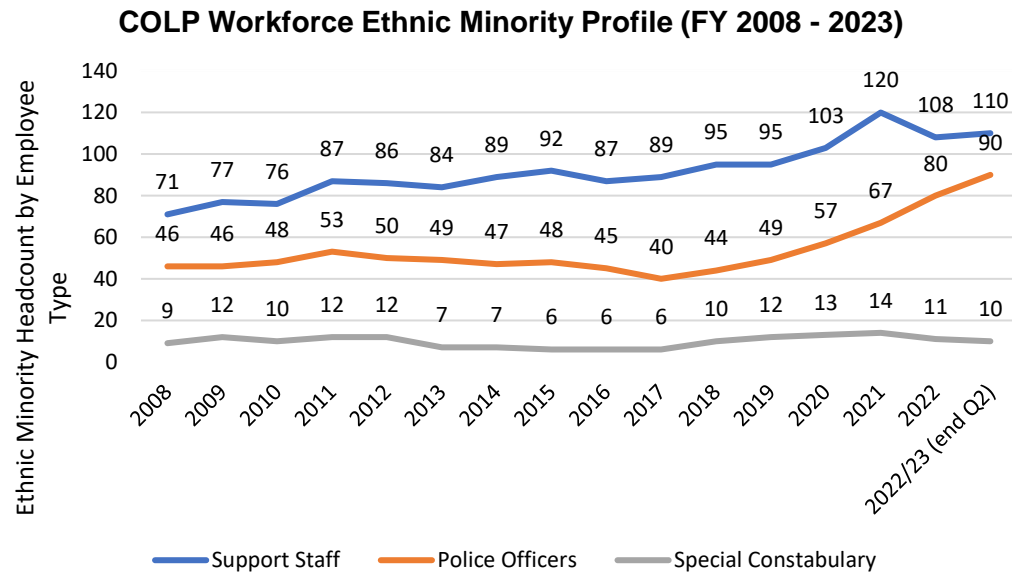


Appendix D: EDI Report Workforce Equality Data October 2022

Force Demographics

- The CoLP ended quarter 2 (Q2) of 2022/23 with an Officer headcount of 970 (increase from 869 at 30 June 2022), and Staff headcount of 480.

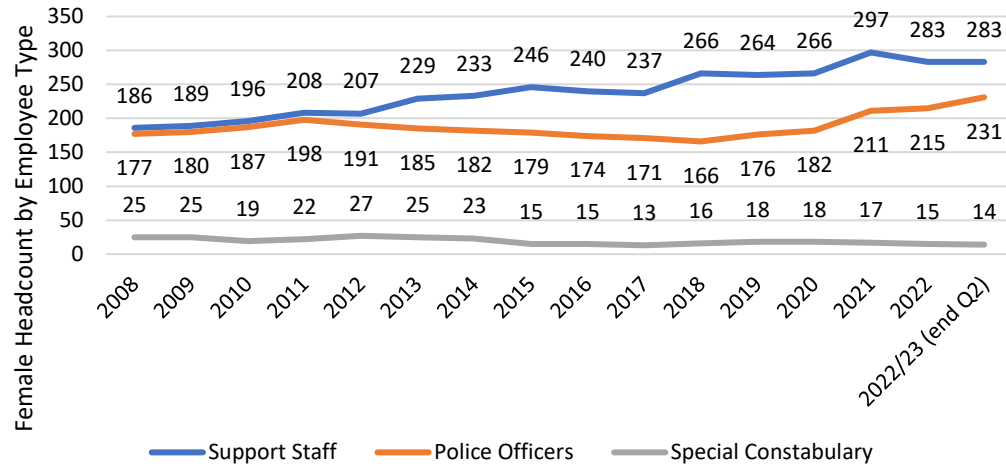
The graph below represents the number of Ethnic Minority Police Staff, Officers, and Special Constabulary within the CoLP at the end of each financial year from 2007/8 to 2021/22 and the first 6 months of 2022/23 (2022/23 end Q2).



