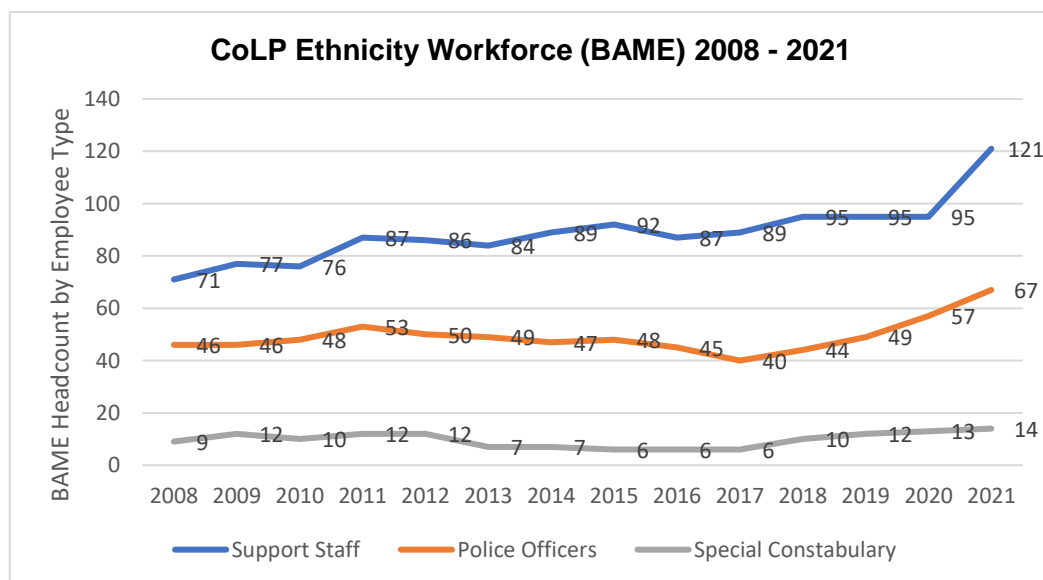


Appendix C

BAME and Gender Recruitment Data Update¹

1. For this reporting period (1st October 2020 to 31st March 2021), the number of BAME Police Officers has increased to 67 and the number of BAME Police Staff has increased to 121. The graph below represents the number of Black, Asian and Minority Ethnic (BAME) Police Staff, Officers and Special Constabulary within the CoLP at the end of the financial year from 2008 to 2021.
2. When compared nationally, CoLP Staff BAME representation rate is ranked as second highest among all national forces (not including BTP) and is fifth highest for Officer representation (not including BTP).
3. The Force has made a decision to incorporate the BAME Action Plan into the national NPCC Workforce Representation, Attraction, Recruitment, Progression & Retention Delivery plan, which is reviewed continuously. The force's Equality & Inclusion Operational Board oversees the work on the NPCC plan. The force, has made improvements on a number of areas. For example, the force is now advertising more widely and is supporting internal applicants through application writing and interview workshops. In addition, there has been an introduction of a buddy system where BAME officers are supported from a buddy when they join the force. The force has also commenced some positive action initiatives.

