

# Police Service Personnel

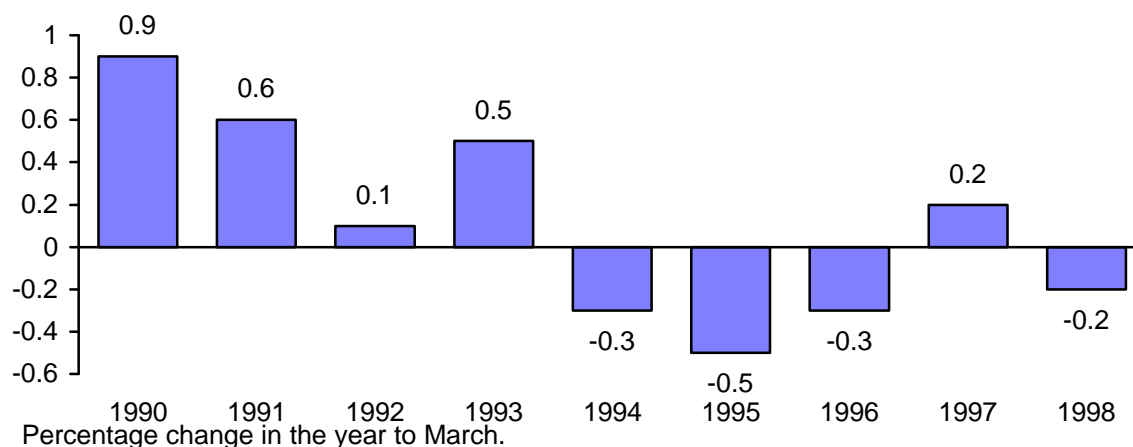
## England and Wales, as at 31 March 1998

By Julian Prime, Paul Taylor and Jenny Waters-Fuller

### MAIN POINTS

- The total police officer strength on 31 March 1998 was 126,856. This is 302 officers below the strength twelve months earlier.
- 124,798 officers were employed in the 43 police force areas, with 2,058 officers seconded to Regional Crime Squads, central services, and inter-force units. Additionally, 393 officers were seconded outside the police service in England and Wales.
- The number of constables rose by 180 to their highest ever level.
- Sixteen per cent of police officers were female; 2,483, or 2 per cent, were from an ethnic minority group.
- Between April 1997 and March 1998 6,543 officers were recruited, over a quarter of whom were female. By contrast 6,657 officers left the police service.
- 48,811 full-time and 7,648 part-time civilian staff - equating to 52,975 full-time equivalents - were employed on 31 March 1998. This is 36 staff fewer than the previous year.

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



## 1. POLICE OFFICER STRENGTH DATA (TABLES 1 - 5, A; FIGURES 1 AND 2)

(a) As at 31 March 1998 the police officer strength in the 43 police force areas of England and Wales was the equivalent of 124,798 full-time officers. This is 253 officers or 0.2 per cent lower than at 31 March 1997. The fall in the number of police officers may be attributable to efficiency gains through the civilianisation of some work. Despite the overall fall, the number of constables rose by 180 to their highest ever level. Constables now form 78 per cent of the police officer strength, compared with 76 per cent five years earlier.

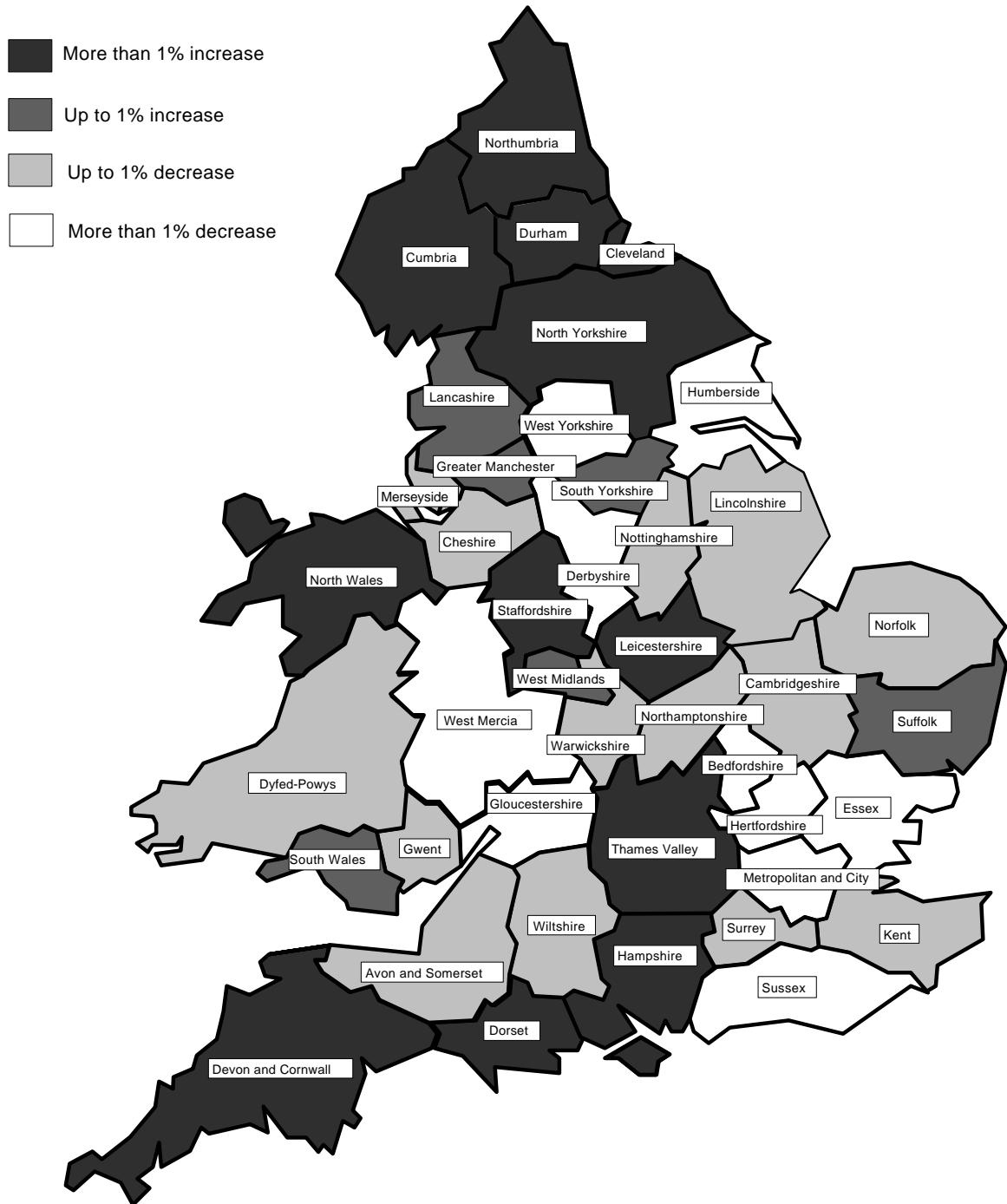
(b) In addition, the equivalent of a further 2,058 officers were on secondment. Of these 1,289 were seconded to regional crime squads, 736 to central services (including district training centres, the Home Office and NCIS), and 33 to inter-force units (which are organisations providing a service common to a group of forces in one geographical location, such as regional driving schools). A further 393 officers were seconded to outside organisations (including foreign police services and the private sector). The total number of officers on secondment was 3 higher than a year earlier.

