

Frequency: Quarterly Ethnicity Aspirations to meet 2021 Surrey Census levels Reporting Period: 30/06/2024

	%	Actuals	2 Year Trend	Difference to Surrey Aspiration %	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 14.5%	5.8%	133		-8.7%	-202
To achieve Black, Asian & Minority Ethnic Police Staff representation of 14.5%	6.6%	126		-7.9%	-150
To achieve Black, Asian & Minority Ethnic Overall representation of 14.5%	6.2%	259		-8.3%	-351
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 14.5%	4.3%	22		-10.2%	-52
To achieve White (Other) <u>Officer</u> representation of 8.9%	5.1%	117		-3.8%	-88
To achieve White (Other) <u>Overall</u> representation of 8.9%	5.4%	228		-3.5%	-147

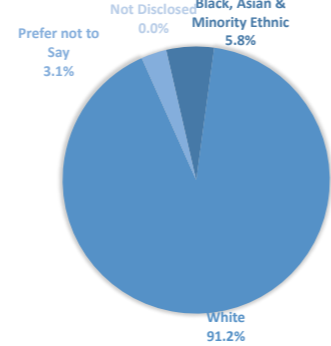
Frequency: Quarterly Ethnicity Reporting Period: 30/06/2024

Ethnicity - By Rank

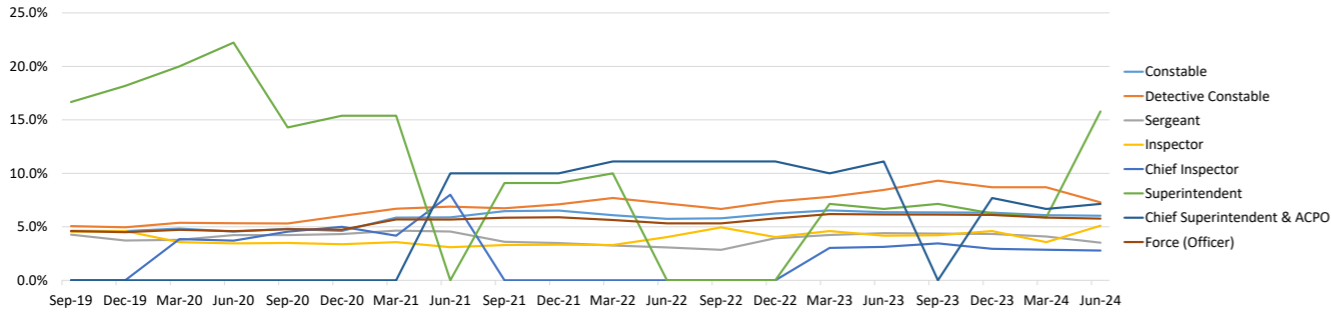
Police Officer - Substantive Rank

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	96	6.0%	1439	90.4%	57	3.6%	0	0.0%
Detective Constable	15	7.3%	187	90.8%	4	1.9%	0	0.0%
Sergeant	12	3.5%	323	94.4%	7	2.0%	0	0.0%
Inspector	5	5.1%	90	91.8%	3	3.1%	0	0.0%
Chief Inspector	1	2.8%	35	97.2%	0	0.0%	0	0.0%
Superintendent	3	15.8%	16	84.2%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	7.1%	13	92.9%	0	0.0%	0	0.0%
Total	133	5.8%	2103	91.2%	71	3.1%	0	0.0%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



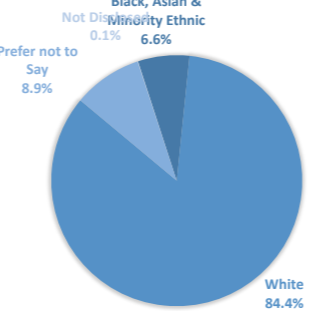
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



