

Police Service Strength 11/03

England and Wales, 31 March 2003

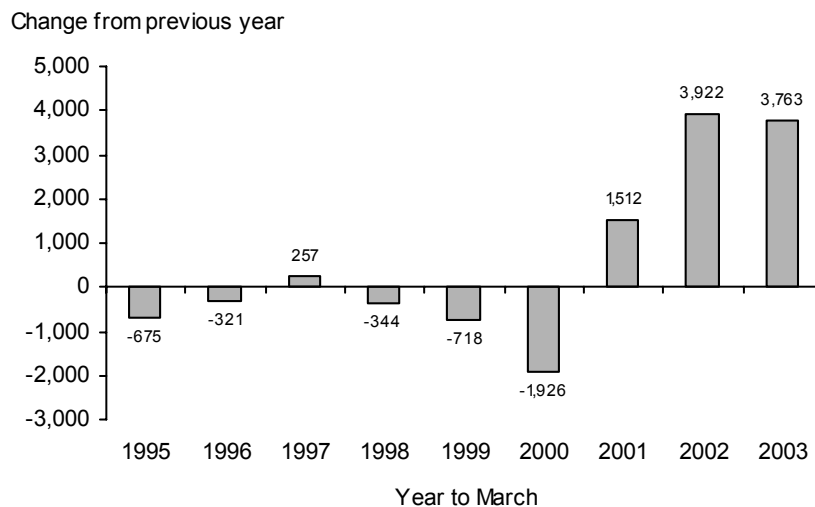
Judith Cotton & Celia Smith

1 October 2003

MAIN POINTS

- Police officer numbers in England and Wales have reached record levels with 133,366 full-time equivalent officers on 31 March 2003. This is an increase of 3,763 or 3 per cent compared to a year earlier.
- This total includes 1,940 officers seconded to the National Crime Squad, National Criminal Intelligence Service, and central services.
- There were 3,915 minority ethnic officers, 2.9 per cent of the total police strength, compared with 2.6 per cent of the total on 31 March 2002.

**Figure 1: Total police officer strength (full-time equivalents)
Change in number of officers from the previous year**

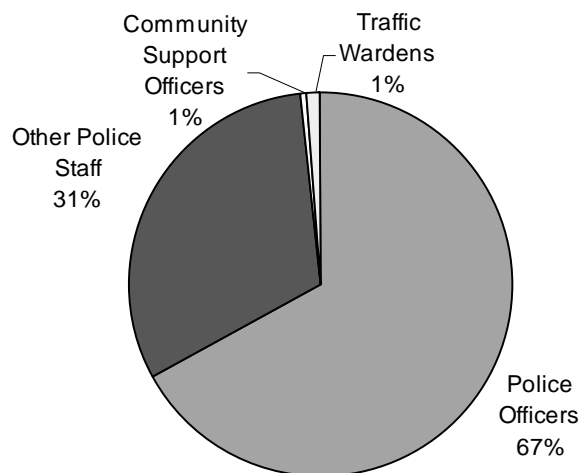


1 POLICE SERVICE STRENGTH

(a) On 31 March 2003, there were 200,839 full time equivalent (f.t.e) staff working in the police service in England and Wales. Police officers accounted for 67 per cent of this total, community support officers one per cent, traffic wardens one per cent and other police staff 31 per cent (Table A and Figure 2).

(b) Additionally, there were 11,037 special constables providing voluntary police officer resource to police forces and local communities in England and Wales. Special constables provide at least four hours a week to their force but do not have contracted hours, hence their numbers shown here as headcount rather than full-time equivalency (Table 7).

Figure 2: Police service strength by type of police worker as at 31 March 2003, England and Wales



(c) A further 2,803 staff worked for the British Transport Police (BTP) in England & Wales, of which 2,179 were police officers. The BTP is the national police force for the railways throughout England, Scotland and Wales. They also police the London Underground and a number of local transport systems. They are wholly funded by the rail industry.

Table A: Police service strength in England and Wales as at 31 March 2003¹

Rank	All staff (FTE comparable with previously published figures) ²	All staff (FTE)	All staff (Headcount)	Staff available for duty (Headcount)
ACPO ranks	210	210	210	209
Chief Superintendents	493	493	493	492
Superintendents	858	860	860	849
Chief Inspectors	1,757	1,760	1,761	1,726
Inspectors	6,422	6,435	6,457	6,349
Sergeants	18,994	19,114	19,255	18,828
Constables	104,633	105,578	106,967	103,345
Total police ranks	133,366	134,450	136,003	131,798
Police Staff	62,172	63,105	68,482	65,783
Traffic Wardens	2,067	2,108	2,200	2,065
Community Support Officers	1,176	1,176	1,181	1,180
Total Police Service Strength	198,781	200,839	207,866	200,826
Special Constabulary ³	11,037	11,037	11,037	11,037

1. Excludes British Transport Police

2. Excludes staff on career breaks or maternity/paternity leave

3. Headcount

CHANGES TO HOME OFFICE POLICE PERSONNEL DATA COLLECTION

Part 1: changes to police strength data

In January 2001 a Police Numbers Task Force (PNTF) was established by the Home Secretary to look at problems with the existing data on police numbers and to produce recommendations for how this data might be improved. On the basis of the conclusions reached by the PNTF a new data requirement for police force employees was developed.

One of the recommendations of the PNTF was that the data collected should enable a clear presentation of the numbers of staff employed by police forces as well as the number available for duty. The 'all staff' figure is a measure of the total full-time equivalent staff employed by the force, including staff seconded in to the force and staff on any type of long or short term absence. The headcount of the number of staff available for duty excludes those on long-term leave of absence.

These are new calculations for counting police numbers and are not comparable with previous data. Adjusted figures are provided in this bulletin and are used in all comparisons with previous periods (see tables A, 1, 3 and 11).