(c) Sixteen per cent of the police strength in the 43 force areas were female; this is 0.7 per cent higher than a year earlier, and 1.2 per cent above the proportion in 1996. Three-quarters of male officers, and 91 per cent of female officers held the rank of constable, with 16 per cent of male officers and 7 per cent of female officers holding the rank of sergeant. Nearly 95 per cent of officers holding ranks of inspector or higher were male.

**Table A: Full-time equivalent police officer strength employed in the 43 police force areas, by rank and gender, 31 March 1998.**

England and Wales	Number of officers			
	Male	Female	Total	% female
Chief Constable	47	2	49	4%
Assistant Chief Constable	135	8	143	6%
Superintendent	1188	46	1234	4%
Chief Inspector	1,520	90	1,610	6%
Inspector	5,732	320	6,052	5%
Sergeant	17,221	1,395	18,616	7%
Constable	79,349	17,745	97,094	18%
All ranks	105,192	19,606	124,798	16%

**Figure 2** Percentage change between March 1997 and March 1998 of police officer strength (full-time equivalents).



England and Wales

(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 1998, 6,543 officers were recruited to the police service. Twenty-seven per cent of recruits were female, the same proportion as during the previous two years. Ninety-eight per cent of all recruits were to the rank of constable. During the year, the Metropolitan Police District recruited the largest number of new officers (1,200); by contrast Gloucestershire and the City of London recruited just 34 new officers each. Compared with the previous 12 months, there were 20, or 0.3 per cent, more officers recruited to the service.

### **Wastage**

(f) During the twelve months to 31 March 1998, 5,891 male and 766 female officers left the police service. This represents 5.5% and 4.1% of male and female officer strength (as at 31 March 1997) respectively. Of male officers leaving, 74% had reached retirement age, whilst 12% resigned, and 14% left for other reasons. However, for female staff leaving, 45% retired, 33% resigned, and 22% left for other reasons. Two-thirds of officers leaving the police service held the rank of constable. 1,561 (23 per cent) of the officers left the Metropolitan Police District; by contrast just 32 officers left the Dyfed-Powys force. The number of officers leaving the police service was 706 or 12 per cent higher 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 239.9 officers per 100,000 population in March 1998. That equates to 1 officer for every 416 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 301.4 compared with an average of 204.7 for the non-metropolitan forces. Suffolk had the lowest number of officers per 100,000 population (179.2) whilst the combined Metropolitan Police District and City of London force had nearly twice this number (355.6).

### **3. SUPPORT STAFF (TABLES 6, 8)**

#### **Civilians**

(a) On 31 March 1998 there were 48,811 full-time and 7,648 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 was highest in Dyfed-Powys and Lancashire (2.9) and lowest in Dorset, Northamptonshire and Suffolk (2.0). Fifty-nine per cent of the full-time staff and 90 per cent of the part-time staff were female, the same proportions as a year earlier. The total number of full-time equivalent civilian staff was 52,975 which is 0.1 per cent lower than the number of civilian staff employed a year earlier.

#### **Special constables**

(b) There were 18,256 special constables in post on 31 March 1998; 6,279, or 34 per cent were female. The number of specials in post was 1,618 lower than 12 months earlier.

#### **Traffic wardens**

(c) 3,663 full-time and 230 part-time traffic wardens were employed by the 43 police forces in England and Wales on 31 March 1998. Forty-eight per cent of the full-time and 82 per cent of the part-time traffic wardens were female.

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

(a) On 31 March 1998 2,483 officers were from an ethnic minority group. Eighty-eight per cent held the rank of constable; 21 per cent were female; 35 per cent were employed by the Metropolitan Police District, with a further 32 per cent employed in the other seven metropolitan forces.

