

Police Service Personnel

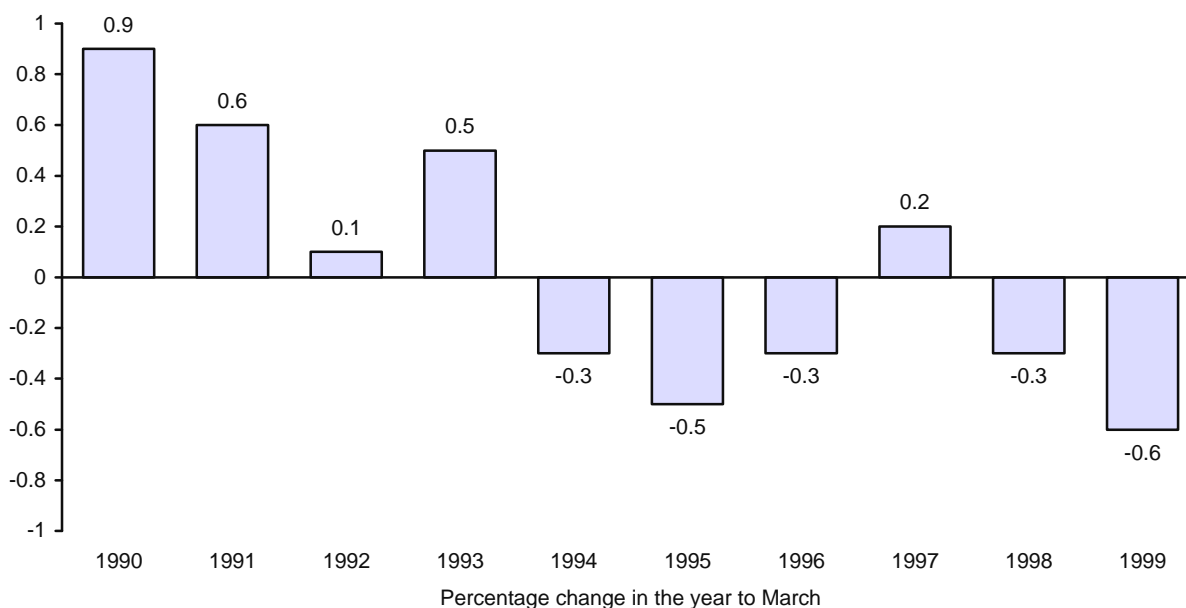
England and Wales, as at 31 March 1999

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MAIN POINTS

- The total police officer strength on 31 March 1999 was 126,096. That is 718 (-0.6 per cent) fewer officers than twelve months earlier.
- 123,841 officers were employed for ordinary duty in the 43 police force areas, with 535 officers seconded to central services and 144 to inter-force units.
- Within the 43 police force areas, 19,885 or 16 per cent of police officers were female; 2,520 or 2 per cent of officers were from an ethnic minority group.
- 1,333 officers worked for the National Crime Squad and 243 for the National Criminal Intelligence Service.
- Between April 1998 and March 1999 5,391 officers were recruited in the 43 police force areas, and over a quarter of them were female. By contrast 6,104 officers left the police service.
- 48,759 full-time and 7,897 part-time civilian staff – equating to 53,031 full-time staff - were employed in the 43 police force areas, NCS and NCIS on 31 March 1999. This is 56 staff higher than one year earlier.

Figure 1 **Total police officer strength**
Percentage change from the previous year



**1. POLICE OFFICER STRENGTH WITHIN THE 43 POLICE FORCE AREAS
(TABLES 1 - 5, A; FIGURES 1 AND 2)**

(a) As at 31 March 1999 the police officer strength available for ordinary duty in the 43 police force areas of England and Wales was the equivalent of 123,841 full-time officers. That was 915 officers or 0.7 per cent lower than at 31 March 1998. The total number of constables fell by 922; despite this they still form 78% of total officers. The fall in the number of police officers may be attributable to efficiency gains through the civilianisation of some work.

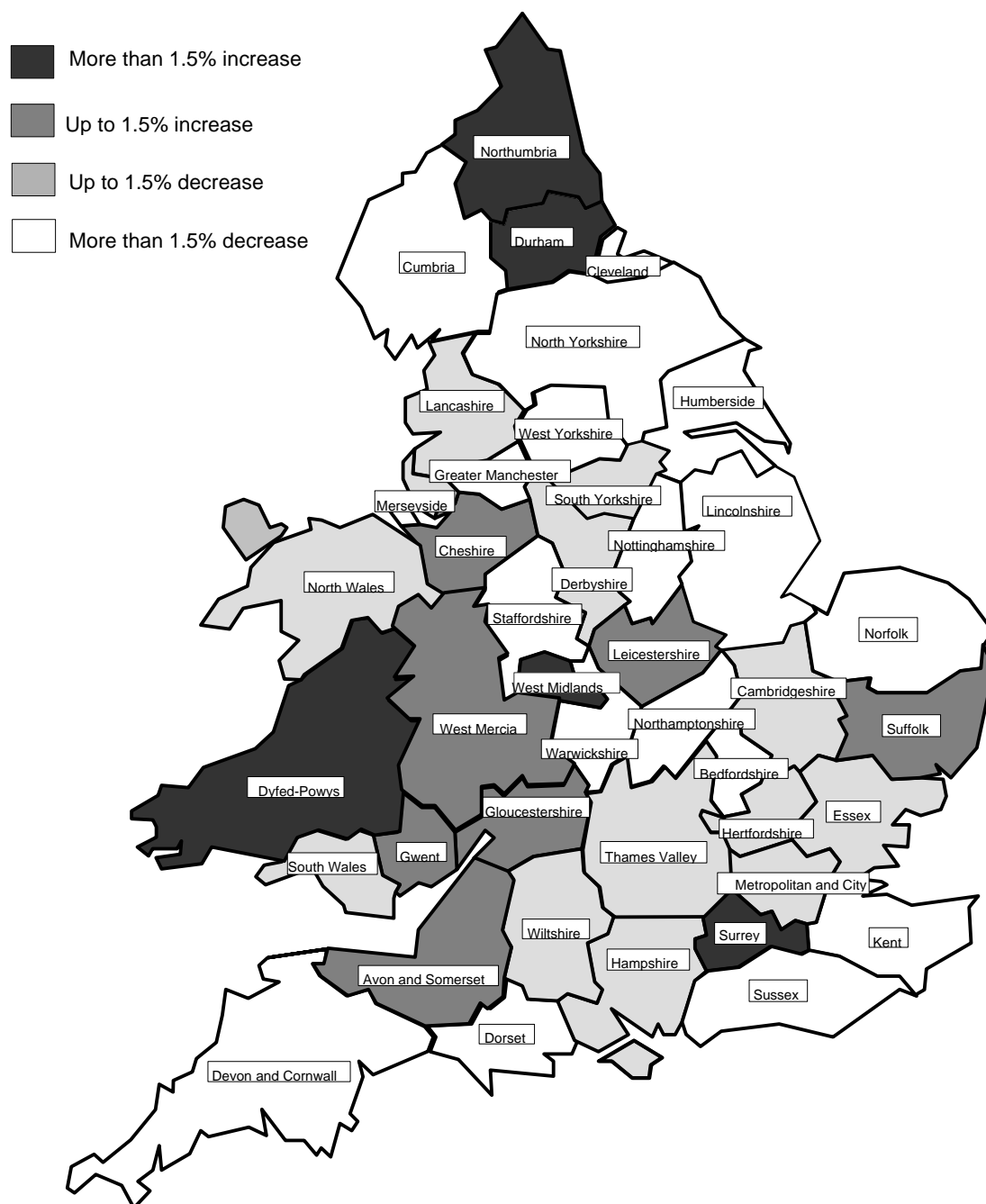
(b) In addition, 535 officers were seconded to police central services (including District Training Centres and the Home Office) and 144 to Inter-Force Units (which are organisations providing a service common to group of forces in one geographical location, such as regional driving schools). A further 702 officers were seconded to outside organisations (including foreign police services and the private sector) an increase of 309 over the previous year.