2 POLICE OFFICER STRENGTH

(a) On the 31st March 2003 there were 134,450 full-time equivalent (f.t.e) police officers in England & Wales, of which 131,798 (headcount) were available for duty. These totals include 1,940 full-time equivalent police officers employed by National Crime Intelligence Service, National Crime Squad and central services (Table 1).

(b) The adjusted police officer strength for 31 March 2003, for comparison with previously published figures, was 133,366¹. This is an increase of 3,763 or 3 per cent compared with 31 March 2002. The 31 March 2003 figure is the highest ever number of police officers in England and Wales (Table 1).

(c) Thirty-eight forces increased their total officer strength in the 12 months to 31 March 2003 and one force had no change. The largest increases in percentage terms were in West Mercia (up 12 per cent or 238 officers), Derbyshire (up 8 per cent or 155 officers) and Cleveland (up 8 per cent or 120 officers). The largest numerical increase was in the Metropolitan Police Service (up 1,761 officers or 7 per cent). In all, 10 forces increased their officer strength by 100 or more compared with 31 March 2002 (Table 11).

(d) The four forces reporting falls in officer numbers over the 12 months were Surrey (down 85 or 4 per cent), Merseyside (down 26 or 1 per cent), South Yorkshire (down 15 or 0.5 per cent) and Northamptonshire (down 4 or 0.4 per cent). Surrey has had high wastage, particularly transfers, which is likely to be the cause of falling strength in the force (Table 11).

(e) There were increases in total officer strength in all of the nine English Government Office Regions and Wales in the 12 months to March 2003. The largest increase in percentage terms was in the London region, up seven per cent (Table 11).

¹ Previously published figures exclude officers on career breaks, maternity leave, and BTP officers

(f) The Metropolitan Police Service is the largest force, accounting for 21 per cent of all officers on 31 March 2003. The eight Metropolitan forces (Greater Manchester, City of London, Merseyside, Metropolitan Police, Northumbria, South Yorkshire, West Midlands and West Yorkshire) accounted for 45 per cent of all officers.

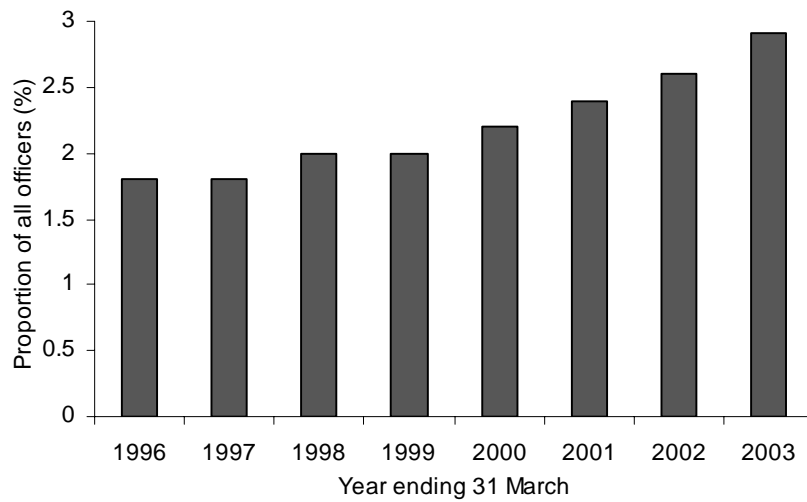
Gender

(g) 25,390 of the 134,450 officers in England and Wales were female, representing 19 per cent of the total, compared with 18 per cent in March last year. The proportion of women in more senior ranks remains low. Whereas 21 per cent of constables were female this was only true of six per cent of Chief Superintendents (Table 2).

Ethnicity

(h) On the 31 March 2003 there were 3,915 minority ethnic police officers in England and Wales, accounting for 2.9 per cent of all officers compared with 2.6 per cent in March 2002. Two per cent of officers had not stated their ethnicity. Figure 3 shows how the proportion of minority ethnic officers in the police service has increased over the last five years. West Midlands and the Metropolitan Police have the largest proportion of minority ethnic officers (5.6 per cent), followed by Bedfordshire and Leicestershire 4.5 per cent (Table 8).

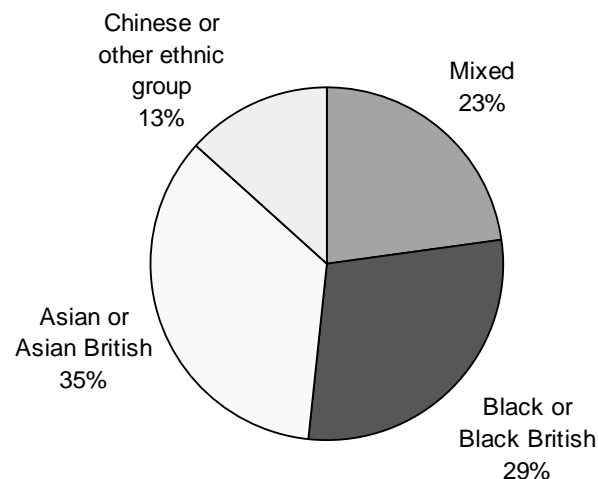
Figure 3: Minority ethnic officers as a proportion of all officers, England & Wales



Note: Proportions for 1996 to 2002 were calculated using the headcount minority ethnic officer strength as a proportion of all full-time equivalent officer strength. The proportion for 2003 was calculated using full-time equivalent minority ethnic strength as a proportion of all full-time equivalent officer strength.

(i) Figure 4 shows that, of those officers that have stated their ethnicity, 35 per cent of all minority ethnic police officers classify themselves as Asian or Asian British, followed by Black or Black British (29 per cent), Mixed (23 per cent) and Chinese or other ethnic groups (13 per cent). These proportions vary by police force area (Table 9).

