

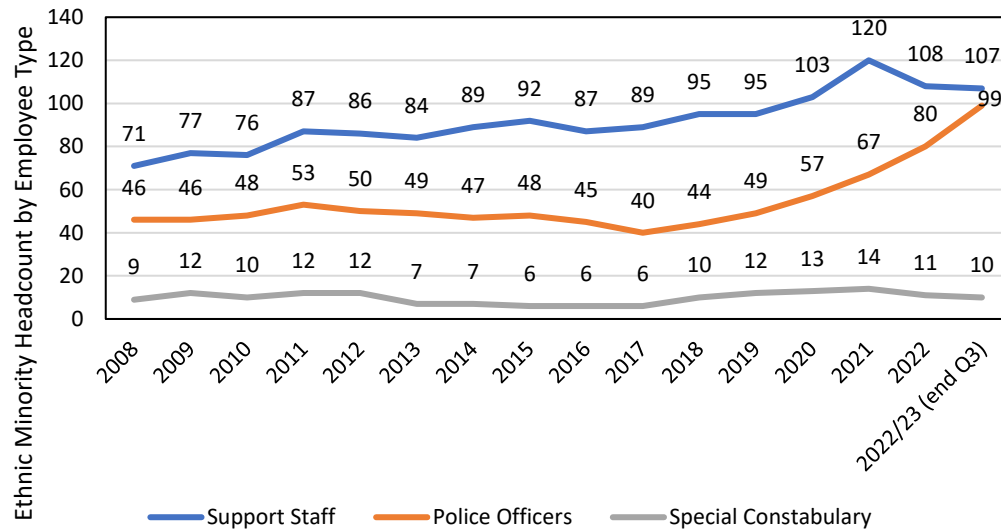
Equality and Inclusion – PSIC/PAB - E&I/Professionalism and Trust report

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).

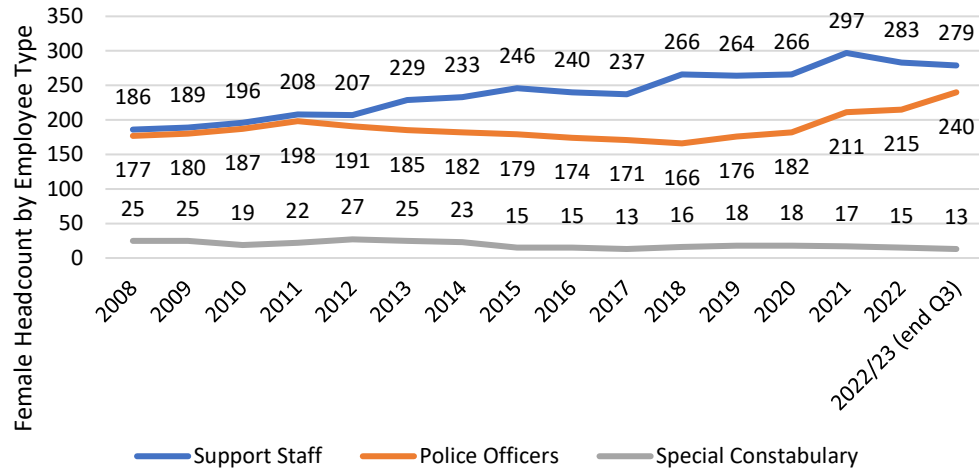
COLP Workforce Ethnic Minority Profile (FY 2008 - 2023)



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.

CoLP Female Workforce Profile (FY 2008 - 2023)

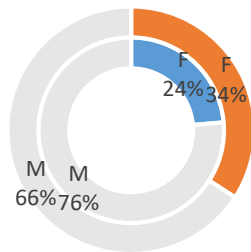


Gender

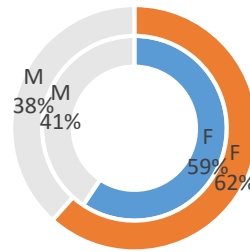
- During the reporting period, the number of female Police Officers has increased from 231 in September 2022 to 240 in December 2022. At the end of December, the percentage of female Police Officers stands at 23.6% of the total Office headcount. 16 (22.2%) of 72 Officer joiners were female in the reporting 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 campaigns 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



Disability

- The CoLP's disability profile shows 37 Police Officers (3.6%) and 21 Police Staff (4.5%) currently identify themselves as having a disability. At the end of December 2022, 58 Officers are working under 'recuperative duties' (short term) and 37 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 176 Staff aged 50+. 294 members of Staff are between 18 – 49 years old.
- The age profile of Police Officers ranges between 18 and 65. There are currently 158 Police Officers aged 50+. Officers can retire once they have complete 30 years' service (depending on pension scheme). There are 9 Officers with 30+ years' service and could be eligible to retire, and 23 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, 48 members of Staff and/or Police Officers have identified themselves as gay, lesbian or bisexual, which is 3.2% of the total Officer and Staff headcount. This is a 6.7% increase from 45 previously reported. The number of individuals that did not disclose or selected "prefer not to say" has decreased from 807 to 789.

Promotions

- There was 1 internal promotion campaign for Superintendents rank between October 2022 – December 2022. This received 22 applications, 36% of applicants were female and none were from an ethnic minority background. 16 applicants were successfully shortlisted for interview, of which 37.5% were female.

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	365	24.6%
Hindu	11	0.7%
Jewish	4	0.3%
Muslim	37	2.5%
No Religion	367	24.7%
Not Disclosed	667	44.9%
Any other Religion	19	1.3%
Sikh	9	0.6%