Ethnicity

- For the reporting period (1 July 2022 to 30 September 2022), the number of Ethnic Minority (excluding white minority) Officers has increased from 78 to 90, which is 9.3% of the total Officer headcount. The increase is likely due to the diversity in Student Officer and ROCUs seconded from other forces around the country. The number of Ethnic Minority (excluding white minorities) Police Staff has remained at 110 since June 2022, which is 22.9% of the total Staff headcount.
- When compared nationally, CoLP Staff Ethnic Minority representation rate is currently ranked second highest among all national forces (excluding BTP) and is sixth highest for Officer representation (excluding BTP).
- The force's Equality & Inclusion Operational Board oversees the work on the NPCC plan. The force continues to use innovative advertising and attraction campaigns, support internal applicants through application writing and interview workshops and use a buddy system where Ethnic Minority officers are supported by a buddy when they join the force.

CoLP Female Workforce Profile (FY 2008 - 2023)

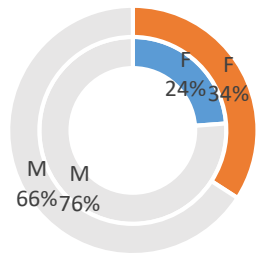


Gender

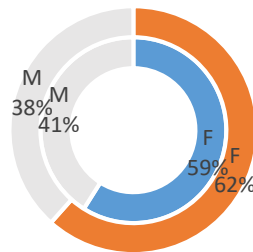
- During the reporting period, the number of female Police Officers has increased from 215 in June 2022 to 231 in September 2022. At the end of September, the percentage of female Police Officers stands at 23.8% of the total Office headcount. 22.6% of 115 Officer joiners were female in the reporting period.
- The number of female Police Staff has remained the same at 283, as a percentage this means 59% of Staff are female.
- In regard to improving our female representation we are looking at retention strategies such as supporting females back to the workplace following maternity leave as well as bespoke attraction campaigns and amended recruitment adverts to support flexible working. During our student officer campaigns we have been running positive action events including webinars to candidates where we have our female officers taking part to encourage female applicants to apply

- City of London – September 2022
- National Comparison (England and Wales) - March 2022

Officers Gender Profile



Staff Gender Profile



Disability

- The CoLP's disability profile shows 36 Police Officers (3.7%) and 20 Police Staff (4.2%) currently identify themselves as having a disability. At the end of September 2022, 46 Officers are working under 'recuperative duties' (short term) and 35 Officers are on adjusted duties (long term). The force has in-house Dyslexia Assessors which support colleagues on all matters related to dyslexia including reasonable adjustments.

Age

- The current age profile of the Police Staff workforce ranges between 18 and 65+. There are currently 175 Staff aged 50+. 305 members of Staff are between 18 – 49 years old.
- The age profile of Police Officers ranges between 18 and 60+. There are currently 157 Police Officers aged 50+. Officers can retire with complete 30 years' service (depending on pension scheme). There are 9 Officers with 30+ years' service and could be eligible to retire. There are also 29 Officers with 29 years' service that could be eligible to retire in 2023/2024.

Sexual Orientation

- All Police Officers and Police Staff are invited to define their sexual orientation on their application, onboarding and via self-service. Across the workforce, 45 members of Staff and/or Police Officers have identified themselves as gay, lesbian or bisexual, which is 3.1% of the total Officer and Staff headcount. This is a 21% increase from 37 previously reported. The number of individuals that did not disclose or selected "prefer not to say" has decreased from 833 to 807.

Promotions

- There was 1 promotions campaigns between July 2022 – September 2022, this was for a Chief Superintendent, of which 5 applicants applied. 20% of applicants were female and 40% of applicants were from an ethnic minority background. Of those that were successful at interview, 20% were from an ethnic minority background.

Religion and Belief

The table below show the headcount and percentage of religion and belief for a combined total of Officers and Staff.

Religion/Belief	Headcount	Percentage
Buddhist	6	0.4%
Christian	351	24.2%
Hindu	9	0.6%
Jewish	4	0.3%
Muslim	40	2.8%
No Religion	340	23.4%
Not Disclosed	674	46.5%
Any other Religion	18	1.2%
Sikh	8	0.6%