

Frequency: Quarterly Ethnicity Aspirations to meet 2021 Surrey Census levels Reporting Period: 31/03/2024

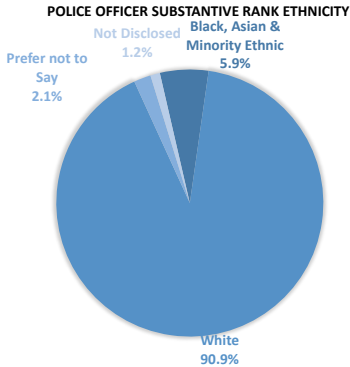
		Current Month		Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve Black, Asian & Minority Ethnic Police Officer representation of 14.5%	5.9%	137		-8.6%	-202
To achieve Black, Asian & Minority Ethnic Police Staff representation of 14.5%	6.4%	122		-8.1%	-153
To achieve Black, Asian & Minority Ethnic Overall representation of 14.5%	6.1%	259		-8.4%	-355
To achieve Black, Asian & Minority Ethnic Sgt and Above representation of 14.5%	4.1%	21		-10.4%	-54
To achieve White (Other) Officer representation of 8.9%	5.1%	120		-3.8%	-88
To achieve White (Other) Overall representation of 8.9%	5.4%	229		-3.5%	-148

Frequency: Quarterly Ethnicity Reporting Period: 31/03/2024

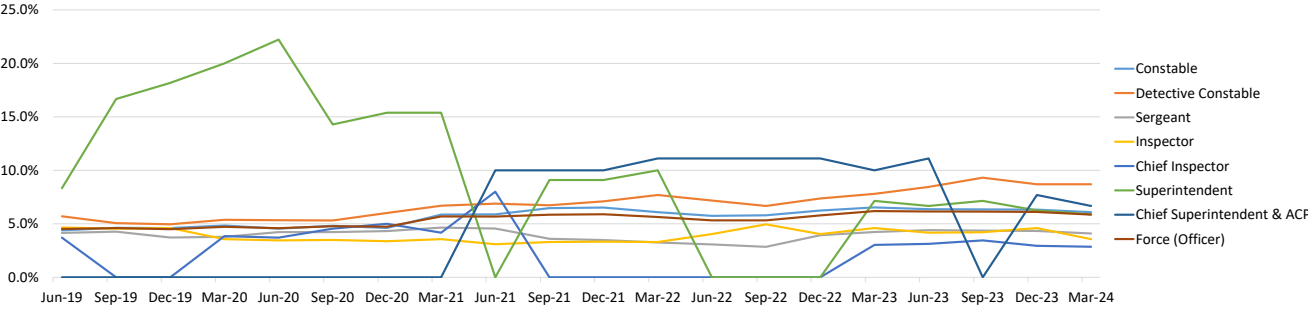
Ethnicity - By Rank

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	98	6.1%	1452	90.1%	40	2.5%	21	1.3%
Detective Constable	18	8.7%	185	89.4%	2	1.0%	2	1.0%
Sergeant	15	4.1%	343	93.7%	4	1.1%	4	1.1%
Inspector	3	3.6%	79	94.0%	2	2.4%	0	0.0%
Chief Inspector	1	2.9%	34	97.1%	0	0.0%	0	0.0%
Superintendent	1	5.9%	16	94.1%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	6.7%	14	93.3%	0	0.0%	0	0.0%
Total	137	5.9%	2123	90.9%	48	2.1%	27	1.2%

