

Frequency: Quarterly Ethnicity Aspirations to meet 2021 Surrey Census levels Reporting Period: 31/12/2023

	%	Current Month	Difference to Surrey Aspiration	Actuals	2 Year Trend	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 14.5%	6.1%	139	-8.4%	-191			
To achieve Black, Asian & Minority Ethnic Police Staff representation of 14.5%	6.2%	118	-8.3%	-157			
To achieve Black, Asian & Minority Ethnic Overall representation of 14.5%	6.2%	257	-8.3%	-348			
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 14.5%	4.4%	23	-10.1%	-52			
To achieve White (Other) <u>Officer</u> representation of 8.9%	5.1%	117	-3.8%	-86			
To achieve White (Other) <u>Overall</u> representation of 8.9%	5.4%	227	-3.5%	-144			

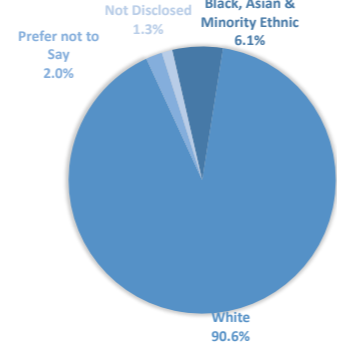
Frequency: Quarterly Ethnicity Reporting Period: 31/12/2023

Ethnicity - By Rank

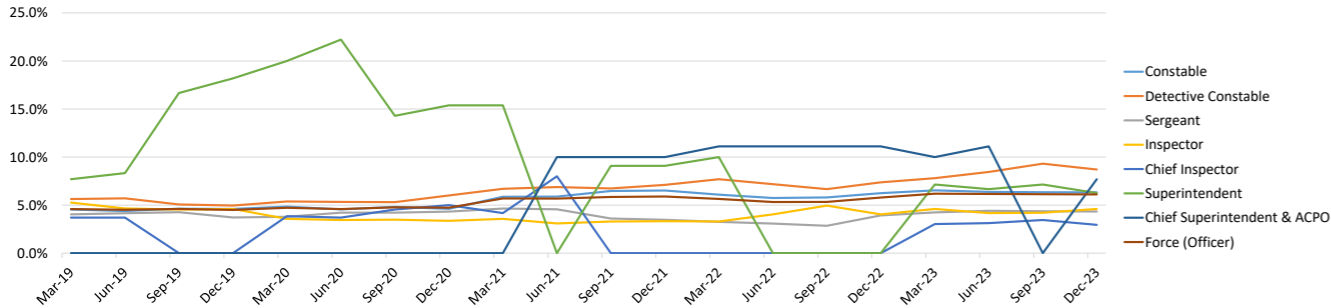
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	98	6.3%	1393	89.9%	36	2.3%	23	1.5%
Detective Constable	18	8.7%	184	88.9%	3	1.4%	2	1.0%
Sergeant	16	4.3%	345	93.5%	4	1.1%	4	1.1%
Inspector	4	4.6%	81	93.1%	2	2.3%	0	0.0%
Chief Inspector	1	2.9%	33	97.1%	0	0.0%	0	0.0%
Superintendent	1	6.3%	15	93.8%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	7.7%	12	92.3%	0	0.0%	0	0.0%
Total	139	6.1%	2063	90.6%	45	2.0%	29	1.3%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



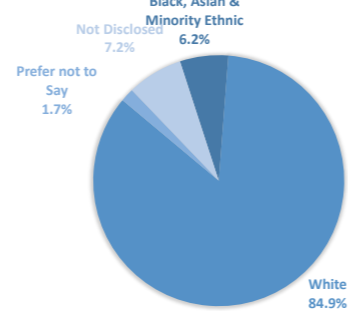
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