(c) Sixteen per cent of the ordinary duty police officers were female; this is 0.3 per cent higher than a year earlier. Three-quarters of male officers, and 90 per cent of female officers held the rank of constable, with 17 per cent of male officers and 8 per cent of female officers holding the rank of sergeant.

Table A: Full-time equivalent police officer strength employed in the 43 police force areas, by rank and gender, 31 March 1999.

England and Wales				
Rank	Male	Female	Total	%Female
Chief Constable	47	2	49	4%
Assistant Chief Constable	142	9	151	6%
Superintendent	1,156	57	1,213	5%
Chief Inspector	1,511	93	1,604	6%
Inspector	5,602	334	5,936	6%
Sergeant	17,196	1,542	18,738	8%
Constable	78,302	17,848	96,150	19%
All ranks	103,956	19,885	123,841	16%

Figure 2 Percentage change between March 1998 and March 1999 of police officer strength (full-time equivalents).



(d) Twenty-one per cent of the police officer strength were employed in the Metropolitan Police District. A further one-quarter were employed in the seven other metropolitan forces (comprising City of London, Greater Manchester, Merseyside, Northumbria, South Yorkshire, West Midlands and West Yorkshire). Five per cent of officers were employed in the four Welsh forces.

Recruitment

(e) In the twelve months to 31 March 1999, the 43 police force areas recruited 5,391 officers. Twenty-six per cent of recruits were female, one percentage point lower than during previous twelve months. Ninety-eight per cent of all recruits were to the rank of constable, the same proportion as last year. During the year, the Metropolitan Police District recruited the largest number of new officers 1629 (30 per cent of the total); by contrast Cleveland did not recruit any new officers, and a further 16 forces recruited 50 or less officers. Compared with the previous 12 months, there were 18 per cent fewer officers recruited to the service.

Wastage

(f) During the twelve months to 31 March 1999, 5,215 male and 889 female officers left the 43 police force areas. Of male officers leaving, 3,733 had reached retirement age, whilst 756 resigned, and 726 left for other reasons (including transfers to forces outside England & Wales, dismissals and deaths). However, for female staff leaving 379 retired, 327 resigned, and 183 left for other reasons. Seventy one per cent of officers leaving the police service held the rank of constable. 1,725 officers or 28 per cent left the Metropolitan Police District; by contrast just 25 left the Dyfed-Powys force. The numbers of officers leaving the police service was 553 or 8 per cent lower than during the previous 12 months.

2. POLICE FORCE COMPARISONS (TABLE 3)

Officers per 100,000 population

In England and Wales as a whole, there was an average of 237.2 officers per 100,000 population in March 1999. That equates to one officer for every 422 people. When comparing police strength across forces, one must take account of the relative size of the force, its urban/rural coverage and the amount of criminal activity in the force area. The average for the eight metropolitan forces was 299.7 officers compared with an average of 201.2 for the non-metropolitan forces.

Norfolk had the lowest number of officers per 100,000 population (176.4) whilst the combined Metropolitan Police District and City of London force had nearly twice this number (352.4).

3. SUPPORT STAFF (TABLES 6, 8)

Civilians

(a) On 31 March 1999 there were 48,203 full-time and 7,877 part-time civilian staff employed by the 43 police forces in England and Wales. Overall, there was an average of 2.4 police officers per civilian member of staff; the rate were highest in Merseyside (3.1) and Dyfed-Powys (3.0) and lowest in Dorset (1.8) and Northamptonshire (1.9). 59 per cent of the full-time staff and 90 per cent of the part-time staff were female, the same proportions as in the previous two years. The total number of full-time equivalent civilian staff was 52,465.

Special constables

(b) There were 16,484 special constables in post on 31 March 1999; 5,624 or 34 per cent were female, the same proportion as one earlier year. The number of specials in post was 1,772 (or 9.7 per cent) lower than 12 months earlier.

Traffic wardens

(c) 3,206 full-time and 242 part-time traffic wardens were employed by the 43 police forces in England and Wales on 31 March 1999. 44 per cent of the full-time and 78 per cent of the part-time traffic wardens were female.

4. ETHNIC MINORITY STAFF (TABLES 6 - 8; FIGURE 3)

(a) On 31 March 1999 2,520 officers, or two per cent of the total officers in the 43 police force areas were from an ethnic minority group. Eighty seven per cent held the rank of constable and 21 per cent were female. The Metropolitan Police District employed 35 per cent of ethnic minority staff and the other seven metropolitan forces employed a further 32 per cent.

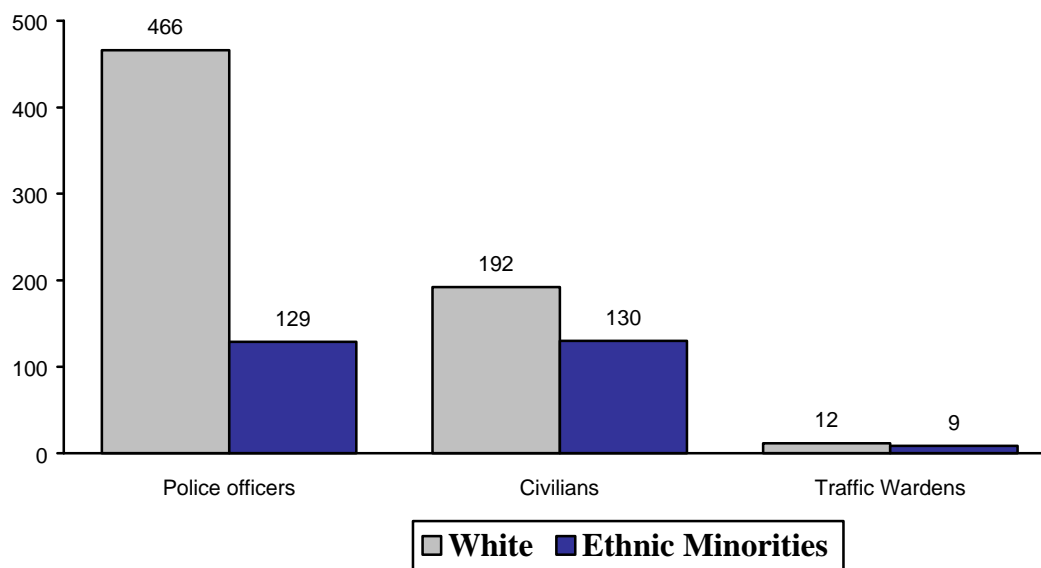
(b) The number of officers from an ethnic minority rose by 37 over the past 12 months. Male officers from ethnic minorities comprise 1.9 per cent of all male officers, with female officers from ethnic minorities forming 2.9 per cent of all female officers (0.2 percentage points higher than during the previous year).