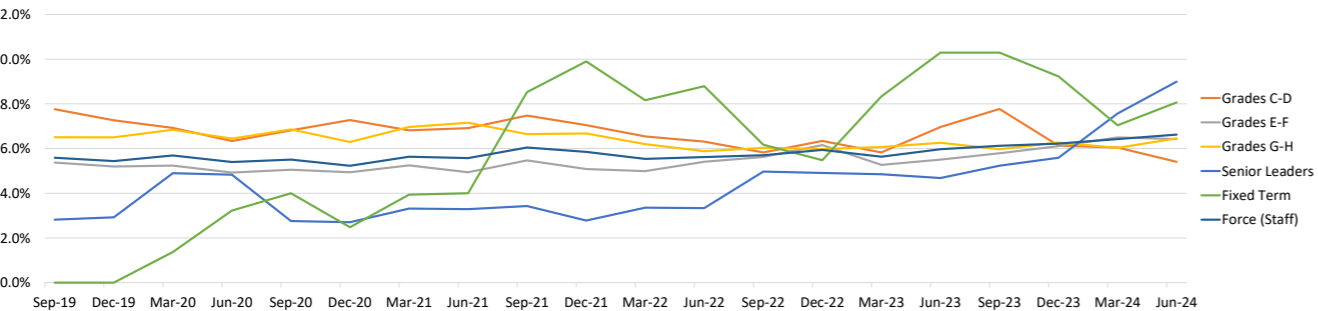
Police Staff & PCSO

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade
Grades C-D	12	5.4%	185	83.3%	25	11.3%	0	0.0%
Grades E-F	53	6.4%	708	85.8%	64	7.8%	0	0.0%
Grades G-H	39	6.5%	514	85.1%	51	8.4%	0	0.0%
Senior Leaders	17	9.0%	157	83.1%	14	7.4%	1	0.5%
Fixed Term	5	8.1%	42	67.7%	15	24.2%	0	0.0%
Total	126	6.6%	1606	84.4%	169	8.9%	1	0.1%

POLICE STAFF AND PCSO ETHNICITY



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

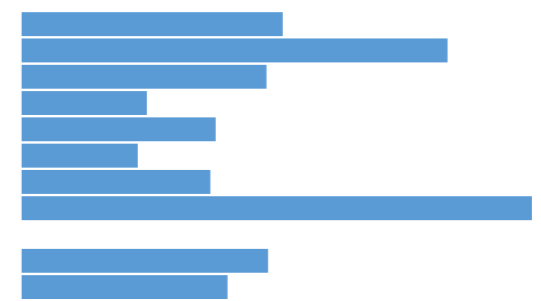


Frequency: Quarterly Ethnicity Reporting Period: 30/06/2024

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	26	5.8%	408	90.5%	17	3.8%	0	0.0%
Northern	41	9.4%	378	86.7%	17	3.9%	0	0.0%
Western	28	5.4%	479	92.5%	11	2.1%	0	0.0%
Operations	6	2.8%	207	95.4%	4	1.8%	0	0.0%
Specialist Crime	6	4.3%	128	91.4%	6	4.3%	0	0.0%
Regional	2	2.6%	75	96.2%	1	1.3%	0	0.0%
Public Protection	6	4.2%	136	94.4%	2	1.4%	0	0.0%
Contact	8	11.3%	61	85.9%	2	2.8%	0	0.0%
Criminal Justice & Custody	0	0.0%	62	100.0%	0	0.0%	0	0.0%
People Services	8	5.4%	129	87.8%	10	6.8%	0	0.0%
Smaller Units	2	4.5%	40	90.9%	1	2.3%	1	2.3%
Total	133	5.8%	2103	91.1%	71	3.1%	1	0.0%

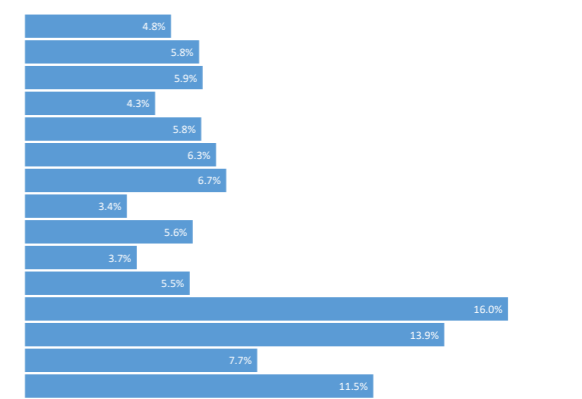
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



