



# Home Office

## Police officer uplift, England and Wales, quarterly update to 31 March 2020

### Introduction

This release is the first quarterly update on progress towards the recruitment of an additional 20,000 police officers in England and Wales. This first edition also provides details of the finalised methodology for determining the starting figure against which recruitment will be monitored.

Provisional headcount as at 31  
March 2020

**131,596**

officers

Provisional uplift figure as at 31  
March 2020

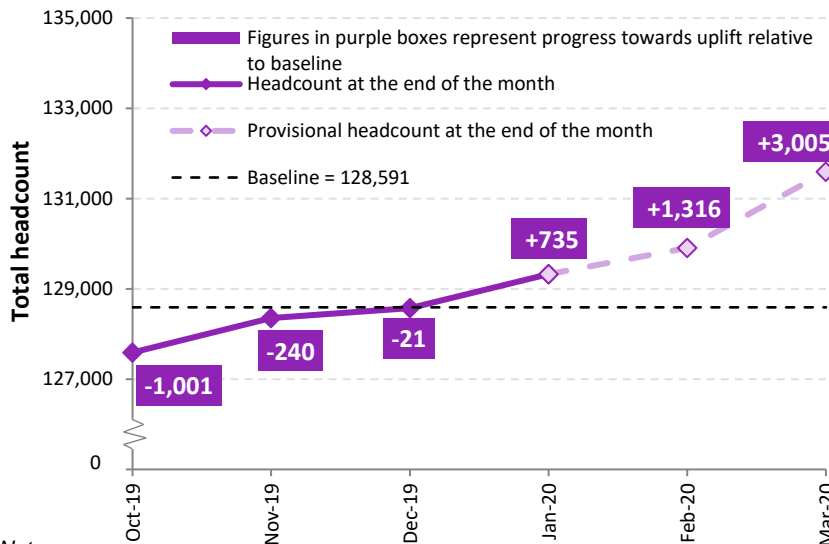
**+3,005**

(of +20,000 by March 2023)

### Key findings

- The baseline against which progress will be measured is **128,591**. This figure takes into account any recruitment and adjustments already planned prior to the police uplift announcement.
- Provisional data show that, as at 31 March 2020, **3,005 additional** officers had been recruited towards the target of 20,000 by March 2023.

**Figure 1: Officers recruited into uplift<sup>1</sup>**



**Notes:**

A negative figure shows officer headcount is below the baseline level. This is because not all previously planned recruitment (which is accounted for in the baseline) had been recruited at this point in the year.

- Provisional data show that there were a total of **131,596** officers (including planned recruitment prior to the uplift announcement) in the 43 territorial police forces in England and Wales as at 31 March 2020.
- In total, the number of officers has increased by **5%** since March 2019, and of **3%** since September 2019.

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Date published:  
30 April 2020

Frequency of release:  
Quarterly

Forthcoming releases:  
[Home Office statistics release calendar](#)

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# 1 Introduction

A manifesto commitment of the current Government was a [pledge](#) to recruit an additional 20,000 police officers in England and Wales by 31 March 2023.

This release forms the first in a statistical series to provide information on progress towards the recruitment of these officers. Data are provided for each territorial police force in England and Wales on a monthly basis. Furthermore, this first edition provides information on the finalised methodology to determine the starting figure against which recruitment is monitored.

Following this first edition, we plan that the future publications will be released on a quarterly basis in July, October, January, and April each year, for the duration of this recruitment drive. Each bulletin will provide provisional data for the most recent quarter, and finalised data for earlier quarters. Therefore, each successive release will finalise the preceding quarter's provisional information and supersede previous editions in the series (Table 1.1).

**Table 1.1: Contents of future releases**

Publication Title	Publication Date	Contents
'Police officer uplift, Quarterly update to March 2020'	30 April 2020	Provisional information for Jan-2020 to Mar-2020 Finalised data for Oct-2019 to Dec-2019
'Police officer uplift, Quarterly update to June 2020'	July 2020	Provisional information for Apr-2020 to Jun-2020 Finalised data for Oct-2019 to Mar-2020
'Police officer uplift, Quarterly update to September 2020'	October 2020	Provisional information for Jul-2020 to Sept-2020 Finalised data for Oct-2019 to Jun-2020
'Police officer uplift, Quarterly update to December 2020'	January 2021	Provisional information for Oct-2020 to Dec-2020 Finalised data for Oct-2019 to Sept-2020

The statistics cover all the 43 territorial police forces in England and Wales.

