

Frequency: Quarterly Ethnicity Aspirations for 2021/22 Reporting Period: 31/03/2023

		Current Month		Difference to Surrey Aspiration	
		%	Actuals	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 5%	6.2%	143		1.2%	28
To achieve Black, Asian & Minority Ethnic Police Staff representation of 5%	5.6%	105		0.6%	12
To achieve Black, Asian & Minority Ethnic Overall representation of 5%	5.9%	248		0.9%	39
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 5%	4.4%	22		-0.6%	-3
To achieve White (Other) <u>Officer</u> representation of 6%	4.1%	94		-1.9%	-45
To achieve White (Other) <u>Overall</u> representation of 6%	4.8%	201		-1.2%	-49

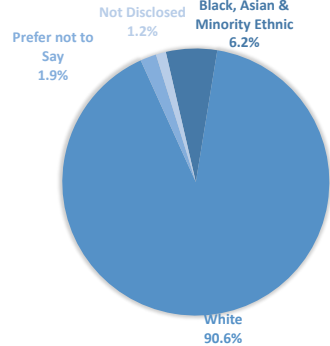
Frequency: Quarterly Ethnicity Reporting Period: 31/03/2023

Ethnicity - By Rank

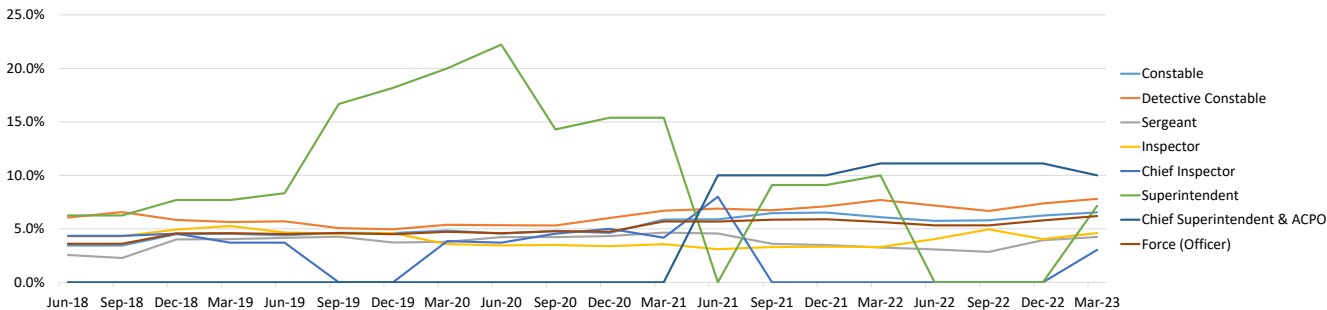
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	105	6.5%	1442	89.7%	36	2.2%	24	1.5%
Detective Constable	16	7.8%	185	90.2%	3	1.5%	1	0.5%
Sergeant	15	4.2%	331	93.5%	5	1.4%	3	0.8%
Inspector	4	4.6%	82	94.3%	1	1.1%	0	0.0%
Chief Inspector	1	3.0%	32	97.0%	0	0.0%	0	0.0%
Superintendent	1	7.1%	13	92.9%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	10.0%	9	90.0%	0	0.0%	0	0.0%
Total	143	6.2%	2094	90.6%	45	1.9%	28	1.2%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



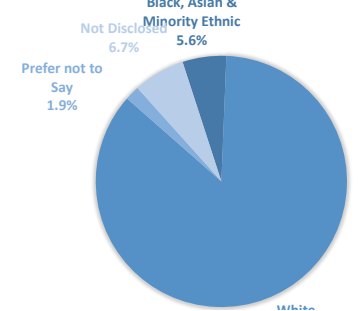
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