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	3	4.8%	50	80.6%	9	14.5%	0	0.0%
Northern	3	5.8%	39	75.0%	10	19.2%	0	0.0%
Western	4	5.9%	51	75.0%	13	19.1%	0	0.0%
Operations	5	4.3%	102	87.9%	9	7.8%	0	0.0%
Specialist Crime & Region	15	5.8%	217	84.4%	25	9.7%	0	0.0%
Public Protection	5	6.3%	70	88.6%	4	5.1%	0	0.0%
Contact	29	6.7%	387	89.0%	19	4.4%	0	0.0%
Criminal Justice & Custody	8	3.4%	205	86.5%	24	10.1%	0	0.0%
People Services	8	5.6%	125	86.8%	11	7.6%	0	0.0%
ACPO	1	3.7%	23	85.2%	3	11.1%	0	0.0%
DCC Portfolio	9	5.5%	140	84.8%	16	9.7%	0	0.0%
Finance	16	16.0%	74	74.0%	10	10.0%	0	0.0%
ICT	15	13.9%	79	73.1%	13	12.0%	1	0.9%
Office of the Surrey PCC	2	7.7%	21	80.8%	3	11.5%	0	0.0%
PSD	3	11.5%	23	88.5%	0	0.0%	0	0.0%
Total	126	6.6%	1606	84.4%	169	8.9%	1	0.1%

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

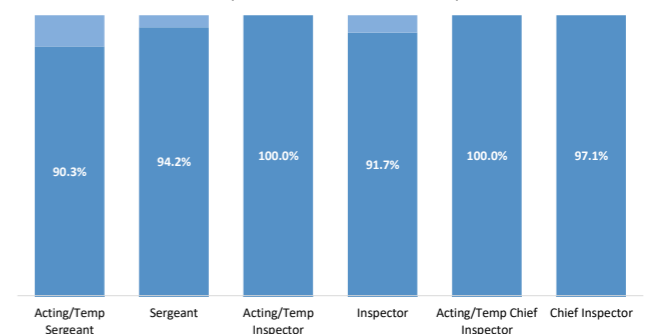


Ethnicity - Acting/Temporary By Rank

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	6.3%	1561	90.4%	57	3.3%	0	0.0%
Acting/Temp Sergeant	3	4.2%	65	90.3%	4	5.6%	0	0.0%
Sergeant	12	3.7%	309	94.2%	7	2.1%	0	0.0%
Acting/Temp Inspector	0	0.0%	14	100.0%	0	0.0%	0	0.0%
Inspector	5	5.2%	88	91.7%	3	3.1%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	2.9%	33	97.1%	0	0.0%	0	0.0%
Superintendent	3	14.3%	18	85.7%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	7.1%	13	92.9%	0	0.0%	0	0.0%
Total	133	5.8%	2103	91.2%	71	3.1%	0	0.0%

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	47	2.0%	55	2.9%	102	2.4%
Black or Black British	14	0.6%	24	1.3%	38	0.9%
Mixed	61	2.6%	35	1.8%	96	2.3%
Other	11	0.5%	12	0.6%	23	0.5%
White	2103	91.2%	1606	84.4%	3709	88.1%
Prefer not to say	71	3.1%	169	8.9%	240	5.7%
Not Disclosed	0	0.0%	1	0.1%	1	0.0%

