

Frequency: Quarterly Ethnicity Aspirations to meet 2021 Surrey Census levels Reporting Period: 30/09/2024

	%	Current Month Actuals	2 Year Trend	Difference to Surrey Aspiration %	Actuals
To achieve Black, Asian & Global Majority Police Officer representation of 14.5%	5.6%	129		-8.9%	-207
To achieve Black, Asian & Global Majority Police Staff representation of 14.5%	7.2%	137		-7.3%	-140
To achieve Black, Asian & Global Majority Overall representation of 14.5%	6.3%	266		-8.2%	-348
To achieve Black, Asian & Global Majority Sgt and Above representation of 14.5%	4.3%	23		-10.2%	-55
To achieve White (Other) Officer representation of 8.9%	5.0%	115		-3.9%	-91
To achieve White (Other) Overall representation of 8.9%	5.3%	225		-3.6%	-152

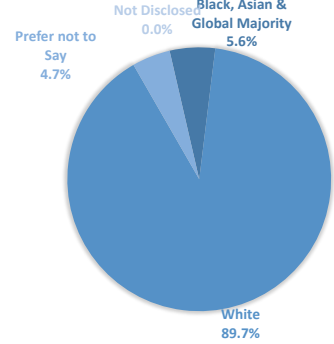
Frequency: Quarterly Ethnicity Reporting Period: 30/09/2024

Ethnicity - By Rank

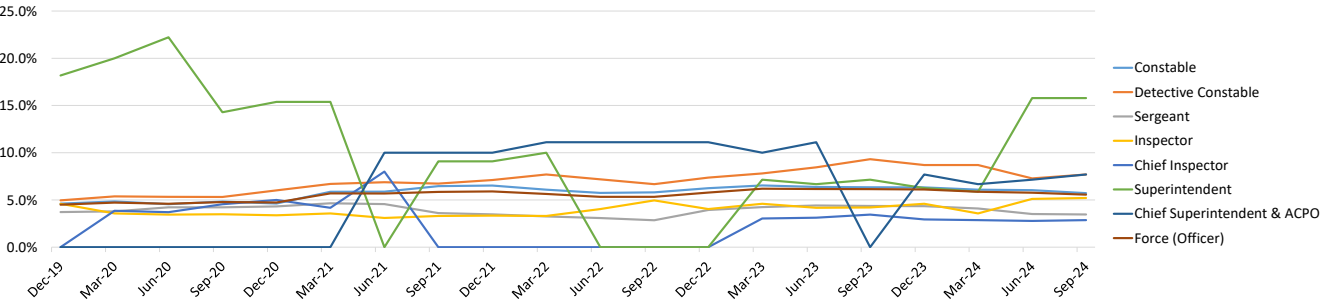
Police Officer - Substantive Rank

	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank	Hdct	% of rank
Constable	90	5.7%	1403	89.1%	81	5.1%	0	0.0%
Detective Constable	16	7.7%	187	89.9%	5	2.4%	0	0.0%
Sergeant	13	3.5%	346	92.3%	16	4.3%	0	0.0%
Inspector	5	5.2%	86	89.6%	5	5.2%	0	0.0%
Chief Inspector	1	2.9%	33	94.3%	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	129	5.6%	2082	89.7%	109	4.7%	0	0.0%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



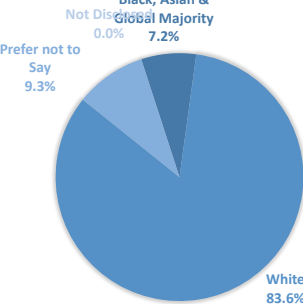
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY SUBSTANTIVE RANK