In line with the established statistical series used for measuring the size and composition of the police workforce (['Police workforce, England and Wales'](#)), figures quoted in this bulletin include those on career breaks or other forms of long term absence. It excludes those seconded out from forces to such central services.

## Headcount versus full-time equivalent

Our headline workforce statistics normally report on officers on a full-time equivalent (FTE), rather than headcount, basis. However, headcount is the most appropriate way to measure and track the recruitment processes which relate to individuals (e.g. applications, vetting, assessment centres). There is a relatively small difference between headcount and FTE figures. The most recently published police workforce statistics showed that as at 30

September 2019, the police officer headcount was 127,381 and the FTE was 124,784 – a 2% difference. For new recruits, the difference in the two measures is likely to be even smaller as most new joiners tend to start on a full-time basis.

### Seasonal effects

Once a force surpasses their baseline level (see [chapter 2](#)) new officers will start counting towards their uplift allocation. As there is a flow of officers joining and leaving the police service each month, the number of officers counting towards uplift can both increase and decrease over the course of a year. For example, if in a given month more officers leave than join, the number of officers counting towards uplift would decrease compared with the previous month.

Some forces plan to run the majority of their recruitment at a particular point in the year as it may be more efficient to do so, whereas other forces may choose to recruit more consistently and continuously throughout the year. These decisions will vary depending on the size and composition of the force and the volume of new officers they are seeking to recruit. Therefore, while this release reports on the position of each force at the end of each month, it should not be used to compare the progress of one force against another.

### Data collection

Home Office statisticians have worked closely with police colleagues working on the Police Uplift Programme to collect and quality assure data for this publication. Data are sourced from police forces' HR systems and are collected on a monthly basis from each of the 43 territorial police forces in England and Wales.

The guidance issued to forces for the collection of police uplift data matches that issued for the existing statistical series '[Police workforce, England and Wales](#)', which is published on a biannual basis. While this seeks to ensure consistent counting rules across the two data collections, there may still be some small discrepancies between data in this release and that in the established statistical series. This can be due to several factors, including data being extracted from administrative data sources at different times, and subsequent revisions to the data.

While data in this bulletin are released as official statistics, they have not yet been assessed for designation as National Statistics by the Office for Statistics Regulation<sup>1</sup>.

The data in this release can be found in the '[Police officer uplift, England and Wales, March 2020](#)' data tables.

Future editions in this series will be available on the statistical collection page '[Police officer uplift statistics](#)'.

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<sup>1</sup> This means that the statistics meet the highest standards of trustworthiness, impartiality, quality and public value, and are fully compliant with the [Code of Practice for Statistics](#).

## 2 Allocations and Baseline

### 2.1 BASELINE

A [statistical note](#) published in January 2020 explained the proposed methodology for calculating a starting figure (or baseline) against which the recruitment of an additional 20,000 officers will be measured.

While the announcement to recruit an additional 20,000 police officers in England and Wales was made in September 2019, the methodological note explains why the police workforce statistics as at 30 September 2019 (published on 30 January 2020) have not been used as the baseline.

Prior to the announcement, and following planned local council tax precept increases, most forces already had plans to adjust their officer numbers during 2019/20 and 2020/21. There were also some forces who planned workforce reductions. Therefore, the police workforce statistics as at 30 September 2019 would not capture all adjustments, and some pre-planned recruitment (such as Police and Crime Commissioner (PCC) announced precept recruitment) may already have been reflected in those figures.

Furthermore, additional planned adjustments (further recruitment or planned reductions) during the second half of the financial year (i.e. between 1 October 2019 and 31 March 2020) would also need to be taken into consideration.

The methodological note therefore 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
<b>Headcount at 31 March 2019</b>	Number of officers (provided on a headcount basis) in force as at 31 March 2019
<b>Planned precept recruitment</b>	Planned officer recruitment funded via the 2019/20 precept increase is then added on
<b>Precept recruited prior to 31 March 2019</b>	Number of officers recruited prior to 31 March 2019 under the planned precept is subtracted
<b>Other adjustments</b>	Other planned adjustments to officer headcount during 2019/20 is taken into account (both increases and decreases)

**Notes:**

1. Leicestershire, South Yorkshire, Staffordshire, and West Midlands Police committed to recruit their planned precept allocation over two years (2019/20 and 2020/21). To ensure that this planned recruitment was accounted for, the total precept increase has been counted upfront in the baseline allocation for these forces. This means that the uplift position for these forces is currently understated, as some of their planned recruitment under 2019/20 precept is yet to happen.

## What counts as uplift?

Following the publication of the methodological note and feedback from users, the methodology proposed has now been confirmed (Figure 2.1). The methodology ensures that any previously planned adjustments are accounted for when calculating officer uplift. Furthermore, police forces will also be required to backfill any leavers throughout the duration of the campaign in order for the recruitment goals to be met.

This means that the calculated baseline is the number of officers that each force must maintain. **Only when forces exceed the baseline level will newly recruited officers count towards their uplift allocations.**

Figure 2.1 summarises the methodology described above to calculate a baseline for each force. Table 2.2 shows what this figure is for each force alongside their Year 1 allocations.

**Figure 2.1: Methodology for calculating a baseline figure**

Headcount as at 31 March 2019
<b>PLUS</b>
Planned recruitment from increased precept allocation
<b>MINUS</b>
Recruitment undertaken prior to 31 March 2019 in anticipation of precept increase
<b>PLUS/MINUS</b>
Any other previously planned workforce adjustments
=
<b>Baseline figure</b>

## Baseline for the officer uplift programme

As shown in Table 2.2, there were 125,811 officers in the 43 territorial forces in England and Wales as at 31 March 2019. Collectively, forces had committed to recruiting an additional 2,825 officers from 2019/20 increased precept funding before the announcement of the officer uplift. Of these, 569 had already been recruited by 31 March 2019, leaving 2,256 to be recruited throughout the remainder of the year. Furthermore, a total of 7 forces had planned to make further adjustments, totalling 524.

Therefore, the baseline for which officer uplift will be measured against is: $125,811 + 2,825 - 569 + 524 = \mathbf{128,591}$
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Further details on the baseline methodology can be found in the statistical note [‘Plans for statistical reporting on progress with the recruitment of an additional 20,000 police officers in England and Wales’](#).

## 2.2 ALLOCATIONS

Following the announcement of the Government commitment to recruit an additional 20,000 police officers by March 2023, the Home Office [published details](#) of the first phase to recruit up to 6,000 additional officers by the end of March 2021. Table 2.2 contains information on the allocations given to individual police forces. Allocation decisions for 2021/22 and 2022/23 have yet to be announced.