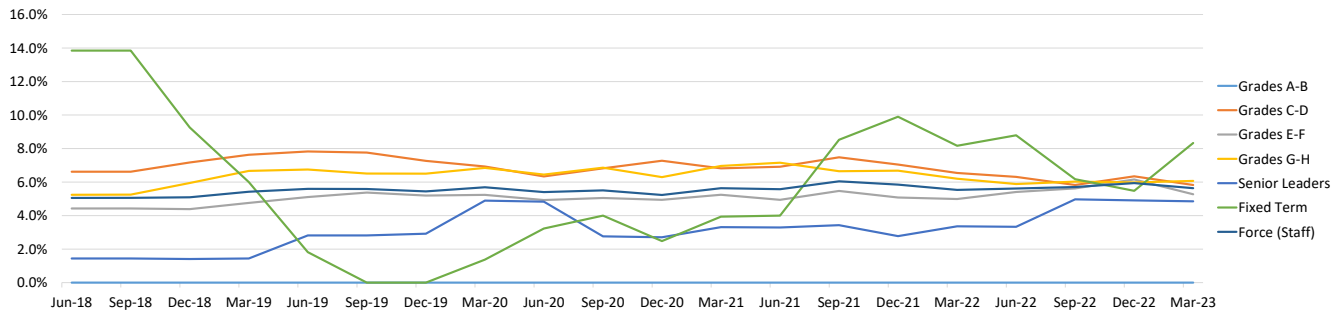
Police Staff & PCSO

	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	12	5.8%	166	80.6%	3	1.5%	25	12.1%
Grades E-F	42	5.3%	697	87.5%	14	1.8%	44	5.5%
Grades G-H	37	6.1%	526	86.2%	15	2.5%	32	5.2%
Senior Leaders	8	4.8%	147	89.1%	1	0.6%	9	5.5%
Fixed Term	6	8.3%	51	70.8%	2	2.8%	13	18.1%
Total	105	5.6%	1599	85.8%	35	1.9%	124	6.7%

POLICE STAFF AND PCSO ETHNICITY



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



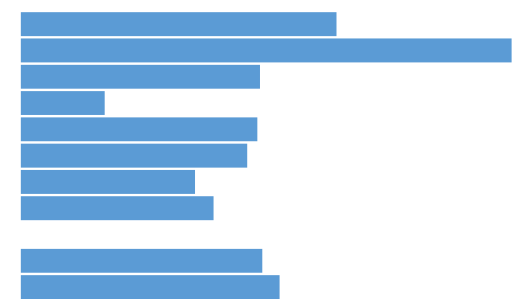
Frequency: Quarterly Ethnicity Reporting Period: 31/03/2023

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	35	7.0%	447	89.0%	10	2.0%	10	2.0%
Northern	49	10.8%	391	86.5%	9	2.0%	3	0.7%
Western	28	5.3%	486	91.7%	7	1.3%	9	1.7%
Operations	4	1.9%	207	95.8%	2	0.9%	3	1.4%
Specialist Crime	7	5.2%	121	90.3%	5	3.7%	1	0.7%
Regional	3	5.0%	56	93.3%	1	1.7%	0	0.0%
Public Protection	5	3.8%	123	94.6%	2	1.5%	0	0.0%
Contact	2	4.3%	43	91.5%	1	2.1%	1	2.1%
Criminal Justice & Custody	0	0.0%	54	100.0%	0	0.0%	0	0.0%
People Services	8	5.3%	133	88.7%	8	5.3%	1	0.7%
Smaller Units	2	5.7%	33	94.3%	0	0.0%	0	0.0%
Total	143	6.2%	2094	90.6%	45	1.9%	28	1.2%

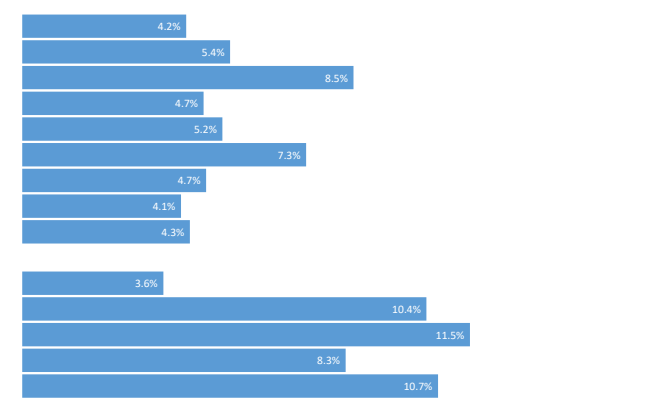
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



