Surrey & Sussex Policing Together

Surrey Police - Diversity Dashboard
December 2022

Frequency: Quarterly | **Ethnicity Aspirations for 2021/22** | Reporting Period: 31/12/2022

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 5%	5.8%	128		0.8%	17
To achieve Black, Asian & Minority Ethnic Police Staff representation of 5%	5.9%	110		0.9%	17
To achieve Black, Asian & Minority Ethnic Overall representation of 5%	5.9%	238		0.9%	35
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 5%	3.8%	19		-1.2%	-6
To achieve White (Other) Officer representation of 6%	4.2%	92		-1.8%	-41
To achieve White (Other) Overall representation of 6%	4.7%	193		-1.3%	-51

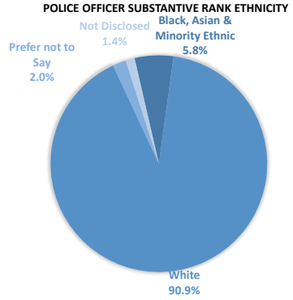
Frequency: Quarterly | **Ethnicity** | Reporting Period: 31/12/2022

Ethnicity - By Rank

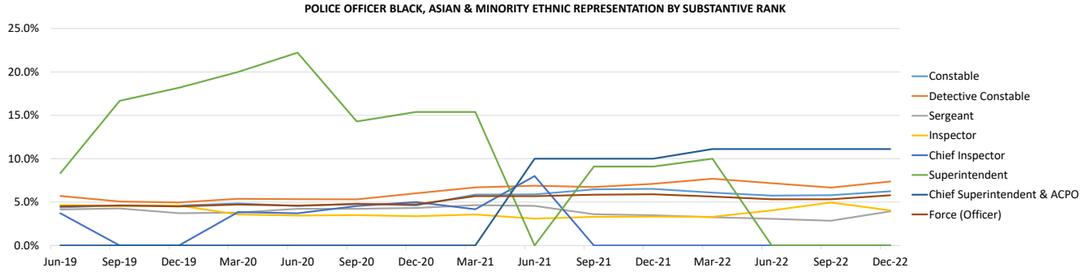
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	95	6.2%	1368	89.8%	34	2.2%	26	1.7%
Detective Constable	14	7.4%	172	90.5%	3	1.6%	1	0.5%
Sergeant	14	3.9%	334	93.8%	5	1.4%	3	0.8%
Inspector	4	4.0%	94	94.9%	1	1.0%	0	0.0%
Chief Inspector	0	0.0%	20	100.0%	0	0.0%	0	0.0%
Superintendent	0	0.0%	15	93.8%	1	6.3%	0	0.0%
Chief Superintendent & ACPO	1	11.1%	8	88.9%	0	0.0%	0	0.0%
Total	**128**	**5.8%**	**2011**	**90.9%**	**44**	**2.0%**	**30**	**1.4%**

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



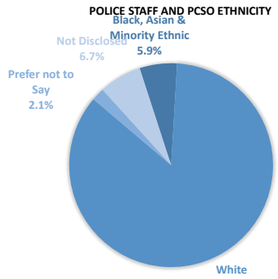
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



