

# HR Equality Bulletin

## March 2023

FIGHT, PREVENT AND REDUCE CRIME  
KEEP PEOPLE SAFE · CARE FOR VICTIMS



**Equality objective: We will be transparent about what we are doing to support and develop the people who work and volunteer for us.**

*Information includes:*

Workforce Mix  
New starters  
Distribution  
Leavers

Please feedback your comments via the contact details below

**Produced by:**

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# Greater Manchester Police Equality Bulletin: Workforce Mix



**Objective:** To monitor by protected characteristics the number of people within the Force

Source: GMP internal information - ITrent  
Greater Manchester Population Statistics from 2021 Census

Data periods for GMP information is either latest month available or 31st March comparison

Data limitations : Availability of data on sexuality, religion/belief and disability remains limited as this is voluntary information

Monitoring: Force information is monitored on a monthly basis and any issues or risks are raised with Chief Officers via their strategic meeting  
This information is also supplied to our Support Staff networks and monitored by a internal HR recruitment/resource meeting.

# Is current Force strength representative of the communities that it polices?

## Workforce Mix by protected characteristic

**Objective:** To monitor the percentage of Force strength by protected characteristic against local population percentage where applicable and to progress towards a more representative workforce mix in line with our local communities.

YTD data period 01 April 2022 - 31 March 2023

Previous year period 01 April 2021 - 31 March 2022

### Officer, Staff, PCSO & Specials

Actual numbers	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023
Total	11,284	11,527	11,778	12,013	12,413	13,184
Minority Ethnic	804	818	927	1011	1105	1191
Declared Disabled (DDA)	876	1,050	1,124	1232	1338	1503
Female	4,683	4,873	4,988	5,202	5,563	5,973

### % of total strength

Minority Ethnic %	7.13%	7.10%	7.87%	8.42%	8.90%	9.03%
DDA %	7.76%	9.11%	9.54%	10.26%	10.78%	11.40%
Female %	41.50%	42.27%	42.35%	43.30%	44.82%	45.30%

	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023
Sexual orientation (LGBT+)	193	213	208	295	421	651
Number not stated	8084	7146	7514	7052	6510	5419
LGBT+ %	1.71%	1.85%	1.77%	2.46%	3.39%	4.94%

Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	138	178	185	280	373	533
Number not stated	8100	7837	8153	7678	7170	6000
Religion %	1.22%	1.54%	1.57%	2.33%	3.00%	4.04%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

**Minority Ethnic** (this is employees who have stated they are either of Black, Asian, mixed or other ethnic background)

Minority Ethnic % population of England 19.0%  
 Minority Ethnic % of Greater Manchester population 2021 census 23.60%  
 Minority Ethnic % of Greater Manchester economically active population (economically active are those either in employment or looking for work excluding retirees, full time student, disabled not looking for work, long term sick, looking after home/family) 20.00%

**Officer, Staff, PCSO & Specials**  
 Current Minority Ethnic % of total Force strength 9.03%  
 % economically active 20.00%

## Officer, Staff, PCSO & Specials

	Headcount	% of strength
March 2018	804	7.13%
March 2019	818	7.10%
March 2020	927	7.87%
March 2021	1011	8.42%
March 2022	1105	8.90%
March 2023	1191	9.03%

## Breakdown by employee type and progression over the last 5 years

### Officers

	Headcount	% of strength
March 2018	445	6.90%
March 2019	470	7.20%
March 2020	594	8.56%
March 2021	667	9.32%
March 2022	741	9.94%
March 2023	782	9.69%

### Staff exc PCSOs

	Headcount	% of strength
March 2018	226	6.07%
March 2019	246	6.14%
March 2020	236	5.99%
March 2021	234	5.89%
March 2022	256	6.20%
March 2023	325	7.26%

### PCSOs

	Headcount	% of strength
March 2018	71	10.79%
March 2019	71	11.25%
March 2020	68	11.91%
March 2021	79	13.93%
March 2022	77	14.10%
March 2023	62	14.42%

### Specials

	Headcount	% of strength
March 2018	62	13.48%
March 2019	31	8.49%
March 2020	29	8.92%
March 2021	31	9.90%
March 2022	31	10.92%
March 2023	22	10.48%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

## Declared Disabled (DD)

### Officer, Staff, PCSO & Specials

Current DD% of total Force strength

11.40%

% of Greater Manchester declared disabled under the Equality Act

18.3%

### Officer, Staff, PCSO & Specials

	Headcount	% of strength
March 2018	876	7.76%
March 2019	1050	9.11%
March 2020	1124	9.54%
March 2021	1232	10.26%
March 2022	1338	10.78%
March 2023	1503	11.40%

### Breakdown by employee type and progression over the last 5 years

#### Officers

	Headcount	% of strength
March 2018	415	6.44%
March 2019	560	8.58%
March 2020	601	8.66%
March 2021	685	9.57%
March 2022	768	10.30%
March 2023	908	11.25%

#### Staff exc PCSOs

	Headcount	% of strength
March 2018	396	10.64%
March 2019	418	10.43%
March 2020	458	11.62%
March 2021	483	12.15%
March 2022	497	12.05%
March 2023	537	12.00%

#### PCSOs

	Headcount	% of strength
March 2018	58	8.81%
March 2019	66	10.46%
March 2020	65	11.38%
March 2021	64	11.29%
March 2022	64	11.72%
March 2023	52	12.09%

#### Specials

	Headcount	% of strength
March 2018	7	1.52%
March 2019	6	1.64%
March 2020	0	0.00%
March 2021	0	0.00%
March 2022	9	3.17%
March 2023	6	2.86%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

## Gender - Female

Female % of Greater Manchester population (16+)  
 Female % of Greater Manchester economically active population  
 (economically active are those either in employment or looking for work excluding retirees, full time student, disabled not looking for work, long term sick, looking after home/family)

51.24%
47.50%

## Officer, Staff, PCSO & Specials

	Headcount	% of strength
March 2018	4683	41.50%
March 2019	4873	42.27%
March 2020	4988	42.35%
March 2021	5202	43.30%
March 2022	5563	44.82%
March 2023	5,973	45.30%

## Officer, Staff, PCSO & Specials

Current Female % of total Force strength	45.30%
% economically active	47.50%

## Breakdown by employee type and progression over the last 5 years

### Officers

	Headcount	% of strength
March 2018	1983	30.77%
March 2019	2037	31.22%
March 2020	2217	31.94%
March 2021	2401	33.54%
March 2022	2651	35.55%
March 2023	2917	36.15%

### Staff exc PCSOs

	Headcount	% of strength
March 2018	2323	62.43%
March 2019	2490	62.14%
March 2020	2461	62.46%
March 2021	2493	62.73%
March 2022	2611	63.28%
March 2023	2830	63.24%

### PCSOs

	Headcount	% of strength
March 2018	272	41.34%
March 2019	256	40.57%
March 2020	233	40.81%
March 2021	231	40.74%
March 2022	232	42.49%
March 2023	180	41.86%

### Specials

	Headcount	% of strength
March 2018	105	22.83%
March 2019	90	24.66%
March 2020	77	23.69%
March 2021	77	24.60%
March 2022	69	24.30%
March 2023	46	21.90%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

## Age

	16-24	25-34	35-49	50-64	65 +
% Age profile of Greater Manchester (2021 census)	14.4%	18.2%	24.7%	22.8%	19.9%
% Age profile of Greater Manchester economically active population	12.7%	24.7%	33.0%	26.4%	3.1%

economically active are those either in employment or looking for work (excluding retirees, full time student, disabled not looking for work, long term sick, looking after home/family)

## Officer, Staff, PCSO & Specials

	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2023	246	3340	3073	3392	2490	503	140
% of headcount	1.9%	25.3%	23.3%	25.7%	18.9%	3.8%	1.1%

Average age
39

## Breakdown by employee type and progression over the last 5 years

### Officers

	16-19	20 - 29	30 - 39	40 - 49	50-59	60-64	65 +
March 2018	0.1%	10.7%	33.4%	40.6%	15.1%	0.1%	0.0%
March 2019	0.1%	13.8%	31.4%	39.5%	15.2%	0.0%	0.0%
March 2020	0.4%	19.1%	28.9%	37.1%	14.6%	0.0%	0.0%
March 2021	0.3%	21.7%	27.6%	35.0%	15.4%	0.0%	0.0%
March 2022	0.4%	25.1%	26.3%	33.1%	15.0%	0.1%	0.0%
March 2023	1.2%	28.0%	25.9%	30.6%	14.2%	0.1%	0.0%

Average age
41
41
40
39
38
37

**Staff exc PCSOs**

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
March 2018	3.2%	13.2%	20.9%	22.1%	31.1%	8.0%	1.5%
March 2019	4.4%	16.1%	19.7%	19.8%	29.5%	8.8%	1.6%
March 2020	3.7%	15.8%	19.4%	19.6%	30.4%	9.4%	1.8%
March 2021	3.1%	17.0%	18.9%	19.1%	29.4%	10.0%	2.4%
March 2022	3.0%	18.9%	19.1%	17.4%	28.5%	10.4%	2.8%
March 2023	3.2%	21.5%	18.4%	17.6%	26.3%	10.2%	2.8%

Average age
44
44
43
44
43
43

**PCSOs**

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
March 2018	2.1%	16.9%	28.9%	22.8%	23.4%	5.0%	0.9%
March 2019	1.0%	16.5%	28.5%	21.9%	25.2%	6.0%	1.0%
March 2020	0.0%	15.8%	26.4%	22.2%	27.5%	6.3%	1.8%
March 2021	0.7%	16.4%	24.3%	22.2%	28.4%	5.6%	2.3%
March 2022	0.0%	17.4%	23.1%	21.1%	29.1%	7.7%	1.6%
March 2023	0.0%	12.6%	20.2%	21.9%	33.7%	8.6%	3.0%

