



Home Office

Home Office Statistical Bulletin



Police Service Strength

England and Wales, 31 March 2012

Amardeep Dhani

26 July 2012

HOSB: 09/12

Statistical Bulletins are prepared by staff in Home Office Statistics under the National Statistics Code of Practice and can be downloaded from both the UK Statistics Authority website and the Home Office website:

<http://www.statistics.gov.uk>

<http://www.homeoffice.gov.uk/science-research>

© Crown Copyright 2012

You may re-use this information (not including logos) free of charge in any format or medium, under the terms of the Open Government Licence. To view this licence, visit

<http://www.nationalarchives.gov.uk/doc/open-government-licence/>

or write to the Information Policy Team, The National Archives, Kew, London, TW9 4DU or e-mail:

psi@nationalarchives.gsi.gov.uk

ISSN 1759-7005

ISBN 978-1-84987-923-1

Acknowledgements

This bulletin has been prepared by staff in the Policing Statistics team, which is part of the Home Office Statistics Unit of the Home Office Science Group.

The authors are grateful for the support and assistance of other colleagues in the Policing Statistics team, Police Data Collection Section and staff at the Police Productivity Unit in the Home Office: David Povey, Neil Higgins, Shagufta Rafique, Iyadurai Sivagnanasithiyar, John Kirby, and Suraja Prakash.

The editors also thank Chris Kershaw, Head of Migration, Policing and Other Statistics and David Blunt, the Home Office Chief Statistician and Head of Profession for Statistics for their support and guidance during the preparation of this report.

We would also like to acknowledge the assistance of the police force personnel sections. Thanks also to colleagues who commented on a draft report during quality assurance of this bulletin and to colleagues in the Communications Development Section who assisted in preparing the report.

Further information

Copies of other Home Office publications are available from the Home Office Science Internet pages: <http://www.homeoffice.gov.uk/science-research/research-statistics/>

The dates of forthcoming publications are pre-announced and can be found via the UK National Statistics Publication Hub: <http://www.statistics.gov.uk/hub/index.html>

For further information about the Police Service Strength statistics, please email policestats@homeoffice.gsi.gov.uk or write to:

Home Office Statistics, 5th Floor, Peel Building, 2 Marsham Street, London, SW1P 4DF.

Home Office Responsible Statistician

David Blunt, Chief Statistician and Head of Profession for Statistics

Contact via policestats@homeoffice.gsi.gov.uk

This statistical bulletin is a National Statistics output produced to the highest professional standards and free from political interference. It has been produced by statisticians working in the Home Office Statistics Unit in accordance with the Home Office's Statement of Compliance with the Code of Practice for Official Statistics which covers our policy on revisions and other matters. The governance arrangements in the Home Office for statistics were strengthened on 1 April 2008 to place the statistical teams under the direct line management of a Chief Statistician, who reports to the National Statistician with respect to all professional statistical matters.

Contents

	Page
Contents	3
Lists of figures and tables	4
Chapter 1 Summary	6
Chapter 2 Police Service Strength	7
Chapter 3 Police Officer Strength	9
Chapter 4 Special Constabulary Strength	14
Chapter 5 Strength of Staff in Supporting Roles	15
Notes	28

List of figures

Chapter 1	Summary	6
Figure 1	Total police officer strength in 43 English and Welsh forces (full-time equivalents), change in number of officers from the previous year	6
Chapter 2	Police Service Strength	7
Figure 2	Police service strength by type of police worker as at 31 March 2012, England and Wales.....	7
Chapter 3	Police Officer Strength	9
Figure 3	Minority Ethnic officers as a proportion of all officers as at 31 March 2001 to 2012, England and Wales	10
Figure 4	Minority Ethnic officers by ethnic group (excluding Central Service secondments) as at 31 March 2012, England and Wales	11
Figure 5	Police officer strength (full-time equivalents), England and Wales, percentage change between March 2011 and March 2012	13
Chapter 4	Special Constabulary Strength	14
Chapter 5	Strength of Staff in Supporting Roles	15
Figure 6	Staff in supporting roles as at 31 March 2012, England and Wales	15

List of tables

Table A	Police service strength as at 31 March 2012, England and Wales	8
Table B	Minority Ethnic police officer strength (including Central Service secondments) by rank as at 31 March 2012, England and Wales	11
Table 1	Police officer strength in England and Wales by police force area on 31 March 2012	17
Table 2	Police officer strength in England and Wales (including Central Service secondments), by rank and gender, as at 31 March 2012	18
Table 3	Total police officer strength in the police service in England and Wales, 31 March 2003 to 31 March 2012	18
Table 4	Police officer strength as at 31 March 2012 by police force area, rank and gender, and officers per 100,000 population	19
Table 5	Police officer joiners from 1 April 2011 to 31 March 2012, by police force area, rank and gender	20
Table 6	Police officer leavers from 1 April 2011 to 31 March 2012, by police force area, rank and gender	21
Table 7	Minority Ethnic officer strength by police force area, rank and gender, as at 31 March 2012	22
Table 8	Police officer strength by ethnicity, police force area and gender, as at 31 March 2012	23
Table 9	Police officer strength by police force area, English regions and Wales (full-time equivalents)	24
Table 10a	Police staff strength as at 31 March 2012, by police force area, gender and full/part-time employment	25
Table 10b	Police staff strength as at 31 March 2012, by police force area, gender and full/part-time employment	26
Table 11	Special constable strength as at 31 March 2012, and joiners/leavers in the 12 months to 31 March 2012, by police force area, gender and ethnicity	27

1 Summary

MAIN POINTS

- There were 134,101 full-time equivalent (FTE) police officers in the 43 police forces of England and Wales as at 31 March 2012. This is a decrease of 3.6 per cent or 5,009 officers compared to a year earlier (Table 1).
- There were 6,664 FTE Minority Ethnic officers in the 43 forces of England and Wales, 5.0 per cent of the total police strength, compared with 4.8 per cent on 31 March 2011 (Table 7).
- FTE police staff numbers for the 43 forces of England and Wales stand at 67,474, a decrease of 8.8 per cent or 6,536 compared to a year earlier (Table 10a).
- The total number of FTE police community support officers in the 43 police forces of England and Wales was 14,393, a decrease of 9.0 per cent or 1,427 on the previous year (Table 10a).
- There were 20,343 special constables as at 31 March 2012, 10.4 per cent or 1,922 more than the previous year (Table 11).

Figure 1: Total police officer strength in 43 English and Welsh forces (full-time equivalent), change in number of officers from the previous year

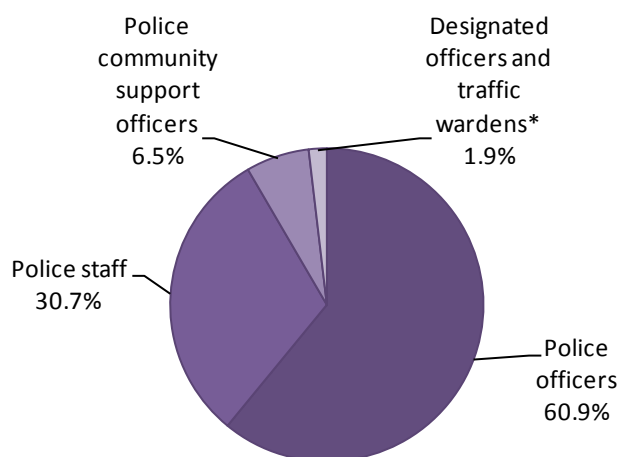


2 Police Service Strength

(a) As at 31 March 2012, there were 220,067 full-time equivalent (FTE) police workers in the 43 police forces of England and Wales. Police officers accounted for 60.9 per cent of this total, police community support officers 6.5 per cent, traffic wardens 0.02 per cent, designated officers 1.8 per cent (see text box below) and other police staff 30.7 per cent (Figure 2 and Table A).

(b) In addition, there were 20,343 special constables providing a voluntary police resource to police forces and local communities in England and Wales. Special constables provide at least four hours a week to their force but do not have contracted hours; hence their numbers are shown here as headcount rather than full-time equivalent (Table 11).

Figure 2: Police service strength by type of police worker as at 31 March 2012, England and Wales



*Designated officers and traffic wardens account for 1.8% and 0.02% of police service strength respectively.

Designated officers

Designated officers are persons employed by the police authority who have been chosen by chief officers to exercise specified powers which would otherwise only be available to police officers. Designated police staff were introduced as part of the Police Reform Act 2002, sections 38 and 39 and legislation enables the appropriate designation of skilled police staff to one or more of four roles: police community support officer, investigation officer, detention officer and escort officer.

The figures for designated officers (S.38, S.39) in this report exclude police community support officers, the figures for which are referred to separately.

Table A: Police service strength as at 31 March 2012, England and Wales

Rank	All staff (FTE)	All staff (Headcount)	Staff available for duty (Headcount)
ACPO ranks	209	209	204
Chief Superintendents	380	380	376
Superintendents	890	892	878
Chief Inspectors	1,727	1,729	1,704
Inspectors	6,590	6,628	6,498
Sergeants	21,371	21,623	21,051
Constables	102,934	105,068	100,747
Total police ranks	134,101	136,529	131,458
Police staff (exc PCSO, TW and DO S.38, S.39)	67,474	73,667	70,580
Police community support officers (PCSO)	14,393	14,721	14,064
Traffic wardens (TW)	36	39	38
Designated officers (DO S.38, S.39) ¹	4,063	4,197	4,075
Total police service strength	220,067	229,153	220,215
Special constabulary²	-	20,343	-

1. Excludes police community support officers.

2. Headcount only.

Measures of police service strength

The 'all staff (FTE)' measure, as shown in Table A above, is the primary measure used throughout this bulletin. It represents total full-time equivalent staff employed by the force, including staff seconded into the force and staff on any type of long- or short-term absence. The headcount of the number of staff available for duty excludes those on long-term leave of absence.

3 Police Officer Strength

(a) As at 31 March 2012, there were 134,101 full-time equivalent (FTE) police officers in the 43 police forces of England and Wales, of which 131,458 (headcount) were available for duty. This is a decrease of 3.6 per cent or 5,009 officers (FTE) compared with 31 March 2011, and follows a decrease of 4,625 (3.2%) in the 12 months prior to that. It is also the lowest total since 2003 (Table 1).

(b) In addition, the British Transport Police employed 2,557 officers across England and Wales on 31 March 2012, and a further 481 were seconded to Central Services such as the National Policing Improvement Agency or Her Majesty's Inspectorate of Constabulary (Table 1).