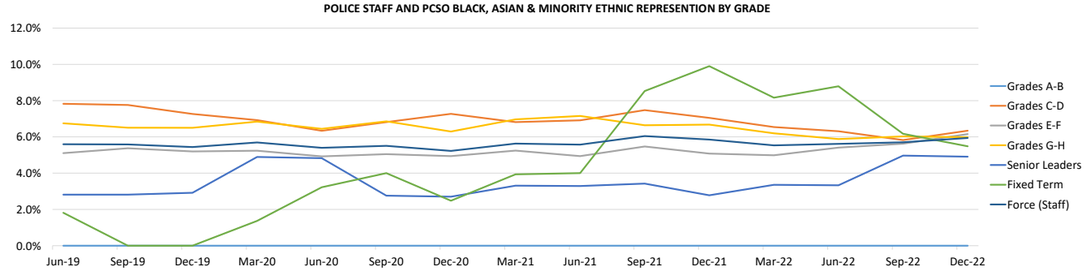
Police Staff & PCSO

	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	13	6.3%	163	79.5%	3	1.5%	26	12.7%
Grades E-F	49	6.2%	687	86.3%	17	2.1%	43	5.4%
Grades G-H	36	6.0%	520	86.4%	15	2.5%	31	5.1%
Senior Leaders	8	4.9%	145	89.0%	1	0.6%	9	5.5%
Fixed Term	4	5.5%	52	71.2%	2	2.7%	15	20.5%
Total	**110**	**5.9%**	**1579**	**85.3%**	**38**	**2.1%**	**125**	**6.7%**

POLICE STAFF AND PCSO ETHNICITY



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



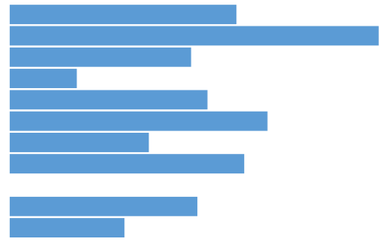
Frequency: Quarterly | **Ethnicity** | Reporting Period: 31/12/2022

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	30	6.2%	432	88.9%	13	2.7%	11	2.3%
Northern	43	10.0%	372	86.9%	8	1.9%	5	1.2%
Western	24	4.9%	446	91.8%	7	1.4%	9	1.9%
Operations	4	1.8%	210	95.9%	2	0.9%	3	1.4%
Specialist Crime	7	5.4%	118	90.8%	4	3.1%	1	0.8%
Regional	4	7.0%	52	91.2%	1	1.8%	0	0.0%
Public Protection	5	3.8%	126	95.5%	1	0.8%	0	0.0%
Contact	3	6.4%	42	89.4%	1	2.1%	1	2.1%
Criminal Justice & Custody	0	0.0%	59	100.0%	0	0.0%	0	0.0%
People Services	7	5.1%	123	89.8%	7	5.1%	0	0.0%
Smaller Units	1	3.1%	31	96.9%	0	0.0%	0	0.0%
Total	**128**	**5.8%**	**2011**	**90.9%**	**44**	**2.0%**	**30**	**1.4%**

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



Police Staff

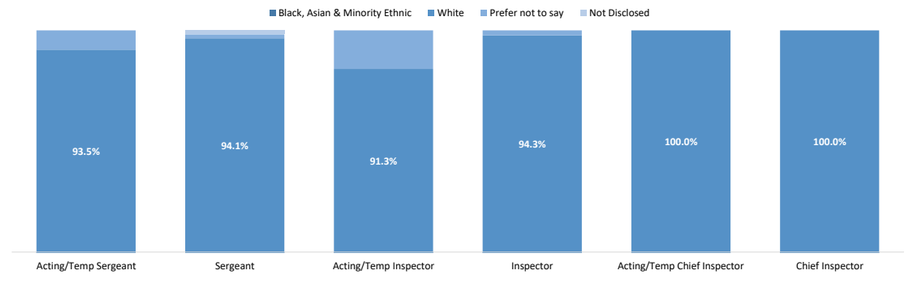
	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	3	4.1%	61	83.6%	2	2.7%	7	9.6%
Northern	5	8.3%	49	81.7%	2	3.3%	4	6.7%
Western	6	7.1%	70	82.4%	0	0.0%	9	10.6%
Operations	5	5.0%	88	87.1%	1	1.0%	7	6.9%
Specialist Crime	11	4.4%	219	87.6%	7	2.8%	13	5.2%
Public Protection	6	7.3%	71	86.6%	3	3.7%	2	2.4%
Contact	22	5.6%	344	88.0%	11	2.8%	14	3.6%
Criminal Justice & Custody	11	5.0%	186	83.8%	2	0.9%	23	10.4%
People Services	6	3.7%	145	89.5%	2	1.2%	9	5.6%
ACPO	0	0.0%	11	100.0%	0	0.0%	0	0.0%
DCC Portfolio	9	5.6%	132	82.0%	2	1.2%	18	11.2%
Finance	10	10.1%	78	78.8%	0	0.0%	11	11.1%
ICT	12	11.5%	81	77.9%	3	2.9%	8	7.7%
Office of the Surrey PCC	2	8.7%	18	78.3%	3	13.0%	0	0.0%
PSD	2	7.4%	25	92.6%	0	0.0%	0	0.0%
Regional	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Total	**110**	**5.9%**	**1579**	**85.3%**	**38**	**2.1%**	**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	108	6.5%	1497	89.8%	35	2.1%	27	1.6%
Acting/Temp Sergeant	1	2.2%	43	93.5%	2	4.3%	0	0.0%
Sergeant	14	4.1%	318	94.1%	3	0.9%	3	0.9%
Acting/Temp Inspector	0	0.0%	21	91.3%	2	8.7%	0	0.0%
Inspector	4	4.6%	82	94.3%	1	1.1%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	7	100.0%	0	0.0%	0	0.0%
Chief Inspector	0	0.0%	17	100.0%	0	0.0%	0	0.0%
Superintendent	0	0.0%	17	94.4%	1	5.6%	0	0.0%
Chief Superintendent & ACPO	1	10.0%	9	90.0%	0	0.0%	0	0.0%
Total	**128**	**5.8%**	**2011**	**90.9%**	**44**	**2.0%**	**30**	**1.4%**



