

HR Equality Bulletin

March 2024



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
Grievances
Leavers



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 2023 - 31 March 2024

Previous year period 01 April 2022 - 31 March 2023

Officer, Staff, PCSO & Specials

Actual numbers	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar 2024
Total	11,527	11,778	12,013	12,413	13,184	13,294
Minority Ethnic	818	927	1,011	1,105	1,191	1,205
Declared Disabled (DDA)	1,050	1,124	1,232	1,338	1,503	1,653
Female	4,873	4,988	5,202	5,563	5,973	6,080

% of total strength

Minority Ethnic %	7.10%	7.87%	8.42%	8.90%	9.03%	9.06%
DDA %	9.11%	9.54%	10.26%	10.78%	11.40%	12.43%
Female %	42.27%	42.35%	43.30%	44.82%	45.30%	45.73%

	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar 2024
Sexual orientation (LGBT+)	213	208	295	421	651	720
Number not stated	7146	7514	7052	6510	5419	4959
LGBT+ %	1.85%	1.77%	2.46%	3.39%	4.94%	5.42%

Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	178	185	280	373	533	563
Number not stated	7837	8153	7678	7170	6000	5479
Religion %	1.54%	1.57%	2.33%	3.00%	4.04%	4.23%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

Officer, Staff, PCSO & Specials

	Headcount	% of strength
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%
March 2024	1205	9.06%

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 (16+) 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	9.06%
% economically active	20.00%

Comments: Within England 19.0% of the population are classed as non-white
 Within the GMP area according to the 2021 census approx 20.00% of the local population are Minority Ethnic and are either in work or looking for work.
 This compares with current workforce mix of 9.06% Minority Ethnic employees

Breakdown by employee type and progression over the last 5 years

Officers

	Headcount	% of strength
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%
March 2024	792	9.66%

Staff exc PCSOs

	Headcount	% of strength
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%
March 2024	339	7.46%

PCSOs

	Headcount	% of strength
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%
March 2024	54	14.92%

Specials

	Headcount	% of strength
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%
March 2024	20	10.42%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

Declared Disabled (DD)

Officer, Staff, PCSO & Specials

Current DD% of total Force strength

% of Greater Manchester working population declared disabled

12.43%

18.3%

Officer, Staff, PCSO & Specials

	Headcount	% of strength
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%
March 2024	1653	12.43%

Breakdown by employee type and progression over the last 5 years

Officers

	Headcount	% of strength
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%
March 2024	994	12.12%

Staff exc PCSOs

	Headcount	% of strength
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%
March 2024	600	13.21%

PCSOs

	Headcount	% of strength
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%
March 2024	52	14.36%

Specials

	Headcount	% of strength
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%
March 2024	7	3.65%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

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 2019	4873	42.27%
March 2020	4988	42.35%
March 2021	5202	43.30%
March 2022	5563	44.82%
March 2023	5973	45.30%
March 2024	6,080	45.73%

Officer, Staff, PCSO & Specials

Current Female % of total Force strength	45.73%
% economically active	47.50%

Breakdown by employee type and progression over the last 5 years

Officers

	Headcount	% of strength
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%
March 2024	3016	36.79%

Staff exc PCSOs

	Headcount	% of strength
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%
March 2024	2867	63.12%

PCSOs

	Headcount	% of strength
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%
March 2024	154	42.54%

Specials

	Headcount	% of strength
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%
March 2024	43	22.40%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

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 2024	214	3422	3105	3385	2462	523	175
% of headcount	1.6%	25.8%	23.4%	25.5%	18.5%	3.9%	1.3%

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 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%
March 2024	1.4%	28.6%	25.9%	29.8%	14.2%	0.1%	0.0%

Average age
41
40
39
38
37
37

Staff exc PCSOs

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
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%
March 2024	2.1%	21.8%	18.7%	18.0%	25.5%	10.4%	3.5%

Average age
44
43
44
43
43
43

PCSOs

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
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%
March 2024	0.0%	9.1%	19.6%	23.2%	34.0%	10.8%	3.3%

Average age
41
42
43
44
46
47

Specials

	16-19	20 - 29	30 - 39	40- 49	50-59	60-64	65 +
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%
March 2024	2.6%	29.7%	31.8%	21.4%	7.8%	1.0%	1.6%

Average age
31
31
32
34
36
34

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

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 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar 2024
Sexual orientation (LGBT+)	213	208	295	421	651	720
LGBT+ % of total headcount	1.8%	1.8%	2.5%	3.4%	4.9%	5.4%
Heterosexual	4168	4056	4666	5472	7114	7615
% Not Stated	63.8%	63.8%	58.7%	52.4%	41.1%	37.3%

Officers

	Headcount	% of strength
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%
March 2024	452	5.51%

Staff exc PCSOs

	Headcount	% of strength
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%
March 2024	231	5.09%

PCSOs

	Headcount	% of strength
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%
March 2024	16	4.42%

Specials

	Headcount	% of strength
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%
March 2024	21	10.94%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

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

Religion

	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar 2024	%
Christian	2246	2176	2395	2667	3401	3654	27.49%
Muslim	120	119	205	297	425	455	3.42%
Hindu	26	28	29	30	39	43	0.32%
Buddhist	16	17	16	18	26	23	0.17%
Sikh	6	10	12	11	13	9	0.07%
Jewish	10	11	17	17	29	32	0.24%
Other	421	420	506	628	875	874	6.57%
None	845	844	1155	1575	2376	2725	20.50%
Not stated	7837	8153	7678	7170	6000	5479	41.21%

Officers

	Mar 2024	% of strength
Christian	2029	24.75%
Muslim	251	3.06%
Hindu	16	0.20%
Buddhist	10	0.12%
Sikh	8	0.10%
Jewish	24	0.29%
Other	481	5.87%
None	1671	20.38%
Not stated	3708	45.23%

Staff exc PCSOs

	Mar 2024	% of strength
Christian	1508	33.20%
Muslim	171	3.76%
Hindu	23	0.51%
Buddhist	12	0.26%
Sikh	1	0.02%
Jewish	7	0.15%
Other	374	8.23%
None	958	21.09%
Not stated	1488	32.76%

PCSOs

	Mar 2024	% of strength
Christian	84	23.20%
Muslim	20	5.52%
Hindu	4	1.10%
Buddhist	1	0.28%
Sikh	0	0.00%
Jewish	1	0.28%
Other	18	4.97%
None	37	10.22%
Not stated	197	54.42%

Specials

	Mar 2024	% of strength
Christian	33	17.19%
Muslim	13	6.77%
Hindu	0	0.00%
Buddhist	0	0.00%
Sikh	0	0.00%
Jewish	0	0.00%
Other	1	0.52%
None	59	30.73%
Not stated	86	44.79%

Is Force strength representative of the communities that it polices?