(c) Police officer strength, including officers from the British Transport Police and those seconded to Central Services, was 137,139 as at 31 March 2012. This is a decrease of 3.6 per cent or 5,078 officers (FTE) compared with 31 March 2011 (Table 1).

(d) One force, Surrey, increased its total officer strength in the 12 months to 31 March 2012 (up 4.7% or 89 officers) (Table 9). Surrey Police report that this is because they are recruiting now as they underwent reductions in officer numbers between 2006 and 2009, several years before England and Wales as a whole.

(e) The other 42 England and Wales forces reported falls in officer numbers over the 12 months to 31 March 2012. The largest decreases in percentage terms were in Derbyshire (down 10.0% or 202 officers) and Warwickshire (down 8.2% or 75 officers). The largest numerical decrease was in the West Midlands (down 4.0% or 323 officers) (Table 9).

(f) There were decreases in total officer strength in all nine English Regions and in Wales in the 12 months to March 2012. The largest decrease in percentage terms was in the East Midlands region (down 6.1% or 554 officers) (Table 9).

(g) The Metropolitan Police Service is the largest force, accounting for 24.0 per cent of all officers on 31 March 2012. The eight Metropolitan forces (Greater Manchester, City of London, Merseyside, Metropolitan Police, Northumbria, South Yorkshire, West Midlands and West Yorkshire) accounted for 47.9 per cent of all officers (Table 9).

(h) The number of officers on secondment to Central Services shows a slight increase from 476 at 31 March 2011 to 481 at 31 March 2012 (Table 9).

Gender

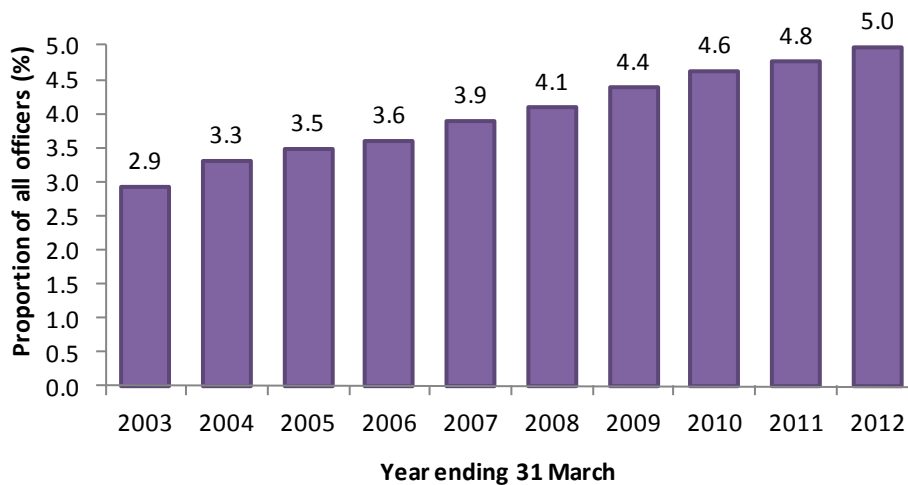
(i) 36,052 of the 134,582 officers in England and Wales (including Central Service secondments) were female, representing 26.8 per cent of the total, compared with 26.2 per cent in March 2011. The proportion of women in the more senior ranks of Chief Inspector and above was 16.3 per cent (up from 14.8%), compared with 29.4 per cent of women at constable rank (up from 29.0%) (Table 2).

Ethnicity

(j) As at 31 March 2012, there were 6,679 Minority Ethnic police officers in England and Wales (including Central Service secondments), accounting for 5.0 per cent of all officers compared with 4.8 per cent in March 2011 (Table 7). One per cent of officers had not stated their ethnicity (Table 8).

(k) Figure 3 shows how the proportion of Minority Ethnic officers in the police service has increased in recent years. The number of Minority Ethnic officers increased by 48 (0.7%) in the 12 months to 31 March 2012 (Table 7).

Figure 3: Minority Ethnic officers as a proportion of all officers as at 31 March 2003 to 2012, England and Wales



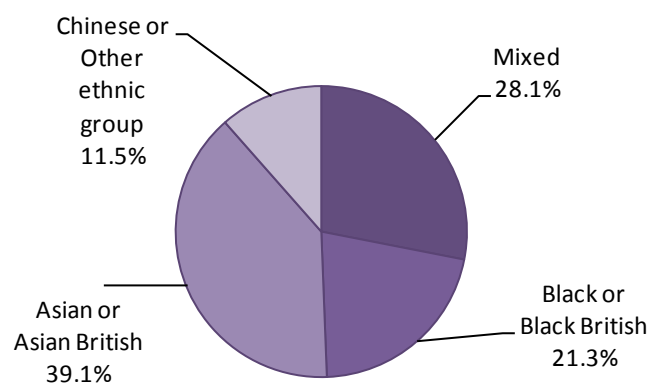
(l) The Metropolitan Police had the largest proportion of Minority Ethnic officers (10.1%), followed by West Midlands (8.3%), British Transport Police (7.4%) and Leicestershire (6.7%) (Table 7). Minority Ethnic officers were under-represented at senior ranks (compared with the rest of the service), accounting for 3.7 per cent of officers at the rank of Chief Inspector or above compared with 5.4 per cent of constables (Table B).

Table B: Minority Ethnic police officer strength (including Central Service secondments) by rank as at 31 March 2012, England and Wales

Rank	Percentage of Minority Ethnic officer strength
ACPO ranks	2.8
Chief Superintendents	3.2
Superintendents	3.9
Chief Inspectors	3.7
Inspectors	3.4
Sergeants	3.6
Constables	5.4
Total Minority Ethnic strength	5.0

(m) Figure 4 shows that, of those Minority Ethnic officers that stated their ethnicity, 39.1 per cent classified themselves as Asian or Asian British, 21.3 per cent as Black or Black British, 28.1 per cent as Mixed and 11.5 per cent as Chinese or Other ethnic group (these figures exclude Central Service secondments, as figures are not collected by ethnicity). These proportions vary by police force area (Table 8).

Figure 4: Minority Ethnic officers by ethnic group (excluding Central Service secondments) as at 31 March 2012, England and Wales



Joiners

(n) In the 12 months to 31 March 2012, the 43 police forces recruited 2,394 full-time equivalent officers (Table 5). Transfers between Home Office forces accounted for 10.2 per cent of these joiners.

(o) Female officers accounted for 28.3 per cent of joiners and 97.4 per cent of all joiners came in at constable rank. New recruits to the police service have to start as constables, so the 2.6 per cent of all joiners who came in at other ranks are likely to be transfers or those who leave and re-join (Table 5).

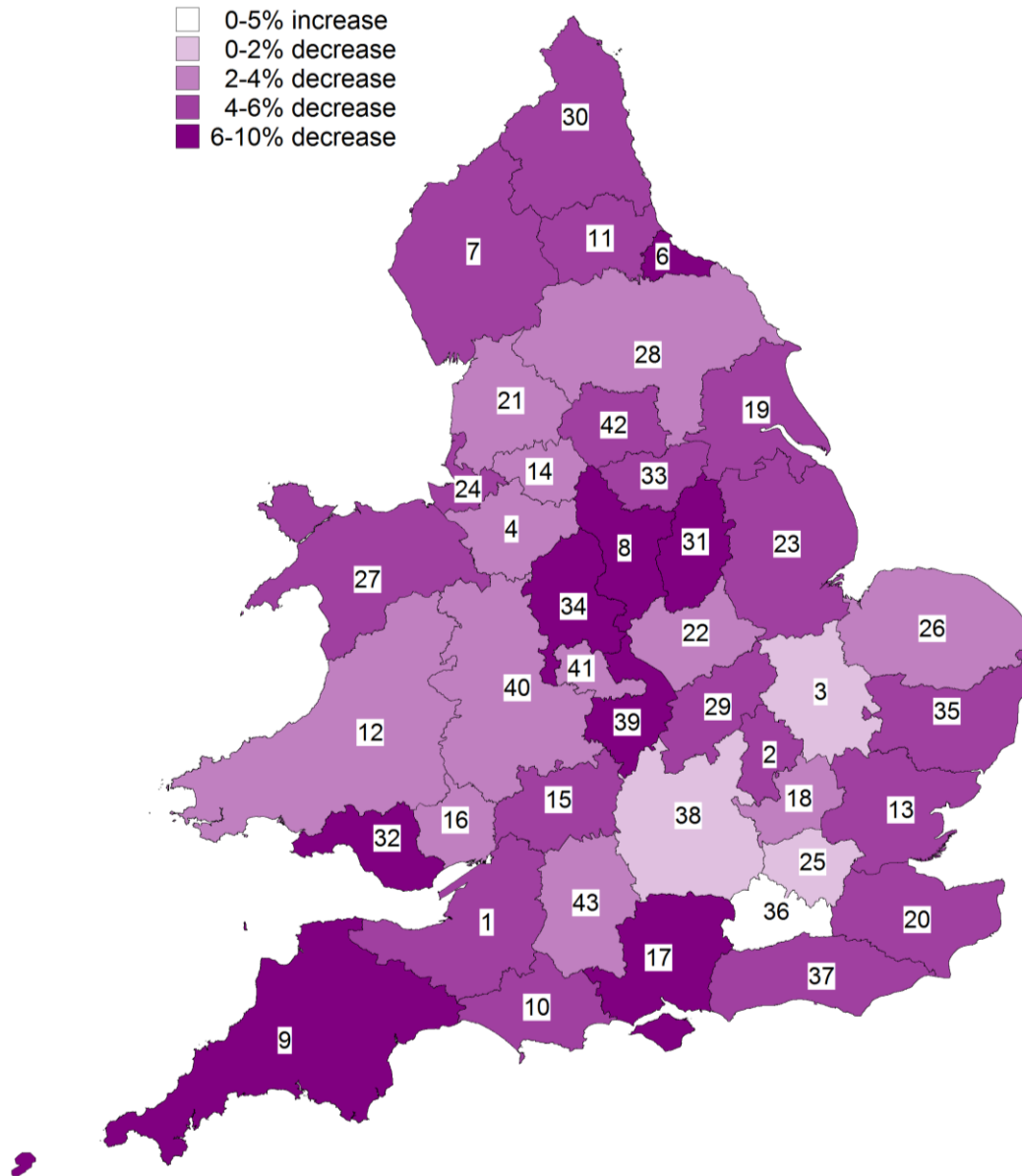
(p) Surrey had the most joiners in percentage terms (10.0% of total strength) in the year to 31 March 2012, followed by Thames Valley (5.0%) and Metropolitan Police (4.7%) (Table 5).

Leavers

(q) During the year to 31 March 2012, 6,965 full-time equivalent officers left the 43 forces (Table 6). This total included officers transferring to other England and Wales forces, who are estimated to account for 4.6 per cent of leavers.

(r) The 6,965 full-time equivalent officers leaving represented a wastage rate of 5.2 per cent of the total strength (wastage rate is the total number of police officers leaving as a proportion of the total strength). Gwent had the lowest wastage rate for the year (3.8%) and Warwickshire had the highest (8.2%). Female officers' wastage rate was lower than the overall rate at 2.8 per cent, as they accounted for 26.8 per cent of officers in post on 31 March 2012, but only 14.6 per cent of officers leaving. (Table 6).

Figure 5: Police officer strength (full-time equivalents), England and Wales, percentage change between March 2011 and March 2012



- | | | | |
|----------------------------|------------------------|---------------------------|--------------------|
| 1. Avon and Somerset | 12. Dyfed-Powys | 23. Lincolnshire | 34. Staffordshire |
| 2. Bedfordshire | 13. Essex | 24. Merseyside | 35. Suffolk |
| 3. Cambridgeshire | 14. Greater Manchester | 25. Metropolitan and City | 36. Surrey |
| 4. Cheshire | 15. Gloucestershire | 26. Norfolk | 37. Sussex |
| 5. City of London (see 25) | 16. Gwent | 27. North Wales | 38. Thames Valley |
| 6. Cleveland | 17. Hampshire | 28. North Yorkshire | 39. Warwickshire |
| 7. Cumbria | 18. Hertfordshire | 29. Northamptonshire | 40. West Mercia |
| 8. Derbyshire | 19. Humberside | 30. Northumbria | 41. West Midlands |
| 9. Devon and Cornwall | 20. Kent | 31. Nottinghamshire | 42. West Yorkshire |
| 10. Dorset | 21. Lancashire | 32. South Wales | 43. Wiltshire |
| 11. Durham | 22. Leicestershire | 33. South Yorkshire | |

4 Special Constabulary Strength

(a) There were 20,343 special constables as at 31 March 2012, 10.4 per cent or 1,922 more than the previous year. This follows an 18.8 per cent increase in the year to March 2011 (Table 11).

(b) Females accounted for 31.0 per cent of special constables, a higher proportion than for police officers. The 11.3 per cent of special constables who were Minority Ethnic was also higher than the proportion among police officers. The Metropolitan Police had the highest proportion of Minority Ethnic special constables (27.9%), followed by West Midlands (19.7%) and Leicestershire (13.7%) (Table 11).

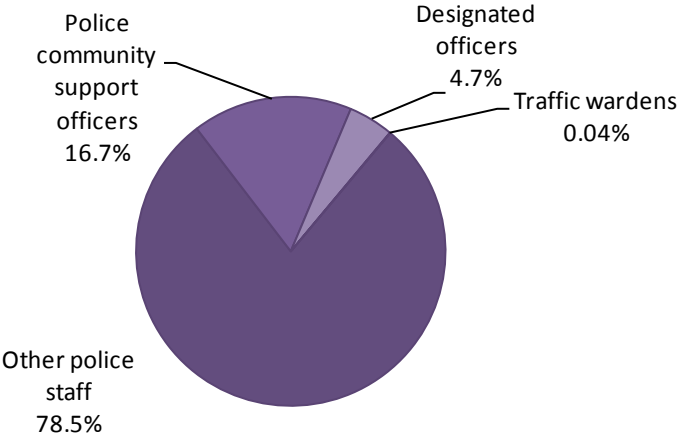
(c) In the year to 31 March 2012, 6,263 special constables joined the special constabulary and 3,983 left. In addition, some had ceased to be active over the last few years and were removed from forces' records but were not recorded as leaving in the 12 months to 31 March 2012, hence the discrepancy between the strength and leaving and joining figures for special constables. The wastage rate increased to 19.6 per cent in the year to 31 March 2012, from 16.6 per cent in the year to 31 March 2011. Wastage rate is the total number of special constables leaving as a proportion of the total strength. (Table 11).

(d) During the 12 months to 31 March 2012, 16.1 per cent of police officer joiners were previously special constables. These new police officers would have left their post as a special constable in order to join as an officer (Table 11).

5 Strength of Staff in Supporting Roles

(a) As at 31 March 2012, there were 85,966 full-time equivalent staff in all supporting roles (Tables 10a and 10b). This is a decrease of 8.7 per cent from the previous year. Police community support officers (PCSOs) made up 16.7 per cent of this total. Designated officers made up 4.7 per cent, and traffic wardens comprised a further 0.04 per cent of this total (Tables 10a and 10b).

Figure 6: Staff in supporting roles as at 31 March 2012, England and Wales



(b) Police staff numbers (i.e. non-officer police employees, excluding PCSOs, designated officers and traffic wardens) decreased by 8.8 per cent to 67,474 in the year to 31 March 2012. The number of PCSOs decreased by 9.0 per cent to 14,393 in the year ending March 2012. Traffic warden numbers decreased by 85.7 per cent from 252 on 31 March 2011 to 36 on 31 March 2012. The very small number of traffic wardens reflects the increasing role of local authorities in parking control (Tables 10a and 10b).

Police community support officers

Police community support officers (PCSOs) are police staff employed by a police authority in a highly visible, patrolling role. They complement the work of police officers by focusing predominantly on lower-level crime, disorder and anti-social behaviour. They also free up police officer time by taking on those policing functions that do not require the full expertise of a police officer. The legislation for PCSOs was introduced as part of the Police Reform Act 2002. The Act enables force chief officers to designate PCSOs with limited enforcement powers. Unlike police officers they do not have the power of arrest, but there is a range of standard powers that they hold (e.g. to stop and search members of the public in certain situations). Additionally, each chief officer has the discretion to delegate any one of a further number of powers (e.g. to seize drugs, or to issue fixed penalty notices for certain offences). The first PCSOs started work on the streets of London in September 2002.

(c) Females accounted for 68.5 per cent of police staff, a much higher proportion than in the police officer ranks. Females accounted for 46.7 per cent of all PCSOs (Table 10a).

(d) As at 31 March 2012, there were 6,408 Minority Ethnic staff in supporting roles, accounting for 7.5 per cent of the total. The proportion of Minority Ethnic PCSOs was 10.0 per cent, a higher proportion than for other police staff and police officers (Tables 10a and 10b).

(e) As well as having the largest proportion of officers, the Metropolitan Police also has the largest proportion of PCSOs when compared with other police forces (2,760 police community support officers, 19.2 per cent of all PCSOs). The second highest was Greater Manchester Police who had 5.7 per cent (or 818 police community support officers) (Tables 10a and 10b).

Table 1 Police officer strength in England and Wales by police force area on 31 March 2012

Police force	All officers (FTE) ¹			Officers available for duty (Headcount)		
	Male	Female	Total	Male	Female	Total
Avon and Somerset	2,258	781	3,039	2,228	793	3,021
Bedfordshire	808	349	1,157	789	337	1,126
Cambridgeshire	1,006	371	1,377	992	354	1,346
Cheshire	1,467	545	2,011	1,434	521	1,955
Cleveland	1,190	339	1,529	1,012	267	1,279
Cumbria	737	389	1,125	724	391	1,115
Derbyshire	1,340	479	1,819	1,322	480	1,802
Devon and Cornwall	2,377	848	3,225	2,351	878	3,229
Dorset	1,049	329	1,378	1,024	335	1,359
Durham	987	376	1,363	963	370	1,333
Essex	2,438	970	3,408	2,390	959	3,349
Gloucestershire	866	342	1,208	856	354	1,210
Greater Manchester	5,487	2,011	7,498	5,385	1,917	7,302
Hampshire	2,435	999	3,434	2,266	909	3,175
Hertfordshire	1,357	627	1,984	1,331	605	1,936
Humberside	1,350	506	1,856	1,328	517	1,845
Kent	2,555	943	3,498	2,521	956	3,477
Lancashire	2,397	927	3,323	2,336	881	3,217
Leicestershire	1,583	559	2,142	1,563	555	2,118
Lincolnshire	846	297	1,142	829	279	1,108
London, City of	651	180	831	641	179	820
Merseyside	3,038	1,046	4,083	2,960	1,011	3,971
Metropolitan Police	24,311	7,829	32,140	23,910	7,630	31,540
Norfolk	1,144	403	1,547	1,121	403	1,524
Northamptonshire	885	349	1,234	883	357	1,240
Northumbria	2,869	1,052	3,921	2,792	1,014	3,806
North Yorkshire	1,033	369	1,402	1,034	377	1,411
Nottinghamshire	1,599	570	2,168	1,542	568	2,110
South Yorkshire	2,006	765	2,772	1,994	770	2,764
Staffordshire	1,435	513	1,948	1,430	524	1,954
Suffolk	865	310	1,175	859	318	1,177
Surrey	1,341	633	1,974	1,307	613	1,920
Sussex	2,086	873	2,959	2,052	889	2,941
Thames Valley	3,103	1,251	4,355	3,063	1,244	4,307
Warwickshire	613	231	844	584	218	802
West Mercia	1,573	618	2,191	1,550	594	2,144
West Midlands	5,510	2,316	7,826	5,425	2,305	7,730
West Yorkshire	3,719	1,500	5,219	3,685	1,517	5,202
Wiltshire	741	316	1,057	731	309	1,040
Dyfed-Powys	826	305	1,131	819	303	1,122
Gwent	1,038	408	1,446	1,010	394	1,404
North Wales	1,058	397	1,454	1,042	359	1,401
South Wales	2,163	745	2,907	2,104	722	2,826
Total 43 forces	98,139	35,962	134,101	96,182	35,276	131,458
Central Service Secondments	391	90	481	408	90	498
British Transport Police	2,166	391	2,557	2,155	402	2,557
Total other police services	2,557	481	3,038	2,563	492	3,055
Total police service strength	100,695	36,443	137,139	98,745	35,768	134,513
Total police service strength (excluding BTP)	98,530	36,052	134,582	96,590	35,366	131,956

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

Table 2 Police officer strength in England and Wales (including Central Service secondments), by rank and gender, as at 31 March 2012

Rank	Full-time equivalents ¹			
	Male	Female	Total	% Female
ACPO ranks	178	38	216	18%
Chief Superintendent	354	50	404	12%
Superintendent	789	153	942	16%
Chief Inspector	1,475	305	1,780	17%
Inspector	5,492	1,165	6,657	18%
Sergeant	17,438	4,019	21,457	19%
Constable	72,804	30,322	103,126	29%
All Ranks	98,530	36,052	134,582	27%

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

Table 3 Total police officer strength in the police service in England and Wales, 31 March 2003 to 31 March 2012

England and Wales	Full-time equivalents ¹													Headcount ²
	ACPO ranks	Superintendents (includes Chiefs)	Chief Inspectors	Inspectors	Sergeants	Constables	Total excluding secondments	Secondments ³	Total police strength	Civilian staff	Police community support officers	Traffic wardens	Designated officers	
Police officer strength														
31 March 2003	195	1,258	1,662	6,282	18,732	104,380	132,509	1,940	134,450	62,581	1,176	2,108	-	11,037
31 March 2004	208	1,382	1,760	6,428	18,976	109,715	138,468	2,095	140,563	68,093	3,418	1,688	-	10,988
31 March 2005	214	1,457	1,851	6,795	20,350	110,392	141,059	1,735	142,794	71,208	6,214	1,281	1,133	11,918
31 March 2006	216	1,473	1,855	6,973	21,149	109,857	141,523	1,748	143,271	73,785	6,769	1,053	1,328	13,179
31 March 2007	206	1,456	1,848	7,034	21,949	109,400	141,892	482	142,374	75,178	13,497	764	1,617	14,021
31 March 2008	202	1,497	1,869	7,169	22,240	108,884	141,861	502	142,363	76,948	15,805	590	1,912	14,547
31 March 2009	217	1,496	1,916	7,398	22,664	110,080	143,770	504	144,274	79,296	16,507	468	3,083	14,251
31 March 2010	223	1,502	1,974	7,258	23,109	109,669	143,734	501	144,235	79,596	16,918	409	3,840	15,505
31 March 2011	215	1,368	1,889	6,764	22,265	106,609	139,110	476	139,586	74,010	15,820	252	4,064	18,421
31 March 2012	209	1,270	1,727	6,590	21,371	102,934	134,101	481	134,582	67,474	14,393	36	4,063	20,343
Change between														
31.3.11 and 31.3.12	-6	-98	-162	-173	-894	-3,675	-5,009	5	-5,004	-6,536	-1,427	-216	-1	1,922

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Special constable figures are given as headcount measures.

3. Secondments to NCIS, NCS and Central Services. From 31 March 2007 onwards details of officers seconded to NCIS and NCS no longer appear following the launch of the Serious Organised Crime Agency (SOCA) in April 2006 (See note 4).

Table 4 Police officer strength as at 31 March 2012 by police force area, rank and gender, and officers per 100,000 population

England and Wales																	Full-time equivalents ¹			
Police force	Male ranks								Female ranks								Total officers per 100,000 population ²	Total constables	Constables per 100,000 population	
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks	Total officers per 100,000 population ²	Total constables	Constables per 100,000 population
Avon and Somerset	5	6	20	42	130	381	1,674	2,258	0	4	2	8	30	64	673	781	3,039	187	2,348	145
Bedfordshire	3	3	10	15	47	144	586	808	0	1	1	4	10	59	274	349	1,157	188	860	140
Cambridgeshire	3	3	11	20	63	181	725	1,006	0	1	1	4	14	54	298	371	1,377	174	1,022	129
Cheshire	2	4	8	17	82	262	1,092	1,467	2	0	2	3	18	63	457	545	2,011	199	1,549	153
Cleveland	5	3	9	16	67	198	892	1,190	1	0	1	3	11	32	291	339	1,529	271	1,183	210
Cumbria	2	4	6	11	51	146	517	737	1	0	2	2	10	48	326	389	1,125	228	843	171
Derbyshire	3	6	8	17	64	229	1,013	1,340	1	0	2	4	14	32	426	479	1,819	180	1,439	142
Devon and Cornwall	3	6	19	20	121	470	1,738	2,377	1	1	4	8	25	88	721	848	3,225	192	2,459	146
Dorset	3	4	8	21	67	190	756	1,049	1	0	2	4	14	35	273	329	1,378	193	1,029	144
Durham	3	4	8	13	59	162	738	987	0	1	1	3	16	39	316	376	1,363	223	1,054	172
Essex	3	8	16	44	123	408	1,836	2,438	2	2	3	6	31	111	815	970	3,408	196	2,652	153
Gloucestershire	4	4	8	16	53	136	645	866	0	1	2	1	10	29	300	342	1,208	204	945	159
Greater Manchester	5	19	45	75	278	922	4,143	5,487	1	4	11	21	69	215	1,690	2,011	7,498	285	5,833	222
Hampshire	3	7	17	35	134	440	1,800	2,435	1	2	1	15	34	130	816	999	3,434	182	2,616	139
Hertfordshire	3	3	10	23	77	224	1,017	1,357	2	0	4	6	24	81	511	627	1,984	179	1,528	138
Humberside	4	5	9	22	97	246	968	1,350	0	0	6	1	13	43	443	506	1,856	201	1,411	153
Kent	5	9	17	53	160	385	1,926	2,555	0	1	7	9	35	99	793	943	3,498	208	2,719	161
Lancashire	5	10	18	38	136	438	1,752	2,397	0	1	1	13	35	109	768	927	3,323	229	2,520	174
Leicestershire	3	6	10	24	85	277	1,178	1,583	1	0	3	4	14	53	485	559	2,142	215	1,663	167
Lincolnshire	4	3	6	11	55	152	615	846	0	1	2	0	10	45	239	297	1,142	162	853	121
London, City of	3	6	10	13	51	111	457	651	0	0	1	4	9	30	136	180	831	-	593	5,080
Merseyside	3	13	23	35	164	494	2,306	3,038	2	1	5	11	35	106	885	1,046	4,083	302	3,191	236
Metropolitan Police	28	70	173	314	1,386	4,593	17,746	24,311	7	9	28	48	255	901	6,581	7,829	32,140	411	24,328	311
Norfolk	4	4	10	16	69	232	809	1,144	1	0	2	4	17	48	331	403	1,547	179	1,140	132
Northamptonshire	3	5	8	16	50	169	635	885	1	0	1	3	12	48	283	349	1,234	180	918	134
Northumbria	4	8	18	46	133	451	2,209	2,869	1	4	7	10	24	99	906	1,052	3,921	274	3,115	218
North Yorkshire	2	3	12	15	63	185	754	1,033	1	1	2	2	10	45	308	369	1,402	175	1,061	132
Nottinghamshire	3	3	14	23	82	293	1,181	1,599	1	1	2	6	15	69	475	570	2,168	200	1,656	152
South Yorkshire	4	10	19	28	111	327	1,507	2,006	0	0	3	6	25	73	659	765	2,772	209	2,166	163
Staffordshire	3	5	10	30	60	267	1,060	1,435	1	0	1	3	10	61	437	513	1,948	182	1,497	140
Suffolk	3	3	6	16	53	164	621	865	0	0	2	1	9	29	269	310	1,175	163	889	124
Surrey	3	4	12	14	61	220	1,027	1,341	1	1	4	5	26	75	521	633	1,974	175	1,548	137
Sussex	3	7	13	36	135	413	1,478	2,086	1	0	4	12	33	106	718	873	2,959	188	2,196	140
Thames Valley	3	10	21	43	148	508	2,371	3,103	2	0	4	10	44	145	1,046	1,251	4,355	193	3,417	152
Warwickshire	3	3	7	15	33	103	449	613	0	0	2	0	6	16	207	231	844	157	656	122
West Mercia	3	6	12	30	95	322	1,105	1,573	0	0	3	6	21	70	518	618	2,191	184	1,623	136
West Midlands	5	17	33	56	233	853	4,313	5,510	1	4	7	14	67	253	1,971	2,316	7,826	295	6,284	237
West Yorkshire	6	17	32	51	206	568	2,840	3,719	0	1	2	19	46	158	1,274	1,500	5,219	232	4,114	183
Wiltshire	2	4	5	11	49	134	536	741	0	0	1	4	12	38	261	316	1,057	160	796	120
Dyfed-Powys	3	3	8	15	55	163	579	826	1	0	1	0	10	33	260	305	1,131	223	839	166
Gwent	2	5	11	16	59	193	752	1,038	1	1	0	4	9	43	350	408	1,446	258	1,103	196
North Wales	4	4	10	19	65	215	741	1,058	0	0	2	2	9	43	341	397	1,454	214	1,081	159
South Wales	4	7	15	39	122	405	1,571	2,163	1	3	4	6	22	83	626	745	2,907	231	2,197	174
Total of all 43 forces	172	334	745	1,430	5,431	17,371	72,656	98,139	37	46	145	297	1,159	4,000	30,278	35,962	134,101	243	102,934	186
Central Service secondments	6	20	44	45	61	67	148	391	1	4	8	8	6	19	44	90	481		192	
British Transport Police	4	10	15	39	158	348	1,593	2,166	0	0	2	8	20	44	318	391	2,557		1,911	
Total other services	10	30	59	84	219	415	1,741	2,557	1	4	10	16	26	63	362	481	3,038		2,103	
Total police service strength	182	364	804	1,514	5,650	17,785	74,397	100,695	38	50	155	312	1,185	4,063	30,640	36,443	137,139	248	105,036	190
Total police service strength (excluding BTP)	178	354	789	1,475	5,492	17,438	72,804	98,530	38	50	153	305	1,165	4,019	30,322	36,052	134,582	244	103,126	187

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Officers per 100,000 population for City of London and Metropolitan Police are combined.

Table 5 Police officer joiners¹ from 1 April 2011 to 31 March 2012, by police force area, rank and gender

England and Wales																Full-time equivalents ²	
Police force	Male ranks							Total male ranks	Female ranks							Total female ranks	Total police ranks
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable		ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable		
Avon and Somerset	0	0	0	0	0	0	15	15	0	0	0	0	0	0	9	9	24
Bedfordshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambridgeshire	0	0	0	0	1	0	38	39	0	0	0	0	0	0	11	11	50
Cheshire	0	0	0	0	1	0	21	22	1	0	0	0	0	0	9	10	32
Cleveland	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
Cumbria	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Derbyshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Devon and Cornwall	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dorset	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
Durham	0	0	0	0	0	0	7	7	0	0	0	0	0	0	5	5	12
Essex	0	0	0	0	0	0	14	14	0	0	0	0	0	0	6	6	20
Gloucestershire	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
Greater Manchester	0	0	0	1	0	1	0	2	0	0	0	0	0	0	1	1	3
Hampshire	0	1	1	0	0	0	15	17	0	0	0	0	0	0	10	10	27
Hertfordshire	2	0	0	0	0	0	19	21	0	0	0	0	0	0	5	5	26
Humberside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kent	0	0	0	0	0	1	14	15	0	0	0	0	0	0	6	6	21
Lancashire	0	0	0	0	0	0	31	31	0	0	0	0	0	0	19	19	50
Leicestershire	0	0	0	0	0	0	19	19	0	0	0	0	0	0	21	21	40
Lincolnshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
London, City of	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merseyside	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Metropolitan Police	8	3	8	0	8	6	1,056	1,089	0	0	1	0	0	0	408	409	1,498
Norfolk	0	0	0	0	0	0	27	27	0	0	0	0	0	0	9	9	36
Northamptonshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northumbria	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
North Yorkshire	0	0	0	0	0	0	8	8	0	0	0	0	0	0	4	4	12
Nottinghamshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
South Yorkshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Staffordshire	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Suffolk	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Surrey	0	0	0	0	0	2	143	145	1	0	0	0	0	0	51	52	197
Sussex	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Thames Valley	0	0	0	0	1	2	144	147	0	0	0	0	0	1	70	71	218
Warwickshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Mercia	0	0	0	0	0	1	48	49	0	0	0	0	0	0	7	7	56
West Midlands	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
West Yorkshire	0	1	0	0	0	1	0	2	0	0	0	0	0	0	1	1	3
Wiltshire	0	0	0	0	1	0	16	17	0	0	0	0	0	0	10	10	27
Dyfed-Powys	1	0	0	0	0	0	19	20	0	0	0	0	0	0	9	9	29
Gwent	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2
North Wales	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2
South Wales	0	0	0	0	0	1	2	3	0	0	0	0	0	0	1	1	4
Total police service strength	14	5	9	1	12	16	1,660	1,717	4	0	1	0	0	1	671	677	2,394

1. Includes transfers from other England and Wales forces but does not include officers returning after a period of secondment.

2. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

Table 6 Police officer leavers¹ from 1 April 2011 to 31 March 2012, by police force area, rank and gender

Police force	Male ranks									Female ranks							Full-time equivalents ²	
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks	Wastage rate ³
Avon and Somerset	1	0	3	6	13	24	111	158	0	0	0	0	2	2	27	31	189	6.2%
Bedfordshire	0	0	4	1	2	10	34	51	0	0	0	1	0	0	6	7	58	5.0%
Cambridgeshire	0	1	0	3	5	9	45	63	0	0	0	1	0	2	11	14	77	5.6%
Cheshire	2	1	0	3	10	14	50	80	0	0	0	1	2	2	10	15	95	4.7%
Cleveland	0	1	2	1	14	14	55	87	0	0	0	0	0	0	14	14	101	6.6%
Cumbria	1	0	1	2	7	8	30	49	0	0	0	0	0	1	5	6	54	4.8%
Derbyshire	0	1	3	1	7	12	57	81	0	0	0	0	0	1	14	15	97	5.3%
Devon and Cornwall	1	1	6	5	19	34	104	171	1	1	0	0	2	3	18	25	195	6.1%
Dorset	1	1	1	2	1	8	47	61	0	2	0	0	0	1	8	11	72	5.2%
Durham	0	0	1	1	13	13	45	73	0	0	0	0	1	1	13	15	88	6.5%
Essex	2	3	5	3	6	20	115	154	0	0	0	1	2	3	28	34	189	5.5%
Gloucestershire	0	0	1	2	5	11	36	55	0	0	0	0	0	1	5	6	61	5.1%
Greater Manchester	1	2	3	8	20	39	178	251	0	0	0	1	2	2	33	38	289	3.9%
Hampshire	1	0	4	5	15	32	98	155	0	0	1	0	2	5	31	39	194	5.7%
Hertfordshire	2	1	2	1	8	13	45	72	0	0	0	1	0	0	17	18	90	4.5%
Humberside	0	3	0	2	6	15	54	80	0	0	0	0	2	1	13	16	95	5.1%
Kent	1	1	2	3	12	24	107	149	0	0	1	1	2	2	23	29	178	5.1%
Lancashire	0	0	0	0	17	23	98	138	1	0	0	1	1	3	29	35	173	5.2%
Leicestershire	2	0	2	2	8	15	58	87	0	0	2	0	2	3	13	20	107	5.0%
Lincolnshire	2	0	0	2	5	12	35	56	0	0	0	0	1	2	7	10	66	5.7%
London, City of	0	2	2	2	4	4	28	42	0	0	0	0	0	1	5	6	48	5.7%
Merseyside	1	3	3	9	19	37	120	192	0	0	0	0	1	2	23	26	218	5.3%
Metropolitan Police	8	13	37	48	163	351	796	1,416	1	1	2	2	20	32	144	202	1,618	5.0%
Norfolk	0	4	2	2	6	10	50	74	0	0	0	0	0	0	9	9	83	5.4%
Northamptonshire	0	0	2	1	3	3	38	47	0	0	0	2	0	1	2	5	52	4.2%
Northumbria	0	3	4	7	16	32	93	155	0	0	0	0	3	0	19	22	177	4.5%
North Yorkshire	0	0	0	0	4	13	35	52	0	0	0	1	0	0	6	7	59	4.2%
Nottinghamshire	1	3	2	8	20	37	79	150	0	0	1	0	0	1	12	14	164	7.6%
South Yorkshire	1	6	4	3	18	27	83	142	0	0	2	0	0	3	16	20	163	5.9%
Staffordshire	1	2	3	3	15	20	64	108	0	0	0	1	0	1	24	26	133	6.9%
Suffolk	0	1	2	4	9	7	30	53	0	0	1	0	1	1	7	10	63	5.3%
Surrey	1	1	2	6	4	10	61	85	0	0	0	0	1	4	23	27	112	5.7%
Sussex	1	3	3	4	11	21	69	112	0	0	0	0	0	2	21	23	134	4.5%
Thames Valley	1	3	2	4	21	35	128	194	0	0	0	1	0	5	34	40	234	5.4%
Warwickshire	0	2	1	0	6	9	41	59	0	0	1	0	0	1	9	11	70	8.2%
West Mercia	1	2	1	1	13	12	60	90	1	0	0	0	0	6	20	27	117	5.3%
West Midlands	0	6	5	2	34	36	172	255	0	0	0	0	4	5	52	61	316	4.0%
West Yorkshire	1	1	7	8	26	50	172	264	0	2	0	0	2	0	25	29	294	5.6%
Wiltshire	0	1	2	3	7	7	37	57	0	0	0	0	0	0	8	8	64	6.1%
Dyfed-Powys	0	1	0	2	4	6	27	40	0	0	0	0	0	2	8	10	49	4.4%
Gwent	0	1	3	2	6	9	31	52	0	0	0	0	1	1	1	3	55	3.8%
North Wales	0	2	3	1	3	15	49	73	0	1	0	0	1	0	6	8	81	5.6%
South Wales	0	5	2	10	26	29	94	166	0	0	0	2	0	6	19	27	193	6.6%
Total police service strength	34	81	132	183	631	1,130	3,756	5,946	4	7	11	17	55	107	818	1,018	6,965	5.2%

1. Includes transfers to other England and Wales forces but does not include officers leaving after a period of secondment.

2. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

3. Wastage rate is the total number of police officers leaving as a proportion of the total strength.

Table 7 Minority Ethnic officer strength by police force area, rank and gender, as at 31 March 2012

England and Wales																			Full-time equivalent ¹				
Police force	Male ranks								Female ranks								Total male ranks	Total female ranks	Total police ranks	Percentage of total officer strength	Minority ethnic officer strength at 31 March 2011 ²	Change between 31.03.11 and 31.03.12 ¹	Percentage change between 31.03.11 and 31.03.12
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks							
Avon and Somerset	1	0	0	1	5	13	36	56	0	0	0	0	0	0	18	18	73	2.4%	57	16	28%		
Bedfordshire	0	0	0	0	3	8	41	52	0	0	0	0	0	2	14	16	68	5.9%	69	-1	-2%		
Cambridgeshire	0	0	0	1	1	6	18	25	0	1	0	0	1	0	6	8	33	2.4%	31	2	6%		
Cheshire	0	0	0	0	0	2	14	16	0	0	0	0	0	1	5	6	22	1.1%	23	-1	-4%		
Cleveland	0	0	1	0	2	7	12	22	0	0	0	0	0	0	5	5	27	1.7%	28	-1	-4%		
Cumbria	0	0	0	1	0	1	8	10	0	0	0	0	1	0	1	2	12	1.1%	14	-2	-11%		
Derbyshire	0	1	2	0	4	7	31	45	0	0	0	1	0	1	12	14	58	3.2%	72	-13	-18%		
Devon and Cornwall	0	0	0	0	2	4	23	29	0	0	0	0	0	1	8	9	38	1.2%	37	1	2%		
Dorset	0	0	0	1	2	1	11	15	0	0	0	0	0	1	1	2	17	1.2%	17	0	0%		
Durham	0	0	0	0	2	3	14	19	0	0	0	0	1	0	5	6	25	1.8%	26	-1	-4%		
Essex	0	0	0	0	2	6	55	63	0	1	0	0	1	2	17	21	84	2.5%	91	-7	-8%		
Gloucestershire	0	0	0	1	0	5	15	21	0	0	0	0	0	0	1	1	22	1.8%	25	-3	-14%		
Greater Manchester	0	1	3	5	18	45	220	292	0	0	0	0	0	7	53	60	352	4.7%	360	-9	-2%		
Hampshire	0	0	1	0	3	11	44	59	0	0	0	2	0	0	19	21	80	2.3%	85	-4	-5%		
Hertfordshire	0	0	0	1	2	9	43	55	0	0	0	0	0	5	16	21	75	3.8%	77	-1	-2%		
Humberside	0	0	0	1	0	5	5	11	0	0	0	0	1	0	5	6	17	0.9%	17	0	0%		
Kent	0	1	0	1	4	5	71	82	0	0	0	0	1	2	22	25	107	3.0%	112	-5	-5%		
Lancashire	0	0	0	2	5	9	69	85	0	0	0	0	0	3	22	25	110	3.3%	115	-5	-5%		
Leicestershire	0	1	0	1	6	11	93	112	0	0	0	0	0	5	28	33	144	6.7%	149	-4	-3%		
Lincolnshire	0	0	0	0	1	5	6	12	0	0	0	0	0	0	6	6	18	1.5%	18	0	0%		
London, City of	0	0	0	2	1	4	28	35	0	0	0	1	0	0	12	13	48	5.8%	51	-3	-6%		
Merseyside	0	0	3	1	3	12	81	100	1	0	0	1	1	2	33	38	138	3.4%	143	-4	-3%		
Metropolitan Police	2	3	10	19	69	259	2,102	2,464	0	0	2	1	8	53	731	795	3,259	10.1%	3,115	144	5%		
Norfolk	0	0	0	1	1	2	13	17	0	0	0	0	0	0	5	5	22	1.4%	22	0	0%		
Northamptonshire	0	0	1	0	2	7	24	34	0	0	0	0	0	1	10	11	45	3.7%	50	-5	-9%		
Northumbria	0	0	0	1	2	10	33	46	0	0	0	0	0	0	15	15	61	1.5%	63	-3	-4%		
North Yorkshire	0	1	1	2	0	6	5	15	0	0	0	1	0	0	0	1	16	1.1%	16	0	0%		
Nottinghamshire	0	1	0	0	0	9	46	56	0	0	0	0	1	5	19	25	80	3.7%	89	-8	-9%		
South Yorkshire	1	0	0	2	5	11	49	68	0	0	0	0	0	1	16	17	85	3.1%	89	-3	-4%		
Staffordshire	0	0	0	1	3	4	23	31	0	0	0	0	1	0	10	11	42	2.2%	44	-2	-4%		
Suffolk	0	0	0	0	0	4	13	17	0	0	0	0	0	1	7	8	25	2.1%	27	-2	-9%		
Surrey	0	0	0	1	3	5	44	53	0	0	0	0	1	1	18	20	73	3.7%	73	0	0%		
Sussex	0	0	0	0	3	10	30	43	0	0	0	0	0	3	12	14	57	1.9%	60	-3	-4%		
Thames Valley	0	0	2	2	7	22	133	166	0	0	0	0	1	4	50	55	220	5.1%	214	6	3%		
Warwickshire	0	0	1	0	2	5	19	27	0	0	0	0	0	1	13	14	41	4.8%	42	-1	-3%		
West Mercia	0	0	0	0	6	8	14	28	0	0	0	0	1	2	8	11	39	1.8%	38	1	3%		
West Midlands	0	1	6	4	21	68	371	471	0	0	0	1	3	17	162	182	653	8.3%	669	-16	-2%		
West Yorkshire	1	0	3	3	7	38	152	204	0	0	0	0	1	8	47	56	261	5.0%	266	-6	-2%		
Wiltshire	0	0	0	0	1	0	9	10	0	0	0	0	0	1	1	2	12	1.1%	15	-3	-20%		
Dyfed-Powys	0	0	0	0	0	0	6	6	0	0	0	0	0	0	1	1	7	0.6%	8	-1	-13%		
Gwent	0	0	0	0	1	0	16	17	0	0	0	0	0	0	3	3	20	1.4%	20	0	-1%		
North Wales	0	0	0	0	2	1	7	10	0	0	0	0	0	0	2	2	12	0.8%	12	0	1%		
South Wales	0	0	0	1	2	2	42	47	0	0	0	0	1	1	16	18	65	2.2%	68	-4	-5%		
Total of 43 forces	5	10	34	56	203	649	4,088	5,045	1	2	2	8	25	129	1,452	1,619	6,664	5.0%	6,615	48	1%		
Central Service secondments	0	1	1	2	2	1	6	13	0	0	0	0	0	0	2	2	15	3.1%	15	0	0%		
British Transport Police	0	0	1	1	5	20	134	161	0	0	0	0	1	4	23	28	188	7.4%	192	-4	-2%		
Total other services	0	1	2	3	7	21	140	174	0	0	0	0	1	4	25	30	203	6.7%	207	-4	-2%		
Total police service	5	11	36	59	210	670	4,227	5,218	1	2	2	8	26	133	1,476	1,648	6,867	5.0%	6,822	45	1%		
Total police service (excluding BTP)	5	11	35	58	205	650	4,094	5,058	1	2	2	8	25	129	1,454	1,621	6,679	5.0%	6,630	48	1%		

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Percentage of Minority Ethnic total officer strength at 31 March 2011 was 4.8.

Table 8 Police officer strength by ethnicity, police force area and gender, as at 31 March 2012

England and Wales														Full-time equivalents ¹		
Police force	Male							Female							Total female	Total all staff
	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated	Total male	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated			
Avon and Somerset	1,942	26	11	10	9	261	2,258	735	11	5	1	1	28	781	3,039	
Bedfordshire	740	13	7	32	0	16	808	331	5	6	6	0	2	349	1,157	
Cambridgeshire	968	6	5	12	3	13	1,006	359	5	1	1	1	4	371	1,377	
Cheshire	1,444	8	2	4	2	7	1,467	533	4	0	2	0	6	545	2,011	
Cleveland	1,136	6	1	14	1	32	1,190	331	0	0	4	1	3	339	1,529	
Cumbria	726	4	2	3	1	1	737	386	1	0	1	0	0	389	1,125	
Derbyshire	1,295	11	4	27	3	0	1,340	465	2	2	9	1	0	479	1,819	
Devon and Cornwall	2,125	15	6	5	3	224	2,377	737	2	2	1	4	102	848	3,225	
Dorset	1,030	8	2	4	1	4	1,049	326	1	1	0	0	1	329	1,378	
Durham	968	9	1	8	1	0	987	370	4	0	2	0	0	376	1,363	
Essex	2,372	36	10	13	4	3	2,438	947	18	1	2	0	2	970	3,408	
Gloucestershire	831	9	5	3	4	14	866	339	0	0	1	0	2	342	1,208	
Greater Manchester	5,196	102	41	122	27	0	5,487	1,951	21	12	20	7	0	2,011	7,498	
Hampshire	2,206	23	6	16	14	170	2,435	948	10	1	7	3	30	999	3,434	
Hertfordshire	1,297	20	10	23	2	5	1,357	604	10	3	7	1	3	627	1,984	
Humberside	1,339	5	3	3	0	0	1,350	500	2	3	1	0	0	506	1,856	
Kent	2,458	35	8	29	10	15	2,555	918	11	3	7	4	1	943	3,498	
Lancashire	2,089	31	2	50	2	223	2,397	868	14	0	10	1	34	927	3,323	
Leicestershire	1,447	27	18	66	1	24	1,583	522	5	5	23	0	4	559	2,142	
Lincolnshire	834	2	4	5	1	0	846	291	4	1	1	0	0	297	1,142	
London, City of	614	10	7	17	1	2	651	167	4	5	3	2	0	180	831	
Merseyside	2,908	59	14	12	15	30	3,038	1,006	24	7	2	5	1	1,046	4,083	
Metropolitan Police	21,774	477	621	963	403	73	24,311	7,010	202	253	226	114	23	7,829	32,140	
Norfolk	1,117	13	1	2	1	10	1,144	396	3	0	1	1	2	403	1,547	
Northamptonshire	792	8	14	10	3	59	885	327	5	3	2	1	11	349	1,234	
Northumbria	2,818	21	4	14	7	5	2,869	1,034	12	1	2	0	3	1,052	3,921	
North Yorkshire	1,018	9	0	6	0	0	1,033	368	1	0	0	0	0	369	1,402	
Nottinghamshire	1,535	13	15	26	2	8	1,599	544	10	6	9	0	1	570	2,168	
South Yorkshire	1,929	16	14	35	3	9	2,006	746	6	3	8	1	2	765	2,772	
Staffordshire	1,401	14	9	8	0	3	1,435	501	4	3	5	0	0	513	1,948	
Suffolk	833	10	4	2	1	15	865	300	7	0	1	0	2	310	1,175	
Surrey	1,267	21	6	19	7	21	1,341	605	8	3	5	4	9	633	1,974	
Sussex	1,965	21	5	6	11	78	2,086	853	7	3	3	2	6	873	2,959	
Thames Valley	2,871	67	25	55	19	67	3,103	1,184	22	9	24	0	12	1,251	4,355	
Warwickshire	578	4	1	19	3	8	613	217	3	1	10	0	0	231	844	
West Mercia	1,545	8	4	11	5	0	1,573	607	4	4	1	2	0	618	2,191	
West Midlands	5,014	90	88	287	6	25	5,510	2,123	54	34	90	3	11	2,316	7,826	
West Yorkshire	3,505	35	30	128	11	10	3,719	1,442	17	13	19	7	2	1,500	5,219	
Wiltshire	731	2	4	3	1	0	741	314	1	1	0	0	0	316	1,057	
Dyfed-Powys	771	3	1	1	1	49	826	289	0	0	1	0	14	305	1,131	
Gwent	1,002	7	5	4	1	19	1,038	401	2	0	1	0	4	408	1,446	
North Wales	1,046	5	1	2	2	2	1,058	395	2	0	0	0	0	397	1,454	
South Wales	2,090	24	4	14	5	26	2,163	725	13	2	0	3	2	745	2,907	
Total of 43 forces	91,565	1,332	1,025	2,092	596	1,529	98,139	34,015	539	395	515	170	328	35,962	134,101	
British Transport Police	1,921	44	53	59	5	84	2,166	344	10	9	8	1	20	391	2,557	
Total other services²	1,921	44	53	59	5	84	2,166	344	10	9	8	1	20	391	2,557	
Total police service²	93,486	1,376	1,077	2,150	601	1,613	100,304	34,359	549	404	523	171	348	36,354	136,658	
Total police service (excluding BTP)²	91,565	1,332	1,025	2,092	596	1,529	98,139	34,015	539	395	515	170	328	35,962	134,101	

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Figures are not collected on Central Service secondments by Minority Ethnic group.

Table 9 Police officer strength by police force area, English regions and Wales (full-time equivalents) ¹

Police force area, English regions and Wales	Strength as at:			Change in 12 months		Change in 6 months	
	Mar-11 fte	Sep-11 fte	Mar-12 fte	Mar-11 - Mar-12 Number	%	Sep-11 - Mar-12 Number	%
NORTH EAST	7,189	6,967	6,813	-376	-5.2%	-154	-2.2%
Cleveland	1,655	1,569	1,529	-126	-7.6%	-40	-2.5%
Durham	1,431	1,386	1,363	-68	-4.8%	-23	-1.7%
Northumbria	4,102	4,012	3,921	-182	-4.4%	-91	-2.3%
NORTH WEST	18,795	18,407	18,041	-754	-4.0%	-365	-2.0%
Cheshire	2,079	2,040	2,011	-68	-3.3%	-29	-1.4%
Cumbria	1,180	1,155	1,125	-55	-4.6%	-30	-2.6%
Greater Manchester	7,791	7,656	7,498	-293	-3.8%	-158	-2.1%
Lancashire	3,448	3,363	3,323	-125	-3.6%	-39	-1.2%
Merseyside	4,297	4,193	4,083	-214	-5.0%	-110	-2.6%
YORKSHIRE AND THE HUMBER	11,835	11,530	11,249	-586	-5.0%	-281	-2.4%
Humberside	1,952	1,901	1,856	-96	-4.9%	-45	-2.4%
North Yorkshire	1,458	1,432	1,402	-57	-3.9%	-30	-2.1%
South Yorkshire	2,888	2,834	2,772	-117	-4.0%	-62	-2.2%
West Yorkshire	5,536	5,363	5,219	-317	-5.7%	-144	-2.7%
EAST MIDLANDS	9,059	8,746	8,505	-554	-6.1%	-241	-2.8%
Derbyshire	2,021	1,920	1,819	-202	-10.0%	-101	-5.3%
Leicestershire	2,211	2,176	2,142	-70	-3.1%	-35	-1.6%
Lincolnshire	1,202	1,174	1,142	-59	-4.9%	-32	-2.7%
Northamptonshire	1,306	1,262	1,234	-72	-5.5%	-28	-2.2%
Nottinghamshire	2,319	2,214	2,168	-151	-6.5%	-46	-2.1%
WEST MIDLANDS	13,398	13,074	12,808	-589	-4.4%	-266	-2.0%
Staffordshire	2,079	2,016	1,948	-131	-6.3%	-68	-3.4%
Warwickshire	919	879	844	-75	-8.2%	-35	-4.0%
West Mercia	2,251	2,188	2,191	-60	-2.7%	3	0.2%
West Midlands	8,149	7,992	7,826	-323	-4.0%	-166	-2.1%
EASTERN	11,079	10,832	10,649	-430	-3.9%	-183	-1.7%
Bedfordshire	1,214	1,186	1,157	-57	-4.7%	-29	-2.4%
Cambridgeshire	1,398	1,364	1,377	-20	-1.4%	13	1.0%
Essex	3,577	3,497	3,408	-168	-4.7%	-88	-2.5%
Hertfordshire	2,048	2,005	1,984	-64	-3.1%	-21	-1.1%
Norfolk	1,598	1,569	1,547	-51	-3.2%	-22	-1.4%
Suffolk	1,244	1,211	1,175	-69	-5.6%	-36	-3.0%
LONDON	33,319	32,510	32,970	-349	-1.0%	460	1.4%
London, City of	878	854	831	-48	-5.4%	-23	-2.7%
Metropolitan Police	32,441	31,657	32,140	-301	-0.9%	483	1.5%
SOUTH EAST	16,688	16,505	16,220	-468	-2.8%	-285	-1.7%
Hampshire	3,658	3,595	3,434	-223	-6.1%	-161	-4.5%
Kent	3,668	3,579	3,498	-169	-4.6%	-80	-2.2%
Surrey	1,885	1,961	1,974	89	4.7%	13	0.6%
Sussex	3,102	3,022	2,959	-144	-4.6%	-63	-2.1%
Thames Valley	4,375	4,349	4,355	-20	-0.5%	6	0.1%
SOUTH WEST	10,460	10,149	9,907	-553	-5.3%	-243	-2.4%
Avon and Somerset	3,210	3,109	3,039	-171	-5.3%	-70	-2.2%
Devon and Cornwall	3,436	3,312	3,225	-211	-6.1%	-87	-2.6%
Dorset	1,452	1,421	1,378	-75	-5.1%	-43	-3.0%
Gloucestershire	1,262	1,237	1,208	-54	-4.3%	-29	-2.4%
Wiltshire	1,099	1,071	1,057	-43	-3.9%	-14	-1.3%
WALES	7,288	7,117	6,939	-349	-4.8%	-179	-2.5%
Dyfed-Powys	1,157	1,145	1,131	-27	-2.3%	-15	-1.3%
Gwent	1,501	1,477	1,446	-55	-3.7%	-31	-2.1%
North Wales	1,530	1,505	1,454	-75	-4.9%	-51	-3.4%
South Wales	3,100	2,990	2,907	-192	-6.2%	-82	-2.7%
TOTAL of all 43 forces	139,110	135,838	134,101	-5,009	-3.6%	-1,737	-1.3%
Central Service secondments	476	433	481	5	1.0%	48	11.1%
British Transport Police	2,631	2,610	2,557	-74	-2.8%	-53	-2.0%
Total police officer strength	142,217	138,881	137,139	-5,078	-3.6%	-1,742	-1.3%
Total police officer strength (excluding BTP)	139,586	136,271	134,582	-5,004	-3.6%	-1,689	-1.2%

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

Table 10a Police staff strength as at 31 March 2012, by police force area, gender and full/part-time employment

England and Wales										Number of staff ¹					
Police force	Police staff (excluding PCSOs, TWs and DOs)									Police community support officer					
	Male		Female		Total strength ²	Minority Ethnic ²			Male		Female		Total strength ²	Minority Ethnic ²	
	Full-time	Part-time	Full-time	Part-time		Male	Female	Total	Full-time	Part-time	Full-time	Part-time		Female	Total
Avon and Somerset	613	69	773	387	1,667	13	29	42	181	4	150	42	365	3	17
Bedfordshire	225	18	385	159	724	14	33	47	53	1	53	9	112	4	12
Cambridgeshire	291	47	374	184	806	7	11	18	92	0	87	18	193	7	19
Cheshire	473	41	612	213	1,245	4	9	13	132	0	73	16	218	2	3
Cleveland	63	6	128	45	223	3	2	5	107	2	48	3	167	1	1
Cumbria	220	44	292	207	668	1	2	3	49	0	44	13	102	0	0
Derbyshire	257	47	480	333	972	7	27	34	85	3	72	14	171	7	9
Devon and Cornwall	585	81	670	341	1,525	4	9	13	195	8	128	39	357	1	3
Dorset	307	56	355	251	860	1	7	8	84	3	59	11	153	0	1
Durham	227	31	335	155	673	1	4	5	95	1	75	3	173	1	2
Essex	645	73	766	376	1,681	13	25	38	165	6	165	60	380	4	8
Gloucestershire	239	37	280	149	636	5	7	12	61	6	48	24	132	2	7
Greater Manchester	1,146	74	1,543	510	3,066	44	83	126	487	2	308	27	818	14	53
Hampshire	601	51	848	447	1,774	8	25	33	172	1	153	19	340	0	3
Hertfordshire	409	37	613	301	1,225	21	38	58	121	3	118	21	257	3	8
Humberside	497	54	572	302	1,273	9	6	15	135	3	147	12	290	2	7
Kent	705	68	974	437	1,996	19	31	50	163	1	154	21	333	8	15
Lancashire	557	51	904	449	1,785	19	33	52	207	1	176	37	411	1	9
Leicestershire	340	54	491	259	1,027	30	62	92	141	2	84	14	236	4	26
Lincolnshire	287	47	356	138	754	2	5	7	70	5	70	12	152	1	3
London, City of	147	4	166	23	331	31	45	76	23	0	12	4	38	4	8
Merseyside	652	39	888	481	1,885	10	25	35	245	1	168	17	426	8	15
Metropolitan Police	5,248	189	6,148	1,819	12,751	968	1,958	2,926	1,739	38	898	138	2,760	245	952
Norfolk	325	38	393	231	877	4	1	5	131	7	104	20	254	1	4
Northamptonshire	269	61	466	255	896	10	25	34	96	5	57	7	161	2	9
Northumbria	581	36	698	262	1,477	5	12	17	229	6	170	34	424	3	8
North Yorkshire	347	44	429	173	919	5	8	12	107	3	66	13	186	1	3
Nottinghamshire	397	67	550	363	1,196	19	38	57	143	2	102	25	264	2	7
South Yorkshire	669	86	901	628	1,973	16	27	43	164	1	107	26	290	5	12
Staffordshire	355	62	570	269	1,100	11	11	22	98	6	93	21	209	3	7
Suffolk	323	48	348	208	829	4	13	16	85	3	66	14	164	0	0
Surrey	662	58	833	273	1,715	29	43	73	121	1	93	20	228	4	12
Sussex	794	89	815	342	1,881	16	23	39	146	2	167	29	335	3	7
Thames Valley	1,048	74	1,256	508	2,689	43	93	136	245	1	230	43	508	7	30
Warwickshire	232	35	286	86	592	7	17	25	52	0	54	5	109	1	4
West Mercia	519	97	663	423	1,513	4	18	22	143	2	116	15	271	4	8
West Midlands	1,079	115	1,382	688	2,985	100	234	335	363	3	306	57	711	43	89
West Yorkshire	1,172	121	1,325	647	2,959	49	57	107	403	15	267	62	728	13	40
Wiltshire	228	35	351	115	668	6	5	11	78	2	67	7	152	0	6
Dyfed-Powys	224	25	268	116	583	3	1	4	58	0	36	4	97	0	1
Gwent	221	34	324	151	669	1	6	7	93	2	91	7	191	5	10
North Wales	264	20	373	199	769	3	2	5	115	1	93	13	219	2	3
South Wales	634	34	796	310	1,638	7	11	17	169	1	123	21	308	1	3
Total of 43 forces	25,077	2,397	31,980	14,213	67,474	1,575	3,119	4,694	7,841	154	5,698	1,028	14,393	419	1,443
British Transport Police	618	38	594	113	1,308	90	143	233	244	4	73	7	322	9	44
Total police service	25,695	2,435	32,574	14,326	68,782	1,664	3,262	4,927	8,085	158	5,771	1,035	14,715	428	1,487
Total police service (excluding BTP)	25,077	2,397	31,980	14,213	67,474	1,575	3,119	4,694	7,841	154	5,698	1,028	14,393	419	1,443

1. Full-time and part-time figures are given as headcount measures.

2. Total strength and Minority Ethnic strength are given as full-time equivalents. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

Table 10b Police staff strength as at 31 March 2012, by police force area, gender and full/part-time employment

