

Frequency: Quarterly Ethnicity Aspirations to meet 2021 Surrey Census levels Reporting Period: 31/12/2024

		Current Month		Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve Black, Asian & Global Majority Police Officer representation of 14.5%	5.2%	120		-9.3%	-213
To achieve Black, Asian & Global Majority Police Staff representation of 14.5%	7.0%	134		-7.5%	-142
To achieve Black, Asian & Global Majority Overall representation of 14.5%	6.0%	254		-8.5%	-355
To achieve Black, Asian & Global Majority Sgt and Above representation of 14.5%	4.4%	24		-10.1%	-55
To achieve White (Other) Officer representation of 8.9%	4.9%	113		-4.0%	-91
To achieve White (Other) Overall representation of 8.9%	5.4%	228		-3.5%	-146

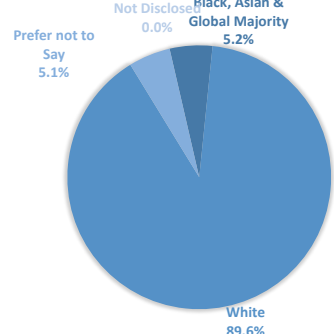
Frequency: Quarterly Ethnicity Reporting Period: 31/12/2024

Ethnicity - By Rank

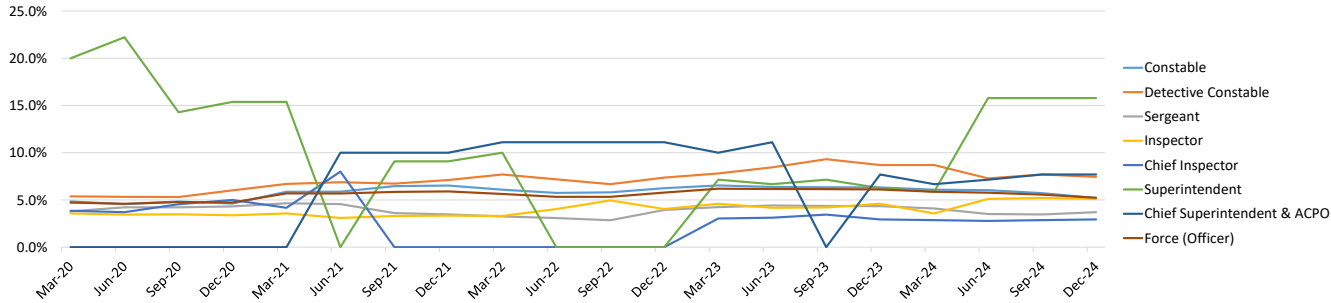
Police Officer - Substantive Rank

	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	80	5.2%	1369	89.0%	89	5.8%	0	0.0%
Detective Constable	16	7.4%	194	90.2%	5	2.3%	0	0.0%
Sergeant	14	3.7%	347	91.8%	17	4.5%	0	0.0%
Inspector	5	5.1%	88	89.8%	5	5.1%	0	0.0%
Chief Inspector	1	2.9%	32	94.1%	1	2.9%	0	0.0%
Superintendent	3	15.8%	15	78.9%	1	5.3%	0	0.0%
Chief Superintendent & ACPO	1	7.7%	12	92.3%	0	0.0%	0	0.0%
Total	120	5.2%	2057	89.6%	118	5.1%	0	0.0%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



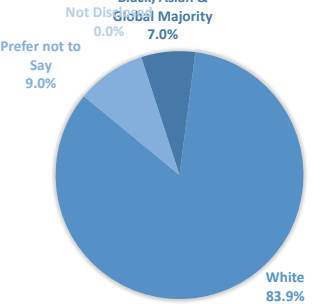
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