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	4.2%	61	85.9%	1	1.4%	6	8.5%
Northern	3	5.4%	47	83.9%	2	3.6%	4	7.1%
Western	7	8.5%	66	80.5%	0	0.0%	9	11.0%
Operations	5	4.7%	94	87.9%	1	0.9%	7	6.5%
Specialist Crime	13	5.2%	218	86.5%	7	2.8%	14	5.6%
Public Protection	6	7.3%	71	86.6%	3	3.7%	2	2.4%
Contact	19	4.7%	357	89.0%	10	2.5%	15	3.7%
Criminal Justice & Custody	9	4.1%	188	85.5%	2	0.9%	21	9.5%
People Services	7	4.3%	143	88.3%	2	1.2%	10	6.2%
ACPO	0	0.0%	12	100.0%	0	0.0%	0	0.0%
DCC Portfolio	6	3.6%	139	84.2%	2	1.2%	18	10.9%
Finance	10	10.4%	76	79.2%	0	0.0%	10	10.4%
ICT	12	11.5%	82	78.8%	2	1.9%	8	7.7%
Office of the Surrey PCC	2	8.3%	19	79.2%	3	12.5%	0	0.0%
PSD	3	10.7%	25	89.3%	0	0.0%	0	0.0%
Regional	0	0.0%	1	100.0%	0	0.0%	0	0.0%
Total	105	5.6%	1599	85.8%	35	1.9%	124	6.7%

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

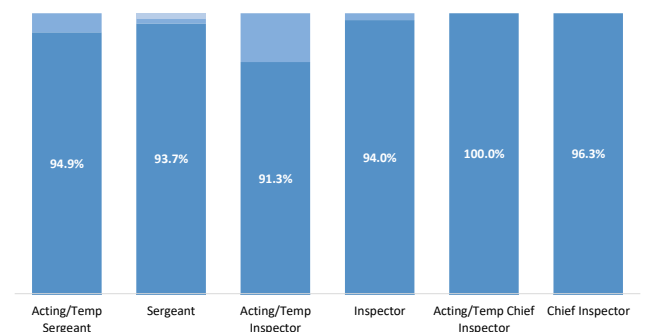


Ethnicity - Acting/Temporary By Rank

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	120	6.8%	1571	89.6%	37	2.1%	25	1.4%
Acting/Temp Sergeant	1	1.7%	56	94.9%	2	3.4%	0	0.0%
Sergeant	15	4.5%	312	93.7%	3	0.9%	3	0.9%
Acting/Temp Inspector	0	0.0%	21	91.3%	2	8.7%	0	0.0%
Inspector	4	4.8%	78	94.0%	1	1.2%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	3.7%	26	96.3%	0	0.0%	0	0.0%
Superintendent	1	5.3%	18	94.7%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	9.1%	10	90.9%	0	0.0%	0	0.0%
Total	143	6.2%	2094	90.6%	45	1.9%	28	1.2%

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	54	2.3%	45	2.4%	99	2.4%
Black or Black British	16	0.7%	19	1.0%	35	0.8%
Mixed	63	2.7%	28	1.5%	91	2.2%
Other	10	0.4%	13	0.7%	23	0.6%
White	2094	90.6%	1599	85.8%	3693	88.5%
Prefer not to say	45	1.9%	35	1.9%	80	1.9%
Not Disclosed	28	1.2%	124	6.7%	152	3.6%

Frequency: Quarterly Gender Aspirations Reporting Period: 31/03/2023

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	40.0%	925		-10.0%	-230
To achieve internal <u>Overall female</u> representation of 50%	51.3%	2140		1.3%	53.5
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	31.3%	156		-18.7%	-93

Frequency: Quarterly Sex Reporting Period: 31/03/2023

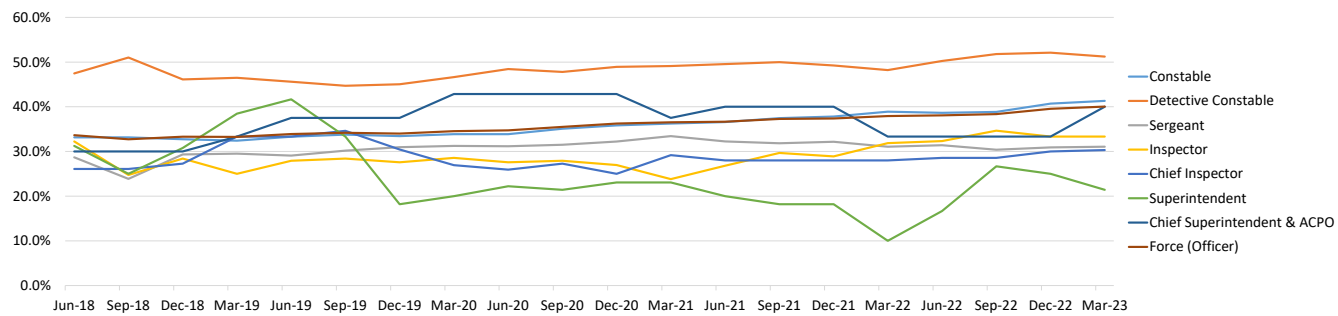
Sex - By Rank
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	664	41.3%	943	58.7%
Detective Constable	105	51.2%	100	48.8%
Sergeant	110	31.1%	244	68.9%
Inspector	29	33.3%	58	66.7%
C/Inspector	10	30.3%	23	69.7%
Superintendent	3	21.4%	11	78.6%
Chief Superintendent & ACPO	4	40.0%	6	60.0%
Total	925	40.0%	1385	60.0%