Surrey Police - Diversity Dashboard
December 2022

Gender Aspirations

Frequency: Quarterly | Reporting Period: 31/12/2022

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve female Officer representation of 50%	39.5%	875		-10.5%	-231.5
To achieve internal Overall female representation of 50%	51.0%	2075		1.0%	42.5
To achieve female Officer supervisory representation of 50% (SGTs & above)	31.2%	156		-18.8%	-94

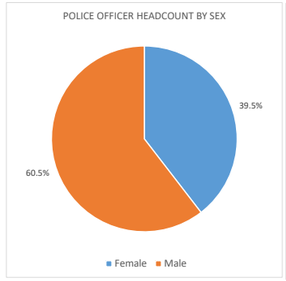
Sex

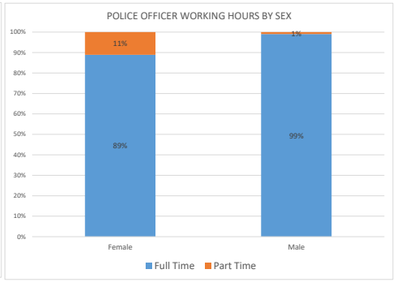
Frequency: Quarterly | Reporting Period: 31/12/2022

Sex - By Rank

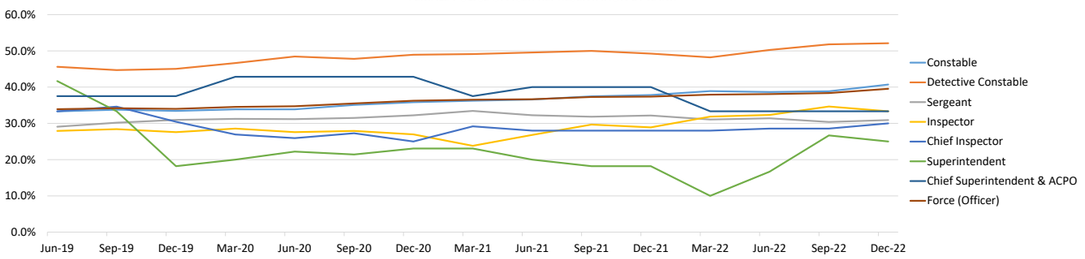
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	620	40.7%	903	59.3%
Detective Constable	99	52.1%	91	47.9%
Sergeant	110	30.9%	246	69.1%
Inspector	33	33.3%	66	66.7%
C/Inspector	6	30.0%	14	70.0%
Superintendent	4	25.0%	12	75.0%
Chief Superintendent & ACPO	3	33.3%	6	66.7%
Total	**875**	**39.5%**	**1338**	**60.5%**