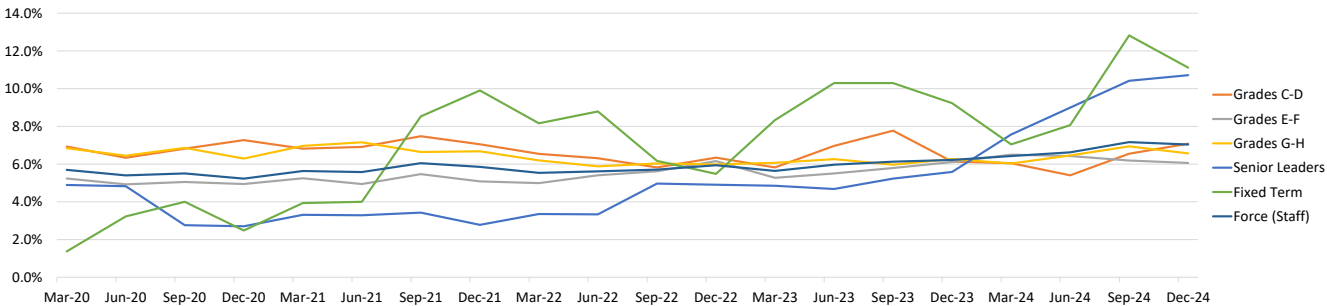
Police Staff & PCSO

	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade
Grades C-D	16	7.1%	189	83.6%	21	9.3%	0	0.0%
Grades E-F	48	6.1%	675	85.2%	69	8.7%	0	0.0%
Grades G-H	40	6.6%	513	84.2%	56	9.2%	0	0.0%
Senior Leaders	21	10.7%	164	83.7%	11	5.6%	0	0.0%
Fixed Term	9	11.1%	57	70.4%	15	18.5%	0	0.0%
Total	134	7.0%	1598	83.9%	172	9.0%	0	0.0%

POLICE STAFF AND PCSO ETHNICITY



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



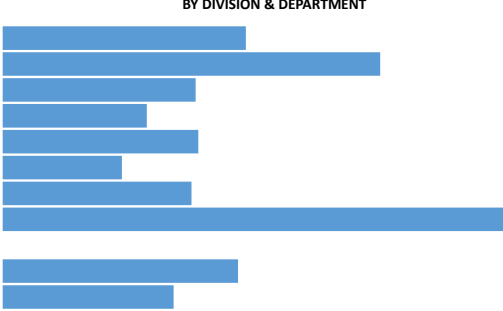
Frequency: Quarterly Ethnicity Reporting Period: 31/12/2024

Ethnicity - By Division

Police Officer

	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	24	5.4%	396	88.6%	27	6.0%	0	0.0%
Northern	36	8.3%	370	85.6%	26	6.0%	0	0.0%
Western	21	4.3%	451	91.5%	21	4.3%	0	0.0%
Operations	7	3.2%	205	93.2%	8	3.6%	0	0.0%
Specialist Crime	6	4.3%	124	89.2%	9	6.5%	0	0.0%
Regional	2	2.6%	73	96.1%	1	1.3%	0	0.0%
Public Protection	6	4.2%	135	93.8%	3	2.1%	0	0.0%
Contact	8	11.1%	62	86.1%	2	2.8%	0	0.0%
Criminal Justice & Custody	0	0.0%	63	96.9%	2	3.1%	0	0.0%
People Services	8	5.2%	130	84.4%	16	10.4%	0	0.0%
Smaller Units	2	3.8%	48	90.6%	3	5.7%	0	0.0%
Total	120	5.2%	2057	89.6%	118	5.1%	0	0.0%