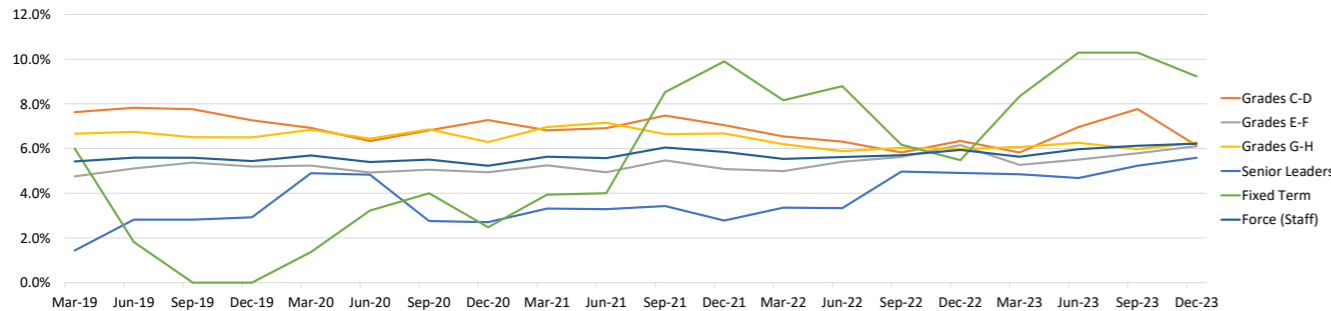
Police Staff & PCSO

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade
Grades C-D	13	6.1%	172	81.1%	3	1.4%	24	11.3%
Grades E-F	51	6.1%	717	85.9%	13	1.6%	54	6.5%
Grades G-H	38	6.3%	520	85.8%	15	2.5%	33	5.4%
Senior Leaders	10	5.6%	155	86.6%	1	0.6%	13	7.3%
Fixed Term	6	9.2%	46	70.8%	1	1.5%	12	18.5%
Total	118	6.2%	1610	84.9%	33	1.7%	136	7.2%

POLICE STAFF AND PCSO ETHNICITY



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

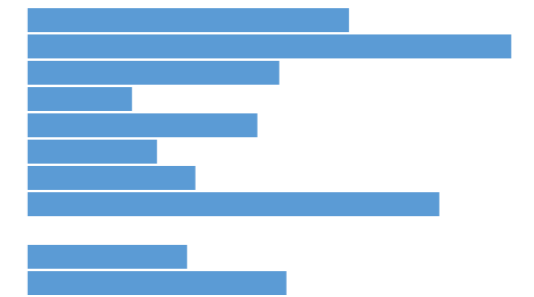


Frequency: Quarterly Ethnicity Reporting Period: 31/12/2023

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	33	7.1%	413	88.8%	9	1.9%	10	2.2%
Northern	44	10.7%	351	85.2%	11	2.7%	6	1.5%
Western	29	5.6%	482	92.3%	4	0.8%	7	1.3%
Operations	5	2.3%	207	95.4%	2	0.9%	3	1.4%
Specialist Crime	7	5.1%	125	90.6%	5	3.6%	1	0.7%
Regional	2	2.9%	67	95.7%	1	1.4%	0	0.0%
Public Protection	5	3.7%	128	94.8%	2	1.5%	0	0.0%
Contact	7	9.1%	68	88.3%	2	2.6%	0	0.0%
Criminal Justice & Custody	0	0.0%	63	100.0%	0	0.0%	0	0.0%
People Services	5	3.5%	127	89.4%	8	5.6%	2	1.4%
Smaller Units	2	5.7%	32	91.4%	1	2.9%	0	0.0%
Total	139	6.1%	2063	90.6%	45	2.0%	29	1.3%