(c) For support staff, 866 male and 1,679 female civilians – representing 4.9 per cent of total civilian staff - were from an ethnic minority group, with 68 per cent of them

employed in the Metropolitan Police District. Eighty-four males and the same number of female traffic wardens were from an ethnic minority group, with 76 per cent being employed in the Metropolitan Police District. 404 male and 127 female special constables were from an ethnic minority group.

(d) There were 129 police officers from ethnic minorities per 100,000 ethnic minority people in the general working-age population ⁽¹⁾; this compares with 466 white police officers per 100,000 white people. These rates - together with rates for civilian and traffic warden employees - are shown in the following chart.

Figure 3 Ethnic breakdown of police staff per 100,000 of the working-age population ⁽¹⁾.



⁽¹⁾ Working-age population is estimated from the ONS Labour Force Survey, and is based on persons aged 20 to 59. The rate of ethnic minority police staff might be slightly lower if data for 18 and 19 year olds was included, due to ethnic minorities forming a larger proportion of the younger general population.

5. STAFF EMPLOYED BY THE NATIONAL CRIME SQUAD AND THE NATIONAL CRIMINAL INTELLIGENCE SERVICE (TABLES 1,3,4,5,6 AND 7)

(a) The National Criminal Intelligence Service and the National Crime Squad were established and set up as independent bodies by the Police Act 1997 effective as of 1 April 1998. Details of the officers and civilians working for these organisations were obtained directly from them.

(b) On 31 March 1999 there were 1,199 male officers and 134 female officers working for the NCS and 224 male officers and 19 female officers working for NCIS.

Seventy two per cent of the NCS officers and fifty six per cent of NCIS officers were constables.

(c) In the twelve-month ending 31 March 1999, 276 officers were appointed to NCS, of whom 9 per cent were female. Over the same period NCIS appointed 38 male and 1 female officers.

(d) During the year, 131 male and 13 female officers left NCS to return to their home force, whilst 50 male and 9 female officers returned to their home force from NCIS.

(e) On 31 March 1999 there were 267 full-time and 16 part-time civilian staff employed by the NCS, nearly two third of the staff were female. NCIS employed 289 full-time and 5 part-time civilian staff with just under half being female.

(f) On 31 March 1999 20 of the NCS officers and 11 civilians were from an ethnic minority group. On the same date in the NCIS 5 officers and 41 civilians were from an ethnic minority group.

Table 1: Total Police Officer Strength in the police service in England and Wales as at 31 March 1999.

England and Wales								Full time equivalents	
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables	Total police ranks	
Police officer strength									
Metropolitan police	7	33	210	350	1,157	4,223	20,093		26,073
Metropolitan counties	7	30	306	388	1,461	4,423	24,495		31,110
Wales	4	9	74	105	328	1,023	5,103		6,646
Other Forces in England	31	79	623	762	2,989	9,069	46,459		60,012
Total	49	151	1,213	1,604	5,936	18,738	96,150		123,841
Police Service Secondments									
NCS	1	4	20	31	80	243	954		1,333
NCIS	1	2	8	16	23	58	135		243
Central Services	1	8	46	43	92	158	187		535
Inter-Force Units	0	0	3	1	15	31	94		144
Total Police Service Secondments	3	14	77	91	210	490	1,370		2,255
Other secondments outside police service	1	0	14	8	17	74	588		702
Total Police Strength (1)	52	165	1,290	1,695	6,146	19,228	97,520		126,096

Table 2: Total Police Officer Strength in the police service in England and Wales, March 1989 to March 1999.

England and Wales								Full time equivalents		
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables	Total excluding secondments (1)	Secondments (1)	Total police strength (1)
Police officer strength (1)										
31 March 1989	47	176	2,048	2,242	6,631	18,960	93,555	123,659	1,972	125,631
31 March 1990	46	188	2,052	2,261	6,695	19,207	94,310	124,759	2,018	126,777
31 March 1991	48	183	2,034	2,256	6,764	19,501	94,667	125,453	2,042	127,495
31 March 1992	48	180	1,995	2,222	6,736	19,739	94,650	125,570	2,057	127,627
31 March 1993	46	176	1,873	2,133	6,767	19,632	95,501	126,128	2,162	128,290
31 March 1994	46	158	1,668	1,990	6,652	19,377	95,915	125,806	2,091	127,897
31 March 1995	51	155	1,414	1,842	6,559	19,132	96,027	125,180	2,042	127,222
31 March 1996	50	145	1,318	1,706	6,272	18,832	96,521	124,844	2,057	126,901
31 March 1997	48	145	1,290	1,679	6,164	18,811	96,914	125,051	2,107	127,158
31 March 1998	49	143	1,230	1,609	6,050	18,603	97,072	124,756	2,058	126,814
31 March 1999	49	151	1,213	1,604	5,936	18,738	96,150	123,841	2,255	126,096
Change between 31/03/98 and 31/03/99	0	8	-17	-5	-114	135	-922	-915	197	-718

(1) Excludes secondments outside the police service in England and Wales (eg to the private sector or to law enforcement agencies overseas). On 31 March 1999, there were 702 officers seconded in this way.

Table 3 : Police officer Strength as at 31 March 1999 by police force area, rank and gender, and officers per 100,000 population.

England and Wales

Full time equivalents

Police force	Male Ranks							Total Male Ranks	Female Ranks							Total Female Ranks	Total Police Ranks	Total officers per 100,000 population	Total constables	Constables per 100,000 population
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables					
Avon and Somerset	1	3	22	37	139	426	1,960	2,588	0	0	1	2	13	26	369	412	2,999	202.9	2328.9	157.5
Bedfordshire	1	2	11	7	48	135	652	856	0	0	2	3	6	10	165	185	1,041	188.5	816.8	147.9
Cambridgeshire	1	2	15	13	58	173	827	1,089	0	0	0	0	4	14	167	185	1,274	178.9	994.4	139.6
Cheshire	1	3	18	29	93	283	1,315	1,742	0	0	2	3	7	25	292	329	2,071	210.8	1606.6	163.6
Cleveland	1	2	24	2	56	196	913	1,194	0	0	0	1	8	10	203	222	1,416	254.7	1115.6	200.7
Cumbria	1	1	10	16	50	163	704	945	0	1	0	0	2	9	169	181	1,126	228.8	873.0	177.4
Derbyshire	1	3	23	24	91	259	1,125	1,526	0	0	1	2	2	17	210	232	1,759	182.2	1335.6	138.3
Devon and Cornwall	1	4	25	47	123	394	1,845	2,439	0	0	1	2	9	33	403	448	2,887	186.1	2248.0	144.9
Dorset	1	1	16	19	60	187	791	1,075	0	0	0	2	4	16	182	204	1,279	186.0	972.8	141.5
Durham	1	2	18	22	76	200	977	1,296	0	0	0	1	2	13	256	272	1,568	257.7	1233.2	202.7
Essex	1	3	27	42	123	428	1,790	2,414	0	0	1	2	12	36	426	477	2,891	189.8	2215.4	145.5
Gloucestershire	1	2	10	15	52	149	690	919	0	0	0	0	3	13	169	185	1,104	197.4	858.9	153.6
Greater Manchester	1	6	73	77	318	889	4,226	5,590	0	0	5	11	26	98	1,081	1,220	6,810	264.8	5306.9	206.3
Hampshire	1	3	36	37	155	466	2,197	2,895	0	0	0	4	6	63	505	578	3,473	197.1	2702.3	153.3
Hertfordshire	1	3	19	23	88	233	1,044	1,411	0	0	1	2	3	29	278	313	1,724	197.8	1322.0	151.7
Humberside	1	2	19	27	103	278	1,252	1,682	0	0	0	0	4	20	269	293	1,974	223.2	1520.0	171.8
Kent	1	3	26	36	139	431	2,022	2,658	0	0	1	3	12	43	484	543	3,201	204.4	2505.5	160.0
Lancashire	0	3	31	37	159	493	1,979	2,702	1	0	2	3	10	38	489	543	3,245	227.7	2468.4	173.2
Leicestershire	1	3	16	18	94	246	1,291	1,669	0	0	1	2	3	20	298	325	1,993	214.5	1588.8	171.0
Lincolnshire	1	2	11	18	60	169	732	993	0	0	3	0	4	21	118	147	1,140	184.0	850.2	137.3
London, City of (2)	1	1	8	11	40	100	504	665	0	1	0	0	6	7	99	113	778	*	603.2	*
Merseyside	1	4	47	55	160	574	2,689	3,530	0	0	1	3	13	59	605	681	4,211	297.9	3294.0	233.0
Metropolitan Police (1,2)	7	30	201	337	1,107	3,842	16,568	22,092	0	3	9	13	50	382	3,525	3,981	26,073	352.4	20093.4	263.7
Norfolk	1	2	16	23	72	184	888	1,186	0	0	0	2	2	19	172	196	1,381	176.4	1060.3	135.4
Northamptonshire	1	2	12	11	52	151	738	967	0	0	0	0	3	11	156	170	1,137	186.4	894.8	146.6
Northumbria	1	4	35	50	176	505	2,486	3,257	0	0	2	6	11	31	533	583	3,840	268.5	3019.5	211.1
North Yorkshire	1	2	13	17	55	211	849	1,148	0	0	0	0	3	3	183	189	1,337	181.2	1031.1	139.8
Nottinghamshire	1	3	20	21	107	316	1,444	1,912	0	0	0	2	5	17	289	313	2,225	215.5	1733.3	167.9
South Yorkshire	1	4	31	44	158	439	1,962	2,639	0	0	4	2	7	47	469	529	3,168	242.8	2431.2	186.4
Staffordshire	1	3	21	27	113	318	1,320	1,803	0	0	1	2	5	24	403	435	2,238	211.0	1723.0	162.5
Suffolk	1	1	13	14	52	163	750	994	0	1	1	1	2	6	184	196	1,190	178.5	934.8	140.2
Surrey	1	3	17	17	71	231	1,054	1,394	0	0	0	2	7	30	229	268	1,662	211.9	1283.0	163.6
Sussex	1	3	24	34	143	405	1,786	2,396	0	1	1	1	12	39	397	451	2,847	191.4	2183.2	146.8
Thames Valley	1	3	42	31	178	515	2,364	3,133	0	0	6	2	12	55	540	615	3,748	179.7	2903.6	139.2
Warwickshire	1	2	10	5	50	116	591	775	0	0	1	0	3	6	123	133	908	180.3	714.2	141.8
West Mercia	1	2	18	30	98	287	1,264	1,700	0	1	1	2	5	18	298	325	2,025	179.8	1561.9	138.7
West Midlands	1	4	54	47	282	880	4,525	5,793	0	1	4	5	22	112	1,383	1,527	7,321	278.3	5908.3	224.6
West Yorkshire	1	5	40	75	233	639	3,206	4,198	0	0	2	2	10	44	726	784	4,982	236.1	3931.4	186.3
Wiltshire	0	2	13	15	55	165	722	972	1	0	0	2	4	14	158	179	1,151	192.0	879.9	146.8
Dyfed-Powys	1	2	16	15	46	167	640	887	0	0	0	0	0	10	129	139	1,026	214.8	769.3	161.0
Gwent	1	1	13	16	55	180	791	1,057	0	0	2	0	4	11	173	190	1,247	223.9	964.1	173.1
North Wales	1	2	16	27	67	217	845	1,175	0	0	0	2	1	10	203	216	1,391	212.0	1048.0	159.8
South Wales	1	4	26	43	147	396	1,985	2,602	0	0	1	2	8	32	337	380	2,981	241.2	2321.4	187.8
Total of all 43 forces	47	142	1,156	1,511	5,602	17,196	78,302	103,956	2	9	57	93	334	1,542	17,848	19,885	123,841	237.2	96,150	184.2
NCS	1	4	20	30	77	234	833	1,199	0	0	0	1	3	9	121	134	1,333			
NCIS	1	2	8	16	23	55	119	224	0	0	0	0	0	3	16	19	243			
Total	2	6	28	46	100	289	952	1,423	0	0	0	1	3	12	137	153	1,576			
Total police service	49	148	1,184	1,557	5,702	17,485	79,254	105,379	2	9	57	94	337	1,554	17,985	20,038	125,417	240.2	97,239	186.2

(1) The Commissioner, Deputy Commissioner and Assistant Commissioners are counted as Chief Constables.

(2) Officers per 100,000 population for City of London and Metropolitan Police are combined.

Table 4 : Police Officer Recruitment 1 April 1998 to 31 March 1999, by police force area, rank and gender.