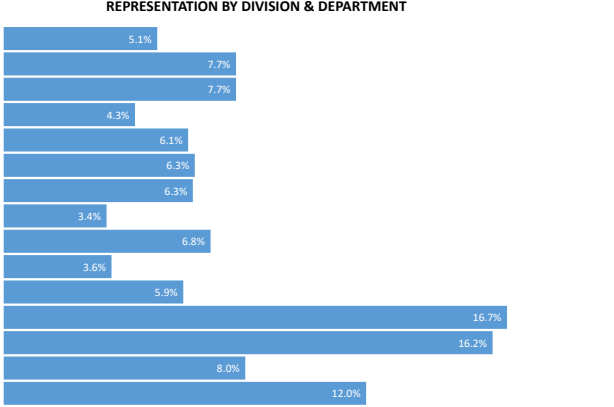
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	3	5.1%	49	83.1%	7	11.9%	0	0.0%
Northern	4	7.7%	40	76.9%	8	15.4%	0	0.0%
Western	5	7.7%	46	70.8%	14	21.5%	0	0.0%
Operations	5	4.3%	102	88.7%	8	7.0%	0	0.0%
Specialist Crime & Region	16	6.1%	220	84.0%	26	9.9%	0	0.0%
Public Protection	5	6.3%	70	88.6%	4	5.1%	0	0.0%
Contact	26	6.3%	367	88.4%	22	5.3%	0	0.0%
Criminal Justice & Custody	8	3.4%	201	85.5%	26	11.1%	0	0.0%
People Services	10	6.8%	127	87.0%	9	6.2%	0	0.0%
ACPO	1	3.6%	23	82.1%	4	14.3%	0	0.0%
DCC Portfolio	11	5.9%	153	82.7%	21	11.4%	0	0.0%
Finance	18	16.7%	81	75.0%	9	8.3%	0	0.0%
ICT	17	16.2%	77	73.3%	11	10.5%	0	0.0%
Office of the Surrey PCC	2	8.0%	20	80.0%	3	12.0%	0	0.0%
PSD	3	12.0%	22	88.0%	0	0.0%	0	0.0%
Total	134	7.0%	1598	83.9%	172	9.0%	0	0.0%

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

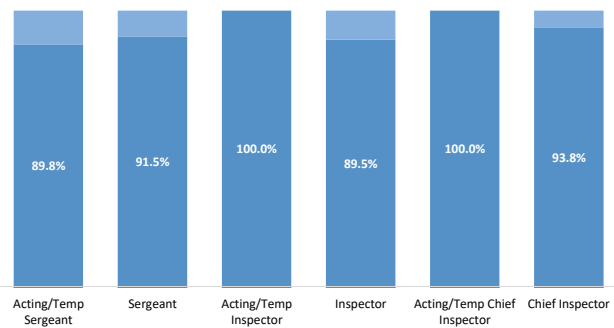


Ethnicity - Acting/Temporary By Rank

Police Officer

	Black, Asian & Global Majority		White		Prefer not to say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	94	5.5%	1519	89.1%	91	5.3%	0	0.0%
Acting/Temp Sergeant	2	4.1%	44	89.8%	3	6.1%	0	0.0%
Sergeant	14	3.9%	332	91.5%	17	4.7%	0	0.0%
Acting/Temp Inspector	0	0.0%	16	100.0%	0	0.0%	0	0.0%
Inspector	5	5.3%	85	89.5%	5	5.3%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	3.1%	30	93.8%	1	3.1%	0	0.0%
Superintendent	3	17.6%	13	76.5%	1	5.9%	0	0.0%
Chief Superintendent & ACPO	1	5.9%	16	94.1%	0	0.0%	0	0.0%
Total	120	5.2%	2057	89.6%	118	5.1%	0	0.0%

