

Frequency: Quarterly Ethnicity Aspirations for 2021/22 Reporting Period: 30/09/2023

		Current Month		Difference to Surrey Aspiration	
		%	Actuals	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 5%	6.1%	142		1.1%	26
To achieve Black, Asian & Minority Ethnic Police Staff representation of 5%	6.1%	115		1.1%	21
To achieve Black, Asian & Minority Ethnic Overall representation of 5%	6.1%	257		1.1%	48
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 5%	4.3%	22		-0.7%	-4
To achieve White (Other) <u>Officer</u> representation of 6%	4.4%	102		-1.6%	-37
To achieve White (Other) <u>Overall</u> representation of 6%	5.0%	209		-1.0%	-42

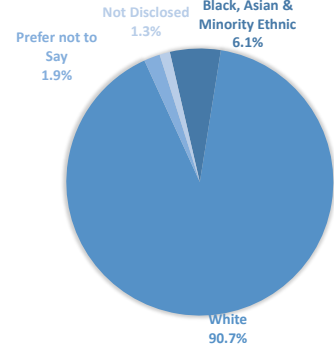
Frequency: Quarterly Ethnicity Reporting Period: 30/09/2023

Ethnicity - By Rank

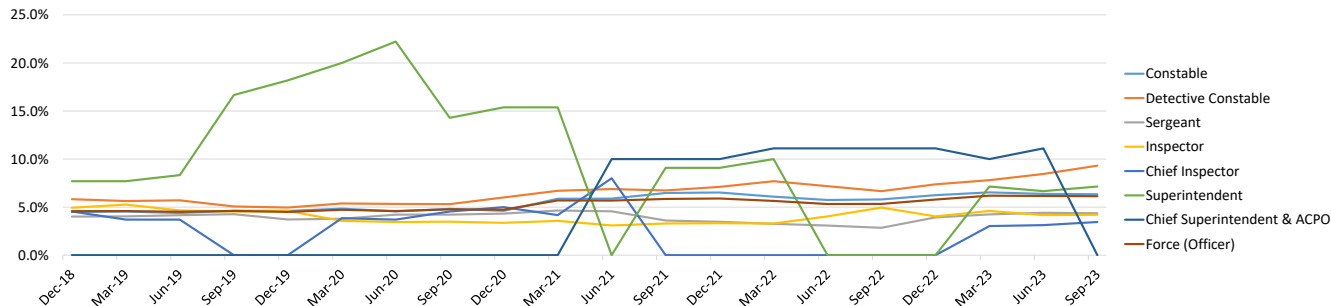
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	101	6.3%	1432	89.9%	36	2.3%	23	1.4%
Detective Constable	19	9.3%	180	88.2%	3	1.5%	2	1.0%
Sergeant	16	4.4%	343	93.5%	4	1.1%	4	1.1%
Inspector	4	4.2%	89	93.7%	2	2.1%	0	0.0%
Chief Inspector	1	3.4%	28	96.6%	0	0.0%	0	0.0%
Superintendent	1	7.1%	13	92.9%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	0	0.0%	12	100.0%	0	0.0%	0	0.0%
Total	142	6.1%	2097	90.7%	45	1.9%	29	1.3%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



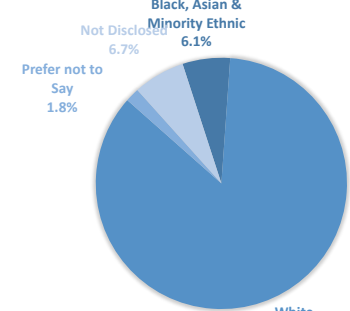
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