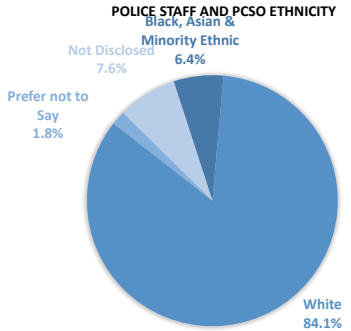


POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK

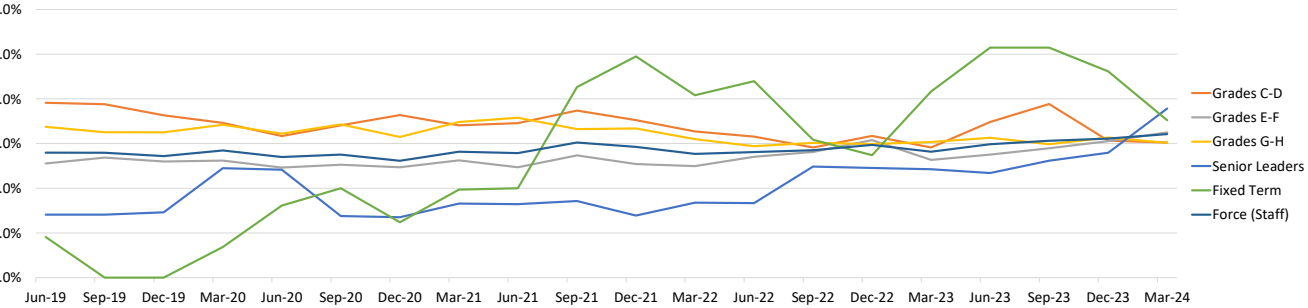


Police Staff & PCSO

	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	13	6.0%	175	81.4%	3	1.4%	24	11.2%
Grades E-F	54	6.5%	710	85.4%	12	1.4%	55	6.6%
Grades G-H	36	6.0%	510	85.4%	16	2.7%	35	5.9%
Senior Leaders	14	7.6%	155	83.8%	2	1.1%	14	7.6%
Fixed Term	5	7.0%	48	67.6%	1	1.4%	17	23.9%
Total	122	6.4%	1598	84.1%	34	1.8%	145	7.6%



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

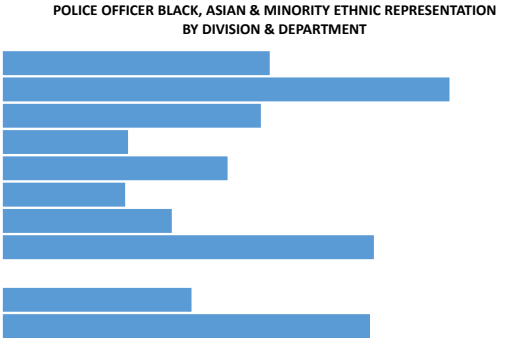


Frequency: Quarterly Ethnicity Reporting Period: 31/03/2024

Ethnicity - By Division

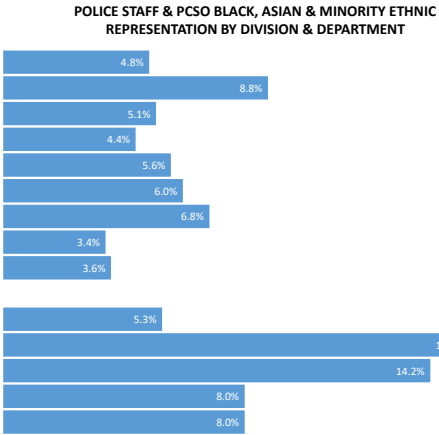
Police Officer

	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	28	5.9%	428	90.1%	10	2.1%	9	1.9%
Northern	44	9.9%	384	86.1%	13	2.9%	5	1.1%
Western	31	5.7%	500	91.9%	5	0.9%	8	1.5%
Operations	6	2.8%	207	95.4%	2	0.9%	2	0.9%
Specialist Crime	7	5.0%	128	90.8%	5	3.5%	1	0.7%
Regional	2	2.7%	71	95.9%	1	1.4%	0	0.0%
Public Protection	5	3.7%	127	94.8%	2	1.5%	0	0.0%
Contact	5	8.2%	55	90.2%	1	1.6%	0	0.0%
Criminal Justice & Custody	0	0.0%	62	100.0%	0	0.0%	0	0.0%
People Services	6	4.2%	128	88.9%	8	5.6%	2	1.4%
Smaller Units	3	8.1%	33	89.2%	1	2.7%	0	0.0%
Total	137	5.9%	2123	90.9%	48	2.1%	27	1.2%



Police Staff

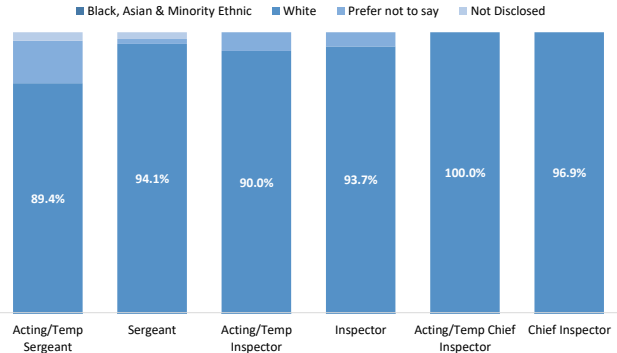
	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	% of division	Hdct	% of division	Hdct	% of division	Hdct	% of division
Eastern	3	4.8%	47	75.8%	2	3.2%	10	16.1%
Northern	5	8.8%	41	71.9%	1	1.8%	10	17.5%
Western	4	5.1%	58	73.4%	0	0.0%	17	21.5%
Operations	5	4.4%	100	87.7%	1	0.9%	8	7.0%
Specialist Crime & Region	14	5.6%	211	83.7%	7	2.8%	20	7.9%
Public Protection	5	6.0%	75	89.3%	2	2.4%	2	2.4%
Contact	30	6.8%	389	88.6%	9	2.1%	11	2.5%
Criminal Justice & Custody	8	3.4%	204	86.4%	3	1.3%	21	8.9%
People Services	5	3.6%	123	87.9%	3	2.1%	9	6.4%
ACPO	0	0.0%	12	100.0%	0	0.0%	0	0.0%
DCC Portfolio	9	5.3%	145	84.8%	1	0.6%	16	9.4%
Finance	15	15.5%	72	74.2%	0	0.0%	10	10.3%
ICT	15	14.2%	78	73.6%	2	1.9%	11	10.4%
Office of the Surrey PCC	2	8.0%	20	80.0%	3	12.0%	0	0.0%
PSD	2	8.0%	23	92.0%	0	0.0%	0	0.0%
Total	122	6.4%	1598	84.1%	34	1.8%	145	7.6%



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	115	6.6%	1578	90.1%	37	2.1%	22	1.3%
Acting/Temp Sergeant	1	1.5%	59	89.4%	5	7.6%	1	1.5%
Sergeant	13	3.9%	317	94.1%	3	0.9%	4	1.2%
Acting/Temp Inspector	2	6.7%	27	90.0%	1	3.3%	0	0.0%
Inspector	3	3.8%	74	93.7%	2	2.5%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	4	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	3.1%	31	96.9%	0	0.0%	0	0.0%
Superintendent	1	5.0%	19	95.0%	0	0.0%	0	0.0%
Chief Superintendent & ACPO	1	6.7%	14	93.3%	0	0.0%	0	0.0%
Total	137	5.9%	2123	90.9%	48	2.1%	27	1.2%



Detailed Ethnicity Breakdown - Force

	Officers		Staff (incl PCSOs)		Total	
	Number	%	Number	%	Number	%
Asian or Asian British	50	2.1%	52	2.7%	102	2.4%
Black or Black British	13	0.6%	24	1.3%	37	0.9%
Mixed	63	2.7%	34	1.8%	97	2.3%
Other	11	0.5%	12	0.6%	23	0.5%
White	2123	90.9%	1598	84.1%	3721	87.9%
Prefer not to say	48	2.1%	34	1.8%	82	1.9%
Not Disclosed	27	1.2%	145	7.6%	172	4.1%

Frequency: Quarterly Gender Aspirations Reporting Period: 31/03/2024

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve <u>female Officer</u> representation of 50%	41.0%	957		-9.0%	-210.5
To achieve internal <u>Overall female</u> representation of 50%	51.9%	2199		1.9%	82
To achieve <u>female Officer supervisory</u> representation of 50% (SGTs & above)	32.3%	167		-17.7%	-91.5

Frequency: Quarterly Sex Reporting Period: 31/03/2024

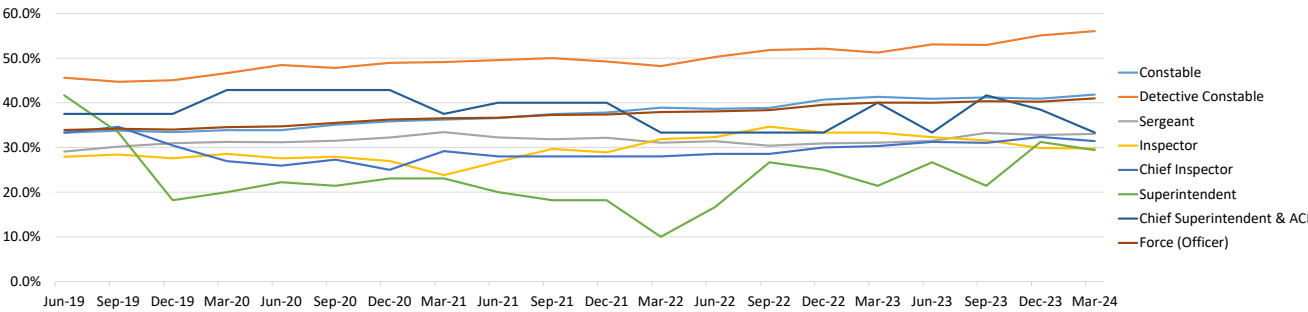
Sex - By Rank
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	674	41.8%	937	58.2%
Detective Constable	116	56.0%	91	44.0%
Sergeant	121	33.1%	245	66.9%
Inspector	25	29.8%	59	70.2%
C/Inspector	11	31.4%	24	68.6%
Superintendent	5	29.4%	12	70.6%
Chief Superintendent & ACPO	5	33.3%	10	66.7%
Total	957	41.0%	1378	59.0%

POLICE OFFICER HEADCOUNT BY SEX

POLICE OFFICER WORKING HOURS BY SEX

FEMALE POLICE OFFICER REPRESENTATION BY RANK



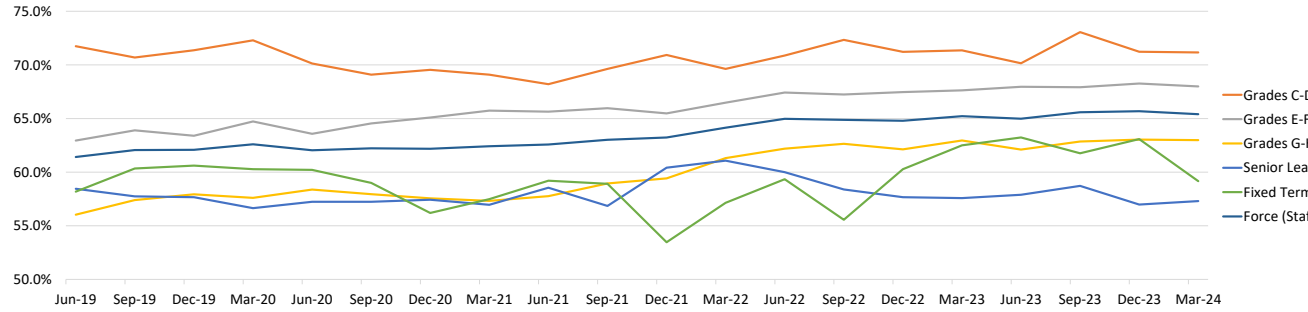
Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades C-D	153	71.2%	62	28.8%
Grades E-F	565	68.0%	266	32.0%
Grades G-H	376	63.0%	221	37.0%
Senior Leaders	106	57.3%	79	42.7%
Fixed Term	42	59.2%	29	40.8%
Total	1242	65.4%	657	34.6%

POLICE STAFF AND PCSO HEADCOUNT BY SEX

POLICE STAFF AND PCSO WORKING HOURS BY SEX

FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



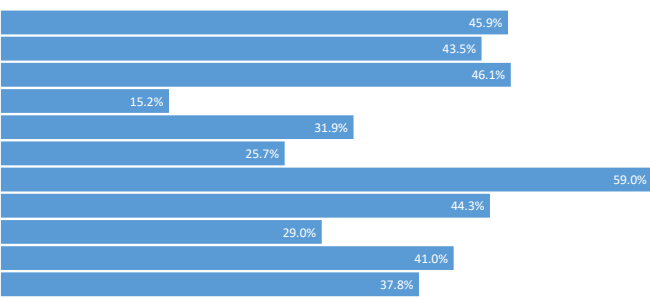
Frequency: Quarterly Sex Reporting Period: 31/03/2024