Black, Asian & Global Majority White Prefer not to say Not Disclosed



Detailed Ethnicity Breakdown - Force

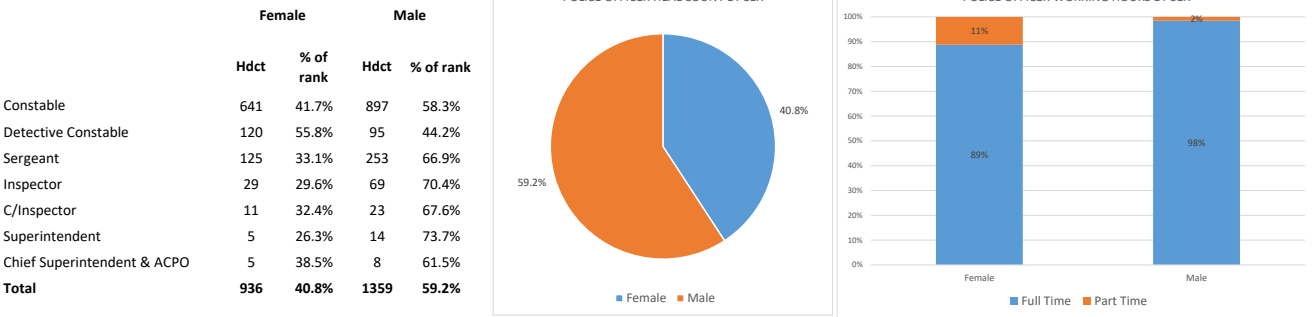
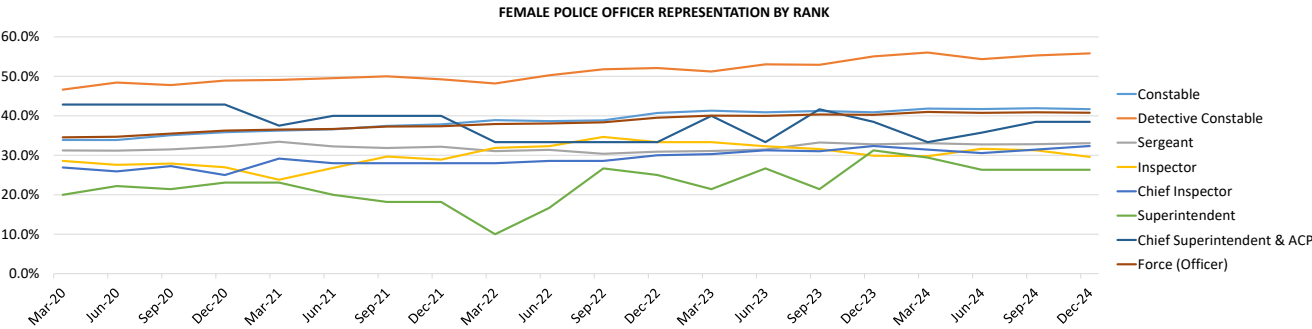
	Officers		Staff (incl PCSOs)		Total	
	Number	%	Number	%	Number	%
Asian or Asian British	41	1.8%	59	3.1%	100	2.4%
Black or Black British	13	0.6%	23	1.2%	36	0.9%
Mixed	56	2.4%	38	2.0%	94	2.2%
Other	10	0.4%	14	0.7%	24	0.6%
White	2057	89.6%	1598	83.9%	3655	87.0%
Prefer not to say	118	5.1%	172	9.0%	290	6.9%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%