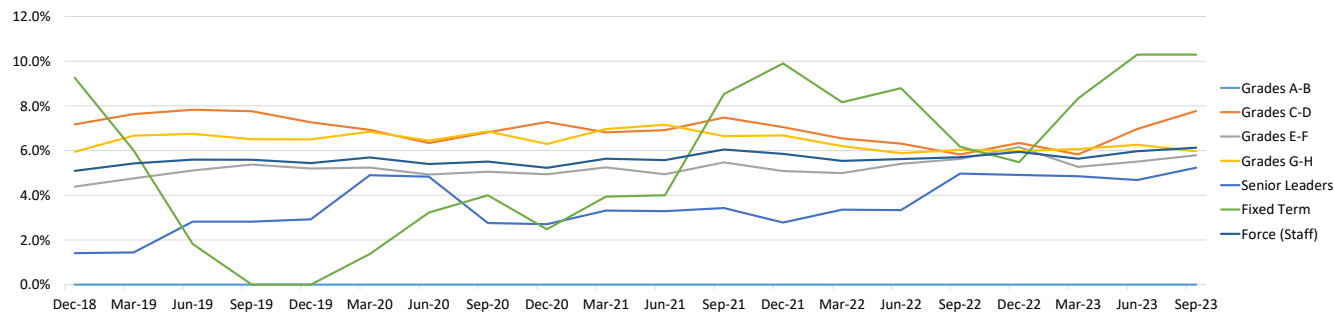
Police Staff & PCSO

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade
Grades A-B	0	0.0%	11	91.7%	0	0.0%	1	8.3%
Grades C-D	15	7.8%	157	81.3%	2	1.0%	19	9.8%
Grades E-F	48	5.8%	715	86.2%	15	1.8%	51	6.2%
Grades G-H	36	6.0%	519	86.1%	15	2.5%	33	5.5%
Senior Leaders	9	5.2%	153	89.0%	1	0.6%	9	5.2%
Fixed Term	7	10.3%	48	70.6%	1	1.5%	12	17.6%
Total	115	6.1%	1603	85.4%	34	1.8%	125	6.7%

POLICE STAFF AND PCSO ETHNICITY



POLICE STAFF AND PCSO BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY GRADE

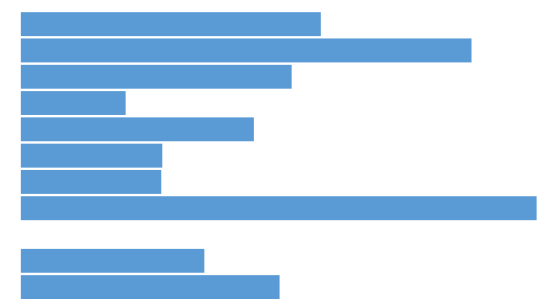


Frequency: Quarterly Ethnicity Reporting Period: 30/09/2023

Ethnicity - By Division

Police Officer	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	32	6.6%	432	89.4%	9	1.9%	10	2.1%
Northern	43	10.0%	372	86.1%	11	2.5%	6	1.4%
Western	32	6.0%	492	92.0%	5	0.9%	6	1.1%
Operations	5	2.3%	206	95.4%	2	0.9%	3	1.4%
Specialist Crime	7	5.1%	123	90.4%	5	3.7%	1	0.7%
Regional	2	3.1%	61	95.3%	1	1.6%	0	0.0%
Public Protection	4	3.1%	123	95.3%	2	1.6%	0	0.0%
Contact	9	11.4%	68	86.1%	1	1.3%	1	1.3%
Criminal Justice & Custody	0	0.0%	56	100.0%	0	0.0%	0	0.0%
People Services	6	4.1%	132	89.2%	8	5.4%	2	1.4%
Smaller Units	2	5.7%	32	91.4%	1	2.9%	0	0.0%
Total	142	6.1%	2097	90.7%	45	1.9%	29	1.3%