Sex - By Division

Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	218	45.9%	257	54.1%
Northern	194	43.5%	252	56.5%
Western	251	46.1%	293	53.9%
Operations	33	15.2%	184	84.8%
Specialist Crime	45	31.9%	96	68.1%
Regional	19	25.7%	55	74.3%
Public Protection	79	59.0%	55	41.0%
Contact	27	44.3%	34	55.7%
Criminal Justice & Custody	18	29.0%	44	71.0%
People Services	59	41.0%	85	59.0%
Smaller Units	14	37.8%	23	62.2%
Total	957	41.0%	1378	59.0%

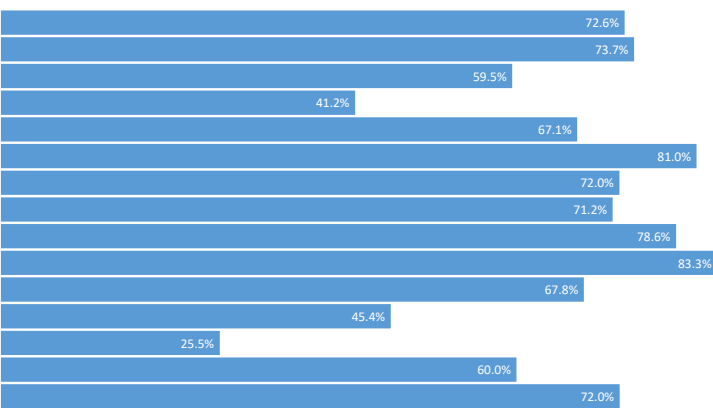
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	45	72.6%	17	27.4%
Northern	42	73.7%	15	26.3%
Western	47	59.5%	32	40.5%
Operations	47	41.2%	67	58.8%
Specialist Crime & Region	169	67.1%	83	32.9%
Public Protection	68	81.0%	16	19.0%
Contact	316	72.0%	123	28.0%
Criminal Justice & Custody	168	71.2%	68	28.8%
People Services	110	78.6%	30	21.4%
ACPO	10	83.3%	2	16.7%
DCC Portfolio	116	67.8%	55	32.2%
Finance	44	45.4%	53	54.6%
ICT	27	25.5%	79	74.5%
Office of the Surrey PCC	15	60.0%	10	40.0%
PSD	18	72.0%	7	28.0%
Total	1242	65.4%	657	34.6%

POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT

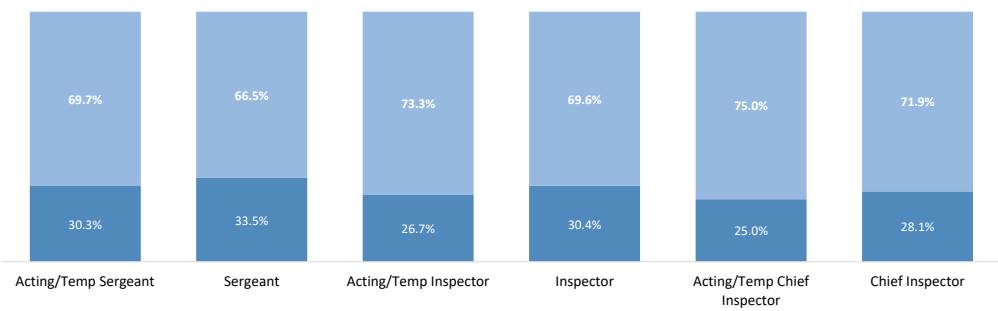


Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	770	43.9%	982	56.1%
Acting/Temp Sergeant	20	30.3%	46	69.7%
Sergeant	113	33.5%	224	66.5%
Acting/Temp Inspector	8	26.7%	22	73.3%
Inspector	24	30.4%	55	69.6%
Acting/Temp Chief Inspector	1	25.0%	3	75.0%
Chief Inspector	9	28.1%	23	71.9%
Superintendent	7	35.0%	13	65.0%
Chief Superintendent & ACPO	5	33.3%	10	66.7%
Total	957	41.0%	1378	59.0%