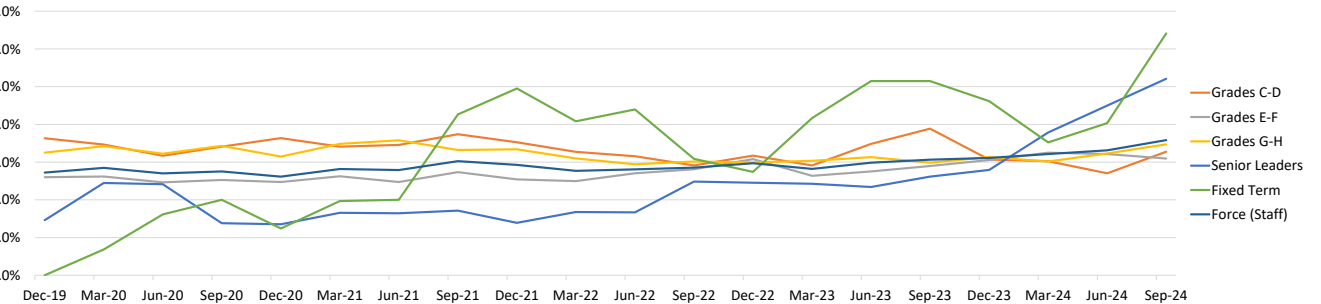
Police Staff & PCSO

	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	15	6.6%	191	83.4%	23	10.0%	0	0.0%
Grades E-F	50	6.2%	688	85.1%	70	8.7%	0	0.0%
Grades G-H	42	6.9%	506	83.6%	57	9.4%	0	0.0%
Senior Leaders	20	10.4%	160	83.3%	12	6.3%	0	0.0%
Fixed Term	10	12.8%	53	67.9%	15	19.2%	0	0.0%
Total	137	7.2%	1598	83.6%	177	9.3%	0	0.0%

POLICE STAFF AND PCSO ETHNICITY



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



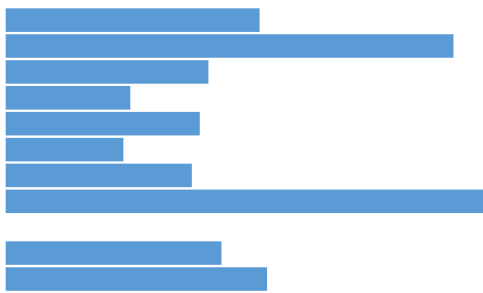
Frequency: Quarterly Ethnicity Reporting Period: 30/09/2024

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	26	5.6%	412	88.8%	26	5.6%	0	0.0%
Northern	43	9.9%	369	84.8%	23	5.3%	0	0.0%
Western	23	4.5%	471	91.6%	20	3.9%	0	0.0%
Operations	6	2.8%	205	94.0%	7	3.2%	0	0.0%
Specialist Crime	6	4.3%	126	90.0%	8	5.7%	0	0.0%
Regional	2	2.6%	74	96.1%	1	1.3%	0	0.0%
Public Protection	6	4.1%	137	93.8%	3	2.1%	0	0.0%
Contact	7	10.6%	57	86.4%	2	3.0%	0	0.0%
Criminal Justice & Custody	0	0.0%	58	96.7%	2	3.3%	0	0.0%
People Services	7	4.8%	126	85.7%	14	9.5%	0	0.0%
Smaller Units	3	5.8%	46	88.5%	3	5.8%	0	0.0%
Total	129	5.6%	2081	89.7%	109	4.7%	0	0.0%

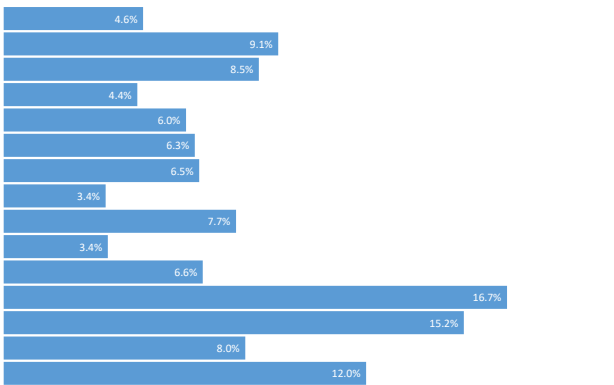
POLICE OFFICER BLACK, ASIAN & MINORITY ETHNIC REPRESENTATION BY DIVISION & DEPARTMENT