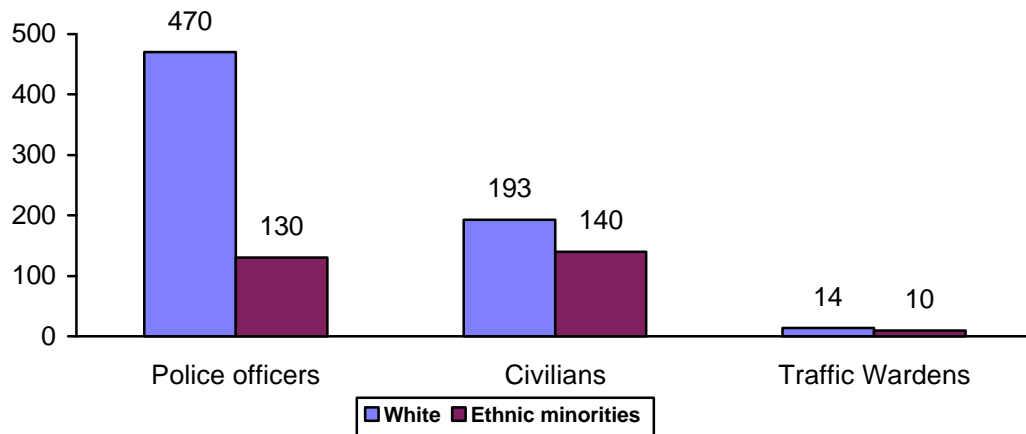
(b) The number of officers from an ethnic minority rose over the past 12 months by 146. Males officers from ethnic minorities now comprise 1.9 per cent of all male officers (0.2 per cent higher than a year earlier), with female officers from ethnic minorities forming 2.7 per cent of all female officers (0.1 per cent higher).

(c) For support staff, 870 male and 1,812 female civilians were from an ethnic minority group, 72 per cent of whom were employed in the Metropolitan Police District.

96 male and 90 female traffic wardens were from an ethnic minority group, with 74 per cent being employed in the Metropolitan Police District. 464 male and 162 female special constables were from an ethnic minority group.

(d) There were 130 police officers from ethnic minorities per 100,000 ethnic minority people in the general working-age population<sup>(1)</sup>; this compares with 470 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<sup>(1)</sup>.**



<sup>(1)</sup> 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.

Table 1: Total Police Officer Strength in the police service in England and Wales as at 31 March 1998.

England and Wales								Full time equivalents	
	Chief Constables	Assistant Chief Constables	Superintendents	Chief Inspectors	Inspectors	Sergeants	Constables		Total police ranks
<b>Police officer strength</b>									
Metropolitan police	8	28	211	342	1,186	4,164	20,156		26,094
Metropolitan counties	6	28	311	385	1,494	4,464	24,563		31,251
Wales	4	10	71	107	330	1,031	5,064		6,617
Other Forces in England	31	77	641	777	3,042	8,957	47,311		60,836
<b>Total</b>	<b>49</b>	<b>143</b>	<b>1,234</b>	<b>1,610</b>	<b>6,052</b>	<b>18,616</b>	<b>97,094</b>		<b>124,798</b>
<b>Secondments</b>									
To Central Services	1	9	54	54	119	216	283		736
To Regional Crime Squads	0	0	18	27	68	255	921		1,289
To Inter-Force Units	0	0	2	3	4	10	14		33
<b>Total Secondments (1)</b>	<b>1</b>	<b>9</b>	<b>74</b>	<b>84</b>	<b>191</b>	<b>481</b>	<b>1,218</b>		<b>2,058</b>
<b>Total Police Strength (1)</b>	<b>50</b>	<b>152</b>	<b>1,308</b>	<b>1,694</b>	<b>6,243</b>	<b>19,097</b>	<b>98,312</b>		<b>126,856</b>

Table 2: Total Police Officer Strength in the police service in England and Wales, March 1989 to March 1998.

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)
<b>Police officer strength (1)</b>										
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	1,234	1,610	6,052	18,616	97,094	124,798	2,058	126,856
Change between 31/03/97 and 31/03/98	1	-2	-56	-69	-112	-195	180	-253	-49	-302

(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 1998, there were 393 officers seconded in this way.

Table 3 : Police officer Strength as at 31 March 1998 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	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	2	26	38	137	427		1,955	2,586	0	0	1	1	13				
Bedfordshire	1	2	15	9	52	136	674	889	0	0	0	5	5	11	169	190	1,079	196.5	153.5
Cambridgeshire	1	1	11	15	60	171	841	1,100	0	0	1	0	4	14	174	192	1,291	183.6	144.2
Cheshire	1	3	20	27	87	274	1,321	1,733	0	0	1	4	5	19	280	309	2,042	208.4	163.4
Cleveland	1	2	25	5	71	214	940	1,258	0	0	0	1	6	12	207	226	1,483	266.0	205.6
Cumbria	1	1	12	16	52	161	734	977	0	1	0	0	2	7	177	187	1,164	237.2	185.6
Derbyshire	1	3	21	21	85	262	1,153	1,546	0	0	1	0	4	11	210	226	1,772	184.2	141.7
Devon and Cornwall	1	3	28	47	127	391	1,910	2,507	0	0	1	1	11	29	413	455	2,962	192.0	150.6
Dorset	1	2	16	19	62	185	819	1,104	0	0	0	2	4	16	184	206	1,310	192.1	147.1
Durham	1	1	21	21	73	201	934	1,252	0	0	0	1	2	10	250	263	1,515	249.1	194.7
Essex	1	3	28	44	122	419	1,836	2,453	0	0	0	3	12	33	427	476	2,928	193.4	149.5
Gloucestershire	1	2	9	16	52	150	708	938	0	0	0	0	1	12	153	166	1,104	198.4	154.8
Greater Manchester	1	6	74	78	323	925	4,316	5,723	0	0	6	9	29	83	1,099	1,225	6,949	269.8	210.3
Hampshire	1	3	34	41	156	456	2,229	2,920	0	0	0	2	6	54	508	570	3,490	199.1	156.1
Hertfordshire	1	2	22	24	92	237	1,051	1,429	0	0	1	2	4	27	277	311	1,740	201.5	153.8
Humberside	1	3	18	28	105	277	1,299	1,731	0	0	0	0	4	20	266	290	2,021	227.9	176.5
Kent	1	3	28	43	152	418	2,059	2,704	0	1	0	4	10	43	490	547	3,251	208.7	163.6
Lancashire	0	4	28	28	163	476	2,022	2,721	1	0	2	0	11	40	482	536	3,257	228.6	175.8
Leicestershire	1	3	16	19	90	243	1,291	1,663	0	0	2	2	3	17	296	320	1,983	213.8	171.1
Lincolnshire	1	2	10	21	63	164	779	1,040	0	0	4	1	2	18	126	151	1,191	193.4	147.0
London, City of (1,2)	1	1	10	11	47	107	527	704	0	1	0	0	5	8	107	121	825	*	*
Merseyside	1	4	50	49	174	576	2,695	3,549	0	0	1	4	12	52	598	667	4,216	296.8	231.9
Metropolitan Police (1,2)	8	25	206	327	1,141	3,818	16,660	22,185	0	3	5	15	45	346	3,495	3,908	26,094	355.6	266.3
Norfolk	1	1	17	18	66	192	926	1,221	0	0	0	3	1	15	189	209	1,430	184.0	143.5
Northamptonshire	1	2	13	11	51	153	756	987	0	0	0	0	3	11	168	181	1,169	193.4	153.0
Northumbria	0	4	38	46	176	497	2,444	3,205	0	0	2	4	9	32	517	563	3,769	262.7	206.4
North Yorkshire	1	2	12	19	62	212	866	1,174	0	0	0	0	3	3	187	193	1,367	186.1	143.3
Nottinghamshire	1	3	21	20	111	315	1,515	1,985	0	0	0	2	3	17	317	338	2,323	225.1	177.5
South Yorkshire	1	4	35	42	149	439	2,015	2,685	0	0	3	3	7	40	444	497	3,182	243.9	188.5
Staffordshire	1	3	24	29	116	308	1,372	1,853	0	0	1	2	5	21	410	439	2,292	217.1	168.8
Suffolk	1	2	11	16	54	164	749	997	0	0	1	0	3	7	178	189	1,186	179.2	140.1
Surrey	1	3	20	16	82	218	1,026	1,366	0	0	0	2	6	24	212	243	1,608	207.1	159.3
Sussex	1	3	27	37	145	423	1,931	2,566	0	1	2	1	13	42	413	472	3,038	206.3	159.2
Thames Valley	1	3	44	33	175	512	2,375	3,143	0	0	5	1	13	52	563	633	3,776	182.8	142.2
Warwickshire	1	2	11	8	42	124	597	785	0	0	0	1	5	6	127	139	924	184.6	144.6
West Mercia	1	3	15	29	110	276	1,275	1,709	0	0	1	2	5	14	278	301	2,010	179.8	139.0
West Midlands	1	2	50	61	298	883	4,418	5,713	0	1	2	5	21	101	1,313	1,443	7,156	270.8	216.9
West Yorkshire	1	5	39	70	234	677	3,320	4,346	0	0	1	3	11	45	749	809	5,155	244.4	192.9
Wiltshire	0	2	14	15	56	163	740	990	1	0	0	1	4	12	148	166	1,156	194.9	149.7
Dyfed-Powys	1	2	16	13	48	167	626	873	0	0	0	0	0	6	123	129	1,002	210.3	157.2
Gwent	1	2	10	16	55	184	786	1,054	0	0	2	0	3	9	165	179	1,233	221.6	170.9
North Wales	1	2	16	25	69	216	869	1,198	0	0	0	2	0	10	186	198	1,396	212.9	160.9
South Wales	1	4	27	49	147	411	1,993	2,632	0	0	0	2	8	28	316	354	2,986	242.3	187.4
<b>Total all forces</b>	<b>47</b>	<b>135</b>	<b>1,188</b>	<b>1,520</b>	<b>5,732</b>	<b>17,221</b>	<b>79,349</b>	<b>105,192</b>	<b>2</b>	<b>8</b>	<b>46</b>	<b>90</b>	<b>320</b>	<b>1,395</b>	<b>17,745</b>	<b>19,606</b>	<b>124,798</b>	<b>239.9</b>	<b>186.7</b>

(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 1997 to 31 March 1998, 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	1	1	0	0	0	1	99	102	0	0	0	0	0	0	36	36	138		
Bedfordshire	0	0	1	0	0	0	33	34	0	0	0	0	0	0	15	15	49		
Cambridgeshire	0	0	0	0	0	1	42	43	0	0	0	0	0	0	22	22	65		
Cheshire	0	0	0	3	0	0	63	66	0	0	0	0	0	0	28	28	94		
Cleveland	0	0	0	0	0	0	50	50	0	0	0	0	0	0	21	21	71		
Cumbria	0	0	0	0	0	1	52	53	0	1	0	0	0	1	24	26	79		
Derbyshire	0	0	0	0	0	0	53	53	0	0	0	0	0	0	13	13	66		
Devon and Cornwall	0	0	0	0	0	0	120	120	0	0	0	0	0	0	59	59	179		
Dorset	0	0	0	0	0	0	88	88	0	0	0	0	0	0	41	41	129		
Durham	0	0	0	0	0	0	84	84	0	0	0	0	0	0	39	39	123		
Essex	0	1	0	1	0	2	90	94	0	0	0	0	0	1	29	30	124		
Gloucestershire	0	1	0	0	0	0	14	15	0	0	0	0	0	0	19	19	34		
Greater Manchester	0	0	0	0	0	0	307	307	0	0	0	0	0	0	130	130	437		
Hampshire	0	0	0	0	0	0	138	138	0	0	0	0	0	0	63	63	201		
Hertfordshire	0	0	0	0	0	6	48	54	0	0	0	0	0	1	23	24	78		
Humberside	0	1	1	0	0	0	63	65	0	0	0	0	1	0	22	23	88		
Kent	0	0	0	0	0	0	84	84	0	0	0	0	0	0	35	35	119		
Lancashire	0	0	1	0	0	0	108	109	0	0	0	0	0	0	26	26	135		
Leicestershire	0	0	0	0	0	0	96	96	0	0	0	0	0	0	22	22	118		
Lincolnshire	0	0	0	0	0	8	40	48	0	0	0	0	0	0	13	13	61		
London, City of (1)	0	0	0	0	0	0	23	23	0	0	0	0	0	0	11	11	34		
Merseyside	0	1	0	0	0	0	147	148	0	0	0	0	0	0	33	33	181		
Metropolitan Police (1)	1	0	4	3	6	1	947	962	0	0	1	0	0	0	237	238	1,200		
Norfolk	0	0	0	0	6	10	41	57	0	0	0	0	0	0	27	27	84		
Northamptonshire	0	1	0	0	0	1	38	40	0	0	0	0	0	1	16	17	57		
Northumbria	0	0	0	1	1	6	207	215	0	0	0	0	0	1	59	60	275		
North Yorkshire	0	0	0	0	0	0	39	39	0	0	0	0	0	0	26	26	65		
Nottinghamshire	0	0	0	0	0	0	80	80	0	0	0	0	0	0	31	31	111		
South Yorkshire	0	0	0	0	0	1	109	110	0	0	0	0	0	0	35	35	145		
Staffordshire	0	1	0	0	0	0	150	151	0	0	0	0	0	0	88	88	239		
Suffolk	0	0	0	0	0	1	55	56	0	0	0	0	0	0	20	20	76		
Surrey	0	0	0	0	0	0	91	91	0	0	0	0	0	0	25	25	116		
Sussex	0	0	0	0	0	0	86	86	0	0	0	0	0	0	49	49	135		
Thames Valley	0	1	0	0	0	2	196	199	0	0	0	0	0	0	77	77	276		
Warwickshire	0	0	0	0	0	0	50	50	0	0	0	0	0	0	17	17	67		
West Mercia	0	1	0	0	0	2	58	61	0	0	0	0	0	0	18	18	79		
West Midlands	0	0	0	0	0	0	298	298	0	0	0	0	0	0	146	146	444		
West Yorkshire	1	1	1	0	0	0	139	142	0	0	0	0	0	0	61	61	203		
Wiltshire	0	0	2	0	0	0	47	49	1	0	0	0	0	0	21	22	71		
Dyfed-Powys	0	1	0	0	0	0	27	28	0	0	0	0	0	0	14	14	42		
Gwent	0	0	2	1	0	0	24	27	0	0	0	0	0	0	12	12	39		
North Wales	0	0	0	0	0	0	45	45	0	0	0	0	0	0	3	3	48		
South Wales	0	0	0	0	0	6	124	130	0	0	0	0	0	0	38	38	168		
<b>Total all forces</b>	<b>3</b>	<b>11</b>	<b>12</b>	<b>9</b>	<b>13</b>	<b>49</b>	<b>4,693</b>	<b>4,790</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>1,744</b>	<b>1,753</b>	<b>6,543</b>		

