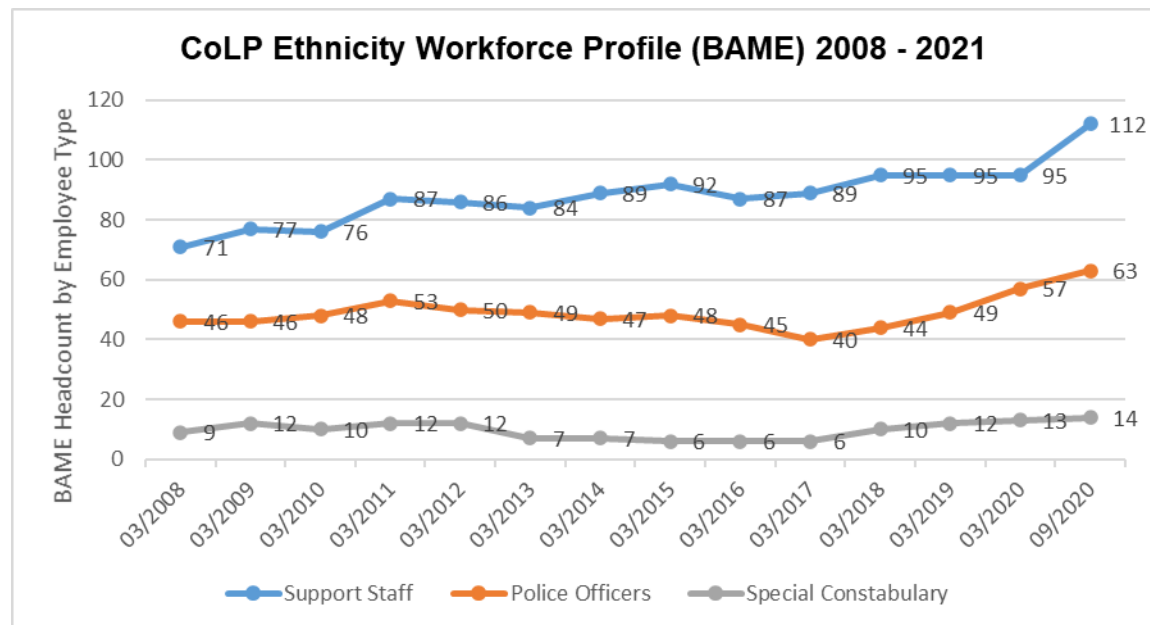
## Equality and Inclusion Update to PSI- Appendix 2

### BAME and Gender Workforce information<sup>1</sup>

#### Ethnicity

1. For this reporting period (1<sup>st</sup> April 2020 to 30<sup>th</sup> September 2020), the number of BAME Police Officers has increased to 63 (57 previously reported) and the number of Police Staff has increased to 112 (95 previously report). The graph below represents the number of Black, Asian and Minority Ethnic (BAME) Police Staff, Officers and Special Constabulary within the CoLP by financial year from 2008 to 2020.
2. When compared nationally CoLP is ranked as second highest among all National forces (not including BTP) for BAME Staff representation rates and is fifth highest for officer representation (not including BTP).
3. The Force continues to support delivery of the BAME aspects of the new E&I Action Plan which is based on the national NPCC Workforce Representation, Attraction, Recruitment, Progression & Retention Delivery plan, which will drive further changes in this area. The Force, as an example, is advertising more widely and is supporting internal applicants through application writing and interview workshops. The Force's Equality & Inclusion Operational Board continues to oversee the work on these plans and how BAME representation can be encouraged further in the force.

#### CoLP Workforce Profile by Ethnicity 2008-2021 (financial year)



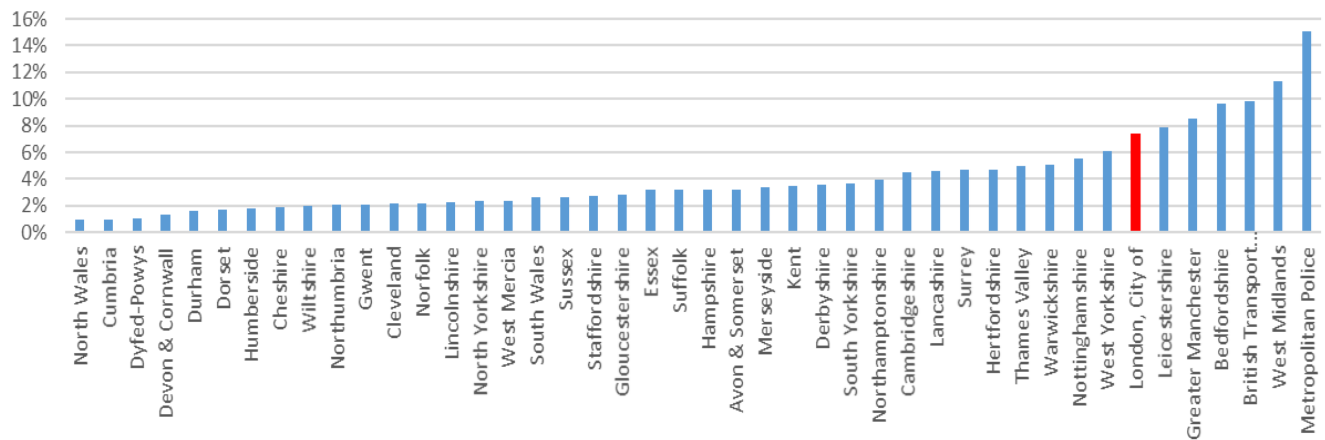
\*Note: 09/2020 represents half 2020/21 financial year.

<sup>1</sup> NB: This information was also reported to your Police Performance and Resource Management Committee on the 11th November 2020 as part of the HR Monitoring Report 1<sup>st</sup> April – 30<sup>th</sup> September 2020

## Officer BAME representation - National Comparison

(National Statistics Police workforce open data tables March 2020)

### BAME Officers (% of Headcount) - 31 March 2020

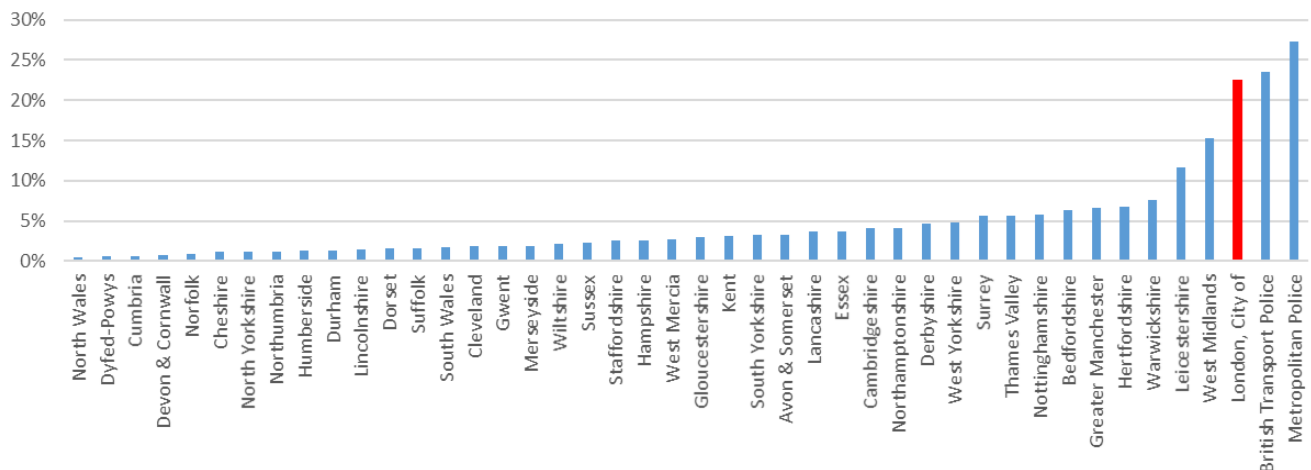


Source: Police Workforce, England and Wales, 31 March 2020

## Staff BAME representation - National Comparison

(National Statistics Police workforce open data tables March 2020)

### BAME Staff (% of Headcount) - 31 March 2020



Source: Police Workforce, England and Wales, 31 March 2020

## Gender

- The percentage of female Police Officers has continued to increase since 2018. As part of 2018-2023 People Strategy, CoLP is continuing to undertake a number of activities to improve female representation. Approximately 23% of applications received for Police Officer roles were

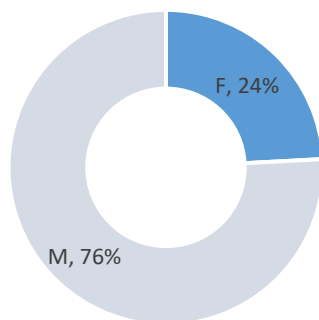
from female applicants; 30% of Police Officer new joiners were female in the reporting period.

5. The national average for female Police Staff stands at 62% as at 31 March 2020, as of September 2020 CoLP's female Police Staff representation rate is 57.9%. It is worth noting that the force has a more even representation of male and female Police Staff.

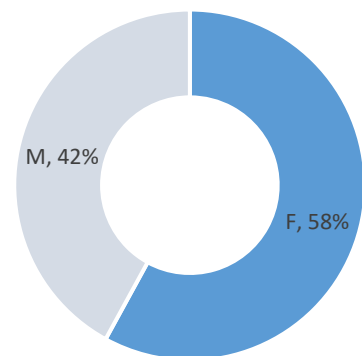
## Gender Comparison

- City of London – September 2020
- National Comparison (England and Wales) - March 2020

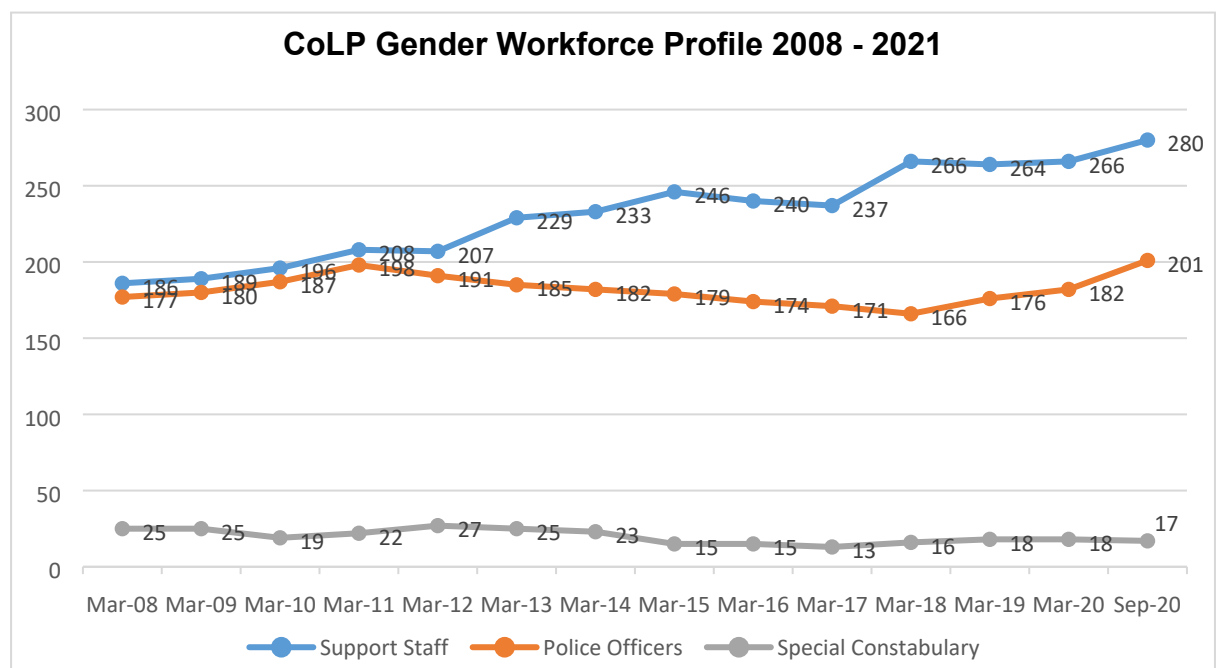
Officer Gender Profile



Staff Gender Profile



## Workforce Female Gender Profile – 2008-2020



\*Note: 09/2020 represents half 2020/21 financial year.