Frequency: Quarterly Gender Aspirations Reporting Period: 31/12/2024

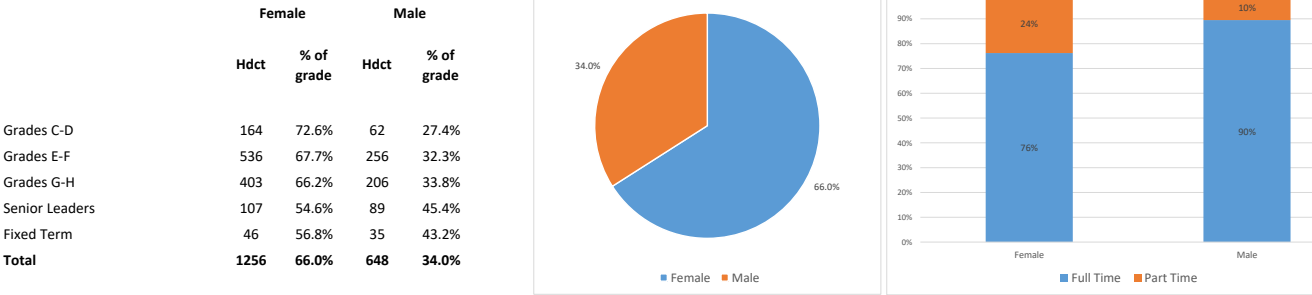
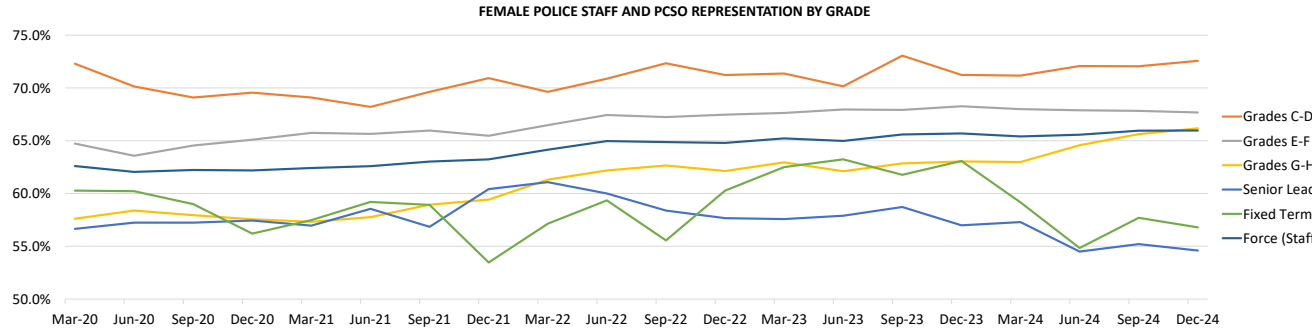
	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve female Officer representation of 50%	40.8%	936		-9.2%	-211.5
To achieve internal Overall female representation of 50%	52.2%	2192		2.2%	92.5
To achieve female Officer supervisory representation of 50% (SGTs & above)	32.3%	175		-17.7%	-96

Frequency: Quarterly Sex Reporting Period: 31/12/2024

Sex - By Rank
Police Officer



Police Staff & PCSO



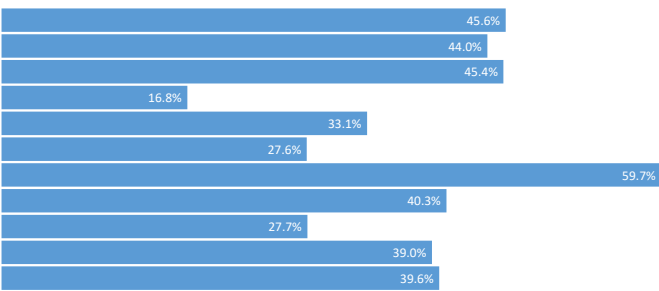
Frequency: Quarterly Sex Reporting Period: 31/12/2024

Sex - By Division

Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	204	45.6%	243	54.4%
Northern	190	44.0%	242	56.0%
Western	224	45.4%	269	54.6%
Operations	37	16.8%	183	83.2%
Specialist Crime	46	33.1%	93	66.9%
Regional	21	27.6%	55	72.4%
Public Protection	86	59.7%	58	40.3%
Contact	29	40.3%	43	59.7%
Criminal Justice & Custody	18	27.7%	47	72.3%
People Services	60	39.0%	94	61.0%
Smaller Units	21	39.6%	32	60.4%
Total	936	40.8%	1359	59.2%

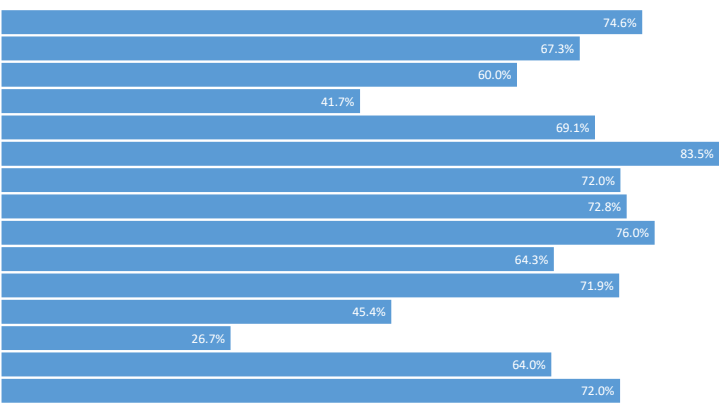
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	44	74.6%	15	25.4%
Northern	35	67.3%	17	32.7%
Western	39	60.0%	26	40.0%
Operations	48	41.7%	67	58.3%
Specialist Crime & Region	181	69.1%	81	30.9%
Public Protection	66	83.5%	13	16.5%
Contact	299	72.0%	116	28.0%
Criminal Justice & Custody	171	72.8%	64	27.2%
People Services	111	76.0%	35	24.0%
ACPO	18	64.3%	10	35.7%
DCC Portfolio	133	71.9%	52	28.1%
Finance	49	45.4%	59	54.6%
ICT	28	26.7%	77	73.3%
Office of the Surrey PCC	16	64.0%	9	36.0%
PSD	18	72.0%	7	28.0%