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

Table 5 : Police Officer Wastage 1 April 1997 to 31 March 1998, 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	1	2	7	9	16	22	80	137	0	0	0	0	1	0	10	11	148		
Bedfordshire	0	0	3	5	7	9	34	58	0	0	0	0	0	1	8	9	67		
Cambridgeshire	0	0	5	3	5	17	32	62	0	0	0	0	0	3	3	6	68		
Cheshire	1	0	5	7	16	16	48	93	0	0	0	0	0	0	9	9	102		
Cleveland	0	0	1	1	6	6	21	35	0	0	1	0	1	0	4	6	41		
Cumbria	0	1	3	2	7	12	24	49	0	0	0	0	0	0	7	7	56		
Derbyshire	0	0	1	3	10	12	55	81	0	0	0	0	0	2	10	12	93		
Devon and Cornwall	0	1	8	5	13	20	75	122	0	0	0	0	0	1	6	7	129		
Dorset	0	0	9	8	5	15	63	100	0	0	0	1	0	0	7	8	108		
Durham	1	0	3	6	6	16	40	72	0	0	0	0	0	0	7	7	79		
Essex	0	1	8	9	14	25	83	140	0	0	0	0	0	1	16	17	157		
Gloucestershire	1	2	5	6	6	10	33	63	0	0	0	0	0	0	2	2	65		
Greater Manchester	0	1	13	13	43	59	202	331	0	0	0	0	1	4	44	49	380		
Hampshire	0	0	6	2	11	22	91	132	0	0	0	0	0	1	24	25	157		
Hertfordshire	0	1	8	2	4	7	55	77	0	0	0	0	0	1	17	18	95		
Humberside	0	1	4	5	12	16	64	102	0	0	0	1	0	0	9	10	112		
Kent	0	1	3	4	20	20	75	123	0	0	0	0	0	1	15	16	139		
Lancashire	0	0	6	10	17	22	71	126	0	0	0	0	0	0	9	9	135		
Leicestershire	1	0	6	2	7	13	45	74	0	0	0	0	0	1	18	19	93		
Lincolnshire	0	0	4	1	3	17	39	64	0	0	0	0	1	0	9	10	74		
London, City of (1)	0	0	4	2	5	6	49	66	0	0	0	2	0	0	5	7	73		
Merseyside	0	1	7	8	16	29	86	147	0	0	0	0	0	2	29	31	178		
Metropolitan Police (1)	0	1	51	50	98	234	944	1,378	0	0	1	0	0	14	168	183	1,561		
Norfolk	0	1	1	3	7	15	49	76	0	0	0	0	0	0	12	12	88		
Northamptonshire	0	0	3	2	7	10	31	53	0	0	0	0	0	0	4	4	57		
Northumbria	0	0	9	2	16	28	130	185	0	0	0	0	0	1	18	19	204		
North Yorkshire	1	0	3	4	3	6	26	43	0	0	0	1	0	1	7	9	52		
Nottinghamshire	0	0	5	2	17	11	68	103	0	0	0	0	0	1	9	10	113		
South Yorkshire	0	0	12	8	12	26	53	111	0	0	0	0	0	0	13	13	124		
Staffordshire	0	1	9	6	16	36	75	143	0	0	0	0	0	1	17	18	161		
Suffolk	0	0	3	2	4	11	31	51	0	0	1	0	0	0	12	13	64		
Surrey	1	0	2	0	10	22	77	112	0	0	0	0	0	1	6	7	119		
Sussex	0	1	4	4	22	28	104	163	0	0	0	0	0	1	17	18	181		
Thames Valley	0	1	10	5	13	31	102	162	0	0	1	1	1	1	22	26	188		
Warwickshire	0	0	4	2	5	12	41	64	0	0	0	0	0	0	2	2	66		
West Mercia	0	1	4	8	6	10	63	92	0	0	0	0	0	0	7	7	99		
West Midlands	0	3	28	18	42	70	220	381	0	0	1	1	0	3	60	65	446		
West Yorkshire	1	0	14	11	25	37	106	194	0	0	0	0	1	1	36	38	232		
Wiltshire	0	0	6	3	8	7	32	56	0	0	0	0	0	0	7	7	63		
Dyfed-Powys	0	1	1	1	2	4	21	30	0	0	0	0	1	0	1	2	32		
Gwent	0	0	4	3	3	7	29	46	0	0	0	0	0	0	4	4	50		
North Wales	0	0	6	4	3	5	34	52	0	0	0	0	0	0	3	3	55		
South Wales	0	0	10	6	21	36	69	142	0	0	0	0	0	2	9	11	153		
<b>Total all forces</b>	<b>8</b>	<b>22</b>	<b>308</b>	<b>257</b>	<b>589</b>	<b>1,037</b>	<b>3,670</b>	<b>5,891</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>45</b>	<b>702</b>	<b>766</b>	<b>6,657</b>		

(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 1998, by police force area, gender and full/part-time employment.

England and Wales

Number of staff

Police force	Civilians									Traffic Wardens								
	Male		Female		Total Strength(1)	Ethnic Minorities			Male		Female		Total Strength(1)	Ethnic Minorities				
	Full-Time	Part-Time	Full-Time	Part-Time		Male	Female	Total	Full-Time	Part-Time	Full-Time	Part-Time		Male	Female	Total		
Avon and Somerset	592	33	723	139	1,393	3	12	15	67	11	35	13	114	0	0	0		
Bedfordshire	179	4	293	91	523	3	16	19	3	0	21	4	26	0	2	2		
Cambridgeshire	215	7	315	73	574	4	0	4	17	0	16	0	33	0	0	0		
Cheshire	221	8	452	123	781	1	1	2	17	0	18	0	35	0	0	0		
Cleveland	182	2	341	126	586	1	4	5	10	0	12	2	23	0	0	0		
Cumbria	133	12	264	92	451	2	1	3	12	1	8	1	21	0	0	0		
Derbyshire	243	27	418	219	787	3	5	8	33	0	20	0	53	0	0	0		
Devon and Cornwall	519	27	573	154	1,186	3	2	5	83	7	22	11	115	1	0	1		
Dorset	243	24	326	152	651	0	0	0	31	0	18	0	49	0	0	0		
Durham	232	0	295	59	557	1	2	3	11	0	11	0	22	0	0	0		
Essex	390	18	713	219	1,252	2	15	17	58	2	60	9	123	0	1	1		
Gloucestershire	164	10	234	39	423	1	3	4	12	0	26	0	38	0	1	1		
Greater Manchester	1,010	25	1,464	286	2,661	18	52	70	101	0	84	7	189	0	0	0		
Hampshire	482	12	740	196	1,331	6	11	17	41	2	23	1	65	0	0	0		
Hertfordshire	265	11	482	139	831	4	18	22	16	0	37	4	55	0	2	2		
Humberside	295	27	373	201	789	2	2	4	45	0	12	2	59	1	0	1		
Kent	522	30	867	122	1,470	8	8	16	23	0	27	3	52	0	0	0		
Lancashire	364	7	678	220	1,143	8	9	17	80	0	29	3	110	1	0	1		
Leicestershire	257	6	464	100	774	20	28	48	39	0	32	7	75	6	1	7		
Lincolnshire	245	15	261	59	541	1	1	2	14	0	12	0	26	0	0	0		
London, City of	180	1	149	10	334	19	25	44	0	0	0	0	0	0	0	0		
Merseyside	518	13	832	284	1,502	6	10	16	59	1	54	3	115	1	2	3		
Metropolitan Police	5,735	51	6,159	812	12,432	639	1,288	1,927	433	7	686	73	1,166	67	70	137		
Norfolk	255	19	334	91	646	1	3	4	32	0	11	0	43	0	0	0		
Northamptonshire	179	29	293	181	577	3	6	9	13	1	10	3	25	1	0	1		
Northumbria	516	6	788	110	1,362	1	5	6	68	0	10	0	78	0	0	0		
North Yorkshire	195	18	290	93	543	1	1	2	12	2	6	6	23	0	0	0		
Nottinghamshire	387	26	484	189	987	8	9	17	44	2	15	1	61	2	0	2		
South Yorkshire	414	6	704	119	1,243	6	10	16	52	0	27	1	80	1	0	1		
Staffordshire	239	19	554	126	866	3	4	7	22	0	13	0	35	0	0	0		
Suffolk	254	15	281	77	583	4	4	8	21	1	9	2	32	0	0	0		
Surrey	304	13	392	78	743	2	2	4	10	1	14	1	25	1	0	1		
Sussex	447	45	619	193	1,185	4	9	13	81	1	49	3	132	0	0	0		
Thames Valley	667	12	1,100	161	1,827	11	39	50	42	0	57	7	103	3	3	6		
Warwickshire	122	13	212	72	398	1	6	7	6	0	6	0	12	0	0	0		
West Mercia	350	18	532	150	975	5	3	8	24	0	11	0	35	0	0	0		
West Midlands	856	41	1,703	474	2,817	49	154	203	65	1	145	15	218	9	4	13		
West Yorkshire	834	53	1,199	426	2,304	11	35	46	80	0	48	1	129	0	0	0		
Wiltshire	188	13	292	79	519	2	2	4	12	0	6	2	19	0	0	0		
Dyfed-Powys	109	10	176	90	341	0	0	0	14	0	5	0	19	0	0	0		
Gwent	148	5	297	57	477	2	4	6	16	1	14	4	33	2	4	6		
North Wales	152	8	297	53	479	0	1	1	12	0	4	0	16	0	0	0		
South Wales	356	7	690	168	1,132	1	2	3	76	0	33	0	109	0	0	0		
<b>Total all forces</b>	<b>20,158</b>	<b>746</b>	<b>28,653</b>	<b>6,902</b>	<b>52,975</b>	<b>870</b>	<b>1,812</b>	<b>2,682</b>	<b>1,907</b>	<b>41</b>	<b>1,756</b>	<b>189</b>	<b>3,788</b>	<b>96</b>	<b>90</b>	<b>186</b>		

(1) Full time equivalents

Table 7 : Ethnic Minority Officer Strength by police force area, rank and gender as at 31 March 1998.

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	3	21	25	0	0	0	0	0	0	12	12	37
Cambridgeshire	0	0	0	0	0	2	19	21	0	0	0	0	0	2	8	10	31
Cheshire	0	0	0	0	0	0	4	4	0	0	0	0	0	0	2	2	6
Cleveland	0	0	0	0	0	1	15	16	0	0	0	0	0	0	2	2	18
Cumbria	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Derbyshire	0	0	0	0	1	6	23	30	0	0	0	0	0	1	6	7	37
Devon and Cornwall	0	0	0	0	0	0	4	4	0	0	0	0	0	0	1	1	5
Dorset	0	0	0	0	0	1	4	5	0	0	0	0	0	0	0	0	5
Durham	0	0	0	0	0	0	6	6	0	0	0	0	0	0	1	1	7
Essex	0	0	0	1	2	4	20	27	0	0	0	0	1	1	7	9	36
Gloucestershire	0	0	0	0	0	0	10	10	0	0	0	0	0	0	2	2	12
Greater Manchester	0	0	0	1	2	30	108	141	0	0	0	0	1	1	21	23	164
Hampshire	0	0	0	0	0	3	22	25	0	0	0	0	0	0	2	2	27
Hertfordshire	0	0	0	1	0	1	14	16	0	0	0	0	0	0	4	4	20
Humberside	0	0	1	0	0	1	9	11	0	0	0	0	0	0	2	2	13
Kent	0	0	0	0	0	4	23	27	0	0	0	0	0	1	6	7	34
Lancashire	0	1	0	0	0	2	28	31	0	0	0	0	0	0	8	8	39
Leicestershire	0	0	1	0	2	12	58	73	0	0	0	0	0	0	16	16	89
Lincolnshire	0	0	0	0	0	2	2	4	0	0	0	0	0	0	2	2	6
London, City of (1)	0	0	0	0	1	0	12	13	0	0	0	0	0	0	7	7	20
Merseyside	0	0	0	0	1	1	56	58	0	0	0	0	0	0	14	14	72
Metropolitan Police (1)	0	0	3	4	11	51	601	670	0	0	0	1	0	6	184	191	861
Norfolk	0	0	0	0	2	0	7	9	0	0	0	0	0	0	0	0	9
Northamptonshire	0	0	0	1	1	2	21	25	0	0	0	0	0	0	6	6	31
Northumbria	0	0	0	1	0	3	20	24	0	0	0	0	0	0	9	9	33
North Yorkshire	0	0	0	0	1	0	5	6	0	0	0	0	0	0	1	1	7
Nottinghamshire	0	0	0	1	2	4	37	44	0	0	0	0	0	2	15	17	61
South Yorkshire	0	0	0	0	2	7	51	60	0	0	0	0	0	0	10	10	70
Staffordshire	0	0	0	0	0	4	21	25	0	0	0	0	0	0	8	8	33
Suffolk	0	0	0	0	0	0	9	9	0	0	0	0	0	0	4	4	13
Surrey	0	0	0	0	0	1	16	17	0	0	0	0	0	0	3	3	20
Sussex	0	0	0	0	0	2	14	16	0	0	0	0	0	0	7	7	23
Thames Valley	0	0	0	2	1	9	51	63	0	0	0	0	0	0	15	15	78
Warwickshire	0	0	0	0	1	3	14	18	0	0	0	0	0	0	5	5	23
West Mercia	0	0	0	0	1	1	21	23	0	0	0	0	0	0	3	3	26
West Midlands	0	0	1	1	2	34	178	216	0	0	0	0	0	4	74	78	294
West Yorkshire	0	0	1	0	1	11	94	107	0	0	0	0	0	1	25	26	133
Wiltshire	0	0	0	1	0	1	7	9	0	0	0	0	0	0	1	1	10
Dyfed-Powys	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
Gwent	0	0	0	0	0	0	11	11	0	0	0	0	0	0	2	2	13
North Wales	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
South Wales	0	0	0	2	2	2	20	26	0	0	0	0	0	0	3	3	29
<b>Total all forces</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>16</b>	<b>37</b>	<b>211</b>	<b>1,685</b>	<b>1,957</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>19</b>	<b>504</b>	<b>526</b>	<b>2,483</b>

(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 1998 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	405	216	621	10	4	14	79	59	138	90	50	140
Bedfordshire	115	71	186	7	2	9	26	13	39	13	18	31
Cambridgeshire	205	115	320	3	1	4	57	46	103	47	39	86
Cheshire	270	189	459	9	4	13	76	64	140	68	51	119
Cleveland	112	52	164	5	0	5	15	10	25	15	6	21
Cumbria	124	74	198	1	1	2	19	20	39	19	12	31
Derbyshire	259	121	380	6	1	7	35	27	62	67	43	110
Devon and Cornwall	633	391	1,024	0	0	0	103	89	192	151	105	256
Dorset	192	123	315	2	1	3	52	38	90	21	21	42
Durham	88	56	144	0	0	0	22	19	41	19	22	41
Essex	424	214	638	1	1	2	112	61	173	113	52	165
Gloucestershire	177	99	276	0	0	0	17	16	33	27	21	48
Greater Manchester	354	244	598	13	7	20	53	41	94	91	90	181
Hampshire	439	259	698	7	2	9	119	103	222	76	52	128
Hertfordshire	207	99	306	4	4	8	32	21	53	25	18	43
Humberside	218	106	324	1	0	1	29	15	44	37	24	61
Kent	424	168	592	6	3	9	134	68	202	108	91	199
Lancashire	272	217	489	4	5	9	52	45	97	51	36	87
Leicestershire	265	141	406	19	10	29	33	28	61	43	27	70
Lincolnshire	176	84	260	0	0	0	32	28	60	46	20	66
London, City of	59	17	76	5	5	10	19	3	22	20	12	32
Merseyside	262	157	419	4	1	5	79	62	141	25	33	58
Metropolitan Police	866	416	1,282	130	44	174	78	49	127	162	102	264
Norfolk	222	115	337	3	2	5	37	27	64	77	52	129
Northamptonshire	191	97	288	2	1	3	18	21	39	33	30	63
Northumbria	276	124	400	10	5	15	40	23	63	86	67	153
North Yorkshire	229	129	358	2	0	2	42	26	68	26	46	72
Nottinghamshire	339	219	558	12	3	15	30	39	69	88	43	131
South Yorkshire	202	79	281	4	1	5	34	16	50	55	21	76
Staffordshire	399	196	595	18	6	24	42	27	69	67	41	108
Suffolk	261	136	397	1	2	3	48	38	86	44	25	69
Surrey	157	78	235	4	0	4	36	10	46	48	12	60
Sussex	308	134	442	3	2	5	66	39	105	72	62	134
Thames Valley	390	219	609	20	9	29	69	50	119	64	36	100
Warwickshire	224	121	345	4	0	4	42	24	66	62	57	119
West Mercia	354	158	512	6	0	6	41	31	72	51	28	79
West Midlands	658	231	889	99	25	124	228	140	368	278	129	407
West Yorkshire	395	194	589	34	9	43	56	25	81	116	84	200
Wiltshire	104	45	149	0	1	1	23	13	36	14	8	22
Dyfed-Powys	149	105	254	0	0	0	40	40	80	48	64	112
Gwent	91	28	119	0	0	0	0	0	0	27	19	46
North Wales	226	132	358	0	0	0	37	20	57	35	17	52
South Wales	256	110	366	5	0	5	53	16	50	55	21	76
<b>Total all forces</b>	<b>11,977</b>	<b>6,279</b>	<b>18,256</b>	<b>464</b>	<b>162</b>	<b>626</b>	<b>2,255</b>	<b>1,550</b>	<b>3,786</b>	<b>2,680</b>	<b>1,807</b>	<b>4,487</b>

## 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 first time they have been published in a statistical bulletin.

2. All police officer strength figures contained in tables 1, 2, 3, and A 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. Civilian figures in this bulletin do not include school crossing patrols, contract staff employed by private companies, staff on maternity leave (who are also excluded from officer figures.), or Home Office staff working in NCIS. However, staff on fixed term contracts and staff employed on a temporary basis are included.

4. 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:

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