POLICE OFFICER HEADCOUNT BY SEX

POLICE OFFICER WORKING HOURS BY SEX

FEMALE POLICE OFFICER REPRESENTATION BY RANK



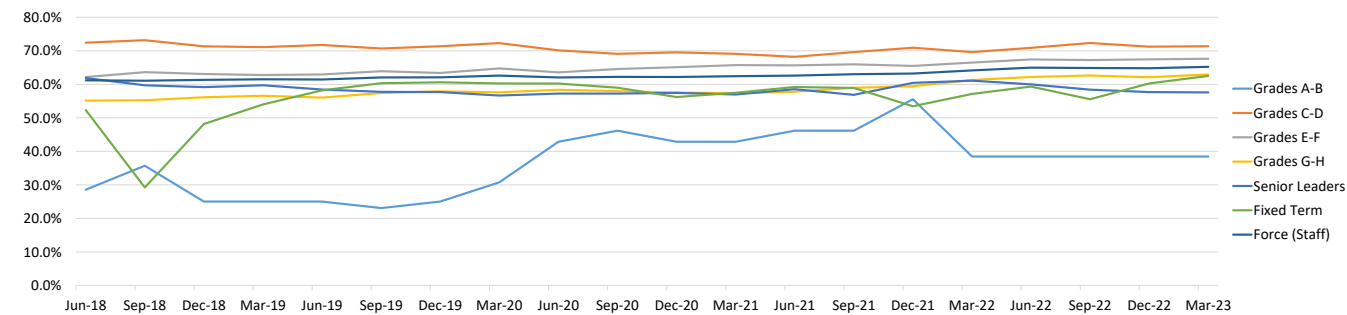
Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades A-B	5	38.5%	8	61.5%
Grades C-D	147	71.4%	59	28.6%
Grades E-F	539	67.6%	258	32.4%
Grades G-H	384	63.0%	226	37.0%
Senior Leaders	95	57.6%	70	42.4%
Fixed Term	45	62.5%	27	37.5%
Total	1215	65.2%	648	34.8%

POLICE STAFF AND PCSO HEADCOUNT BY SEX

POLICE STAFF AND PCSO WORKING HOURS BY SEX

FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE

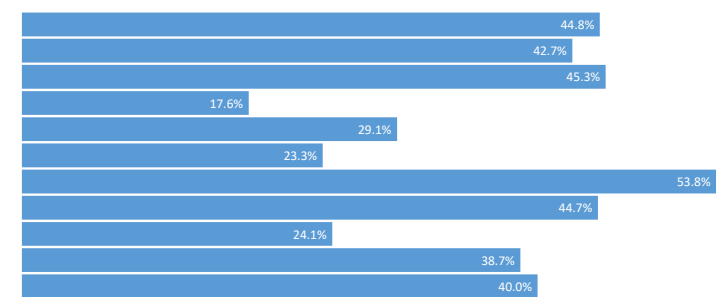


Frequency: Quarterly Sex Reporting Period: 31/03/2023

Sex - By Division

Police Officer	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	225	44.8%	277	55.2%
Northern	193	42.7%	259	57.3%
Western	240	45.3%	290	54.7%
Operations	38	17.6%	178	82.4%
Specialist Crime	39	29.1%	95	70.9%
Regional	14	23.3%	46	76.7%
Public Protection	70	53.8%	60	46.2%
Contact	21	44.7%	26	55.3%
Criminal Justice & Custody	13	24.1%	41	75.9%
People Services	58	38.7%	92	61.3%
Smaller Units	14	40.0%	21	60.0%
Total	925	40.0%	1385	60.0%

