



West Midlands  
**POLICE**

# Diversity Analysis

1st January 2023 - 1st January 2024

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## Glossary

Reference	Definitions
LPA	Local Policing Area
Headcount	Number of employees
%	Percentage of relevant employees

## 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 4th most Inclusive Employer in 2022-23 after being 5th in 2021. As WMP moves towards becoming a centre of excellence for diversity and inclusion 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 or visit 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 have focused our strategy on three different strands: Our People, Our Communities and Our Partners.

**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.

**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

### **Inclusive Culture**

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We will develop a fair and inclusive culture, where everyone has a voice and everyone can be themselves.

**Inclusive Leaders:** We will develop the role of our leaders to show a greater visibility & lead the development of an inclusive culture.

**Inclusive Individuals:** We will develop multiple channels to listen and learn from our people and highlight individual accountability.

We will grow D&I capability to enable our workforce to continuously learn, developing confidence to be able to apply current thinking to our roles leading to better ways of working.

### **Inclusive Recruitment & Retention**

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We will improve our attraction and retention of a diverse workforce to be reflective of the communities we serve.

We will advance fairness & inclusivity in recruitment & selection through continual review & improvement.

We will improve the retention of colleagues, in particular under-represented groups.

### **Inclusive Talent Management**

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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.

We will develop talent processes that are considered fair, consistent & transparent.

We will enable under-represented groups to access internal & external development programmes to enhance their development & retention.

## Employee Numbers by Type

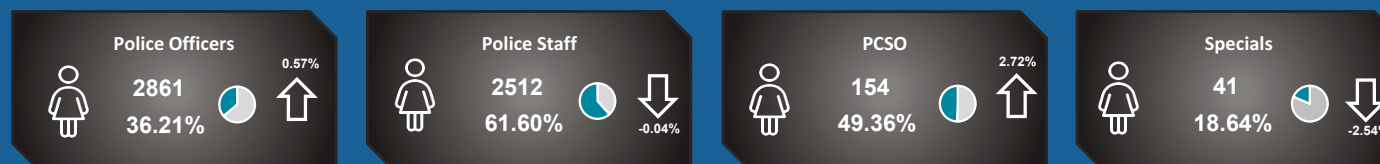
Employee Type	Strength - Headcount		Change
	01-Jan-24	01-Jan-23	
Police Officer	7901	7694	2.7%
Police Staff	4078	4064	0.3%
PCSO	312	431	-27.6%
Specials	220	288	-23.6%
Grand Total	12511	12477	0.3%

## Sex Profile

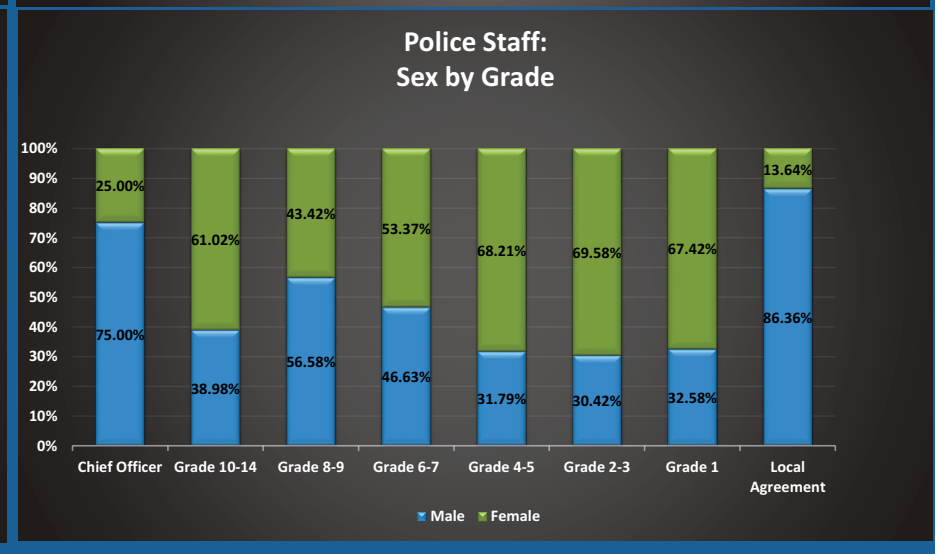
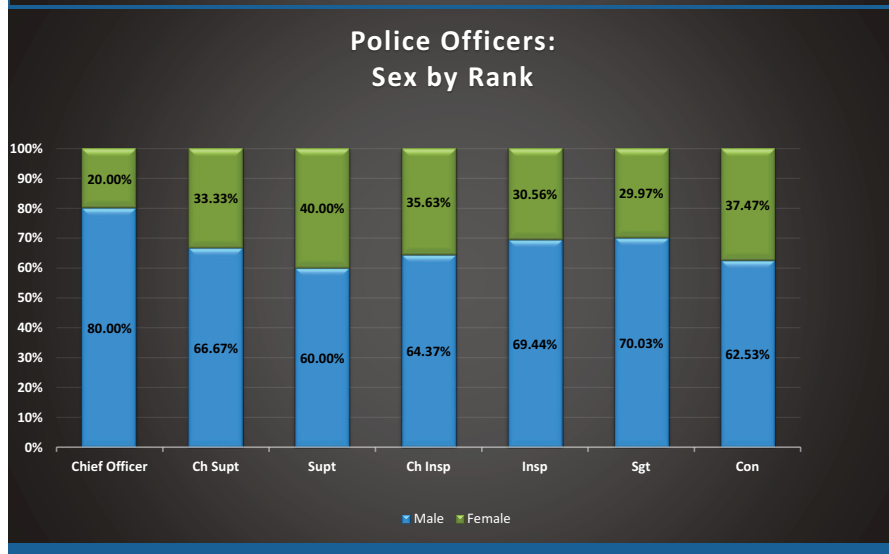
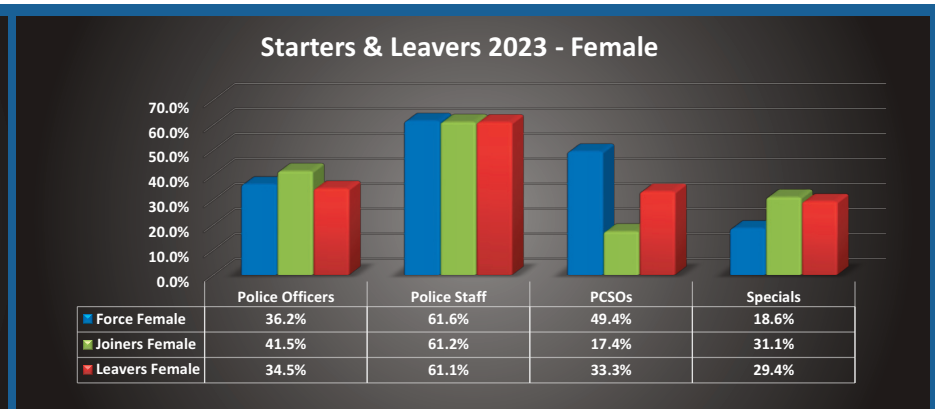
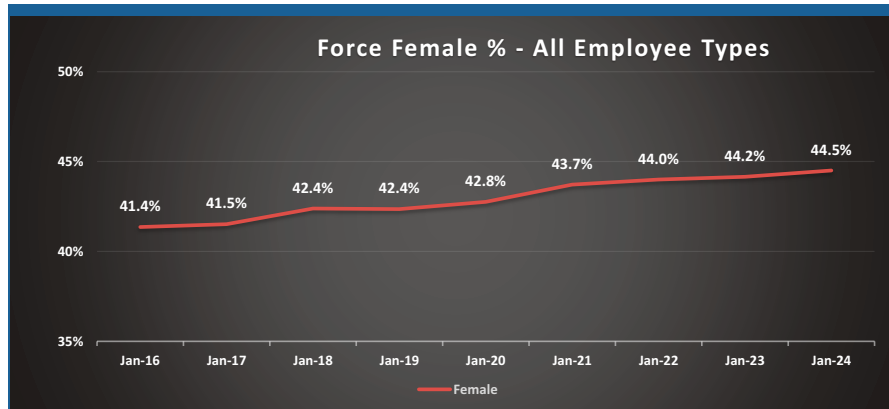
### Force Sex Breakdown 2024 vs January 2023



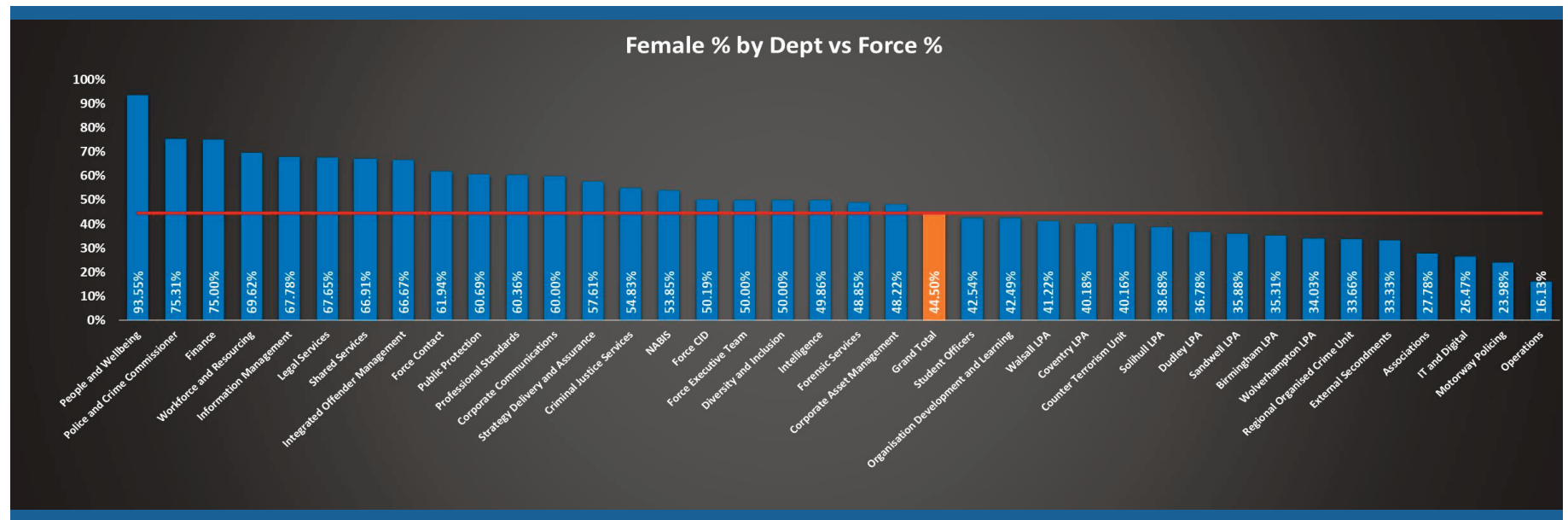
### Female Representation by Employee Type 2024 vs January 2023



- Total strength has increased by 0.3% (34 individuals) since January 2023 with a total increase of over 1,600 (15.2%) since January 2020.
- As a result of the national Uplift programme, Officer strength has increased by just under 3% (207 individuals) since January 2023 with a total increase of over 1,100 (21.8%) since January 2020.
- Female representation for the workforce as a whole increased by 0.35% since 2023, representing an increase of 59 females in the last year and continues the increasing trend seen since 2019.
- Female representation increased for Police Officers for the 10th year in a row. PCSOs also saw an increase of 2.7%, while Police Staff and Specials saw a reduction.
- The number of female police officers has increased by 13 since 2023, with 41.5% of police officer recruits being female compared to an overall representation of 36.2%.
- Within the overall female workforce, the representation of Ethnic Minority Groups amongst female employees has increased again from 15.7% to 15.8%, representing 17 additional Ethnic Minority female employees since 2023 and 241 since 2020. In the last five years the number of Ethnic Minority female employees has increased from 534 to 880, which is an increase of 51.7%.



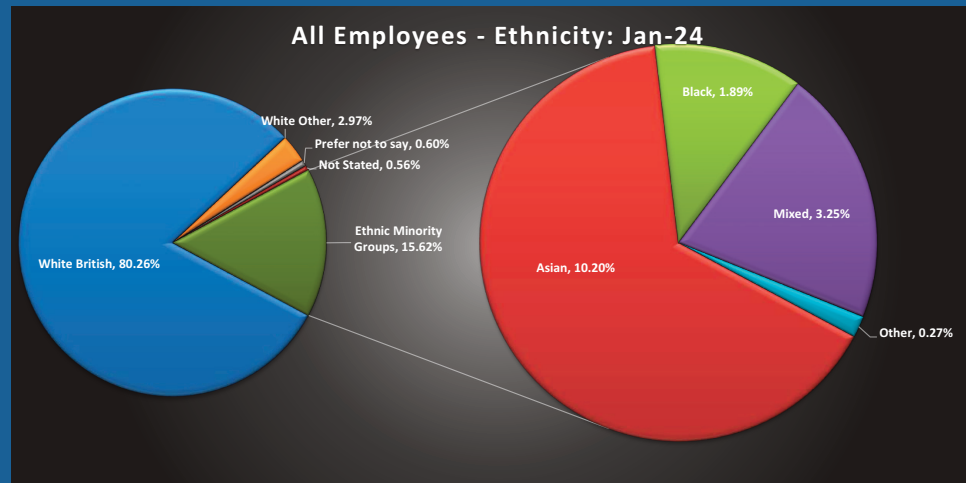
- Police Staff female recruitment increased from 59.0% to 61.2% last year and overall Female Joiners increased by 1.4%.
- Female representation among leavers has decreased for all employee types except for Police Officers which increased from 31.6% to 34.5%.
- Female representation amongst Sergeants increased by over 2% to almost 30% and representation at Constable rank increased again, rising by 0.4% to 37.5%. Whilst Inspectors decreased slightly in comparison to last year, the number of female Chief Inspectors has increased indicating female success in promotion processes. The number of females across Superintending ranks has reduced by 1 since last year.
- Female representation in Police Staff grades has increased in 3 of 8 grades since last year, with small increases in Local Agreement and Grades 6-7, but a 4.2% increase in Grades 10-14. While female representation has fallen in other grades, only three fell by more than 1%, Grade 1 (-5.2%, 4 individuals fewer), Grades 2-3 (-1.9%, 57 individuals fewer) and Chief Officer (-15.0%, 1 individual fewer).



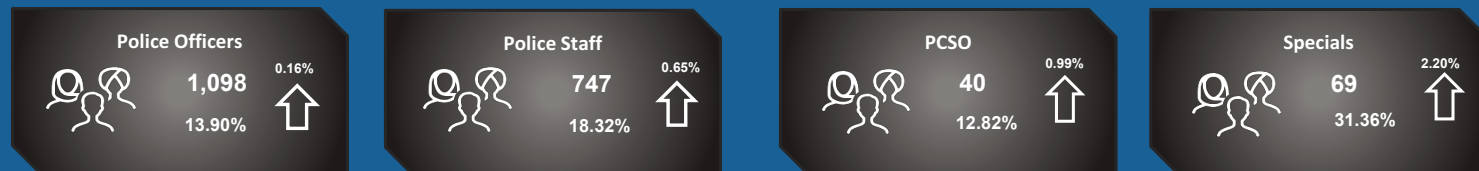
- Female representation is significantly higher in largely police staff departments, which is in line with overall female representation among police staff being over 70% higher than among police officers. Amongst predominantly police officer departments, female representation is higher in areas with less 24/7 working, such as Investigative departments and Intelligence.
- Of the departments comprising of mainly Police Officers, half have increased their female representation since 2023. Operations continues to have the lowest representation of females within the force, with their representation also falling by 2.0% since last year.
- In Investigation roles, Force CID and Public Protection have both increased female representation since last year. Regional Organised Crime and Professional Standards female representation has reduced marginally since last year. Public Protection remains significantly higher than any of the other large departments consisting predominantly of Police Officers.

## Ethnicity Profile

### Force Ethnicity Breakdown

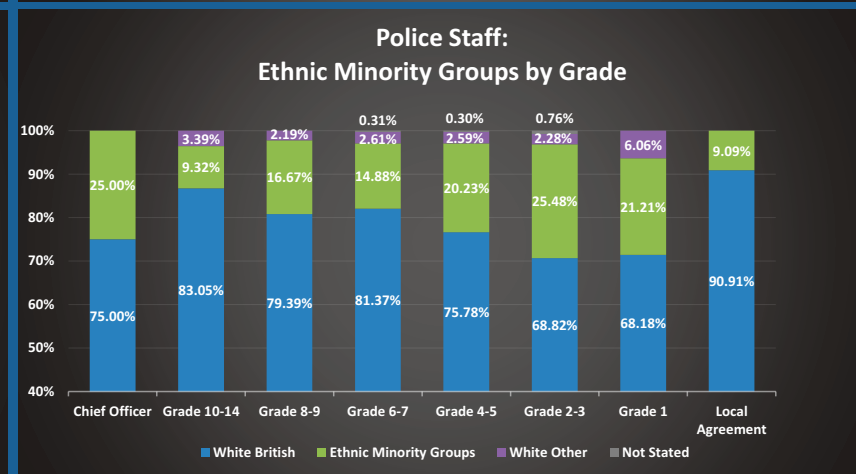
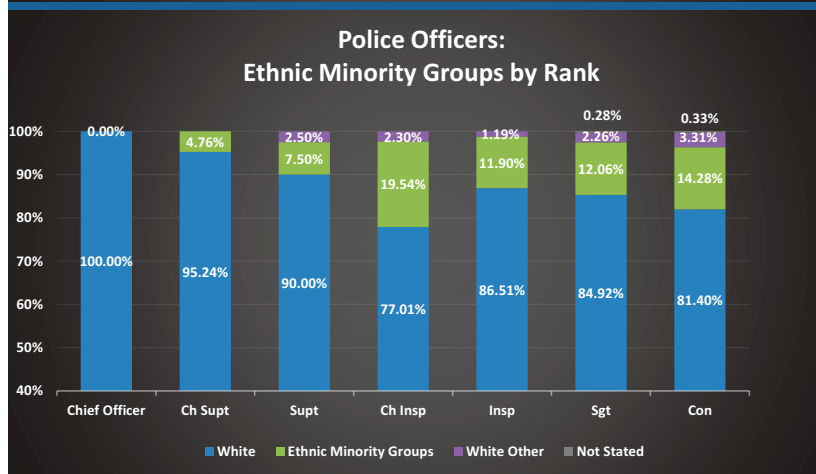
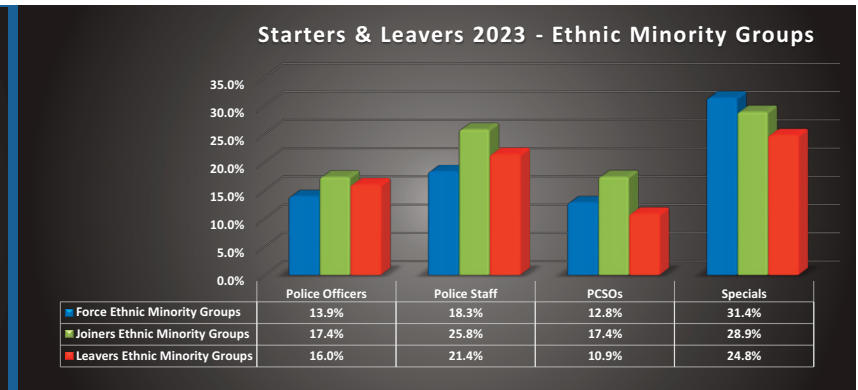
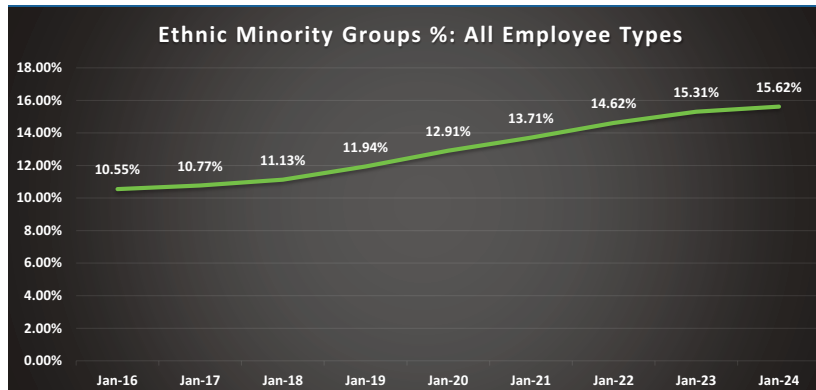


### Ethnic Minority Group Representation by Employee Type 2024 vs January 2023

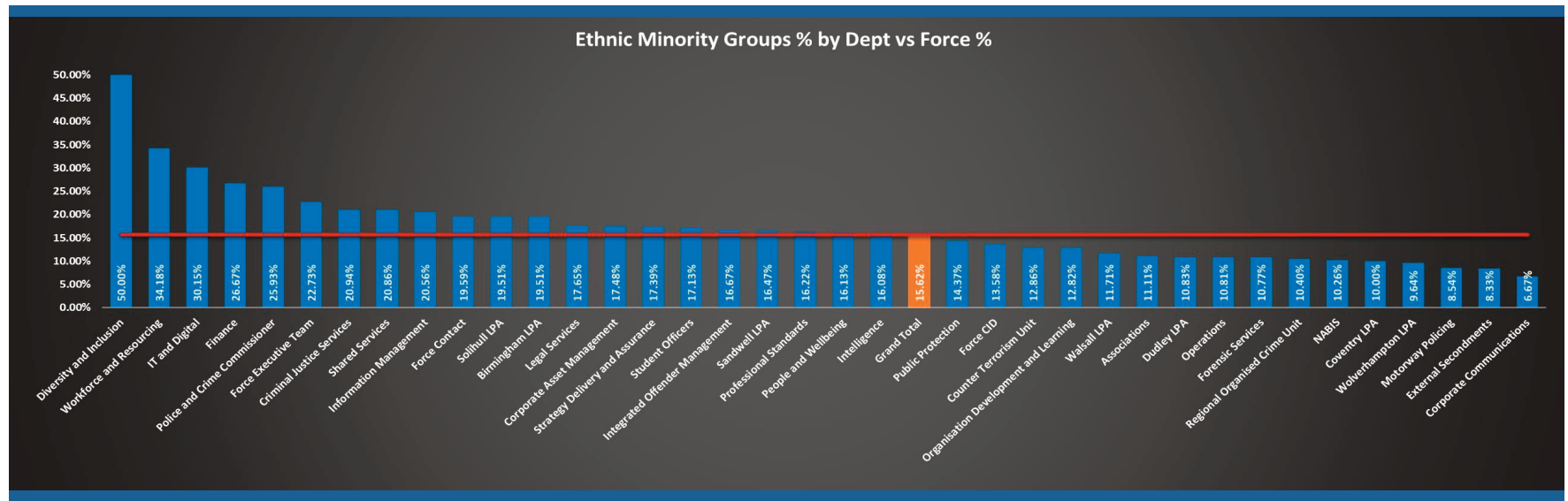


- Ethnic Minority Group (EMG) representation is currently the highest level for which full records are available, with increases in 20 out of the last 22 years.
- EMG representation for the workforce as a whole increased for the 9th year in a row, with all staff types increasing and an overall increase of 0.3% since last year, equating to an increase of 44 individuals since 1st Jan 2023. EMG representation for Police Officers has increased in each of these years, having increased by over 60% of the level it was in 2015.
- In the last year, for Police Officers the 0.16% rise equated to an increase of 41 individuals and for Police Staff the 0.65% rise equated to an increase of 29 individuals. Other staff types saw numbers fall slightly, although representation increased due to reduced overall staff numbers.
- There has been an increase in employees across Asian (25), mixed race (21) and other ethnic groups (4) during 2023. All of those groups reflected an increase in representation with Asian increasing from 10.0% to 10.2% of all employees. The number of black employees reduced slightly (6), from 1.95% to 1.89%. A lot of work is being undertaken to increase representation of this group through recruitment and the Police Race Action Plan.



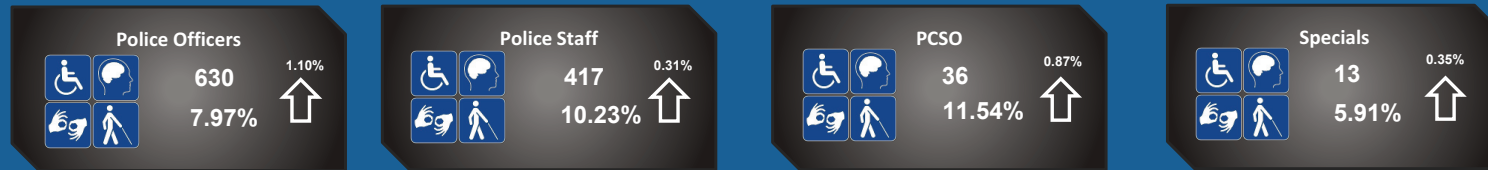


- Ethnic Minority Groups (EMG) representation in Police Officer recruits decreased by 2.6% during 2023, however at 17.4% it is still higher than both force representation level and representation amongst leavers. Police Staff and PCSO recruitment representation increased slightly during 2023 with both levels exceeding the overall force position.
- EMG representation has increased amongst 3 of the 7 Police Officer ranks since last year. Whilst Constables, Superintendent and Chief Superintendent all saw an increase, no ranks other than Chief Officer (-25%, 1 individual) saw any significant change.
- EMG representation increased in 5 out of 8 Police Staff grades, with Grades 4-5 and Grades 8-9 both increasing by 2%. Of the remaining 3, only Grades 10-14 have reduced by 1% or more (2.7%, 4 individuals).

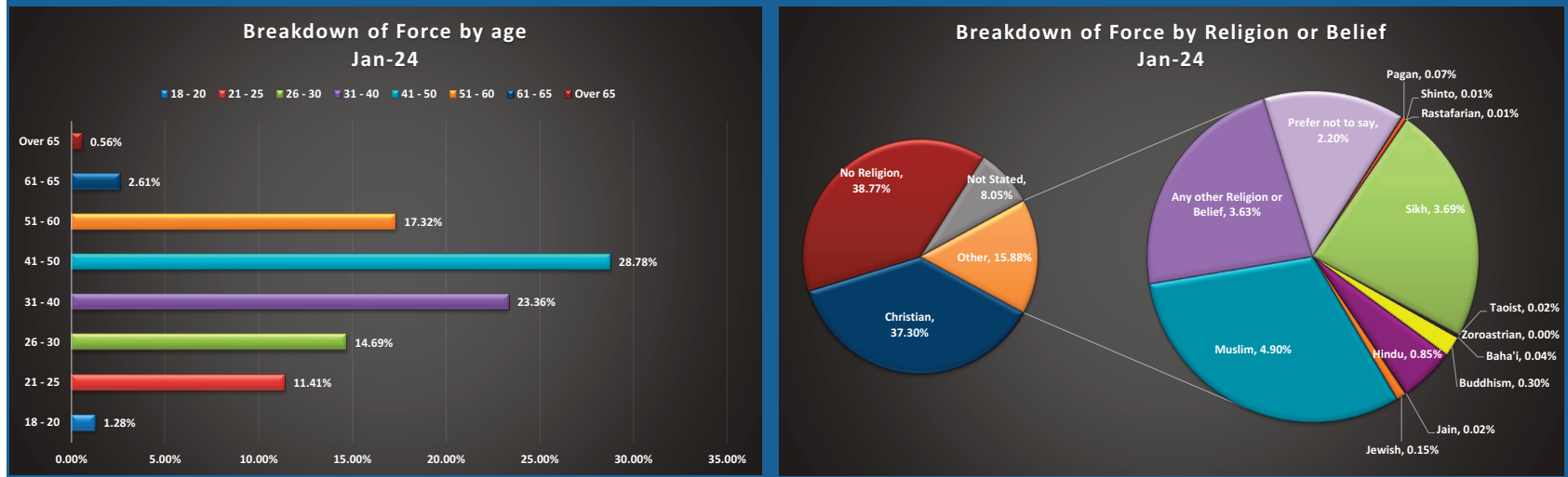


- Of the 3 largest departments in the force, Public Protection and Force Contact increased Ethnic Minority Group (EMG) representation compared to last year while Birmingham LPA did not exist so has no comparable data.
- In Investigation departments, there was an increase in Ethnic Minority Group representation in Public Protection of 0.5%. While Professional Standards and Force CID both reduced these were relatively small decreases. Counter Terrorism Unit and Regional Organised Crime both saw no change in representation from last year.
- Comparison of Local Policing Areas from last year is not really possible. While the non Birmingham departments themselves still exist, they have effectively doubled in size due to additional functions being moved to local ownership. These functions have significantly increased numbers of younger in service officers, thereby increasing the overall diversity of the areas.

### Disability Representation by Employee Type 2023 vs January 2022

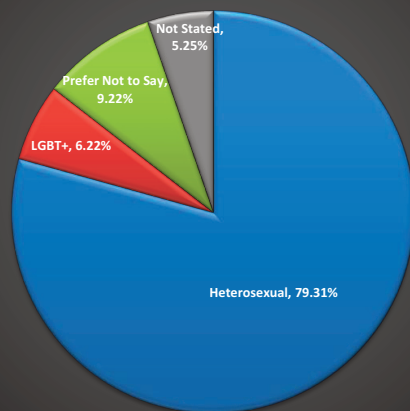


### Force Breakdown by Other Characteristics

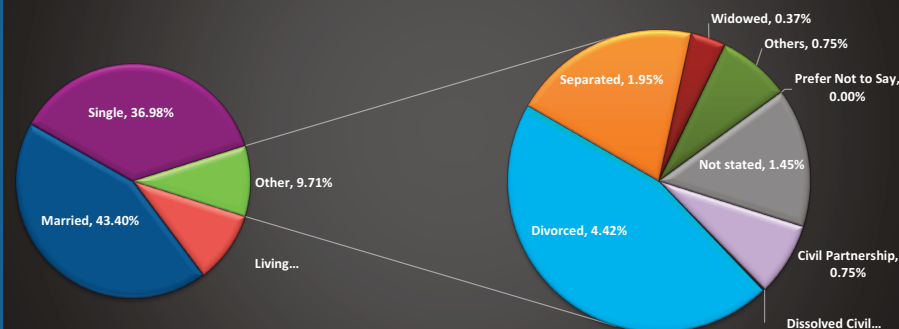


- The number of employees who have shared details of a Disability has risen across all person types, the 6th year in a row for Police Officers, Police Staff and PCSOs. Since new data capture methods were introduced in late 2018, the number of individuals with declared disabilities has increased almost five fold from 201 in January 2019 to 994 in January 2021, with an increase of 102 in the last year.
- In terms of the force age profile, 27.4% of all employees are 30 or under which is an increase of 0.9% in a year, with Police Officers aged 30 or under increasing from 28.9% to 30.8%. The proportion of employees aged 51 or over has risen slightly to 20.5%, ranging from 12.1% of Police Officers to 36.5% of PCSOs being over 50.
- 66.4% of new recruits were 30 or under, with that being 77.2% for new Police Officers, of whom 53.4% (360 individuals) were 25 or under. This is slightly lower than 2023 when 56.4% of Police Officer recruits were 25 or Under. The average age of new employees was 30, up from 29 in 2022 while the average age for new Police Officers was 27, no change from 2022.
- The proportion of employees who have shared a Religion or Belief has increased from 85.2% in 2023 to 89.8%. The proportion who shared as Christian has increased from 36.4% to 37.3% while the proportion shared as having No Religion has increased from 34.7% to 38.8%. In addition, the representation of both Muslim and Sikh employees has risen for the 6th year in a row.

**Breakdown of Force by Sexual Orientation  
Jan-24**



**Breakdown of Force by Marital Status  
Jan-24**



**Employees Taking Maternity / Paternity Leave etc - 2023**

**Maternity Leave**



**276** 2.21%

**Maternity Support Leave**



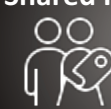
**223** 1.78%

**Adoption Leave**



**4** 0.03%

**Shared Parental Leave**



**5** 0.04%

- The proportion of employees who have shared Sexual Orientation continued to increase, going from 84.5% in 2023 to 85.5% in 2024. Overall LGBT+ representation has decreased from 6.6% to 6.2%.
- Those that have shared a Marital Status has increased from 97.8% to 98.6%, with no significant changes across categories.
- The percentage of staff taking Maternity Leave has increased slightly in the last year, up 0.1% (15 individuals). There has been a decrease of 0.2% (22 individuals) taking Maternity Support (previously Paternity) Leave, with a decrease from 197 to 177 for Police Officers and a small increase (6) for Police Staff.