



West Midlands
POLICE

Diversity Analysis

1st January 2021 - 2022

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Fairness & Belonging - Force Strategy for Diversity & Inclusion

We believe that fairness and a sense of belonging is something that all our people expect and deserve. As an organisation, we are already seen as national leads in diversity and inclusion, having been named as the 5th most Inclusive Company in 2021. As WMP really takes an Inclusive Leadership position over the next few years we will develop significant work around equality assessments with our partners to better understand and tackle disparities. This will help to enhance equality of opportunity and equality of access for all who live and work in the West Midlands - an area that is rich in diversity and opportunities but where there are also many inequalities.

Our strategy is carefully designed to influence all aspects of our work and for this reason, we are concentrating our strategy around three different strands: Our People, Our Communities and Our Partners.

Our communities: We will better understand the identities, needs and history of our communities through better collection and analysis of data and information across core strands of diversity. We will develop effective engagement strategies that enable interaction with all communities, fostering strong relationships that build trust and confidence. We will ensure our values and code of ethics are embedded in all our interactions. We will increase public confidence by being fair, proportionate, transparent and accountable.

Our Partners: We will work with our internal and external partners to understand and tackle disparities and to increase confidence.

Our People: We will develop a fair and inclusive culture, where everyone has a voice and everyone can be themselves. We will improve our attraction and retention of a diverse workforce to be reflective of the communities we serve. We aim to maximise the potential of our under represented colleagues to develop and progress, to ensure our workforce reflects the communities we serve at every level.

Strength by Employee Type

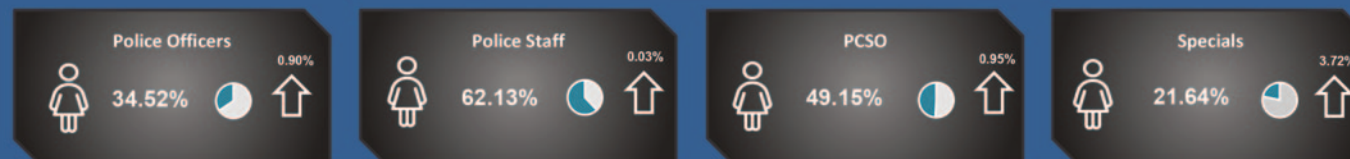
Employee Type	Strength - Headcount		Change
	01-Jan-22	01-Jan-21	
Police Officer	7495	7036	6.5%
Police Staff	4169	4087	2.0%
PCSO	468	498	-6.0%
Specials	305	240	27.1%
Grand Total	12437	11861	4.9%