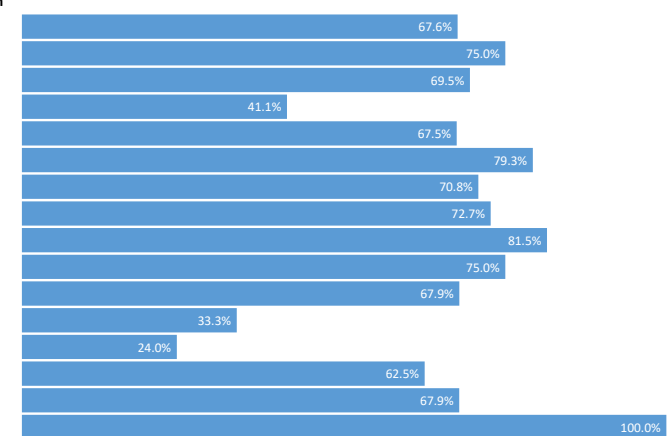
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	48	67.6%	23	32.4%
Northern	42	75.0%	14	25.0%
Western	57	69.5%	25	30.5%
Operations	44	41.1%	63	58.9%
Specialist Crime	170	67.5%	82	32.5%
Public Protection	65	79.3%	17	20.7%
Contact	284	70.8%	117	29.2%
Criminal Justice & Custody	160	72.7%	60	27.3%
People Services	132	81.5%	30	18.5%
ACPO	9	75.0%	3	25.0%
DCC Portfolio	112	67.9%	53	32.1%
Finance	32	33.3%	64	66.7%
ICT	25	24.0%	79	76.0%
Office of the Surrey PCC	15	62.5%	9	37.5%
PSD	19	67.9%	9	32.1%
Regional	1	100.0%	0	0.0%
Total	1215	65.2%	648	34.8%

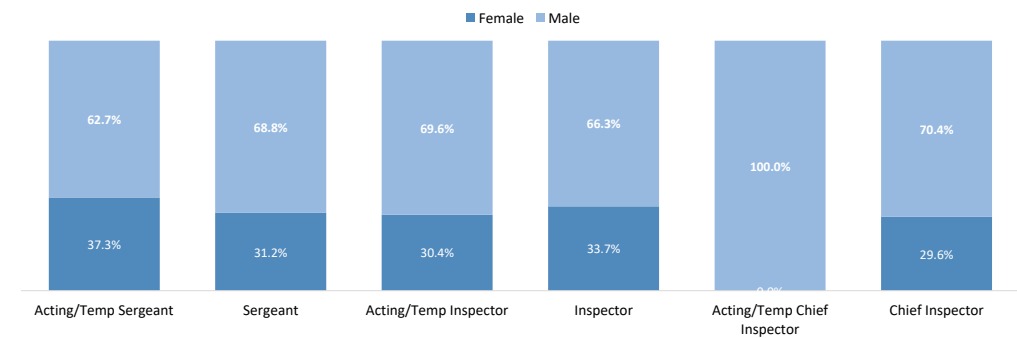
POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	747	42.6%	1006	57.4%
Acting/Temp Sergeant	22	37.3%	37	62.7%
Sergeant	104	31.2%	229	68.8%
Acting/Temp Inspector	7	30.4%	16	69.6%
Inspector	28	33.7%	55	66.3%
Acting/Temp Chief Inspector	0	0.0%	2	100.0%
Chief Inspector	8	29.6%	19	70.4%
Superintendent	5	26.3%	14	73.7%
Chief Superintendent & ACPO	4	36.4%	7	63.6%
Total	925	40.0%	1385	60.0%