Figure 4: Minority ethnic officers as at 31 March 2003 by ethnic group, England & Wales



CHANGES TO HOME OFFICE POLICE PERSONNEL DATA COLLECTION (cont'd)

Part 2: changes to joiners and leavers

A further PNTF recommendation was that the new data requirement should enable a reconciliation to take place between the total number reported to the Home Office in a period, those joining and leaving in the subsequent period and the resulting new total. This requires ALL joiners and leavers to be counted, including transfers to and from other police forces, unlike previously collected joiners and leavers figures.

In previous police strength bulletins the number of joiners and leavers has been given as a headcount figure, but the new data collection also provides a full-time equivalent figure. Full-time equivalent figures have been used in tables 5 and 6 to be consistent with other tables in the bulletin.

Joiners and leavers

(j) In the 12 months to 31 March 2002, the 43 police forces recruited 13,126 full-time equivalent officers. This total includes officers transferring from other England and Wales police forces and officers returning to their home force after a period of secondment, so is not comparable with recruitment figures previously published by the Home Office. Estimating for transfers enables a comparison with March 2002 recruitment figures (Table B)².

Table B Police officer joiners and leavers, 12 months to March 2002 compared with 12 months to March 2003

	Police officers, 12 months to 31 March 2003 (F.t.e)	Police officers, 12 months to 31 March 2003 (Headcount)	Estimated proportion of which transferees ¹	Police officers, 12 months to March 2002 (Headcount)	Estimated police officer joiner/leavers excluding transfers ¹ (Headcount)	Percentage change, 12 months to March 2002 to 12 months to March 2003
Joiners	13,126	12,912	14%	10,215	11,104	9%
Leavers	7,783	7,713	24%	6,420	5,862	-9%

1. Including secondees returning to home force in joiners figures

² Estimate produced by taking the proportion of all joiners that were transferees or secondees returning to home force between 1 July 2002 and 31 March 2003.

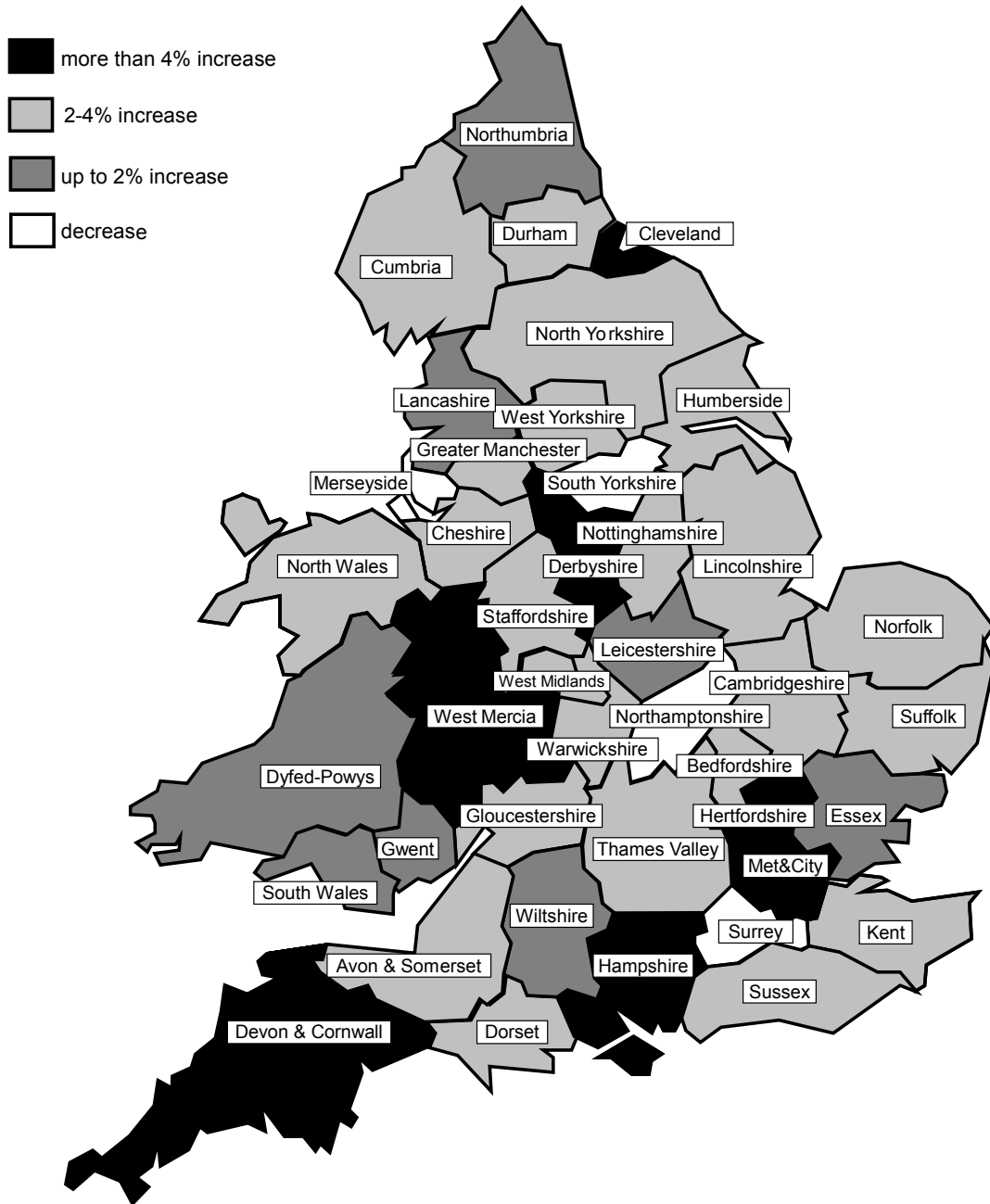
(k) Twenty-four per cent of joiners were female and 96 per cent of all joiners came in at constable rank. New recruits to the police service have to start as constables, so joiners at other ranks are likely to be transfers.