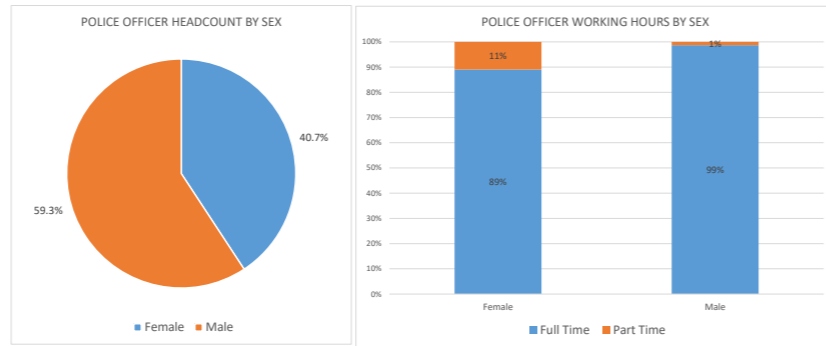
Frequency: Quarterly Gender Aspirations Reporting Period: 30/06/2024

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	40.7%	940		-9.3%	-213.5
To achieve internal <u>Overall female</u> representation of 50%	52.0%	2187		2.0%	82.5
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	32.2%	164		-17.8%	-90.5

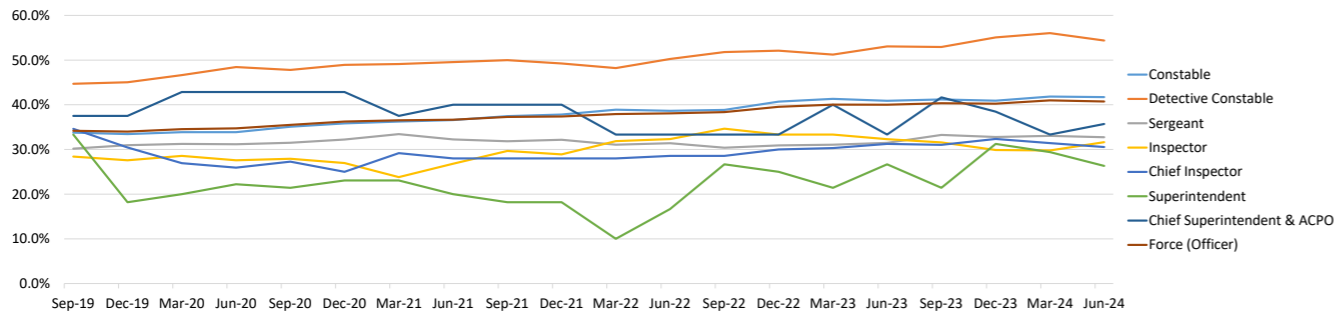
Frequency: Quarterly Sex Reporting Period: 30/06/2024

Sex - By Rank
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	664	41.7%	928	58.3%
Detective Constable	112	54.4%	94	45.6%
Sergeant	112	32.7%	230	67.3%
Inspector	31	31.6%	67	68.4%
C/Inspector	11	30.6%	25	69.4%
Superintendent	5	26.3%	14	73.7%
Chief Superintendent & ACPO	5	35.7%	9	64.3%
Total	940	40.7%	1367	59.3%

