



Home Office

Plans for statistical reporting on progress with the recruitment of an additional 20,000 police officers in England and Wales

Information Note for users of police workforce statistics

Statistical Bulletin 04/20

30 January 2020

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1 Introduction

On 5 September 2019 the Prime Minister [announced](#) the Government commitment to recruit an additional 20,000 police officers in England and Wales by 31 March 2023. Details of the first phase to recruit up to 6,000 additional officers by the end of March 2021, including financial allocations given to individual police forces, can be found here: <https://www.gov.uk/government/news/home-office-announces-first-wave-of-20000-police-officer-uplift>

Allocation decisions for 2021/22 and 2022/23 have yet to be announced. This note is to inform users of Home Office police workforce statistics on our plans for statistical reporting of progress on the recruitment campaign. It includes details of our proposed methodology on how the baseline will be calculated and how progress will be reported on.

We welcome comments from users on our proposed plans who should contact crimeandpolicestats@homeoffice.gov.uk or write to:

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John Flatley, Programme Director, Crime and Policing Statistics.

Contact via crimeandpolicestats@homeoffice.gov.uk if you have any statistical comments or need any assistance accessing the data.

2 Establishing the initial baseline

While the announcement to recruit an additional 20,000 police officers in England and Wales was made in September 2019, we are not using the police workforce statistics as at 30 September 2019 (published on 30 January 2020) as the initial baseline. This is because most forces already had plans to increase their workforce establishment during 2019/20 following planned local council tax precept increases. Also, a small minority of forces planned to reduce their workforce establishment during 2019/20. Therefore, the Police Workforce statistics as at 30 September 2019 would not capture all those adjustments. Some recruitment from the precept increase may already have been reflected in those figures and additional adjustments (further precept recruitment or workforce reductions) during the second half of the financial year (i.e. between 1 October 2019 and 31 March 2020) will need to be taken into consideration.

Therefore, it is proposed to take the headcount figures from the [Police Workforce figures as at 31 March 2019](#) and make adjustments to allow for planned increases and reductions to derive a baseline. Table 2.1 explains each of these components in more detail.

Table 2.1: Components to the calculation for a baseline

Name of component	Description
Headcount at 31 March 2019	Number of officers (provided on a headcount basis) in force as at 31 March 2019, as published July 2019
Planned precept recruitment	Planned officer recruitment funded via the 2019/20 precept increase is then added on
Precept recruited prior to 31 March 2019	Number of officers recruited prior to 31 March 2019 under the planned precept is subtracted
Other adjustments	Other planned adjustments to officer headcount during 2019/20

Headcount versus Full-time equivalent

Our headline workforce statistics report on officers on a full-time equivalents (FTEs), rather than headcount, basis. However, for the purposes of monitoring recruitment, headcount is the most appropriate way to measure and track the recruitment process (applications, vetting, assessment centres etc). As at 31 March 2019, the police officer headcount was 125,793 and the FTE was 123,171 – a 2% difference. For new

recruits, the difference in the two measures is likely to be even smaller, because it is thought the overwhelming majority of new recruits start on a full-time basis.

Accounting for previously planned adjustments and leavers

On reporting on progress with the additional recruitment our headline figures will need to take account of previously planned adjustments during 2019/20 (prior to the Prime Minister's announcement) and to backfill any leavers throughout the duration of the campaign.

Several forces completed all, or part, of their PCC announced precept recruitment prior to the end of the 2018/19 financial year. Those officers were therefore included in the published headcount figure as at 31 March 2019 (as they were in post at this point). Adjustments will be made to the outstanding recruitment figures for 2019/20, with reductions applied to reflect the early recruitment prior to the start of 2019/20. This ensures that these officers are not double counted in the starting figure (in both the 31 March 2019 and PCC announced recruitment figures).

Other planned workforce adjustments have been made by some forces in the 2019/20 financial year, therefore, these planned changes will need to be reflected in the baseline.

The following summarises the proposed approach described above to calculate a starting baseline for each force:

<i>Headcount as at 31 March 2019</i>
<u>PLUS</u>
<i>Planned recruitment from increased precept allocation in 2019/20 and 2020/21</i>
<u>MINUS</u>
<i>Recruitments undertaken prior to 31 March 2019 in anticipation of 2019/20 precept increase</i>
<u>MINUS</u>
<i>Planned workforce adjustments in 2019/20</i>
=
<i>Baseline figure</i>

We are currently working with forces to validate the baseline calculation, which will be incorporated in the first release (see Chapter 3).

3 Future publications

The Home Office plans to release regular official statistics on progress in the campaign to recruit an additional 20,000 police officers. Planned releases will provide information on the recruitment process and will include force level breakdowns.

Publication Type	Publication Date	Contents
'Police Officer Uplift, Quarterly update, quarter ending 31/12/2019	April 2020	Latest information covering progress to 31 December 2019. This will include data from 01 October 2019 to 31 December 2019.
'Police workforce, England and Wales' National Statistics	July 2020	Provides the full snapshot of police workforce figures (total headcount and fulltime equivalents) at 31 March 2020
'Police Officer Uplift ', Quarterly update, quarter ending 31/03/2020		Latest information covering progress to 31 March 2020. This will include data from 01 October 2019 to 31 March 2020.
'Police Uplift ', Quarterly update, quarter ending 30/06/2020	October 2020	Latest information covering progress to 30 June 2020. This will include data from 01 October 2019 to 30 June 2020.
'Police workforce, England and Wales' National Statistics	January 2021	Provides a snapshot of police workforce figures (total headcount and fulltime equivalents only) at 30 September 2020
'Police Uplift ', Quarterly update, quarter ending 30/06/2020		Latest information covering progress to 30 September 2020. This will include data from 01 October 2019 to 30 September 2020.

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>

ISBN: 978-1-78655-972-2

ISSN: 1759-7005



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