

Frequency: Quarterly Ethnicity Aspirations for 2020/21 Reporting Period: 30/09/2021

		Current Month		Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 5%	5.9%	122		0.9%	18
To achieve Black, Asian & Minority Ethnic Police Staff representation of 5%	6.0%	120		1.0%	21
To achieve Black, Asian & Minority Ethnic Overall representation of 5%	5.9%	242		0.9%	39
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 5%	3.6%	17		-1.4%	-7
To achieve White (Other) <u>Officer</u> representation of 6%	3.6%	76		-2.4%	-49
To achieve White (Other) <u>Overall</u> representation of 6%	4.5%	182		-1.5%	-62

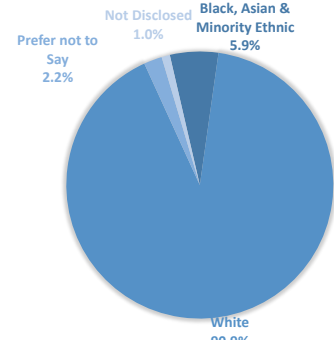
Frequency: Quarterly Ethnicity Reporting Period: 30/09/2021

Ethnicity - By Rank

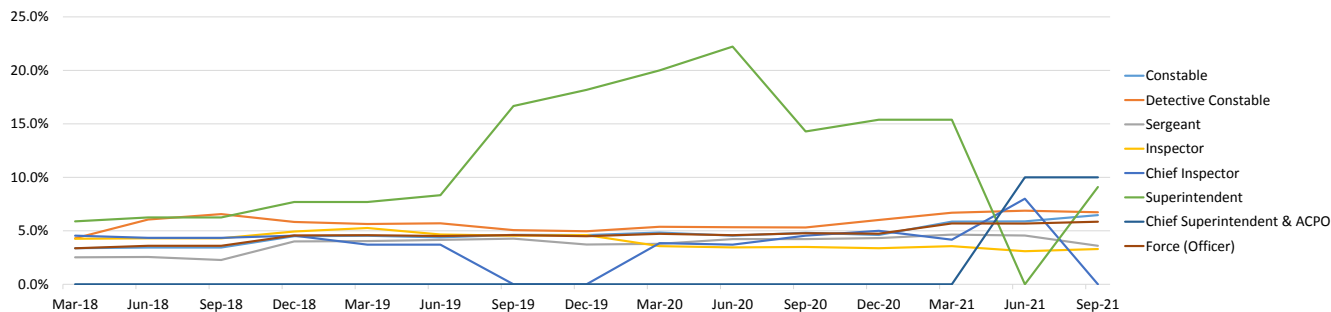
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	91	6.5%	1263	89.8%	35	2.5%	18	1.3%
Detective Constable	14	6.7%	189	90.9%	3	1.4%	2	1.0%
Sergeant	12	3.6%	313	94.0%	7	2.1%	1	0.3%
Inspector	3	3.3%	88	96.7%	0	0.0%	0	0.0%
Chief Inspector	0	0.0%	24	96.0%	1	4.0%	0	0.0%
Superintendent	1	9.1%	10	90.9%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	10.0%	9	90.0%	0	0.0%	0	0.0%
Total	122	5.9%	1896	90.9%	46	2.2%	21	1.0%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



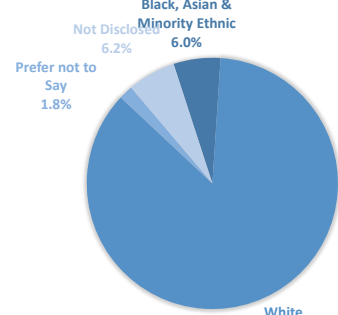
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



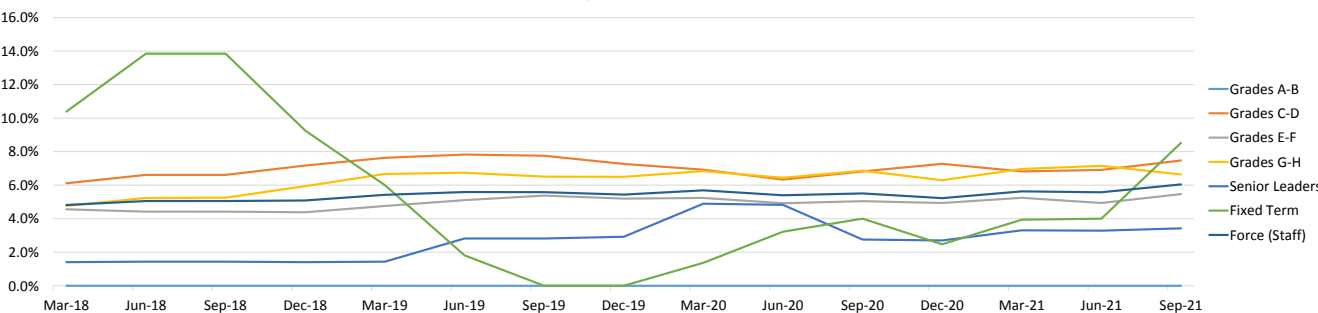
Police Staff & PCSO

	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%	12	92.3%	0	0.0%	1	7.7%
Grades C-D	16	7.5%	175	81.8%	2	0.9%	21	9.8%
Grades E-F	49	5.5%	778	86.8%	19	2.1%	50	5.6%
Grades G-H	39	6.6%	506	86.2%	12	2.0%	30	5.1%
Senior Leaders	5	3.4%	135	92.5%	1	0.7%	5	3.4%
Fixed Term	11	8.5%	100	77.5%	2	1.6%	16	12.4%
Total	120	6.0%	1706	85.9%	36	1.8%	123	6.2%

POLICE STAFF AND PCSO ETHNICITY



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



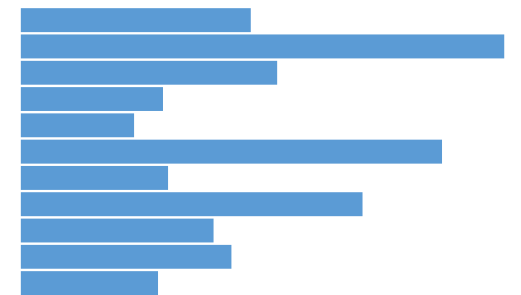
Frequency: Quarterly Ethnicity Reporting Period: 30/09/2021

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	23	5.1%	412	90.9%	11	2.4%	7	1.5%
Northern	41	10.7%	330	85.9%	10	2.6%	3	0.8%
Western	27	5.7%	433	90.8%	11	2.3%	6	1.3%
Operations	7	3.1%	210	94.2%	3	1.3%	3	1.3%
Specialist Crime	3	2.5%	115	95.8%	2	1.7%	0	0.0%
Regional	4	9.3%	37	86.0%	2	4.7%	0	0.0%
Public Protection	4	3.3%	117	95.1%	1	0.8%	1	0.8%
Contact	4	7.5%	47	88.7%	1	1.9%	1	1.9%
Criminal Justice & Custody	2	4.3%	45	95.7%	0	0.0%	0	0.0%
People Services	6	4.7%	118	91.5%	5	3.9%	0	0.0%
Smaller Units	1	3.0%	32	97.0%	0	0.0%	0	0.0%
Total	122	5.9%	1896	90.9%	46	2.2%	21	1.0%

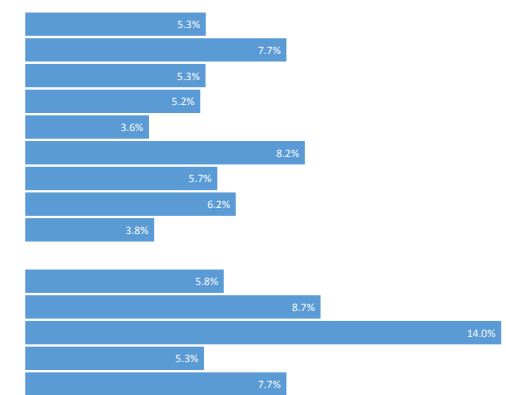
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



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	5	5.3%	81	86.2%	3	3.2%	5	5.3%
Northern	6	7.7%	63	80.8%	2	2.6%	7	9.0%
Western	6	5.3%	98	86.7%	0	0.0%	9	8.0%
Operations	5	5.2%	84	86.6%	1	1.0%	7	7.2%
Specialist Crime	9	3.6%	218	88.3%	7	2.8%	13	5.3%
Public Protection	7	8.2%	72	84.7%	3	3.5%	3	3.5%
Contact	25	5.7%	392	88.7%	10	2.3%	15	3.4%
Criminal Justice & Custody	15	6.2%	203	83.9%	4	1.7%	20	8.3%
People Services	6	3.8%	140	88.6%	1	0.6%	11	7.0%
ACPO	0	0.0%	10	90.9%	0	0.0%	1	9.1%
DCC Portfolio	10	5.8%	144	84.2%	1	0.6%	16	9.4%
Finance	8	8.7%	76	82.6%	0	0.0%	8	8.7%
ICT	15	14.0%	83	77.6%	2	1.9%	7	6.5%
Office of the Surrey PCC	1	5.3%	16	84.2%	2	10.5%	0	0.0%
PSD	2	7.7%	24	92.3%	0	0.0%	0	0.0%
Regional	0	0.0%	2	66.7%	0	0.0%	1	33.3%
Total	120	6.0%	1706	85.9%	36	1.8%	123	6.2%

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

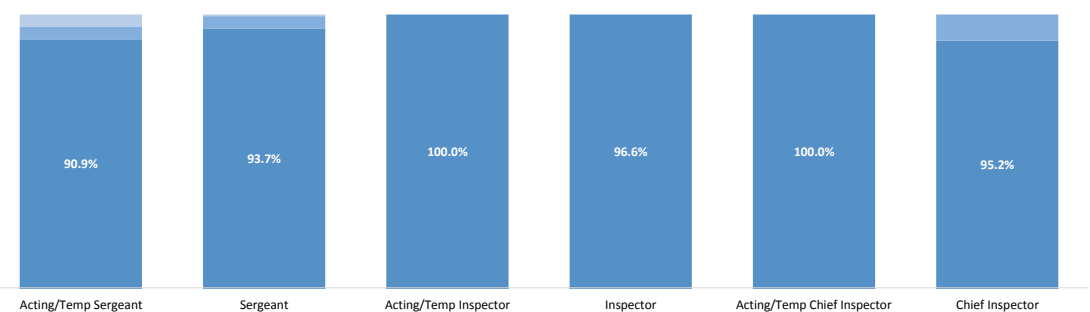


Ethnicity - Acting/Temporary By Rank

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	103	6.6%	1412	89.9%	37	2.4%	19	1.2%
Acting/Temp Sergeant	2	4.5%	40	90.9%	1	2.3%	1	2.3%
Sergeant	12	3.8%	296	93.7%	7	2.2%	1	0.3%
Acting/Temp Inspector	0	0.0%	18	100.0%	0	0.0%	0	0.0%
Inspector	3	3.4%	84	96.6%	0	0.0%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	3	100.0%	0	0.0%	0	0.0%
Chief Inspector	0	0.0%	20	95.2%	1	4.8%	0	0.0%
Superintendent	0	0.0%	14	100.0%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	2	18.2%	9	81.8%	0	0.0%	0	0.0%
Total	122	5.9%	1896	90.9%	46	2.2%	21	1.0%

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



Frequency: Quarterly Gender Aspirations Reporting Period: 30/09/2021

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	37.3%	777		-12.7%	-265.5
To achieve internal <u>Overall female</u> representation of 50%	49.8%	2028		-0.2%	-7
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	31.1%	146		-18.9%	-89

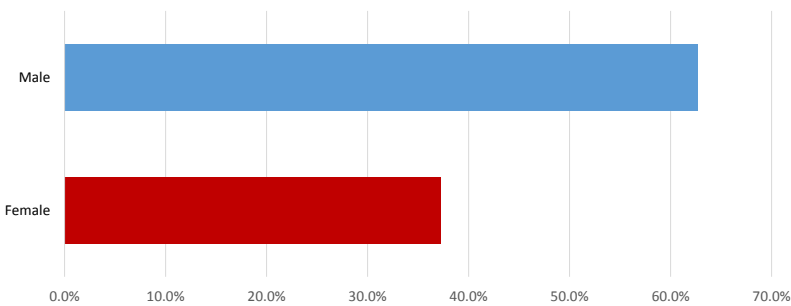
Frequency: Quarterly Gender Reporting Period: 30/09/2021

Gender - By Rank

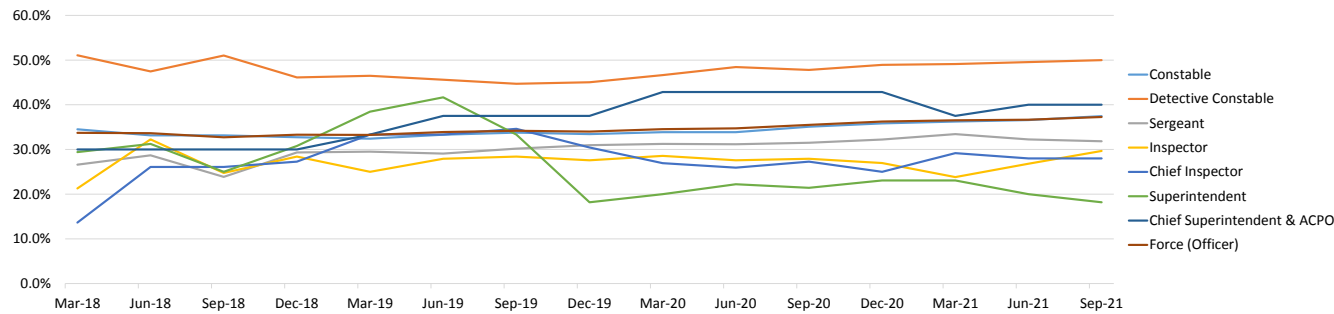
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	527	37.5%	880	62.5%
Detective Constable	104	50.0%	104	50.0%
Sergeant	106	31.8%	227	68.2%
Inspector	27	29.7%	64	70.3%
C/Inspector	7	28.0%	18	72.0%
Superintendent	2	18.2%	9	81.8%
Chief Superintendent & ACPO	4	40.0%	6	60.0%
Total	777	37.3%	1308	62.7%

POLICE OFFICER HEADCOUNT BY GENDER



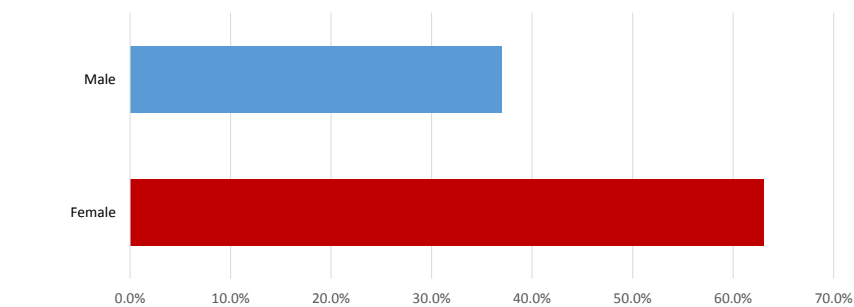
FEMALE POLICE OFFICER REPRESENTATION BY RANK



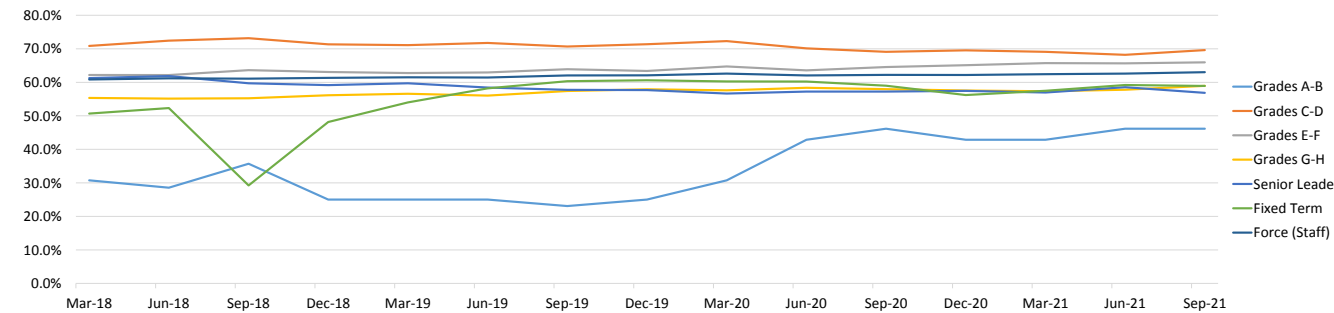
Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades A-B	6	46.2%	7	53.8%
Grades C-D	149	69.6%	65	30.4%
Grades E-F	591	66.0%	305	34.0%
Grades G-H	346	58.9%	241	41.1%
Senior Leaders	83	56.8%	63	43.2%
Fixed Term	76	58.9%	53	41.1%
Total	1251	63.0%	734	37.0%

POLICE STAFF AND PCSO HEADCOUNT BY GENDER



FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



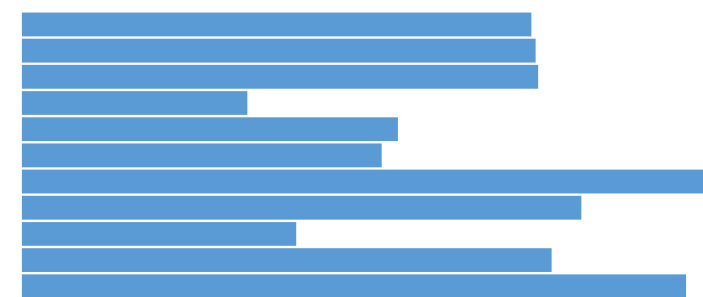
Frequency: Quarterly Gender Reporting Period: 30/09/2021

Gender - By Division

Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	179	39.5%	274	60.5%
Northern	153	39.8%	231	60.2%
Western	191	40.0%	286	60.0%
Operations	39	17.5%	184	82.5%
Specialist Crime	35	29.2%	85	70.8%
Regional	12	27.9%	31	72.1%
Public Protection	65	52.8%	58	47.2%
Contact	23	43.4%	30	56.6%
Criminal Justice & Custody	10	21.3%	37	78.7%
People Services	53	41.1%	76	58.9%
Smaller Units	17	51.5%	16	48.5%
Total	777	37.3%	1308	62.7%

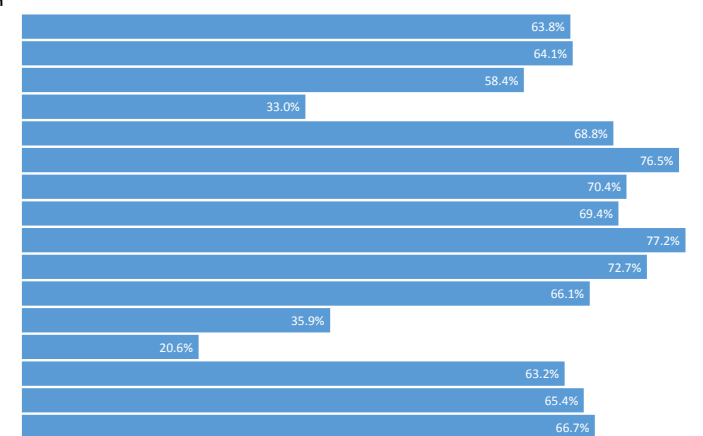
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	60	63.8%	34	36.2%
Northern	50	64.1%	28	35.9%
Western	66	58.4%	47	41.6%
Operations	32	33.0%	65	67.0%
Specialist Crime	170	68.8%	77	31.2%
Public Protection	65	76.5%	20	23.5%
Contact	311	70.4%	131	29.6%
Criminal Justice & Custody	168	69.4%	74	30.6%
People Services	122	77.2%	36	22.8%
ACPO	8	72.7%	3	27.3%
DCC Portfolio	113	66.1%	58	33.9%
Finance	33	35.9%	59	64.1%
ICT	22	20.6%	85	79.4%
Office of the Surrey PCC	12	63.2%	7	36.8%
PSD	17	65.4%	9	34.6%
Regional	2	66.7%	1	33.3%
Total	1251	63.0%	734	37.0%

POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT

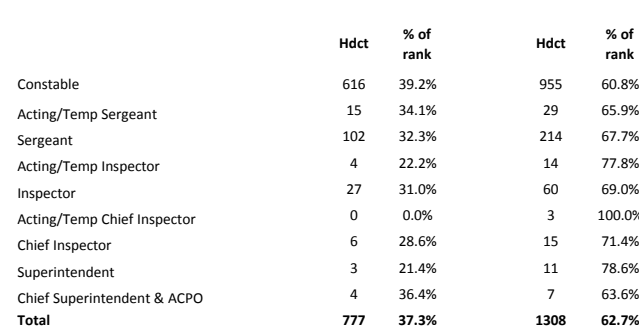


Gender - Acting/Temporary By Rank

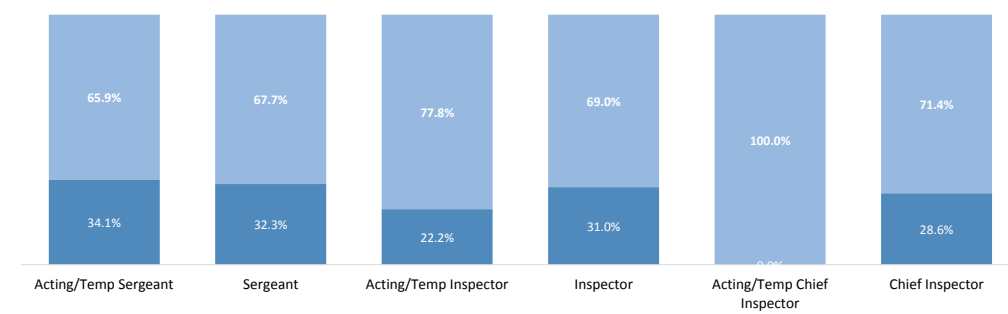
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	616	39.2%	955	60.8%
Acting/Temp Sergeant	15	34.1%	29	65.9%
Sergeant	102	32.3%	214	67.7%
Acting/Temp Inspector	4	22.2%	14	77.8%
Inspector	27	31.0%	60	69.0%
Acting/Temp Chief Inspector	0	0.0%	3	100.0%
Chief Inspector	6	28.6%	15	71.4%
Superintendent	3	21.4%	11	78.6%
Chief Superintendent & ACPO	4	36.4%	7	63.6%
Total	777	37.3%	1308	62.7%

POLICE OFFICER ACTING/TEMPORARY REPRESENTATION BY RANK

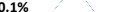


POLICE STAFF & PCSO ACTING/TEMPORARY REPRESENTATION BY GRADE

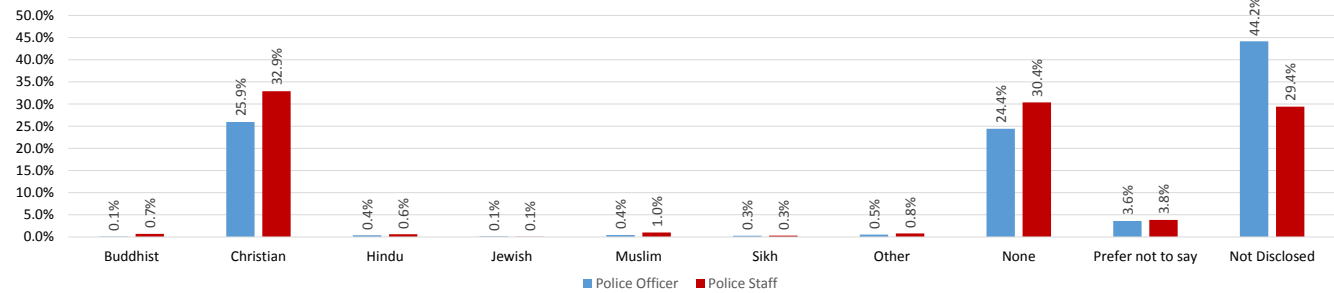


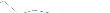
Frequency: Quarterly Religion Reporting Period: 30/09/2021

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%	0	0.0%	2	0.1%	
Christian	323	23.0%	65	31.3%	103	30.9%	32	35.2%	13	52.0%	1	9.1%	4	40.0%	541	25.9%	
Hindu	4	0.3%	3	1.4%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	0	0.0%	8	0.4%	
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	8	0.6%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	0.4%	
Sikh	5	0.4%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	0.3%	
Other	7	0.5%	1	0.5%	2	0.6%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	11	0.5%	
None	337	24.0%	51	24.5%	86	25.8%	21	23.1%	8	32.0%	4	36.4%	2	20.0%	509	24.4%	
Prefer not to say	36	2.6%	7	3.4%	23	6.9%	5	5.5%	0	0.0%	1	9.1%	3	30.0%	75	3.6%	
Not Disclosed	684	48.6%	81	38.9%	116	34.8%	31	34.1%	4	16.0%	4	36.4%	1	10.0%	921	44.2%	

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%	6	2.8%	5	0.6%	3	0.5%	0	0.0%	0	0.0%	14	0.7%	
Christian	3	23.1%	76	35.5%	277	30.9%	204	34.8%	60	41.1%	33	22.6%	653	32.9%	
Hindu	0	0.0%	1	0.5%	5	0.6%	5	0.9%	0	0.0%	1	0.7%	12	0.6%	
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	1.4%	7	0.8%	6	1.0%	1	0.7%	3	2.1%	20	1.0%	
Sikh	0	0.0%	0	0.0%	2	0.2%	3	0.5%	0	0.0%	1	0.7%	6	0.3%	
Other	0	0.0%	1	0.5%	10	1.1%	3	0.5%	2	1.4%	0	0.0%	16	0.8%	
None	2	15.4%	51	23.8%	287	32.0%	183	31.2%	36	24.7%	44	30.1%	603	30.4%	
Prefer not to say	2	15.4%	9	4.2%	32	3.6%	20	3.4%	10	6.8%	3	2.1%	76	3.8%	
Not Disclosed	6	46.2%	67	31.3%	270	30.1%	160	27.3%	37	25.3%	44	30.1%	584	29.4%	

Frequency: Quarterly Sexual Orientation Reporting Period: 30/09/2021

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%	3.7%	152		1.1%	46	

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	24	1.7%	1	0.5%	4	1.2%	1	1.1%	1	4.0%	0	0.0%	0	0.0%	31	1.5%	
Gay/Lesbian	30	2.1%	1	0.5%	9	2.7%	3	3.3%	1	4.0%	1	9.1%	2	20.0%	47	2.3%	
Heterosexual	468	33.3%	47	22.6%	71	21.3%	30	33.0%	11	44.0%	4	36.4%	2	20.0%	633	30.4%	
Other	3	0.2%	1	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	0.2%	
Prefer not to say	38	2.7%	3	1.4%	10	3.0%	2	2.2%	1	4.0%	0	0.0%	1	10.0%	55	2.6%	
Not Disclosed	844	60.0%	155	74.5%	238	71.5%	55	60.4%	11	44.0%	6	54.5%	5	50.0%	1314	63.0%	

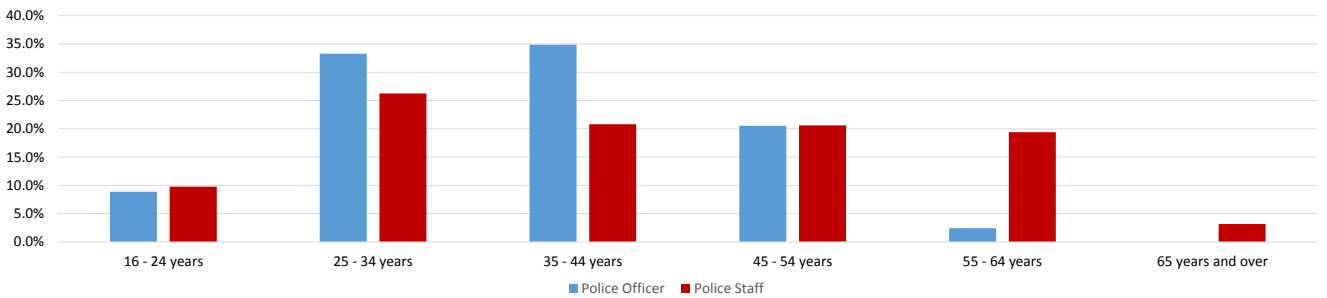
Police Staff & PCSO	Grades A-B		Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total		24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	%	
Bisexual	0	0.0%	3	1.4%	18	2.0%	9	1.5%	1	0.7%	1	0.7%	32	1.6%	
Gay/Lesbian	0	0.0%	5	2.3%	16	1.8%	9	1.5%	1	0.7%	1	0.7%	32	1.6%	
Heterosexual	6	46.2%	75	35.0%	369	41.2%	195	33.2%	52	35.6%	89	61.0%	786	39.6%	
Other	0	0.0%	1	0.5%	3	0.3%	1	0.2%	0	0.0%	0	0.0%	5	0.3%	
Prefer not to say	0	0.0%	7	3.3%	17	1.9%	22	3.7%	3	2.1%	3	2.1%	52	2.6%	
Not Disclosed	7	53.8%	123	57.5%	473	52.8%	351	59.8%	89	61.0%	35	24.0%	1078	54.3%	

Frequency: Quarterly Age Reporting Period: 30/09/2021

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	185	13.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	185	8.9%	
25 - 34 years	591	42.0%	37	17.8%	57	17.1%	9	9.9%	0	0.0%	0	0.0%	0	0.0%	694	33.3%	
35 - 44 years	393	27.9%	97	46.6%	180	54.1%	41	45.1%	12	48.0%	3	27.3%	1	10.0%	727	34.9%	
45 - 54 years	207	14.7%	66	31.7%	85	25.5%	41	45.1%	12	48.0%	8	72.7%	9	90%	428	20.5%	
55 - 64 years	31	2.2%	8	3.8%	11	3.3%	0	0.0%	1	4.0%	0	0.0%	0	0.0%	51	2.4%	
65 years and over	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	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	7.7%	21	9.8%	124	13.8%	24	4.1%	0	0.0%	24	16.4%	194	9.8%	
25 - 34 years	1	7.7%	42	19.6%	272	30.4%	164	27.9%	12	2.0%	30	5.1%	521	26.2%	
35 - 44 years	2	15.4%	28	13.1%	178	19.9%	137	23.3%	42	7.2%	26	4.4%	413	20.8%	
45 - 54 years	3	23.1%	42	19.6%	163	18.2%	124	21.1%	47	8.0%	30	5.1%	409	20.6%	
55 - 64 years	2	15.4%	65	30.4%	137	15.3%	124	21.1%	42	7.2%	15	2.6%	385	19.4%	
65 years and over	4	30.8%	16	7.5%	22	2.5%	14	2.4%	3	0.5%	4	0.7%	63	3.2%	

Frequency: Quarterly Disability Reporting Period: 30/09/2021

Disability - Surrey Aspirations

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve Disability <u>Overall</u> representation of 3%	2.1%	87		-0.9%	-35	

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	17	1.2%	1390	98.8%	Grades A-B	2	15.4%	11	84.6%
Detective Constable	4	1.9%	204	98.1%	Grades C-D	12	5.6%	202	94.4%
Sergeant	6	1.8%	327	98.2%	Grades E-F	20	2.2%	876	97.8%
Inspector	1	1.1%	90	98.9%	Grades G-H	18	3.1%	569	96.9%
Chief Inspector	1	4.0%	24	96.0%	Senior Leaders	6	4.1%	140	95.9%
Superintendent	0	0.0%	11	100.0%	Fixed Term	0	0.0%	129	100.0%
Chief Superintendent & ACPO	0	0.0%	10	100.0%					
Total	29	1.4%	2056	98.6%	Total	58	2.9%	1927	97.1%