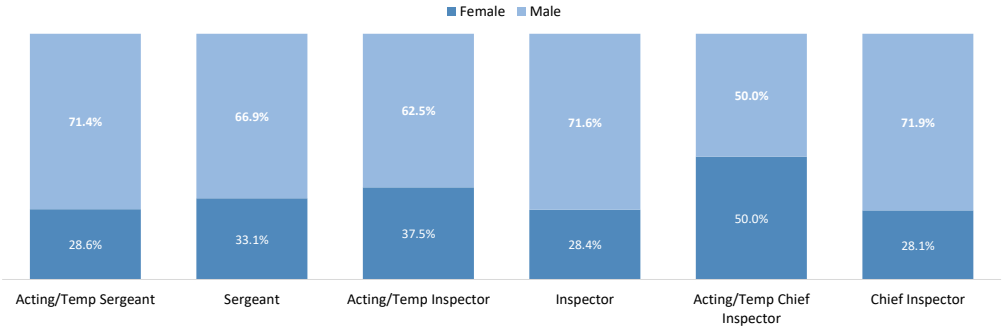
POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	747	43.8%	957	56.2%
Acting/Temp Sergeant	14	28.6%	35	71.4%
Sergeant	120	33.1%	243	66.9%
Acting/Temp Inspector	6	37.5%	10	62.5%
Inspector	27	28.4%	68	71.6%
Acting/Temp Chief Inspector	1	50.0%	1	50.0%
Chief Inspector	9	28.1%	23	71.9%
Superintendent	5	29.4%	12	70.6%
Chief Superintendent & ACPO	7	41.2%	10	58.8%
Total	936	40.8%	1359	59.2%



Frequency: Quarterly

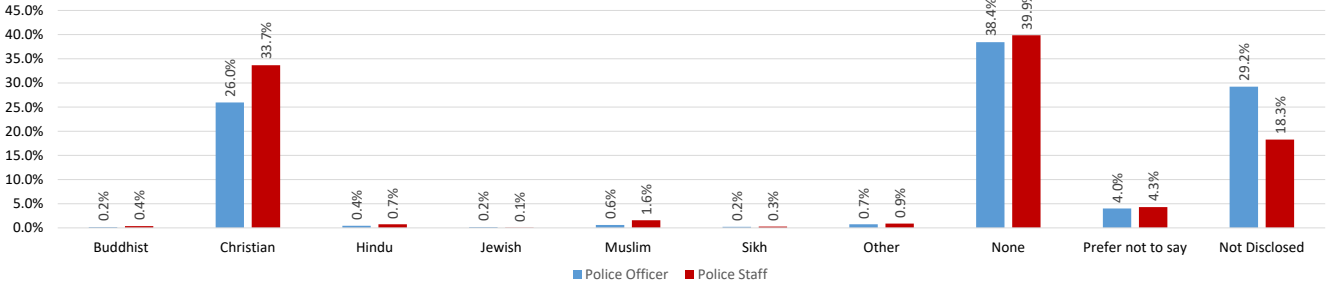
Religion

Reporting Period: 31/12/2024

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	2	0.1%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	1	7.7%	4	0.2%	
Christian	362	23.5%	65	30.2%	104	27.5%	40	40.8%	14	41.2%	7	36.8%	4	30.8%	596	26.0%	
Hindu	8	0.5%	1	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	0.4%	
Jewish	3	0.2%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	4	0.2%	
Muslim	12	0.8%	1	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	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	12	0.8%	1	0.5%	3	0.8%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	17	0.7%	
None	659	42.8%	69	32.1%	113	29.9%	17	17.3%	13	38.2%	6	31.6%	5	38.5%	882	38.4%	
Prefer not to say	52	3.4%	10	4.7%	21	5.6%	5	5.1%	2	5.9%	1	5.3%	1	7.7%	92	4.0%	
Not Disclosed	423	27.5%	68	31.6%	135	35.7%	34	34.7%	4	11.8%	5	26.3%	2	15.4%	671	29.2%	

POLICE OFFICER AND POLICE STAFF/PCSO RELIGION



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	Hdct	%	
Buddhist	3	1.3%	1	0.1%	3	0.5%	0	0.0%	0	0.0%	7	0.4%	
Christian	85	37.6%	246	31.1%	199	32.7%	79	40.3%	32	16.3%	641	33.7%	
Hindu	0	0.0%	4	0.5%	6	1.0%	3	1.5%	1	0.5%	14	0.7%	
Jewish	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	
Muslim	1	0.4%	12	1.5%	12	2.0%	3	1.5%	2	1.0%	30	1.6%	
Sikh	0	0.0%	1	0.1%	3	0.5%	1	0.5%	0	0.0%	5	0.3%	
Other	1	0.4%	8	1.0%	4	0.7%	2	1.0%	2	1.0%	17	0.9%	
None	89	39.4%	358	45.2%	218	35.8%	60	30.6%	34	17.3%	759	39.9%	
Prefer not to say	11	4.9%	30	3.8%	26	4.3%	12	6.1%	3	1.5%	82	4.3%	
Not Disclosed	36	15.9%	131	16.5%	138	22.7%	36	18.4%	7	3.6%	348	18.3%	

Frequency: Quarterly

Sexual Orientation

Reporting Period: 31/12/2024

Sexual Orientation - Surrey Aspirations

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve LGBT Overall representation of 2.48%	5.1%	214		2.6%	110	

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	44	2.9%	3	1.4%	4	1.1%	1	1.0%	1	2.9%	0	0.0%	0	0.0%	53	2.3%	
Gay/Lesbian	45	2.9%	3	1.4%	6	1.6%	5	5.1%	2	5.9%	1	5.3%	1	7.7%	63	2.7%	
Heterosexual	880	57.2%	98	45.6%	107	28.3%	33	33.7%	14	41.2%	14	73.7%	5	38.5%	1151	50.2%	
Other	3	0.2%	1	0.5%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	5	0.2%	
Prefer not to say	41	2.7%	2	0.9%	15	4.0%	6	6.1%	1	2.9%	0	0.0%	0	0.0%	65	2.8%	
Not Disclosed	525	34.1%	108	50.2%	246	65.1%	52	53.1%	16	47.1%	4	21.1%	7	53.8%	958	41.7%	

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	Hdct	%	
Bisexual	9	4.0%	28	3.5%	13	2.1%	1	0.5%	2	1.0%	53	2.8%	
Gay/Lesbian	3	1.3%	19	2.4%	10	1.6%	1	0.5%	2	1.0%	35	1.8%	
Heterosexual	124	54.9%	443	55.9%	298	48.9%	101	51.5%	61	31.1%	1027	53.9%	
Other	1	0.4%	2	0.3%	2	0.3%	0	0.0%	0	0.0%	5	0.3%	
Prefer not to say	7	3.1%	23	2.9%	19	3.1%	6	3.1%	4	2.0%	59	3.1%	
Not Disclosed	82	36.3%	277	35.0%	267	43.8%	87	44.4%	12	6.1%	725	38.1%	

Frequency: Quarterly

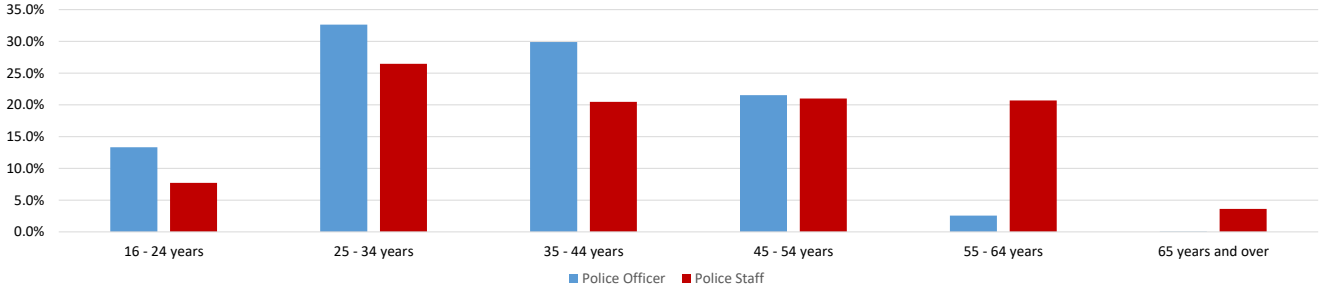
Age

Reporting Period: 31/12/2024

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	305	19.8%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	306	13.3%	
25 - 34 years	620	40.3%	62	28.8%	64	16.9%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	749	32.6%	
35 - 44 years	360	23.4%	74	34.4%	174	46.0%	55	56.1%	14	41.2%	9	47.4%	0	0.0%	686	29.9%	
45 - 54 years	217	14.1%	73	34.0%	128	33.9%	35	35.7%	19	55.9%	10	52.6%	12	92%	494	21.5%	
55 - 64 years	36	2.3%	6	2.8%	11	2.9%	4	4.1%	1	2.9%	0	0.0%	1	7.7%	59	2.6%	
65 years and over	0	0.0%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	1	0.0%	

POLICE OFFICER AND POLICE STAFF/PCSO AGE



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	Hdct	%	
16 - 24 years	25	11.1%	86	10.9%	20	3.3%	0	0.0%	16	8.2%	147	7.7%	
25 - 34 years	56	24.8%	226	28.5%	183	30.0%	22	3.6%	17	2.8%	504	26.5%	
35 - 44 years	32	14.2%	150	18.9%	142	23.3%	54	8.9%	12	2.0%	390	20.5%	
45 - 54 years	40	17.7%	151	19.1%	126	20.7%	65	10.7%	18	3.0%	400	21.0%	
55 - 64 years	56	24.8%	160	20.2%	115	18.9%	50	8.2%	13	2.1%	394	20.7%	
65 years and over	17	7.5%	19	2.4%	23	3.8%	5	0.8%	5	0.8%	69	3.6%	

Frequency: Quarterly

Disability

Reporting Period: 31/12/2024

Disability - Surrey Aspirations

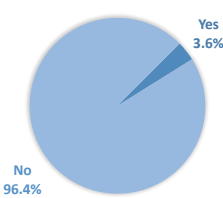
Note: Disability recording changed from 31/03/2022

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve Disability Overall representation of 3% (not Census level)	4.1%	171		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	38	2.5%	1500	97.5%	Grades A-B	0	#DIV/0!	0	#DIV/0!
Detective Constable	8	3.7%	207	96.3%	Grades C-D	16	7.1%	210	92.9%
Sergeant	28	7.4%	350	92.6%	Grades E-F	37	4.7%	755	95.3%
Inspector	7	7.1%	91	92.9%	Grades G-H	24	3.9%	585	96.1%
Chief Inspector	1	2.9%	33	97.1%	Senior Leaders	8	4.1%	188	95.9%
Superintendent	1	5.3%	18	94.7%	Fixed Term	3	3.7%	78	96.3%
Chief Superintendent & ACPO	0	0.0%	13	100.0%	Total	88	4.6%	1816	95.4%
Total	83	3.6%	2212	96.4%					

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY