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

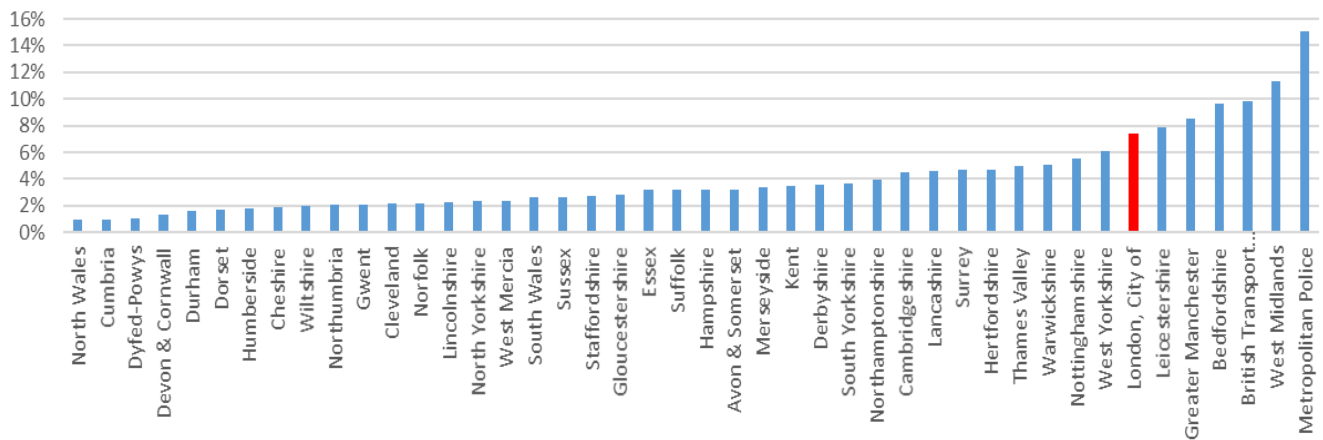


¹ NB: This data is also reported to the Strategic Planning and Performance Committee (formerly Performance and Resource Management Committee)

Officer BAME representation - National Comparison

(National Statistics Police workforce open data tables March 2020)

BAME Officers (% of Headcount) - 31 March 2020

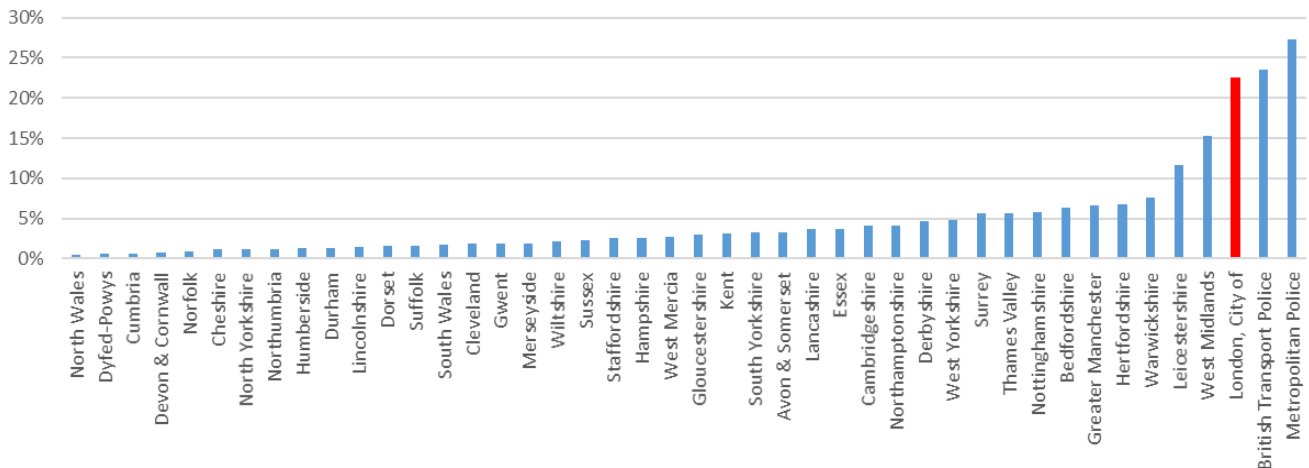


Source: Police Workforce, England and Wales, 31 March 2020

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

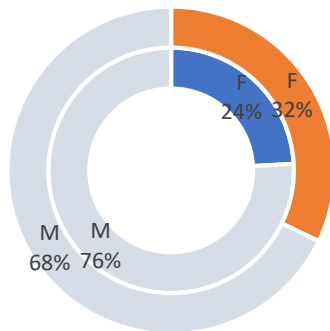
- The percentage of female Police Officers has increased this financial year. As part of 2019-2024 People Strategy, CoLP is continuing to undertake a number of activities to improve female representation. Approximately 21% of applications received for Police Officer roles were from female applicants; 26% of Police Officer new joiners were female in the reporting period.

The national average for female Police Staff stands at 62.5% as at 31 March 2020, as of March 2021 CoLP's female Police Staff representation rate is 57.8%. It is worth noting that the Force has a more even representation of male and female Police Staff.

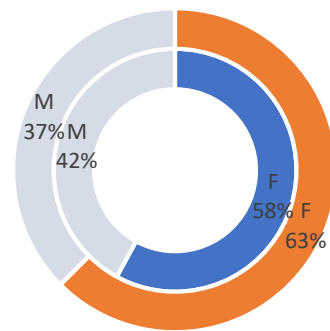
Gender Comparison

- City of London – March 2021
- National Comparison (England and Wales) - March 2020

Officer Gender Profile



Staff Gender Profile



Workforce Female Gender Profile – 2008-2021