(l) West Mercia had the most joiners in percentage terms (18 per cent of total strength) in the year to 31 March 2003 followed by Hertfordshire (16 per cent of total strength).

(m) During the year to 31 March 2003, 7,783 full-time equivalent officers left the 43 forces. This total includes officers transferring to other England and Wales forces so is not comparable to figures previously published by the Home Office. As with the joining figures, an estimate of the number of transfers can be used to provide a comparable wastage figure to last year (Table B).

(n) The wastage rate (the total leaving as a proportion of total strength) remains low at six per cent. Twelve per cent of officers leaving were female. Lancashire had the lowest wastage rate for the year (2 per cent) and Surrey the highest (13 per cent).

Figure 5: Police officer strength (full-time equivalents)
Percentage change between March 2002 and March 2003.



3 SPECIAL CONSTABULARY STRENGTH

(a) There were 11,037 special constables on 31 March 2003, 561 or five per cent fewer than last year.

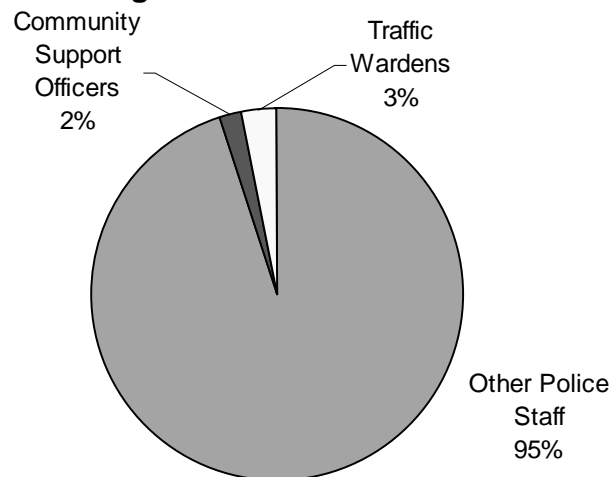
(b) Thirty per cent of special constables were female, a higher proportion than police officers. Four per cent of special constables were minority ethnic, higher than the proportion of police officers.

(c) In the year to 31 March 2003, 1,885 special constables joined the special constabulary and a similar number, 1,980, left. The wastage rate lowered from 21 per cent in the year to 31 March 2002 to 18 per cent in the year to 31 March 2003.

4 POLICE STAFF STRENGTH

(a) On 31 March 2003, there were 66,389 full-time equivalent police staff in supporting roles in the 43 police forces areas, NCS and NCIS. Community Support Officers make up two per cent of this total and traffic wardens three per cent.

Figure 6: Police staff in England and Wales as at 31 March 2003



(b) Police staff numbers (excluding CSOs and traffic wardens) increased by six per cent compared to 31 March 2002 but traffic warden numbers have decreased by seven per cent. The continued decline in the number of traffic wardens reflects the increasing role of local authorities in traffic control.

Community Support Officers

Community Support Officers (CSOs) are civilians employed by a police authority in a highly visible, patrolling role. They complement the work of police officers by focusing predominantly on lower level crime, disorder and anti-social behaviour. They also free up police officer time by taking on those policing functions that do not require the full expertise of a police officer. The legislation for CSOs was introduced as part of the Police Reform Act 2002. The act enables force chief officers to designate CSOs with limited enforcement powers. Unlike police officers they do not have the power of arrest, but in 6 pilot forces they have the power to detain suspects for half an hour. The first CSOs started work on the streets of London in September 2002. The national policing plan target is for 4000 CSOs nation wide by March 2004.

(c) Sixty-three per cent of all police staff are female, a much higher proportion than in the police officer ranks. Thirty-six per cent of all Community Support Officers are female.

(d) On the 31 March 2003, there were 3,648 minority ethnic police staff, accounting for six per cent of the total. Within the police staff group, 16 per cent of CSOs are minority ethnic, a high proportion compared with other police staff and police officers. This may be partly due to the Metropolitan Police and Greater Manchester being lead forces in the recruitment of CSOs.

Table 1 Police officer strength in England & Wales by police force area on 31 March 2003

Police force	All officers (FTE)			All officers (FTE) less staff on career breaks or maternity/paternity leave (comparable with previously published figures)			Officers available for duty (Headcount)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon & Somerset	2,641	519	3,160	2,638	511	3,149	2,529	521	3,050
Bedfordshire	886	233	1,119	881	225	1,106	864	231	1,095
Cambridgeshire	1,145	246	1,391	1,144	240	1,384	1,120	244	1,364
Cheshire	1,727	410	2,137	1,725	394	2,119	1,671	391	2,062
Cleveland	1,324	268	1,592	1,321	261	1,582	1,315	275	1,590
Cumbria	906	248	1,154	901	239	1,140	875	251	1,126
Derbyshire	1,644	366	2,010	1,643	360	2,003	1,612	362	1,974
Devon & Cornwall	2,601	614	3,215	2,600	602	3,202	2,555	628	3,183
Dorset	1,168	254	1,422	1,165	251	1,416	1,150	269	1,419
Durham	1,319	344	1,662	1,316	336	1,651	1,300	341	1,641
Essex	2,417	590	3,007	2,413	576	2,989	2,386	610	2,996
Gloucestershire	983	254	1,237	979	248	1,227	964	264	1,228
Greater Manchester	5,945	1,447	7,391	5,940	1,403	7,343	5,685	1,326	7,011
Hampshire	2,949	758	3,707	2,934	734	3,668	2,882	756	3,638
Hertfordshire	1,536	441	1,977	1,530	428	1,957	1,514	442	1,956
Humberside	1,702	422	2,123	1,700	405	2,105	1,673	426	2,099
Kent	2,784	704	3,488	2,784	703	3,487	2,593	682	3,275
Lancashire	2,722	658	3,380	2,716	623	3,339	2,686	632	3,318
Leicestershire	1,769	377	2,147	1,758	355	2,114	1,732	364	2,096
Lincolnshire	1,026	210	1,236	1,020	202	1,221	1,005	201	1,206
London, City of	676	135	811	676	132	808	659	135	794
Merseyside	3,411	700	4,112	3,407	692	4,099	3,288	692	3,980
Metropolitan Police	23,409	4,822	28,231	23,290	4,694	27,984	22,526	4,732	27,258
Norfolk	1,252	257	1,509	1,250	249	1,499	1,238	268	1,506
Northamptonshire	969	253	1,222	963	247	1,210	964	265	1,229
Northumbria	3,306	712	4,018	3,272	672	3,943	3,113	637	3,750
North Yorkshire	1,197	254	1,452	1,197	246	1,444	1,198	266	1,464
Nottinghamshire	2,019	407	2,426	2,011	400	2,411	2,067	435	2,502
South Yorkshire	2,554	640	3,194	2,551	633	3,183	2,541	656	3,197
Staffordshire	1,772	452	2,224	1,766	436	2,202	1,773	483	2,256
Suffolk	1,003	255	1,258	1,003	250	1,253	986	260	1,246
Surrey	1,508	425	1,933	1,501	406	1,906	1,500	443	1,943
Sussex	2,408	629	3,037	2,390	599	2,989	2,362	641	3,003
Thames Valley	3,116	783	3,899	3,086	747	3,833	3,046	765	3,811
Warwickshire	815	185	1,000	815	182	997	802	189	991
West Mercia	1,824	443	2,267	1,822	434	2,256	1,842	461	2,303
West Midlands	5,941	1,891	7,832	5,926	1,825	7,751	5,947	1,987	7,934
West Yorkshire	4,040	997	5,037	4,038	990	5,029	3,983	1,033	5,016
Wiltshire	921	248	1,169	917	241	1,158	901	263	1,164
Dyfed-Powys	959	197	1,156	954	194	1,149	961	206	1,167
Gwent	1,107	240	1,347	1,102	239	1,341	1,114	253	1,367
North Wales	1,275	278	1,553	1,270	269	1,539	1,185	258	1,443
South Wales	2,697	572	3,269	2,684	555	3,239	2,634	573	3,207
Total 43 forces	107,371	25,139	132,509	106,996	24,430	131,426	104,741	25,117	129,858
National Crime Squad (NCS)	1,047	128	1,175	1,047	128	1,175	1,042	129	1,171
National Crime Intelligence Squad (NCIS)	221	31	252	221	31	252	221	31	252
Central Service Secondments	421	92	513	421	92	513	423	94	517
British Transport Police	1,915	264	2,179	1,915	261	2,176	1,921	285	2,206
Total other police services	3,604	515	4,119	3,604	512	4,116	3,607	539	4,146
Total police service strength	110,975	25,654	136,628	110,600	24,942	135,542	108,348	25,656	134,004
Total police service strength (excluding BTP)	109,060	25,390	134,450	108,685	24,681	133,366	106,427	25,371	131,798

1. For definitions of 'all officers' and officers available for duty' see text box on page 3

Table 2 Police officer strength in England & Wales (including NCIS and NCS), by rank and gender, as at 31 March 2003

Rank	Male	Female	Full time equivalents	
			Total	% Female
ACPO ranks	194	16	210	8%
Chief Superintendent	465	28	493	6%
Superintendent	786	74	860	9%
Chief Inspector	1,610	150	1,760	9%
Inspector	5,881	554	6,435	9%
Sergeant	16,927	2,187	19,114	11%
Constable	83,197	22,381	105,578	21%
All Ranks	109,060	25,390	134,450	19%

Table 3 Total Police Officer Strength in the police service in England and Wales, 31 March 1993 to 31 March 2003.

England and Wales	ACPO ranks	Superintendents (includes Chiefs)	Chief Inspectors	Inspectors	Sergeants	Constables	Full time equivalents ¹		
							Total excluding secondments	Secondments ²	Total police strength
Police officer strength									
31 March 1993	222	1,873	2,133	6,767	19,632	95,501	126,128	2,162	128,290
31 March 1994	204	1,668	1,990	6,652	19,377	95,915	125,806	2,091	127,897
31 March 1995	206	1,414	1,842	6,559	19,132	96,027	125,180	2,042	127,222
31 March 1996	195	1,318	1,706	6,272	18,832	96,521	124,844	2,057	126,901
31 March 1997	193	1,290	1,679	6,164	18,811	96,914	125,051	2,107	127,158
31 March 1998	192	1,230	1,609	6,050	18,603	97,072	124,756	2,058	126,814
31 March 1999	200	1,213	1,604	5,936	18,738	96,150	123,841	2,255	126,096
31 March 2000	196	1,226	1,574	5,941	18,500	94,518	121,956	2,214	124,170
31 March 2001	195	1,218	1,552	6,012	18,601	95,898	123,476	2,206	125,682
31 March 2002	204	1,256	1,550	6,195	18,574	99,487	127,267	2,336	129,603
31 March 2003 comparable strength	195	1,256	1,659	6,269	18,612	103,435	131,426	1,940	133,366
Change between 31.3.02 and 31.3.03	-9	0	109	74	38	3,948	4,159	-396	3,763

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Secondments to NCIS, NCS and central services

Table 4 Police officer strength as at 31 March 2003 by police force area, rank and gender, and officers per 100,000 population.

England and Wales																	Full time equivalents ¹			
Police force	Male Ranks								Female ranks								Total police ranks	Total officers per 100,000 population ²	Total Constables	Constables per 100,000 population
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks				
Avon & Somerset	4	14	8	30	150	433	2,002	2,641	0	0	2	8	9	48	452	519	3,160	213	2,454	165
Bedfordshire	3	5	7	11	51	118	691	886	0	0	3	3	4	18	205	233	1,119	198	896	158
Cambridgeshire	2	6	9	10	62	172	884	1,145	0	0	0	1	3	20	222	246	1,391	196	1,106	156
Cheshire	4	4	12	28	89	269	1,321	1,727	0	0	2	1	12	43	352	410	2,137	217	1,674	170
Cleveland	2	9	20	1	70	200	1,022	1,324	0	0	2	0	5	22	239	268	1,592	294	1,261	233
Cumbria	2	2	7	12	47	154	682	906	1	0	0	1	4	13	230	248	1,154	237	912	187
Derbyshire	5	6	13	23	87	265	1,245	1,644	0	1	2	0	5	24	333	366	2,010	210	1,578	165
Devon & Cornwall	3	13	20	32	134	412	1,987	2,601	1	0	2	3	16	49	542	614	3,215	204	2,529	160
Dorset	2	5	9	22	60	185	885	1,168	1	0	1	1	5	23	223	254	1,422	205	1,108	160
Durham	3	11	4	17	77	196	1,011	1,319	0	0	0	1	8	23	312	344	1,662	281	1,323	224
Essex	4	12	11	40	124	365	1,861	2,417	0	2	3	2	13	50	520	590	3,007	186	2,382	147
Gloucestershire	5	4	7	18	56	157	736	983	0	0	2	1	2	21	228	254	1,237	219	963	171
Greater Manchester	8	18	49	72	312	839	4,646	5,945	0	1	7	11	39	141	1,247	1,447	7,391	298	5,894	237
Hampshire	4	7	23	38	153	487	2,237	2,949	0	0	3	3	19	83	650	758	3,707	208	2,887	162
Hertfordshire	4	4	15	24	79	193	1,217	1,536	0	1	1	3	13	31	393	441	1,977	191	1,609	155
Humberside	3	10	13	20	99	266	1,291	1,702	0	0	0	3	8	22	389	422	2,123	244	1,680	193
Kent	3	6	22	33	142	412	2,166	2,784	0	0	3	8	18	60	616	704	3,488	221	2,782	176
Lancashire	3	7	17	36	158	454	2,047	2,722	1	1	3	5	18	67	563	658	3,380	239	2,610	184
Leicestershire	3	6	7	17	88	229	1,419	1,769	1	0	2	3	5	25	341	377	2,147	232	1,761	190
Lincolnshire	2	4	7	16	62	165	770	1,026	0	2	0	2	5	17	184	210	1,236	191	954	147
London, City of	3	7	5	14	48	99	500	676	0	0	0	2	3	9	121	135	811	*	622	*
Merseyside	6	15	27	49	165	483	2,666	3,411	0	0	2	2	20	64	612	700	4,112	302	3,278	241
Metropolitan Police	31	89	123	413	1,263	3,746	17,744	23,409	5	4	9	29	97	468	4,210	4,822	28,231	404	21,955	314
Norfolk	3	5	12	19	71	192	950	1,252	0	0	0	4	4	23	226	257	1,509	189	1,176	147
Northamptonshire	3	8	6	9	46	148	749	969	0	0	0	0	4	19	230	253	1,222	194	979	155
Northumbria	4	6	29	50	168	496	2,553	3,306	0	0	4	5	13	53	637	712	4,018	290	3,190	231
North Yorkshire	2	5	6	15	64	209	896	1,197	1	1	0	0	2	18	232	254	1,452	193	1,129	150
Nottinghamshire	4	7	13	25	100	307	1,563	2,019	0	0	1	4	7	38	357	407	2,426	239	1,921	189
South Yorkshire	5	11	23	44	156	417	1,898	2,554	0	2	1	3	14	72	549	640	3,194	252	2,447	193
Staffordshire	4	7	11	22	81	318	1,329	1,772	0	0	2	1	5	37	407	452	2,224	212	1,736	166
Suffolk	2	4	8	16	49	160	764	1,003	1	0	0	1	6	14	234	255	1,258	188	997	149
Surrey	4	7	8	19	87	224	1,159	1,508	0	0	2	2	12	44	366	425	1,933	182	1,525	144
Sussex	5	15	19	39	149	371	1,810	2,408	0	1	1	6	22	55	544	629	3,037	203	2,354	157
Thames Valley	3	8	29	38	168	458	2,412	3,116	2	2	2	6	23	63	685	783	3,899	186	3,097	148
Warwickshire	4	6	7	13	47	125	613	815	0	0	1	0	3	9	172	185	1,000	198	785	155
West Mercia	2	10	10	26	93	294	1,389	1,824	1	1	1	5	10	27	398	443	2,267	196	1,788	154
West Midlands	4	22	34	42	273	878	4,687	5,941	0	4	0	7	36	152	1,692	1,891	7,832	307	6,379	250
West Yorkshire	6	18	26	52	238	571	3,129	4,040	0	4	2	2	25	73	891	997	5,037	242	4,020	193
Wiltshire	1	7	7	16	51	144	695	921	1	0	1	0	4	18	224	248	1,169	190	919	150
Dyfed-Powys	3	6	6	18	52	165	709	959	0	0	0	0	2	19	176	197	1,156	237	886	181
Gwent	3	4	8	13	56	192	831	1,107	0	1	0	0	6	11	222	240	1,347	244	1,054	191
North Wales	3	4	10	26	69	207	956	1,275	0	0	1	1	1	22	253	278	1,553	234	1,209	182
South Wales	5	8	21	43	149	407	2,064	2,697	0	0	2	2	13	45	510	572	3,269	273	2,574	215
Total of all 43 forces	179	432	728	1,521	5,743	16,582	82,186	107,371	16	28	70	141	539	2,150	22,194	25,139	132,509	254	104,380	200
NCS	5	8	17	32	68	206	711	1,047	0	0	1	5	7	17	98	128	1,175		809	
National Crime Intelligence Service (NCIS)	4	2	4	24	19	50	118	221	0	0	0	1	1	4	25	31	252		143	
Central Service secondments	6	23	37	33	51	89	182	421	0	0	3	3	7	16	63	92	513		245	
British Transport Police	4	9	12	33	101	249	1,507	1,915	0	0	0	1	9	20	234	264	2,179		1,741	
Total other services	19	42	70	122	239	594	2,518	3,604	0	0	4	10	24	56	421	515	4,119		2,939	
Total police service strength	198	474	798	1,643	5,982	17,176	84,704	110,975	16	28	74	151	563	2,206	22,615	25,654	136,628	262	107,319	206
Total police service strength (excluding BTP)	194	465	786	1,610	5,881	16,927	83,197	109,060	16	28	74	150	554	2,187	22,381	25,390	134,450	258	105,578	203

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items

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

Table 5 Police officer joiners¹ from 1April 2002 to 31 March 2003, by police force area, rank and gender.

England and Wales																	Full time equivalents	
Police force	Male Ranks								Total male ranks	Female ranks							Total female ranks	Total police ranks
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	ACPO rank		Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable			
Avon and Somerset	2	0	1	0	7	8	202	220	0	0	0	0	0	0	44	44	264	
Bedfordshire	0	0	1	0	1	3	100	105	0	0	0	0	0	0	31	31	136	
Cambridgeshire	0	0	0	1	3	4	94	102	0	0	0	0	0	0	37	37	139	
Cheshire	1	0	0	0	1	3	156	161	0	0	0	0	0	2	35	37	198	
Cleveland	0	0	3	0	1	0	117	121	0	0	1	0	0	0	21	22	143	
Cumbria	0	0	0	0	0	4	58	62	0	0	0	0	0	1	45	46	108	
Derbyshire	1	1	4	0	3	10	191	210	0	0	0	0	0	0	73	73	283	
Devon and Cornwall	0	0	0	0	0	10	241	251	1	0	0	0	0	1	83	84	335	
Dorset	1	1	2	0	0	0	85	89	0	0	0	0	0	0	22	22	111	
Durham	1	1	0	1	1	2	93	99	0	0	0	0	0	0	32	32	131	
Essex	2	0	0	0	3	8	186	199	0	0	0	1	0	0	96	97	296	
Gloucestershire	0	0	0	1	4	9	94	108	0	0	0	0	0	3	27	31	139	
Greater Manchester	3	0	2	0	1	3	416	425	0	0	0	0	1	0	120	121	546	
Hampshire	0	0	0	0	2	9	319	330	0	0	0	0	0	1	113	114	444	
Hertfordshire	1	1	0	1	2	5	241	251	0	0	1	1	0	0	67	69	320	
Humberside	1	0	0	0	2	1	94	98	0	0	0	1	0	0	53	54	152	
Kent	0	0	0	0	0	2	287	289	0	0	0	0	0	1	80	81	370	
Lancashire	0	0	0	0	0	0	153	153	0	0	0	0	0	0	71	71	224	
Leicestershire	1	0	0	0	0	0	135	136	0	0	0	1	0	0	44	45	181	
Lincolnshire	0	0	0	0	0	3	73	76	0	0	0	0	0	0	27	27	103	
London, City of	1	0	1	2	9	8	68	89	0	0	0	0	1	0	26	27	116	
Merseyside	2	0	1	0	0	0	137	140	0	0	0	0	0	0	34	34	174	
Metropolitan Police	1	3	0	4	24	74	2675	2781	0	0	0	0	0	2	706	708	3489	
Norfolk	1	0	2	0	3	6	93	105	0	0	0	0	0	0	23	23	128	
Northamptonshire	0	0	1	0	1	1	44	47	0	0	0	0	0	0	21	21	68	
Northumbria	0	0	0	0	0	7	184	191	0	0	0	1	0	0	74	75	266	
North Yorkshire	0	0	0	0	0	1	66	67	1	0	0	0	0	0	29	30	97	
Nottinghamshire	0	0	0	0	0	1	163	164	0	0	0	0	0	0	54	54	218	
South Yorkshire	1	0	0	0	1	0	117	119	0	0	0	0	0	0	53	53	172	
Staffordshire	0	0	1	1	5	18	183	208	0	0	0	0	0	1	36	37	245	
Suffolk	1	0	0	0	0	3	90	94	0	0	0	0	0	0	39	39	133	
Surrey	1	0	2	0	0	8	124	135	0	0	1	0	0	1	50	52	187	
Sussex	2	0	0	0	1	2	245	250	0	0	0	0	1	0	106	107	357	
Thames Valley	0	0	0	0	0	4	331	335	0	0	0	0	0	0	123	123	458	
Warwickshire	0	1	0	0	0	4	56	61	0	0	0	0	0	3	27	30	91	
West Mercia	0	0	0	0	5	16	277	298	0	0	0	0	0	1	106	107	405	
West Midlands	1	1	1	1	3	4	518	529	0	1	0	0	1	3	258	263	792	
West Yorkshire	1	0	0	0	0	1	315	317	0	0	1	0	0	1	115	117	434	
Wiltshire	0	0	0	1	0	2	61	64	0	0	0	0	0	0	32	32	96	
Dyfed Powys	0	0	1	0	0	7	63	71	0	0	0	0	0	0	16	16	87	
Gwent	0	0	0	0	0	0	72	72	0	0	0	0	0	0	17	17	89	
North Wales	0	0	0	0	0	5	89	94	0	0	0	0	0	1	38	39	133	
South Wales	1	0	1	0	4	7	189	202	0	0	0	0	0	0	67	67	269	
British Transport Police	1	1	1	0	3	8	198	212	0	0	0	0	0	0	26	26	238	
Total police service strength	28	10	25	13	90	271	9693	10129	2	1	4	5	4	22	3197	3235	13364	
Total police service strength (excluding BTP)	27	9	24	13	87	263	9495	9917	2	1	4	5	4	22	3171	3209	13126	