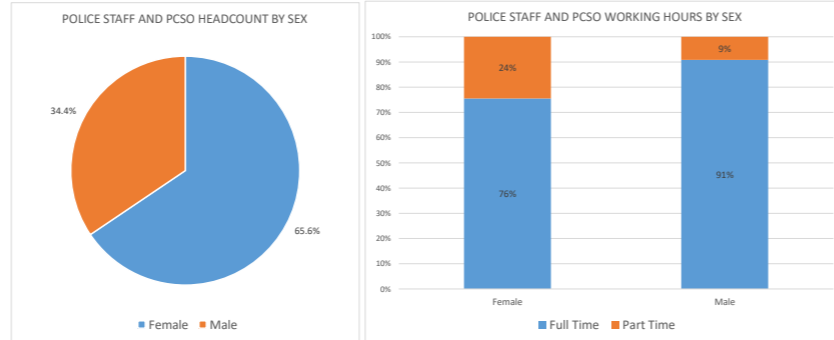


FEMALE POLICE OFFICER REPRESENTATION BY RANK

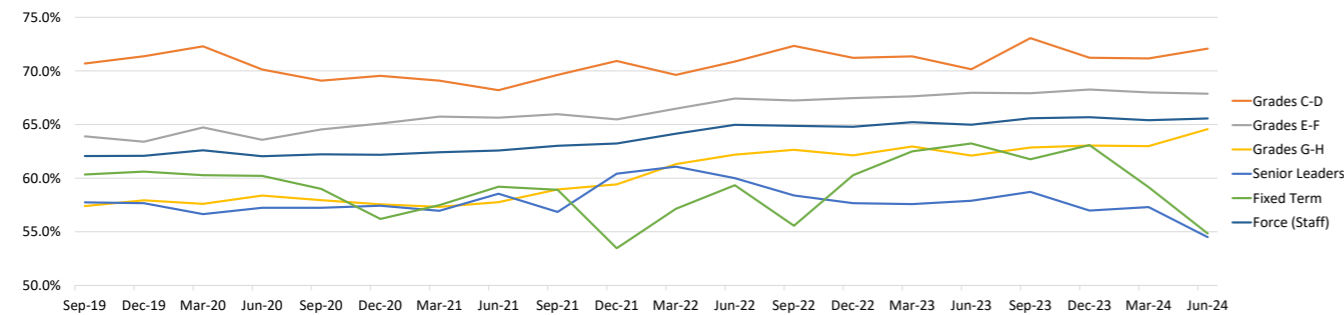


Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades C-D	160	72.1%	62	27.9%
Grades E-F	560	67.9%	265	32.1%
Grades G-H	390	64.6%	214	35.4%
Senior Leaders	103	54.5%	86	45.5%
Fixed Term	34	54.8%	28	45.2%
Total	1247	65.6%	655	34.4%



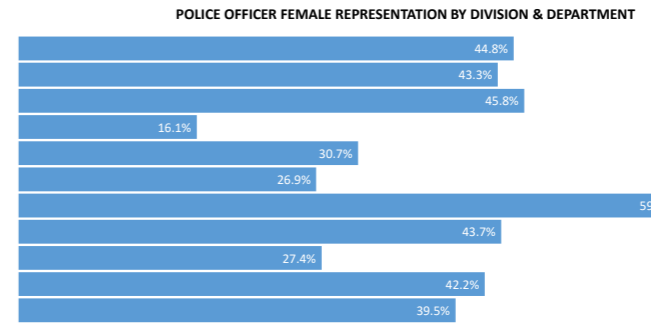
FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



Frequency: Quarterly Sex Reporting Period: 30/06/2024

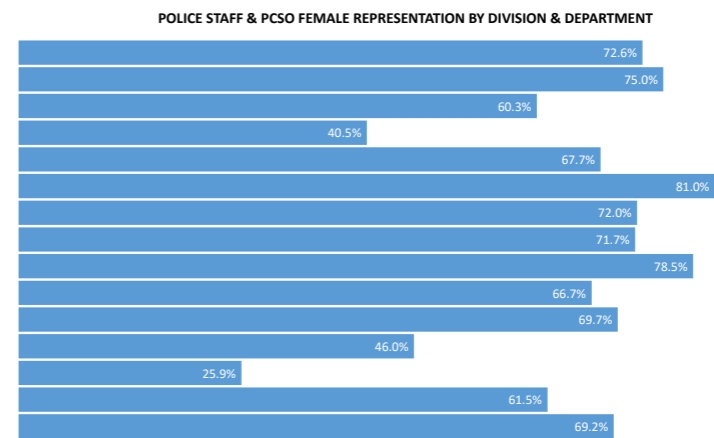
Sex - By Division

Police Officer	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	202	44.8%	249	55.2%
Northern	189	43.3%	247	56.7%
Western	237	45.8%	281	54.2%
Operations	35	16.1%	182	83.9%
Specialist Crime	43	30.7%	97	69.3%
Regional	21	26.9%	57	73.1%
Public Protection	86	59.7%	58	40.3%
Contact	31	43.7%	40	56.3%
Criminal Justice & Custody	17	27.4%	45	72.6%
People Services	62	42.2%	85	57.8%
Smaller Units	17	39.5%	26	60.5%
Total	940	40.7%	1367	59.3%



Police Staff

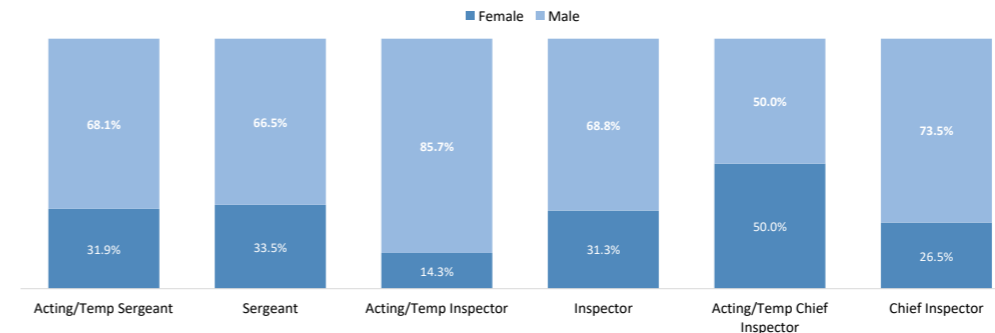
Police Staff	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	45	72.6%	17	27.4%
Northern	39	75.0%	13	25.0%
Western	41	60.3%	27	39.7%
Operations	47	40.5%	69	59.5%
Specialist Crime & Region	174	67.7%	83	32.3%
Public Protection	64	81.0%	15	19.0%
Contact	313	72.0%	122	28.0%
Criminal Justice & Custody	170	71.7%	67	28.3%
People Services	113	78.5%	31	21.5%
ACPO	18	66.7%	9	33.3%
DCC Portfolio	115	69.7%	50	30.3%
Finance	46	46.0%	54	54.0%
ICT	28	25.9%	80	74.1%
Office of the Surrey PCC	16	61.5%	10	38.5%
PSD	18	69.2%	8	30.8%
Total	1247	65.6%	655	34.4%



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	753	43.6%	973	56.4%
Acting/Temp Sergeant	23	31.9%	49	68.1%
Sergeant	110	33.5%	218	66.5%
Acting/Temp Inspector	2	14.3%	12	85.7%
Inspector	30	31.3%	66	68.8%
Acting/Temp Chief Inspector	1	50.0%	1	50.0%
Chief Inspector	9	26.5%	25	73.5%
Superintendent	7	33.3%	14	66.7%
Chief Superintendent & ACPO	5	35.7%	9	64.3%
Total	940	40.7%	1367	59.3%

