

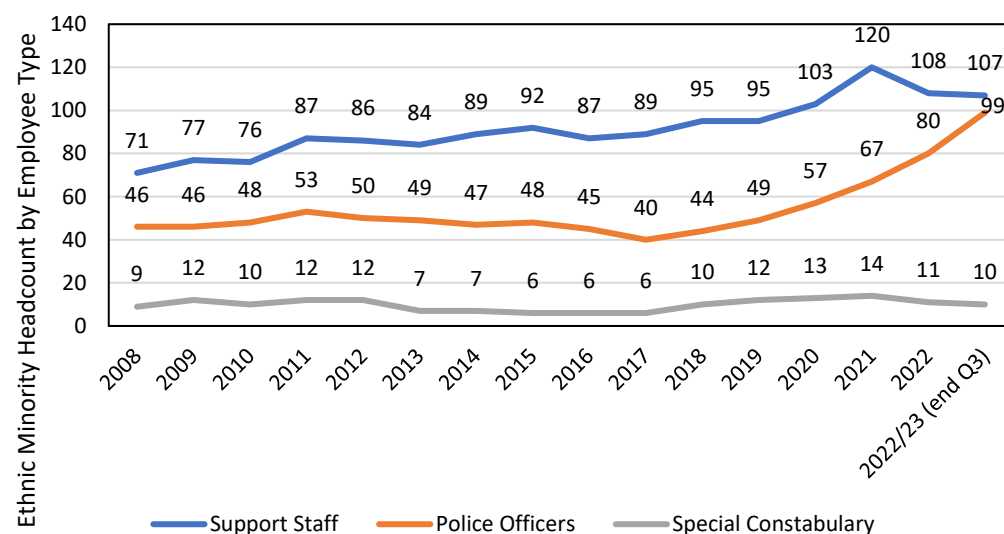
## Equality and Inclusion – PSIC/PAB - E&I/Professionalism and Trust report

### Force Demographics

- The CoLP ended quarter 3 (Q3) of 2022/23, 31 December 2022, with an Officer headcount of 1015 (increase from 970 at 30 September 2022), and Staff headcount of 470 (decrease from 480 at 30 September 2022).

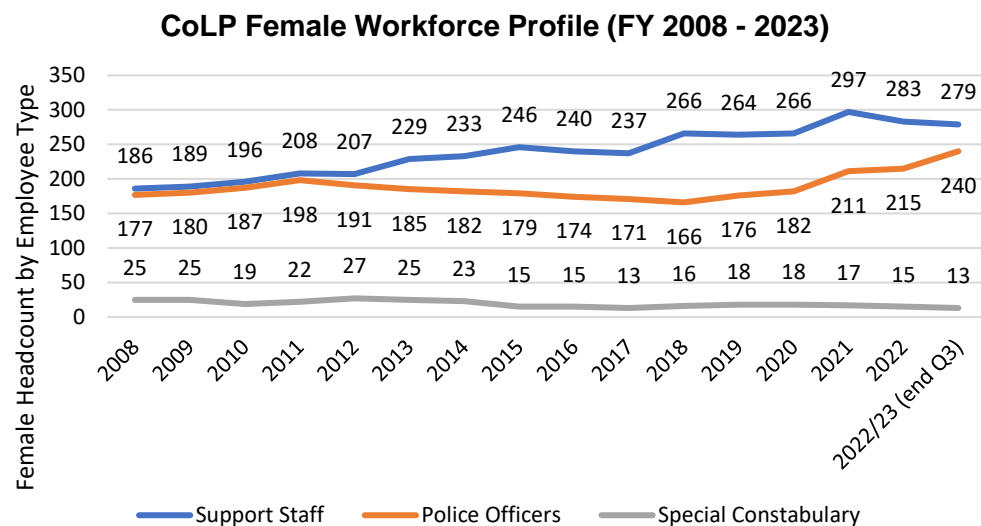
The graph below represents the number of Ethnic Minority Police Staff, Officers, and Special Constabulary within the CoLP at the end of each financial year from 2007/8 to 2021/22 and the first 9 months of 2022/23 (2022/23 end Q3).

**COLP Workforce Ethnic Minority Profile (FY 2008 - 2023)**



### Ethnicity

- For the reporting period (1 October 2022 to 31 December 2022), the number of Ethnic Minority (excluding white minority) Officers has increased from 90 (September 2022) to 99, which is 9.8% of the total Officer headcount. The increase is likely due to the diversity in Student Officer in November. The number of Ethnic Minority (excluding white minorities) Police Staff has slightly decreased from 110 in September 2022 to 107 in December 2022, which is 22.8% 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. In 2023, the force will continue 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.

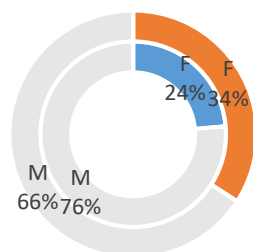


## Gender

- During the reporting period, the number of female Police Officers has increased from 231 in September 2022 to 240 in December 2022. At the end of December, the percentage of female Police Officers stands at 23.6% of the total Office headcount. 16 (22.2%) of 72 Officer joiners were female in the reporting period.
- The number of female Police Staff has decreased from 283 (September 2022) to 279 (December 2022), as a percentage this means 59.4% of Staff are female.
- In regard to improving our female representation we continue to work on 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 adverts in 2022, we ran positive action events including webinars to candidates where female officers took part to encourage female applicants to apply.

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

### Officers Gender Profile



### Staff Gender Profile