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	4.6%	54	83.1%	8	12.3%	0	0.0%
Northern	5	9.1%	41	74.5%	9	16.4%	0	0.0%
Western	6	8.5%	51	71.8%	14	19.7%	0	0.0%
Operations	5	4.4%	100	88.5%	8	7.1%	0	0.0%
Specialist Crime & Region	16	6.0%	224	84.5%	25	9.4%	0	0.0%
Public Protection	5	6.3%	70	88.6%	4	5.1%	0	0.0%
Contact	27	6.5%	367	88.0%	23	5.5%	0	0.0%
Criminal Justice & Custody	8	3.4%	204	86.1%	25	10.5%	0	0.0%
People Services	11	7.7%	120	83.9%	12	8.4%	0	0.0%
ACPO	1	3.4%	25	86.2%	3	10.3%	0	0.0%
DCC Portfolio	12	6.6%	149	81.9%	21	11.5%	0	0.0%
Finance	17	16.7%	75	73.5%	10	9.8%	0	0.0%
ICT	16	15.2%	77	73.3%	12	11.4%	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	137	7.2%	1599	83.6%	177	9.3%	0	0.0%

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

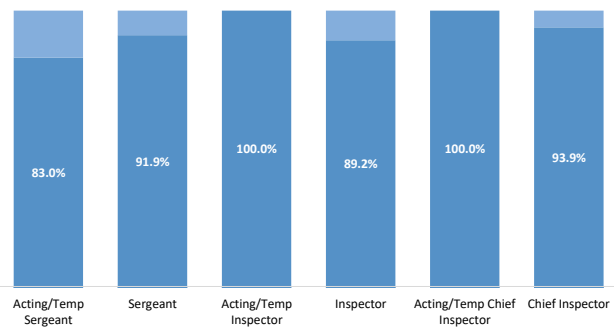


Ethnicity - Acting/Temporary By Rank

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	102	5.9%	1551	89.4%	82	4.7%	0	0.0%
Acting/Temp Sergeant	4	8.5%	39	83.0%	4	8.5%	0	0.0%
Sergeant	13	3.6%	331	91.9%	16	4.4%	0	0.0%
Acting/Temp Inspector	0	0.0%	16	100.0%	0	0.0%	0	0.0%
Inspector	5	5.4%	83	89.2%	5	5.4%	0	0.0%
Acting/Temp Chief Inspector	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Chief Inspector	1	3.0%	31	93.9%	1	3.0%	0	0.0%
Superintendent	3	16.7%	14	77.8%	1	5.6%	0	0.0%
Chief Superintendent & ACPO	1	6.3%	15	93.8%	0	0.0%	0	0.0%
Total	129	5.6%	2082	89.7%	109	4.7%	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	45	1.9%	61	3.2%	106	2.5%
Black or Black British	13	0.6%	25	1.3%	38	0.9%
Mixed	59	2.5%	38	2.0%	97	2.3%
Other	12	0.5%	13	0.7%	25	0.6%
White	2081	89.7%	1599	83.6%	3680	87.0%
Prefer not to say	109	4.7%	177	9.3%	286	6.8%
Not Disclosed	0	0.0%	0	0.0%	0	0.0%

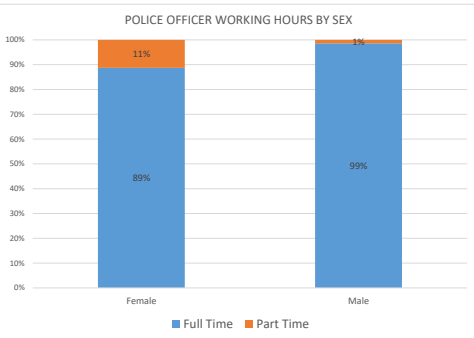
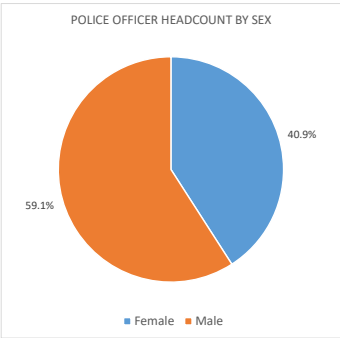
Frequency: Quarterly Gender Aspirations Reporting Period: 30/09/2024

	Current Month			Difference to Surrey Aspiration	
	%	Actuals	2 Year Trend	%	Actuals
To achieve female Officer representation of 50%	40.9%	949		-9.1%	-211
To achieve internal Overall female representation of 50%	52.2%	2210		2.2%	94
To achieve female Officer supervisory representation of 50% (SGTs & above)	32.3%	174		-17.7%	-95

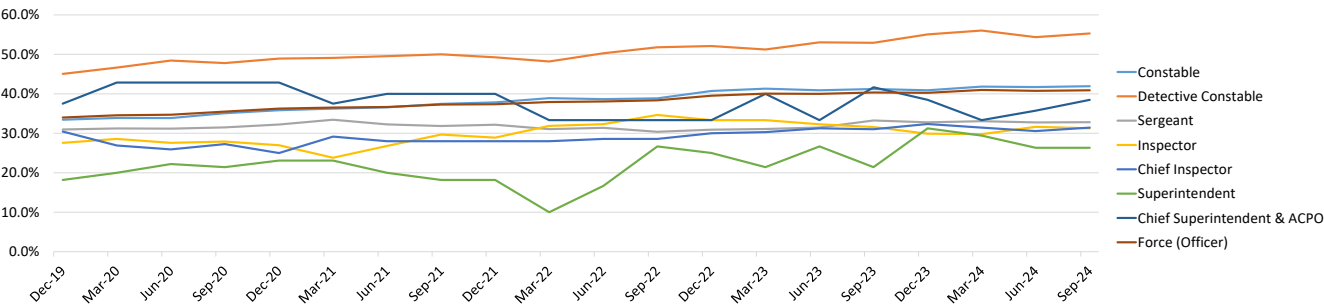
Frequency: Quarterly Sex Reporting Period: 30/09/2024

Sex - By Rank
Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	660	41.9%	914	58.1%
Detective Constable	115	55.3%	93	44.7%
Sergeant	123	32.8%	252	67.2%
Inspector	30	31.3%	66	68.8%
C/Inspector	11	31.4%	24	68.6%
Superintendent	5	26.3%	14	73.7%
Chief Superintendent & ACPO	5	38.5%	8	61.5%
Total	949	40.9%	1371	59.1%

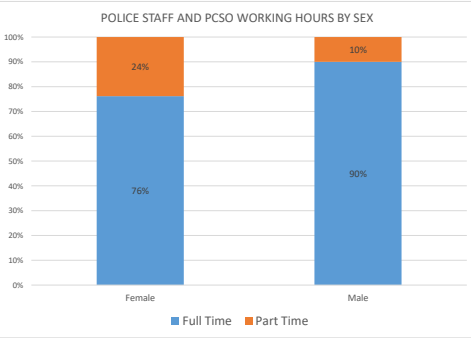
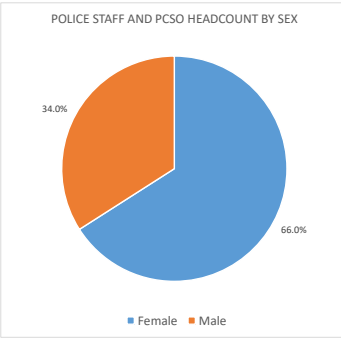


FEMALE POLICE OFFICER REPRESENTATION BY RANK

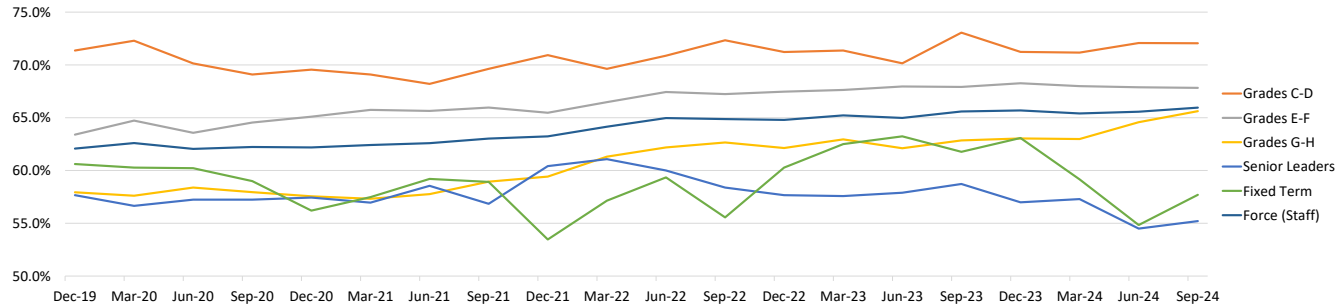


Police Staff & PCSO

	Female		Male	
	Hdct	% of grade	Hdct	% of grade
Grades C-D	165	72.1%	64	27.9%
Grades E-F	548	67.8%	260	32.2%
Grades G-H	397	65.6%	208	34.4%
Senior Leaders	106	55.2%	86	44.8%
Fixed Term	45	57.7%	33	42.3%
Total	1261	66.0%	651	34.0%



FEMALE POLICE STAFF AND PCSO REPRESENTATION BY GRADE



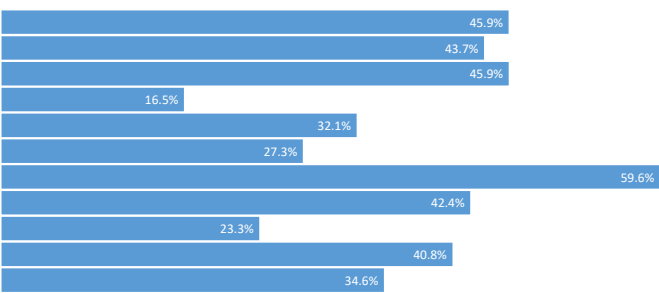
Frequency: Quarterly Sex Reporting Period: 30/09/2024

Sex - By Division

Police Officer

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	213	45.9%	251	54.1%
Northern	190	43.7%	245	56.3%
Western	236	45.9%	278	54.1%
Operations	36	16.5%	182	83.5%
Specialist Crime	45	32.1%	95	67.9%
Regional	21	27.3%	56	72.7%
Public Protection	87	59.6%	59	40.4%
Contact	28	42.4%	38	57.6%
Criminal Justice & Custody	14	23.3%	46	76.7%
People Services	60	40.8%	87	59.2%
Smaller Units	18	34.6%	34	65.4%
Total	948	40.9%	1371	59.1%

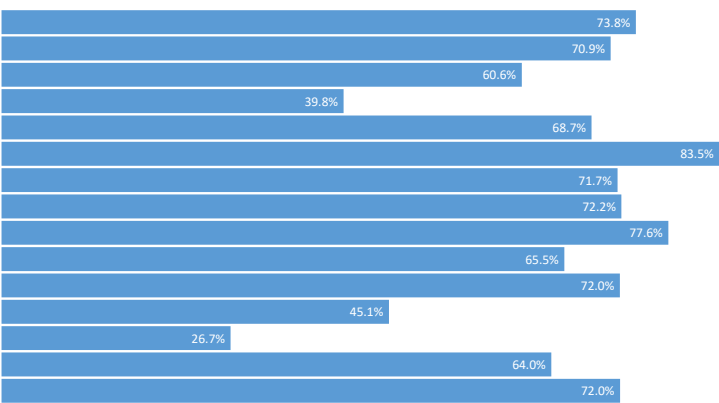
POLICE OFFICER FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	Female		Male	
	Hdct	% of division	Hdct	% of division
Eastern	48	73.8%	17	26.2%
Northern	39	70.9%	16	29.1%
Western	43	60.6%	28	39.4%
Operations	45	39.8%	68	60.2%
Specialist Crime & Region	182	68.7%	83	31.3%
Public Protection	66	83.5%	13	16.5%
Contact	299	71.7%	118	28.3%
Criminal Justice & Custody	171	72.2%	66	27.8%
People Services	111	77.6%	32	22.4%
ACPO	19	65.5%	10	34.5%
DCC Portfolio	131	72.0%	51	28.0%
Finance	46	45.1%	56	54.9%
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%