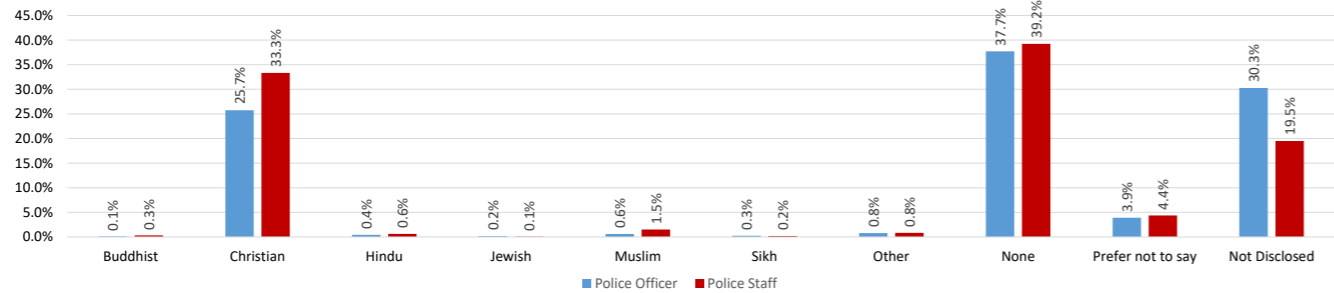


Frequency: Quarterly Religion Reporting Period: 30/06/2024

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		
Buddhist	1	0.1%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	1	7.1%	3	0.1%
Christian	367	23.1%	63	30.6%	97	28.4%	40	40.8%	15	41.7%	7	36.8%	5	35.7%	594	25.7%
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	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	13	0.8%	1	0.5%	3	0.9%	0	0.0%	1	2.8%	0	0.0%	0	0.0%	18	0.8%
None	673	42.3%	57	27.7%	98	28.7%	17	17.3%	14	38.9%	6	31.6%	5	35.7%	870	37.7%
Prefer not to say	52	3.3%	10	4.9%	19	5.6%	5	5.1%	2	5.6%	1	5.3%	1	7.1%	90	3.9%
Not Disclosed	457	28.7%	73	35.4%	123	36.0%	34	34.7%	4	11.1%	5	26.3%	2	14.3%	698	30.3%

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		
Buddhist	3	1.4%	2	0.2%	1	0.2%	0	0.0%	0	0.0%	6	0.3%
Christian	79	35.6%	251	30.4%	205	33.9%	75	39.7%	24	12.7%	634	33.3%
Hindu	0	0.0%	4	0.5%	5	0.8%	3	1.6%	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	2	0.9%	12	1.5%	11	1.8%	3	1.6%	1	0.5%	29	1.5%
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%	2	0.3%	3	1.6%	1	0.5%	16	0.8%
None	86	38.7%	367	44.5%	211	34.9%	55	29.1%	27	14.3%	746	39.2%
Prefer not to say	10	4.5%	31	3.8%	26	4.3%	13	6.9%	3	1.6%	83	4.4%
Not Disclosed	41	18.5%	147	17.8%	140	23.2%	37	19.6%	6	3.2%	371	19.5%

Frequency: Quarterly Sexual Orientation Reporting Period: 30/06/2024

Sexual Orientation - Surrey Aspirations

To achieve LGBT Overall representation of 2.48%	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
	4.9%	208		2.5%	104	

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	48	3.0%	1	0.5%	3	0.9%	1	1.0%	1	2.8%	0	0.0%	0	0.0%	54	2.3%
Gay/Lesbian	44	2.8%	3	1.5%	5	1.5%	5	5.1%	2	5.6%	1	5.3%	1	7.1%	61	2.6%
Heterosexual	896	56.3%	89	43.2%	84	24.6%	33	33.7%	14	38.9%	14	73.7%	5	35.7%	1135	49.2%
Other	4	0.3%	1	0.5%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	6	0.3%
Prefer not to say	45	2.8%	1	0.5%	13	3.8%	6	6.1%	1	2.8%	0	0.0%	0	0.0%	66	2.9%
Not Disclosed	555	34.9%	111	53.9%	237	69.3%	52	53.1%	18	50.0%	4	21.1%	8	57.1%	985	42.7%