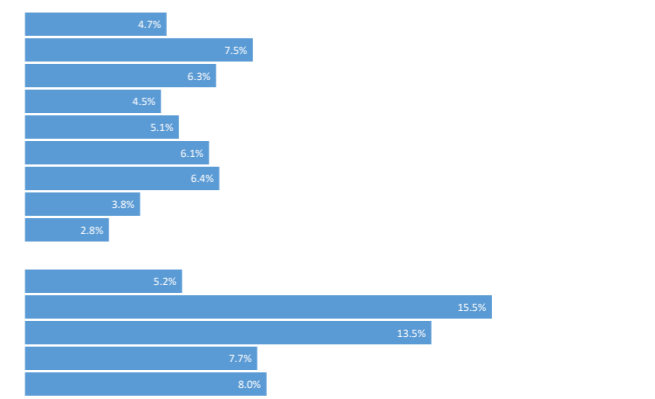
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



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%	50	78.1%	2	3.1%	9	14.1%
Northern	4	7.5%	42	79.2%	2	3.8%	5	9.4%
Western	5	6.3%	60	75.9%	0	0.0%	14	17.7%
Operations	5	4.5%	97	87.4%	1	0.9%	8	7.2%
Specialist Crime & Region	13	5.1%	216	84.7%	7	2.7%	19	7.5%
Public Protection	5	6.1%	73	89.0%	2	2.4%	2	2.4%
Contact	28	6.4%	386	88.7%	8	1.8%	13	3.0%
Criminal Justice & Custody	9	3.8%	204	86.4%	3	1.3%	20	8.5%
People Services	4	2.8%	130	90.3%	2	1.4%	8	5.6%
ACPO	0	0.0%	13	100.0%	0	0.0%	0	0.0%
DCC Portfolio	9	5.2%	147	85.0%	1	0.6%	16	9.2%
Finance	15	15.5%	71	73.2%	0	0.0%	11	11.3%
ICT	14	13.5%	78	75.0%	2	1.9%	10	9.6%
Office of the Surrey PCC	2	7.7%	20	76.9%	3	11.5%	1	3.8%
PSD	2	8.0%	23	92.0%	0	0.0%	0	0.0%
Total	118	6.2%	1610	84.9%	33	1.7%	136	7.2%

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

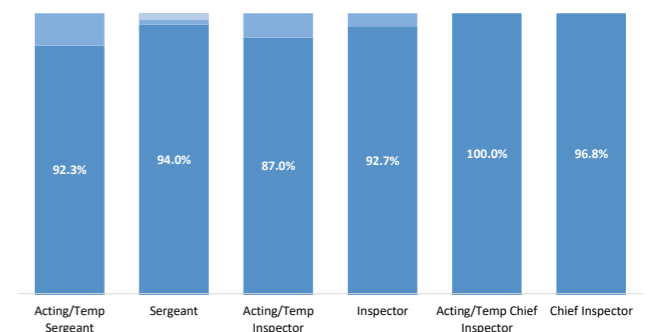


Ethnicity - Acting/Temporary By Rank

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	115	6.7%	1529	89.7%	36	2.1%	25	1.5%
Acting/Temp Sergeant	1	1.9%	48	92.3%	3	5.8%	0	0.0%
Sergeant	14	4.0%	327	94.0%	3	0.9%	4	1.1%
Acting/Temp Inspector	2	8.7%	20	87.0%	1	4.3%	0	0.0%
Inspector	4	4.9%	76	92.7%	2	2.4%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	3	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	3.2%	30	96.8%	0	0.0%	0	0.0%
Superintendent	1	5.6%	17	94.4%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	7.1%	13	92.9%	0	0.0%	0	0.0%
Total	139	6.1%	2063	90.6%	45	2.0%	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	51	2.2%	51	2.7%	102	2.4%
Black or Black British	14	0.6%	21	1.1%	35	0.8%
Mixed	63	2.8%	33	1.7%	96	2.3%
Other	11	0.5%	13	0.7%	24	0.6%
White	2063	90.6%	1610	84.9%	3673	88.0%
Prefer not to say	45	2.0%	33	1.7%	78	1.9%
Not Disclosed	29	1.3%	136	7.2%	165	4.0%

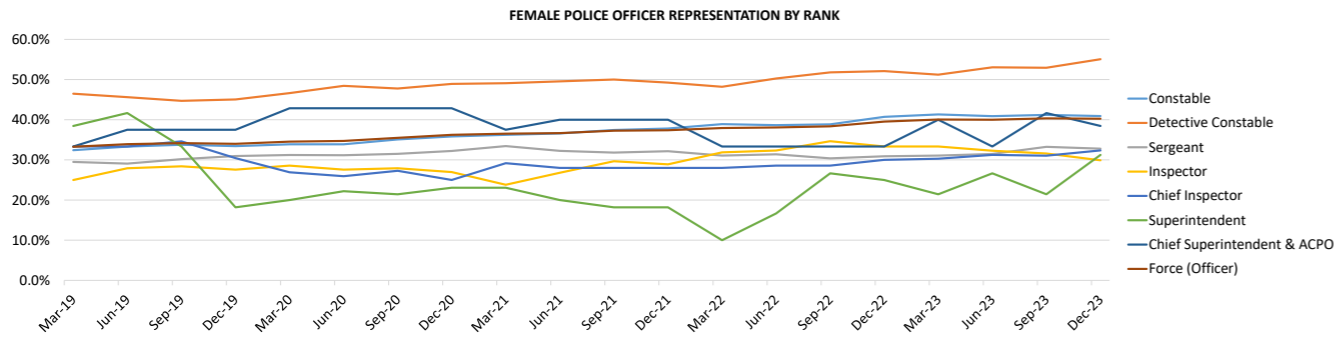
Frequency: Quarterly Gender Aspirations Reporting Period: 31/12/2023

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	40.2%	916		-9.8%	-222
To achieve internal <u>Overall female</u> representation of 50%	51.8%	2162		1.8%	75.5
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	32.4%	168		-17.6%	-91.5

Frequency: Quarterly Sex Reporting Period: 31/12/2023

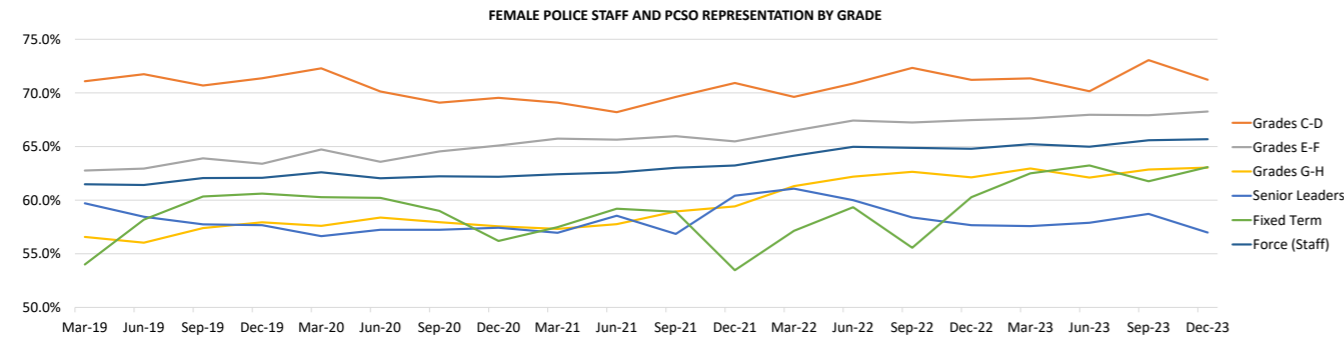
Sex - By Rank

Police Officer	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	634	40.9%	916	59.1%
Detective Constable	114	55.1%	93	44.9%
Sergeant	121	32.8%	248	67.2%
Inspector	26	29.9%	61	70.1%
C/Inspector	11	32.4%	23	67.6%
Superintendent	5	31.3%	11	68.8%
Chief Superintendent & ACPO	5	38.5%	8	61.5%
Total	916	40.2%	1360	59.8%



Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades C-D	151	71.2%	61	28.8%
Grades E-F	570	68.3%	265	31.7%
Grades G-H	382	63.0%	224	37.0%
Senior Leaders	102	57.0%	77	43.0%
Fixed Term	41	63.1%	24	36.9%
Total	1246	65.7%	651	34.3%



Frequency: Quarterly Sex Reporting Period: 31/12/2023

Sex - By Division

Police Officer	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	211	45.4%	254	54.6%
Northern	175	42.5%	237	57.5%
Western	238	45.6%	284	54.4%
Operations	34	15.7%	183	84.3%
Specialist Crime	44	31.9%	94	68.1%
Regional	18	25.7%	52	74.3%
Public Protection	78	57.8%	57	42.2%
Contact	28	36.4%	49	63.6%
Criminal Justice & Custody	18	28.6%	45	71.4%
People Services	59	41.5%	83	58.5%
Smaller Units	13	37.1%	22	62.9%
Total	916	40.2%	1360	59.8%

Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	46	71.9%	18	28.1%
Northern	38	71.7%	15	28.3%
Western	50	63.3%	29	36.7%
Operations	46	41.4%	65	58.6%
Specialist Crime & Region	173	67.8%	82	32.2%
Public Protection	67	81.7%	15	18.3%
Contact	314	72.2%	121	27.8%
Criminal Justice & Custody	168	71.2%	68	28.8%
People Services	115	79.9%	29	20.1%
ACPO	11	84.6%	2	15.4%
DCC Portfolio	116	67.1%	57	32.9%
Finance	42	43.3%	55	56.7%
ICT	26	25.0%	78	75.0%
Office of the Surrey PCC	16	61.5%	10	38.5%
PSD	18	72.0%	7	28.0%
Total	1246	65.7%	651	34.3%

Sex - Acting/Temporary By Rank

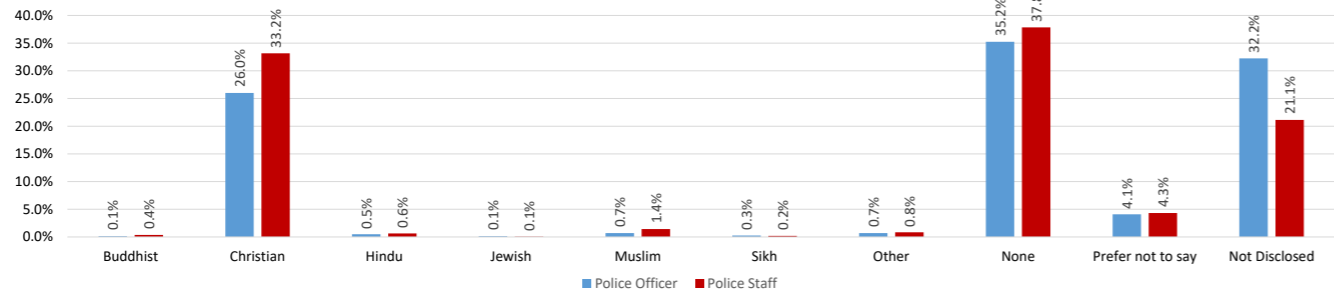
Police Officer	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	730	42.8%	975	57.2%
Acting/Temp Sergeant	18	34.6%	34	65.4%
Sergeant	116	33.3%	232	66.7%
Acting/Temp Inspector	6	26.1%	17	73.9%
Inspector	25	30.5%	57	69.5%
Acting/Temp Chief Inspector	0	0.0%	3	100.0%
Chief Inspector	9	29.0%	22	71.0%
Superintendent	7	38.9%	11	61.1%
Chief Superintendent & ACPO	5	35.7%	9	64.3%
Total	916	40.2%	1360	59.8%

Frequency: Quarterly Religion Reporting Period: 31/12/2023

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			
Buddhist	1	0.1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	1	7.7%	3	0.1%	
Christian	369	23.8%	58	28.0%	106	28.7%	35	40.2%	13	38.2%	6	37.5%	5	38.5%	592	26.0%	
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%	0	0.0%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16	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%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	16	0.7%	
None	612	39.5%	52	25.1%	103	27.9%	15	17.2%	12	35.3%	5	31.3%	3	23.1%	802	35.2%	
Prefer not to say	52	3.4%	11	5.3%	21	5.7%	4	4.6%	2	5.9%	1	6.3%	2	15.4%	93	4.1%	
Not Disclosed	475	30.6%	83	40.1%	132	35.8%	32	36.8%	6	17.6%	4	25.0%	2	15.4%	734	32.2%	

POLICE OFFICER AND POLICE STAFF/PCSO RELIGION



Police Staff & PCSO

Police Staff & PCSO	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		
Buddhist	3	1.4%	3	0.4%	1	0.2%	0	0.0%	0	0.0%	7	0.4%
Christian	72	34.0%	254	30.4%	204	33.7%	74	41.3%	25	14.0%	629	33.2%
Hindu	0	0.0%	5	0.6%	5	0.8%	2	1.1%	0	0.0%	12	0.6%
Jewish	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Muslim	4	1.9%	13	1.6%	8	1.3%	1	0.6%	1	0.6%	27	1.4%
Sikh	0	0.0%	1	0.1%	3	0.5%	0	0.0%	0	0.0%	4	0.2%
Other	1	0.5%	9	1.1%	3	0.5%	3	1.7%	0	0.0%	16	0.8%
None	79	37.3%	350	41.9%	214	35.3%	49	27.4%	26	14.5%	718	37.8%
Prefer not to say	9	4.2%	33	4.0%	24	4.0%	12	6.7%	4	2.2%	82	4.3%
Not Disclosed	44	20.8%	166	19.9%	144	23.8%	38	21.2%	9	5.0%	401	21.1%

Frequency: Quarterly Sexual Orientation Reporting Period: 31/12/2023

Sexual Orientation - Surrey Aspirations

To achieve LGBT Overall representation of 2.48%	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
	5.0%	209		2.5%	106	

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		
Bisexual	42	2.7%	1	0.5%	4	1.1%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	48	2.1%
Gay/Lesbian	43	2.8%	4	1.9%	9	2.4%	4	4.6%	2	5.9%	1	6.3%	1	7.7%	64	2.8%
Heterosexual	848	54.7%	88	42.5%	89	24.1%	35	40.2%	11	32.4%	12	75.0%	4	30.8%	1087	47.8%
Other	3	0.2%	1	0.5%	0	0.0%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	5	0.2%
Prefer not to say	42	2.7%	3	1.4%	11	3.0%	6	6.9%	1	2.9%	0	0.0%	0	0.0%	63	2.8%
Not Disclosed	572	36.9%	110	53.1%	256	69.4%	41	47.1%	19	55.9%	3	18.8%	8	61.5%	1009	44.3%

Police Staff & PCSO

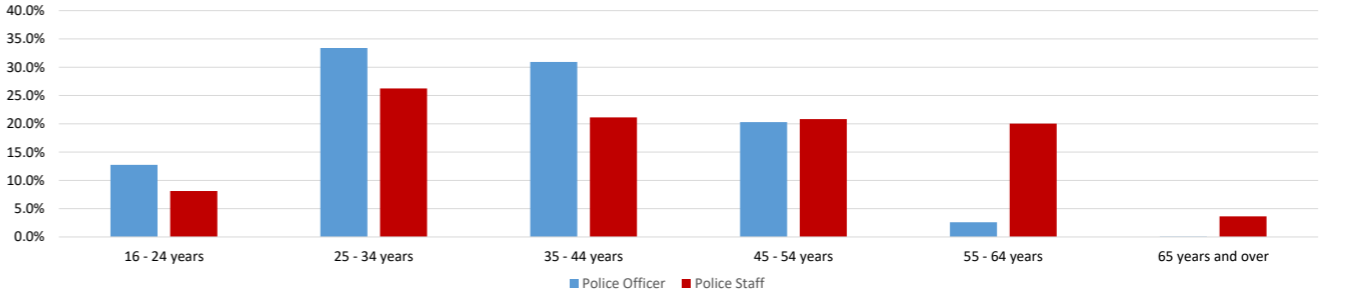
Police Staff & PCSO	Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total	24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade		
Bisexual	5	2.4%	30	3.6%	10	1.7%	1	0.6%	3	1.7%	49	2.6%
Gay/Lesbian	1	0.5%	23	2.8%	11	1.8%	2	1.1%	0	0.0%	37	2.0%
Heterosexual	108	50.9%	441	52.8%	281	46.4%	80	44.7%	46	25.7%	956	50.4%
Other	1	0.5%	4	0.5%	1	0.2%	0	0.0%	0	0.0%	6	0.3%
Prefer not to say	7	3.3%	24	2.9%	19	3.1%	5	2.8%	5	2.8%	60	3.2%
Not Disclosed	90	42.5%	313	37.5%	284	46.9%	91	50.8%	11	6.1%	789	41.6%

Frequency: Quarterly Age Reporting Period: 31/12/2023

Age - 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		
16 - 24 years	290	18.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	290	12.7%
25 - 34 years	648	41.8%	54	26.1%	56	15.2%	2	2.3%	0	0.0%	0	0.0%	0	0.0%	760	33.4%
35 - 44 years	361	23.3%	75	36.2%	189	51.2%	52	59.8%	19	55.9%	7	43.8%	1	7.7%	704	30.9%
45 - 54 years	219	14.1%	72	34.8%	110	29.8%	27	31.0%	15	44.1%	9	56.3%	10	77%	462	20.3%
55 - 64 years	32	2.1%	6	2.9%	14	3.8%	5	5.7%	0	0.0%	0	0.0%	2	15.4%	59	2.6%
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

Police Staff & PCSO	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		
16 - 24 years	27	12.7%	104	12.5%	16	2.6%	0	0.0%	7	3.9%	154	8.1%
25 - 34 years	50	23.6%	234	28.0%	184	30.4%	19	3.1%	11	1.8%	498	26.3%
35 - 44 years	26	12.3%	168	20.1%	142	23.4%	53	8.7%	12	2.0%	401	21.1%
45 - 54 years	44	20.8%	154	18.4%	121	20.0%	59	9.7%	17	2.8%	395	20.8%
55 - 64 years	54	25.5%	153	18.3%	112	18.5%	45	7.4%	16	2.6%	380	20.0%
65 years and over	11	5.2%	22	2.6%	31	5.1%	3	0.5%	2	0.3%	69	3.6%

Frequency: Quarterly Disability Reporting Period: 31/12/2023

Disability - Surrey Aspirations

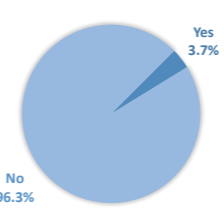
Note: Disability recording changed from 31/03/2022

To achieve Disability Overall representation of 3%	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
	4.4%	182		1.4%	57	

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	44	2.8%	1506	97.2%	Grades A-B	0	#DIV/0!	0	#DIV/0!
Detective Constable	10	4.8%	197	95.2%	Grades C-D	20	9.4%	192	90.6%
Sergeant	23	6.2%	346	93.8%	Grades E-F	39	4.7%	796	95.3%
Inspector	5	5.7%	82	94.3%	Grades G-H	27	4.5%	579	95.5%
Chief Inspector	1	2.9%	33	97.1%	Senior Leaders	9	5.0%	170	95.0%
Superintendent	1	6.3%	15	93.8%	Fixed Term	2	3.1%	63	96.9%
Chief Superintendent & ACPO	1	7.7%	12	92.3%	Total	97	5.1%	1800	94.9%
Total	85	3.7%	2191	96.3%					

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY