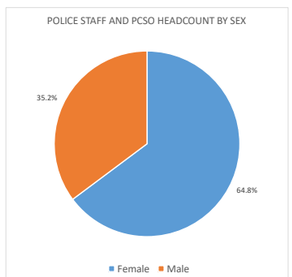


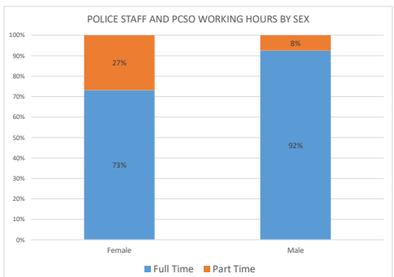
FEMALE POLICE OFFICER REPRESENTATION BY RANK



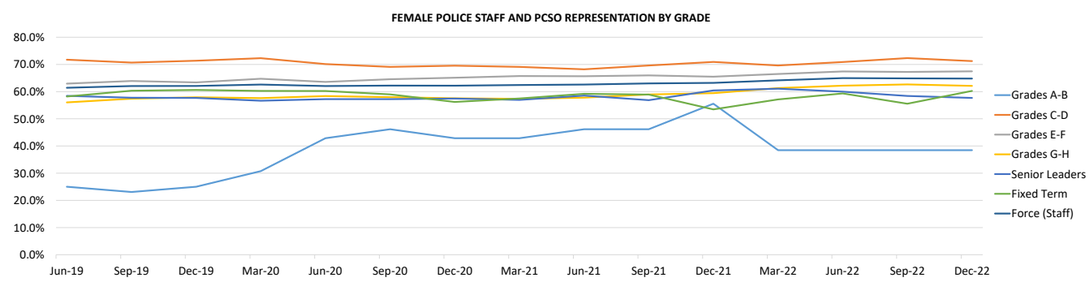
Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades A-B	5	38.5%	8	61.5%
Grades C-D	146	71.2%	59	28.8%
Grades E-F	537	67.5%	259	32.5%
Grades G-H	374	62.1%	228	37.9%
Senior Leaders	94	57.7%	69	42.3%
Fixed Term	44	60.3%	29	39.7%
Total	**1200**	**64.8%**	**652**	**35.2%**





FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



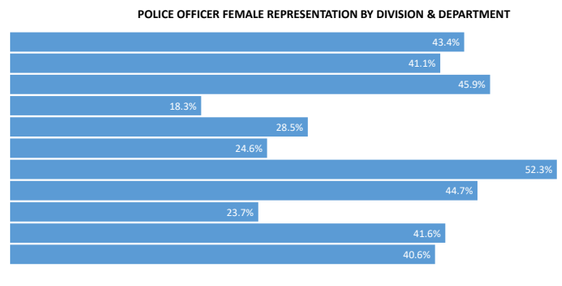
Sex

Frequency: Quarterly | Reporting Period: 31/12/2022

Sex - By Division

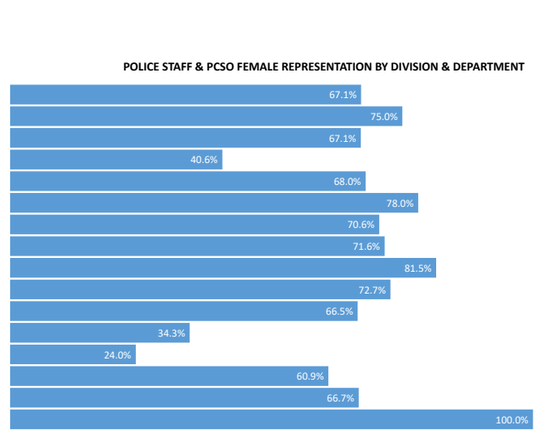
Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	211	43.4%	275	56.6%
Northern	176	41.1%	252	58.9%
Western	223	45.9%	263	54.1%
Operations	40	18.3%	179	81.7%
Specialist Crime	37	28.5%	93	71.5%
Regional	14	24.6%	43	75.4%
Public Protection	69	52.3%	63	47.7%
Contact	21	44.7%	26	55.3%
Criminal Justice & Custody	14	23.7%	45	76.3%
People Services	57	41.6%	80	58.4%
Smaller Units	13	40.6%	19	59.4%
Total	**875**	**39.5%**	**1338**	**60.5%**



Police Staff

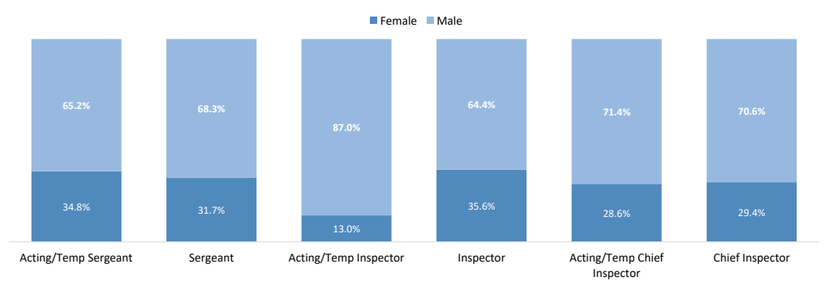
	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	49	67.1%	24	32.9%
Northern	45	75.0%	15	25.0%
Western	57	67.1%	28	32.9%
Operations	41	40.6%	60	59.4%
Specialist Crime	170	68.0%	80	32.0%
Public Protection	64	78.0%	18	22.0%
Contact	276	70.6%	115	29.4%
Criminal Justice & Custody	159	71.6%	63	28.4%
People Services	132	81.5%	30	18.5%
ACPO	8	72.7%	3	27.3%
DCC Portfolio	107	66.5%	54	33.5%
Finance	34	34.3%	65	65.7%
ICT	25	24.0%	79	76.0%
Office of the Surrey PCC	14	60.9%	9	39.1%
PSD	18	66.7%	9	33.3%
Regional	1	100.0%	0	0.0%
Total	**1200**	**64.8%**	**652**	**35.2%**



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	703	42.2%	964	57.8%
Acting/Temp Sergeant	16	34.8%	30	65.2%
Sergeant	107	31.7%	231	68.3%
Acting/Temp Inspector	3	13.0%	20	87.0%
Inspector	31	35.6%	56	64.4%
Acting/Temp Chief Inspector	2	28.6%	5	71.4%
Chief Inspector	5	29.4%	12	70.6%
Superintendent	5	27.8%	13	72.2%
Chief Superintendent & ACPO	3	30.0%	7	70.0%
Total	**875**	**39.5%**	**1338**	**60.5%**



Surrey Police - Diversity Dashboard
December 2022

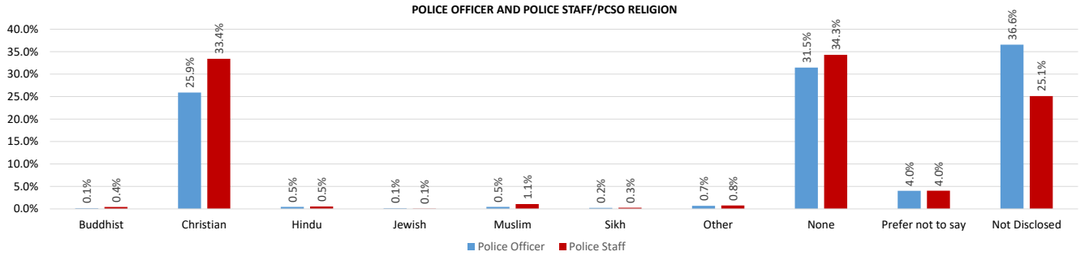
Frequency: Quarterly | **Religion** | Reporting Period: 31/12/2022