Average age
42
41
42
43
44
46

**Specials**

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
March 2018	1.7%	57.8%	22.8%	10.7%	5.7%	1.1%	0.2%
March 2019	2.7%	54.5%	21.9%	11.5%	7.1%	1.9%	0.3%
March 2020	3.7%	50.8%	24.6%	12.3%	7.1%	1.2%	0.3%
March 2021	2.2%	45.7%	25.2%	14.7%	8.0%	1.3%	0.3%
March 2022	3.2%	39.8%	30.3%	15.1%	9.9%	1.1%	0.7%
March 2023	2.4%	29.0%	36.2%	19.0%	10.0%	1.9%	1.4%

Average age
29
31
31
32
34
36



# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

In terms of sexual orientation these figures should be treated with caution as this information is voluntary

## Sexual Orientation

(Lesbian, Gay, Bisexual and Transgender)

	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023
Sexual orientation (LGBT+)	193	213	208	295	421	651
LGBT+ % of total headcount	1.7%	1.8%	1.8%	2.5%	3.4%	4.9%
Heterosexual	3007	4168	4056	4666	5472	7114
% Not Stated	62.0%	63.8%	63.8%	58.7%	52.4%	41.1%

## Officers

	Headcount	% of strength
March 2018	128	1.99%
March 2019	135	2.07%
March 2020	131	1.89%
March 2021	177	2.47%
March 2022	252	3.38%
March 2023	407	5.04%

## Staff exc PCSOs

	Headcount	% of strength
March 2018	51	1.37%
March 2019	65	1.62%
March 2020	69	1.75%
March 2021	99	2.49%
March 2022	133	3.22%
March 2023	208	4.65%

## PCSOs

	Headcount	% of strength
March 2018	9	1.37%
March 2019	8	1.27%
March 2020	7	1.23%
March 2021	9	1.59%
March 2022	16	2.93%
March 2023	18	4.19%

## Specials

	Headcount	% of strength
March 2018	5	1.09%
March 2019	5	1.37%
March 2020	1	0.31%
March 2021	10	3.19%
March 2022	20	7.04%
March 2023	18	8.57%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

In terms of religion these figures should be treated with caution as this information is voluntary

## Religion

	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	%
Christian	2045	2246	2176	2395	2667	3401	25.80%
Muslim	80	120	119	205	297	425	3.22%
Hindu	22	26	28	29	30	39	0.30%
Buddhist	17	16	17	16	18	26	0.20%
Sikh	5	6	10	12	11	13	0.10%
Jewish	14	10	11	17	17	29	0.22%
Other	344	421	420	506	628	875	6.64%
None	657	845	844	1155	1575	2376	18.02%
Not stated	8100	7837	8153	7678	7170	6000	45.51%

## Officers

	Mar 2023	% of strength
Christian	1868	23.15%
Muslim	231	2.86%
Hindu	13	0.16%
Buddhist	12	0.15%
Sikh	9	0.11%
Jewish	20	0.25%
Other	454	5.63%
None	1435	17.78%
Not stated	4027	49.91%

## Staff exc PCSOs

	Mar 2023	% of strength
Christian	1409	31.49%
Muslim	155	3.46%
Hindu	22	0.49%
Buddhist	12	0.27%
Sikh	4	0.09%
Jewish	7	0.16%
Other	399	8.92%
None	835	18.66%
Not stated	1632	36.47%

## PCSOs

	Mar 2023	% of strength
Christian	96	22.33%
Muslim	24	5.58%
Hindu	4	0.93%
Buddhist	2	0.47%
Sikh	0	0.00%
Jewish	1	0.23%
Other	20	4.65%
None	46	10.70%
Not stated	237	55.12%

## Specials

	Mar 2023	% of strength
Christian	28	13.33%
Muslim	15	7.14%
Hindu	0	0.00%
Buddhist	0	0.00%
Sikh	0	0.00%
Jewish	1	0.48%
Other	2	0.95%
None	60	28.57%
Not stated	104	49.52%

# Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

## Part time working

Number working part time	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar-23	% of March 23 strength
Officers	372	337	300	256	263	242	3.0%
Staff exc PCSOs	749	768	805	801	787	774	17.3%
PCSOs	64	58	59	54	63	55	12.8%
<b>Total</b>	<b>1185</b>	<b>1163</b>	<b>1164</b>	<b>1111</b>	<b>1113</b>	<b>1071</b>	<b>8.3%</b>

part time are those officers who work less than 40 hours and staff and PCSOs who work under 36.25 hours

## Maternity Leave

Number of females on maternity leave	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	% of March 23 strength
Officers	64	55	57	54	60	71	2.4%
Staff exc PCSOs	50	61	55	40	44	47	1.7%
PCSOs	4	3	6	10	5	4	2.2%
<b>Total</b>	<b>118</b>	<b>119</b>	<b>118</b>	<b>104</b>	<b>109</b>	<b>122</b>	<b>2.1%</b>
% of Female strength	3.0%	2.6%	2.5%	2.4%	2.0%	2.1%	

Officers, staff and PCSOs who are shown as being on maternity leave at the date shown

# Greater Manchester Police Equality Bulletin: New Starters



**Objective:** To monitor by protected characteristics the number of people starting in post who are new to the Force

Source: Itrent HR new starter information  
Greater Manchester Population Statistics from 2021 Census

Data periods for GMP information is either latest month available or 31st March comparison

Data limitations : Availability of data on sexuality, religion/belief and disability remains limited as this is voluntary information

Monitoring: Force information is monitored on a monthly basis and any issues or risks are raised with Chief Officers via their strategic meeting  
This information is also supplied to our Support Staff networks and monitored by a internal HR recruitment/resource meeting.

# Are new starters to the Force representative of the communities that it polices?

## Recruitment

**Objective** : To monitor the Force's progress in becoming more representative of the communities that it polices.

**YTD data period** : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

<b>Officer, Staff, PCSO &amp; Specials</b>	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Total	1,166	1,271	1415	1138	1578	2106
Minority Ethnic	149	133	200	166	205	224
Declared Disabled (DDA)	35	17	23	65	144	222
Female	511	564	608	582	825	1017

Minority Ethnic %	<b>12.8%</b>	<b>10.5%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>13.0%</b>	<b>10.6%</b>
DDA %	<b>3.0%</b>	<b>1.3%</b>	<b>1.6%</b>	<b>5.7%</b>	<b>9.1%</b>	<b>10.5%</b>
Female %	<b>43.8%</b>	<b>44.4%</b>	<b>43.0%</b>	<b>51.1%</b>	<b>52.3%</b>	<b>48.3%</b>

In terms of sexual orientation and religion these figures should be treated with caution as this information is voluntary and a high percentage have not stated this information

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Sexual orientation (LGBT+)	25	17	16	96	165	203
Number not stated	707	915	1127	142	71	82
LGBT+ %	<b>2.0%</b>	<b>1.3%</b>	<b>1.1%</b>	<b>8.4%</b>	<b>10.5%</b>	<b>9.6%</b>

Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	39	23	20	106	135	161
Number not stated	695	926	1134	162	137	153
Religion %	<b>3.1%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>9.3%</b>	<b>8.6%</b>	<b>7.6%</b>

# Are new starters to the Force representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

## 2021 Census Data

Minority Ethnic % population of England

19%

Minority Ethnic % of Greater Manchester population 2021 census

23.60%

Minority Ethnic % of Greater Manchester economically active population

20.00%

Female % of Greater Manchester population (16+)

51.24%

Female % of Greater Manchester economically active population

47.50%

## Officers

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Officer	490	834	585	839	1206
Minority Ethnic	56	146	98	125	116
DDA	2	2	36	97	178
Female	151	305	280	397	477
LGBT+	2	1	50	89	125
Religion - Buddhist, Muslim, Sikh & Hindu	2	3	55	78	64

Minority Ethnic %	11.4%	17.5%	16.8%	14.9%	9.6%
DDA %	0.4%	0.2%	6.2%	11.6%	14.8%
Female %	30.8%	36.6%	47.9%	47.3%	39.6%
LGBT+ %	0.4%	0.1%	8.5%	10.6%	10.4%
Religion %	0.4%	0.4%	9.4%	9.3%	5.3%

## PCSOs

	2018-19	2019-20	2020-21	2021-22	2022-23
Total PCSO	45	31	47	53	0
Minority Ethnic	11	6	16	8	0
DDA	0	0	2	2	0
Female	13	12	16	30	0
LGBT+	2	0	2	9	0
Religion - Buddhist, Muslim, Sikh, Hindu and Jewish	2	1	15	4	0

Minority Ethnic %	24.4%	19.4%	34.0%	15.1%	0.0%
DDA %	0.0%	0.0%	4.3%	3.8%	0.0%
Female %	28.9%	38.7%	34.0%	56.6%	0.0%
LGBT+ %	4.4%	0.0%	4.3%	17.0%	0.0%
Religion %	4.4%	3.2%	31.9%	7.5%	0.0%

## Staff exc PCSOs

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Staff	660	426	416	608	866
Minority Ethnic	59	33	38	64	103
DDA	15	21	27	45	43
Female	372	252	257	370	529
LGBT+	13	15	34	56	74
Religion - Buddhist, Muslim, Sikh & Hindu	19	16	24	48	92

Minority Ethnic %	8.9%	7.7%	9.1%	10.5%	11.9%
DDA %	2.3%	4.9%	6.5%	7.4%	5.0%
Female %	56.4%	59.2%	61.8%	60.9%	61.1%
LGBT+ %	2.0%	3.5%	8.2%	9.2%	8.5%
Religion %	2.9%	3.8%	5.8%	7.9%	10.6%

## Specials

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Specials	76	124	90	78	34
Minority Ethnic	7	15	14	8	5
DDA	0	0	0	0	1
Female	28	39	29	28	11
LGBT+	0	0	10	11	4
Religion - Buddhist, Muslim, Sikh, Hindu and Jewish	0	0	12	5	5

Minority Ethnic %	9.2%	12.1%	15.6%	10.3%	14.7%
DDA %	0.0%	0.0%	0.0%	0.0%	2.9%
Female %	36.8%	31.5%	32.2%	35.9%	32.4%
LGBT+ %	0.0%	0.0%	11.1%	14.1%	11.8%
Religion %	0.0%	0.0%	13.3%	6.4%	14.7%

# Are new starters to the Force representative of the communities that it polices?

YTD data period : 01 April 2022 - 31 March 2023

Previous year period : 01 April 2021 - 31 March 2022

Age	16-24	25-34	35-49	50-64	65 +
% Age profile of Greater Manchester (2021 census)	14.4%	18.2%	24.7%	22.8%	19.9%
% Age profile of Greater Manchester economically active population	12.7%	24.7%	33.0%	26.4%	3.1%

economically active are those either in employment or looking for work (excluding retirees, full time student, disabled not looking for work, long term sick, looking after home/family)

## Officer, Staff, PCSO & Specials

	16-19	20-29	30-39	40-49	50-59	60-64	65+
Total new starts as at 31 March 2023	217	1130	387	169	175	26	1
% of headcount	10.3%	53.7%	18.4%	8.0%	8.3%	1.2%	0.0%

Total number	Average age
2,105	30

## Breakdown by employee type and progression over the last 5 years

### Officers

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	2.2%	64.9%	25.7%	6.9%	0.4%	0.0%	0.0%
March 2019	2.4%	65.1%	26.3%	5.3%	0.8%	0.0%	0.0%
March 2020	4.3%	68.6%	21.8%	4.9%	0.4%	0.0%	0.0%
March 2021	4.3%	68.0%	20.3%	4.1%	3.2%	0.0%	0.0%
March 2022	4.9%	67.0%	18.6%	7.7%	1.8%	0.0%	0.0%
March 2023	8.5%	61.5%	19.7%	6.5%	3.6%	0.2%	0.0%

Total number	Average age
552	28
490	28
834	27
585	28
839	28
1206	28

### Staff exc PCSOs

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	23.0%	34.1%	13.9%	9.5%	18.3%	1.2%	0.0%
March 2019	24.8%	36.4%	14.1%	10.0%	13.2%	1.5%	0.0%
March 2020	22.1%	37.6%	11.7%	8.0%	16.9%	3.8%	0.0%
March 2021	19.2%	41.3%	14.4%	10.8%	12.5%	1.7%	0.0%
March 2022	14.8%	44.4%	14.8%	8.2%	15.0%	2.8%	0.0%
March 2023	12.5%	43.0%	16.2%	10.4%	15.0%	2.8%	0.1%

Total number	Average age
431	32
660	30
426	32
416	31
608	32
865	32

**PCSOs**

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	8.5%	57.6%	13.6%	17.8%	2.5%	0.0%	0.0%
March 2019	6.7%	64.4%	20.0%	6.7%	2.2%	0.0%	0.0%
March 2020	0.0%	67.7%	19.4%	12.9%	0.0%	0.0%	0.0%
March 2021	0.0%	53.2%	27.7%	10.6%	8.5%	0.0%	0.0%
March 2022	0.0%	64.2%	13.2%	11.3%	11.3%	0.0%	0.0%
March 2023	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Total number	Average age
118	29
45	27
31	28
47	31
53	32
0	0

**Specials**

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	9.2%	64.6%	18.5%	6.2%	1.5%	0.0%	0.0%
March 2019	13.2%	67.1%	11.8%	3.9%	2.6%	1.3%	0.0%
March 2020	12.1%	62.9%	17.7%	5.6%	1.6%	0.0%	0.0%
March 2021	12.1%	62.9%	17.7%	5.6%	1.6%	0.0%	0.0%
March 2022	12.1%	62.9%	17.7%	5.6%	1.6%	0.0%	0.0%
March 2023	12.1%	62.9%	17.7%	5.6%	1.6%	0.0%	0.0%

Total number	Average age
65	27
76	26
124	26
90	29
78	28
34	28



# Greater Manchester Police Equality Bulletin: Distribution of employees



**Objective:** To monitor by protected characteristics the number of people within the Force broken down into the Force's divisions and branches.

Source: ITrent strength information

Data limitations : Availability of data on sexuality, religion/belief and disability remains limited as this voluntary information

Monitoring: Force information is monitored on a monthly basis and any issues or risks are raised with Chief Officers via their strategic meeting  
This information is also supplied to our Support Staff networks and monitored by a internal HR recruitment/resource meeting.

The information within this section is for information of current position and does not compare with previous years

# Are Divisions and Branches representative of the communities that it polices?

Current period

Mar-2023

Current Division/Branch breakdown of Minority Ethnic strength and local economically active population representation

Total Force Strength	% Minority Ethnic active population	% Minority Ethnic division/branch strength
A' City of Manchester	36.6%	14.65%
F' Salford	16.5%	6.77%
G' Tameside	12.5%	9.19%
J' Stockport	11.9%	7.65%
K' Bolton	23.8%	9.43%
L' Wigan	4.5%	4.09%
M' Trafford	20.1%	8.72%
N' Bury	14.3%	12.08%
P' Rochdale	21.8%	15.26%
Q' Oldham	25.2%	16.95%
Operational Branches	n/a	6.40%
Support Branches	n/a	8.36%
Total	20.00%	9.03%

Comments

The Force is aware that it under represents the Minority Ethnic population within its workforce and is working with local community leaders to better determine what can be done to encourage people from the local minority ethnic communities to see GMP as an employment option.

## Officers

Rank breakdown of current Officer strength

Figures are headcount and include officers on Career Breaks & those on Out of Force Secondment

	Constable			Sergeant			Inspector			Chief Inspector			Superintendent and above			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total Minority Ethnic Officers	490	170	660	67	12	79	22	4	26	11	0	11	5	1	6	595	187	782
Total Minority Ethnic Officers (%)	13.0%	7.2%	10.7%	7.5%	3.4%	6.3%	7.5%	3.5%	6.4%	9.6%	0.0%	6.4%	6.9%	3.7%	6.1%	11.5%	6.4%	9.7%
Total DDA	397	296	693	82	42	124	46	17	63	12	8	20	5	3	8	542	366	908
Total DDA Officers (%)	10.5%	12.5%	11.3%	9.2%	11.8%	10.0%	15.6%	14.9%	15.4%	10.4%	14.3%	11.7%	6.9%	11.1%	8.1%	10.5%	12.5%	11.3%
Total LGBT+ Officers	144	197	341	22	16	38	9	7	16	5	4	9	2	1	3	182	225	407
Total LGBT+ Officers (%)	3.8%	8.3%	5.5%	2.5%	4.5%	3.1%	3.1%	6.1%	3.9%	4.3%	7.1%	5.3%	2.8%	3.7%	3.0%	3.5%	7.7%	5.0%
Total Buddhist, Muslim, Sikh, Hindu and Jewish	194	46	240	23	4	27	10	0	10	5	3	8	1	0	1	233	53	286
Total Buddhist, Muslim, Sikh, Hindu & Jewish Officers %	5.1%	1.9%	3.9%	2.6%	1.1%	2.2%	3.4%	0.0%	2.5%	4.3%	5.4%	4.7%	1.4%	0.0%	1.0%	4.5%	1.8%	3.5%
Total Force Strength	3,782	2,364	6,146	889	356	1,245	294	114	408	115	56	171	72	27	99	5,152	2,917	8,069
Total Officers (%)	46.9%	29.3%	76.2%	11.0%	4.4%	15.4%	3.6%	1.4%	5.1%	1.4%	0.7%	2.1%	0.9%	0.3%	1.2%	63.8%	36.2%	100.0%

# Officer distribution

Current period Mar-2023

Officer division and branch strength breakdown by minority ethnic group, gender and disability

Division / Department	Total Officers	All Officers				Minority Ethnic Officers						Officers with Disabilities					
		Male	% of Total	Female	% of Total	Male	% of Total Males	Female	% of Total Females	Total	% of Total Officers	Male	% of Total Males	Female	% of Total Females	Total	% of Total Officers
A' City of Manchester	1447	919	63.5%	528	36.5%	159	17.3%	58	11.0%	217	15.0%	91	9.9%	58	11.0%	149	10.3%
F' Salford	518	282	54.4%	236	45.6%	17	6.0%	16	6.8%	33	6.4%	25	8.9%	29	12.3%	54	10.4%
G' Tameside	447	262	58.6%	185	41.4%	34	13.0%	12	6.5%	46	10.3%	27	10.3%	26	14.1%	53	11.9%
J' Stockport	440	261	59.3%	179	40.7%	23	8.8%	9	5.0%	32	7.3%	31	11.9%	13	7.3%	44	10.0%
K' Bolton	539	307	57.0%	232	43.0%	39	12.7%	15	6.5%	54	10.0%	36	11.7%	33	14.2%	69	12.8%
L' Wigan	523	304	58.1%	219	41.9%	14	4.6%	4	1.8%	18	3.4%	42	13.8%	33	15.1%	75	14.3%
M' Trafford	353	208	58.9%	145	41.1%	21	10.1%	10	6.9%	31	8.8%	23	11.1%	17	11.7%	40	11.3%
N' Bury	399	259	64.9%	140	35.1%	47	18.1%	7	5.0%	54	13.5%	35	13.5%	19	13.6%	54	13.5%
P' Rochdale	427	258	60.4%	169	39.6%	51	19.8%	13	7.7%	64	15.0%	37	14.3%	20	11.8%	57	13.3%
Q' Oldham	421	255	60.6%	166	39.4%	58	22.7%	18	10.8%	76	18.1%	37	14.5%	17	10.2%	54	12.8%
Operational Branches	2024	1498	74.0%	526	26.0%	95	6.3%	14	2.7%	109	5.4%	116	7.7%	63	12.0%	179	8.8%
Support Branches	311	205	65.9%	106	34.1%	28	13.7%	5	4.7%	33	10.6%	36	17.6%	31	29.2%	67	21.5%
Other (career break etc)	220	134	0.0%	86	0.0%	9	0.0%	6	0.0%	15	0.0%	6	0.0%	7	0.0%	13	0.0%
<b>Total Force</b>	<b>8069</b>	<b>5152</b>	<b>63.8%</b>	<b>2917</b>	<b>36.2%</b>	<b>595</b>	<b>11.5%</b>	<b>187</b>	<b>6.4%</b>	<b>782</b>	<b>9.7%</b>	<b>542</b>	<b>10.5%</b>	<b>366</b>	<b>12.5%</b>	<b>908</b>	<b>11.3%</b>
<b>% of Force Total</b>			<b>100.00%</b>						<b>9.69%</b>						<b>11.25%</b>		

Figures are headcount and include officers on Career Breaks & those on Out of Force Secondment  
Officers are shown against their current divisions / branches

Officer strength breakdown by age band

Age group by band	Total Officers	All Officers				Minority Ethnic Officers						Officers with Disabilities					
		Male	% of Total	Female	% of Total	Male	% of Total Males	Female	% of Total Females	Total	% of Total Officers	Male	% of Total Males	Female	% of Total Females	Total	% of Total Officers
16-19	96	50	52.1%	46	47.9%	2	4.0%	4	8.7%	6	6.3%	6	12.0%	1	2.2%	7	7.3%
20-29	2,262	1,205	53.3%	1,057	46.7%	211	17.5%	94	8.9%	305	13.5%	123	10.2%	106	10.0%	229	10.1%
30-39	2,086	1,363	65.3%	723	34.7%	195	14.3%	48	6.6%	243	11.6%	124	9.1%	70	9.7%	194	9.3%
40-49	2,471	1,669	67.5%	802	32.5%	140	8.4%	35	4.4%	175	7.1%	169	10.1%	141	17.6%	310	12.5%
50-59	1,147	859	74.9%	288	25.1%	46	5.4%	6	2.1%	52	4.5%	120	14.0%	48	16.7%	168	14.6%
60-64	7	6	85.7%	1	14.3%	1	16.7%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	0	0.0%
65+	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Totals</b>	<b>8,069</b>	<b>5,152</b>	<b>63.8%</b>	<b>2,917</b>	<b>36.2%</b>	<b>595</b>	<b>11.5%</b>	<b>187</b>	<b>6.4%</b>	<b>782</b>	<b>9.7%</b>	<b>542</b>	<b>10.5%</b>	<b>366</b>	<b>12.5%</b>	<b>908</b>	<b>11.3%</b>
<b>Percentage for Group</b>			<b>100.00%</b>						<b>9.69%</b>						<b>11.25%</b>		

# Officer distribution

Current period

Mar-2023

Officer rank and ethnicity by location

Division / Department	Constable						Sergeant						Inspector					
	White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chief Officers Team	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
A City of Manchester	577	400	977	140	49	189	120	52	172	12	8	20	40	14	54	4	1	5
F Salford	199	191	390	17	14	31	42	21	63	0	2	2	17	6	23	0	0	0
G Tameside	176	144	320	26	12	38	35	23	58	6	0	6	13	4	17	1	0	1
J Stockport	188	152	340	16	9	25	34	12	46	5	0	5	13	3	16	1	0	1
K Bolton	217	186	403	37	15	52	34	23	57	1	0	1	14	5	19	0	0	0
L Wigan	221	188	409	11	4	15	43	20	63	1	0	1	19	4	23	2	0	2
M Trafford	147	109	256	18	9	27	25	19	44	2	0	2	12	5	17	0	0	0
N Bury	160	109	269	41	7	48	33	18	51	3	0	3	13	5	18	1	0	1
P Rochdale	148	139	287	42	12	54	42	9	51	8	0	8	11	7	18	1	1	2
Q Oldham	149	123	272	54	18	72	34	14	48	2	0	2	10	7	17	2	0	2
SC Corporate Communications Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SF Corporate Development Branch	8	6	14	3	1	4	0	1	1	2	0	2	2	2	4	0	0	0
SI Change and Transformation	12	2	14	2	0	2	7	1	8	0	0	0	2	2	4	0	0	0
SJ Criminal Justice & Custody	10	6	16	4	0	4	97	23	120	7	0	7	15	7	22	1	0	1
SR Strategic Resourcing	1	5	6	1	0	1	0	0	0	1	0	1	3	0	3	0	0	0
TC North West Counter Terrorism	116	49	165	12	2	14	36	9	45	2	0	2	12	3	15	1	1	2
UP Human Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
US Staff Associations	5	0	5	0	0	0	4	0	4	0	0	0	0	0	0	0	0	0
UT Org. Learning and Workforce Developm	78	45	123	10	4	14	15	8	23	3	0	3	1	3	4	2	0	2
UI Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VH Serious Crime Division	208	145	353	7	5	12	62	40	102	2	0	2	20	16	36	1	0	1
VP Public Protection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WD Finance Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG Business Support Services Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WM Information Services	5	6	11	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
WS Chief Officers Support Team	2	0	2	1	0	1	5	3	8	0	0	0	1	3	4	0	0	0
WX Operational Communications	30	26	56	7	2	9	24	8	32	2	1	3	10	4	14	2	0	2
XL Legal Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
XO Specialist Operations	545	90	635	33	1	34	96	22	118	7	0	7	30	2	32	2	0	2
XY Professional Standards	14	17	31	0	2	2	6	6	12	0	0	0	3	3	6	1	0	1
Career Breaks	15	20	35	3	1	4	6	2	8	1	1	2	1	0	1	0	0	0
External Secondments	61	36	97	5	3	8	21	10	31	0	0	0	10	5	15	0	1	1
<b>Total Force Strength</b>	<b>3292</b>	<b>2194</b>	<b>5486</b>	<b>490</b>	<b>170</b>	<b>660</b>	<b>822</b>	<b>344</b>	<b>1166</b>	<b>67</b>	<b>12</b>	<b>79</b>	<b>272</b>	<b>110</b>	<b>382</b>	<b>22</b>	<b>4</b>	<b>26</b>
<b>% of Force Total</b>	<b>67.99%</b>			<b>8.18%</b>			<b>14.45%</b>			<b>0.98%</b>			<b>4.73%</b>			<b>0.32%</b>		

# Officer distribution

Current period

Mar-2023

## Officer rank and ethnicity by location

Division / Department	Chief Inspector						Superintendent and above						Total					
	White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chief Officers Team	0	0	0	0	0	0	6	1	7	1	0	1	6	1	7	1	0	1
A' City of Manchester	14	4	18	2	0	2	9	0	9	1	0	1	760	470	1230	159	58	217
F' Salford	4	2	6	0	0	0	3	0	3	0	0	0	265	220	485	17	16	33
G' Tameside	1	2	3	1	0	1	3	0	3	0	0	0	228	173	401	34	12	46
J' Stockport	2	2	4	0	0	0	1	1	2	1	0	1	238	170	408	23	9	32
K' Bolton	2	1	3	1	0	1	1	2	3	0	0	0	268	217	485	39	15	54
L' Wigan	5	2	7	0	0	0	2	1	3	0	0	0	290	215	505	14	4	18
M' Trafford	3	1	4	1	0	1	0	1	1	0	1	1	187	135	322	21	10	31
N' Bury	4	1	5	1	0	1	2	0	2	1	0	1	212	133	345	47	7	54
P' Rochdale	4	0	4	0	0	0	2	1	3	0	0	0	207	156	363	51	13	64
Q' Oldham	2	2	4	0	0	0	2	2	4	0	0	0	197	148	345	58	18	76
SC' Corporate Communications Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SF' Corporate Development Branch	2	2	4	0	0	0	2	0	2	0	0	0	14	11	25	5	1	6
S' Change and Transformation	3	5	8	0	0	0	3	0	3	0	0	0	27	10	37	2	0	2
SJ' Criminal Justice & Custody	5	2	7	0	0	0	4	3	7	0	0	0	131	41	172	12	0	12
SR' Strategic Resourcing	2	1	3	2	0	2	1	0	1	0	0	0	7	6	13	4	0	4
TC' North West Counter Terrorism	3	5	8	0	0	0	3	0	3	0	0	0	170	66	236	15	3	18
UP' Human Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
US' Staff Associations	0	0	0	0	0	0	0	0	0	0	0	0	9	0	9	0	0	0
UT' Org. Learning and Workforce Developm	2	2	4	0	0	0	2	0	2	0	0	0	98	58	156	15	4	19
UI' Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VH' Serious Crime Division	9	8	17	2	0	2	6	6	12	1	0	1	305	215	520	13	5	18
VP' Public Protection	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WD' Finance Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG' Business Support Services Branch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WM' Information Services	0	0	0	0	0	0	0	0	0	0	0	0	6	6	12	0	0	0
WS' Chief Officers Support Team	0	2	2	0	0	0	2	1	3	0	0	0	10	9	19	1	0	1
WX' Operational Communications	21	4	25	1	0	1	2	2	4	0	0	0	87	44	131	12	3	15
XL' Legal Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
XO' Specialist Operations	6	3	9	0	0	0	5	1	6	0	0	0	682	118	800	42	1	43
XY' Professional Standards	2	2	4	0	0	0	3	0	3	0	0	0	28	28	56	1	2	3
Career Breaks	1	0	1	0	0	0	0	0	0	0	0	0	23	22	45	4	2	6
External Secondments	7	3	10	0	0	0	3	4	7	0	0	0	102	58	160	5	4	9
<b>Total Force Strength</b>	<b>104</b>	<b>56</b>	<b>160</b>	<b>11</b>	<b>0</b>	<b>11</b>	<b>67</b>	<b>26</b>	<b>93</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>4557</b>	<b>2730</b>	<b>7287</b>	<b>595</b>	<b>187</b>	<b>782</b>
<b>% of Force Total</b>	<b>1.98%</b>			<b>0.14%</b>			<b>1.15%</b>			<b>0.07%</b>			<b>90.31%</b>			<b>9.69%</b>		

# Staff distribution

Current period

Mar-2023

## Staff (exc PCSOs)

### Grade breakdown of current Staff strength

	A - E (inc modern apprenticeships)			F - H			I - K			L and above			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Total Minority Ethnic Staff</b>	103	132	235	32	35	67	10	6	16	1	6	7	146	179	325
<b>Total Minority Ethnic Staff (%)</b>	10.5%	6.8%	8.0%	7.0%	5.5%	6.1%	7.2%	3.8%	5.4%	1.5%	7.5%	4.7%	8.9%	6.3%	7.3%
<b>Total DDA</b>	130	252	382	43	80	123	11	12	23	2	7	9	186	351	537
<b>Total DDA Staff (%)</b>	13.2%	12.9%	13.0%	9.5%	12.5%	11.3%	8.0%	7.5%	7.7%	2.9%	8.8%	6.1%	11.3%	12.4%	12.0%
<b>Total LGBT+ Staff</b>	65	88	153	16	24	40	5	4	9	4	2	6	90	118	208
<b>Total LGBT+ Staff (%)</b>	6.6%	4.5%	5.2%	3.5%	3.8%	3.7%	3.6%	2.5%	3.0%	5.9%	2.5%	4.1%	5.5%	4.2%	4.6%
<b>Total Buddhist, Muslim, Sikh, Hindu &amp; Jewish</b>	75	78	153	12	17	29	7	6	13	1	4	5	95	105	200
<b>Total Buddhist, Muslim, Sikh, Hindu &amp; Jewish Staff %</b>	7.6%	4.0%	5.2%	2.6%	2.7%	2.7%	5.1%	3.8%	4.4%	1.5%	5.0%	3.4%	5.8%	3.7%	4.5%
<b>Total Force Strength</b>	984	1,952	2,936	455	638	1,093	138	160	298	68	80	148	1,645	2,830	4,475
<b>Total Staff (%)</b>	22.0%	43.6%	65.6%	10.2%	14.3%	24.4%	3.1%	3.6%	6.7%	1.5%	1.8%	3.3%	36.8%	63.2%	100.0%

# Staff distribution

Current period

Mar-2023

Division / Department	Total Staff	All Staff				Minority Ethnic Staff						Staff with Disabilities					
		Male	% of Strength	Female	% of Strength	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
A' City of Manchester	171	54	31.6%	117	68.4%	3	5.6%	12	10.3%	15	8.8%	5	9.3%	11	9.4%	16	9.4%
F' Salford	80	19	23.75%	61	76.25%	1	5.26%	4	6.56%	5	6.25%	1	5.26%	6	9.84%	7	8.75%
G' Tameside	50	9	18.00%	41	82.00%	0	0.00%	2	4.88%	2	4.00%	0	0.00%	10	24.39%	10	20.00%
J' Stockport	40	18	45.00%	22	55.00%	2	11.11%	1	4.55%	3	7.50%	3	16.67%	4	18.18%	7	17.50%
K' Bolton	79	12	15.19%	67	84.81%	2	16.67%	5	7.46%	7	8.86%	2	16.67%	7	10.45%	9	11.39%
L' Wigan	49	14	28.57%	35	71.43%	1	7.14%	0	0.00%	1	2.04%	1	7.14%	2	5.71%	3	6.12%
M' Trafford	41	11	26.83%	30	73.17%	1	9.09%	3	10.00%	4	9.76%	1	9.09%	3	10.00%	4	9.76%
N' Bury	40	8	20.00%	32	80.00%	1	12.50%	1	3.13%	2	5.00%	3	37.50%	4	12.50%	7	17.50%
P' Rochdale	65	18	27.69%	47	72.31%	0	0.00%	5	10.64%	5	7.69%	1	5.56%	4	8.51%	5	7.69%
Q' Oldham	50	18	36.00%	32	64.00%	2	11.11%	1	3.13%	3	6.00%	5	27.78%	4	12.50%	9	18.00%
Operational Branches	2627	965	36.73%	1662	63.27%	90	9.33%	95	5.72%	185	7.04%	113	11.71%	228	13.72%	341	12.98%
Support Branches	1147	484	42.20%	663	57.80%	41	8.47%	48	7.24%	89	7.76%	51	10.54%	67	10.11%	118	10.29%
Other (career break etc)	36	15	0.00%	21	0.00%	2	0.00%	2	0.00%	4	0.00%	0	0.00%	1	0.00%	1	0.00%
<b>Total Force</b>	<b>4475</b>	<b>1645</b>	<b>36.76%</b>	<b>2830</b>	<b>63.24%</b>	<b>146</b>	<b>8.88%</b>	<b>179</b>	<b>6.33%</b>	<b>325</b>	<b>7.26%</b>	<b>186</b>	<b>11.31%</b>	<b>351</b>	<b>12.40%</b>	<b>537</b>	<b>12.00%</b>
<b>% of Force Total</b>			<b>100.00%</b>						<b>7.26%</b>						<b>12.00%</b>		

Age	Total Staff	All Staff				Minority Ethnic Staff						Staff with Disabilities					
		Male	% of Total	Female	% of Total	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
16-19	145	51	35.2%	94	64.8%	11	7.6%	9	6.2%	20	13.8%	2	1.4%	6	4.1%	8	5.5%
20-29	963	308	32.0%	655	68.0%	54	5.6%	52	5.4%	106	11.0%	28	2.9%	56	5.8%	84	8.7%
30-39	824	285	34.6%	539	65.4%	33	4.0%	38	4.6%	71	8.6%	26	3.2%	52	6.3%	78	9.5%
40-49	787	254	32.3%	533	67.7%	33	4.2%	35	4.4%	68	8.6%	39	5.0%	65	8.3%	104	13.2%
50-59	1177	449	38.1%	728	61.9%	6	0.5%	35	3.0%	41	3.5%	51	4.3%	130	11.0%	181	15.4%
60-64	455	231	50.8%	224	49.2%	9	2.0%	8	1.8%	17	3.7%	32	7.0%	33	7.3%	65	14.3%
65+	124	67	54.0%	57	46.0%	0	0.0%	2	1.6%	2	1.6%	8	6.5%	9	7.3%	17	13.7%
<b>Totals</b>	<b>4,475</b>	<b>1,645</b>	<b>36.8%</b>	<b>2,830</b>	<b>63.2%</b>	<b>146</b>	<b>3.3%</b>	<b>179</b>	<b>4.0%</b>	<b>325</b>	<b>7.3%</b>	<b>186</b>	<b>4.2%</b>	<b>351</b>	<b>7.8%</b>	<b>537</b>	<b>12.0%</b>
<b>Percentage for Group</b>			<b>100.00%</b>						<b>7.26%</b>						<b>12.00%</b>		

# Staff distribution

Current period

Mar-2023

## Staff Grade and ethnicity by location

Division / Department	A - E (inc modern apprenticeships)						F - H					
	White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chief Officers Team	0	0	0	0	0	0	0	0	0	0	0	0
A' City of Manchester	36	90	126	3	11	14	14	11	25	0	1	1
F' Salford	16	49	65	1	4	5	1	7	8	0	0	0
G' Tameside	6	30	36	0	1	1	3	8	11	0	1	1
J' Stockport	14	16	30	2	1	3	2	4	6	0	0	0
K' Bolton	10	56	66	2	3	5	0	4	4	0	2	2
L' Wigan	13	26	39	1	0	1	0	8	8	0	0	0
M' Trafford	8	24	32	0	3	3	1	3	4	1	0	1
N' Bury	6	24	30	1	1	2	1	6	7	0	0	0
P' Rochdale	15	39	54	0	3	3	2	3	5	0	2	2
Q' Oldham	14	26	40	1	0	1	1	5	6	1	1	2
'SC' Corporate Communications Branch	0	4	4	0	0	0	9	18	27	1	0	1
'SF' Corporate Development Branch	0	3	3	2	1	3	5	18	23	0	0	0
'SI' Change and Transformation	0	3	3	0	0	0	3	4	7	2	0	2
'SJ' Criminal Justice & Custody	101	93	194	11	1	12	10	9	19	0	1	1
'SR' Strategic Resourcing	13	30	43	3	7	10	9	23.5	32.5	2	6	8
TC' North West Counter Terrorism	15	68	83	3	3	6	36	53	89	1	4	5
UP' Human Resources	8	9	17	2	2	4	0	4	4	1	0	1
US' Staff Associations	1	2	3	0	0	0	1	1	2	0	0	0
UT' Org. Learning and Workforce Development	5	35	40	2	0	2	58	56.5	114.5	5	2	7
UI' Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0
VH' Serious Crime Division	51	181	232	4	14	18	145	231	376	11	7	18
VP' Public Protection	0	0	0	0	0	0	0	0	0	0	0	0
WD' Finance Branch	0	0	0	0	0	0	0	0	0	0	0	0
WG' Business Support Services Branch	138	129	267	6	10	16	33	5	38	1	1	2
WM' Information Services	59	93	152	6	8	14	16	16	32	3	2	5
WS' Chief Officers Support Team	1	5	6	0	1	1	0	5	5	0	0	0
WX' Operational Communications	305	649	954	51	53	104	46	60	106	1	3	4
XL' Legal Services	0	11	11	0	1	1	2	6	8	0	1	1
XO' Specialist Operations	37	89	126	2	2	4	13	13	26	0	1	1
XY' Professional Standards	6	32	38	0	1	1	6	14	20	0	0	0
Career Breaks	0	0	0	0	0	0	0	0	0	0	0	0
External Secondments	3	4	7	0	1	1	6	7	13	2	0	2
<b>Total Force Strength</b>	<b>881</b>	<b>1820</b>	<b>2701</b>	<b>103</b>	<b>132</b>	<b>235</b>	<b>423</b>	<b>603</b>	<b>1026</b>	<b>32</b>	<b>35</b>	<b>67</b>
<b>% of Force Total</b>	<b>60.4%</b>			<b>5.3%</b>			<b>22.9%</b>			<b>1.5%</b>		



# Staff distribution

Current period

Mar-2023

Staff Grade and ethnicity by location

Division / Department	I - K						L and above					
	White or Not Stated			Minority Ethnic			White or Not Stated			Minority Ethnic		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Chief Officers Team	0	0	0	0	0	0	2	1	3	0	0	0
A' City of Manchester	1	4	5	0	0	0	0	0	0	0	0	0
F' Salford	1	1	2	0	0	0	0	0	0	0	0	0
G' Tameside	0	1	1	0	0	0	0	0	0	0	0	0
J' Stockport	0	1	1	0	0	0	0	0	0	0	0	0
K' Bolton	0	2	2	0	0	0	0	0	0	0	0	0
L' Wigan	0	1	1	0	0	0	0	0	0	0	0	0
M' Trafford	1	0	1	0	0	0	0	0	0	0	0	0
N' Bury	0	1	1	0	0	0	0	0	0	0	0	0
P' Rochdale	1	0	1	0	0	0	0	0	0	0	0	0
Q' Oldham	1	0	1	0	0	0	0	0	0	0	0	0
SC' Corporate Communications Branch	1	2	3	0	0	0	0	2	2	0	0	0
SF' Corporate Development Branch	3	9	12	0	0	0	1	2	3	0	0	0
SI' Change and Transformation	1	7	8	1	1	2	11	8	19	1	2	3
SJ' Criminal Justice & Custody	3	3	6	0	0	0	1	2	3	0	0	0
SR' Strategic Resourcing	3	19	22	2	0	2	4	9	13	0	0	0
TC' North West Counter Terrorism	22	25	47	0	1	1	5	5	10	0	1	1
UP' Human Resources	0	2	2	0	0	0	0	0	0	0	0	0
US' Staff Associations	0	0	0	0	0	0	0	0	0	0	0	0
UT' Org. Learning and Workforce Development	2	7	9	0	0	0	6	21	27	0	0	0
UI' Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0
VH' Serious Crime Division	56	31	87	6	2	8	10	3	13	0	1	1
VP' Public Protection	0	0	0	0	0	0	0	0	0	0	0	0
WD' Finance Branch	0	0	0	0	0	0	0	0	0	0	0	0
WG' Business Support Services Branch	4	9	13	0	1	1	10	4	14	0	0	0
WM' Information Services	17	11	28	0	1	1	10	7	17	0	1	1
WS' Chief Officers Support Team	0	1	1	0	0	0	0	0	0	0	0	0
WX' Operational Communications	0	1	1	0	0	0	2	3	5	0	0	0
XL' Legal Services	3	9	12	1	0	1	4	4	8	0	0	0
XO' Specialist Operations	3	1	4	0	0	0	0	0	0	0	0	0
XY' Professional Standards	1	1	2	0	0	0	1	0	1	0	0	0
Career Breaks	0	0	0	0	0	0	0	0	0	0	0	0
External Secondments	4	5	9	0	0	0	0	3	3	0	1	1
<b>Total Force Strength</b>	<b>128</b>	<b>154</b>	<b>282</b>	<b>10</b>	<b>6</b>	<b>16</b>	<b>67</b>	<b>74</b>	<b>141</b>	<b>1</b>	<b>6</b>	<b>7</b>
<b>% of Force Total</b>	<b>6.3%</b>			<b>0.4%</b>			<b>3.2%</b>			<b>0.2%</b>		

# PCSO distribution

Current period

Mar-2023

## PCSOs

### Grade breakdown of current PCSO strength

	Total		
	Male	Female	Total
Total Minority Ethnic PCSOs	45	17	62
Total Minority Ethnic PCSOs (%)	18.0%	9.4%	14.4%
Total DDA	34	18	52
Total DDA PCSOs (%)	13.6%	10.0%	12.1%
Total LGBT+ PCSOs	6	12	18
Total LGBT+ PCSOs (%)	2.4%	6.7%	4.2%
Total Buddhist, Muslim, Sikh, Hindu & Jewish	25	6	31
Total Buddhist, Muslim, Sikh, Hindu & Jewish PCSOs %	10.0%	3.3%	7.2%
Total Force Strength	250	180	430
Total PCSOs (%)	58.1%	41.9%	100.0%

Division / Department	Total PCSOs	All PCSOs				Minority Ethnic PCSOs						PCSOs with Disabilities					
		Male	% of Strength	Female	% of Strength	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
A' City of Manchester	85	50	58.8%	35	41.2%	10	20.0%	7	20.0%	17	20.0%	10	20.0%	3	8.6%	13	15.3%
F' Salford	38	23	60.5%	15	39.5%	2	8.7%	1	6.7%	3	7.9%	6	26.1%	1	6.7%	7	18.4%
G' Tameside	36	21	58.3%	15	41.7%	2	9.5%	0	0.0%	2	5.6%	4	19.0%	1	6.7%	5	13.9%
J' Stockport	24	15	62.5%	9	37.5%	4	26.7%	1	11.1%	5	20.8%	0	0.0%	2	22.2%	2	8.3%
K' Bolton	41	25	61.0%	16	39.0%	1	4.0%	2	12.5%	3	7.3%	6	24.0%	0	0.0%	6	14.6%
L' Wigan	44	21	47.7%	23	52.3%	4	19.0%	1	4.3%	5	11.4%	2	9.5%	0	0.0%	2	4.5%
M' Trafford	24	15	62.5%	9	37.5%	3	20.0%	0	0.0%	3	12.5%	1	6.7%	1	11.1%	2	8.3%
N' Bury	25	12	48.0%	13	52.0%	1	8.3%	1	7.7%	2	8.0%	1	8.3%	2	15.4%	3	12.0%
P' Rochdale	30	18	60.0%	12	40.0%	5	27.8%	3	25.0%	8	26.7%	1	5.6%	2	16.7%	3	10.0%
Q' Oldham	45	27	60.0%	18	40.0%	8	29.6%	0	0.0%	8	17.8%	2	7.4%	4	22.2%	6	13.3%
Operational Branches	38	23	60.5%	15	39.5%	5	21.7%	1	6.7%	6	15.8%	1	4.3%	2	13.3%	3	7.9%
Support Branches	0	0		0		0		0		0		0		0		0	
Other (career break etc)	0	0		0		0		0		0		0		0		0	
<b>Total Force</b>	<b>430</b>	<b>250</b>	<b>58.1%</b>	<b>180</b>	<b>41.9%</b>	<b>45</b>	<b>18.0%</b>	<b>17</b>	<b>9.4%</b>	<b>62</b>	<b>14.4%</b>	<b>34</b>	<b>13.6%</b>	<b>18</b>	<b>10.0%</b>	<b>52</b>	<b>12.1%</b>
<b>% of Force Total</b>				<b>100.00%</b>					<b>14.42%</b>						<b>12.09%</b>		

# PCSO distribution

Current period

Mar-2023

Age Group by Band	Total PCSOs	All PCSOs				Minority Ethnic PCSOs						PCSOs with Disabilities					
		Male	% of Total	Female	% of Total	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
16-19	0	0		0		0		0		0		0		0		0	
20-29	54	24	44.4%	30	55.6%	12	22.2%	7	13.0%	19	35.2%	0	0.0%	1	1.9%	1	1.9%
30-39	87	51	58.6%	36	41.4%	13	14.9%	2	2.3%	15	17.2%	9	10.3%	4	4.6%	13	14.9%
40-49	94	60	63.8%	34	36.2%	7	7.4%	3	3.2%	10	10.6%	5	5.3%	0	0.0%	5	5.3%
50-59	145	79	54.5%	66	45.5%	11	7.6%	5	3.4%	16	11.0%	15	10.3%	8	5.5%	23	15.9%
60-64	37	29	78.4%	8	21.6%	2	5.4%	0	0.0%	2	5.4%	5	13.5%	2	5.4%	7	18.9%
65+	13	7	53.8%	6	46.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	23.1%	3	23.1%
<b>Totals</b>	<b>430</b>	<b>250</b>	<b>58.1%</b>	<b>180</b>	<b>41.9%</b>	<b>45</b>	<b>10.5%</b>	<b>17</b>	<b>4.0%</b>	<b>62</b>	<b>14.4%</b>	<b>34</b>	<b>7.9%</b>	<b>18</b>	<b>4.2%</b>	<b>52</b>	<b>12.1%</b>
<b>Percentage for Group</b>			<b>100.00%</b>				<b>14.42%</b>					<b>12.09%</b>					

# Special distribution

Current period Mar-2023

## Specials

### Grade breakdown of current Special strength

	Male	Female	Total
<b>Total Minority Ethnic Specials</b>	17	5	22
<b>Total Minority Ethnic Specials (%)</b>	10.4%	10.9%	10.5%
<b>Total DDA</b>	4	2	6
<b>Total DDA Specials (%)</b>	2.4%	4.3%	2.9%
<b>Total LGBT+ Specials</b>	12	6	18
<b>Total LGBT+ Specials (%)</b>	7.3%	13.0%	8.6%
<b>Total Buddhist, Muslim, Sikh, Hindu &amp; Jewish</b>	13	3	16
<b>Total Buddhist, Muslim, Sikh, Hindu &amp; Jewish Specials %</b>	7.9%	6.5%	7.6%
<b>Total Force Strength</b>	164	46	210
<b>Total Specials (%)</b>	78.1%	21.9%	100.0%

Current period Mar-2023

Division / Department	Total	All Specials				Minority Ethnic Specials						Specials with Disabilities					
		Male	% of Strength	Female	% of Strength	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
A' City of Manchester	44	33	75.00%	11	25.00%	4	9.09%	3	6.82%	7	15.91%	0	0.00%	1	2.27%	1	2.27%
F' Salford	14	11	78.57%	3	21.43%	3	21.43%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	1	7.14%
G' Tameside	22	17	77.27%	5	22.73%	1	4.55%	0	0.00%	1	4.55%	0	0.00%	0	0.00%	0	0.00%
J' Stockport	19	16	84.21%	3	15.79%	0	0.00%	0	0.00%	0	0.00%	1	5.26%	0	0.00%	1	5.26%
K' Bolton	20	16	80.00%	4	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
L' Wigan	19	14	73.68%	5	26.32%	1	5.26%	1	5.26%	2	10.53%	1	5.26%	0	0.00%	1	5.26%
M' Trafford	18	14	77.78%	4	22.22%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
N' Bury	16	10	62.50%	6	37.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
P' Rochdale	22	20	90.91%	2	9.09%	6	27.27%	0	0.00%	6	27.27%	0	0.00%	0	0.00%	0	0.00%
Q' Oldham	15	12	80.00%	3	20.00%	2	13.33%	1	6.67%	3	20.00%	2	13.33%	0	0.00%	2	13.33%
XO' Specialist Operations	0	0		0		0		0		0		0		0		0	
Chief Officers Team	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total Force</b>	<b>210</b>	<b>164</b>	<b>78.10%</b>	<b>46</b>	<b>21.90%</b>	<b>17</b>	<b>8.10%</b>	<b>5</b>	<b>2.38%</b>	<b>22</b>	<b>10.48%</b>	<b>4</b>	<b>1.90%</b>	<b>2</b>	<b>0.95%</b>	<b>6</b>	<b>2.86%</b>
<b>% of Force Total</b>			<b>100.00%</b>						<b>10.48%</b>						<b>2.86%</b>		

Current period Mar-2023

Age Group by Band	Total Staff	All Specials				Minority Ethnic Specials						Specials with Disabilities					
		Male	% of Total	Female	% of Total	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff	Male	% of Total Males	Female	% of Total Females	Total	% of Total Staff
16-19	5	3	60.0%	2	40.0%	0	0.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
20-29	61	45	73.8%	16	26.2%	5	8.2%	0	0.0%	5	8.2%	3	4.9%	0	0.0%	3	4.9%
30-39	76	58	76.3%	18	23.7%	9	11.8%	2	2.6%	11	14.5%	0	0.0%	2	2.6%	2	2.6%
40-49	40	33	82.5%	7	17.5%	2	5.0%	1	2.5%	3	7.5%	1	2.5%	0	0.0%	1	2.5%
50-59	21	19	90.5%	2	9.5%	1	4.8%	1	4.8%	2	9.5%	0	0.0%	0	0.0%	0	0.0%
60-64	4	3	75.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
65+	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Totals</b>	<b>210</b>	<b>164</b>	<b>78.1%</b>	<b>46</b>	<b>21.9%</b>	<b>17</b>	<b>8.1%</b>	<b>5</b>	<b>2.4%</b>	<b>22</b>	<b>10.5%</b>	<b>4</b>	<b>1.9%</b>	<b>2</b>	<b>1.0%</b>	<b>6</b>	<b>2.9%</b>
<b>Percentage for Group</b>			<b>100.00%</b>						<b>10.48%</b>						<b>2.86%</b>		

# Greater Manchester Police Equality Bulletin: Leavers



**Objective:** To monitor by protected characteristics the number of people leaving the Force

Source: Itrent HR leaver information

Data periods for GMP information is either latest month available or 31st March comparison

Data limitations : Availability of data on sexuality, religion/belief and disability remains limited as this is voluntary information

Monitoring: Leavers information is monitored on a monthly basis and any issues or risks are raised with Chief Officers via their strategic meeting  
This information is also supplied to our Support Staff networks and monitored by a internal HR recruitment/resource meeting.

# Leaver profile

## Officer, Staff, PCSOs and Specials leaving the Force

**Objective** : To monitor the Force's leaver profile for any disproportionality

YTD data period : 01 April 2022 - 31 March 2023  
 Previous year period : 01 April 2021 - 31 March 2022

Officer, Staff, PCSO & Specials	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Total	1,277	1,029	1,164	903	1179	1330
Minority Ethnic	95	109	106	84	108	126
Declared Disabled (DDA)	77	84	109	81	128	139
Female	478	384	484	379	468	598
Minority Ethnic %	10.6%	9.1%	9.3%	9.3%	9.2%	9.5%
DDA %	8.2%	9.4%	9.0%	9.0%	10.9%	10.5%
Female %	37.3%	41.6%	42.0%	42.0%	39.7%	45.0%
Total leavers - annual turnover rate (%)	9.02%	9.99%	7.67%	7.67%	9.85%	10.76%

The annual turnover % calculation has been revised, so figures are revised to reflect previous reporting

% of total strength	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Minority Ethnic %	7.1%	7.9%	8.42%	8.42%	8.90%	9.03%
DDA %	9.1%	9.5%	10.26%	10.26%	10.78%	11.40%
Female %	42.3%	42.4%	43.30%	43.30%	44.82%	45.30%

In terms of sexual orientation and religion these figures should be treated with caution as this information is voluntary and a high percentage have not stated this information

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Sexual orientation (LGBT+)	15	18	23	18	41	61
Number not stated	910	662	738	543	600	559
LGBT+ %	1.5%	1.7%	2.0%	2.0%	3.5%	4.6%

  

Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	18	19	17	21	42	54
Number not stated	959	699	796	574	644	630
Religion %	1.7%	1.8%	1.5%	2.3%	3.6%	4.1%

# Leaver profile - protected characteristic

YTD data period : 01 April 2022 - 31 March 2023  
 Previous year period : 01 April 2021 - 31 March 2022

## Officers

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Officer	411	416	368	542	594
Minority Ethnic	30	36	27	50	71
DDA	48	51	37	60	73
Female	99	122	101	148	208
LGBT+	9	7	11	14	26
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	1	4	8	19	22

Minority Ethnic %	7.3%	8.7%	7.3%	9.2%	12.0%
DDA %	11.7%	12.3%	10.1%	11.1%	12.3%
Female %	24.1%	29.3%	27.4%	27.3%	35.0%
LGBT+ %	2.2%	1.7%	3.0%	2.6%	4.4%
Religion %	0.2%	1.0%	2.2%	3.5%	3.7%

Total Officer - turnover rate %	6.34%	6.18%	5.38%	7.75%	8.14%
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## PCSOs

	2018-19	2019-20	2020-21	2021-22	2022-23
Total PCSO	70	88	51	74	93
Minority Ethnic	11	10	8	8	10
DDA	4	10	6	8	11
Female	27	34	19	31	43
LGBT+	2	1	0	2	6
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	7	3	4	2	7

Minority Ethnic %	15.7%	11.4%	15.7%	10.8%	10.8%
DDA %	5.7%	11.4%	11.8%	10.8%	11.8%
Female %	38.6%	38.6%	37.3%	41.9%	46.2%
LGBT+ %	2.9%	1.1%	0.0%	2.7%	6.5%
Religion %	10.0%	3.4%	7.8%	2.7%	7.5%

Total PCSO - turnover rate %	10.86%	14.64%	8.51%	12.57%	17.53%
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## Staff exc PCSOs

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Staff	376	496	382	456	540
Minority Ethnic	37	41	37	44	39
DDA	32	48	38	60	51
Female	215	275	230	253	313
LGBT+	5	11	6	22	22
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	10	9	7	18	21

Minority Ethnic %	9.8%	8.3%	9.7%	9.6%	7.2%
DDA %	8.5%	9.7%	9.9%	13.2%	9.4%
Female %	57.2%	55.4%	60.2%	55.5%	58.0%
LGBT+ %	1.3%	2.2%	1.6%	4.8%	4.1%
Religion %	2.7%	1.8%	1.8%	3.9%	3.9%

Total Staff - turnover rate %	9.73%	12.48%	9.57%	11.21%	12.73%
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## Specials

	2018-19	2019-20	2020-21	2021-22	2022-23
Total Specials	172	164	102	107	103
Minority Ethnic	31	19	12	6	6
DDA	0	0	0	0	4
Female	43	53	29	36	34
LGBT+	2	4	1	3	7
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	1	1	2	3	4

Minority Ethnic %	18.0%	11.6%	11.8%	5.6%	5.8%
DDA %	0.0%	0.0%	0.0%	0.0%	3.9%
Female %	25.0%	32.3%	28.4%	33.6%	33.0%
LGBT+ %	1.2%	2.4%	1.0%	2.8%	6.8%
Religion %	0.6%	0.6%	2.0%	2.8%	3.9%

Total Special - turnover rate %	41.70%	47.54%	30.09%	32.97%	35.83%
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# Leaver profile - Age

YTD data period : 01 April 2022 - 31 March 2023  
 Previous year period : 01 April 2021 - 31 March 2022

## Officer, Staff, PCSO & Specials

	16-19	20-29	30-39	40-49	50-59	60-64	65+
Total leavers as at 31 March 2023	29	427	226	170	365	67	46
% of leavers	2.2%	32.1%	17.0%	12.8%	27.4%	5.0%	3.5%

Total number	Average age
1,330	40

## Breakdown by employee type and progression over the last 5 years

### Officers

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	0.0%	2.0%	16.8%	21.8%	59.0%	0.4%	0.0%
March 2019	0.0%	3.9%	13.1%	21.7%	60.1%	1.2%	0.0%
March 2020	0.0%	10.8%	12.7%	20.9%	55.3%	0.0%	0.2%
March 2021	0.0%	9.5%	15.2%	16.3%	58.2%	0.5%	0.3%
March 2022	0.2%	17.0%	17.5%	16.4%	48.5%	0.4%	0.0%
March 2023	0.5%	25.9%	16.7%	15.3%	40.9%	0.7%	0.0%

Total number	Average age
537	48
411	48
416	46
368	47
542	44
594	42

### Comments

As expected a high proportion of Officers leave the Force aged between 50 - 59 through retirement

### Staff exc PCSOs

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	2.8%	33.5%	15.3%	12.0%	21.7%	8.7%	5.9%
March 2019	13.0%	25.5%	15.4%	12.2%	20.7%	8.8%	4.3%
March 2020	14.5%	33.9%	9.9%	9.5%	16.1%	10.9%	5.2%
March 2021	8.4%	34.0%	15.2%	9.9%	15.2%	12.0%	5.2%
March 2022	8.3%	29.4%	14.9%	12.7%	17.3%	9.0%	8.3%
March 2023	4.3%	34.4%	15.0%	9.1%	18.9%	10.6%	7.8%

Total number	Average age
391	40
376	39
496	37
382	39
456	40
540	40

### PCSOs

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	0.0%	39.8%	37.3%	16.9%	2.4%	2.4%	1.2%
March 2019	2.9%	40.0%	28.6%	15.7%	7.1%	2.9%	2.9%
March 2020	1.1%	40.9%	28.4%	17.0%	9.1%	1.1%	2.3%
March 2021	0.0%	33.3%	23.5%	11.8%	11.8%	13.7%	5.9%
March 2022	1.4%	35.1%	28.4%	9.5%	12.2%	4.1%	9.5%
March 2023	0.0%	32.3%	26.9%	17.2%	12.9%	6.5%	4.3%

Total number	Average age
83	34
70	37
88	34
51	40
74	38
93	39

### Specials

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
March 2018	0.4%	74.8%	18.8%	4.5%	1.5%	0.0%	0.0%
March 2019	1.7%	64.5%	23.8%	7.0%	2.9%	0.0%	0.0%
March 2020	1.2%	65.9%	22.0%	6.1%	2.4%	2.4%	0.0%
March 2021	2.9%	67.6%	15.7%	8.8%	4.9%	0.0%	0.0%
March 2022	3.7%	66.4%	18.7%	7.5%	3.7%	0.0%	0.0%
March 2023	2.9%	55.3%	20.4%	13.6%	7.8%	0.0%	0.0%

Total number	Average age
266	27
172	29
164	29
102	28
107	28
103	31

### Comments



# Leaver profile - reason for leaving

YTD data period : 01 April 2022 - 31 March 2023  
 Previous year period : 01 April 2021 - 31 March 2022

## Total

Officer, Staff, PCSO & Specials	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	380	36.93%	411	35.40%	258	28.54%	490	41.56%	690	51.88%
Transfer to another Force	46	4.47%	76	6.55%	76	8.41%	127	10.77%	85	6.39%
Retirement	314	30.52%	314	27.05%	286	31.64%	348	29.52%	343	25.79%
Medically retired	50	4.86%	37	3.19%	32	3.54%	16	1.36%	29	2.18%
Redundancy	5	0.49%	28	2.41%	10	1.11%	4	0.34%	4	0.30%
Voluntary redundancy	7	0.68%	4	0.34%	9	1.00%	1	0.08%	1	0.08%
Join as Police Officer	166	16.13%	193	16.62%	145	16.04%	145	12.30%	124	9.32%
Dismissed	14	1.36%	17	1.46%	14	1.55%	14	1.19%	25	1.88%
Other	47	4.57%	81	6.98%	74	8.19%	34	2.88%	29	2.18%
<b>Total</b>	<b>1029</b>		<b>1161</b>		<b>904</b>		<b>1179</b>		<b>1330</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned

Apr 22 - Mar 23 breakdown by type	Officers	Staff exc PCSOs	PCSOs	Specials	
Resignation	237	330	54	69	
Transfer to another Force	75	6	3	1	
Retirement	237	96	10	0	
Medically retired	18	11	0	0	
Redundancy	0	4	0	0	
Voluntary redundancy	0	1	0	0	
Join as Police Officer	0	69	23	32	
Dismissed	18	6	1	0	
Other	9	17	2	1	
<b>Total</b>	<b>594</b>	<b>540</b>	<b>93</b>	<b>103</b>	<b>1330</b>

## Minority Ethnic

Officer, Staff, PCSO & Specials	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total Minority Ethnic	Number	% of total Minority Ethnic	Number	% of total Minority Ethnic	Number	% of total Minority Ethnic	Number	% of total Minority Ethnic
Resignation	49	44.95%	43	40.57%	37	44.05%	57	52.8%	87	69.05%
Transfer to another Force	3	2.75%	4	3.77%	4	4.76%	15	13.9%	8	6.35%
Retirement	19	17.43%	15	14.15%	8	9.52%	12	11.1%	13	10.32%
Medically retired	2	1.83%	2	1.89%	4	4.76%	0	0.0%	2	1.59%
Redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.0%	0	0.00%
Voluntary redundancy	1	0.92%	0	0.00%	2	2.38%	0	0.0%	0	0.00%
Join as Police Officer	26	23.85%	28	26.42%	18	21.43%	14	13.0%	7	5.56%
Dismissed	3	2.75%	6	5.66%	1	1.19%	5	4.6%	5	3.97%
Other	6	5.50%	8	7.55%	10	11.90%	5	4.6%	4	3.17%
<b>Total</b>	<b>109</b>		<b>106</b>		<b>84</b>		<b>108</b>		<b>126</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned

## DDA

Officer, Staff, PCSO & Specials	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA
Resignation	20	23.81%	35	32.11%	14	17.07%	56	43.75%	66	47.48%
Transfer to another Force	4	4.76%	3	2.75%	7	8.54%	2	1.56%	7	5.04%
Retirement	33	39.29%	38	34.86%	28	34.15%	52	40.63%	40	28.78%
Medically retired	17	20.24%	15	13.76%	18	21.95%	7	5.47%	10	7.19%
Redundancy	1	1.19%	2	1.83%	1	1.22%	1	0.78%	0	0.00%
Voluntary redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	5	5.95%	8	7.34%	5	6.10%	5	3.91%	7	5.04%
Dismissed	2	2.38%	3	2.75%	3	3.66%	2	1.56%	4	2.88%
Other	2	2.38%	5	4.59%	6	7.32%	3	2.34%	5	3.60%
<b>Total</b>	<b>84</b>		<b>109</b>		<b>82</b>		<b>128</b>		<b>139</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned

**Female**

**Officer, Staff, PCSO & Specials**

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total Female	Number	% of total Female	Number	% of total Female	Number	% of total Female	Number	% of total Female
Resignation	176	45.83%	196	40.50%	129	33.95%	246	52.56%	347	58.03%
Transfer to another Force	14	3.65%	21	4.34%	26	6.84%	34	7.26%	25	4.18%
Retirement	85	22.14%	100	20.66%	96	25.26%	94	20.09%	134	22.41%
Medically retired	15	3.91%	18	3.72%	14	3.68%	6	1.28%	16	2.68%
Redundancy	2	0.52%	16	3.31%	5	1.32%	2	0.43%	2	0.33%
Voluntary redundancy	2	0.52%	2	0.41%	4	1.05%	0	0.00%	0	0.00%
Join as Police Officer	56	14.58%	83	17.15%	66	17.37%	64	13.68%	59	9.87%
Dismissed	4	1.04%	5	1.03%	3	0.79%	3	0.64%	3	0.50%
Other	30	7.81%	43	8.88%	37	9.74%	19	4.06%	12	2.01%
<b>Total</b>	<b>384</b>		<b>484</b>		<b>380</b>		<b>468</b>		<b>598</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned

**Sexual orientation**

**Officer, Staff, PCSO & Specials**

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	4	22.22%	10	43.48%	5	27.78%	28	68.29%	39	63.93%
Transfer to another Force	2	11.11%	1	4.35%	3	16.67%	3	7.32%	4	6.56%
Retirement	7	38.89%	6	26.09%	6	33.33%	5	12.20%	5	8.20%
Medically retired	0	0.00%	0	0.00%	2	11.11%	1	2.44%	1	1.64%
Redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Voluntary redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	4	22.22%	6	26.09%	1	5.56%	3	7.32%	10	16.39%
Dismissed	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.28%
Other	1	5.56%	0	0.00%	1	5.56%	1	2.44%	0	0.00%
<b>Total</b>	<b>18</b>		<b>23</b>		<b>18</b>		<b>41</b>		<b>61</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned

**Religion**

**Officer, Staff, PCSO & Specials**

	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	9	47.37%	5	29.41%	11	50.00%	24	57.14%	40	74.07%
Transfer to another Force	0	0.00%	0	0.00%	1	4.55%	3	7.14%	0	0.00%
Retirement	2	10.53%	3	17.65%	4	18.18%	7	16.67%	6	11.11%
Medically retired	0	0.00%	0	0.00%	2	9.09%	0	0.00%	0	0.00%
Redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Voluntary redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	8	42.11%	7	41.18%	3	13.64%	6	14.29%	5	9.26%
Dismissed	0	0.00%	2	11.76%	1	4.55%	0	0.00%	1	1.85%
Other	0	0.00%	0	0.00%	0	0.00%	2	4.76%	2	3.70%
<b>Total</b>	<b>19</b>		<b>17</b>		<b>22</b>		<b>42</b>		<b>54</b>	

Other includes - deceased, death in service, end of temp contract, join police staff, alternative to dismissal - resigned