Female Male



Frequency: Quarterly

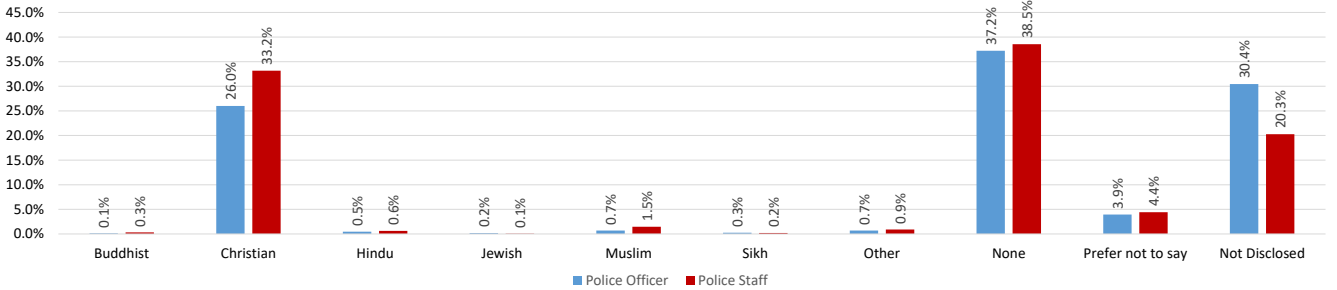
Religion

Reporting Period: 31/03/2024

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	1	0.1%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	1	6.7%	3	0.1%	
Christian	378	23.5%	61	29.5%	107	29.2%	35	41.7%	14	40.0%	6	35.3%	6	40.0%	607	26.0%	
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	3	0.2%	0	0.0%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	4	0.2%	
Muslim	13	0.8%	1	0.5%	2	0.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16	0.7%	
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	11	0.7%	1	0.5%	3	0.8%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	16	0.7%	
None	673	41.8%	55	26.6%	103	28.1%	14	16.7%	14	40.0%	5	29.4%	5	33.3%	869	37.2%	
Prefer not to say	54	3.4%	10	4.8%	20	5.5%	4	4.8%	2	5.7%	1	5.9%	1	6.7%	92	3.9%	
Not Disclosed	464	28.8%	77	37.2%	129	35.2%	30	35.7%	4	11.4%	5	29.4%	2	13.3%	711	30.4%	

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	1.4%	2	0.2%	1	0.2%	0	0.0%	0	0.0%	6	0.3%
Christian	76	35.3%	250	30.1%	201	33.7%	76	41.1%	27	14.6%	630	33.2%
Hindu	0	0.0%	5	0.6%	4	0.7%	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	4	1.9%	13	1.6%	8	1.3%	1	0.5%	2	1.1%	28	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%	3	0.5%	3	1.6%	1	0.5%	17	0.9%
None	80	37.2%	360	43.3%	210	35.2%	52	28.1%	30	16.2%	732	38.5%
Prefer not to say	9	4.2%	33	4.0%	25	4.2%	13	7.0%	4	2.2%	84	4.4%
Not Disclosed	42	19.5%	157	18.9%	142	23.8%	37	20.0%	7	3.8%	385	20.3%

Frequency: Quarterly

Sexual Orientation

Reporting Period: 31/03/2024

Sexual Orientation - Surrey Aspirations

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve LGBT <u>Overall</u> representation of 2.48%	5.0%	210		2.5%	105	

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	47	2.9%	1	0.5%	4	1.1%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	53	2.3%	
Gay/Lesbian	44	2.7%	3	1.4%	7	1.9%	4	4.8%	2	5.7%	1	5.9%	1	6.7%	62	2.7%	
Heterosexual	903	56.1%	88	42.5%	89	24.3%	32	38.1%	13	37.1%	12	70.6%	5	33.3%	1142	48.9%	
Other	4	0.2%	1	0.5%	0	0.0%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	6	0.3%	
Prefer not to say	45	2.8%	2	1.0%	12	3.3%	6	7.1%	1	2.9%	0	0.0%	0	0.0%	66	2.8%	
Not Disclosed	568	35.3%	112	54.1%	254	69.4%	41	48.8%	18	51.4%	4	23.5%	9	60.0%	1006	43.1%	

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	5	2.3%	30	3.6%	9	1.5%	1	0.5%	4	2.2%	49	2.6%	
Gay/Lesbian	1	0.5%	23	2.8%	10	1.7%	1	0.5%	0	0.0%	35	1.8%	
Heterosexual	110	51.2%	451	54.3%	283	47.4%	87	47.0%	51	27.6%	982	51.7%	
Other	1	0.5%	3	0.4%	1	0.2%	0	0.0%	0	0.0%	5	0.3%	
Prefer not to say	7	3.3%	27	3.2%	16	2.7%	5	2.7%	4	2.2%	59	3.1%	
Not Disclosed	91	42.3%	297	35.7%	278	46.6%	91	49.2%	12	6.5%	769	40.5%	

Frequency: Quarterly

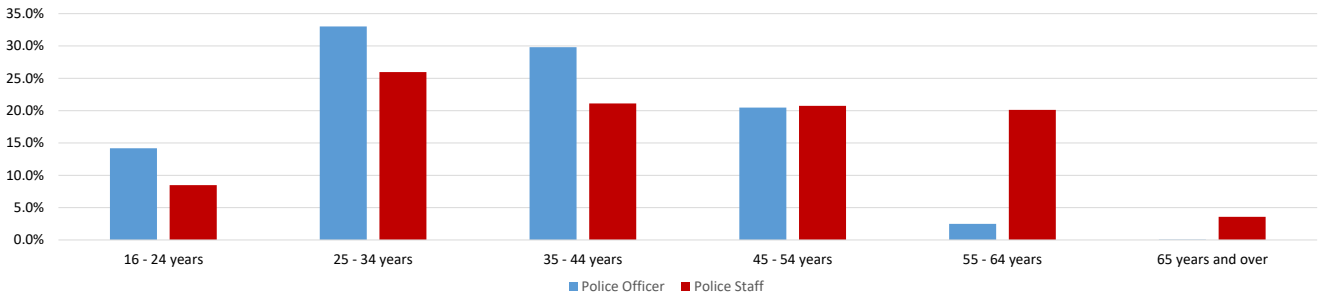
Age

Reporting Period: 31/03/2024

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	331	20.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	331	14.2%	
25 - 34 years	665	41.3%	52	25.1%	53	14.5%	1	1.2%	0	0.0%	0	0.0%	0	0.0%	771	33.0%	
35 - 44 years	360	22.3%	77	37.2%	183	50.0%	48	57.1%	19	54.3%	8	47.1%	1	6.7%	696	29.8%	
45 - 54 years	222	13.8%	73	35.3%	117	32.0%	29	34.5%	16	45.7%	9	52.9%	12	80%	478	20.5%	
55 - 64 years	33	2.0%	5	2.4%	13	3.6%	5	6.0%	0	0.0%	0	0.0%	2	13.3%	58	2.5%	
65 years and over	0	0.0%	0	0.0%	0	0.0%	1	1.2%	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	21	9.8%	111	13.4%	18	3.0%	0	0.0%	11	5.9%	161	8.5%	
25 - 34 years	55	25.6%	226	27.2%	174	29.1%	21	3.5%	17	2.8%	493	26.0%	
35 - 44 years	31	14.4%	161	19.4%	143	24.0%	53	8.9%	13	2.2%	401	21.1%	
45 - 54 years	43	20.0%	155	18.7%	120	20.1%	61	10.2%	15	2.5%	394	20.7%	
55 - 64 years	54	25.1%	155	18.7%	115	19.3%	46	7.7%	12	2.0%	382	20.1%	
65 years and over	11	5.1%	23	2.8%	27	4.5%	4	0.7%	3	0.5%	68	3.6%	

Frequency: Quarterly

Disability

Reporting Period: 31/03/2024

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 <u>Overall</u> representation of 3%	4.2%	176		1.2%	49	

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%	1568	97.3%	Grades A-B	0	#DIV/0!	0	#DIV/0!
Detective Constable	10	4.8%	197	95.2%	Grades C-D	19	8.8%	196	91.2%
Sergeant	24	6.6%	342	93.4%	Grades E-F	38	4.6%	793	95.4%
Inspector	5	6.0%	79	94.0%	Grades G-H	25	4.2%	572	95.8%
Chief Inspector	0	0.0%	35	100.0%	Senior Leaders	9	4.9%	176	95.1%
Superintendent	1	5.9%	16	94.1%	Fixed Term	2	2.8%	69	97.2%
Chief Superintendent & ACPO	0	0.0%	15	100.0%	Total	93	4.9%	1806	95.1%
Total	83	3.6%	2252	96.4%					