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

Part time working

Number working part time	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar-24	% of March 24 strength
Officers	337	300	256	263	242	221	2.7%
Staff exc PCSOs	768	805	801	787	774	793	17.5%
PCSOs	58	59	54	63	55	49	13.5%
Total	1163	1164	1111	1113	1071	1063	8.1%

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 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023	Mar 2024	% of March 24 strength
Officers	55	57	54	60	71	69	2.3%
Staff exc PCSOs	61	55	40	44	47	49	1.7%
PCSOs	3	6	10	5	4	6	3.9%
Total	119	118	104	109	122	124	2.1%
% of Female strength	2.6%	2.5%	2.4%	2.0%	2.1%	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 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

Officer, Staff, PCSO & Specials	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Total	1,271	1,415	1138	1578	2106	1278
Minority Ethnic	133	200	166	205	224	125
Declared Disabled (DDA)	17	23	65	144	222	113
Female	564	608	582	825	1017	624

Minority Ethnic %	10.5%	14.1%	14.6%	13.0%	10.6%	9.8%
DDA %	1.3%	1.6%	5.7%	9.1%	10.5%	8.8%
Female %	44.4%	43.0%	51.1%	52.3%	48.3%	48.8%

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

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sexual orientation (LGBT+)	17	16	96	165	203	126
Number not stated	915	1127	142	71	82	59
LGBT+ %	1.3%	1.1%	8.4%	10.5%	9.6%	9.9%

Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	23	20	106	135	161	91
Number not stated	926	1134	162	137	153	65
Religion %	1.8%	1.4%	9.3%	8.6%	7.6%	7.1%

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

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

2021 Census Data

Minority ethnic % population of England

Minority Ethnic % of Greater Manchester population (16+) 2021 census

Minority Ethnic % of Greater Manchester economically active population

19%
23.60%
20.00%

Female % of Greater Manchester population (16+)

Female % of Greater Manchester economically active population

51.24%
47.50%

Officers

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Officer	834	585	839	1206	684
Minority Ethnic	146	98	125	116	56
DDA	2	36	97	178	65
Female	305	280	397	477	279
LGBT+	1	50	89	125	70
Religion - Buddhist, Muslim, Sikh & Hindu	3	55	78	64	39

Minority Ethnic %	17.5%	16.8%	14.9%	9.6%	8.2%
DDA %	0.2%	6.2%	11.6%	14.8%	9.5%
Female %	36.6%	47.9%	47.3%	39.6%	40.8%
LGBT+ %	0.1%	8.5%	10.6%	10.4%	10.2%
Religion %	0.4%	9.4%	9.3%	5.3%	5.7%

PCSOs

	2019-20	2020-21	2021-22	2022-23	2023-24
Total PCSO	31	47	53	0	0
Minority Ethnic	6	16	8	0	0
DDA	0	2	2	0	0
Female	12	16	30	0	0
LGBT+	0	2	9	0	0
Religion - Buddhist, Muslim, Sikh, Hindu and Jewish	1	15	4	0	0

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

Staff exc PCSOs

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Staff	426	416	608	866	545
Minority Ethnic	33	38	64	103	61
DDA	21	27	45	43	45
Female	252	257	370	529	329
LGBT+	15	34	56	74	50
Religion - Buddhist, Muslim, Sikh & Hindu	16	24	48	92	48

Minority Ethnic %	7.7%	9.1%	10.5%	11.9%	11.2%
DDA %	4.9%	6.5%	7.4%	5.0%	8.3%
Female %	59.2%	61.8%	60.9%	61.1%	60.4%
LGBT+ %	3.5%	8.2%	9.2%	8.5%	9.2%
Religion %	3.8%	5.8%	7.9%	10.6%	8.8%

Specials

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Specials	124	90	78	34	49
Minority Ethnic	15	14	8	5	8
DDA	0	0	0	1	3
Female	39	29	28	11	16
LGBT+	0	10	11	4	6
Religion - Buddhist, Muslim, Sikh, Hindu and Jewish	0	12	5	5	4

Minority Ethnic %	12.1%	15.6%	10.3%	14.7%	16.3%
DDA %	0.0%	0.0%	0.0%	2.9%	6.1%
Female %	31.5%	32.2%	35.9%	32.4%	32.7%
LGBT+ %	0.0%	11.1%	14.1%	11.8%	12.2%
Religion %	0.0%	13.3%	6.4%	14.7%	8.2%

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

YTD data period : 01 April 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

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 2024	174	665	199	103	117	13	7
% of headcount	13.6%	52.0%	15.6%	8.1%	9.2%	1.0%	0.5%

Total number	Average age
1,278	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 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%
March 2024	16.2%	63.2%	14.5%	4.8%	1.3%	0.0%	0.0%

Total number	Average age
490	28
834	27
585	28
839	28
1206	28
684	26

Staff exc PCSOs

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
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%
March 2024	10.6%	38.3%	16.5%	11.7%	19.4%	2.4%	0.9%

Total number	Average age
660	30
426	32
416	31
608	32
865	32
545	35

PCSOs

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
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%
March 2024	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

Specials

% of new starts	16-19	20-29	30-39	40-49	50-59	60-64	65+
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%
March 2024	12.1%	62.9%	17.7%	5.6%	1.6%	0.0%	0.0%

Total number	Average age
76	26
124	26
90	29
78	28
34	28
49	30

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-2024

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%	7.14%
G' Tameside	12.5%	8.27%
J' Stockport	11.9%	7.50%
K' Bolton	23.8%	8.79%
L' Wigan	4.5%	4.15%
M' Trafford	20.1%	7.90%
N' Bury	14.3%	11.96%
P' Rochdale	21.8%	15.73%
Q' Oldham	25.2%	15.57%
Operational Branches	n/a	7.28%
Support Branches	n/a	8.31%
Total	20.00%	9.06%

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	477	170	647	86	17	103	19	3	22	11	1	12	7	1	8	600	192	792
Total Minority Ethnic Officers (%)	12.8%	7.1%	10.6%	8.9%	3.9%	7.3%	6.3%	2.5%	5.2%	9.9%	1.9%	7.3%	9.3%	3.7%	7.8%	11.6%	6.4%	9.7%
Total DDA	428	320	748	90	61	151	48	16	64	12	7	19	9	3	12	587	407	994
Total DDA Officers (%)	11.5%	13.4%	12.2%	9.3%	14.2%	10.8%	15.8%	13.4%	15.2%	10.8%	13.0%	11.5%	12.0%	11.1%	11.8%	11.3%	13.5%	12.1%
Total LGBT+ Officers	155	221	376	27	21	48	9	9	18	3	3	6	3	1	4	197	255	452
Total LGBT+ Officers (%)	4.2%	9.3%	6.2%	2.8%	4.9%	3.4%	3.0%	7.6%	4.3%	2.7%	5.6%	3.6%	4.0%	3.7%	3.9%	3.8%	8.5%	5.5%
Total Buddhist, Muslim, Sikh, Hindu and Jewish	203	51	254	28	7	35	11	0	11	5	3	8	2	0	2	249	61	310
Total Buddhist, Muslim, Sikh, Hindu & Jewish Officers %	5.5%	2.1%	4.2%	2.9%	1.6%	2.5%	3.6%	0.0%	2.6%	4.5%	5.6%	4.8%	2.7%	0.0%	2.0%	4.8%	2.0%	3.8%
Total Force Strength	3,722	2,385	6,107	971	431	1,402	303	119	422	111	54	165	75	27	102	5,182	3,016	8,198
Total Officers (%)	45.4%	29.1%	74.5%	11.8%	5.3%	17.1%	3.7%	1.5%	5.1%	1.4%	0.7%	2.0%	0.9%	0.3%	1.2%	63.2%	36.8%	100.0%

Officer distribution

Current period Mar-2024

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	1410	888	63.0%	522	37.0%	158	17.8%	55	10.5%	213	15.1%	85	9.6%	62	11.9%	147	10.4%
F' Salford	510	282	55.3%	228	44.7%	21	7.4%	15	6.6%	36	7.1%	28	9.9%	27	11.8%	55	10.8%
G' Tameside	397	221	55.7%	176	44.3%	28	12.7%	8	4.5%	36	9.1%	23	10.4%	25	14.2%	48	12.1%
J' Stockport	406	240	59.1%	166	40.9%	20	8.3%	9	5.4%	29	7.1%	25	10.4%	11	6.6%	36	8.9%
K' Bolton	513	295	57.5%	218	42.5%	32	10.8%	15	6.9%	47	9.2%	34	11.5%	30	13.8%	64	12.5%
L' Wigan	501	281	56.1%	220	43.9%	15	5.3%	3	1.4%	18	3.6%	35	12.5%	31	14.1%	66	13.2%
M' Trafford	328	196	59.8%	132	40.2%	15	7.7%	10	7.6%	25	7.6%	22	11.2%	16	12.1%	38	11.6%
N' Bury	365	233	63.8%	132	36.2%	42	18.0%	8	6.1%	50	13.7%	37	15.9%	20	15.2%	57	15.6%
P' Rochdale	411	231	56.2%	180	43.8%	46	19.9%	13	7.2%	59	14.4%	31	13.4%	21	11.7%	52	12.7%
Q' Oldham	438	258	58.9%	180	41.1%	55	21.3%	15	8.3%	70	16.0%	42	16.3%	21	11.7%	63	14.4%
Operational Branches	2370	1704	71.9%	666	28.1%	139	8.2%	30	4.5%	169	7.1%	168	9.9%	105	15.8%	273	11.5%
Support Branches	332	220	66.3%	112	33.7%	23	10.5%	5	4.5%	28	8.4%	52	23.6%	31	27.7%	83	25.0%
Other (career break etc)	217	133	0.0%	84	0.0%	6	0.0%	6	0.0%	12	0.0%	5	0.0%	7	0.0%	12	0.0%
Total Force	8198	5182	63.2%	3016	36.8%	600	11.6%	192	6.4%	792	9.7%	587	11.3%	407	13.5%	994	12.1%
% of Force Total			100.00%						9.66%						12.12%		

Figures are headcount and include officers on Career Breaks & those on Out of Force Secondment
Officers are shown against their current districts / 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	112	63	56.3%	49	43.8%	4	6.3%	4	8.2%	8	7.1%	9	14.3%	3	6.1%	12	10.7%
20-29	2,343	1,239	52.9%	1,104	47.1%	202	16.3%	96	8.7%	298	12.7%	124	10.0%	119	10.8%	243	10.4%
30-39	2,124	1,388	65.3%	736	34.7%	200	14.4%	46	6.3%	246	11.6%	145	10.4%	73	9.9%	218	10.3%
40-49	2,444	1,650	67.5%	794	32.5%	146	8.8%	38	4.8%	184	7.5%	185	11.2%	149	18.8%	334	13.7%
50-59	1,166	835	71.6%	331	28.4%	47	5.6%	8	2.4%	55	4.7%	124	14.9%	63	19.0%	187	16.0%
60-64	9	7	77.8%	2	22.2%	1	14.3%	0	0.0%	1	11.1%	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%
Totals	8,198	5,182	63.2%	3,016	36.8%	600	11.6%	192	6.4%	792	9.7%	587	11.3%	407	13.5%	994	12.1%
Percentage for Group			100.00%						9.66%						12.12%		

Officer distribution

Current period

Mar-2024

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	570	389	959	139	45	184	105	56	161	11	9	20	37	17	54	4	1	5
F Salford	202	179	381	18	14	32	39	28	67	2	1	3	14	5	19	0	0	0
G Tameside	152	135	287	21	8	29	27	25	52	5	0	5	11	6	17	0	0	0
J Stockport	166	135	301	14	8	22	39	16	55	5	0	5	10	3	13	1	1	2
K Bolton	208	168	376	30	15	45	38	28	66	1	0	1	12	5	17	0	0	0
L Wigan	199	186	385	13	2	15	50	23	73	1	1	2	13	5	18	1	0	1
M Trafford	129	98	227	13	7	20	33	20	53	2	2	4	15	2	17	0	0	0
N Bury	137	100	237	37	8	45	37	18	55	3	0	3	11	5	16	2	0	2
P Rochdale	135	144	279	34	12	46	38	13	51	11	0	11	9	7	16	0	1	1
Q Oldham	147	138	285	49	15	64	39	19	58	4	0	4	13	4	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	10	12	22	2	1	3	1	3	4	1	0	1	6	2	8	0	0	0
SI Change and Transformation	14	1	15	2	0	2	8	1	9	0	0	0	3	1	4	1	0	1
SJ Criminal Justice & Custody	14	18	32	6	0	6	129	35	164	18	0	18	20	10	30	0	0	0
SR Strategic Resourcing	0	5	5	0	0	0	0	1	1	1	0	1	3	1	4	0	0	0
TC North West Counter Terrorism	105	49	154	13	2	15	33	7	40	2	0	2	13	5	18	1	0	1
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	1	5	0	0	0	1	1	2	0	0	0
UT Org. Learning and Workforce Developm	87	39	126	8	4	12	16	14	30	2	0	2	3	4	7	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	143	351	10	6	16	60	48	108	3	1	4	23	19	42	2	0	2
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	1	0	1	0	0	0	2	1	3	0	0	0	0	0	0	0	0	0
WS Chief Officers Support Team	1	0	1	0	0	0	4	2	6	0	0	0	2	1	3	0	0	0
WT Information Management	2	6	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WX Operational Communications	128	95	223	29	13	42	50	20	70	6	1	7	20	4	24	0	0	0
XL Legal Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
XO Specialist Operations	534	104	638	34	2	36	102	18	120	7	1	8	28	4	32	2	0	2
XY Professional Standards	9	16	25	0	3	3	7	6	13	0	0	0	4	1	5	1	0	1
Career Breaks	14	20	34	1	2	3	6	1	7	1	1	2	1	0	1	0	0	0
External Secondments	68	35	103	4	3	7	18	10	28	0	0	0	12	4	16	0	0	0
Total Force Strength	3245	2215	5460	477	170	647	885	414	1299	86	17	103	284	116	400	19	3	22
% of Force Total	66.60%			7.89%			15.85%			1.26%			4.88%			0.27%		

Officer distribution

Current period

Mar-2024

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	12	4	16	1	0	1	6	1	7	3	0	3	730	467	1197	158	55	213
F' Salford	4	1	5	0	0	0	2	0	2	1	0	1	261	213	474	21	15	36
G' Tameside	1	2	3	1	0	1	2	0	2	1	0	1	193	168	361	28	8	36
J' Stockport	4	1	5	0	0	0	1	2	3	0	0	0	220	157	377	20	9	29
K' Bolton	3	1	4	1	0	1	2	1	3	0	0	0	263	203	466	32	15	47
L' Wigan	2	2	4	0	0	0	2	1	3	0	0	0	266	217	483	15	3	18
M' Trafford	3	1	4	0	0	0	1	1	2	0	1	1	181	122	303	15	10	25
N' Bury	3	1	4	0	0	0	3	0	3	0	0	0	191	124	315	42	8	50
P' Rochdale	2	2	4	0	0	0	1	1	2	1	0	1	185	167	352	46	13	59
Q' Oldham	2	2	4	0	0	0	2	2	4	0	0	0	203	165	368	55	15	70
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	3	0	3	1	0	1	1	1	2	0	0	0	21	18	39	4	1	5
S' Change and Transformation	3	3	6	1	0	1	4	0	4	0	0	0	32	6	38	4	0	4
SJ' Criminal Justice & Custody	7	3	10	1	0	1	6	3	9	0	0	0	176	69	245	25	0	25
SR' Strategic Resourcing	1	1	2	1	0	1	0	0	0	0	0	0	4	8	12	2	0	2
TC' North West Counter Terrorism	4	3	7	0	1	1	2	1	3	0	0	0	157	65	222	16	3	19
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	10	2	12	0	0	0
UT' Org. Learning and Workforce Developm	2	1	3	0	0	0	3	1	4	0	0	0	111	59	170	12	4	16
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	11	10	21	1	0	1	11	4	15	0	0	0	313	224	537	16	7	23
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	1	1	0	0	0	0	0	0	0	0	0	3	2	5	0	0	0
WS' Chief Officers Support Team	1	1	2	0	0	0	0	1	1	0	0	0	8	5	13	0	0	0
WT' Information Management	0	0	0	0	0	0	0	0	0	0	0	0	2	6	8	0	0	0
WX' Operational Communications	18	3	21	2	0	2	2	2	4	0	0	0	218	124	342	37	14	51
XL' Legal Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
XO' Specialist Operations	8	3	11	0	0	0	4	1	5	0	0	0	676	130	806	43	3	46
XY' Professional Standards	2	1	3	1	0	1	3	0	3	0	0	0	25	24	49	2	3	5
Career Breaks	0	1	1	0	0	0	0	0	0	0	0	0	21	22	43	2	3	5
External Secondments	4	5	9	0	0	0	4	2	6	0	0	0	106	56	162	4	3	7
Total Force Strength	100	53	153	11	1	12	68	26	94	7	1	8	4582	2824	7406	600	192	792
% of Force Total	1.87%			0.15%			1.15%			0.10%			90.34%			9.66%		

Staff distribution

Current period Mar-2024

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
Total Minority Ethnic Staff	105	137	242	30	40	70	10	8	18	2	7	9	147	192	339
Total Minority Ethnic Staff (%)	10.6%	7.0%	8.2%	6.4%	6.0%	6.2%	7.5%	5.1%	6.2%	2.4%	7.4%	5.1%	8.8%	6.7%	7.5%
Total DDA	140	277	417	54	89	143	10	20	30	2	8	10	206	394	600
Total DDA Staff (%)	14.1%	14.2%	14.2%	11.5%	13.3%	12.6%	7.5%	12.7%	10.3%	2.4%	8.5%	5.6%	12.3%	13.7%	13.2%
Total LGBT+ Staff	64	103	167	19	25	44	7	5	12	5	3	8	95	136	231
Total LGBT+ Staff (%)	6.5%	5.3%	5.7%	4.1%	3.7%	3.9%	5.3%	3.2%	4.1%	6.0%	3.2%	4.5%	5.7%	4.7%	5.1%
Total Buddhist, Muslim, Sikh, Hindu & Jewish	77	88	165	14	17	31	7	6	13	0	5	5	98	116	214
Total Buddhist, Muslim, Sikh, Hindu & Jewish Staff %	7.8%	4.5%	5.6%	3.0%	2.5%	2.7%	5.3%	3.8%	4.5%	0.0%	5.3%	2.8%	5.9%	4.0%	4.7%
Total Force Strength	991	1,948	2,939	468	668	1,136	133	158	291	83	94	177	1,675	2,867	4,542
Total Staff (%)	21.8%	42.9%	64.7%	10.3%	14.7%	25.0%	2.9%	3.5%	6.4%	1.8%	2.1%	3.9%	36.9%	63.1%	100.0%

Staff distribution

Current period Mar-2024

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	132	48	36.4%	84	63.6%	2	4.2%	10	11.9%	12	9.1%	2	4.2%	12	14.3%	14	10.6%
F' Salford	47	16	34.04%	31	65.96%	0	0.00%	2	6.45%	2	4.26%	1	6.25%	3	9.68%	4	8.51%
G' Tameside	48	7	14.58%	41	85.42%	0	0.00%	2	4.88%	2	4.17%	0	0.00%	10	24.39%	10	20.83%
J' Stockport	40	15	37.50%	25	62.50%	1	6.67%	1	4.00%	2	5.00%	5	33.33%	4	16.00%	9	22.50%
K' Bolton	40	6	15.00%	34	85.00%	0	0.00%	2	5.88%	2	5.00%	1	16.67%	6	17.65%	7	17.50%
L' Wigan	48	12	25.00%	36	75.00%	0	0.00%	0	0.00%	0	0.00%	2	16.67%	2	5.56%	4	8.33%
M' Trafford	40	9	22.50%	31	77.50%	1	11.11%	3	9.68%	4	10.00%	1	11.11%	5	16.13%	6	15.00%
N' Bury	41	7	17.07%	34	82.93%	0	0.00%	1	2.94%	1	2.44%	3	42.86%	4	11.76%	7	17.07%
P' Rochdale	39	13	33.33%	26	66.67%	2	15.38%	4	15.38%	6	15.38%	0	0.00%	5	19.23%	5	12.82%
Q' Oldham	43	13	30.23%	30	69.77%	2	15.38%	2	6.67%	4	9.30%	3	23.08%	4	13.33%	7	16.28%
Operational Branches	2826	1027	36.34%	1799	63.66%	99	9.64%	107	5.95%	206	7.29%	137	13.34%	260	14.45%	397	14.05%
Support Branches	1160	487	41.98%	673	58.02%	39	8.01%	57	8.47%	96	8.28%	51	10.47%	77	11.44%	128	11.03%
Other (career break etc)	38	15	0.00%	23	0.00%	1	0.00%	1	0.00%	2	0.00%	0	0.00%	2	0.00%	2	0.00%
Total Force	4542	1675	36.88%	2867	63.12%	147	8.78%	192	6.70%	339	7.46%	206	12.30%	394	13.74%	600	13.21%
% of Force Total			100.00%					7.46%						13.21%			

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	97	31	32.0%	66	68.0%	4	4.1%	8	8.2%	12	12.4%	0	0.0%	5	5.2%	5	5.2%
20-29	989	301	30.4%	688	69.6%	51	5.2%	64	6.5%	115	11.6%	30	3.0%	76	7.7%	106	10.7%
30-39	849	314	37.0%	535	63.0%	37	4.4%	41	4.8%	78	9.2%	37	4.4%	55	6.5%	92	10.8%
40-49	816	265	32.5%	551	67.5%	39	4.8%	33	4.0%	72	8.8%	43	5.3%	76	9.3%	119	14.6%
50-59	1158	452	39.0%	706	61.0%	7	0.6%	35	3.0%	42	3.6%	61	5.3%	125	10.8%	186	16.1%
60-64	473	224	47.4%	249	52.6%	8	1.7%	8	1.7%	16	3.4%	24	5.1%	46	9.7%	70	14.8%
65+	160	88	55.0%	72	45.0%	1	0.6%	3	1.9%	4	2.5%	11	6.9%	11	6.9%	22	13.8%
Totals	4,542	1,675	36.9%	2,867	63.1%	147	3.2%	192	4.2%	339	7.5%	206	4.5%	394	8.7%	600	13.2%
Percentage for Group			100.00%					7.46%						13.21%			

Staff distribution

Current period

Mar-2024

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	31	63	94	1	8	9	14	9	23	1	2	3
F' Salford	14	22	36	0	2	2	1	7	8	0	0	0
G' Tameside	5	29	34	0	1	1	2	9	11	0	1	1
J' Stockport	11	19	30	1	1	2	3	4	7	0	0	0
K' Bolton	6	27	33	0	0	0	0	4	4	0	2	2
L' Wigan	12	27	39	0	0	0	0	9	9	0	0	0
M' Trafford	6	25	31	0	2	2	1	3	4	1	1	2
N' Bury	6	26	32	0	1	1	1	6	7	0	0	0
P' Rochdale	10	18	28	2	2	4	1	4	5	0	2	2
Q' Oldham	10	21	31	1	1	2	0	7	7	1	1	2
'SC' Corporate Communications Branch	0	7	7	0	0	0	11	20	31	1	0	1
'SF' Corporate Development Branch	0	6	6	2	0	2	2	14	16	0	1	1
'SI' Change and Transformation	0	2	2	0	0	0	2	5	7	2	0	2
'SJ' Criminal Justice & Custody	130	219	349	18	12	30	13	6	19	0	1	1
'SR' Strategic Resourcing	7	25	32	2	5	7	8	24	32	1	6	7
TC' North West Counter Terrorism	20	81	101	4	2	6	42	57	99	0	3	3
UP' Human Resources	7	10	17	2	2	4	0	2	2	1	0	1
US' Staff Associations	2	2	4	0	0	0	1	1	2	0	0	0
UT' Org. Learning and Workforce Developme	9	27	36	1	1	2	57	50	107	1	2	3
UI' Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0
VH' Serious Crime Division	50	187.5	237.5	3	12	15	145	252.5	397.5	13	8	21
VP' Public Protection	0	0	0	0	0	0	0	0	0	0	0	0
WD' Finance Branch	2	2	4	1	0	1	3	2	5	0	0	0
'WG' Business Support Services Branch	130	130	260	9	11	20	32	7	39	1	2	3
WM' Information Services	10	9	19	2	0	2	11	1	12	3	0	3
WS' Chief Officers Support Team	1	5	6	0	2	2	0	3	3	0	0	0
WT' Information Management	53	97	150	4	13	17	5	16	21	1	2	3
WX' Operational Communications	299	585	884	51	54	105	51	66	117	1	4	5
XL' Legal Services	0	10	10	0	0	0	2	3	5	0	1	1
XO' Specialist Operations	46	95	141	1	3	4	18	12	30	0	1	1
XY' Professional Standards	6	30	36	0	1	1	7	15	22	1	0	1
Career Breaks	0	0	0	0	0	0	0	0	0	0	0	0
External Secondments	3	4	7	0	1	1	5	9	14	1	0	1
Total Force Strength	886	1810.5	2696.5	105	137	242	438	627.5	1065.5	30	40	70
% of Force Total		59.4%			5.3%			23.5%			1.5%	

Staff distribution

Current period

Mar-2024

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	3	1	4	0	0	0
A' City of Manchester	1	2	3	0	0	0	0	0	0	0	0	0
F' Salford	1	0	1	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	1	1	0	0	0	0	0	0	0	0	0
L' Wigan	0	0	0	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	0	0	0	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	3	1	4	0	1	1	1	1	2	0	0	0
SF' Corporate Development Branch	5	8	13	0	0	0	1	2	3	0	0	0
SI' Change and Transformation	1	7	8	0	1	1	12	12	24	1	1	2
SJ' Criminal Justice & Custody	3	7	10	0	0	0	1	2	3	0	1	1
SR' Strategic Resourcing	0	14	14	2	0	2	1	2	3	0	0	0
TC' North West Counter Terrorism	20	28	48	1	1	2	7	7	14	0	1	1
UP' Human Resources	0	1	1	0	0	0	1	0	1	0	0	0
US' Staff Associations	0	0	0	0	0	0	0	0	0	0	0	0
UT' Org. Learning and Workforce Development	1	10	11	0	0	0	8	21	29	0	2	2
UI' Forcewide Secondment	0	0	0	0	0	0	0	0	0	0	0	0
VH' Serious Crime Division	55	30	85	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	2	3	5	0	0	0	6	8	14	1	0	1
WG' Business Support Services Branch	3	10	13	0	1	1	11	4	15	0	0	0
WM' Information Services	12	6	18	0	1	1	10	4	14	0	1	1
WS' Chief Officers Support Team	0	0	0	0	0	0	0	0	0	0	0	0
WT' Information Management	2	3	5	0	0	0	0	3	3	0	0	0
WX' Operational Communications	0	1	1	0	0	0	2	3	5	0	0	0
XL' Legal Services	5	8	13	1	1	2	5	7	12	0	0	0
XO' Specialist Operations	2	3	5	0	0	0	0	0	0	0	0	0
XY' Professional Standards	0	2	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	5	2	7	0	0	0	1	7	8	0	0	0
Total Force Strength	123	150	273	10	8	18	81	87	168	2	7	9
% of Force Total	6.0%			0.4%			3.7%			0.2%		

PCSO distribution

Current period

Mar-2024

PCSOs

Grade breakdown of current PCSO strength

	Total		
	Male	Female	Total
Total Minority Ethnic PCSOs	39	15	54
Total Minority Ethnic PCSOs (%)	18.8%	9.7%	14.9%
Total DDA	29	23	52
Total DDA PCSOs (%)	13.9%	14.9%	14.4%
Total LGBT+ PCSOs	4	12	16
Total LGBT+ PCSOs (%)	1.9%	7.8%	4.4%
Total Buddhist, Muslim, Sikh, Hindu & Jewish	21	5	26
Total Buddhist, Muslim, Sikh, Hindu & Jewish PCSOs %	10.1%	3.2%	7.2%
Total Force Strength	208	154	362
Total PCSOs (%)	57.5%	42.5%	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	67	36	53.7%	31	46.3%	6	16.7%	6	19.4%	12	17.9%	7	19.4%	4	12.9%	11	16.4%
F' Salford	28	19	67.9%	9	32.1%	2	10.5%	0	0.0%	2	7.1%	5	26.3%	1	11.1%	6	21.4%
G' Tameside	28	17	60.7%	11	39.3%	2	11.8%	0	0.0%	2	7.1%	3	17.6%	1	9.1%	4	14.3%
J' Stockport	21	13	61.9%	8	38.1%	4	30.8%	1	12.5%	5	23.8%	0	0.0%	2	25.0%	2	9.5%
K' Bolton	33	21	63.6%	12	36.4%	1	4.8%	2	16.7%	3	9.1%	5	23.8%	1	8.3%	6	18.2%
L' Wigan	39	18	46.2%	21	53.8%	4	22.2%	1	4.8%	5	12.8%	2	11.1%	3	14.3%	5	12.8%
M' Trafford	21	14	66.7%	7	33.3%	3	21.4%	0	0.0%	3	14.3%	1	7.1%	2	28.6%	3	14.3%
N' Bury	23	11	47.8%	12	52.2%	1	9.1%	1	8.3%	2	8.7%	0	0.0%	1	8.3%	1	4.3%
P' Rochdale	26	14	53.8%	12	46.2%	4	28.6%	3	25.0%	7	26.9%	2	14.3%	2	16.7%	4	15.4%
Q' Oldham	39	21	53.8%	18	46.2%	7	33.3%	0	0.0%	7	17.9%	3	14.3%	5	27.8%	8	20.5%
Operational Branches	37	24	64.9%	13	35.1%	5	20.8%	1	7.7%	6	16.2%	1	4.2%	1	7.7%	2	5.4%
Support Branches	0	0		0		0		0		0		0		0		0	
Other (career break etc)	0	0		0		0		0		0		0		0		0	
Total Force	362	208	57.5%	154	42.5%	39	18.8%	15	9.7%	54	14.9%	29	13.9%	23	14.9%	52	14.4%
% of Force Total			100.00%						14.92%						14.36%		

PCSO distribution

Current period

Mar-2024

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	33	16	48.5%	17	51.5%	9	27.3%	4	12.1%	13	39.4%	0	0.0%	0	0.0%	0	0.0%
30-39	71	35	49.3%	36	50.7%	12	16.9%	3	4.2%	15	21.1%	6	8.5%	5	7.0%	11	15.5%
40-49	84	54	64.3%	30	35.7%	7	8.3%	3	3.6%	10	11.9%	5	6.0%	2	2.4%	7	8.3%
50-59	123	68	55.3%	55	44.7%	9	7.3%	4	3.3%	13	10.6%	14	11.4%	11	8.9%	25	20.3%
60-64	39	26	66.7%	13	33.3%	2	5.1%	1	2.6%	3	7.7%	4	10.3%	3	7.7%	7	17.9%
65+	12	9	75.0%	3	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	16.7%	2	16.7%
Totals	362	208	57.5%	154	42.5%	39	10.8%	15	4.1%	54	14.9%	29	8.0%	23	6.4%	52	14.4%
Percentage for Group			100.00%					14.92%					14.36%				

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 2023 - 31 March 2024

Previous year period : 01 April 2022 - 31 March 2023

Officer, Staff, PCSO & Specials	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Total	1,029	1,164	903	1179	1330	1167
Minority Ethnic	109	106	84	108	126	110
Declared Disabled (DDA)	84	109	81	128	139	325
Female	384	484	379	468	598	521
Minority Ethnic %	9.1%	9.3%	9.3%	9.2%	9.5%	9.4%
DDA %	9.4%	9.0%	9.0%	10.9%	10.5%	27.8%
Female %	41.6%	42.0%	42.0%	39.7%	45.0%	44.6%
Total leavers - annual turnover rate (%)	9.99%	7.67%	7.67%	9.85%	10.76%	9.40%

The annual turnover % calculation has been revised, so figures may not match previous reporting

% of total strength	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Minority Ethnic %	7.9%	8.4%	8.42%	8.90%	9.03%	9.06%
DDA %	9.5%	10.3%	10.26%	10.78%	11.40%	12.43%
Female %	42.4%	43.3%	43.30%	44.82%	45.30%	45.73%

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

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Sexual orientation (LGBT+)	18	23	18	41	61	80
Number not stated	662	738	543	600	559	343
LGBT+ %	1.7%	2.0%	2.0%	3.5%	4.6%	6.9%

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Religion (Buddhist, Muslim, Sikh, Hindu and Jewish)	19	17	21	42	54	76
Number not stated	699	796	574	644	630	393
Religion %	1.8%	1.5%	2.3%	3.6%	4.1%	6.5%

Leaver profile - protected characteristic

YTD data period : 01 April 2023 - 31 March 2024
 Previous year period : 01 April 2022 - 31 March 2023

Officers

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Officer	416	368	542	594	556
Minority Ethnic	36	27	50	71	46
DDA	51	37	60	73	207
Female	122	101	148	208	182
LGBT+	7	11	14	26	36
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	4	8	19	22	27

Minority Ethnic %	8.7%	7.3%	9.2%	12.0%	8.3%
DDA %	12.3%	10.1%	11.1%	12.3%	37.2%
Female %	29.3%	27.4%	27.3%	35.0%	32.7%
LGBT+ %	1.7%	3.0%	2.6%	4.4%	6.5%
Religion %	1.0%	2.2%	3.5%	3.7%	4.9%

Total Officer - turnover rate %	6.18%	5.38%	7.75%	8.14%	7.55%
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PCSOs

	2019-20	2020-21	2021-22	2022-23	2023-24
Total PCSO	88	51	74	93	41
Minority Ethnic	10	8	8	10	4
DDA	10	6	8	11	14
Female	34	19	31	43	17
LGBT+	1	0	2	6	3
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	3	4	2	7	3

Minority Ethnic %	11.4%	15.7%	10.8%	10.8%	9.8%
DDA %	11.4%	11.8%	10.8%	11.8%	34.1%
Female %	38.6%	37.3%	41.9%	46.2%	41.5%
LGBT+ %	1.1%	0.0%	2.7%	6.5%	7.3%
Religion %	3.4%	7.8%	2.7%	7.5%	7.3%

Total PCSO - turnover rate %	14.64%	8.51%	12.57%	17.53%	8.26%
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Staff exc PCSOs

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Staff	496	382	456	540	505
Minority Ethnic	41	37	44	39	52
DDA	48	38	60	51	102
Female	275	230	253	313	305
LGBT+	11	6	22	22	37
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	9	7	18	21	40

Minority Ethnic %	8.3%	9.7%	9.6%	7.2%	10.3%
DDA %	9.7%	9.9%	13.2%	9.4%	20.2%
Female %	55.4%	60.2%	55.5%	58.0%	60.4%
LGBT+ %	2.2%	1.6%	4.8%	4.1%	7.3%
Religion %	1.8%	1.8%	3.9%	3.9%	7.9%

Total Staff - turnover rate %	12.48%	9.57%	11.21%	12.73%	11.81%
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Specials

	2019-20	2020-21	2021-22	2022-23	2023-24
Total Specials	164	102	107	103	65
Minority Ethnic	19	12	6	6	8
DDA	0	0	0	4	2
Female	53	29	36	34	17
LGBT+	4	1	3	7	4
Religion - Buddhist, Muslim, Sikh, Hindu & Jewish	1	2	3	4	6

Minority Ethnic %	11.6%	11.8%	5.6%	5.8%	12.3%
DDA %	0.0%	0.0%	0.0%	3.9%	3.1%
Female %	32.3%	28.4%	33.6%	33.0%	26.2%
LGBT+ %	2.4%	1.0%	2.8%	6.8%	6.2%
Religion %	0.6%	2.0%	2.8%	3.9%	9.2%

Total Special - turnover rate %	47.54%	30.09%	32.97%	35.83%	23.34%
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Leaver profile - Age

YTD data period : 01 April 2023 - 31 March 2024
 Previous year period : 01 April 2022 - 31 March 2023

Officer, Staff, PCSO & Specials

	16-19	20-29	30-39	40-49	50-59	60-64	65+
Total leavers as at 31 March 2024	38	370	215	135	317	44	46
% of leavers	3.3%	31.8%	18.5%	11.6%	27.2%	3.8%	3.9%

Total number	Average age
1,165	40

Note: Differs from 1167 due 2 Specials recorded with no date of birth

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 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%
March 2024	0.0%	31.7%	18.0%	12.8%	37.1%	0.5%	0.0%

Total number	Average age
411	48
416	46
368	47
542	44
594	42
556	40

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 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%
March 2024	7.5%	32.7%	16.8%	10.3%	17.8%	7.1%	7.7%

Total number	Average age
376	39
496	37
382	39
456	40
540	40
505	39

PCSOs

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
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%
March 2024	0.0%	12.2%	19.5%	12.2%	31.7%	9.8%	14.6%

Total number	Average age
70	37
88	34
51	40
74	38
93	39
41	49

Specials

% of new leavers	16-19	20-29	30-39	40-49	50-59	60-64	65+
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%
March 2024	0.0%	38.1%	34.9%	11.1%	12.7%	1.6%	1.6%

Total number	Average age
172	29
164	29
102	28
107	28
103	31
63	35

Leaver profile - reason for leaving

YTD data period : 01 April 2023 - 31 March 2024
 Previous year period : 01 April 2022 - 31 March 2023

Total

Officer, Staff, PCSO & Specials	2019-20		2020-21		2021-22		2022-23		2023-24	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	411	35.40%	258	28.54%	490	41.56%	690	51.88%	679	58.18%
Transfer to another Force	76	6.55%	76	8.41%	127	10.77%	85	6.39%	62	5.31%
Retirement	314	27.05%	286	31.64%	348	29.52%	343	25.79%	271	23.22%
Medically retired	37	3.19%	32	3.54%	16	1.36%	29	2.18%	34	2.91%
Redundancy	28	2.41%	10	1.11%	4	0.34%	4	0.30%	4	0.34%
Voluntary redundancy	4	0.34%	9	1.00%	1	0.08%	1	0.08%	0	0.00%
Join as Police Officer	193	16.62%	145	16.04%	145	12.30%	124	9.32%	43	3.68%
Dismissed	17	1.46%	14	1.55%	14	1.19%	25	1.88%	38	3.26%
Other	81	6.98%	74	8.19%	34	2.88%	29	2.18%	36	3.08%
Total	1161		904		1179		1330		1167	

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

Apr 23 - Mar 24 breakdown by type	Officers	Staff exc PCSOs	PCSOs	Specials	
Resignation	296	320	21	42	
Transfer to another Force	42	11	1	8	
Retirement	175	79	14	3	
Medically retired	21	9	3	1	
Redundancy	0	4	0	0	
Voluntary redundancy	0	0	0	0	
Join as Police Officer	0	30	2	11	
Dismissed	19	19	0	0	
Other	3	33	0	0	
Total	556	505	41	65	1167

Minority Ethnic

Officer, Staff, PCSO & Specials	2019-20		2020-21		2021-22		2022-23		2023-24	
	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	43	40.57%	37	44.05%	57	52.78%	87	69.0%	77	70.00%
Transfer to another Force	4	3.77%	4	4.76%	15	13.89%	8	6.3%	2	1.82%
Retirement	15	14.15%	8	9.52%	12	11.11%	13	10.3%	12	10.91%
Medically retired	2	1.89%	4	4.76%	0	0.00%	2	1.6%	3	2.73%
Redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.0%	0	0.00%
Voluntary redundancy	0	0.00%	2	2.38%	0	0.00%	0	0.0%	0	0.00%
Join as Police Officer	28	26.42%	18	21.43%	14	12.96%	7	5.6%	3	2.73%
Dismissed	6	5.66%	1	1.19%	5	4.63%	5	4.0%	8	7.27%
Other	8	7.55%	10	11.90%	5	4.63%	4	3.2%	5	4.55%
Total	106		84		108		126		110	

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

DDA

Officer, Staff, PCSO & Specials	2019-20		2020-21		2021-22		2022-23		2023-24	
	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA	Number	% of total DDA
Resignation	35	32.11%	14	17.07%	56	43.75%	66	47.48%	114	35.08%
Transfer to another Force	3	2.75%	7	8.54%	2	1.56%	7	5.04%	15	4.62%
Retirement	38	34.86%	28	34.15%	52	40.63%	40	28.78%	148	45.54%
Medically retired	15	13.76%	18	21.95%	7	5.47%	10	7.19%	25	7.69%
Redundancy	2	1.83%	1	1.22%	1	0.78%	0	0.00%	3	0.92%
Voluntary redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	8	7.34%	5	6.10%	5	3.91%	7	5.04%	4	1.23%
Dismissed	3	2.75%	3	3.66%	2	1.56%	4	2.88%	11	3.38%
Other	5	4.59%	6	7.32%	3	2.34%	5	3.60%	5	1.54%
Total	109		82		128		139		325	

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

Female

Officer, Staff, PCSO & Specials

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Number	% of total Female	Number	% of total Female	Number	% of total Female	Number	% of total Female	Number	% of total Female
Resignation	196	40.50%	129	33.95%	246	52.56%	347	58.03%	350	67.18%
Transfer to another Force	21	4.34%	26	6.84%	34	7.26%	25	4.18%	22	4.22%
Retirement	100	20.66%	96	25.26%	94	20.09%	134	22.41%	86	16.51%
Medically retired	18	3.72%	14	3.68%	6	1.28%	16	2.68%	12	2.30%
Redundancy	16	3.31%	5	1.32%	2	0.43%	2	0.33%	1	0.19%
Voluntary redundancy	2	0.41%	4	1.05%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	83	17.15%	66	17.37%	64	13.68%	59	9.87%	21	4.03%
Dismissed	5	1.03%	3	0.79%	3	0.64%	3	0.50%	13	2.50%
Other	43	8.88%	37	9.74%	19	4.06%	12	2.01%	16	3.07%
Total	484		380		468		598		521	

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

Sexual orientation

Officer, Staff, PCSO & Specials

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	10	43.48%	5	27.78%	28	68.29%	39	63.93%	53	66.25%
Transfer to another Force	1	4.35%	3	16.67%	3	7.32%	4	6.56%	8	10.00%
Retirement	6	26.09%	6	33.33%	5	12.20%	5	8.20%	5	6.25%
Medically retired	0	0.00%	2	11.11%	1	2.44%	1	1.64%	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	6	26.09%	1	5.56%	3	7.32%	10	16.39%	4	5.00%
Dismissed	0	0.00%	0	0.00%	0	0.00%	2	3.28%	4	5.00%
Other	0	0.00%	1	5.56%	1	2.44%	0	0.00%	6	7.50%
Total	23		18		41		61		80	

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

Religion

Officer, Staff, PCSO & Specials

	2019-20		2020-21		2021-22		2022-23		2023-24	
	Number	% of total	Number	% of total	Number	% of total	Number	% of total	Number	% of total
Resignation	5	29.41%	11	50.00%	24	57.14%	40	74.07%	62	81.58%
Transfer to another Force	0	0.00%	1	4.55%	3	7.14%	0	0.00%	1	1.32%
Retirement	3	17.65%	4	18.18%	7	16.67%	6	11.11%	3	3.95%
Medically retired	0	0.00%	2	9.09%	0	0.00%	0	0.00%	1	1.32%
Redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.32%
Voluntary redundancy	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Join as Police Officer	7	41.18%	3	13.64%	6	14.29%	5	9.26%	0	0.00%
Dismissed	2	11.76%	1	4.55%	0	0.00%	1	1.85%	4	5.26%
Other	0	0.00%	0	0.00%	2	4.76%	2	3.70%	4	5.26%
Total	17		22		42		54		76	

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