**Table 2.2: Baseline and Year 1 allocations, by force, England and Wales**

Force name/Region	Headcount as at 31 March 2019 <sup>1,2</sup>	Planned precept recruitment <sup>3</sup>	Precept recruited prior to 31 March 2019	Any other planned adjustments	Baseline	Year 1 Allocation
Cleveland	1,222	24	-	-	1,246	72
Durham	1,133	10	5	-	1,138	68
Northumbria	3,129	-	-	-	3,129	185
<b>North East</b>	<b>5,484</b>	<b>34</b>	<b>5</b>	<b>-</b>	<b>5,513</b>	<b>325</b>
Cheshire	2,037	43	-	-	2,080	90
Cumbria	1,185	20	6	-	1,199	51
Greater Manchester	6,505	320	-	-	6,825	347
Lancashire <sup>2</sup>	2,953	63	28	-	2,988	153
Merseyside	3,432	40	25	-	3,447	200
<b>North West</b>	<b>16,112</b>	<b>486</b>	<b>59</b>	<b>-</b>	<b>16,539</b>	<b>841</b>
Humberside	1,929	-	-	-	1,929	97
North Yorkshire	1,400	50	-	-	1,450	58
South Yorkshire <sup>3</sup>	2,412	123	-	-	2,535	151
West Yorkshire	5,249	123	123	-36	5,213	256
<b>Yorkshire and the Humber</b>	<b>10,990</b>	<b>296</b>	<b>123</b>	<b>-36</b>	<b>11,127</b>	<b>562</b>
Derbyshire	1,806	58	29	-8	1,827	85
Leicestershire <sup>3</sup>	1,891	107	-	-	1,998	89
Lincolnshire	1,114	-	-	-94	1,020	50
Northamptonshire	1,254	36	-	-	1,290	57
Nottinghamshire	1,981	40	-	-	2,021	107
<b>East Midlands</b>	<b>8,046</b>	<b>241</b>	<b>29</b>	<b>-102</b>	<b>8,156</b>	<b>388</b>
Staffordshire <sup>3</sup>	1,592	56	-	-	1,648	90
Warwickshire	828	85	-	-	913	41
West Mercia	2,008	215	59	-	2,164	93
West Midlands <sup>3</sup>	6,641	50	-	-	6,691	366
<b>West Midlands</b>	<b>11,069</b>	<b>406</b>	<b>59</b>	<b>-</b>	<b>11,416</b>	<b>590</b>
Bedfordshire <sup>2</sup>	1,197	60	-	-	1,257	54
Cambridgeshire	1,476	50	-	-	1,526	62
Essex	3,162	215	61	-	3,316	135
Hertfordshire	2,049	50	22	-	2,077	91
Norfolk	1,665	32	20	-	1,677	67
Suffolk	1,205	29	10	-	1,224	54
<b>Eastern</b>	<b>10,754</b>	<b>436</b>	<b>113</b>	<b>-</b>	<b>11,077</b>	<b>463</b>
London, City of	748	61	-	-	809	44
Metropolitan Police	31,063	300	-	722	32,085	1,369
<b>London</b>	<b>31,811</b>	<b>361</b>	<b>-</b>	<b>722</b>	<b>32,894</b>	<b>1,413</b>
Hampshire	2,785	6	-	-	2,791	156
Kent	3,618	180	69	-	3,729	147
Surrey	1,930	64	-	-	1,994	78
Sussex	2,734	50	47	-	2,737	129
Thames Valley	4,242	8	-	-	4,250	183
<b>South East</b>	<b>15,309</b>	<b>308</b>	<b>116</b>	<b>-</b>	<b>15,501</b>	<b>693</b>
Avon and Somerset	2,765	100	30	-	2,835	137
Devon and Cornwall	3,080	35	-	-	3,115	141
Dorset	1,268	-	-	-1	1,267	50
Gloucestershire	1,110	51	-	-	1,161	46
Wiltshire	1,019	41	35	-	1,025	49
<b>South West</b>	<b>9,242</b>	<b>227</b>	<b>65</b>	<b>-1</b>	<b>9,403</b>	<b>423</b>
<b>England</b>	<b>118,817</b>	<b>2,795</b>	<b>569</b>	<b>583</b>	<b>121,626</b>	<b>5,698</b>
Dyfed-Powys	1,163	-	-	-	1,163	42
Gwent	1,324	-	-	-24	1,300	62
North Wales	1,477	30	-	-	1,507	62
South Wales	3,030	-	-	-35	2,995	136
<b>Wales</b>	<b>6,994</b>	<b>30</b>	<b>-</b>	<b>-59</b>	<b>6,965</b>	<b>302</b>
<b>England and Wales</b>	<b>125,811</b>	<b>2,825</b>	<b>569</b>	<b>524</b>	<b>128,591</b>	<b>6,000</b>

Source: [Table B1](#)

**Notes:**

1. Police officer numbers (headcount) as first published in July 2019 in '[Police workforce as at 31 March 2019, England and Wales](#)'.
2. Bedfordshire and Lancashire have made small revisions to their officer headcount figure since first publication, which will be reflected in the next edition of 'Police workforce, England and Wales', scheduled for release in July 2020. Bedfordshire have revised their officer headcount figure by +17, and Lancashire by +1.
3. Leicestershire, South Yorkshire, Staffordshire, and West Midlands Police committed to recruit their planned precept allocation over two years (2019/20 and 2020/21). To ensure that this planned recruitment was accounted for, the total precept increase has been counted upfront in the baseline allocation for these forces. This means that the uplift position for these forces is currently understated, as some of their planned recruitment under 2019/20 precept is yet to happen.

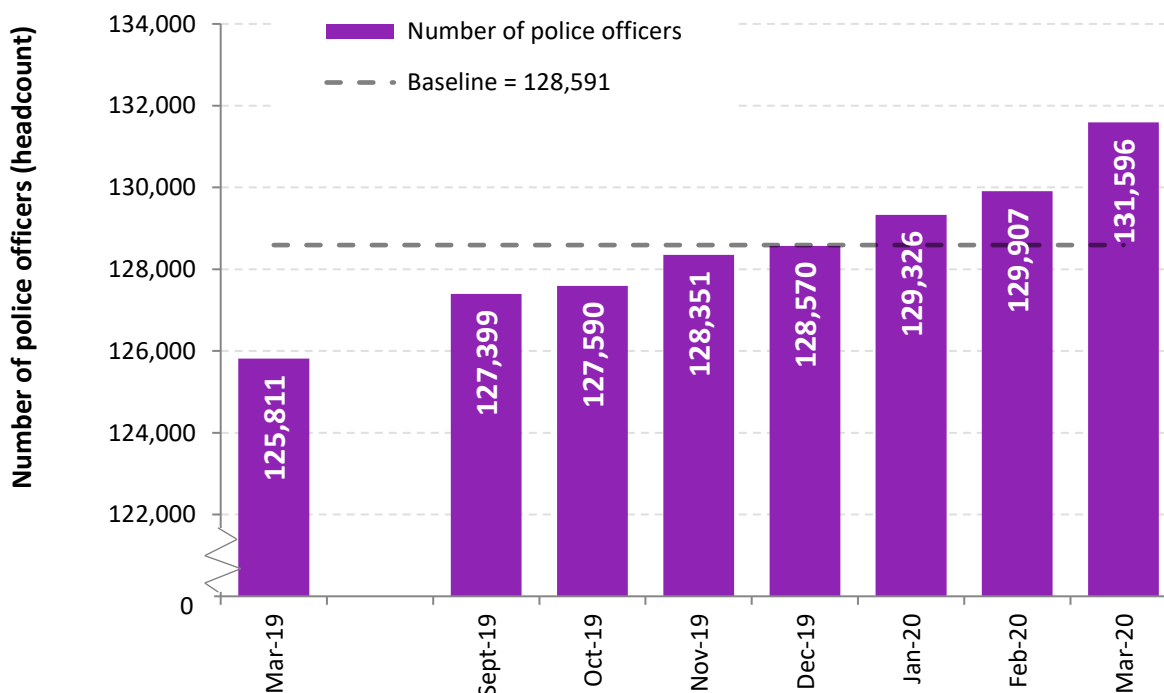
### 3 Officer uplift to 31 March 2020

Data for the most recent quarter (January to March 2020), are provisional and subject to revision in the next release when they will be finalised.

As at 31 March 2020 provisional data show that there were 131,596 officers in the 43 territorial police forces in England and Wales. As discussed in [chapter 2](#), the baseline for which officer uplift is measured against is 128,591. Therefore, as at 31 March 2020, there had been 3,005 officers recruited towards the 20,000 uplift target.

The figures show an increase of 2% on the baseline, and a total increase in officer numbers of 5,785 (or 5%) since March 2019<sup>2</sup>. The increase since March 2019 includes officers recruited under uplift as well as officers recruited prior to uplift, such as planned precept recruitment. Collection of data for the monitoring of uplift commenced in October 2019, and Figure 3.1 shows how officer numbers have steadily increased since.

**Figure 3.1: Number of police officers<sup>1,2</sup>, 31 March 2019 to 31 March 2020, England and Wales**



Source: [Table U1](#)

**Notes:**

1. Data for the most recent quarter (January 2020 to March 2020) are provisional and subject to change in future releases of this statistics series, when they will be finalised.
2. Following small revisions (+18) since the publication of the March 2019 data, figures in this table do not match the figures in the '[Police workforce, England and Wales](#)' statistical bulletin.

<sup>2</sup> Following small revisions (+18) since the publication of the March 2019 and September 2019 data, figures in this table do not match the figures in the '[Police workforce, England and Wales](#)' statistical bulletin.



### 3.1 OFFICERS COUNTING TOWARDS UPLIFT

Table 3.1 shows the number of officers in England and Wales at the end of every month for which programme data have been collected. The table also shows how this figure relates to the baseline and therefore recruitment towards uplift.

As would be expected, larger forces contribute a greater proportion of the current number of uplift officers. For example, the Metropolitan Police Service currently account for 714 of the 3,005 uplift officers (24%). Data previously published in the established '[Police workforce](#)' National Statistics show that as at 30 September 2019 the Metropolitan Police accounted for 25% of officers in England and Wales.

**Table 3.1: Headcount and uplift position, by month, England and Wales**

Month	Headcount as at the end of the month	Baseline	Officers counting towards uplift recruitment
Oct-19	127,590	128,591	-1,001
Nov-19	128,351	128,591	-240
Dec-19	128,570	128,591	-21
Jan-20	129,326	128,591	+735
Feb-20	129,907	128,591	+1,316
Mar-20	131,596	128,591	+3,005

Source: [Table U1](#)

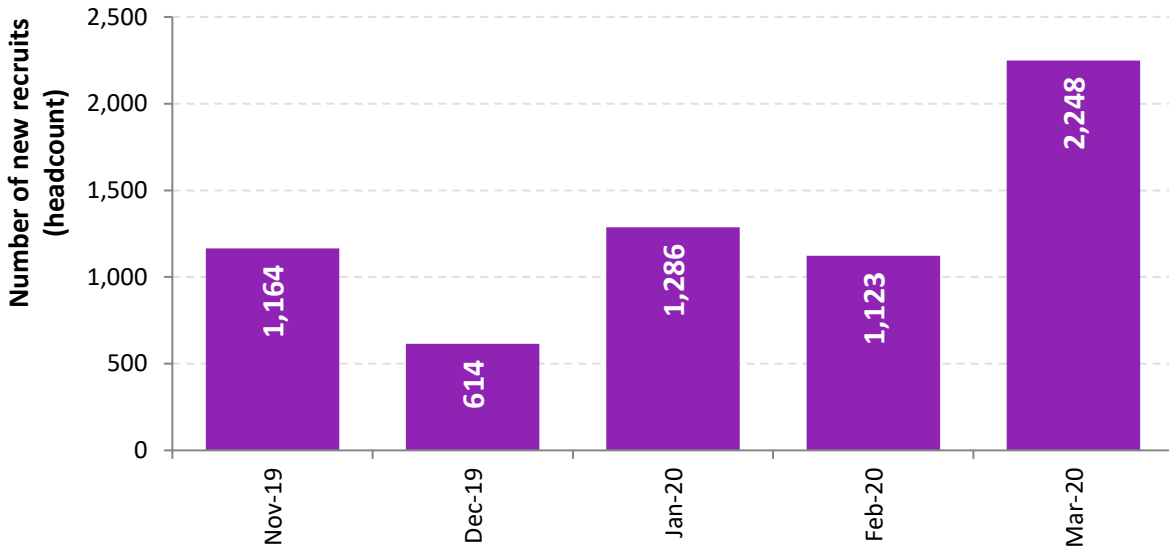
### 3.2 ALL NEW RECRUITS

Table 3.1 shows that while the total number of officers has increased month-on-month, the baseline for which progress towards the recruitment of an additional 20,000 officers is measured was not surpassed until January 2020. This is because forces must first achieve (and then maintain) their baseline figure, meaning that not all new recruits will be counted as progress towards uplift. This means that forces must first recruit to backfill any leavers, as well as recruit to fulfil their precept commitment in 2019/20, before officers count as additional officers towards uplift.

The number of new recruits therefore exceeds the number of officers counting towards uplift, as some of these people were recruited to backfill vacancies.

Figure 3.2 shows the total number of new recruits per month since data collection began in November 2019. These figures include all new recruits, and so will be a combination of officers recruited under precept funding, officers recruited against uplift, as well as officers recruited to backfill any leavers. However, these figures do not include those returning to the Police Service after a period of absence, nor do they include transfers, so should not be used to infer the number of leavers.

**Figure 3.2: Number of new recruits, by month, England and Wales**



Source: [Table U2](#)

**Notes:**

1. These data do not include those returning to the Police Service after a period of absence, nor do they include transfers.

Data for individual police forces can be found in the [data tables](#) that accompany this publication.

## 4 Future publications

Following this first edition, it is planned that future publications will be released on a quarterly basis in July, October, January, and April each year, for the duration of the programme. Each bulletin will provide provisional data for the most recent quarter, and finalised data for earlier periods. Each successive release will finalise the preceding quarter's provisional information and supersede previous editions in the series (Table 4.1).

The Home Office continues to work with the National Police Chiefs' Council (NPCC) to improve the way in which forces collect and record data, and we are reviewing the range of metrics within this release. In particular, we are looking to expand the data to include background characteristics (i.e. sex, ethnicity, sexual orientation, disability status, age) of those applying to the police and endeavour to include this information in future statistical releases. If you have any feedback on the contents of the release please contact [crimeandpolicestats@homeoffice.gov.uk](mailto:crimeandpolicestats@homeoffice.gov.uk)

**Table 4.1: Contents of future releases**

Publication Title	Publication Date	Contents
'Police officer uplift, Quarterly update to March 2020'	30 April 2020	Provisional information for Jan-2020 to Mar-2020 Finalised data for Oct-2019 to Dec-2019
'Police officer uplift, Quarterly update to June 2020'	July 2020	Provisional information for Apr-2020 to Jun-2020 Finalised data for Oct-2019 to Mar-2020
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'Police officer uplift, Quarterly update to December 2020'	January 2021	Provisional information for Oct-2020 to Dec-2020 Finalised data for Oct-2019 to Sept-2020

The Home Office will also continue to publish the established statistical series '[Police workforce, England and Wales](#)' on a biannual basis. This release contains statistics on the numbers of police officers, police staff, Police Community Support Officers (PCSOs), designated officers, special constables and Police Support Volunteers (PSVs) in post on 31 March and 30 September each year (published in July and January respectively).

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

For further information about the statistics in this publication, email [crimeandpolicestats@homeoffice.gov.uk](mailto:crimeandpolicestats@homeoffice.gov.uk)

## 5 Glossary

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**Baseline:** The starting figure against which the recruitment of an additional 20,000 officers will be measured.

**Management information:** Data provided by police forces from their administrative data sources. These are provisional figures only and are not subject to the same assurance processes as National Statistics.

**National Statistics:** A status designated to statistics by The Office for Statistics Regulation. National Statistics meet the highest standards of trustworthiness, impartiality, quality and public value, and are fully compliant with the [Code of Practice for Statistics](#).

**New recruit:** A candidate who is joining the Police Service for the first time. This does not include those returning after a period of absence, nor does it include transfers.

**NPCC:** [National Police Chiefs' Council \(NPCC\)](#). The NPCC brings forces in the UK together to help policing coordinate operations, reform, improve and provide value for money.

**Police workforce, England and Wales:** These are the established statistics on the police workforce, which have been designated as National Statistics. This release contains statistics on the numbers of police officers, police staff, Police Community Support Officers (PCSOs), designated officers, special constables and Police Support Volunteers (PSVs) in post on 31 March and 30 September each year (published in July and January respectively).

**Precept:** Police funding that is raised via increases in local council tax.

**Uplift:** The term used to describe officers who count towards the Government's commitment to recruit an additional 20,000 officers by March 2023. Officers are counted as uplift once the baseline for the respective police force has been exceeded.



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Home Office Statistical Bulletin 10/20

ISSN: 1759-7005



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