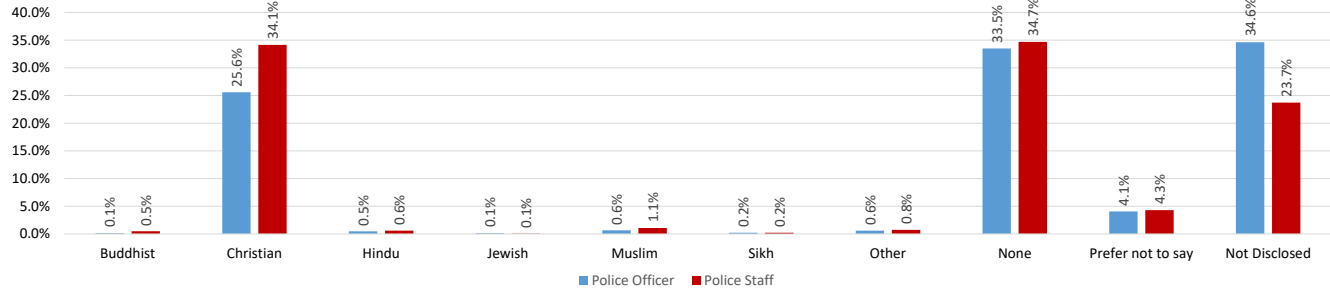


Frequency: Quarterly Religion Reporting Period: 31/03/2023

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	10.0%	3	0.1%	
Christian	374	23.3%	61	29.8%	101	28.5%	32	36.8%	16	48.5%	3	21.4%	4	40.0%	591	25.6%	
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	12	0.7%	1	0.5%	2	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	0.6%	
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	10	0.6%	1	0.5%	2	0.6%	1	1.1%	0	0.0%	0	0.0%	0	0.0%	14	0.6%	
None	601	37.4%	47	22.9%	91	25.7%	18	20.7%	10	30.3%	5	35.7%	2	20.0%	774	33.5%	
Prefer not to say	53	3.3%	10	4.9%	22	6.2%	5	5.7%	1	3.0%	1	7.1%	2	20.0%	94	4.1%	
Not Disclosed	541	33.7%	83	40.5%	134	37.9%	30	34.5%	6	18.2%	5	35.7%	1	10.0%	800	34.6%	

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	1.9%	3	0.4%	1	0.2%	0	0.0%	1	0.6%	9	0.5%	
Christian	3	23.1%	75	36.4%	255	32.0%	208	34.1%	66	40.0%	29	17.6%	636	34.1%	
Hindu	0	0.0%	0	0.0%	4	0.5%	5	0.8%	1	0.6%	1	0.6%	11	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	1.5%	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%	3	0.5%	0	0.0%	0	0.0%	4	0.2%	
Other	0	0.0%	1	0.5%	8	1.0%	3	0.5%	2	1.2%	0	0.0%	14	0.8%	
None	3	23.1%	65	31.6%	298	37.4%	212	34.8%	46	27.9%	22	13.3%	646	34.7%	
Prefer not to say	1	7.7%	10	4.9%	32	4.0%	20	3.3%	12	7.3%	5	3.0%	80	4.3%	
Not Disclosed	6	46.2%	48	23.3%	186	23.3%	152	24.9%	37	22.4%	13	7.9%	442	23.7%	

Frequency: Quarterly Sexual Orientation Reporting Period: 31/03/2023

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%	4.7%	197		2.1%	89	

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	42	2.6%	1	0.5%	4	1.1%	0	0.0%	2	6.1%	0	0.0%	0	0.0%	49	2.1%	
Gay/Lesbian	43	2.7%	2	1.0%	9	2.5%	5	5.7%	1	3.0%	0	0.0%	1	10.0%	61	2.6%	
Heterosexual	845	52.6%	77	37.6%	86	24.3%	37	42.5%	13	39.4%	9	64.3%	2	20.0%	1069	46.3%	
Other	4	0.2%	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	40	2.5%	2	1.0%	12	3.4%	4	4.6%	1	3.0%	0	0.0%	0	0.0%	59	2.6%	
Not Disclosed	633	39.4%	122	59.5%	242	68.4%	41	47.1%	16	48.5%	5	35.7%	7	70.0%	1066	46.1%	

