



Home Office



Police Workforce, England and Wales, 31 March 2019 second edition

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Errata

Chapter 5 of this bulletin has been updated after it was found that a processing error led to a mistake in the data for two forces (Humberside and Lancashire). Following revisions, there has been a small increase in the total number of officers working in frontline roles, from 103,175 to 103,347 (an increase of 0.2%).

[Tables F1 to F6](#) have also been updated.

Further information

The biannual *Police Workforce, England and Wales* publication and other Home Office statistical releases are available from the [Statistics at Home Office](#) pages on the GOV.UK website.

The dates of forthcoming publications are pre-announced and can be found via the [GOV.UK publication hub](#).

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This statistical bulletin is produced to the highest professional standards and is free from political interference. It has been produced by statisticians working in the Crime and Policing Analysis Unit in accordance with the Home Office's [Statement of compliance with the Code of Practice for Official Statistics](#), which covers Home Office policy on revisions and other matters. The Chief Statistician, as Head of Profession, reports to the National Statistician with respect to all professional statistical matters and oversees all Home Office National Statistics products with respect to the Code, being responsible for their timing, content and methodology.

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1 Introduction

1.1 General introduction

This release contains statistics on the numbers of police officers, police staff, Police Community Support Officers (PCSOs), designated officers¹, special constables and Police Support Volunteers (PSVs) in post on 31 March 2019. The statistics cover all the 43 territorial police forces in England and Wales. Though data for the British Transport Police are largely excluded from analysis within this report, their data can be found in the accompanying [data tables](#).

Unless otherwise stated, total workforce figures quoted in the bulletin include those on career breaks or other forms of long term absence, as well as those seconded in to police forces from other forces or central services (e.g. the Home Office, the National Crime Agency). It excludes those seconded out from forces to central services. The workforce figures in this release are all presented on a full-time equivalent (FTE) basis unless indicated otherwise.

The [user guide](#) to Police Workforce Statistics contains further information, including a glossary, conventions used, and other background information. It contains further information on the quality and limitations of the various datasets, and the ways in which the Home Office engages with users of the statistics.

The data in this release can be found in the [‘Police Workforce, England and Wales, 31 March 2019’ tables](#).

1.2 New content in this release

Data on the number of PSVs, as well as the gender and ethnicity of those volunteers, were requested on a voluntary basis from forces for the first time from 2018. Complete data were received from 38 forces, and a further 3 forces could supply a partial return on the total number of PSVs (but not the detailed gender ethnic breakdowns). In the year ending March 2019, data were received from all forces, however, some were still unable to give detailed ethnicity breakdowns. In these cases, PSVs have been placed in the ‘not stated’ ethnicity category.

A PSV is an individual who by choice puts their time, experience, knowledge and skills at the disposal of the force without expectation of compensation or financial reward, except for the payment of pre-determined out of pocket expenses. For the purposes of the data collection, and to ensure consistency across forces, only PSVs who were aged 18 years old or over and vetted by the force are counted. Therefore, police cadets and those who volunteer for roles such as Neighbourhood Watch or Community Speed watch are not included.

Figures in this collection reflect the number of vetted PSVs on forces’ systems as at 31 March 2019, rather than necessarily the number of ‘active’ volunteers throughout the whole year.

1.3 National Statistics Status

The Office for Statistics Regulation (the regulatory arm of the UK Statistics Authority) has confirmed the continued designation of these statistics as National Statistics. This means that these statistics meet the highest standards of trustworthiness, impartiality, quality and public value, and are fully compliant with the [Code of Practice for Statistics](#).

¹ Designated officers are police staff (who are not police officers) employed to exercise specific powers that would otherwise only be available to police officers.

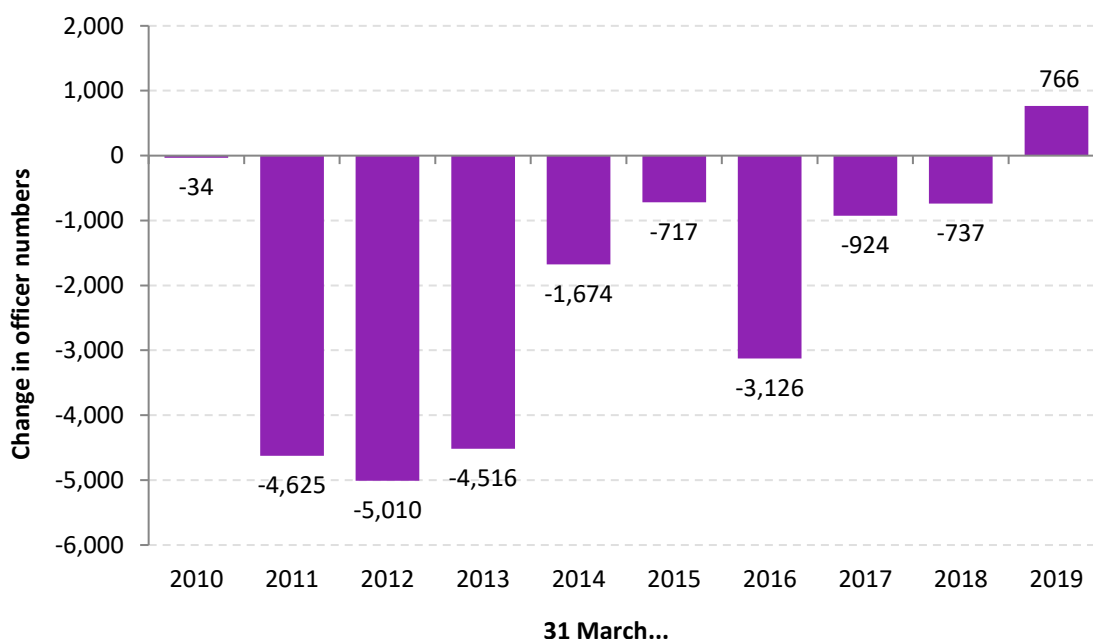
Given the known issues around the quality of the data, statistics in this release on 'Length of service' are designated as Official Statistics, and not National Statistics. Further information can be found in the relevant section ([4.7](#)).

2 Key findings

2.1 Police workforce

- The number of police workers increased slightly, by 1%, between March 2018 and March 2019, from 199,753 to 202,023. This is the second consecutive annual increase in police workers following reductions between 2010 and 2017.
- The latest rise was mainly due to an increase in the number of police staff and those referred to as “designated officers” (who have limited powers designated to them by a chief constable).
- However, in the latest year there was also a small increase in the number of police officers, which rose to 123,171 officers as at March 2019, from 122,405 officers as at March 2018 (up by 766 FTEs or 0.6%). Most of the increase in the latest year appears to have happened in the second half of the year, with the [previous edition of this bulletin](#) showing 122,395 officers as at 30 September 2018 (a similar figure to March 2018). This follows a previously downward trend between March 2009 and 2018 (Figure 2.1).

Figure 2.1: Change in the number of police officers, March 2010 to March 2019, compared with the previous 12 months, England and Wales



Source: Home Office, [table H3](#)

2.2 Joiners and leavers

- In 2018/19, 9,427 police officers joined the 43 police forces in England and Wales, accounting for 8% of officers. Excluding those who transferred from other forces, joiners accounted for 6% of all officers. This was a 16% increase on the previous year and the highest number of joiners in a financial year since 2008/09.
- Across the 43 police forces in England and Wales, 8,727 police officers left the service in 2018/19, accounting for 7% of officers employed by the forces at the start of the year. The

officer wastage rate (the proportion of officers leaving the police, excluding transfers) in 2018/19 was 6%.

2.3 Frontline and local policing

- As at 31 March 2019 there were 103,347 police officers employed in frontline policing roles, a fall of 490 officers (or 0.5%) compared with the previous year. Over the same period, the proportion of officers in frontline policing roles has remained stable at 92%.

2.4 Diversity of officers

- As at 31 March 2019, 8,329 (7% of all officers) identified as Black and Minority Ethnic (BME), again, the highest proportion since records began. While BME representation in the police workforce has continued to improve, such groups remain under-represented as 14% of the population in England and Wales are BME.
- As at 31 March 2019, 30% of all officers were female (37,428), again the highest proportion on record.

2.5 Officer wellbeing

- As at 31 March 2019, there were 2,370 police officers on long-term sick leave. This was 25 more absences than the year ending March 2018 and accounted for 2% of all police officers in England and Wales.

3 Headline workforce figures

3.1 Total police workforce

As at 31 March 2019, there were 202,023 workers employed by the 43 police forces in England and Wales (Table 3.1), an increase of 2,270, or 1%, compared with a year earlier (when there were 199,753 workers). Of these, 96% were available for duty (police workers in post, excluding long-term absentees such as those on career breaks, and maternity and paternity leave).

Table 3.1: Police workforce, as at 31 March 2019, England and Wales¹

Rank	2018	2019	Percentage change (%)
Chief Officer ²	215	212	-1.3
Chief Superintendents	289	312	8.0
Superintendents	891	896	0.6
Chief Inspectors	1,596	1,666	4.3
Inspectors	5,599	5,555	-0.8
Sergeants	18,451	18,460	0.0
Constables	95,363	96,070	0.7
Total police officer ranks	122,405	123,171	0.6
Police staff, designated officers and traffic wardens	67,209	69,305	3.1
Police Community Support Officers	10,139	9,547	-5.8
Total police workforce	199,753	202,023	1.1
Special Constabulary³	11,690	10,640	-9.0
Police support volunteers³	7,918	7,670	-3.1

Source: Home Office, [Workforce Open Data Table](#)

Notes:

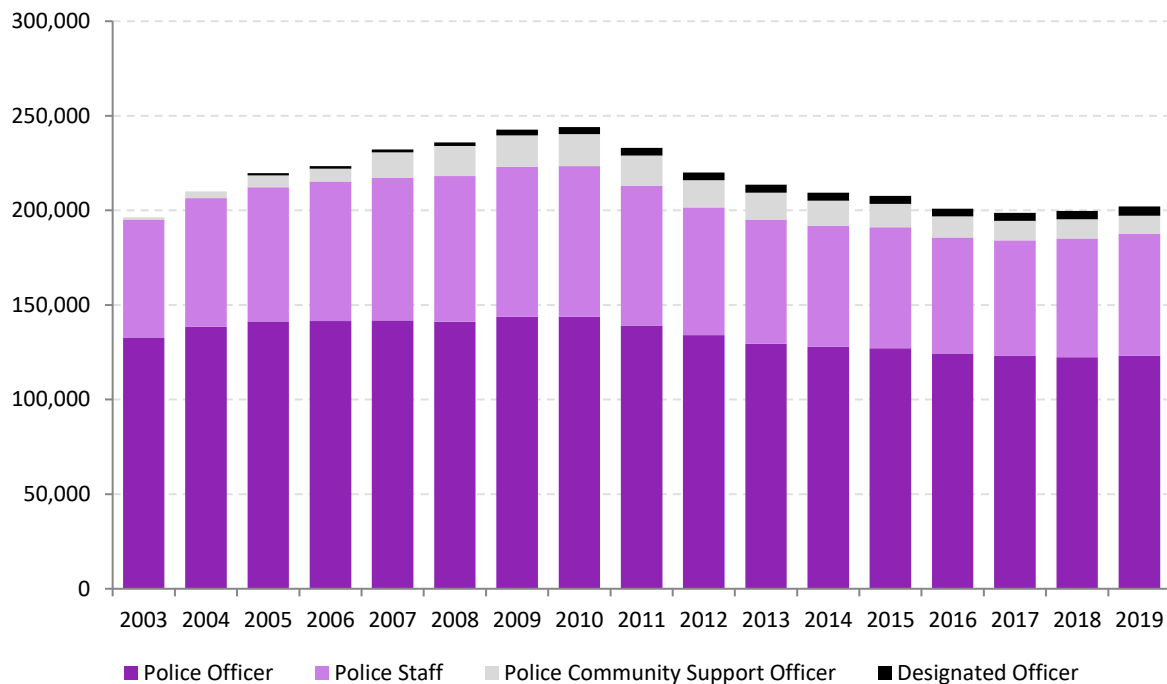
1. Excludes British Transport Police.
2. Includes Assistant Chief Constables, Deputy Chief Constables and Chief Constables, and their equivalents in the Metropolitan Police and City of London Police. These police officers were previously referred to as Association of Chief Police Officer (ACPO) ranks; however on 1 April 2015 ACPO was replaced by the National Police Chiefs' Council (NPCC).
3. Special constables and police support volunteers do not have contracted working hours so their numbers are provided on a headcount rather than a FTE basis.

Figure 3.1 shows the long-term trend in the police workforce numbers, broken down by worker type. Workforce numbers had been increasing to 2010, then generally decreased in each year since. In the last three years the previous downward trend has changed and the latest figures show a small increase (1%) compared with the previous year. However, the latest total is 17% lower than it was at 31 March 2010.

The number of police officers has decreased since the peak at 31 March 2009, from 143,769 to 123,171 officers as at 31 March 2019 (a reduction of 14%).

Prior to 2003, headline officer numbers excluded those on career breaks and maternity/paternity leave. Excluding these officers, there were 120,946 officers in the 43 territorial police forces in England and Wales as at 31 March 2019. This is the third lowest number of police officers since comparable records began in 1996, but slightly higher than the previous two years.

Figure 3.1: Police workforce, by worker type, as at 31 March 2003 to 31 March 2019, England and Wales¹



Source: Home Office, [table H3](#)

Notes:

1. Excludes traffic wardens due to their very small numbers, which reflect the dominant role of local authorities in parking control.
2. Some forces are unable to provide data on some types of designated officers separately. In these cases, designated officers have been counted under police staff.

In addition to the 202,023 police workers, there were 10,640 special constables (headcount) in the 43 police forces in England and Wales on 31 March 2019, and 7,670 Police Support Volunteers (PSVs). Special constables and PSVs do not have contracted working hours so their numbers are provided on a headcount rather than a FTE basis.

As figure 3.1 shows, police officers made up the largest proportion of paid police workers as at 31 March 2019, at 61%. Since 2010, there have been some changes to the composition of the police workforce. The proportion of police officers has increased slightly (from 59% to 61% of the total workforce), while the proportion of Police Community Support Officers decreased (from 7% to 5%).

3.2 Police officers

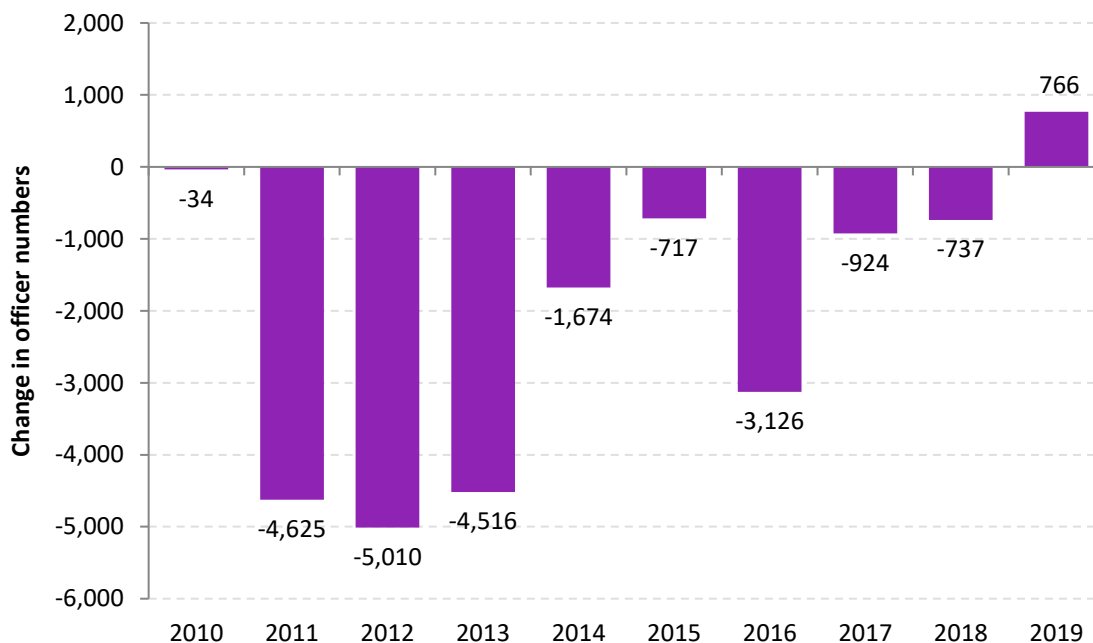
There were 123,171 police officers in the 43 police forces as at 31 March 2019 and a further 311 police officers were seconded out to central services². While not included in the headline figures, the British Transport Police employed 2,844 police officers in England and Wales.

Figure 3.2 shows the number of police officers in the 43 territorial forces increased by 766 (0.6%) compared with a year earlier, reversing the downward trend seen since 2010. Most of the increase in

² Secondments to central services are secondments to central government, e.g. the Home Office, Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), or the National Crime Agency (NCA).

the latest year appears to have happened in the second half of the year, with the [previous edition of this bulletin](#) showing 122,395 officers as at 30 September 2018 (similar to March 2018 when there were 122,405 officers). However, the latest figures are 14% lower than the peak in 2010 when there were 143,734 police officers, representing a decrease of 20,564 FTEs.

Figure 3.2: Change in the number of police officers, as at 31 March 2010 to 31 March 2019, compared with the previous 12 months, England and Wales

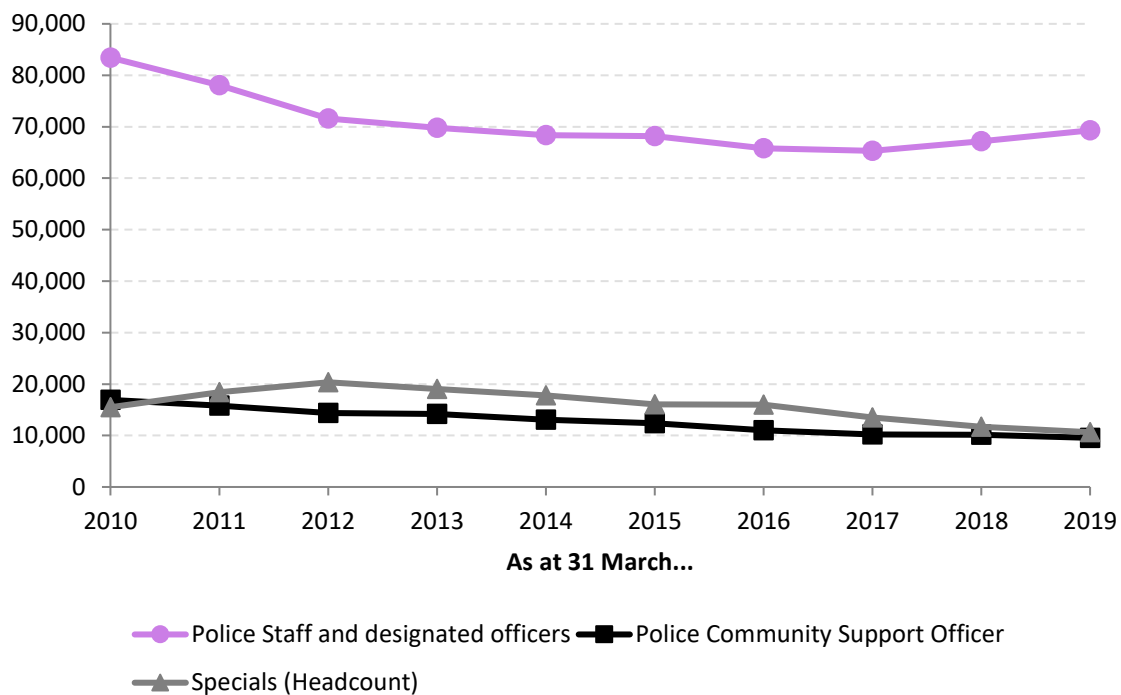


Source: Home Office, [table H3](#)

3.3 Other police worker and volunteers

Figure 3.3 shows the trend in the number of other police worker and volunteers over the last 10 years. Between 2010 and 2017, police staff numbers and designated officer numbers³ had been falling, however, there has been a 3% increase in police staff and a 12% increase in designated officers in the latest year (a combined increase of 3%). Police Community Support Officer (PCSO) numbers have fallen each year since 2010, to 9,547 in the latest year (down 6% on 2018), and the number of special constables has also continued to fall, to 10,640 (down 9%) from 11,690 the previous year.

Figure 3.3 Police staff and designated officers, Police Community Support Officers, and special constables, 31 March 2010 to 31 March 2019, England and Wales¹



Source: Home Office, [table H3](#)

Notes:

1. Excludes British Transport Police and secondments to central services.

³ Some forces are unable to distinguish designated officers from police staff, therefore, they have been combined to better reflect the situation across all forces. These workers can be separately identified in the [data tables](#).

4 Promotions, joiners and leavers

4.1 Introduction

This chapter presents statistics on the number of promotions, joiners and leavers in the police, as well as information on the length of service of serving police officers.

Data on promotions are based on the number of officers promoted during the financial year and are on a headcount basis. Data are collected by the rank to which an officer is promoted. Officers on temporary promotion and those promoted on transfer from another police force are not included in these statistics.

Data on joiners and leavers are based on the number of workers who joined and left the force during the financial year and are based on full-time equivalents. Joiner rates are calculated by dividing the number of joiners during the financial year by the total number of workers as at the end of the year (i.e. 31st March). This indicates how many of those employed by the force at the end of the year joined during the year.

Wastage rates are calculated by dividing the number of leavers during the financial year by the total number of workers at the end of the previous year (i.e. as at 31 March). This indicates how many of those employed at the start of the current year left during the year.

These wastage rates are a good indication of turnover within the police but not a precise one as individual workers cannot be tracked. Some workers may join and leave the force during the same year and will only be captured in the denominator (i.e. those employed at the end of the previous year). This is particularly for those worker types with higher turnover, such as special constables.

There are several routes via which officers can join or leave the police:

Joiners

- **Standard direct recruit** – individuals joining the police for the first time, including via Direct Entry, Fast Track and Police Now schemes. This also includes Police Community Support Officers and other police staff who are joining as a police officer.
- **Re-joining** – individuals who have previously left the forces, but have since re-joined.
- **Previously special constable** – individuals who are joining as a police officer having previously been a special constable
- **Transfer** – individuals joining from one of the other 43 territorial police forces in England and Wales, or another non-Home Office force (e.g. the British Transport Police).

Leavers

- **Death** – those who have died, either on active duty or otherwise.
- **Dismissal** – individuals who have been required to resign, made compulsorily redundant, or have had their contract terminated.
- **Medical retirement** – individuals who have retired on ill health grounds.
- **Normal retirement** – individuals who have retired, not on ill health grounds.
- **Transfer** – individuals leaving to join one of the other 43 territorial police forces in England and Wales, or a non-Home Office force (e.g. the British Transport Police).
- **Voluntary resignation** – individuals who resign or leave under voluntary exit schemes. Special constables, who leave to join the regular constabulary, or have been inactive for more than 12 months, are included here.

Further information on the types of police officer joiner and leaver can be found in the [‘User guide to Police Workforce statistics’](#).

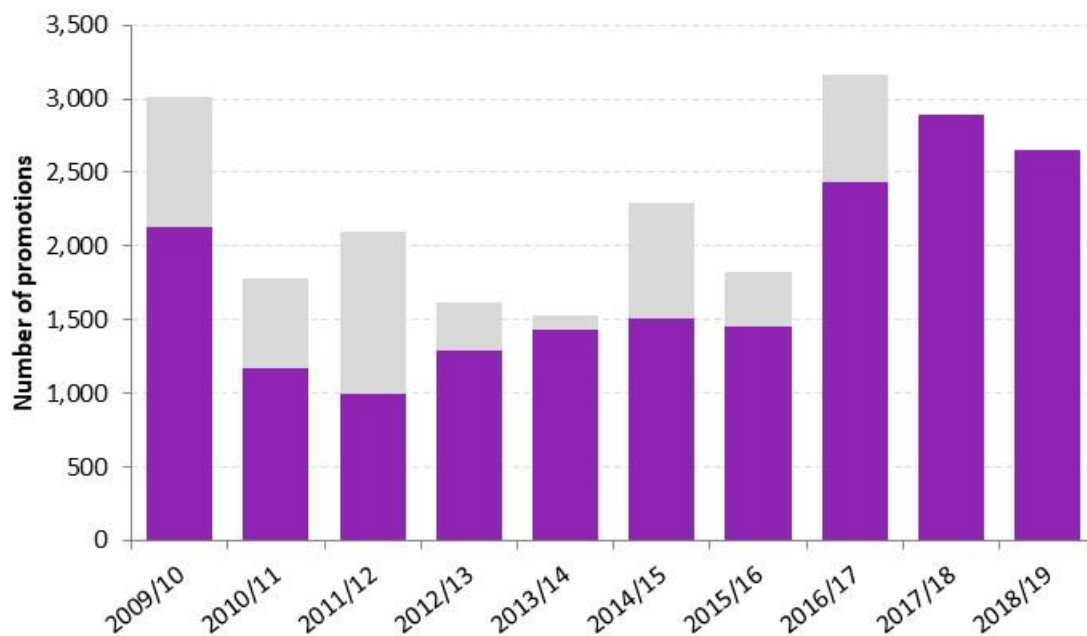
4.2 Promotions

Due to a new HR system, the Metropolitan Police Service (MPS) were unable to provide data on promotions for the years ending March 2018 and March 2019. To make a comparable time series, data in this section therefore exclude the MPS, however, data for promotions within the MPS for previous years are provided in the [data tables](#).

In 2018/19, 2,648 police officers received a promotion in 42 police forces in England and Wales (excluding the MPS), accounting for 3% of all officers. Excluding the MPS for both years, this was a decrease of 8% compared with the number of officers promoted in the previous year.

Most promotions were seen at lower ranks, such as constables promoted to sergeants (accounting for 59% of all promotions). As expected, fewer promotions were seen in higher ranks, such as chief superintendents promoted to chief officers (1%). This reflects the hierarchical structure of the police workforce with fewer jobs at the top of the pyramid.

Figure 4.1: Police officer promotions, 2009/10 to 2018/19, England and Wales^{1, 2, 3, 4}



Source: Home Office, [table P1](#)

Notes:

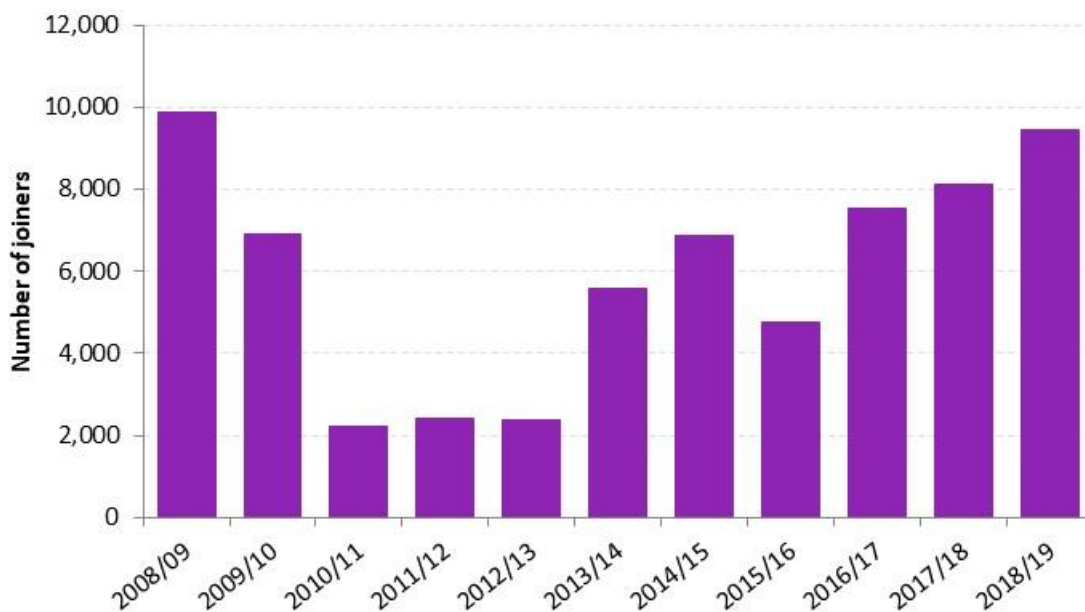
1. Officers on temporary promotion and those promoted on transfer from another police force are not included in these statistics.
2. Excludes officers seconded out to central services.
3. Excludes British Transport Police.
4. 2017/18 and 2018/19 exclude the Metropolitan Police Service, who were unable to provide data. However, their promotions data for previous years are shown in grey.

Further information on the ethnicity and gender of police officer promotions can be found in [chapter 6](#).

4.3 Joiners

In 2018/19, 9,427 police officers joined the 43 police forces in England and Wales, accounting for 7.7% of officers. This volume of joiners is a 16% increase on the previous year and the highest number since 2008/09 (when there were 9,882 joiners; Figure 4.2). Excluding those who transferred from other forces, joiners accounted for 6.4% of all officers.

Figure 4.2: Police officer joiners, 2008/09 to 2018/19, England and Wales¹



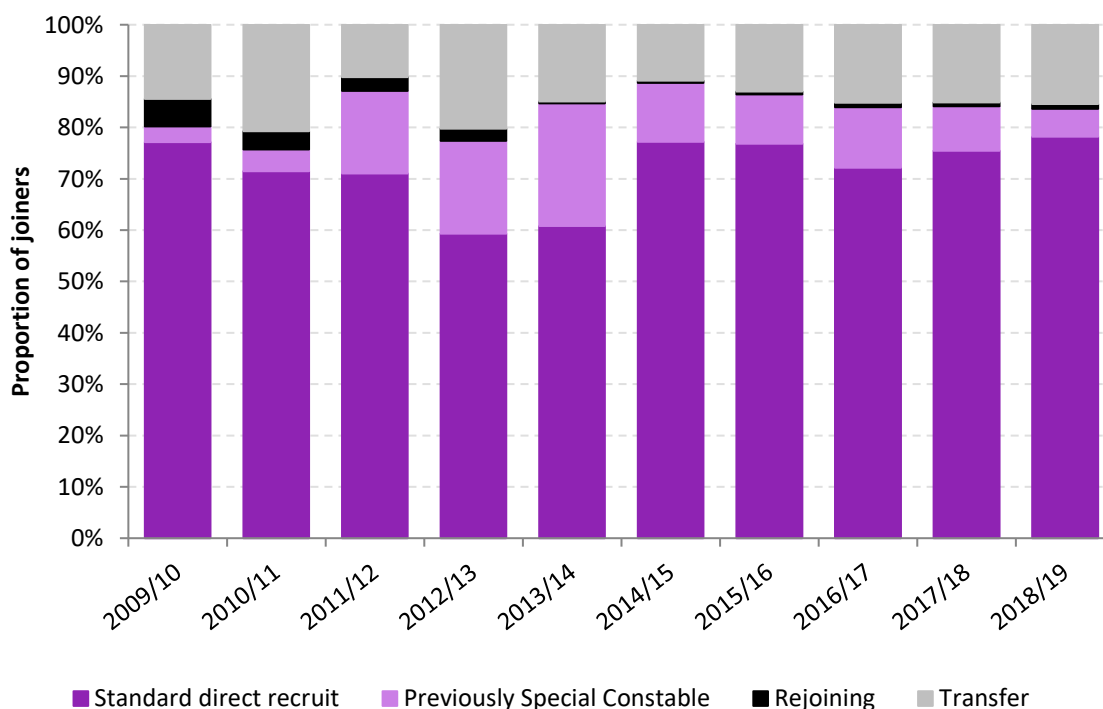
Source: Home Office, [Joiners Open Data Table](#)

Notes:

1. Includes those transferring in from other police forces.

Over the last ten years, the majority (fluctuating between 60-80%) of officer joiners have been new recruits joining as an officer for the first time.

Figure 4.3: Police officer joiners, by route of entry, 2009/10 to 2018/19, England and Wales

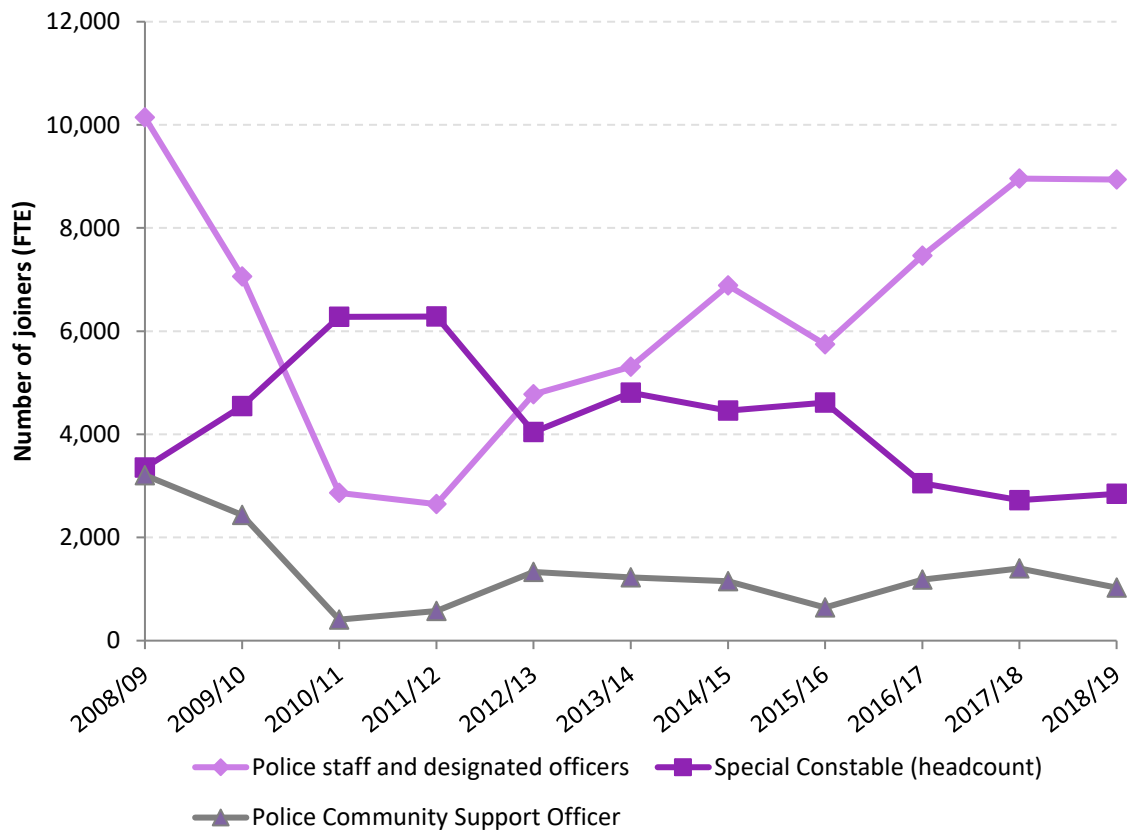


Source: Home Office, [Joiners Open Data Table](#)

4.4 Other worker types

The number of PCSO joiners fell sharply between 2008/09 and 2010/11 and has remained at relatively low levels since (Figure 4.4), whereas the number of police staff and designated officers joining has risen following two particularly low years in 2010/11 and 2011/12. These years also saw low numbers of police officers and PCSO joiners and reflect generally low recruitment levels at that time. However, the number of new special constable joiners was relatively high during the same period. The number of new special constable joiners has declined since 2015/16.

Figure 4.4: Other police worker joiners, 2008/09 to 2018/19, England and Wales¹



Source: Home Office, [Joiners Open Data Table](#)

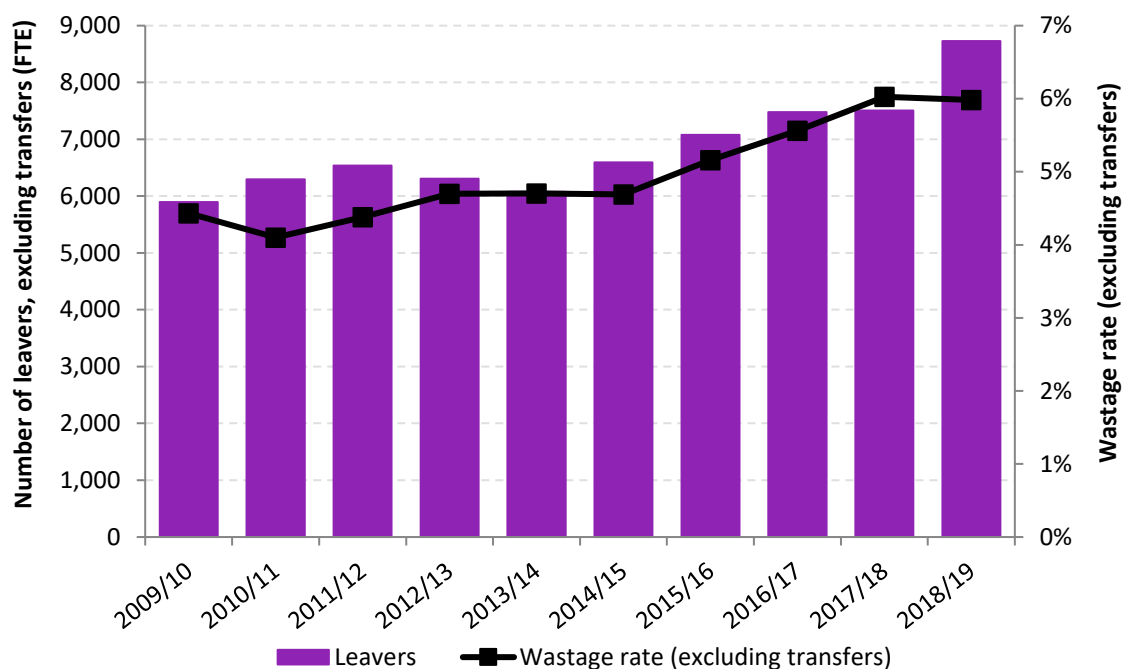
Notes:

1. Includes those transferring in from other police forces.

4.5 Leavers

In 2018/19, 8,727 police officers left the 43 territorial police forces, accounting for 7% of officers employed by the forces at the start of the year (Figure 4.5). Excluding transfers, the wastage rate was 6%. Compared with the previous year there was a rise in the number of officers leaving the service, continuing the upward trend seen since 2012/13.

Figure 4.5: Police officer leavers (excluding transfers), 2009/10 to 2018/19, England and Wales^{1,2}



Source: Home Office, [Leavers Open Data Table](#)

Notes:

1. Includes those transferring out to other police forces.
2. Wastage rates are calculated by dividing the total number of leavers (excluding transfers) during the financial year by the total number of workers as at 31 March of the previous year.

The number of officers leaving the police, in each of the last five years, is shown in Table 4.1 by reason for departure. Since 2014/15, the number of voluntary resignations has been increasing, from 1,784 in 2014/15 to 2,175 in 2018/19, an increase of 22%. The increase in voluntary resignations is likely to partly reflect an increased number of officers leaving the police via voluntary exit schemes in recent years.

Table 4.1: Police officer leavers, by route of exit, 2014/15 to 2018/19, England and Wales¹

Route of exit	2014/15	2015/16	2016/17	2017/18	2018/19
Normal retirement	3,851	4,211	4,507	4,747	4,492
Voluntary resignation	1,784	1,968	2,035	1,995	2,175
Transfer	790	648	1,093	1,068	1,339
Medical retirement	676	582	587	500	514
Dismissal	233	247	289	211	161
Death	52	69	57	51	46

Notes:

1. Excludes British Transport Police.

The majority of those leaving the service do so via normal retirement, which accounts for between 50% to 60% of leavers annually (Figure 4.6). Medical retirements now account for a higher proportion of leavers than they did in the mid 2000s, although the proportion has fallen since the peak in 2014/15. The proportion of voluntary resignations increased between 2011/12 and 2015/16 but has begun to decline in the past three years.

Figure 4.6: Police officer leavers, by route of exit, 2009/10 to 2018/19, England and Wales

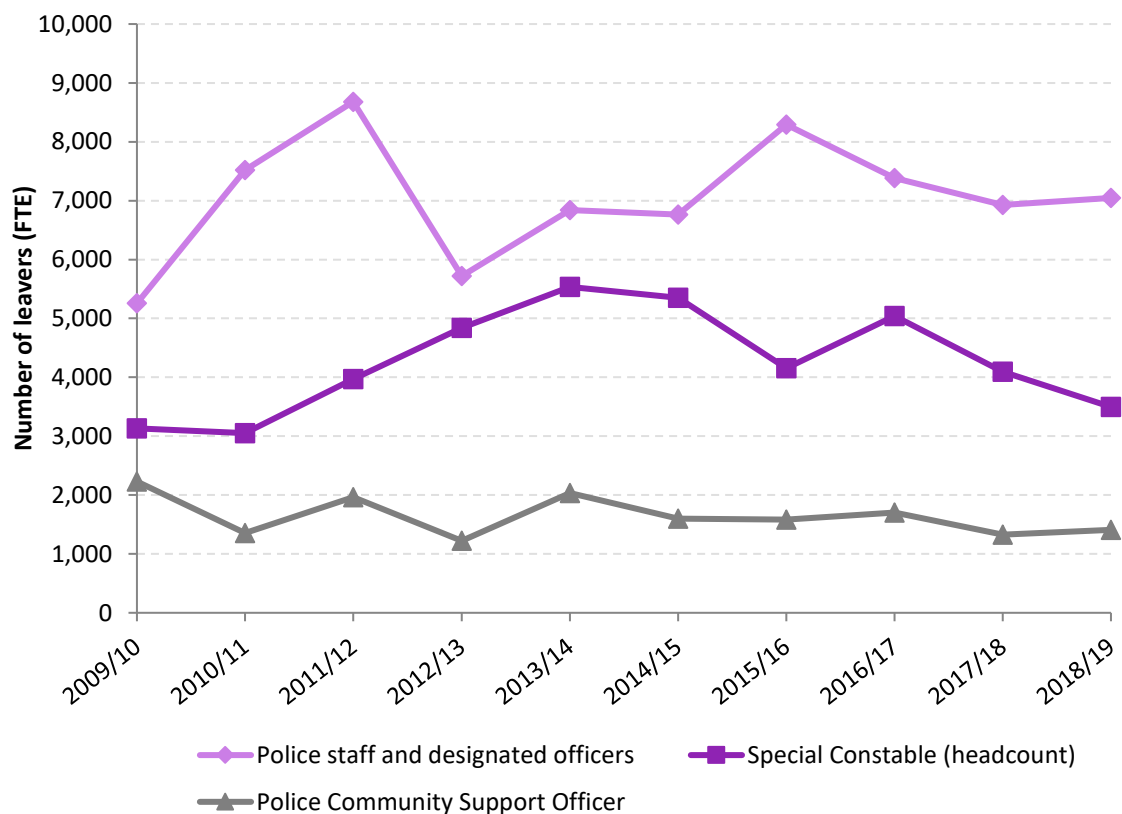
Source: Home Office, [Leavers Open Data Table](#)

Further Information on the ethnicity and gender of police joiners and leavers can be found in [chapter 6](#).

4.6 Other worker types

The number of police staff and designated officers (combined), and PCSOs leaving the service across the 43 police forces in England and Wales has increased in the latest year (Figure 4.7). Conversely, the number of Special Constables leaving the service has decreased in the latest year.

Figure 4.7: Other police worker leavers, 2009/10 to 2018/19, England and Wales¹



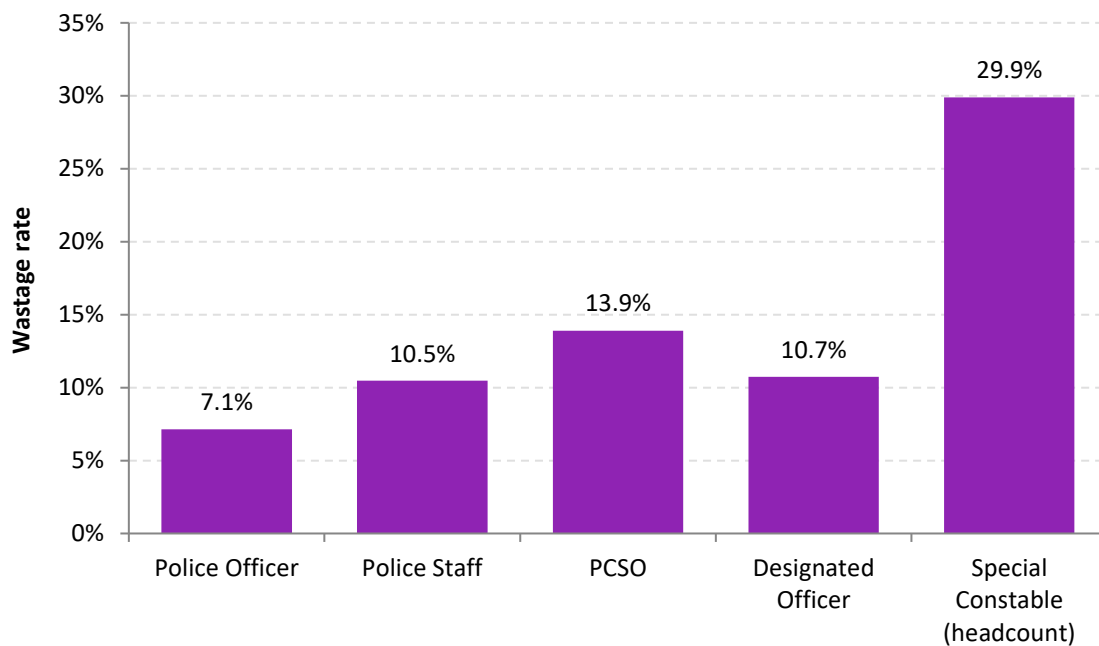
Source: Home Office, [Leavers Open Data Table](#)

Notes:

1. Includes those transferring out to other police forces.

In 2018/19, of the paid police worker types (i.e. excluding special constables), PCSOs had the highest wastage rate (excluding transfers), at 14% (Figure 4.8). Police staff and designated officers had similar wastage rates at 10% and 11% respectively. Police officers had the lowest wastage rate, at 7%. The wastage rate for special constables was particularly high, at 30%. However, this will partly reflect the fact that some leave the special constabulary to take paid roles within the force (5% of joining police officers were previously special constables).

Figure 4.8: Wastage rates by police worker type (excluding transfers), 2018/19, England and Wales¹



Source: Home Office, [Leavers Open Data Table](#)

Notes:

1. Wastage rates are calculated by dividing the total number of leavers during the financial year by the total number of workers as at 31 March of the previous year.

In 2018/19, the majority of PCSOs (86%) and staff (77%) who left their force voluntarily resigned. This will include some who have gone on to become police officers (5% of joining police officers were previously special constables).

4.7 Length of service

Statistics on length of service are designated as 'Official Statistics' rather than 'National Statistics'. This is due to a number of data quality issues. Some forces have reported problems extracting length of service data from their HR systems. Where officers have transferred from another force, or changed roles within a force, some forces record the length of service based on the date the officer started their current role (rather than the date the officer joined the police service). This is likely to skew the data towards shorter service periods and under-record longer periods of service where individuals may have moved posts or forces.

While these issues will have some impact on the national picture, they are likely to have more of an effect on further breakdowns of the data, such as by force or rank of officer. While the findings in this section should be considered with caution, they give a reasonable indication of the picture at the national level, but users should be wary of making force comparisons.

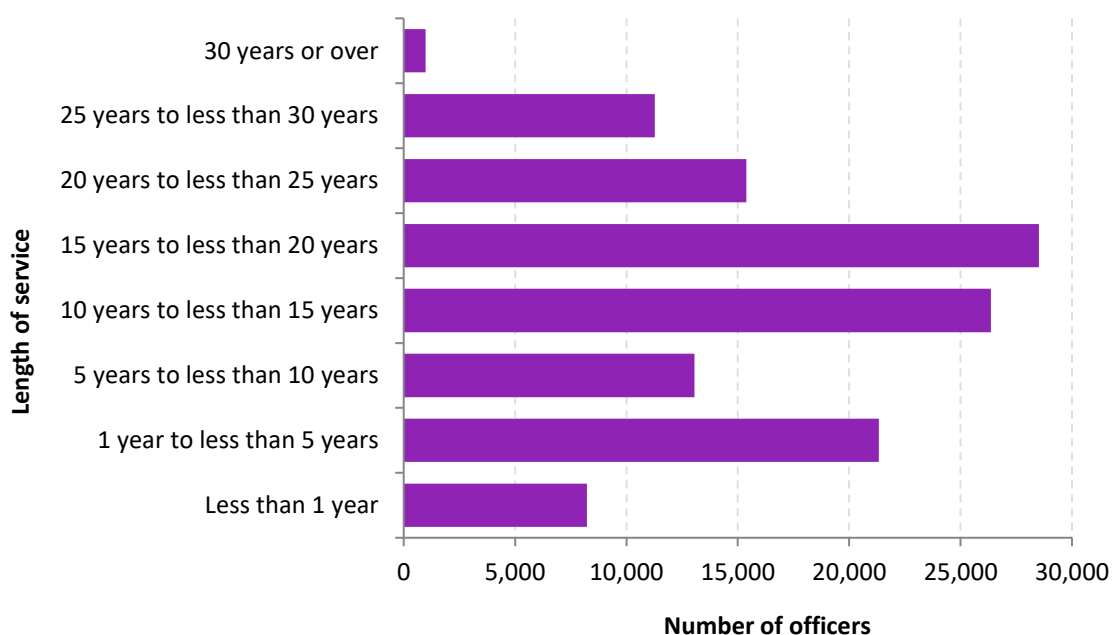
This section includes information on the length of service of police officers in England and Wales. The data cover the length of time in the police service as a whole, excluding time spent on unpaid long-term absence and career breaks. Data in the section refer to the situation as at 31 March 2019 and are on a headcount basis.

In the 43 forces in England and Wales, the number of officers with fewer than 5 years of service was 29,557, which accounted for 24% of police officers (where the length of service is known). Of these, 28% (8,223 officers) had less than 1 year of service. Patterns in the length of service data tend to reflect recruitment trends over time. Relatively low levels of recruitment between 2010/11 and 2012/13 meant that the number of officers with between 5 years and less than 10 years of service, as at 31 March 2019, were relatively low. Over the last few years as recruitment levels have increased, so the number of officers with fewer than 5 years of service has also increased.

The most common length of service was between 15 years and less than 20 years, which accounted for just under a quarter (23%) of police officers, followed by between 10 and less than 15 years (21%). This spike is likely to be partly a result of a recruitment drive in the early/mid 2000s.

Just 983 (or 0.8%) officers had served for more than 30 years. This reflects the fact that many current police officers are entitled to receive a full pension after 30 years of service, leading to many officers retiring at that point.

Figure 4.9: Length of service of police officers, as at 31 March 2019, England and Wales¹



Source: Home Office, [table JL5](#)

5 Frontline and local policing

5.1 Introduction

This chapter provides statistics on the number of police officers employed in frontline policing roles, according to the model set out by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). Further details on the model can be found in Annex 4 of HMICFRS's [Value for Money Profiles](#) and the [user guide](#) which accompanies this release. This chapter also presents statistics on police officers employed in local policing functions. Statistics presented here are based on which function a police officer spent the majority of their time doing.

5.2 Changes to the police functions framework

Since 2012, the Home Office has published statistics on police officer, police staff and Police and Community Service Officers (PCSO) functions, based upon a set of 60 function categories that had remained unchanged for several years. Following an extensive consultation with police forces, HMICFRS and other key stakeholders, the Home Office replaced this old functions framework with a framework based on the Police Objective Analysis (POA) categories, which are reviewed annually by the Home Office, HMICFRS and police forces, to ensure that they remain relevant and reflect current policing structures. The change was agreed in order to modernise the data collection, and to align it with the framework used by HMICFRS to collect data on police income, expenditure and funded posts. This change came into effect from 31 March 2015 onwards.

5.3 Comparisons over time

The change of framework means that the police functions data based on the POA framework for 2015 onwards are not directly comparable with data collected under the old framework. Although some functions may appear to be similar between the two, there are often differences in definitions, and so any attempts to compare across the two frameworks should be done with caution. Very few functions are comparable across both frameworks.

In addition to this, the POA categories are reviewed annually, therefore some categories may be added, removed, or amended from one year to the next.

Further details on the police functions framework, along with a full list of the functions included in the old and new frameworks, can be found in the [user guide](#).

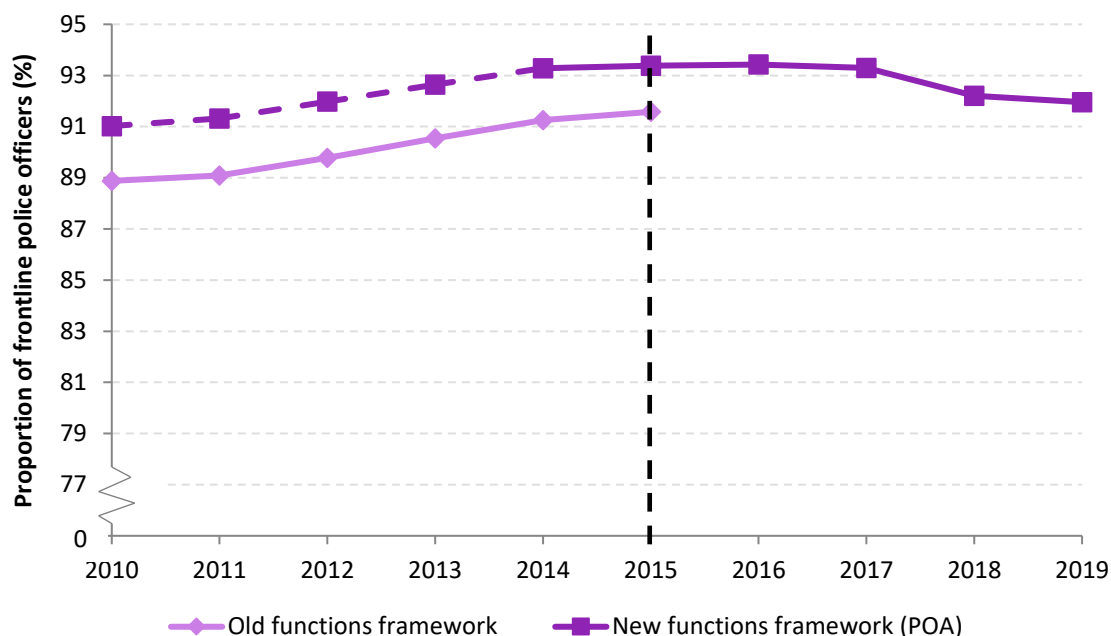
5.4 Frontline policing

As stated in section 5.2, the change in police functions framework has resulted in a loss of comparability over time. This is particularly true for the measure of frontline policing, as both the framework and the frontline model that is based on this have changed. This causes difficulties when attempting to make comparisons of frontline policing with previous years. Further details on the model based on the new POA functions framework can be found in Annex 4 of HMICFRS's [Value for Money Profiles](#). One of the most significant changes is that National Policing functions, including Counter Terrorism/Special Branch roles, are now excluded from the model entirely. Many of these were previously classed as frontline roles.

To provide a back series on frontline policing, the Home Office collected data from the police under both the old and the new frameworks in March 2015. This means data can be adjusted for previous years to create a longer time series. Estimates have been made at a Police Force Area level, which in turn has allowed the national England and Wales figure to be estimated. Further information on the method used to estimate the back series can be found in the [user guide](#).

Figure 5.1 shows the difference between the old frontline measure and the estimated back series of the new measure for the proportion of frontline police officers. At the national level, the proportion of police officers in frontline policing roles was 1.8 percentage points higher as at 31 March 2015 under the new POA framework compared with the old framework.

Figure 5.1: Proportion of frontline police officers, England and Wales¹, as at 31 March 2010 to 31 March 2019²



Source: Home Office, [table F5](#)

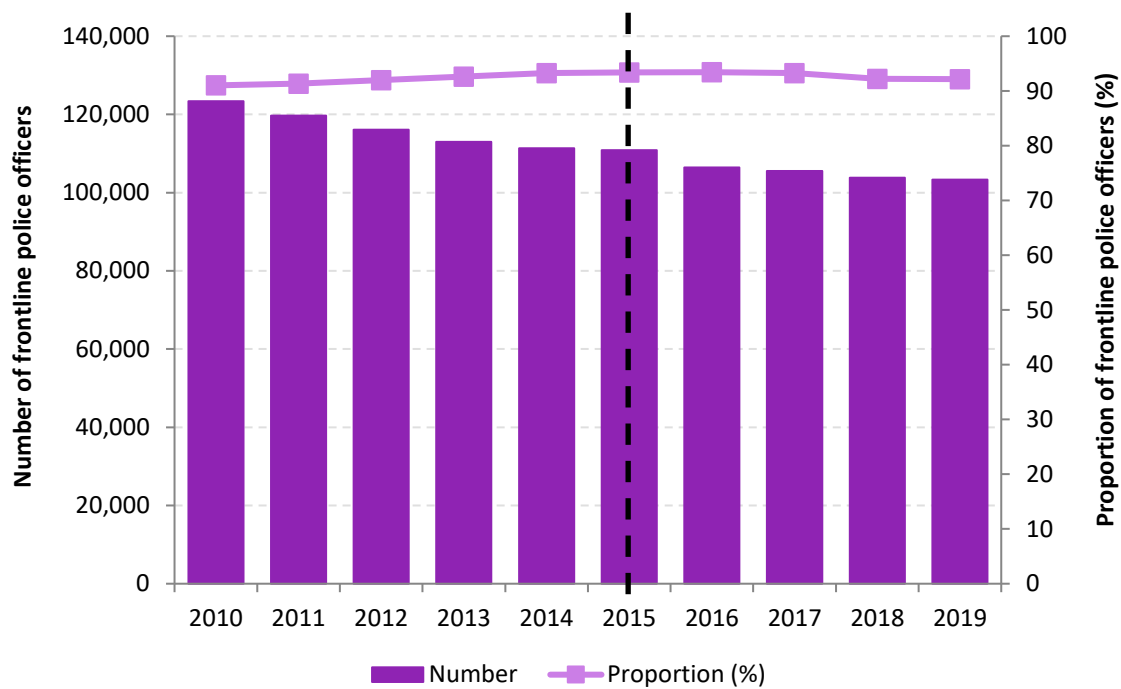
Notes:

1. Relates to the 43 police forces of England and Wales only.
2. Figures for March 2015 onwards have been calculated using Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS's) frontline policing model. Further details on the frontline policing model based on the old functions framework can be found in HMICFRS's [Policing in Austerity: Meeting the Challenge](#) report. Further details on the model based on the new POA functions framework can be found in Annex 4 of HMICFRS's [Value for Money Profiles](#). Both models exclude police officers recorded under the 'other' function category. The 'other' function category includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid).

Figure 5.2 shows the trend in the number and proportion of police officers employed in frontline policing roles as at 31 March in each year from 2010 to 2019. Figures from 31 March 2010 to 2014 have been estimated as described above. The underlying figures are presented in the main data tables, along with the number and proportion of police officers employed in frontline support and business support roles as at 31 March in each year from 2010 to 2019.

As at 31 March 2019 there were 103,347 police officers employed in frontline policing roles, a fall of 490 officers (or 0.5%) compared with the previous year. Over the same period, the proportion of officers in frontline policing roles has remained the same, at 92%.

Figure 5.2: Number and proportion of full-time equivalent frontline¹ police officers, England and Wales², as at 31 March 2010 to 31 March 2019³



Source: Home Office, [table F5](#)

Notes:

1. Visible operational frontline and non-visible frontline have been added together to give an overall frontline total.
2. Relates to the 43 police forces of England and Wales only.
3. Figures for March 2015 onwards have been calculated using Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS's) frontline policing model. Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) where data was collected using both functions frameworks. Further details on these estimates can be found in the [user guide](#).

Table 5.1: Number of full-time equivalent police officers employed in frontline¹, frontline support² and business support roles, England and Wales³, as at 31 March 2010 to 31 March 2019⁴

	Frontline	Frontline support	Business support
31-Mar-10	123,384	6,499	5,670
31-Mar-11	119,729	6,469	4,912
31-Mar-12	116,122	5,971	4,161
31-Mar-13	113,009	5,215	3,762
31-Mar-14	111,383	4,706	3,309
31-Mar-15	110,853	4,324	3,528
31-Mar-16	106,411	4,087	3,401
31-Mar-17	105,502	4,114	3,471
31-Mar-18	103,837	4,348	4,428
31-Mar-19	103,347	4,176	4,645

Source: Home Office, [table F6](#)

Notes:

1. Visible operational frontline and non-visible frontline have been added together to give an overall frontline total.
2. Frontline support was previously named operational support under the old framework.
3. Relates to the 43 police forces of England and Wales only.
4. Figures for March 2015 onwards have been calculated using Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS's) frontline policing model and police officer functions data in the [main data tables](#). Figures for March 2010 and March 2014 have been estimated based on data for a parallel running year (March 2015) where data was collected using both functions frameworks. Further details on these estimates can be found in the [user guide](#).

Table 5.2: Proportion of full-time equivalent police officers employed in frontline¹, frontline support² and business support roles, England and Wales³, as at 31 March 2010 to 31 March 2019⁴

	Frontline	Frontline support	Business support
31-Mar-10	91.0	4.8	4.2
31-Mar-11	91.3	4.9	3.7
31-Mar-12	92.0	4.7	3.3
31-Mar-13	92.6	4.3	3.1
31-Mar-14	93.3	3.9	2.8
31-Mar-15	93.4	3.6	3.0
31-Mar-16	93.4	3.6	3.0
31-Mar-17	93.3	3.6	3.1
31-Mar-18	92.2	3.9	3.9
31-Mar-19	92.1	3.7	4.1

Source: Home Office, [table F6](#)

Notes:

1. Visible operational frontline and non-visible frontline have been added together to give an overall frontline total.
2. Frontline support was previously named operational support under the old framework.
3. Relates to the 43 police forces of England and Wales only.
4. Figures for March 2015 onwards have been calculated using Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS's) frontline policing model. Figures for March 2010 and March

2014 have been estimated based on data for a parallel running year (March 2015) where data was collected using both functions frameworks. Further details on these estimates can be found in the [user guide](#).

5.5 Local policing

Under the POA functions framework outlined in section 5.2, each individual police function is grouped into a broader group, one of which is 'local policing'. This is defined as police officers/staff whose primary role involves at least one of the following:

- neighbourhood policing;
- incident (response) management;
- specialist community liaison;
- working within the local policing command team.

Full details on the definitions of each function can be found in the [main data tables](#).

There were 54,158 police officers employed within local policing functions as at 31 March 2019, a small increase of 336 officers (0.6%) compared with a year earlier. This reverses a downward trend seen over the previous 3 years. Those working within local policing roles accounted for 48% of all officers as at 31 March 2019 a similar proportion to the previous year (proportion excludes 'Other' and 'National Policing' functions).

Table 5.3: Number and proportion of full-time equivalent police officers in local policing roles, England and Wales, as at 31 March 2015 to 31 March 2019^{1, 2}

	31-Mar-15	31-Mar-16	31-Mar-17	31-Mar-18	31-Mar-19
Number	61,083	57,415	56,430	53,822	54,158
Proportion (%)	51.5	50.4	49.9	47.8	48.3

Source: Home Office, [table F1](#)

Notes:

1. Relates to the 43 police forces of England and Wales only.
2. The proportions have been calculated excluding police officers recorded under the 'Other' function category and 'National Policing' functions. The 'Other' category includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid).

6 Diversity

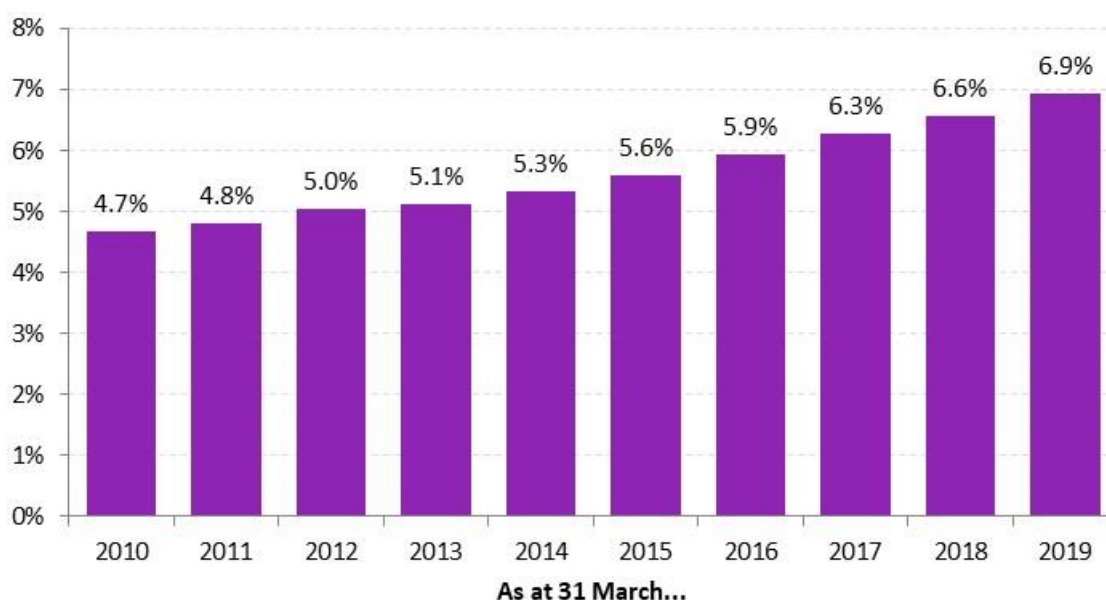
6.1 Introduction

This chapter presents statistics on the diversity of the police workforce, focusing specifically at the ethnicity, gender and age of police officers, police staff, and special constables. It also presents information on the ethnicity and gender of promoted officers, joiners and leavers.

6.2 Police officers: Ethnicity

As at 31 March 2019, there were 8,329 Black and Minority Ethnic (BME) police officers in the 43 forces in England and Wales, an increase of 478 (6%) compared with a year earlier. BME officers represented 6.9% of all officers who stated their ethnicity, a small increase from 6.6% in the previous year. There has been a gradual upward trend in the proportion of BME officers since 2010 (Figure 6.1). However, the proportion of BME officers remains considerably lower than the 14% of the population in England and Wales that are BME⁴.

Figure 6.1: Proportion of police officers who are BME, as at 31 March 2010 to 31 March 2019, England and Wales^{1,2}



Source: Home Office, [Ethnicity Open Data Table](#)

Notes:

1. Excludes those who did not state their ethnicity.
2. Excludes British Transport Police.

Of the 43 forces, the Metropolitan Police Service (MPS) had the highest proportion of BME police officers, with 15% of officers identifying themselves as such but still well below the proportion of BME people resident in the capital (40%) according to the 2011 Census.

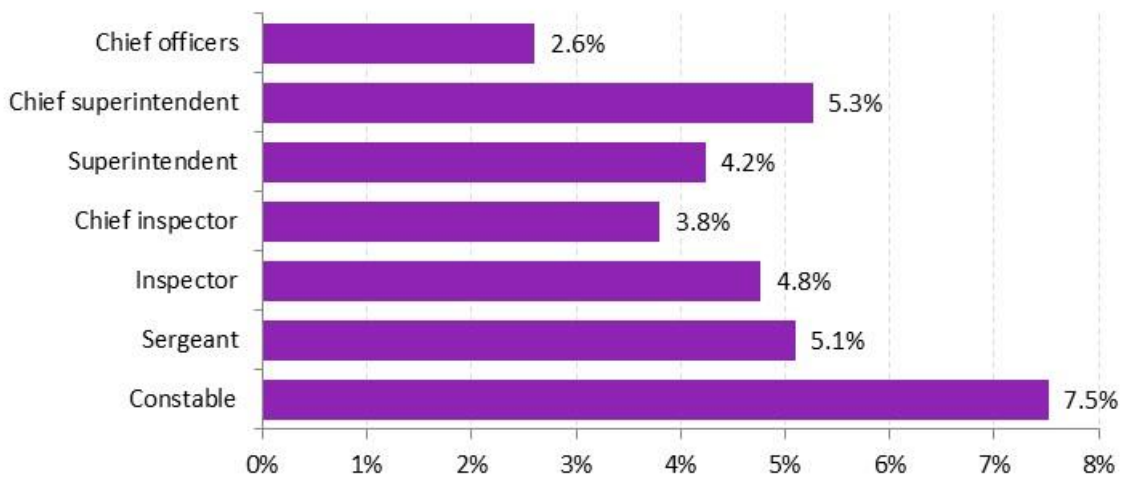
The second highest proportion of BME officers was in West Midlands Police, where 11% of officers who stated their ethnicity identified themselves as BME (compared with 30% of the local population). This force was closely followed by Bedfordshire Police (where 10% of police officers identified as BME

⁴ Population data from the 2011 Census, based on whole population. Data available at: <https://www.ons.gov.uk/census/2011census/2011censusdata>

compared with 23% of the local population). North Wales Police had the smallest proportion of BME officers (1%), reflecting a relatively small BME population within that area (3%).

As in previous years, levels of BME under-representation were highest among Senior ranks (i.e. chief inspector or above) compared with constables and other ranks. For example, 4% of officers of rank chief inspector or above were BME, compared with 8% of constables (Figure 6.2). This is likely to partly reflect the increasing number of BME joiners in recent years, many of whom will have joined at constable level but also the historical under-representation of the BME community in the service.

Figure 6.2: Proportion of police officers who are BME, by rank, as at 31 March 2019, England and Wales¹



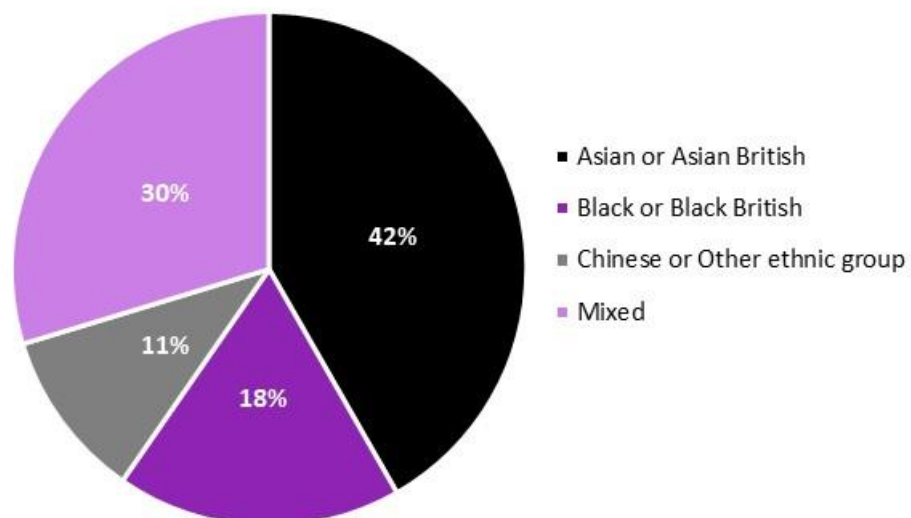
Source: Home Office, [table D1](#)

Notes:

1. Excludes those who did not state their ethnicity.

Of the 8,329 BME officers employed in the 43 police forces in England and Wales, 42% classified themselves as Asian or Asian British, 30% as Mixed, 18% as Black or Black British, and 11% as Chinese or Other ethnic group. These proportions have remained stable over recent years.

Figure 6.3: Composition of BME officers, by ethnic group, as at 31 March 2019, England and Wales



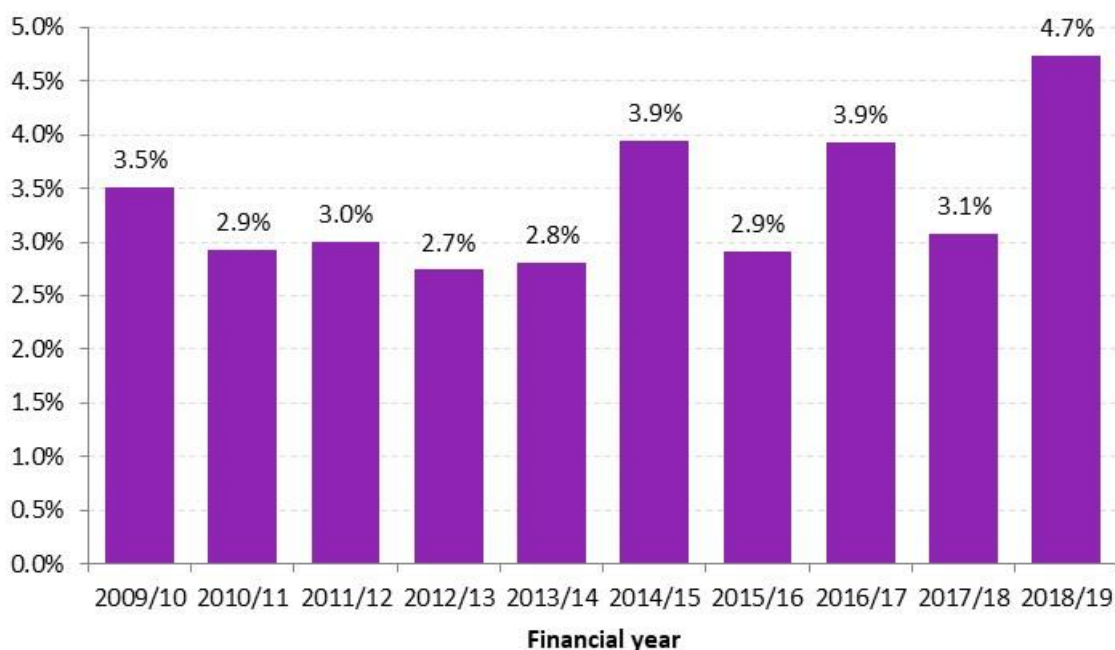
Source: Home Office, [table D2](#)

6.3 Police officer promotions

Due to a new HR system, the MPS were unable to provide data on promotions for the year ending March 2019. To make a comparable time series, data in this section therefore exclude the MPS. However, data for promotions for the years 2006/07 to 2016/17 include MPS in the data tables.

Of the 2,648 police officers promoted in 42 of the 43 police forces in 2018/19, 2,600 indicated their ethnicity. Of these, 123, or 5%, identified themselves as BME. Excluding MPS for both years, this is an increase of 2 percentage points since 2017/18 (Figure 6.4)

Figure 6.4: Proportion of promotions where the officer promoted is BME, 2009/10 to 2018/19, England and Wales^{1, 2}



Source: Home Office, [Promotions Open Data Table](#)

Notes:

1. Data are on a headcount basis and exclude cases where the ethnicity of the officer promoted is unknown.
2. Excludes the Metropolitan Police Service who were unable to provide data for 2017/18 or 2018/19.

6.4 Police officer joiners: Ethnicity

In 2018/19, 9,427 police officers joined the 43 police forces in England and Wales, and 8,821 (94%) stated their ethnicity. Of these, 943, or 11% identified themselves as BME, up 1 percentage point on last year.

Surrey Police had the most BME joiners in percentage terms (24% of officer joiners were BME), followed by the MPS (23%) and West Midlands Police (22%).

In 2018/19, the majority of BME joiners were standard direct recruits (85% of all BME joiners), followed by transfers (12% of all BME joiners). Table 6.1 shows how this compares with those officer joiners who identified themselves as White.

Table 6.1: Officer joiner types, by ethnicity, 2018/19, England and Wales¹

Type of joiner	BME joiners	White joiners
Standard Direct Recruit	84.7%	78.2%
Transfer	12.3%	15.0%
Previously Special Constable	2.3%	5.8%
Re-joining	0.6%	0.9%
	100.0%	100.0%

Source: Home Office, [Joiners Open Data Table](#)

Notes:

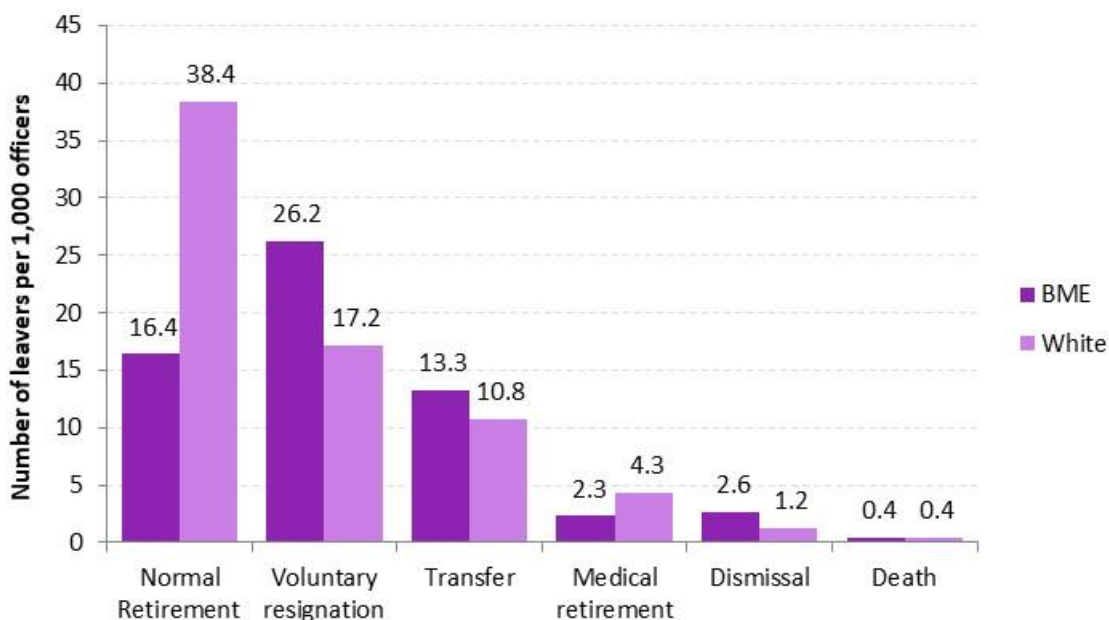
1. Excludes cases where the ethnicity of the joining officer is unknown.

For further information about the different joiner types, please see [chapter 4](#).

6.5 Police officer leavers: Ethnicity

In 2018/19, 8,534 of the 8,726 (98%) officers who left the 43 police forces in England and Wales stated their ethnicity. Of these, 480, or 6%, were BME officers.

There was a higher rate of normal retirements amongst White officers, while the rates of voluntary resignations and dismissals were higher amongst BME officers (Figure 6.5). This is likely to reflect the differing age profile of different ethnic groups within the police. For example, due to historically low levels of recruitment of BME officers they are likely to be generally younger than White officers, meaning fewer BME officers are likely to have yet reached retirement.

Figure 6.5: Number of officers leaving by each exit route per thousand officers, by ethnicity, 2018/19, England and Wales^{1, 2}

Source: Home Office, [Leavers Open Data Table](#)

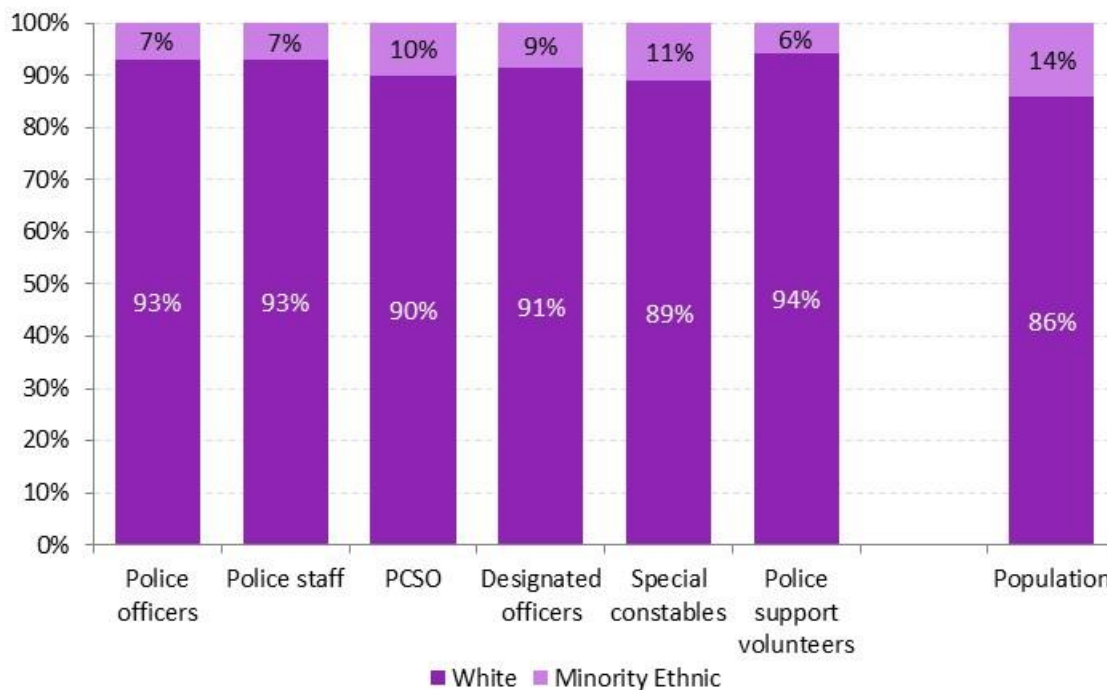
Notes:

1. Excludes cases where the ethnicity of the leaving officer is unknown.
2. Leaving rates are calculated as number of officers leaving via that route in 2018/19, as a proportion of officers employed by the forces as at 31 March 2018 per thousand officers.

6.6 Police staff, PCSOs, designated officers, special constables, and police support volunteers: Ethnicity

The proportion of BME workers in other areas of the workforce is higher than for police officers (Figure 6.6). The most ethnically diverse part of the police workforce is the Special Constabulary, where, as at 31 March 2019, 1,065 of the 9,588 special constables who stated their ethnicity identified as BME (11% compared with 7% of officers, and 14% of the population).

Figure 6.6: Ethnic breakdown of the police workforce, as at 31 March 2019, England and Wales¹



Source: Home Office, [Ethnicity Open Data Table](#)

Notes:

1. Excludes those who did not state their ethnicity.

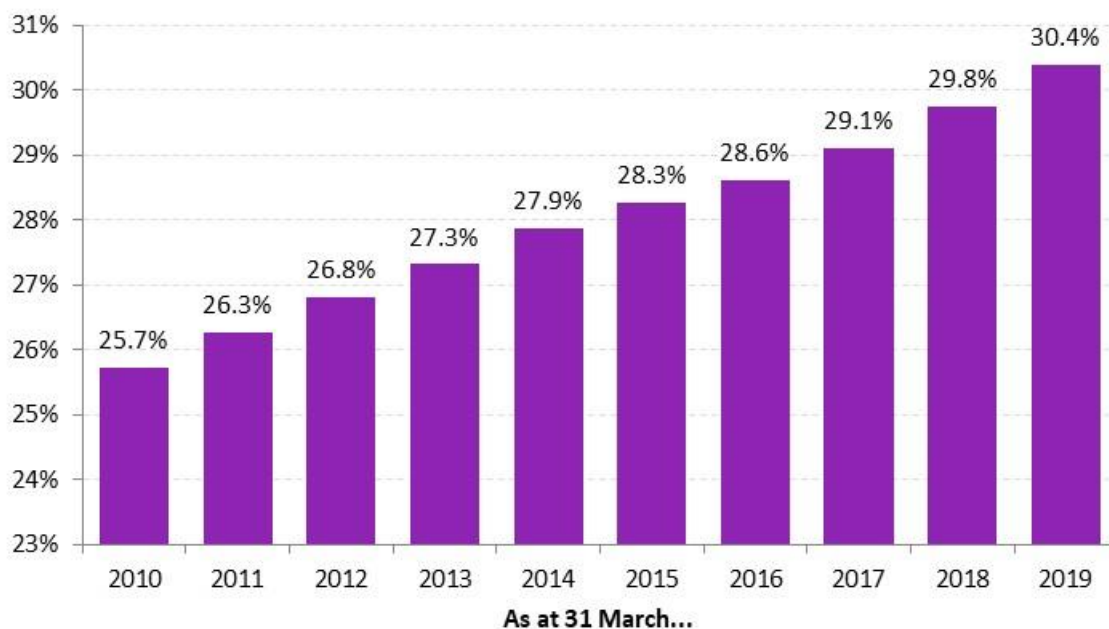
6.7 Police officers: Gender

There were 37,428 female police officers in the 43 police forces on 31 March 2019, making up 30.4% of police officers in England and Wales. The number of female officers increased by 1,010 (3%) compared with a year earlier, and the proportion of female police officers also increased slightly (up 0.6 percentage points from 29.8%).

The proportion of female police officers in the 43 forces has increased in every year over the past decade (Figure 6.7) from 36,121 to 37,428 between March 2010 and March 2019.

As in previous years, of the 43 forces, Cumbria had the highest proportion of female police officers (40%), followed by North Wales (35%). The City of London Police, Cleveland, and the MPS had the smallest proportions at 23%, 26%, and 27% respectively.

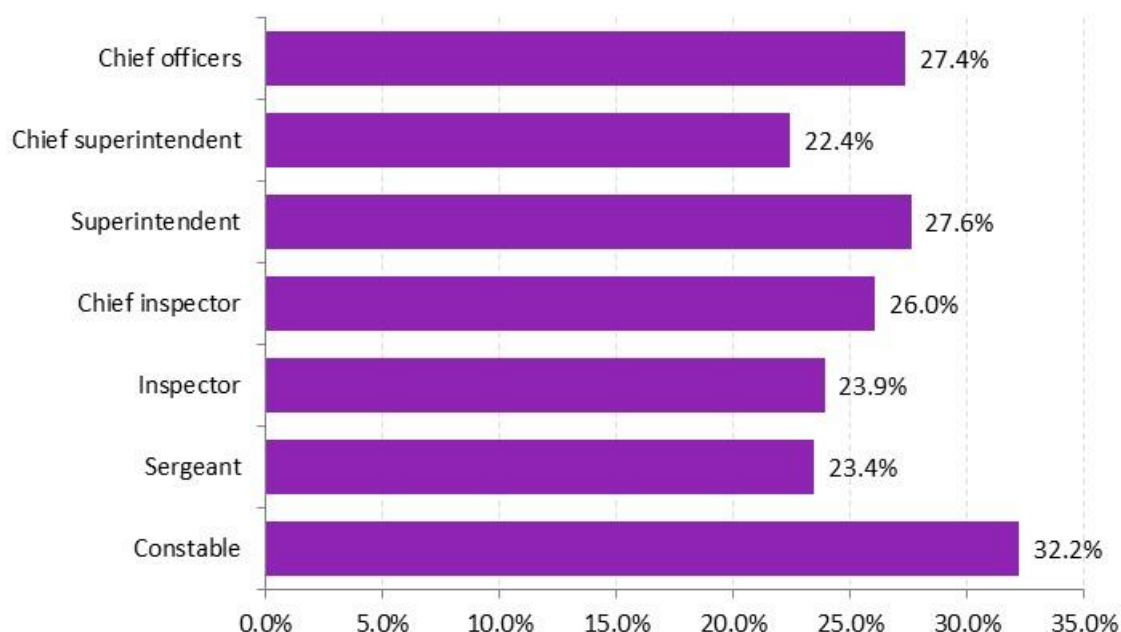
Figure 6.7: Proportion of female police officers, as at 31 March 2010 to 31 March 2019, England and Wales



Source: Home Office, [Workforce Open Data Table](#)

Female officers were more commonly found in constable ranks, which reflects the increasing diversity of the workforce in recent years, with most new joiners coming in at constable level (Figure 6.8).

Figure 6.8: Proportion of female police officers, by rank, as at 31 March 2019, England and Wales



Source: Home Office, [table D2](#)

6.8 Police officer promotions: Gender

Of the 2,648 police officers promoted in 42 of the 43 police forces in 2018/19 (the MPS were unable to provide data in the year ending March 2018 and March 2019), 756 were female, which accounted for 29% of all officer promotions (compared with 30% of female officers). This was a decrease in terms of numbers on the year before, which saw 761 female officers promoted (excluding the MPS), but an increase in the proportion of promotions who were female, from 26% to 29%.

6.9 Police officer joiners and leavers: Gender

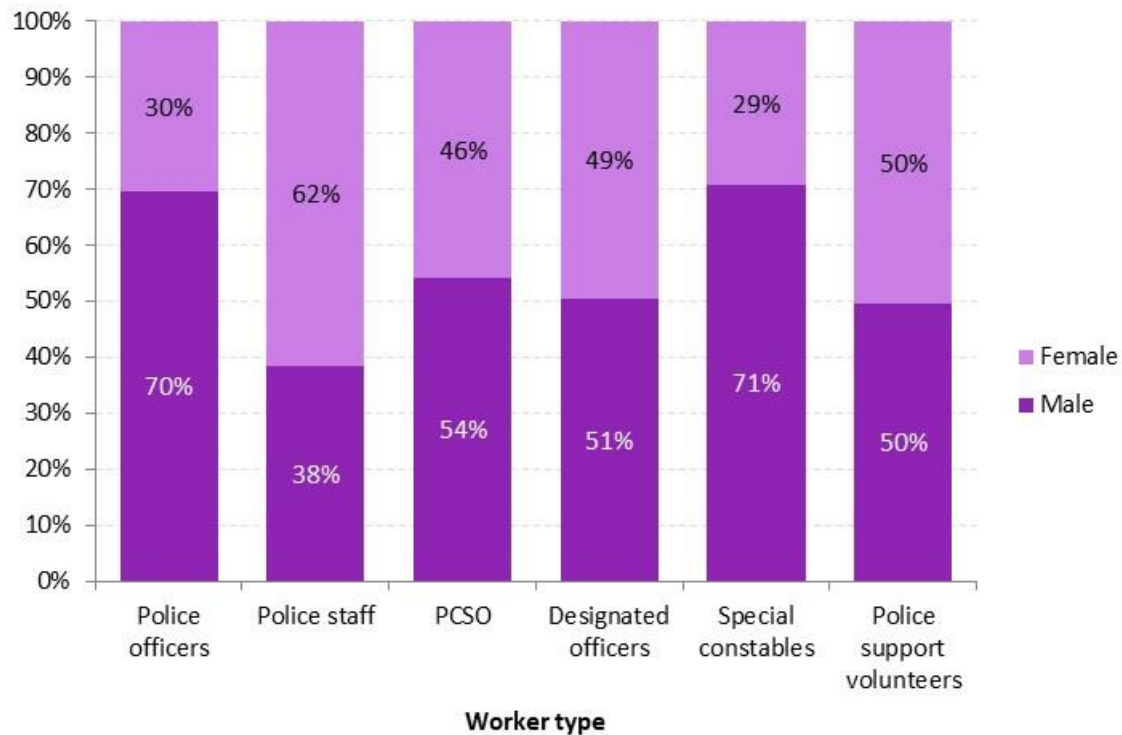
Of the 9,427 police officers that joined the 43 police forces in 2018/19, 3,269 (35%) were female. This was similar to the year before, and broadly in line with rest of the last ten years, when the proportion of female joiners has varied between 28% and 35%. The proportion of female joiners was therefore higher than the proportion of current officers that are female (30%). This shows a trend towards an increasing proportion of female officers. Of new female joiners in 2018/19, 83% were standard direct recruits, with most of the rest transferring in from other forces (11%) or joining from the Special Constabulary (5%).

Of the 8,727 officer leavers during the year to March 2019, 2,199 (25%) were female. Most female officers left either via normal retirements (42% of all female leavers, compared with 55% of all male leavers) or voluntary resignations (34% of all female leavers, compared with 22% of all male leavers) in 2018/19. As a proportion of officers, fewer females retired (not on medical grounds) than their male counterparts (42% of female leavers and 55% of male leavers left via this route), but more left through voluntary resignations (34% of female leavers left via this route compared with 22% of males).

6.10 Police staff, PCSOs, designated officers, special constables, and police support volunteers: Gender

As at 31 March 2019, females made up 62% of police staff in the 43 forces in England and Wales. The gender split was most even for Police Support Volunteers and designated officers with 50% and 49% females respectively. The gender split in the Special Constabulary was similar to that for police officers, with around 3 in 10 special constables being female (29%).

Figure 6.9: Proportion of the police workforce who are female, as at 31 March 2019, England and Wales

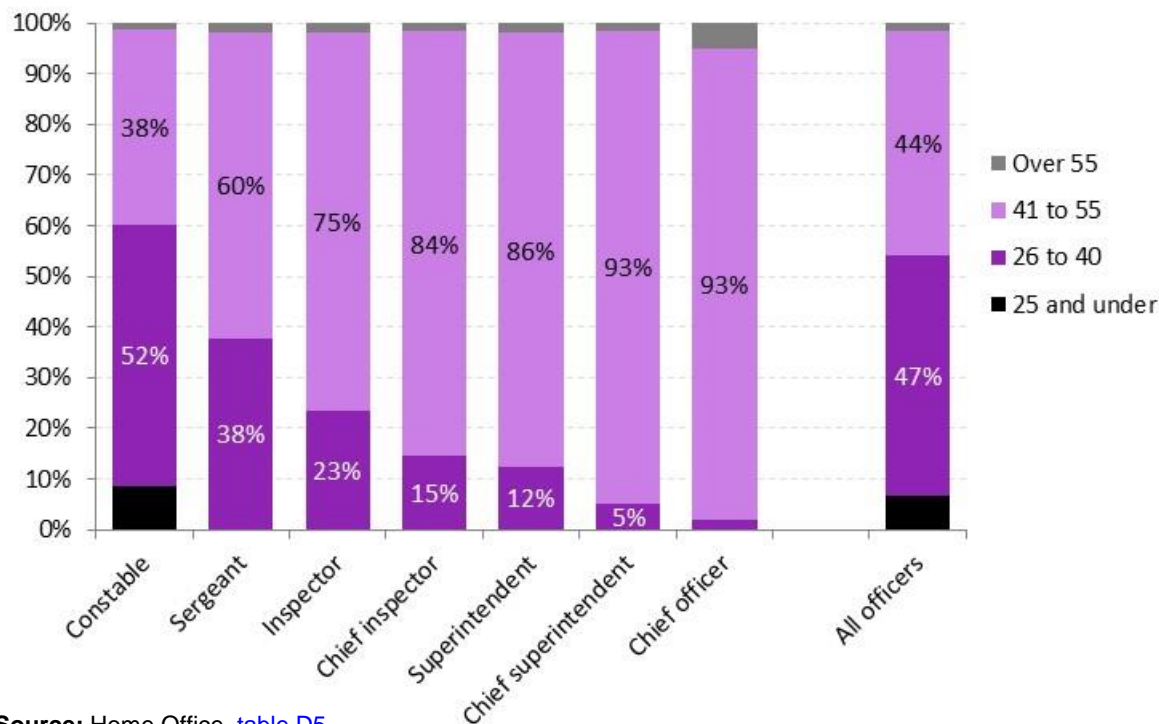


Source: Home Office, [Workforce Open Data Table](#)

6.11 Police officers: Age

As at 31 March 2019, just over half (54%) of all police officers were aged 40 or under, with 7% of all officers aged under 26. As expected, the age profile varied by rank, with a large proportion of older officers in more senior ranks; for example, while just 4 chief officers (2%) were aged under 40, 60% of constables were.

Figure 6.10: Age breakdown of police officers, by rank, as at 31 March 2019¹



Source: Home Office, [table D5](#)

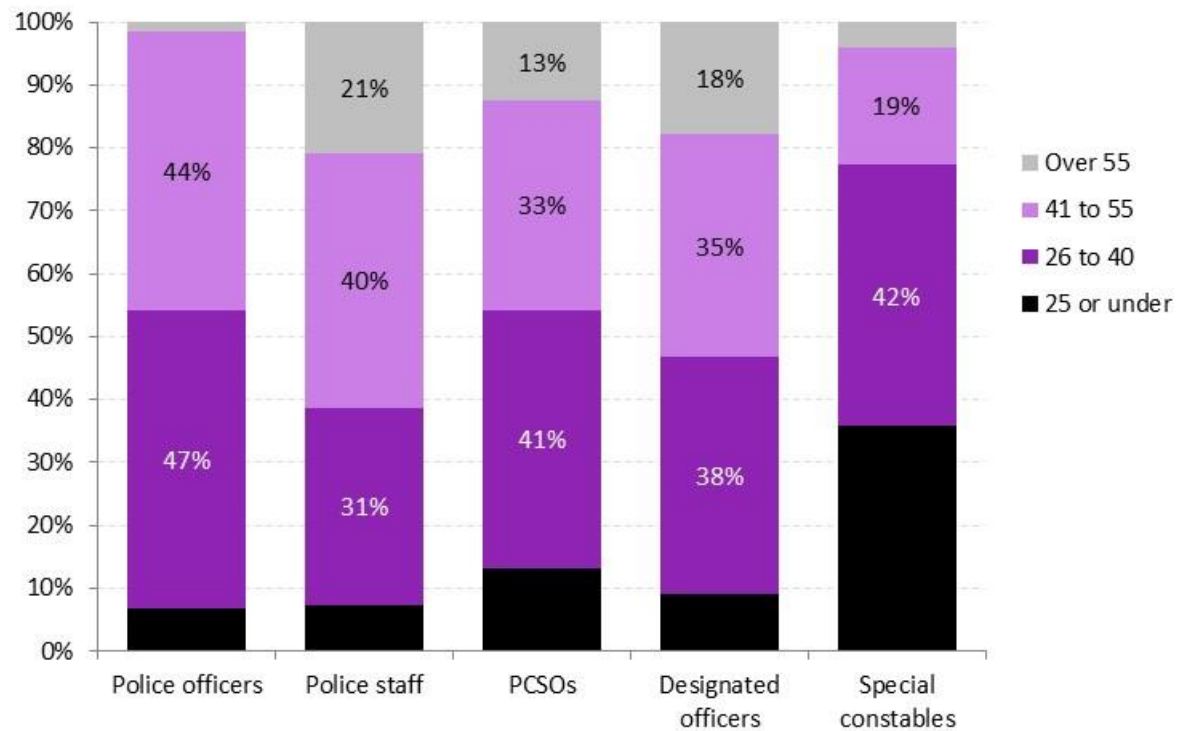
Notes:

1. Excludes cases where the age of the officer is unknown.

6.12 Police staff, PCSOs, designated officers and special constables: Age

Figure 6.11 shows the variation in the age profile of the police workforce. As expected, civilian staff tended to be older than other worker types, with 21% of staff over the age of 55, compared with just over 1% of officers. In contrast, the Special Constabulary had a younger profile than the paid ranks, with 36% of special constables aged 25 and under, much higher than the next nearest worker type (PCSOs at 13%).

Figure 6.11: Age breakdown of police workers, by worker type, as at 31 March 2019¹



Source: Home Office, [Age Open Data Table](#)

Notes:

1. Excludes cases where the age of the worker is unknown

7 Officer wellbeing

7.1 Introduction

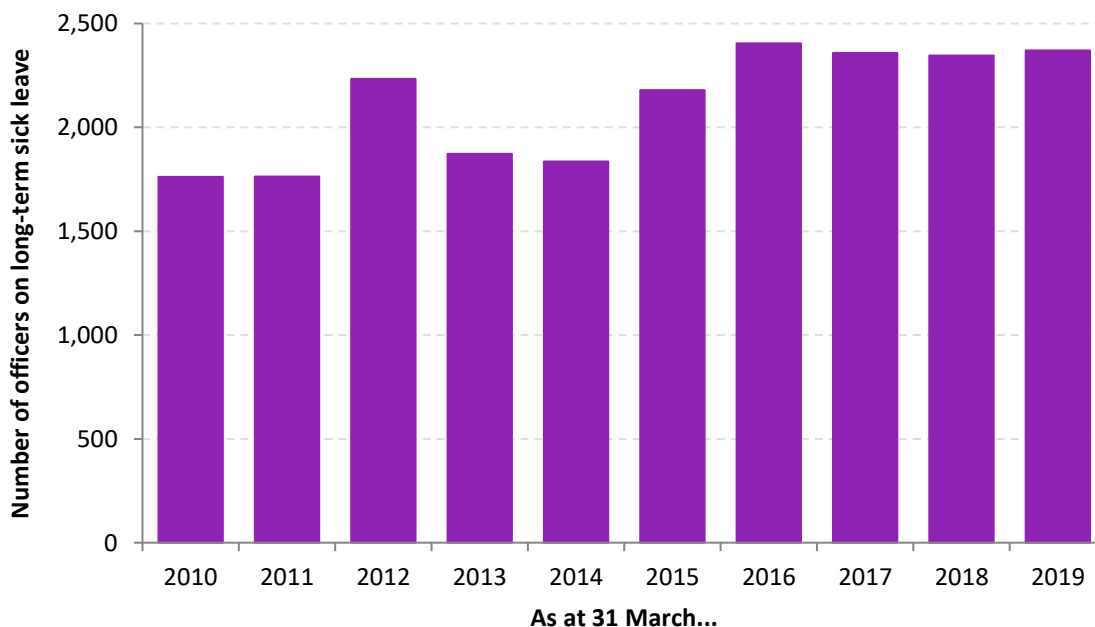
This chapter provides information on the number of officers on long-term sick leave, and the number on recuperative and adjusted/restricted duties as at 31 March of each year. Definitions of recuperative, restricted and adjusted duties, as well as information on long-term sickness, are provided in the relevant sections below.

7.2 Sickness

This section contains information on the number of police officers (FTE) on long-term sick leave, as at 31 March each year. Long-term sickness includes any recognised medical condition, physical or psychological, as reported by the officer or a medical practitioner, which has lasted for more than 28 calendar days.

As at 31 March 2019, there were 2,370 full-time equivalent police officers on long-term sick leave in the 43 forces in England and Wales, an increase of 25 officers (FTE) when compared with the previous year, and accounting for 1.9% of police officers in England and Wales (a similar proportion to previous years).

Figure 7.1: Number of officers (FTE) on long-term sick leave, as at 31 March 2010 to 31 March 2019, England and Wales¹



Source: Home Office, [table W1](#)

Notes:

1. In order for sickness to be classed as long-term, an officer must be absent for more than 28 calendar days.

7.3 Sickness by rank and gender

There was some variation in sickness levels across ranks, with officers at higher ranks generally having lower levels of sickness; 2.0% of constables were on long-term sick leave, compared with 0.9% of officers of Chief Inspector rank or above.

Table 7.1: Proportion of officers (FTE) on long-term sick leave, by rank, as at 31 March 2019, England and Wales

Rank	Proportion on long-term sick leave
Constable	2.0%
Sergeant	1.6%
Inspector	1.6%
Chief Inspector or above	0.9%

Source: Home Office, [Absence Open Data Table](#), [Workforce Open Data Table](#)

Sickness rates have been consistently higher among females than males with 2.4% of female officers on long-term sick leave, compared with 1.7% of male officers as at 31 March 2019.

7.4 Recuperative and adjusted/restricted duties

This section contains information on the number of officers on recuperative and adjusted/restricted duties as at the 31 March 2019, broken down by gender. Data in the section are based on officer headcount (rather than full time equivalents).

On 1 May 2015, reforms came into effect that meant forces were required to re-categorise officers who were not fully deployable. This saw the replacement of the previous categories (which were used in different ways by different forces) with the more precise category of 'limited duties'. This includes three sub-categories of 'adjusted', 'recuperative' and 'management restricted' duties (data on management restricted duties are not collected by the Home Office). The transition to this new framework has taken place on different timescales across forces, and as a result, 2018 data will include officers categorised under a mixture of the old and new definitions (i.e. those officers previously categorised as 'restricted' on medical grounds and those newly categorised as being on 'adjusted' duties). In future years, it is likely that the data will more closely reflect the new categories, as forces complete their transition to these.

Definitions of recuperative, adjusted, and management restricted duties are provided below.

Adjusted duty – duties falling short of full deployment, in respect of which workplace adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working. For an officer to be placed on adjusted duties, he/she must be attending work on a regular basis and be working for the full number of hours for which he/she is paid (in either a full time or part time substantive role).

Recuperative duty – duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer adapts to and prepares for a return to full duties and the full hours for which they are paid, and is assessed to determine whether he or she is capable of making such a return.

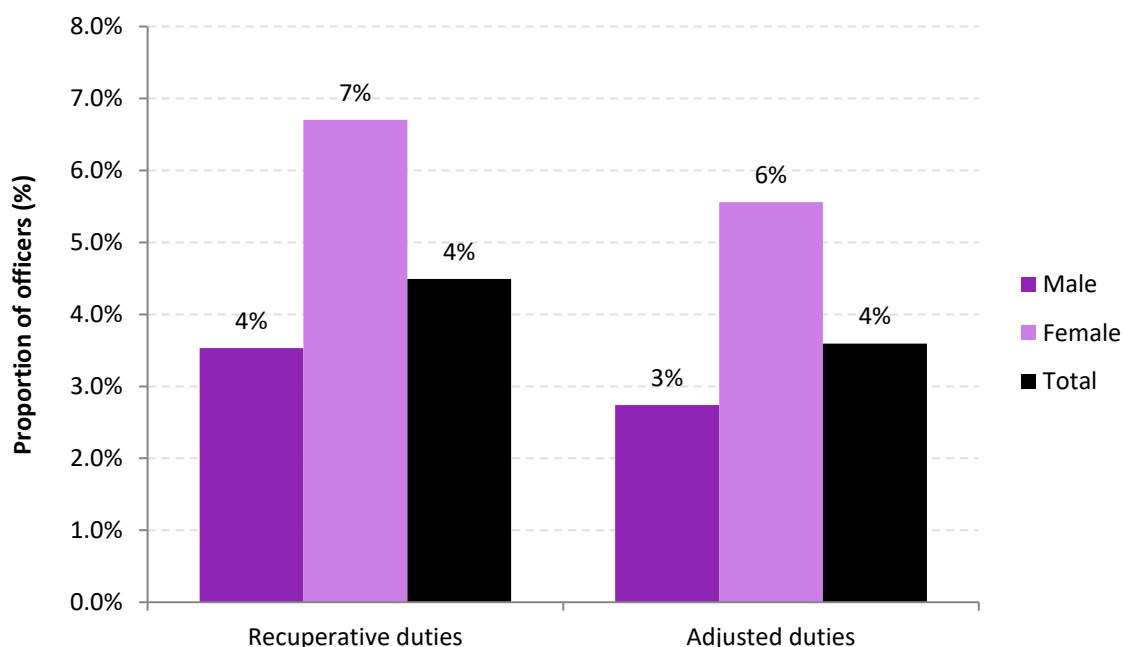
Management restricted duty – duties falling short of full deployment to which an officer is allocated in circumstances in which: verifiable confidential or source sensitive information or intelligence has

come to the notice of the force that questions the suitability of an officer to continue in his or her current post; and/or serious concerns are raised which require management actions, both for the protection of individuals and the organisation. In either case also that: criminal or misconduct proceedings are not warranted; and the Chief Constable has lost confidence in the officer continuing in their current role.

Excluding Cheshire (who could not provide data), as at 31 March 2019, there were 5,443 police officers (headcount) on recuperative duties, accounting for 4% of officers. There were also a further 4,356 officers on adjusted/restricted duties, accounting for a further 4% of officers in these forces.

Of female officers in England and Wales (excluding those forces who could not provide data), 7% were on recuperative duties and 6% were on adjusted/restricted duties as at 31 March 2019. This was higher than the proportion of males on recuperative and adjusted/restricted duties, which was 4% and 3% respectively.

Figure 7.2: Proportion of officers (headcount) on recuperative and adjusted/restricted duties, by gender, as at 31 March 2019, England and Wales¹



Source: Home Office, [table W3](#)

Notes:

1. On 1 May 2015, reforms came into effect that meant forces were required to re-categorise officers who are not fully deployable. The transition to this new framework has taken place on different timescales across forces, and as a result, data on "adjusted/restricted duties" are likely to contain a mix of officers on 'adjusted' and 'restricted' duties.

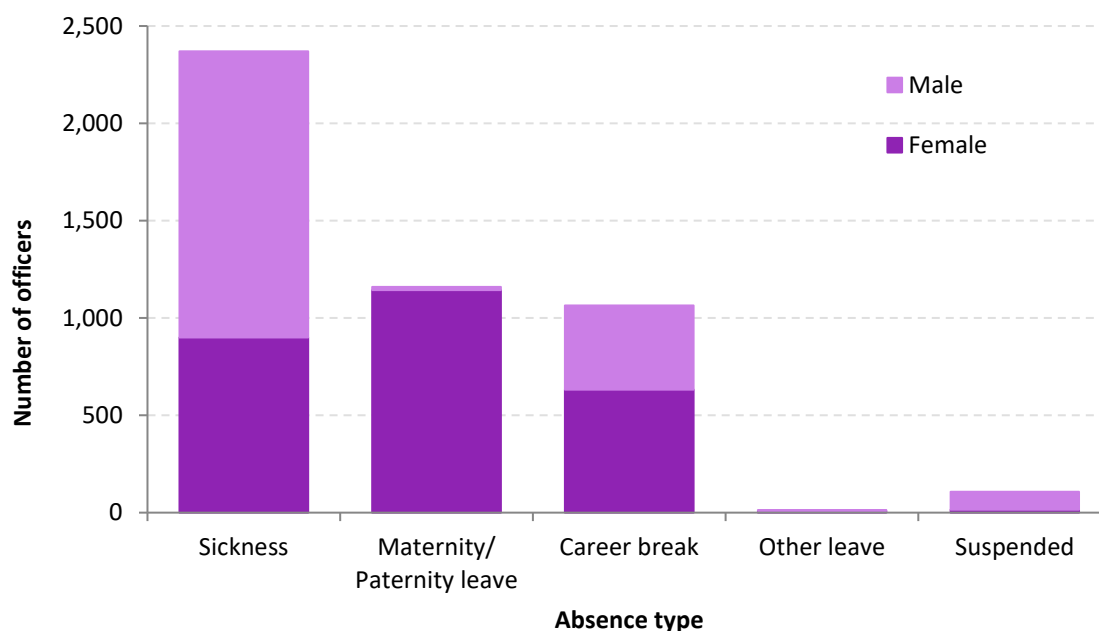
7.5 Long-term absence

This section presents data on long-term absence due to career breaks, maternity/paternity leave, sick leave and suspension. More detailed information on absences due to long-term sickness is covered in section 7.2. Long-term absence is any absence that has lasted for more than 28 calendar days, as at the end of the reporting period (31 March 2019).

As at 31 March 2019, there were 4,715 full-time equivalent (FTE) officers on long-term absence in the 43 forces in England and Wales. This accounted for 4% of all officers.

Of officers on long-term absence, 2,370 (50%) were on sick leave, 1,160 (25%) were on maternity/paternity leave, and 1,065 (23%) were on career breaks. The remaining 3% were either suspended, or on 'other leave' (which includes compassionate leave and special leave).

Figure 7.3: Number of officers on long-term absence broken down by absence type and gender, England and Wales, as at 31 March 2019¹



Source: Home Office, [Absence Open Data Table](#)

Notes:

1. In order for sickness to be classed as long-term, an officer must be absent for more than 28 calendar days.

Although females account for 30% of police officers in England and Wales, they accounted for 57% of all long-term absentees as at 31 March 2019. However, excluding maternity/paternity leave, females accounted for 44% of all absences. Although females accounted for a disproportionate amount of many of the absence types (relative to the gender breakdown of police officers), maternity/paternity leave, and career breaks were the two categories in which females accounted for the majority of absences.

Table 7.2: Proportion of long-term absence accounted for, by gender, as at 31 March 2019, England and Wales

Absence type	Proportion (%)	
	Male	Female
Career break	40.7	59.3
Sick leave	62.1	37.9
Maternity / Paternity leave	1.5	98.5
Other leave	38.0	62.0
Suspended	85.4	14.6
All long-term absence (excluding Maternity / paternity leave)	56.3	43.7
All long-term absence	42.8	57.2
All police officers	69.6	30.4

Source: Home Office, [Absence Open Data Table](#), [Workforce Open Data Table](#)

7.6 Additional data

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) publishes a range of data in their annual [Value for Money Profiles](#). This includes data on short and medium-term sickness, as well as recuperative and adjusted/restricted duties.

Data on short and medium-term sickness are considered to be less robust than long-term sickness and should be interpreted with caution. Short and medium-term sickness is more likely to fluctuate from one year to the next and can be more prone to variation in the accuracy of recording between forces.

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

<https://www.gov.uk/government/organisations/home-office/about/statistics>

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