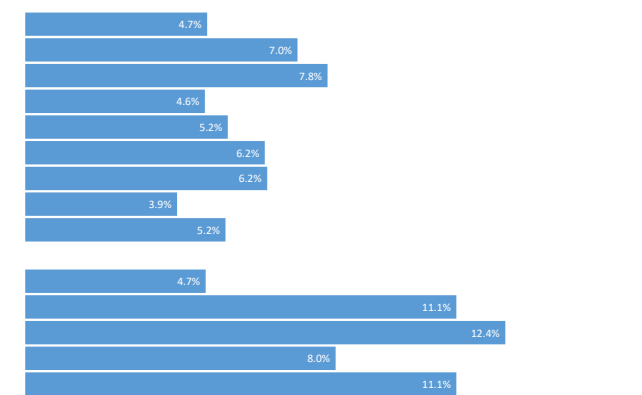
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	3	4.7%	52	81.3%	2	3.1%	7	10.9%
Northern	4	7.0%	46	80.7%	2	3.5%	5	8.8%
Western	6	7.8%	59	76.6%	0	0.0%	12	15.6%
Operations	5	4.6%	94	87.0%	1	0.9%	8	7.4%
Specialist Crime & Region	13	5.2%	215	86.3%	7	2.8%	14	5.6%
Public Protection	5	6.2%	72	88.9%	2	2.5%	2	2.5%
Contact	27	6.2%	382	88.2%	10	2.3%	14	3.2%
Criminal Justice & Custody	9	3.9%	201	87.4%	2	0.9%	18	7.8%
People Services	8	5.2%	135	87.1%	2	1.3%	10	6.5%
ACPO	0	0.0%	12	100.0%	0	0.0%	0	0.0%
DCC Portfolio	8	4.7%	145	84.3%	1	0.6%	18	10.5%
Finance	10	11.1%	70	77.8%	0	0.0%	10	11.1%
ICT	12	12.4%	76	78.4%	2	2.1%	7	7.2%
Office of the Surrey PCC	2	8.0%	20	80.0%	3	12.0%	0	0.0%
PSD	3	11.1%	24	88.9%	0	0.0%	0	0.0%
Total	115	6.1%	1603	85.4%	34	1.8%	125	6.7%

POLICE STAFF & PCSO BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT

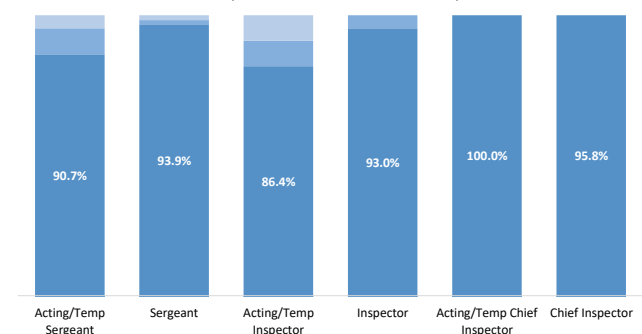


Ethnicity - Acting/Temporary By Rank

Police Officer

	Black, Asian & Minority Ethnic		White		Prefer not to say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	119	6.8%	1573	89.7%	37	2.1%	24	1.4%
Acting/Temp Sergeant	1	2.3%	39	90.7%	2	4.7%	1	2.3%
Sergeant	15	4.3%	326	93.9%	3	0.9%	3	0.9%
Acting/Temp Inspector	1	4.5%	19	86.4%	1	4.5%	1	4.5%
Inspector	4	4.7%	80	93.0%	2	2.3%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	7	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	4.2%	23	95.8%	0	0.0%	0	0.0%
Superintendent	1	5.9%	16	94.1%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	0	0.0%	14	100.0%	0	0.0%	0	0.0%
Total	142	6.1%	2097	90.7%	45	1.9%	29	1.3%

Black, Asian & Minority Ethnic White Prefer not to say Not Disclosed



Detailed Ethnicity Breakdown - Force

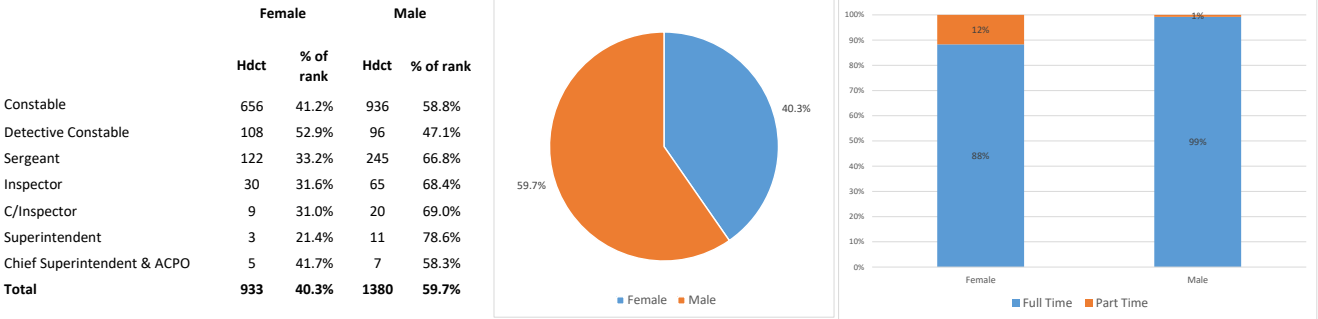
	Officers		Staff (incl PCSOs)		Total	
	Number	%	Number	%	Number	%
Asian or Asian British	53	2.3%	47	2.5%	100	2.4%
Black or Black British	15	0.6%	22	1.2%	37	0.9%
Mixed	63	2.7%	33	1.8%	96	2.3%
Other	11	0.5%	13	0.7%	24	0.6%
White	2097	90.7%	1603	85.4%	3700	88.3%
Prefer not to say	45	1.9%	34	1.8%	79	1.9%
Not Disclosed	29	1.3%	125	6.7%	154	3.7%

Frequency: Quarterly Gender Aspirations Reporting Period: 30/09/2023

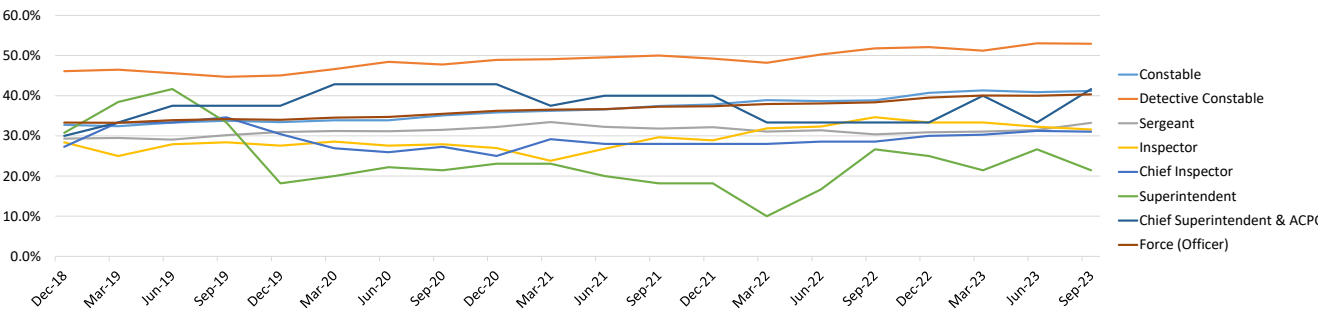
	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	40.3%	933		-9.7%	-223.5
To achieve internal <u>Overall female</u> representation of 50%	51.6%	2164		1.6%	69
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	32.7%	169		-17.3%	-89.5

Frequency: Quarterly Sex Reporting Period: 30/09/2023

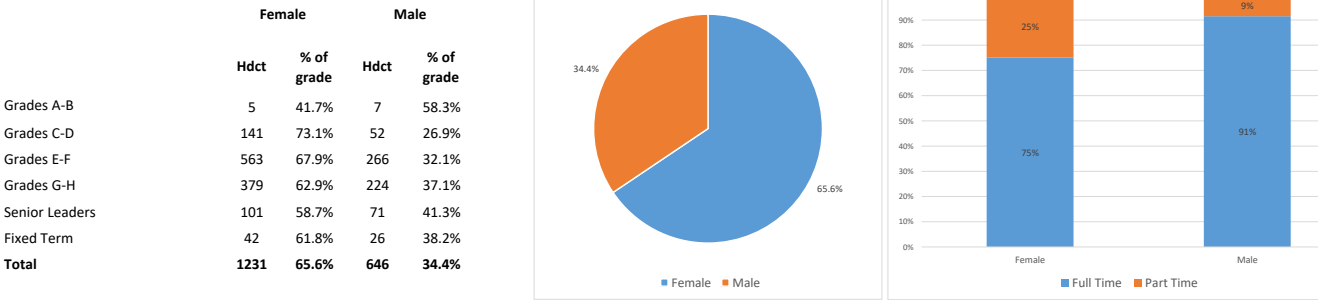
Sex - By Rank
Police Officer



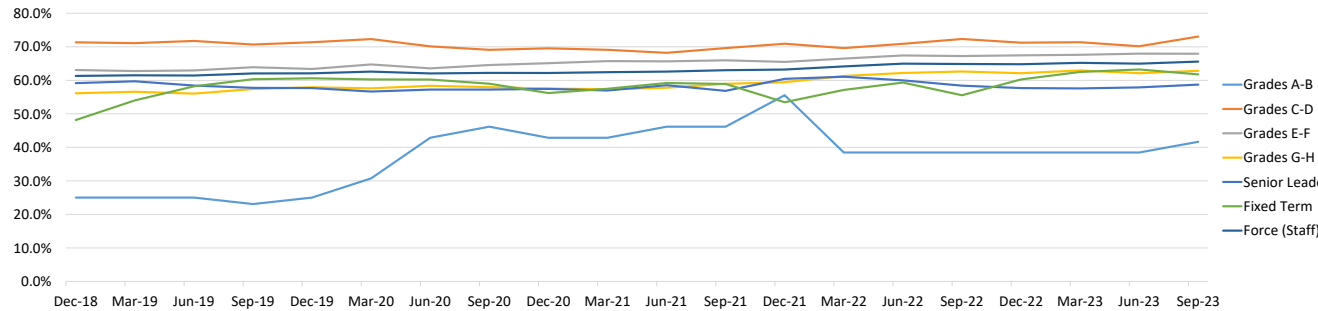
FEMALE POLICE OFFICER REPRESENTATION BY RANK



Police Staff & PCSO



FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



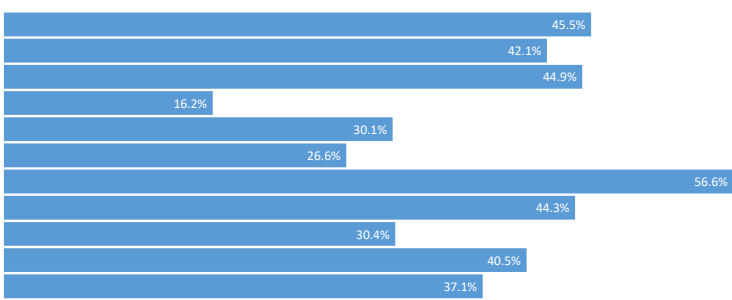
Frequency: Quarterly Sex Reporting Period: 30/09/2023

Sex - By Division

Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	220	45.5%	263	54.5%
Northern	182	42.1%	250	57.9%
Western	240	44.9%	295	55.1%
Operations	35	16.2%	181	83.8%
Specialist Crime	41	30.1%	95	69.9%
Regional	17	26.6%	47	73.4%
Public Protection	73	56.6%	56	43.4%
Contact	35	44.3%	44	55.7%
Criminal Justice & Custody	17	30.4%	39	69.6%
People Services	60	40.5%	88	59.5%
Smaller Units	13	37.1%	22	62.9%
Total	933	40.3%	1380	59.7%

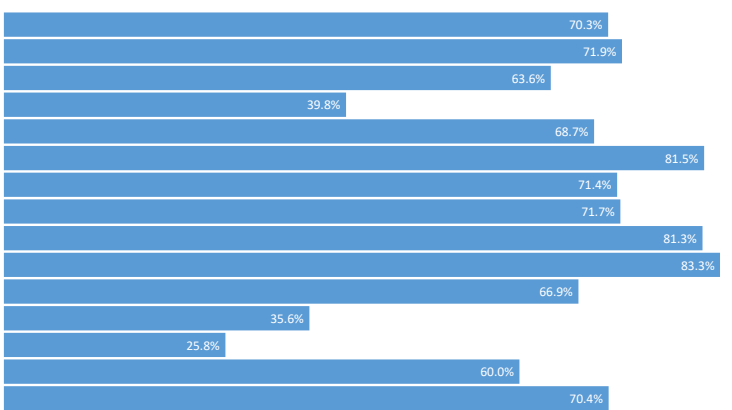
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	45	70.3%	19	29.7%
Northern	41	71.9%	16	28.1%
Western	49	63.6%	28	36.4%
Operations	43	39.8%	65	60.2%
Specialist Crime & Region	171	68.7%	78	31.3%
Public Protection	66	81.5%	15	18.5%
Contact	309	71.4%	124	28.6%
Criminal Justice & Custody	165	71.7%	65	28.3%
People Services	126	81.3%	29	18.7%
ACPO	10	83.3%	2	16.7%
DCC Portfolio	115	66.9%	57	33.1%
Finance	32	35.6%	58	64.4%
ICT	25	25.8%	72	74.2%
Office of the Surrey PCC	15	60.0%	10	40.0%
PSD	19	70.4%	8	29.6%
Total	1231	65.6%	646	34.4%