England and Wales													Number of officers				
Police force	Male Ranks							Total Male Ranks	Female Ranks							Total Female Ranks	Total Police Ranks
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		
Avon and Somerset	0	0	0	0	0	0	103	103	0	0	0	0	0	0	39	39	142
Bedfordshire	0	1	0	0	0	0	22	23	0	0	0	0	0	0	13	13	36
Cambridgeshire	0	0	0	0	0	2	31	33	0	0	0	0	0	0	13	13	46
Cheshire	0	0	0	0	0	7	75	82	0	0	0	0	0	1	29	30	112
Cleveland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cumbria	0	0	0	0	0	1	19	20	0	0	0	0	0	0	14	14	34
Derbyshire	0	0	0	0	0	2	32	34	0	0	0	0	0	0	18	18	52
Devon and Cornwall	0	0	0	0	0	0	42	42	0	0	0	0	0	0	15	15	57
Dorset	0	0	0	0	0	0	27	27	0	0	0	0	0	0	17	17	44
Durham	0	0	0	0	0	1	77	78	0	0	0	0	0	0	28	28	106
Essex	1	0	0	0	0	0	66	67	0	0	0	0	0	0	29	29	96
Gloucestershire	0	0	0	0	0	0	34	34	0	0	0	0	0	0	30	30	64
Greater Manchester	0	0	0	0	0	0	150	150	0	0	0	0	0	0	67	67	217
Hampshire	0	0	0	0	0	0	88	88	0	0	0	0	0	0	29	29	117
Hertfordshire	0	0	0	0	0	6	53	59	0	0	0	0	0	0	20	20	79
Humberside	0	0	0	1	0	2	30	33	0	0	0	0	0	0	15	15	48
Kent	0	0	0	0	0	0	92	92	0	0	0	0	0	0	28	28	120
Lancashire	0	0	0	0	0	0	46	46	0	0	0	0	0	0	9	9	55
London, City of (1)	0	0	0	1	0	0	16	17	0	0	0	0	0	0	1	1	18
Merseyside	0	0	5	0	0	4	178	187	0	0	0	0	0	0	47	47	234
Metropolitan Police (1)	1	2	1	0	4	4	1,270	1,282	0	1	0	0	0	1	345	347	1,629
Norfolk	0	2	0	0	0	0	21	23	0	0	0	0	0	0	5	5	28
Northamptonshire	0	0	2	0	0	0	17	19	0	0	0	0	0	0	10	10	29
Northumbria	1	0	1	4	7	6	163	182	0	0	0	0	0	0	51	51	233
North Yorkshire	0	0	0	0	0	0	11	11	0	0	0	0	0	0	6	6	17
Nottinghamshire	0	0	0	0	0	0	17	17	0	0	0	0	0	0	5	5	22
South Yorkshire	0	0	0	0	0	0	81	81	0	0	0	0	0	0	49	49	130
Staffordshire	0	0	0	0	0	0	20	20	0	0	0	0	0	0	11	11	31
Suffolk	0	0	1	0	0	0	38	39	0	1	0	0	0	0	17	18	57
Surrey	0	0	0	0	0	0	109	109	0	0	0	0	0	0	29	29	138
Sussex	0	0	1	0	5	4	60	70	0	0	0	0	0	0	39	39	109
Thames Valley	0	0	0	0	0	0	123	123	0	0	1	0	0	0	29	30	153
Warwickshire	1	0	1	0	0	0	37	39	0	0	0	0	0	0	11	11	50
West Mercia	0	1	1	0	0	0	77	79	0	1	0	0	0	0	29	30	109
West Midlands	0	0	0	0	0	0	319	319	0	0	0	0	0	0	147	147	466
West Yorkshire	0	1	1	1	0	0	11	14	0	0	0	0	0	0	3	3	17
Wiltshire	0	0	0	0	0	1	29	30	0	0	0	0	0	0	19	19	49
Dyfed-Powys	0	0	0	0	0	1	34	35	0	0	0	0	0	0	15	15	50
Gwent	0	0	2	2	0	0	39	43	0	0	0	0	0	0	18	18	61
North Wales	0	0	0	0	0	0	42	42	0	0	0	0	0	0	17	17	59
South Wales	0	0	0	0	0	0	134	134	0	0	0	0	0	0	49	49	183
Total police service	4	7	16	9	16	41	3,906	3,999	0	3	1	0	0	2	1,386	1,392	5,391

(1) The Commissioner, Deputy Commissioner and Assistant Commissioners are counted as Chief Constables.

Table 5 : Police Officer Wastage 1 April 1998 to 31 March 1999, by police force area, rank and gender.

England and Wales

Number of officers

Police force	Male Ranks							Total Male Ranks	Female Ranks							Total Female Ranks	Total Police Ranks
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		
Avon and Somerset	0	0	2	6	5	23	59	95	0	0	0	0	0	0	9	9	104
Bedfordshire	0	2	5	1	4	6	35	53	0	0	0	0	0	10	10	63	
Cambridgeshire	0	0	1	4	5	9	31	50	0	0	1	0	1	13	16	66	
Cheshire	0	1	2	0	10	11	41	65	0	0	0	0	0	7	7	72	
Cleveland	0	1	4	1	8	15	43	72	0	0	0	0	0	6	6	78	
Cumbria	0	0	3	0	4	6	31	44	0	0	0	0	0	16	16	60	
Derbyshire	0	0	3	1	6	8	38	56	0	0	0	0	0	3	3	59	
Devon and Cornwall	0	1	6	5	9	24	54	99	0	0	0	0	1	1	10	111	
Dorset	0	1	1	0	6	10	38	56	0	0	0	0	0	1	7	64	
Durham	0	1	4	0	4	7	19	35	0	0	0	0	0	7	7	42	
Essex	1	0	5	4	9	22	62	103	0	0	0	0	0	2	17	122	
Gloucestershire	0	0	0	2	12	7	33	54	0	0	0	0	0	6	6	60	
Greater Manchester	0	1	8	13	18	54	206	300	0	0	1	0	1	43	46	346	
Hampshire	0	0	4	3	5	17	89	118	0	0	0	0	1	0	18	137	
Hertfordshire	0	0	5	5	10	9	47	76	0	0	0	1	0	0	14	91	
Humberside	1	0	2	3	6	9	64	85	0	0	0	0	0	1	8	94	
Kent	0	1	2	8	13	21	86	131	0	1	0	0	0	1	16	149	
Lancashire	0	1	1	6	10	16	52	86	0	0	0	0	0	0	13	99	
Leicestershire	0	0	2	2	6	13	54	77	0	0	1	0	0	0	16	94	
Lincolnshire	1	1	0	4	1	7	38	52	0	0	1	1	0	0	7	61	
London, City of (1)	1	0	2	4	4	5	36	52	0	0	0	0	0	0	6	58	
Merseyside	1	0	10	7	14	20	72	124	0	0	1	0	0	11	12	136	
Metropolitan Police (1)	2	5	40	52	94	228	1,011	1,432	0	0	1	1	3	19	269	2,931	
Norfolk	0	1	2	3	4	11	39	60	0	0	0	0	0	0	4	64	
Northamptonshire	0	1	2	1	2	5	30	41	0	0	0	0	0	0	19	60	
Northumbria	1	0	8	6	19	17	82	133	0	0	0	0	0	0	27	160	
North Yorkshire	0	0	2	0	7	4	24	37	0	0	0	0	0	1	6	44	
Nottinghamshire	0	1	3	0	8	19	56	87	0	0	0	1	0	0	22	110	
South Yorkshire	1	0	5	2	18	19	84	129	0	0	0	0	0	0	15	144	
Staffordshire	0	0	2	7	6	13	54	82	0	0	0	0	0	0	14	96	
Suffolk	1	0	0	3	5	4	33	46	0	0	0	0	0	0	8	54	
Surrey	0	1	5	1	9	11	46	73	0	0	0	0	0	0	9	82	
Sussex	0	1	6	7	9	35	117	175	0	0	1	0	1	3	21	201	
Thames Valley	0	0	3	2	11	17	85	118	0	0	0	0	0	0	18	136	
Warwickshire	1	1	3	1	2	7	33	48	0	0	0	1	0	0	6	55	
West Mercia	1	1	2	4	11	9	58	86	0	0	0	0	0	0	14	100	
West Midlands	0	2	10	9	25	51	187	284	0	0	0	0	0	5	52	341	
West Yorkshire	0	1	11	3	22	22	110	169	0	0	1	0	1	2	25	198	
Wiltshire	0	0	5	1	8	9	26	49	0	0	0	0	0	0	6	55	
Dyfed-Powys	0	0	1	0	2	5	15	23	0	0	0	0	0	0	2	25	
Gwent	0	1	3	0	1	10	29	44	0	0	0	0	0	0	6	50	
North Wales	0	0	2	1	5	8	48	64	0	0	0	0	0	0	8	72	
South Wales	0	0	10	7	22	29	84	152	0	0	0	0	0	3	11	166	
Total police service	12	27	197	189	459	852	3,479	5,215	0	1	8	5	9	41	825	6,104	

(1) The Commissioner, Deputy Commissioner and Assistant Commissioners are counted as Chief Constables.

Note: Wastage comprises retirements, resignations, dismissals, deaths and transfers to police forces outside England and Wales.

Table 6 : Civilian staff and traffic warden strength as at 31 March 1999, by police force area, gender and full/part-time employment.

England and Wales

Police force	Civilians							
	Male		Female		Total Strength(1)	Ethnic Minorities		
	Full-Time	Part-Time	Full-Time	Part-Time		Male	Female	Total
Avon and Somerset	582	39	734	178	1,424	4	13	17
Bedfordshire	164	5	260	100	483	6	11	17
Cambridgeshire	227	8	325	77	586	4	0	4
Cheshire	248	6	474	119	785	2	1	3
Cleveland	166	2	314	127	552	1	4	5
Cumbria	133	12	254	84	442	1	1	2
Derbyshire	246	27	436	240	818	2	10	12
Devon and Cornwall	537	35	577	157	1,215	3	2	5
Dorset	263	28	337	177	702	0	0	0
Durham	232	2	298	54	559	1	2	3
Essex	410	19	743	229	1,273	2	17	19
Gloucestershire	194	11	284	55	504	1	6	7
Greater Manchester	993	20	1,447	294	2,623	19	50	69
Hampshire	502	16	764	191	1,381	6	13	19
Hertfordshire	270	11	486	129	835	5	18	23
Humberside	338	25	384	209	840	3	3	6
Kent	556	38	912	167	1,582	11	18	29
Lancashire	387	13	748	206	1,198	8	15	23
Leicestershire	278	5	461	113	802	13	32	45
Lincolnshire	228	20	253	53	517	1	0	1
London, City of	168	2	140	9	314	18	25	43
Merseyside	520	7	827	94	1,356	5	6	11
Metropolitan Police	4,855	50	5,826	859	11,257	516	1,220	1,736
Norfolk	253	24	326	109	648	2	3	5
Northamptonshire	186	28	301	171	587	3	6	9
Northumbria	590	13	784	128	1,443	5	1	6
North Yorkshire	201	10	289	95	541	1	2	3
Nottinghamshire	327	9	545	168	1,039	17	31	48
South Yorkshire	409	15	702	297	1,273	7	10	17
Staffordshire	269	20	598	117	1,004	4	4	8
Suffolk	262	16	273	93	594	5	4	9
Surrey	299	13	377	87	733	5	5	10
Sussex	574	47	664	231	1,393	6	10	16
Thames Valley	639	20	1,056	163	1,799	8	40	48
Warwickshire	129	14	222	87	406	0	5	5
West Mercia	346	20	530	176	975	4	2	6
West Midlands	876	40	1,560	377	2,652	151	46	197
West Yorkshire	818	40	1,163	404	2,216	12	33	45
Wiltshire	214	20	293	90	555	1	1	2
Dyfed-Powys	109	9	182	90	341	0	0	0
Gwent	166	4	286	64	487	2	3	5
North Wales	174	10	300	58	508	0	3	3
South Wales	425	11	705	167	1,223	1	3	4
Total of all 43 forces	19,763	784	28,440	7,093	52,465	866	1,679	2,545
NCS	100	1	167	15	275	4	7	11
NCIS	154	0	135	4	291	17	24	41
Total	254	1	302	19	566	21	31	52
Total police service	20,017	785	28,742	7,112	53,031	887	1,710	2,597

Number of staff

Police force	Traffic Wardens							
	Male		Female		Total Strength(1)	Ethnic Minorities		
	Full-Time	Part-Time	Full-Time	Part-Time		Male	Female	Total
Avon and Somerset	66	9	35	17	115	0	0	0
Bedfordshire	1	0	9	0	10	0	1	1
Cambridgeshire	20	0	18	0	38	0	0	0
Cheshire	15	0	16	0	31	0	0	0
Cleveland	8	0	9	2	18	0	0	0
Cumbria	9	1	6	1	16	1	0	1
Derbyshire	34	0	16	0	50	0	0	0
Devon and Cornwall	79	9	23	11	113	1	0	1
Dorset	24	1	16	3	42	0	0	0
Durham	11	0	10	0	21	0	0	0
Essex	56	2	57	10	121	0	1	1
Gloucestershire	12	0	21	1	35	0	1	1
Greater Manchester	88	0	68	7	160	1	1	2
Hampshire	45	1	22	1	68	0	0	0
Hertfordshire	12	0	30	4	44	0	1	1
Humberside	42	0	9	1	52	1	0	1
Kent	13	0	16	2	31	0	0	0
Lancashire	70	0	29	3	101	1	0	1
Leicestershire	35	0	30	9	70	4	0	4
Lincolnshire	11	0	11	0	22	0	0	0
London, City of	0	0	0	0	0	0	0	0
Merseyside	60	0	53	1	114	1	2	3
Metropolitan Police	359	6	539	73	945	61	66	127
Norfolk	31	0	9	0	40	0	0	0
Northamptonshire	12	0	10	2	23	1	0	1
Northumbria	61	0	9	0	70	0	0	0
North Yorkshire	14	0	6	6	23	0	0	0
Nottinghamshire	48	2	14	3	65	3	0	3
South Yorkshire	47	0	27	4	76	0	0	0
Staffordshire	21	0	10	0	31	0	0	0
Suffolk	23	1	8	2	33	0	0	0
Surrey	8	1	12	1	21	1	0	1
Sussex	71	0	39	5	113	0	0	0
Thames Valley	40	2	48	9	95	3	3	6
Warwickshire	6	0	4	0	10	0	0	0
West Mercia	21	0	10	0	31	0	0	0
West Midlands	121	17	62	1	192	4	8	12
West Yorkshire	74	0	42	4	118	1	0	1
Wiltshire	14	0	5	1	20	0	0	0
Dyfed-Powys	11	0	4	0	15	0	0	0
Gwent	17	1	12	4	32	0	0	0
North Wales	12	0	3	0	15	0	0	0
South Wales	75	1	32	0	108	0	0	0
Total of all 43 forces	1,797	54	1,409	188	3,342	84	84	168
NCS	0	0	0	0	0	0	0	0
NCIS	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0
Total police service	1,797	54	1,409	188	3,342	84	84	168

(1) Full time equivalents

Table 7 : Ethnic Minority Officer Strength by police force area, rank and gender as at 31 March 1999.

England and Wales														Number of officers			
Police force	Male Ranks							Total Male Ranks	Female Ranks							Total Female Ranks	Total Police Officers
	Chief Constables	Assistant Chief Constables	Superintendants	Chief Inspectors	Inspectors	Sergeants	Constables		Chief Constables	Assistant Chief Constables	Superintendants	Chief Inspectors	Inspectors	Sergeants	Constables		
	Avon and Somerset	0	0	0	0	0	3		26	29	0	0	0	0	0		
Bedfordshire	0	0	0	0	1	6	17	24	0	0	0	0	0	0	12	12	36
Cambridgeshire	0	0	0	0	0	2	19	21	0	0	0	0	0	2	5	7	28
Cheshire	0	0	0	0	0	0	5	5	0	0	0	0	0	0	3	3	8
Cleveland	0	0	0	0	0	1	7	8	0	0	0	0	0	0	1	1	9
Cumbria	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Derbyshire	0	0	0	0	1	4	23	28	0	0	0	0	0	1	6	7	35
Devon and Cornwall	0	0	0	0	0	0	4	4	0	0	0	0	0	0	2	2	6
Dorset	0	0	0	0	1	0	5	6	0	0	0	0	0	0	0	0	6
Durham	0	0	0	0	0	0	7	7	0	0	0	0	0	0	3	3	10
Essex	0	0	0	2	1	5	16	24	0	0	0	0	1	1	6	8	32
Gloucestershire	0	0	0	0	0	2	8	10	0	0	0	0	0	0	2	2	12
Greater Manchester	0	0	0	1	2	31	109	143	0	0	0	0	1	1	21	23	166
Hampshire	0	0	0	0	0	2	23	25	0	0	0	0	0	0	2	2	27
Hertfordshire	0	0	0	1	0	2	12	15	0	0	0	0	0	0	3	3	18
Humberside	0	0	0	0	0	1	8	9	0	0	0	0	0	0	2	2	11
Kent	0	0	0	0	0	4	27	31	0	0	0	0	0	0	6	6	37
Lancashire	0	1	0	0	0	5	25	31	0	0	0	0	0	1	7	8	39
Leicestershire	0	0	1	0	4	10	58	73	0	0	0	0	0	0	16	16	89
Lincolnshire	0	0	0	0	0	3	2	5	0	0	0	0	0	1	1	2	7
London, City of (1)	0	0	0	0	1	0	12	13	0	0	0	0	0	0	4	4	17
Merseyside	0	0	0	0	1	3	58	62	0	0	0	0	0	2	12	14	76
Metropolitan Police (1)	0	0	5	3	14	62	610	694	0	0	0	1	1	7	181	190	884
Norfolk	0	0	0	1	2	0	9	12	0	0	0	0	0	0	0	0	12
Northamptonshire	0	0	0	1	1	2	22	26	0	0	0	0	0	0	6	6	32
Northumbria	0	0	0	1	0	4	20	25	0	0	0	0	0	0	7	7	32
North Yorkshire	0	0	0	0	1	0	3	4	0	0	0	0	0	0	0	0	4
Nottinghamshire	0	0	0	2	1	4	37	44	0	0	0	0	0	2	14	16	60
South Yorkshire	0	0	0	0	2	8	48	58	0	0	0	0	0	0	10	10	68
Staffordshire	0	0	0	0	0	4	20	24	0	0	0	0	0	0	8	8	32
Suffolk	0	0	0	0	0	0	11	11	0	0	0	0	0	0	4	4	15
Surrey	0	0	0	0	0	1	15	16	0	0	0	0	0	0	5	5	21
Sussex	0	0	0	0	0	3	12	15	0	0	0	0	0	0	8	8	23
Thames Valley	0	0	0	1	1	9	53	64	0	0	0	0	0	0	17	17	81
Warwickshire	0	0	0	0	1	2	14	17	0	0	0	0	0	0	5	5	22
West Mercia	0	0	0	0	1	3	18	22	0	0	0	0	0	0	3	3	25
West Midlands	0	0	0	0	6	29	193	228	0	0	0	0	0	6	79	85	313
West Yorkshire	0	0	1	0	1	11	93	106	0	0	0	0	0	1	24	25	131
Wiltshire	0	0	0	1	1	0	6	8	0	0	0	0	0	0	2	2	10
Dyfed-Powys	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2
Gwent	0	0	0	0	0	1	11	12	0	0	0	0	0	0	2	2	14
North Wales	0	0	0	0	0	1	2	3	0	0	0	0	0	0	0	0	3
South Wales	0	0	1	1	3	1	24	30	0	0	0	0	0	0	2	2	32
Total of all 43 forces	0	1	8	15	47	229	1,695	1,995	0	0	0	1	3	25	496	525	2,520
NCS	0	0	0	0	0	4	14	18	0	0	0	0	0	0	2	2	20
NCIS	0	0	0	0	0	0	3	3	0	0	0	0	0	0	2	2	5
Total	0	0	0	0	0	4	17	21	0	0	0	0	0	0	4	4	25
Total police service	0	1	8	15	47	233	1,712	2,016	0	0	0	1	3	25	500	529	2,545

(1) The Commissioner, Deputy Commissioner and Assistant Commissioners are counted as Chief Constables.

Table 8 : Special Constable Strength as at, and recruitment/wastage in the 12 months to, 31 March 1999 by police force area, gender and ethnic origin.

England and Wales

Number of staff

Police force	Special Constables											
	Total Strength			Ethnic Minority Strength			Recruitment			Wastage		
	Male	Female	Total Strength	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon and Somerset	355	192	547	10	3	13	63	35	98	113	59	172
Bedfordshire	100	54	154	7	1	8	8	3	11	22	20	42
Cambridgeshire	189	121	310	1	0	1	35	27	62	20	16	36
Cheshire	239	168	407	7	2	9	45	19	64	72	47	119
Cleveland	82	44	126	6	0	6	22	17	39	15	7	22
Cumbria	119	85	204	1	1	2	14	26	40	17	11	28
Derbyshire	221	96	317	4	1	5	20	9	29	58	34	92
Devon and Cornwall	567	351	918	3	2	5	89	69	158	102	77	179
Dorset	180	125	305	2	1	3	33	21	54	35	15	50
Durham	99	60	159	0	0	0	31	16	47	18	19	37
Essex	365	179	544	3	0	3	49	35	84	82	48	130
Gloucestershire	148	85	233	0	0	0	8	4	12	37	18	55
Greater Manchester	321	202	523	12	4	16	33	33	66	66	75	141
Hampshire	466	294	760	10	2	12	151	101	252	112	78	190
Hertfordshire	170	68	238	5	4	9	20	13	33	33	29	62
Humberside	177	92	269	1	0	1	79	59	138	56	29	85
Kent	371	155	526	7	2	9	88	50	138	140	63	203
Lancashire	266	183	449	3	4	7	39	21	60	43	47	90
Leicestershire	208	108	316	16	6	22	11	6	17	69	38	107
Lincolnshire	153	63	216	0	0	0	20	7	27	43	28	71
London, City of	54	10	64	8	4	12	15	2	17	20	9	29
Merseyside	286	172	458	3	2	5	62	49	111	27	25	52
Metropolitan Police	775	363	1,138	125	38	163	5	2	7	66	28	94
Norfolk	223	113	336	2	3	5	47	37	84	43	40	83
Northamptonshire	151	79	230	2	0	2	11	15	26	43	33	76
Northumbria	246	96	342	4	1	5	55	17	72	66	37	103
North Yorkshire (1)	186	90	276	2	0	2	22	10	32	65	49	114
Nottinghamshire	294	167	461	10	2	12	31	39	70	81	45	126
South Yorkshire	176	70	246	5	0	5	30	23	53	67	32	99
Staffordshire	334	134	468	14	2	16	34	21	55	63	58	121
Suffolk	268	152	420	2	3	5	62	45	107	59	33	92
Surrey	155	69	224	4	0	4	28	16	44	20	9	29
Sussex	286	107	393	3	1	4	39	16	55	51	32	83
Thames Valley	370	199	569	15	8	23	48	37	85	55	40	95
Warwickshire (1)	183	78	261	4	2	6	28	16	44	69	59	128
West Mercia	352	163	515	5	1	6	41	40	81	49	22	71
West Midlands	545	186	731	58	16	74	71	74	145	123	83	206
West Yorkshire	376	183	559	37	9	46	61	56	117	77	53	130
Wiltshire	123	61	184	1	0	1	36	25	61	12	13	25
Dyfed-Powys	148	89	237	0	0	0	21	8	29	22	24	46
Gwent	83	30	113	0	1	1	7	6	13	10	10	20
North Wales	211	189	400	1	1	2	21	17	38	28	28	56
South Wales	239	99	338	1	0	1	35	13	48	51	13	64
Total all forces	10,860	5,624	16,484	404	127	531	1,668	1,155	2,823	2,320	1,533	3,853

14

(1) The gender breakdown of special constables' recruitment and wastage have been estimated due to the fact that these forces couldn't provide us with this information.

NOTES

1. Police strength statistics were collected monthly by the Police Policy Directorate of the Home Office until 1995, when the responsibility was transferred to the Research, Development and Statistics Directorate. The figures are now collected on a financial year basis, and this is the second time they have been published in a statistical bulletin. Since the publication of police numbers for March 1998, Sussex Police corrected the data they supplied to RDS. The total number of officers employed in that force on 31 March 1998 was 2998, 40 lower than previously reported.

2. All police officer strength figures contained in tables 1, 2, 3, and represent full time equivalent officers, and are rounded independently to the nearest whole number. Figures in tables 4, 5 and 7 represent the actual number of persons, regardless of the number of hours worked. Consequently it is not possible to combine or compare figures between the two groups of tables.

3. The National Criminal Squad and National Criminal Intelligence Service are staffed by officers and civilians seconded under section 97 of the Police Act 1996. Staff are appointed from a police force area to these organisations and return to their home force at the end of their secondment.

4. Civilian figures in this bulletin do not include school crossing patrols, contract staff employed by private companies, or staff on maternity leave (who are also excluded from officer figures). However, staff on fixed term contracts and staff employed on a temporary basis are included.

5. This bulletin has been prepared by members of the Recorded Crime section which forms part of the Crime and Criminal Justice Unit in the Home Office Research, Development and Statistics Directorate. The Crime and Criminal Justice Unit would like to acknowledge the assistance of the police force personnel sections for the timely provision of the data. If you have any enquiries about the figures in this bulletin or you wish to request further analysis of the data (for which there may be a charge) you should contact Julian Prime. The address is:

Crime and Criminal Justice Unit,
Home Office, Room 843,
50 Queen Anne's Gate,
London, SW1H 9AT.
telephone: 020 7273 2245.

6. Additional copies of this bulletin, together with other Research, Development and Statistics Directorate publications, can be obtained by contacting:

RDS Information and Publications Group,
Home Office, Room 201,
50 Queen Anne's Gate,
London, SW1H 9AT.
telephone: 020 7273 2084.
e-mail: rds.ho@gtnet.gov.uk
internet: <http://www.homeoffice.gov.uk/rds/rdshome.htm>

7. Press enquiries should be made to:

Home Office Press Office,
Communication Directorate,
50 Queen Anne's Gate,
London, SW1H 9AT.
telephone: 020 7273 4610.

RESEARCH DEVELOPMENT AND STATISTICS DIRECTORATE

MISSION STATEMENT

1999

RDS is part of the Home Office. The Home Office's purpose is to build a safe, just and tolerant society in which the rights and responsibilities of individuals, families and communities are properly balanced and the protection and security of the public are maintained.

RDS is also a part of the Government Statistical Service (GSS). One of the GSS aims is to inform Parliament and the citizen about the state of the nation and provide a window on the work and performance of government, allowing the impact of government policies and actions to be assessed.

Therefore -

Research Development and Statistics Directorate exists to improve policy making, decision taking and practice in support of the Home Office purpose and aims, to provide the public and Parliament with information necessary for informed debate and to publish information for future use.