Police Staff & PCSO

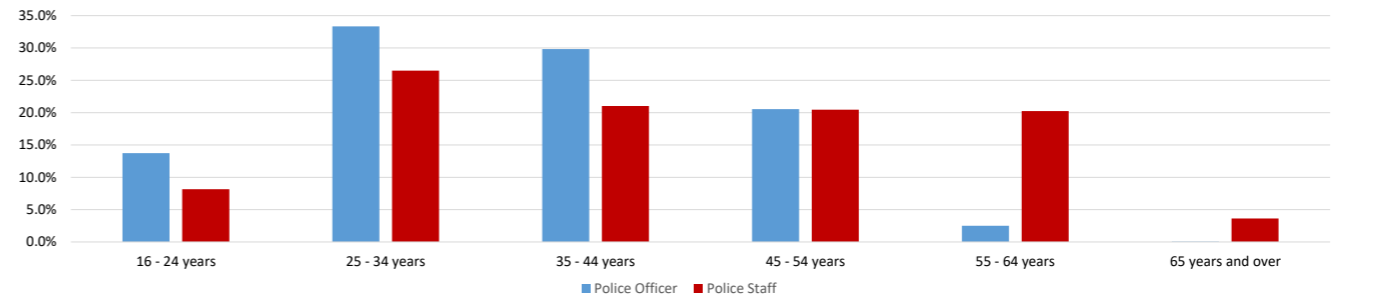
	Grades C-D		Grades E-F		Grades G-H		Senior Leaders		Fixed Term		Total	24 Month Trend
	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade	Hdct	% of grade		
Bisexual	7	3.2%	29	3.5%	10	1.7%	1	0.5%	2	1.1%	49	2.6%
Gay/Lesbian	1	0.5%	21	2.5%	10	1.7%	1	0.5%	0	0.0%	33	1.7%
Heterosexual	119	53.6%	453	54.9%	291	48.2%	93	49.2%	45	23.8%	1001	52.6%
Other	1	0.5%	2	0.2%	2	0.3%	0	0.0%	0	0.0%	5	0.3%
Prefer not to say	5	2.3%	26	3.2%	17	2.8%	5	2.6%	4	2.1%	57	3.0%
Not Disclosed	89	40.1%	294	35.6%	274	45.4%	89	47.1%	11	5.8%	757	39.8%

Frequency: Quarterly Age Reporting Period: 30/06/2024

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		
16 - 24 years	317	19.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	317	13.7%
25 - 34 years	667	41.9%	51	24.8%	49	14.3%	2	2.0%	0	0.0%	0	0.0%	0	0.0%	769	33.3%
35 - 44 years	355	22.3%	79	38.3%	165	48.2%	59	60.2%	20	55.6%	9	47.4%	1	7.1%	688	29.8%
45 - 54 years	218	13.7%	71	34.5%	116	33.9%	32	32.7%	16	44.4%	10	52.6%	11	79%	474	20.5%
55 - 64 years	35	2.2%	5	2.4%	12	3.5%	4	4.1%	0	0.0%	0	0.0%	2	14.3%	58	2.5%
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		
16 - 24 years	24	10.8%	99	12.0%	21	3.5%	0	0.0%	11	5.8%	155	8.1%
25 - 34 years	59	26.6%	239	29.0%	173	28.6%	21	3.5%	12	2.0%	504	26.5%
35 - 44 years	30	13.5%	156	18.9%	148	24.5%	54	8.9%	12	2.0%	400	21.0%
45 - 54 years	42	18.9%	152	18.4%	119	19.7%	61	10.1%	15	2.5%	389	20.5%
55 - 64 years	52	23.4%	159	19.3%	117	19.4%	49	8.1%	8	1.3%	385	20.2%
65 years and over	15	6.8%	20	2.4%	26	4.3%	4	0.7%	4	0.7%	69	3.6%

Frequency: Quarterly Disability Reporting Period: 30/06/2024

Disability - Surrey Aspirations

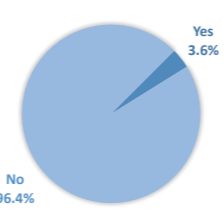
Note: Disability recording changed from 31/03/2022

To achieve Disability Overall representation of 3%	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
	4.2%	176		1.2%	50	

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%	1549	97.3%	Grades A-B	0	#DIV/0!	0	#DIV/0!
Detective Constable	9	4.4%	197	95.6%	Grades C-D	16	7.2%	206	92.8%
Sergeant	25	7.3%	317	92.7%	Grades E-F	41	5.0%	784	95.0%
Inspector	6	6.1%	92	93.9%	Grades G-H	25	4.1%	579	95.9%
Chief Inspector	0	0.0%	36	100.0%	Senior Leaders	8	4.2%	181	95.8%
Superintendent	1	5.3%	18	94.7%	Fixed Term	2	3.2%	60	96.8%
Chief Superintendent & ACPO	0	0.0%	14	100.0%	Total	92	4.8%	1810	95.2%
Total	84	3.6%	2223	96.4%					

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY