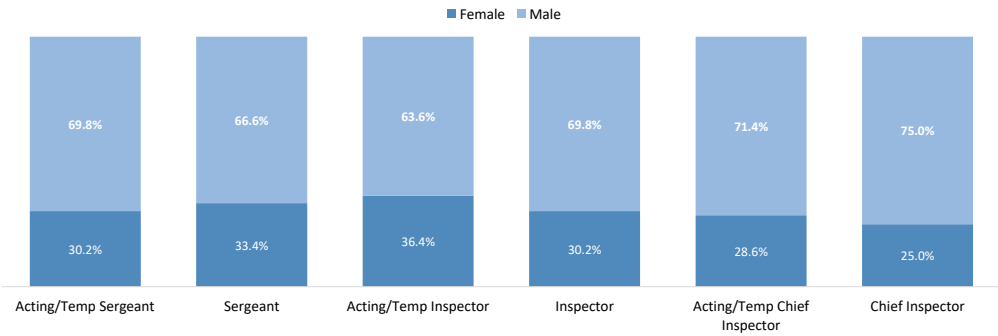
POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	751	42.8%	1002	57.2%
Acting/Temp Sergeant	13	30.2%	30	69.8%
Sergeant	116	33.4%	231	66.6%
Acting/Temp Inspector	8	36.4%	14	63.6%
Inspector	26	30.2%	60	69.8%
Acting/Temp Chief Inspector	2	28.6%	5	71.4%
Chief Inspector	6	25.0%	18	75.0%
Superintendent	6	35.3%	11	64.7%
Chief Superintendent & ACPO	5	35.7%	9	64.3%
Total	933	40.3%	1380	59.7%

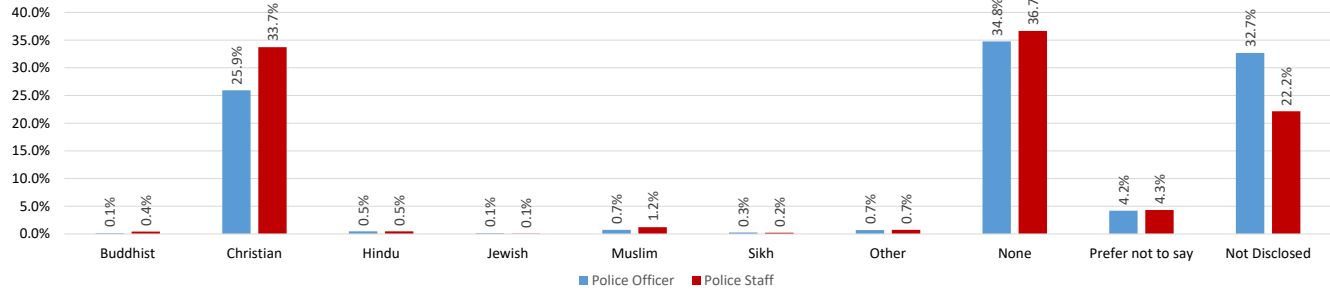


Frequency: Quarterly Religion Reporting Period: 30/09/2023

Religion - By Rank

Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent & ACPO		Total		24 Month Trend
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	%	
Buddhist	1	0.1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	1	8.3%	3	0.1%	
Christian	377	23.7%	59	28.9%	105	28.6%	36	37.9%	13	44.8%	5	35.7%	5	41.7%	600	25.9%	
Hindu	8	0.5%	2	1.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	0.5%	
Jewish	2	0.1%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	3	0.1%	
Muslim	14	0.9%	1	0.5%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	17	0.7%	
Sikh	6	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	0.3%	
Other	11	0.7%	1	0.5%	3	0.8%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	16	0.7%	
None	623	39.1%	49	24.0%	99	27.0%	18	18.9%	9	31.0%	4	28.6%	2	16.7%	804	34.8%	
Prefer not to say	57	3.6%	10	4.9%	21	5.7%	5	5.3%	1	3.4%	1	7.1%	2	16.7%	97	4.2%	
Not Disclosed	493	31.0%	82	40.2%	135	36.8%	34	35.8%	6	20.7%	4	28.6%	2	16.7%	756	32.7%	

POLICE OFFICER AND POLICE STAFF/PCSO RELIGION



Police Staff & PCSO	Grades A-B		Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total		24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	%	
Buddhist	0	0.0%	3	1.6%	3	0.4%	1	0.2%	0	0.0%	1	0.6%	8	0.4%	
Christian	3	25.0%	72	37.3%	259	31.2%	203	33.7%	72	41.9%	24	14.0%	633	33.7%	
Hindu	0	0.0%	0	0.0%	3	0.4%	5	0.8%	1	0.6%	0	0.0%	9	0.5%	
Jewish	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	
Muslim	0	0.0%	3	1.6%	12	1.4%	6	1.0%	1	0.6%	1	0.6%	23	1.2%	
Sikh	0	0.0%	0	0.0%	1	0.1%	3	0.5%	0	0.0%	0	0.0%	4	0.2%	
Other	0	0.0%	1	0.5%	7	0.8%	4	0.7%	2	1.2%	0	0.0%	14	0.7%	
None	3	25.0%	64	33.2%	335	40.4%	214	35.5%	46	26.7%	26	15.1%	688	36.7%	
Prefer not to say	1	8.3%	8	4.1%	34	4.1%	21	3.5%	12	7.0%	5	2.9%	81	4.3%	
Not Disclosed	5	41.7%	42	21.8%	174	21.0%	146	24.2%	38	22.1%	11	6.4%	416	22.2%	

Frequency: Quarterly Sexual Orientation Reporting Period: 30/09/2023

Sexual Orientation - Surrey Aspirations

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve LGBT <u>Overall</u> representation of 2.6%	4.9%	207		2.3%	98	

Sexual Orientation - By Rank

Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent & ACPO		Total		24 Month Trend
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	%	
Bisexual	43	2.7%	1	0.5%	4	1.1%	0	0.0%	1	3.4%	0	0.0%	0	0.0%	49	2.1%	
Gay/Lesbian	43	2.7%	4	2.0%	9	2.5%	5	5.3%	1	3.4%	0	0.0%	1	8.3%	63	2.7%	
Heterosexual	871	54.7%	85	41.7%	89	24.3%	36	37.9%	11	37.9%	11	78.6%	4	33.3%	1107	47.9%	
Other	4	0.3%	1	0.5%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	6	0.3%	
Prefer not to say	43	2.7%	2	1.0%	11	3.0%	6	6.3%	1	3.4%	0	0.0%	0	0.0%	63	2.7%	
Not Disclosed	588	36.9%	111	54.4%	254	69.2%	47	49.5%	15	51.7%	3	21.4%	7	58.3%	1025	44.3%	

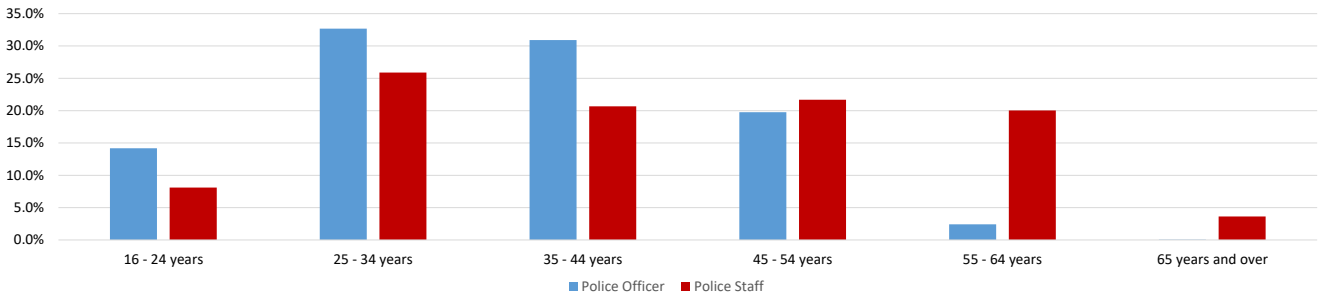
Police Staff & PCSO	Grades A-B		Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total		24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	%	
Bisexual	0	0.0%	4	2.1%	30	3.6%	11	1.8%	1	0.6%	3	1.7%	49	2.6%	
Gay/Lesbian	0	0.0%	1	0.5%	22	2.7%	11	1.8%	2	1.2%	0	0.0%	36	1.9%	
Heterosexual	6	50.0%	89	46.1%	435	52.5%	274	45.4%	76	44.2%	47	27.3%	927	49.4%	
Other	0	0.0%	1	0.5%	2	0.2%	1	0.2%	0	0.0%	0	0.0%	4	0.2%	
Prefer not to say	0	0.0%	8	4.1%	22	2.7%	19	3.2%	3	1.7%	5	2.9%	57	3.0%	
Not Disclosed	6	50.0%	90	46.6%	318	38.4%	287	47.6%	90	52.3%	13	7.6%	804	42.8%	

Frequency: Quarterly Age Reporting Period: 30/09/2023

Age - By Rank

Police Officer																	24 Month Trend
	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent & ACPO		Total		
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	%	
16 - 24 years	328	20.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	328	14.2%	
25 - 34 years	649	40.8%	49	24.0%	55	15.0%	3	3.2%	0	0.0%	0	0.0%	0	0.0%	756	32.7%	
35 - 44 years	363	22.8%	77	37.7%	195	53.1%	56	58.9%	16	55.2%	6	42.9%	2	16.7%	715	30.9%	
45 - 54 years	219	13.8%	75	36.8%	103	28.1%	30	31.6%	13	44.8%	8	57.1%	9	75%	457	19.8%	
55 - 64 years	33	2.1%	3	1.5%	14	3.8%	5	5.3%	0	0.0%	0	0.0%	1	8.3%	56	2.4%	
65 years and over	0	0.0%	0	0.0%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	

POLICE OFFICER AND POLICE STAFF/PCSO AGE



Police Staff & PCSO															
	Grades A-B		Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total		24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	%	
16 - 24 years	1	8.3%	23	11.9%	102	12.3%	17	2.8%	1	0.6%	8	4.7%	152	8.1%	
25 - 34 years	1	8.3%	43	22.3%	226	27.3%	189	31.3%	15	2.5%	12	2.0%	486	25.9%	
35 - 44 years	0	0.0%	28	14.5%	161	19.4%	138	22.9%	50	8.3%	11	1.8%	388	20.7%	
45 - 54 years	5	41.7%	41	21.2%	167	20.1%	118	19.6%	58	9.6%	18	3.0%	407	21.7%	
55 - 64 years	3	25.0%	47	24.4%	150	18.1%	115	19.1%	45	7.5%	16	2.7%	376	20.0%	
65 years and over	2	16.7%	11	5.7%	23	2.8%	26	4.3%	3	0.5%	3	0.5%	68	3.6%	

Frequency: Quarterly Disability Reporting Period: 30/09/2023

Disability - Surrey Aspirations

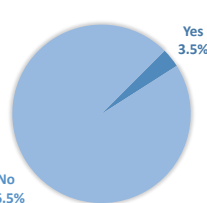
Note: Disability recording changed from 31/03/2022

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve Disability <u>Overall</u> representation of 3%	4.2%	177		1.2%	51	

Disability - By Rank

Police Officer	Yes		No		Police Staff & PCSO	Yes		No	
	Hdct	% of rank	Hdct	% of rank		Hdct	% of grade	Hdct	% of grade
Constable	41	2.6%	1551	97.4%	Grades A-B	3	25.0%	9	75.0%
Detective Constable	9	4.4%	195	95.6%	Grades C-D	17	8.8%	176	91.2%
Sergeant	22	6.0%	345	94.0%	Grades E-F	39	4.7%	790	95.3%
Inspector	6	6.3%	89	93.7%	Grades G-H	27	4.5%	576	95.5%
Chief Inspector	0	0.0%	29	100.0%	Senior Leaders	9	5.2%	163	94.8%
Superintendent	1	7.1%	13	92.9%	Fixed Term	2	2.9%	66	97.1%
Chief Superintendent & ACPO	1	8.3%	11	91.7%	Total	97	5.2%	1780	94.8%
Total	80	3.5%	2233	96.5%					

POLICE OFFICER DISABILITY



POLICE STAFF AND