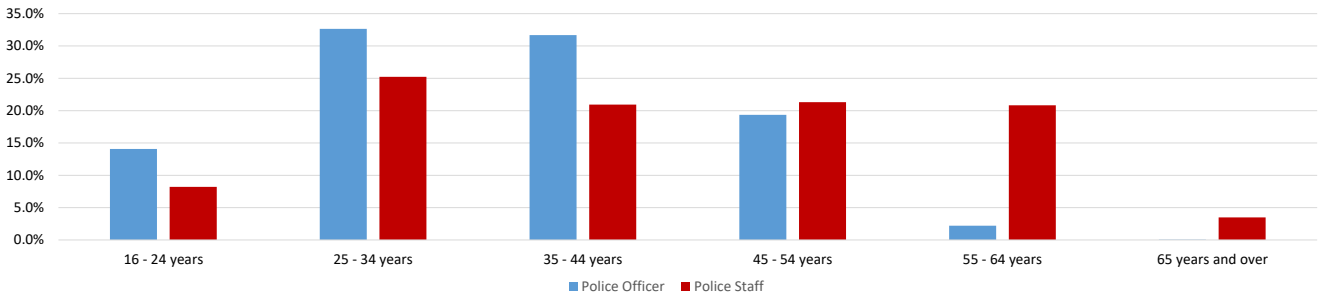
Police Staff & PCSO	Grades A-B		Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total		24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	%	
Bisexual	0	0.0%	4	1.9%	27	3.4%	10	1.6%	1	0.6%	1	0.6%	43	2.3%	
Gay/Lesbian	0	0.0%	2	1.0%	20	2.5%	10	1.6%	2	1.2%	0	0.0%	34	1.8%	
Heterosexual	6	46.2%	93	45.1%	391	49.1%	274	44.9%	71	43.0%	52	31.5%	887	47.6%	
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%	11	5.3%	21	2.6%	22	3.6%	4	2.4%	4	2.4%	62	3.3%	
Not Disclosed	7	53.8%	95	46.1%	336	42.2%	293	48.0%	87	52.7%	15	9.1%	833	44.7%	

Frequency: Quarterly Age Reporting Period: 31/03/2023

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	Hdct	%	
16 - 24 years	322	20.0%	2	1.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	325	14.1%	
25 - 34 years	657	40.9%	44	21.5%	49	13.8%	4	4.6%	0	0.0%	0	0.0%	0	0.0%	754	32.6%	
35 - 44 years	378	23.5%	86	42.0%	193	54.5%	52	59.8%	16	48.5%	6	42.9%	1	10.0%	732	31.7%	
45 - 54 years	221	13.8%	70	34.1%	96	27.1%	28	32.2%	16	48.5%	8	57.1%	8	80%	447	19.4%	
55 - 64 years	29	1.8%	3	1.5%	14	4.0%	3	3.4%	1	3.0%	0	0.0%	1	10.0%	51	2.2%	
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%	30	14.6%	95	11.9%	23	3.8%	0	0.0%	4	2.4%	153	8.2%	
25 - 34 years	1	7.7%	42	20.4%	212	26.6%	188	30.8%	16	2.6%	11	1.8%	470	25.2%	
35 - 44 years	1	7.7%	28	13.6%	165	20.7%	138	22.6%	44	7.2%	14	2.3%	390	20.9%	
45 - 54 years	4	30.8%	44	21.4%	154	19.3%	118	19.3%	55	9.0%	22	3.6%	397	21.3%	
55 - 64 years	4	30.8%	49	23.8%	152	19.1%	117	19.2%	47	7.7%	19	3.1%	388	20.8%	
65 years and over	2	15.4%	13	6.3%	19	2.4%	26	4.3%	3	0.5%	2	0.3%	65	3.5%	

Frequency: Quarterly Disability Reporting Period: 31/03/2023

Disability - Surrey Aspirations

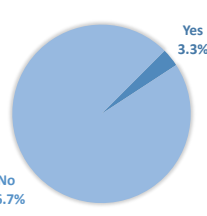
Note: Disability recording changed from 31/03/2022

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve Disability <u>Overall</u> representation of 3%	4.1%	170		1.1%	45	

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	43	2.7%	1564	97.3%	Grades A-B	3	23.1%	10	76.9%
Detective Constable	9	4.4%	196	95.6%	Grades C-D	14	6.8%	192	93.2%
Sergeant	18	5.1%	336	94.9%	Grades E-F	39	4.9%	758	95.1%
Inspector	5	5.7%	82	94.3%	Grades G-H	26	4.3%	584	95.7%
Chief Inspector	0	0.0%	33	100.0%	Senior Leaders	10	6.1%	155	93.9%
Superintendent	1	7.1%	13	92.9%	Fixed Term	2	2.8%	70	97.2%
Chief Superintendent & ACPO	0	0.0%	10	100.0%	Total	94	5.0%	1769	95.0%
Total	76	3.3%	2234	96.7%					

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY