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	11.1%	**3**	**0.1%**	
Christian	357	23.4%	60	31.6%	100	28.1%	37	37.4%	11	55.0%	4	25.0%	4	44.4%	**573**	**25.9%**	
Hindu	6	0.4%	3	1.6%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**10**	**0.5%**	
Jewish	2	0.1%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	**3**	**0.1%**	
Muslim	8	0.5%	0	0.0%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**10**	**0.5%**	
Sikh	5	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**5**	**0.2%**	
Other	11	0.7%	1	0.5%	2	0.6%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	**15**	**0.7%**	
None	522	34.3%	47	24.7%	92	25.8%	22	22.2%	6	30.0%	5	31.3%	2	22.2%	**696**	**31.5%**	
Prefer not to say	49	3.2%	9	4.7%	22	6.2%	6	6.1%	0	0.0%	1	6.3%	2	22.2%	**89**	**4.0%**	
Not Disclosed	562	36.9%	70	36.8%	136	38.2%	32	32.3%	3	15.0%	6	37.5%	0	0.0%	**809**	**36.6%**	

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%	4	2.0%	3	0.4%	1	0.2%	0	0.0%	0	0.0%	**8**	**0.4%**	
Christian	3	23.1%	72	35.1%	251	31.5%	203	33.7%	65	39.9%	25	15.3%	**619**	**33.4%**	
Hindu	0	0.0%	0	0.0%	3	0.4%	5	0.8%	1	0.6%	1	0.6%	**10**	**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	1.5%	9	1.1%	6	1.0%	1	0.6%	1	0.6%	**20**	**1.1%**	
Sikh	0	0.0%	0	0.0%	1	0.1%	4	0.7%	0	0.0%	0	0.0%	**5**	**0.3%**	
Other	0	0.0%	0	0.0%	10	1.3%	2	0.3%	2	1.2%	0	0.0%	**14**	**0.8%**	
None	3	23.1%	64	31.2%	295	37.1%	207	34.4%	43	26.4%	23	14.1%	**635**	**34.3%**	
Prefer not to say	1	7.7%	8	3.9%	27	3.4%	22	3.7%	12	7.4%	5	3.1%	**75**	**4.0%**	
Not Disclosed	6	46.2%	54	26.3%	196	24.6%	152	25.2%	39	23.9%	18	11.0%	**465**	**25.1%**	

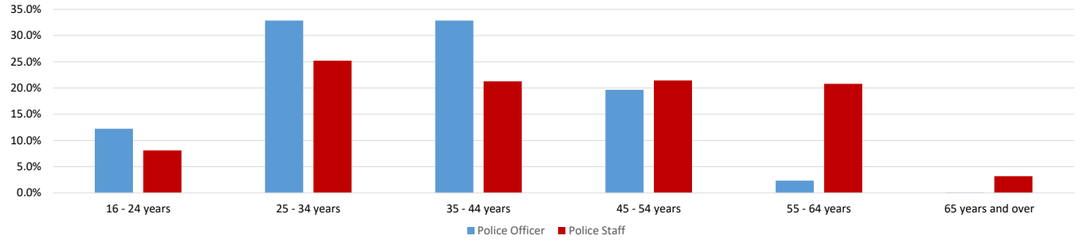
Frequency: Quarterly | **Age** | Reporting Period: 31/12/2022

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	Hdct	%	
16 - 24 years	270	17.7%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**271**	**12.2%**	
25 - 34 years	632	41.5%	33	17.4%	57	16.0%	5	5.1%	0	0.0%	0	0.0%	0	0.0%	**727**	**32.9%**	
35 - 44 years	380	25.0%	84	44.2%	189	53.1%	61	61.6%	6	30.0%	6	37.5%	1	11.1%	**727**	**32.9%**	
45 - 54 years	213	14.0%	68	35.8%	94	26.4%	30	30.3%	13	65.0%	10	62.5%	7	78%	**435**	**19.7%**	
55 - 64 years	28	1.8%	5	2.6%	14	3.9%	3	3.0%	1	5.0%	0	0.0%	1	11.1%	**52**	**2.3%**	
65 years and over	0	0.0%	0	0.0%	1	0.3%	0	0.0%	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	7.7%	29	14.1%	90	11.3%	25	4.2%	0	0.0%	5	3.1%	**150**	**8.1%**	
25 - 34 years	1	7.7%	41	20.0%	216	27.1%	180	29.9%	17	2.8%	12	2.0%	**467**	**25.2%**	
35 - 44 years	1	7.7%	28	13.7%	167	21.0%	140	23.3%	44	7.3%	14	2.3%	**394**	**21.3%**	
45 - 54 years	4	30.8%	41	20.0%	158	19.8%	117	19.4%	55	9.1%	22	3.7%	**397**	**21.4%**	
55 - 64 years	4	30.8%	53	25.9%	147	18.5%	119	19.8%	44	7.3%	18	3.0%	**385**	**20.8%**	
65 years and over	2	15.4%	13	6.3%	18	2.3%	21	3.5%	3	0.5%	2	0.3%	**59**	**3.2%**	

Frequency: Quarterly | **Sexual Orientation** | Reporting Period: 31/12/2022

Sexual Orientation - Surrey Aspirations

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve LGBT Overall representation of 2.6%	4.5%	184		1.9%	78

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	40	2.6%	1	0.5%	4	1.1%	0	0.0%	1	5.0%	1	6.3%	0	0.0%	**47**	**2.1%**	
Gay/Lesbian	43	2.8%	0	0.0%	9	2.5%	5	5.1%	1	5.0%	0	0.0%	1	11.1%	**59**	**2.7%**	
Heterosexual	754	49.5%	66	34.7%	88	24.7%	42	42.4%	9	45.0%	9	56.3%	2	22.2%	**970**	**43.8%**	
Other	4	0.3%	1	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	**6**	**0.3%**	
Prefer not to say	38	2.5%	1	0.5%	12	3.4%	4	4.0%	1	5.0%	0	0.0%	0	0.0%	**56**	**2.5%**	
Not Disclosed	644	42.3%	121	63.7%	242	68.0%	48	48.5%	8	40.0%	6	37.5%	6	66.7%	**1075**	**48.6%**	

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%	5	2.4%	21	2.6%	10	1.7%	1	0.6%	1	0.6%	**38**	**2.1%**	
Gay/Lesbian	0	0.0%	2	1.0%	16	2.0%	10	1.7%	2	1.2%	0	0.0%	**30**	**1.6%**	
Heterosexual	6	46.2%	89	43.4%	382	48.0%	264	43.9%	67	41.1%	53	32.5%	**861**	**46.5%**	
Other	0	0.0%	1	0.5%	2	0.3%	1	0.2%	0	0.0%	0	0.0%	**4**	**0.2%**	
Prefer not to say	0	0.0%	9	4.4%	21	2.6%	22	3.7%	4	2.5%	4	2.5%	**60**	**3.2%**	
Not Disclosed	7	53.8%	99	48.3%	354	44.5%	295	49.0%	89	54.6%	15	9.2%	**859**	**46.4%**	

Frequency: Quarterly | **Disability** | Reporting Period: 31/12/2022

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 Overall representation of 3%	4.1%	168		1.1%	46

Disability - By Rank

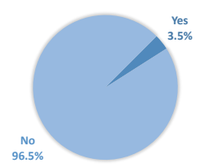
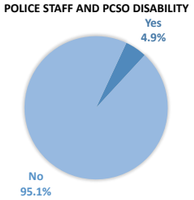
Police Officer

	Yes		No	
	Hdct	% of rank	Hdct	% of rank
Constable	44	2.9%	1479	97.1%
Detective Constable	9	4.7%	181	95.3%
Sergeant	18	5.1%	338	94.9%
Inspector	5	5.1%	94	94.9%
Chief Inspector	0	0.0%	20	100.0%
Superintendent	1	6.3%	15	93.8%
Chief Superintendent & ACPO	0	0.0%	9	100.0%
Total	**77**	**3.5%**	**2136**	**96.5%**

Police Staff & PCSO

	Yes		No	
	Hdct	% of grade	Hdct	% of grade
Grades A-B	3	23.1%	10	76.9%
Grades C-D	12	5.9%	193	94.1%
Grades E-F	38	4.8%	758	95.2%
Grades G-H	27	4.5%	575	95.5%
Senior Leaders	9	5.5%	154	94.5%
Fixed Term	2	2.7%	71	97.3%
Total	**91**	**4.9%**	**1761**	**95.1%**

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY