Information Compliance and Records Management Unit (ICRMU)
Information Management Branch

Date: 31/12/2024
Our ref: 01/FOI/24/013578/W

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013578/W

I write in connection with your request for information dated 02/11/2024, received by Greater Manchester Police (GMP) for the following information:

I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:

All Women: Police Officers and Police Staff All Men: Police Officers and Police Staff Black women (British; Caribbean; African) Police Officers and Police Staff Black men (British; Caribbean; African) Police Officers and Police Staff

Average length of service for all of the above groups.

Reasons for leaving the organisations for all of the above groups.

I also note your clarification, dated 27/11/2024:

Where people have left from the groups listed, reasons for leaving e.g. retirement, resignation, dismissal, ill-health, death in service.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that the information you have requested is held by GMP.

CAVEATS

In order to answer this request, we have looked at those employees in force as at 31st October 2020 against those in force as at 31st October 2024. This would give the number for retention.

Source - Force Strength Cube for relevant dates and includes external secondments and career breaks.

Due to low numbers being returned for some leavers categories, some of the totals have been replaced with X, as by providing exact figures as you have requested would significantly increase the likelihood of identifying the individual(s) concerned, and as such the exemption under S40(2) – Personal Information, would be engaged and result in information being refused. By replacing this data in this way, it can be provided in its entirety.

	Officer	Staff
Retention	5,476	2,751
Female	1,852	1,764
Male	3,624	987
British; Caribbean; African		
Female	36	22
Male	73	8
Average Length of Service		
Female	15.01	17
Male	16.17	14.73
British; Caribbean; African		
Female	9.81	16.29
Male	10.98	13.10

		Died in Service	Dismissed	End of Temporary Contract	Redundancy	Resigned	Retired	Retired Ill Health	Join Police	Transfer Other Force	Voluntary Redundancy
Women	Officers	2	9	0	0	313	240	22	0	88	0
	Staff	16	11	67	5	708	178	23	133	17	x
Men	Officers	15	50	6	0	615	243	53	0	214	0
	Staff	5	29	57	11	410	178	14	97	14	x
Black Women	Officers	0	0	0	0	9	X	0	0	x	0
	Staff	0	0	x	0	11	X	0	x	0	0
Black Men	Officers	0	X	0	0	17	8	0	0	x	0
	Staff	0	x	0	0	x	x	0	0	0	0