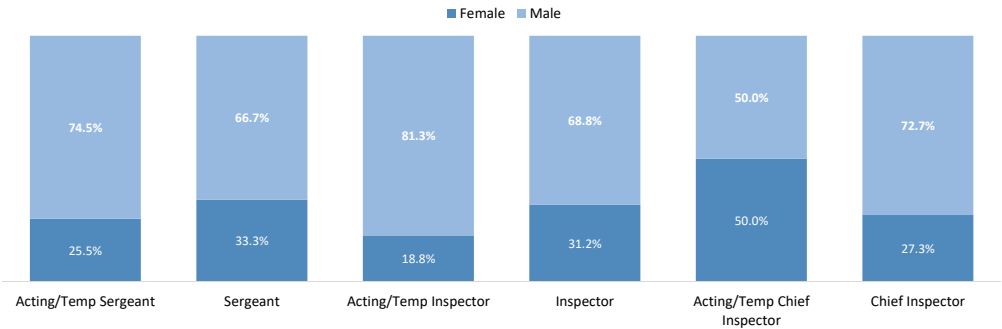
POLICE STAFF & PCSO FEMALE REPRESENTATION BY DIVISION & DEPARTMENT



Sex - Acting/Temporary By Rank

Police Officer

	Female		Male	
	Hdct	% of rank	Hdct	% of rank
Constable	763	44.0%	972	56.0%
Acting/Temp Sergeant	12	25.5%	35	74.5%
Sergeant	120	33.3%	240	66.7%
Acting/Temp Inspector	3	18.8%	13	81.3%
Inspector	29	31.2%	64	68.8%
Acting/Temp Chief Inspector	1	50.0%	1	50.0%
Chief Inspector	9	27.3%	24	72.7%
Superintendent	6	33.3%	12	66.7%
Chief Superintendent & ACPO	6	37.5%	10	62.5%
Total	949	40.9%	1371	59.1%



Frequency: Quarterly

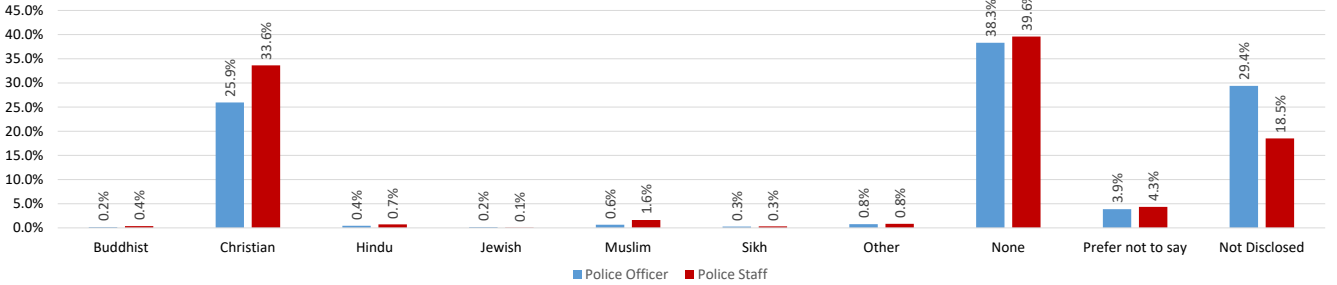
Religion

Reporting Period: 30/09/2024

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	370	23.5%	62	29.8%	105	28.0%	40	41.7%	14	40.0%	7	36.8%	4	30.8%	602	25.9%	
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	13	0.8%	1	0.5%	1	0.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	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	0.8%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	18	0.8%	
None	674	42.8%	63	30.3%	110	29.3%	17	17.7%	14	40.0%	6	31.6%	5	38.5%	889	38.3%	
Prefer not to say	51	3.2%	10	4.8%	20	5.3%	5	5.2%	2	5.7%	1	5.3%	1	7.7%	90	3.9%	
Not Disclosed	434	27.6%	70	33.7%	135	36.0%	32	33.3%	4	11.4%	5	26.3%	2	15.4%	682	29.4%	

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	1.3%	2	0.2%	2	0.3%	0	0.0%	0	0.0%	7	0.4%	
Christian	83	36.2%	254	31.4%	202	33.4%	75	39.1%	29	15.1%	643	33.6%	
Hindu	0	0.0%	4	0.5%	6	1.0%	3	1.6%	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%	13	1.6%	13	2.1%	3	1.6%	1	0.5%	31	1.6%	
Sikh	0	0.0%	2	0.2%	3	0.5%	1	0.5%	0	0.0%	6	0.3%	
Other	1	0.4%	8	1.0%	3	0.5%	2	1.0%	2	1.0%	16	0.8%	
None	93	40.6%	359	44.4%	210	34.7%	59	30.7%	36	18.8%	757	39.6%	
Prefer not to say	10	4.4%	29	3.6%	27	4.5%	14	7.3%	3	1.6%	83	4.3%	
Not Disclosed	38	16.6%	136	16.8%	139	23.0%	35	18.2%	6	3.1%	354	18.5%	

Frequency: Quarterly

Sexual Orientation

Reporting Period: 30/09/2024

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	45	2.9%	1	0.5%	4	1.1%	1	1.0%	1	2.9%	0	0.0%	0	0.0%	52	2.2%	
Gay/Lesbian	43	2.7%	3	1.4%	6	1.6%	5	5.2%	2	5.7%	1	5.3%	1	7.7%	61	2.6%	
Heterosexual	901	57.2%	94	45.2%	101	26.9%	34	35.4%	15	42.9%	14	73.7%	5	38.5%	1164	50.2%	
Other	5	0.3%	1	0.5%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%	7	0.3%	
Prefer not to say	43	2.7%	2	1.0%	14	3.7%	6	6.3%	1	2.9%	0	0.0%	0	0.0%	66	2.8%	
Not Disclosed	537	34.1%	107	51.4%	250	66.7%	49	51.0%	16	45.7%	4	21.1%	7	53.8%	970	41.8%	

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	8	3.5%	28	3.5%	10	1.7%	1	0.5%	2	1.0%	49	2.6%	
Gay/Lesbian	3	1.3%	21	2.6%	10	1.7%	1	0.5%	1	0.5%	36	1.9%	
Heterosexual	126	55.0%	446	55.2%	298	49.3%	98	51.0%	60	31.3%	1028	53.8%	
Other	1	0.4%	2	0.2%	2	0.3%	0	0.0%	0	0.0%	5	0.3%	
Prefer not to say	6	2.6%	22	2.7%	21	3.5%	6	3.1%	4	2.1%	59	3.1%	
Not Disclosed	85	37.1%	289	35.8%	264	43.6%	86	44.8%	11	5.7%	735	38.4%	

Frequency: Quarterly

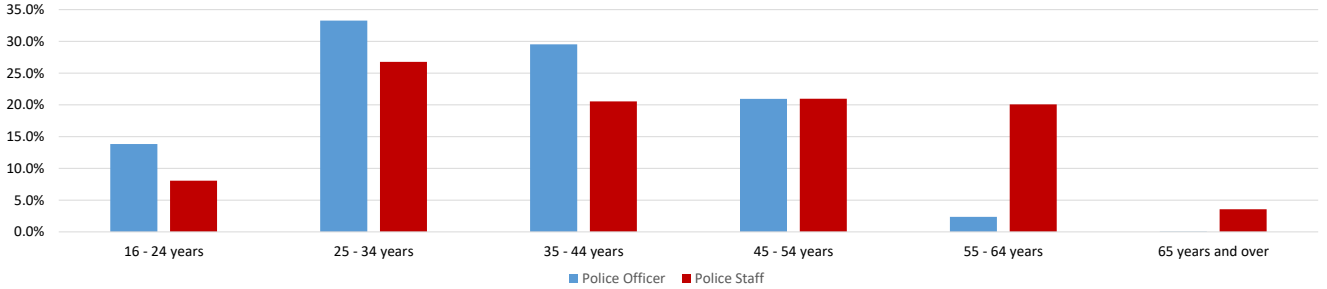
Age

Reporting Period: 30/09/2024

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	321	20.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	321	13.8%	
25 - 34 years	647	41.1%	57	27.4%	65	17.3%	3	3.1%	0	0.0%	0	0.0%	0	0.0%	772	33.3%	
35 - 44 years	355	22.6%	73	35.1%	174	46.4%	55	57.3%	18	51.4%	9	47.4%	1	7.7%	685	29.5%	
45 - 54 years	216	13.7%	73	35.1%	125	33.3%	34	35.4%	17	48.6%	10	52.6%	11	85%	486	20.9%	
55 - 64 years	35	2.2%	5	2.4%	11	2.9%	3	3.1%	0	0.0%	0	0.0%	1	7.7%	55	2.4%	
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	28	12.2%	87	10.8%	21	3.5%	0	0.0%	18	9.4%	154	8.1%	
25 - 34 years	60	26.2%	234	29.0%	178	29.4%	23	3.8%	17	2.8%	512	26.8%	
35 - 44 years	28	12.2%	156	19.3%	144	23.8%	53	8.8%	12	2.0%	393	20.6%	
45 - 54 years	44	19.2%	154	19.1%	123	20.3%	63	10.4%	17	2.8%	401	21.0%	
55 - 64 years	53	23.1%	158	19.6%	115	19.0%	49	8.1%	9	1.5%	384	20.1%	
65 years and over	16	7.0%	19	2.4%	24	4.0%	4	0.7%	5	0.8%	68	3.6%	

Frequency: Quarterly

Disability

Reporting Period: 30/09/2024

Disability - Surrey Aspirations

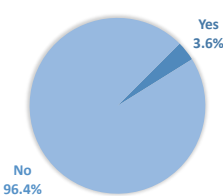
Note: Disability recording changed from 31/03/2022

	Current Month			Difference to Surrey Aspiration		
	%	Actuals	2 Year Trend	%	Actuals	
To achieve Disability <u>Overall</u> representation of 3%	4.1%	175		1.1%	48	

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	40	2.5%	1534	97.5%	Grades A-B	0	#DIV/0!	0	#DIV/0!
Detective Constable	7	3.4%	201	96.6%	Grades C-D	17	7.4%	212	92.6%
Sergeant	29	7.7%	346	92.3%	Grades E-F	41	5.1%	767	94.9%
Inspector	6	6.3%	90	93.8%	Grades G-H	23	3.8%	582	96.2%
Chief Inspector	1	2.9%	34	97.1%	Senior Leaders	8	4.2%	184	95.8%
Superintendent	1	5.3%	18	94.7%	Fixed Term	2	2.6%	76	97.4%
Chief Superintendent & ACPO	0	0.0%	13	100.0%	Total	91	4.8%	1821	95.2%
Total	84	3.6%	2236	96.4%					

POLICE OFFICER DISABILITY



POLICE STAFF AND PCSO DISABILITY