Sex Profile

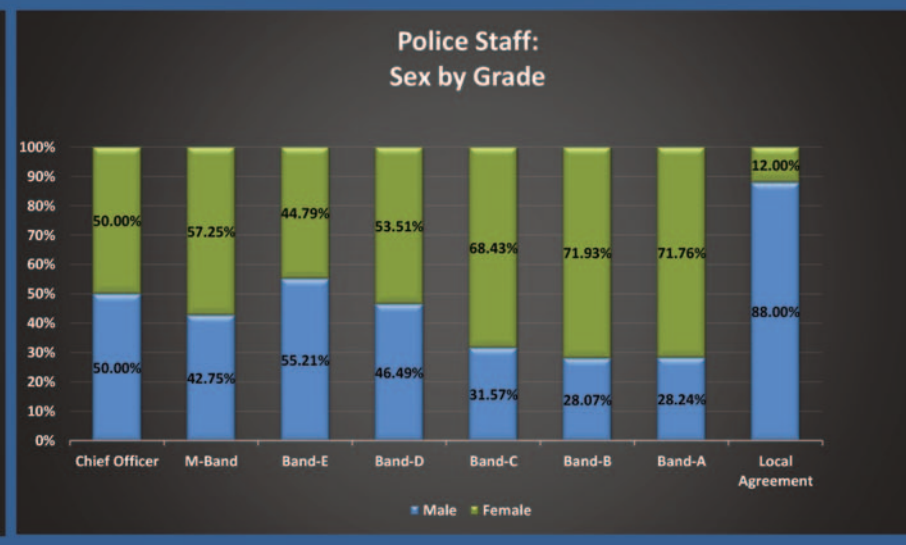
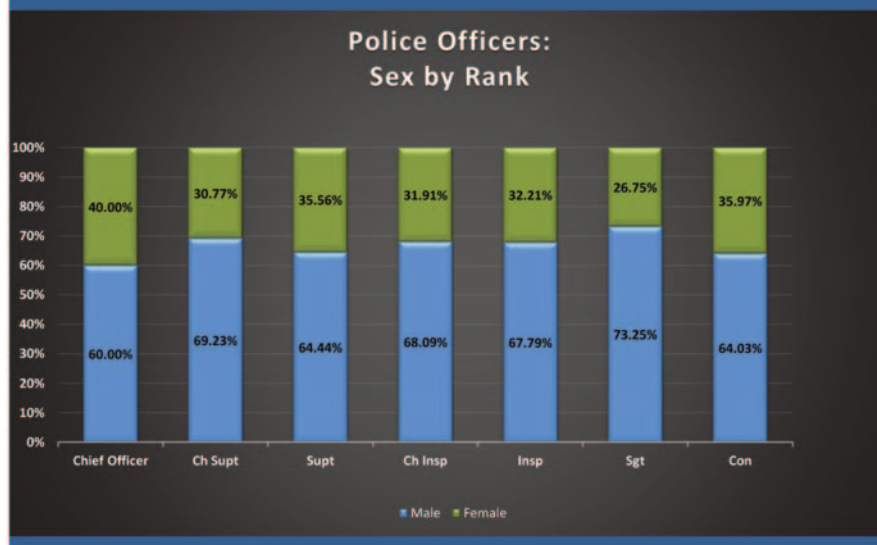
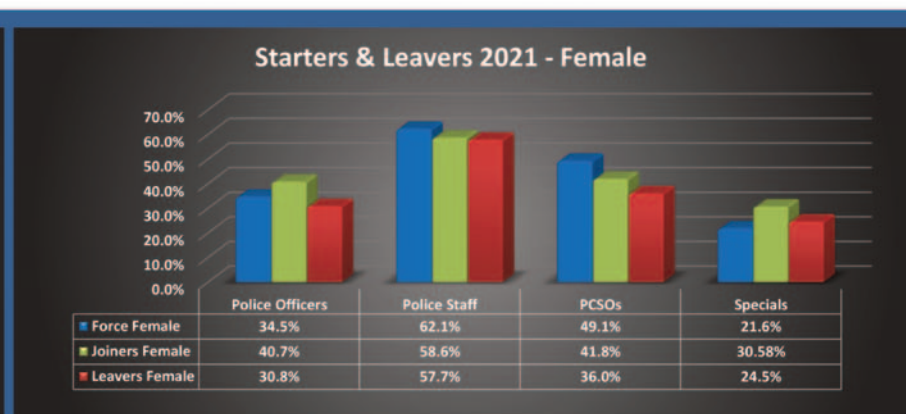
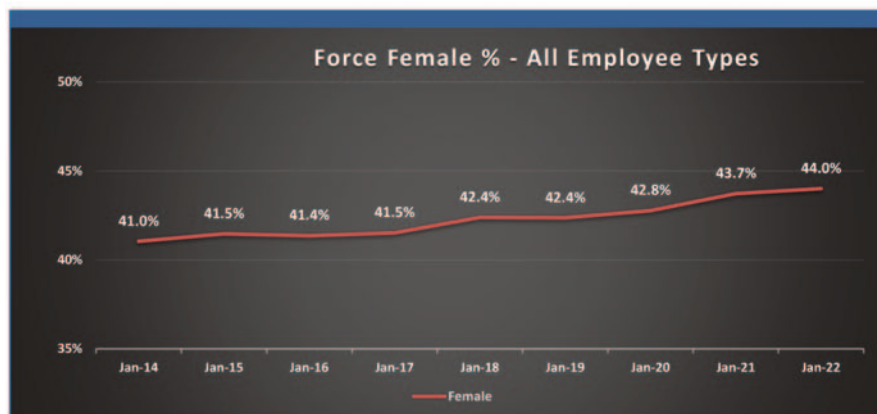
Force Sex Breakdown 2022 vs January 2021



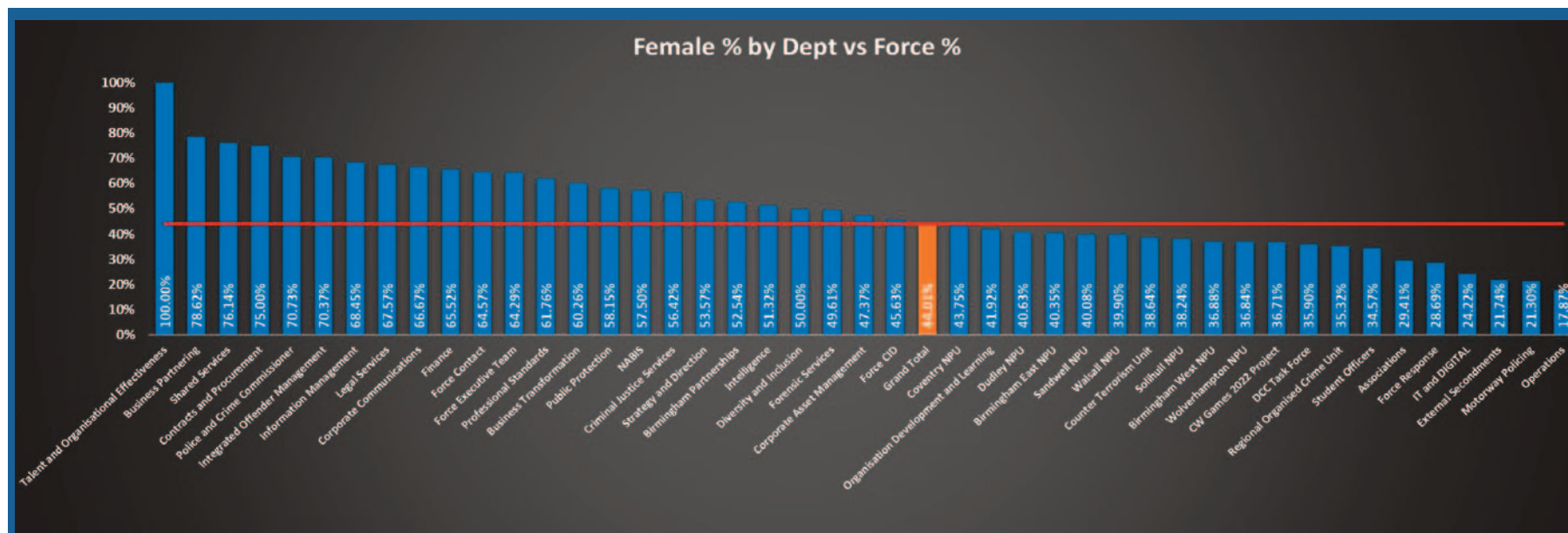
Female Representation by Employee Type 2022 vs January 2021



- As a result of the national Uplift programme, total strength has increased by just under 5% (576 individuals) since January 2021 with a total increase of over 1,500 since January 2020.
- Female representation for the workforce as a whole increased by 0.28% since 2021, representing an increase of nearly 300 female numbers in the last year and continues the increasing trend seen since 2019.
- Female representation increased for all employee types, with Police Officer female representation having increased for 9 of the last 10 years
- The number of female police officers has increased by 222 since 2021, with 40.7% of police officer recruits being female compared to an overall representation of 33.6% last year.
- Within the overall female workforce, the representation of Ethnic Minority Groups amongst female employees has increased again from 14.4% to 15.2%, representing 86 additional Ethnic Minority female employees since 2021 and 195 since 2020. In the last five years the number of Ethnic Minority female employees has increased from 503 to 834, which is an increase of 65.8%.



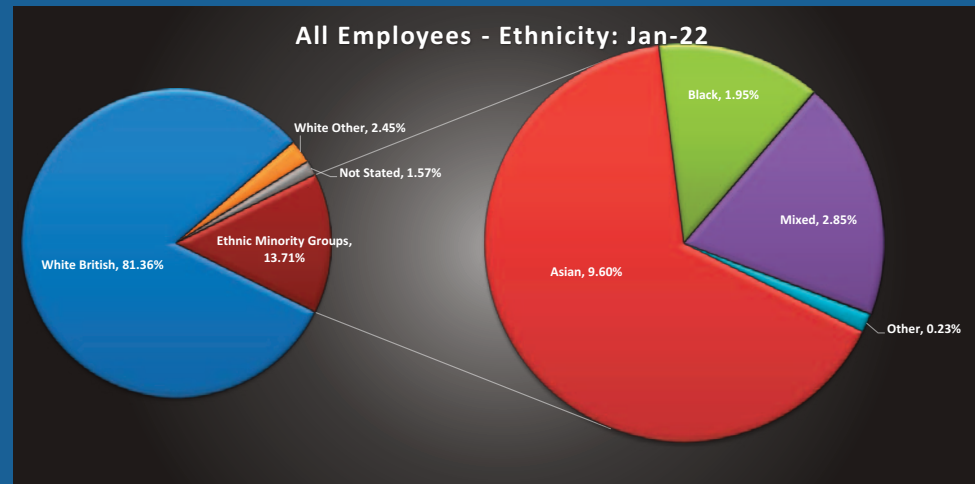
- A higher proportion of recruitment was female than last year for all employee types except Police Staff, with Police Officer recruitment up from 39.2% to 40.7% of new recruits. Police Staff representation reduced from 62.1% to 58.6%. Whilst female representation among leavers has also increased for all employee types except Specials, this has been a smaller increase than for recruits leading to higher overall representation.
- Female representation at Constable rank increased again to almost 36%, it's highest in over 8 years. Female representation amongst Sergeants and Inspectors decreased slightly in comparison to last year, and whilst Chief Inspector representation dropped by 8% that is a direct result of females being promoted, with the number of female Superintendents and Chief Superintendents having more than doubled since last year.
- Female representation in Police Staff grades has increased in 4 of 8 grades since last year, with an increase of 0.5% in Management Band grades. Band D and E representation also increased in comparison to the previous year. The grades where female representation has fallen are Band B (1.5%) and Band C (0.1%) which represent some of the lower paid roles and which have historically had the highest female representation levels.



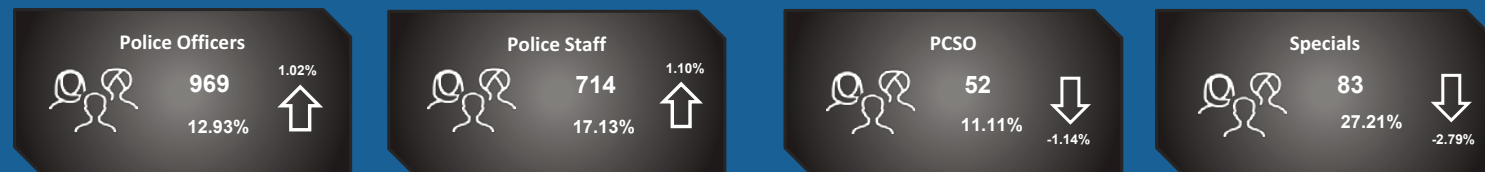
- Female representation is significantly higher in largely police staff departments as would be expected, with staff percentage being almost 50% higher than police officers. Amongst predominantly police officer departments, female representation is higher in areas with less 24/7 working, such as Investigative departments and Intelligence.
- Of the departments comprising of mainly Police Officers, 14 of 19 have increased their female representation since 2021. Operations continues to have the lowest representation of females within the force, however the representation has increased by 1.1% since last year and by over 3% in 2 years. Motorway Policing has also increased representation by almost 1% in that time and 5 of 8 NPUs have increased female representation since last year.
- In Investigation roles, Force CID and Regional Organised Crime have increased female representation since last year. Public Protection female representation has reduced by 3% since last year, however Public Protection remains significantly higher than any of the other large departments consisting predominantly of Police Officers.

Ethnicity Profile

Force Ethnicity Breakdown



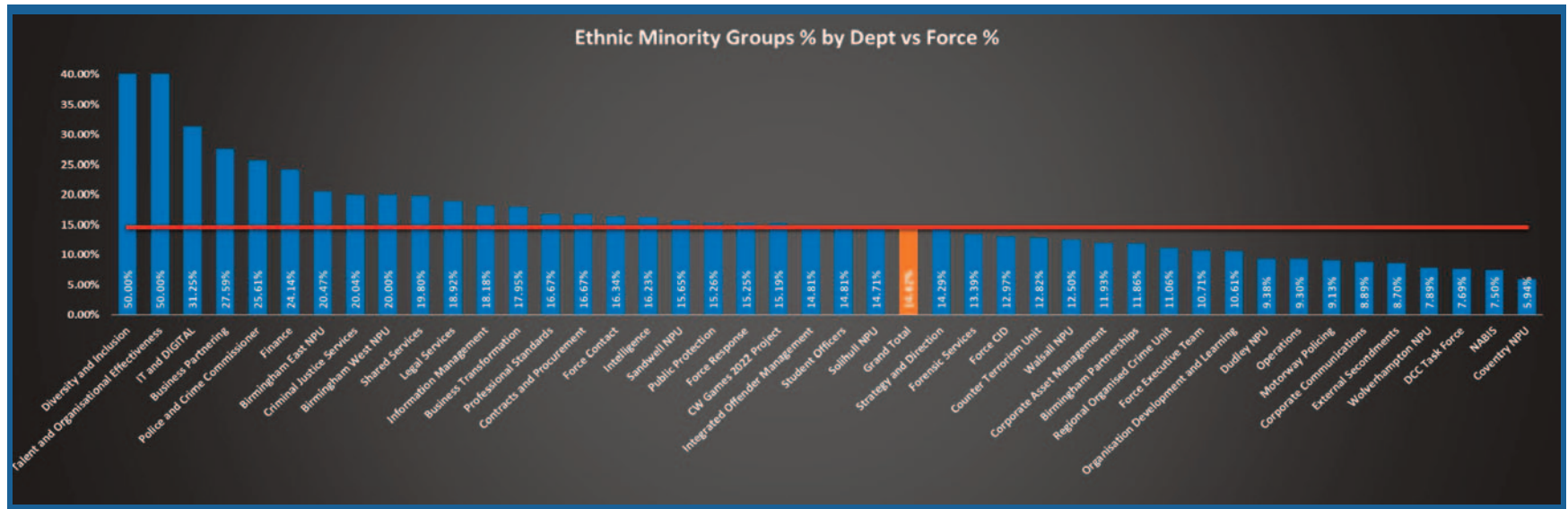
Ethnic Minority Group Representation by Employee Type 2022 vs January 2021



- Ethnic Minority Group representation for the workforce as a whole increased for the 7th year in a row with an overall increase of 0.9% since last year, equating to an increase of 192 individuals since 1st Jan 2021. Ethnic Minority Group representation for Police Officers has increased in each of these years, having increased by over 50% of the level it was in 2015.
- It is the 7th year in a row and the 18th year out of 20 since 2002 where representation has increased, with it currently being the highest level for which full records are available.
- Ethnic Minority Groups representation has increased during 2021 for both Police Officers and Staff. PCSOs has reduced by 1.1% although that reduction only reflects 9 fewer individuals as overall PCSO numbers fell and while there was a reduction in the percentage representation of Specials, there was actually an increase of 11 individuals since 2021 due to a significant overall increase in numbers.
- There has been an increase in employees across Asian (117), Black (11) and Mixed race (61) as well as Other Ethnic Groups (3) during 2021. All of those groups except Black employees reflected an increase in representation with Asian increasing from 9.1% to 9.6% of all employees. Representation among Black employees remained at the same level as 2021 with just under 2% of employees and a lot of work is being undertaken to increase representation of this group through recruitment.

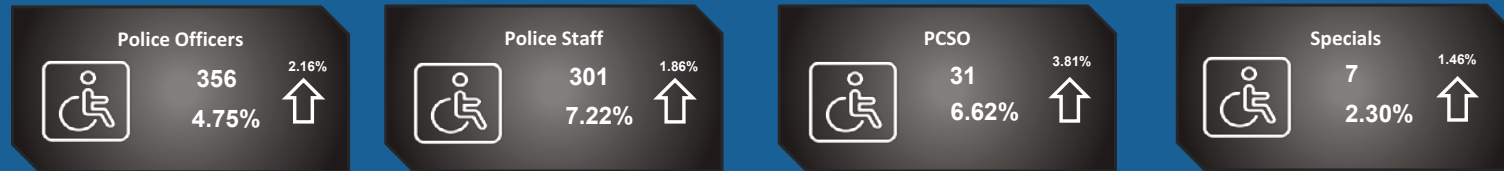


- Ethnic Minority Groups representation in police officer recruits increased to 20.2% during 2021 and is still higher than both force representation level and representation amongst leavers. Police Staff recruitment representation also increased from 20.7% to 23.7%, exceeding the representation seen in leavers and for the overall force representation. The recruitment representation for PCSOs increased significantly to 14.5% in comparison to 4.9% last year. The overall decrease that is seen amongst Ethnic Minority Groups for PCSOs is due to a higher representation amongst leavers albeit 40% of these left to join the force as Police Officers.
- Ethnic Minority Groups representation has increased amongst all Police Officer ranks since last year, with an increase of just above 1% for Constables. This amounts to just over 100 more Constables in comparison to 2021. The smallest increase was at Sergeant rank, with just over 0.1% rise in representation, an increase of 11.
- Ethnic Minority Groups representation increased in 6 out of 8 police staff grade bands. Of the remaining 2 which are Chief Officer and Local Agreement posts, both representation in terms of numbers and percentage remain unchanged from last year. At Band D and Band E level, there are now over 220 Ethnic Minority Group employees, an increase of 17.6% from last year (187).

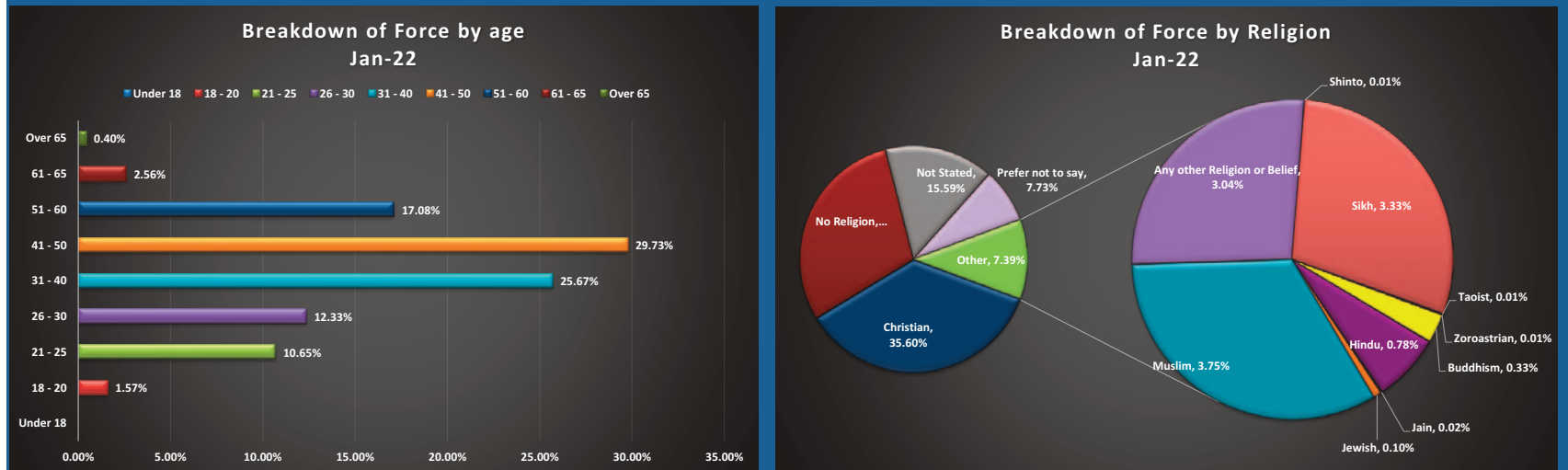


- The 3 largest departments in the force (Force CID, Force Response & Force Contact) have all increased Ethnic Minority Group representation for a fourth year running.
- 13 of the 19 departments comprising of predominantly Police Officers have increased representation of Ethnic Minority Groups since 2021, with 3 of 8 NPUs and Counter Terrorism amongst those seeing a decrease.
- 5 of the 8 Neighbourhood Policing Units have seen an increase in representation since 2021. The 3 NPUs that saw a decrease in representation were Birmingham West (0.95%), Sandwell (0.05%) and Coventry (1.1%). Half of the NPUs have a higher representation of Ethnic Minority Groups than the overall force representation.
- In Investigation departments, there were significant increases in Ethnic Minority Group representation in Public Protection (1.96%) and Regional Organised Crime Unit (1.82%) plus a small increase in Force CID (0.07%).

Disability Representation by Employee Type 2022 vs January 2021

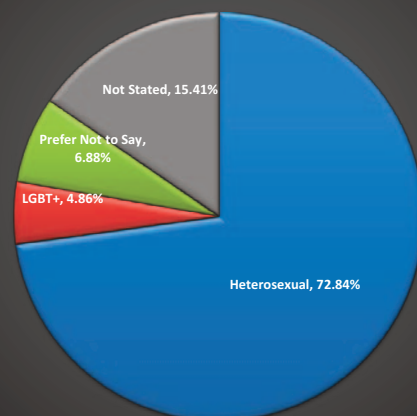


Force Breakdown by Other Characteristics

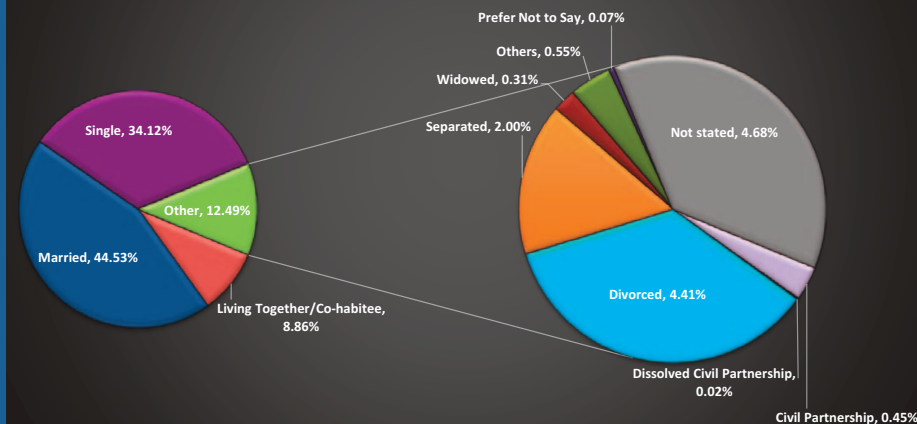


- The number of employees with a declared Disability has risen across all person types the 4th year in a row for police officers, police staff and PCSOs. Since new data capture methods were introduced in late 2018, the number of individuals with declared disabilities has more than tripled with 201 in January 2019 and 695 in January 2022, with an increase of 278 in the last year alone. In the last year, PCSO and Special declarations more than doubled and Police Officer numbers rose by 95.6%
- In terms of the force age profile, 24.6% of all employees are 30 or under which is an increase of 3.2% in a year, with Police Officers aged 30 or under increasing from 20.1% to 24.9%. The proportion of employees aged 51 or over has remained at 20.1%, ranging from 11.8% of Police Officers and Specials to 34.9% of Police Staff being over 50.
- 68.9% of new recruits were 30 or under, with that being 79.0% for new Police Officers, of whom 53.3% (441 individuals) were 25 or under. This compares to 62.9% of Police Officer recruits in 2021 being 25 or Under. The average age of new employees was 30, up from 29 in 2021 while the average age for new Police Officers was 27, up from 25.
- The proportion of employees with a declared Religion has increased from 73.6% in 2021 to 76.7%. The proportion who have declared as Christian has decreased slightly from 36% to 35.6% while the proportion declaring as having No Religion has increased from 26.8% to 29.7%. When taken against those who have declared a Religion, Christian has actually decreased from 49% to 46.4% while No Religion has increased from 36.4% to 38.7%.

**Breakdown of Force by Sexual Orientation
Jan-22**



**Breakdown of Force by Marital Status
Jan-22**



Employees Taking Maternity / Paternity Leave etc - 2021

Maternity Leave



247

1.99%

Maternity Support Leave



220

1.77%

Adoption Leave



5

0.04%

Shared Parental Leave



8

0.06%

- The proportion of employees with a declared Sexual Orientation continued to increase, going from 74.3% in 2021 to 77.7% in 2022. Overall LGBT+ representation has increased from 4.2% to 4.9% and of the individuals who have declared a value then the proportion of those who have declared as LGBT+ has increased from 5.6% to 6.3%.
- Those that have declared a Marital Status has decreased slightly from 95.8% to 95.3%, with 97.5% of Police Officers having declared. Those declaring as Married has reduced by 2.8% to 44.5% while those declaring as Single has increased slightly from 32% to 34.1%. This is likely to be largely as a result of significant volume of recruitment and the significant increase in younger staff aged 25 or below as 68.1% of Police Officers with under 1 year of service having declared as single.
- The percentage of staff taking Maternity Leave has decreased in the last year across all employee types. There has been a slight decrease of 3 individuals taking Maternity Support (previously Paternity) Leave, however the number of Police Staff taking Maternity Support Leave has more than doubled from 23 to 48. There was a reduction in Police Officers taking Maternity Support Leave, decreasing from 195 in 2020 to 165 this year. Adoption leave has decreased but only by 1 individual while Shared Parental leave has remained the same as last year (8 individuals).