England and Wales									Number of staff ¹						
Police force	Designated officers (S.38, S.39) ³								Traffic wardens						
	Male		Female		Total strength ²	Minority Ethnic ²			Male		Female		Total strength ²	Minority Ethnic ²	
	Full-time	Part-time	Full-time	Part-time		Male	Female	Total	Full-time	Part-time	Full-time	Part-time		Female	Total
Avon and Somerset	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bedfordshire	45	0	43	0	87	1	4	5	0	0	0	0	0	0	0
Cambridgeshire	14	0	10	1	25	1	0	1	0	0	0	0	0	0	0
Cheshire	41	1	32	2	75	0	0	0	0	0	0	0	0	0	0
Cleveland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cumbria	18	4	14	1	35	0	0	0	0	0	0	0	0	0	0
Derbyshire	61	5	37	16	110	4	2	6	0	0	0	0	0	0	0
Devon and Cornwall	105	14	38	18	164	0	1	1	0	0	0	0	0	0	0
Dorset	34	1	16	5	54	0	1	1	0	0	0	0	0	0	0
Durham	33	1	23	8	63	2	2	4	0	0	0	0	0	0	0
Essex	34	4	50	10	92	1	1	2	6	0	2	0	8	0	1
Gloucestershire	28	0	16	1	44	0	0	0	0	0	0	0	0	0	0
Greater Manchester	171	3	114	9	294	3	7	10	3	0	2	0	5	0	0
Hampshire	100	8	39	3	147	2	4	6	0	0	0	0	0	0	0
Hertfordshire	119	7	119	31	264	9	4	13	0	0	0	0	0	0	0
Humberside	130	5	126	15	266	1	2	3	0	0	0	0	0	0	0
Kent	83	6	70	15	167	5	0	5	0	0	0	0	0	0	0
Lancashire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Leicestershire	58	3	41	7	106	4	3	7	0	0	0	0	0	0	0
Lincolnshire	22	0	18	2	41	0	0	0	1	0	0	0	1	0	0
London, City of	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merseyside	66	2	69	4	139	0	0	0	0	0	0	0	0	0	0
Metropolitan Police	321	2	208	6	534	104	57	161	1	0	0	1	2	0	0
Norfolk	51	8	44	3	100	1	0	1	0	0	0	0	0	0	0
Northamptonshire	6	1	2	1	9	0	0	0	1	0	0	0	1	0	0
Northumbria	56	3	28	4	89	0	0	0	0	0	0	0	0	0	0
North Yorkshire	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0
Nottinghamshire	44	0	27	6	76	4	0	4	0	0	0	0	0	0	0
South Yorkshire	64	4	16	10	89	3	0	3	0	0	0	0	0	0	0
Staffordshire	35	1	12	5	50	0	0	0	0	0	0	0	0	0	0
Suffolk	24	2	22	1	48	0	1	1	0	0	0	0	0	0	0
Surrey	186	5	107	13	306	5	9	14	0	0	0	0	0	0	0
Sussex	0	0	0	0	0	0	0	0	9	0	1	0	10	0	0
Thames Valley	121	0	130	15	261	5	11	16	0	0	0	0	0	0	0
Warwickshire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Mercia	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
West Midlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
West Yorkshire	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0
Wiltshire	95	9	74	29	183	3	3	6	0	0	0	0	0	0	0
Dyfed-Powys	12	0	11	1	24	1	0	1	0	0	0	0	0	0	0
Gwent	51	6	24	5	82	0	0	0	1	1	1	2	4	0	0
North Wales	29	0	7	1	37	0	1	1	0	1	0	0	1	0	0
South Wales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total of 43 forces	2,257	105	1,587	248	4,063	158	112	271	24	2	6	7	36	0	1
British Transport Police	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total police service	2,257	105	1,587	248	4,063	158	112	271	24	2	6	7	36	0	1
Total police service (excluding BTP)	2,257	105	1,587	248	4,063	158	112	271	24	2	6	7	36	0	1

1. Full-time and part-time figures are given as headcount measures.

2. Total strength and Minority Ethnic strength are given as full-time equivalents. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

3. Excludes police community support officers.

Table 11 Special constable strength as at 31 March 2012, and joiners/leavers in the 12 months to 31 March 2012 by police force area, gender and ethnicity

England and Wales												Number of staff ¹
Police force	Special Constables											
	Total strength			Minority Ethnic strength			Joiners			Leavers		
	Male	Female	Total strength	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon and Somerset	395	183	578	26	17	43	119	67	186	60	35	95
Bedfordshire	146	58	204	7	4	11	12	8	20	28	20	48
Cambridgeshire	191	76	267	8	1	9	67	30	97	18	8	26
Cheshire	286	140	426	7	2	9	58	42	100	55	27	82
Cleveland	94	56	150	3	0	3	0	0	0	17	7	24
Cumbria	114	60	174	2	1	3	41	26	67	27	9	36
Derbyshire	264	109	373	11	2	13	105	39	144	36	21	57
Devon and Cornwall	385	224	609	4	3	7	82	59	141	47	37	84
Dorset	181	76	257	1	1	2	24	6	30	50	27	77
Durham	83	35	118	2	0	2	10	5	15	18	6	24
Essex	406	159	565	13	3	16	56	24	80	97	33	130
Gloucestershire	133	70	203	2	0	2	22	11	33	11	10	21
Greater Manchester	486	209	695	42	9	51	173	63	236	54	36	90
Hampshire	430	163	593	12	4	16	128	60	188	30	26	56
Hertfordshire	310	93	403	23	7	30	75	22	97	56	36	92
Humberside	206	143	349	3	2	5	63	49	112	77	53	130
Kent	297	97	394	15	3	18	114	39	153	58	18	76
Lancashire	281	106	387	16	4	20	85	39	124	97	61	158
Leicestershire	192	79	271	29	8	37	74	33	107	50	26	76
Lincolnshire	138	71	209	0	1	1	33	19	52	27	19	46
London, City of	71	28	99	11	1	12	15	6	21	5	1	6
Merseyside	367	218	585	10	4	14	146	99	245	70	42	112
Metropolitan Police	3,941	1,811	5,752	1,166	438	1,604	1,487	724	2,211	908	410	1,318
Norfolk	228	97	325	4	1	5	78	32	110	43	23	66
Northamptonshire	226	85	311	9	6	15	97	32	129	19	19	38
Northumbria	221	67	288	9	2	11	51	21	72	13	5	18
North Yorkshire	108	58	166	2	1	3	11	13	24	23	14	37
Nottinghamshire	236	121	357	22	5	27	45	30	75	24	13	37
South Yorkshire	186	98	284	5	6	11	55	48	103	22	18	40
Staffordshire	354	158	512	0	2	2	89	50	139	29	18	47
Suffolk	217	88	305	7	0	7	34	27	61	45	29	74
Surrey	243	102	345	9	7	16	31	21	52	46	17	63
Sussex	241	107	348	7	7	14	90	49	139	56	25	81
Thames Valley	518	201	719	30	10	40	259	103	362	120	57	177
Warwickshire	187	79	266	11	7	18	46	24	70	24	15	39
West Mercia	196	100	296	3	2	5	55	31	86	26	22	48
West Midlands	407	162	569	84	28	112	14	10	24	64	29	93
West Yorkshire	387	181	568	39	20	59	120	62	182	49	37	86
Wiltshire	191	108	299	3	1	4	37	17	54	26	18	44
Dyfed-Powys	128	62	190	1	0	1	15	5	20	12	4	16
Gwent	100	46	146	3	2	5	33	23	56	17	22	39
North Wales	125	74	199	0	1	1	16	12	28	23	13	36
South Wales	142	47	189	3	2	5	14	4	18	29	11	40
Total all 43 forces	14,038	6,305	20,343	1,664	625	2,289	4,179	2,084	6,263	2,606	1,377	3,983
British Transport Police	208	29	237	28	1	29	35	14	49	21	6	27
Total police service strength	14,246	6,334	20,580	1,692	626	2,318	4,214	2,098	6,312	2,627	1,383	4,010
Total police service strength (excluding BTP)	14,038	6,305	20,343	1,664	625	2,289	4,179	2,084	6,263	2,606	1,377	3,983

1. Special constable figures are given as headcount measures.

NOTES

1. The figures quoted in this report are for all officers including those officers on career breaks or maternity/paternity leave for a period exceeding 28 days, unless otherwise stated.
2. Police staff figures in this bulletin do not include school-crossing patrols or contract staff employed by private companies. However, staff on fixed-term contracts are included.
3. Secondments from one police force to another are included in the total for the destination force and therefore in the police officer strength total for the 43 forces of England and Wales.
4. Details of the strength of police officers and staff previously employed by the National Crime Squad (NCS) and the National Criminal Intelligence Service (NCIS) no longer appear following the launch of the Serious Organised Crime Agency (SOCA) on 1 April 2006. This amalgamated the NCS, NCIS, part of HM Revenue and Customs that dealt with drug trafficking and associated criminal finance, and some of those dealing with organised immigration crime in the UK Border Agency. It is not possible to separately identify those officers and staff fulfilling the former functions of NCS and NCIS. The main police officer strength measure includes those officers on career breaks to SOCA (where their pay is not processed by their home force), but excludes staff employed by SOCA and also officers seconded to SOCA (where their home force retains responsibility for processing their pay).
5. In addition to the tables published in this bulletin, supplementary tables are also published including a breakdown of police officers, staff and PCSOs by type of function. These functions are used by Her Majesty's Inspectorate of Constabulary (HMIC) as the basis for quantifying the frontline of policing, as set out in HMIC's report "Demanding Times" (March 2011).
6. Prior to 2003 officer and staff totals excluded staff on career breaks and maternity/paternity leave. The definitions were changed in 2003 to include these staff. The time series shown in Table 3 starts at 31 March 2003, but if users require longer-term comparisons, a supplementary table can be accessed at <http://www.homeoffice.gov.uk/publications/science-research-statistics/research-statistics/police-research/hosb0912/>.
7. Supplementary tables are also provided for a police force level comparison with previous year for police staff and PCSOs.
8. **Rounding:** Data are provided unrounded in the data tables of the Police Service Strength in England and Wales bulletin. This is to promote transparency and allow users to exploit the data

further. However, caution should be taken when comparing small differences between time periods; while care is taken in collecting and collating all the information obtained, the figures are subject to the inaccuracies inherent in any large recording system and are not necessarily accurate to the last digit.

9. **Revisions to data:** It is the author's standard practice to incorporate revisions for previous years in the latest release.

10. **International comparisons:** Quarterly statistics on the number of police officers employed by Scottish police forces, are broken down by police force and deployment and are published on the Scottish Government's website: <http://www.scotland.gov.uk/Topics/Statistics/Browse/Crime-Justice/PublicationPoliceStrength>

Police service strength statistics which include secondments and temporary transfers to other ranks are published on the Police Service of Northern Ireland website:

http://www.psnipolice.uk/index/updates/updates_statistics/updates_strength_of_police_service_statistics.htm