1. Not comparable to previous recruitment figures as data includes transfers from other England and Wales forces and officers returning after a period of secondment.

Table 6 Police officer leavers¹ from 1 April 2002 to 31 March 2003, by police force area, rank and gender.

England and Wales																	Full time equivalents
Police force	Male Ranks								Female ranks								Total police ranks
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	
Avon and Somerset	3	2	2	6	15	31	125	184	0	0	0	0	0	2	20	22	205
Bedfordshire	0	1	0	1	6	12	58	78	0	0	0	0	1	0	13	14	92
Cambridgeshire	1	1	0	2	10	17	57	88	0	0	0	1	1	1	16	19	107
Cheshire	1	1	1	1	11	26	62	103	0	0	0	1	0	2	7	10	113
Cleveland	1	3	0	0	6	7	35	52	1	0	0	1	0	0	5	7	59
Cumbria	0	0	1	1	3	11	33	49	0	0	0	0	0	0	10	10	59
Derbyshire	0	1	4	2	9	19	61	96	0	1	0	0	0	0	13	14	110
Devon and Cornwall	2	1	2	5	7	20	101	138	0	0	0	0	0	0	15	15	153
Dorset	2	1	2	3	4	5	46	63	0	0	0	0	0	1	4	5	68
Durham	1	0	2	2	5	17	35	62	0	0	0	0	0	0	11	11	73
Essex	1	1	0	4	11	32	138	187	0	0	0	0	1	2	24	27	214
Gloucestershire	0	2	1	1	5	11	50	70	0	0	0	0	0	0	13	13	83
Greater Manchester	3	7	6	8	30	45	217	316	0	0	0	1	2	6	49	58	374
Hampshire	0	2	9	1	12	30	143	197	0	0	0	1	0	0	26	27	224
Hertfordshire	0	2	4	2	13	28	120	169	0	0	0	0	0	5	12	17	186
Humberside	1	0	2	4	5	11	62	85	0	0	0	0	0	2	17	19	104
Kent	2	3	4	4	16	31	120	180	0	0	0	1	0	0	34	35	215
Lancashire	0	0	1	3	7	6	39	56	0	0	0	0	0	0	5	5	61
Leicestershire	1	1	1	1	9	17	74	104	0	0	0	0	1	2	20	23	127
Lincolnshire	1	0	1	1	8	10	39	60	0	0	0	0	0	1	12	13	73
London, City of	1	0	3	1	2	5	41	53	0	0	0	0	0	0	6	6	59
Merseyside	0	3	6	3	12	43	104	171	0	0	0	1	2	1	21	25	195
Metropolitan Police	10	10	11	24	91	215	1,144	1,505	0	0	1	1	3	16	201	222	1,727
Norfolk	2	2	0	2	9	11	51	77	0	0	1	0	0	1	13	15	92
Northamptonshire	0	0	0	2	6	8	33	49	0	0	0	1	0	0	6	7	56
Northumbria	1	1	5	2	9	21	107	146	0	0	0	0	1	0	17	18	164
North Yorkshire	1	2	1	1	6	8	32	51	0	0	0	0	0	0	6	6	57
Nottinghamshire	2	3	1	0	9	11	76	102	0	0	0	0	0	0	12	12	114
South Yorkshire	1	2	4	7	11	20	93	138	0	0	0	0	0	5	27	32	170
Staffordshire	0	1	5	3	12	21	74	116	0	0	0	0	0	0	13	13	129
Suffolk	1	1	1	0	4	19	50	76	0	0	0	0	0	0	9	9	85
Surrey	1	1	4	2	15	21	174	218	0	0	0	1	0	1	26	28	246
Sussex	1	2	0	2	15	30	162	212	1	0	0	0	0	0	29	30	242
Thames Valley	1	3	6	4	25	35	251	325	0	0	1	0	0	3	39	43	368
Warwickshire	0	2	0	0	4	4	43	53	0	0	0	0	0	2	3	5	58
West Mercia	1	0	2	2	7	17	83	112	0	0	0	0	0	1	11	12	124
West Midlands	2	7	3	7	15	76	320	430	0	0	0	0	1	4	89	93	523
West Yorkshire	1	8	1	10	17	40	145	222	0	0	0	1	1	3	27	32	254
Wiltshire	1	1	0	0	3	16	48	69	0	0	0	0	0	0	13	13	82
Dyfed Powys	3	6	1	1	4	6	37	58	0	0	0	0	0	0	5	5	63
Gwent	0	0	0	0	1	11	38	50	0	0	0	0	0	0	11	11	61
North Wales	0	2	1	3	4	8	39	57	0	0	0	0	0	0	8	8	65
South Wales	1	0	2	2	12	27	85	129	0	0	0	0	1	0	23	24	153
British Transport Police	0	1	2	3	6	33	84	129	0	0	0	0	0	1	11	12	141
Total police service strength	51	87	102	133	491	1,092	4,928	6,883	2	1	3	11	15	59	950	1,041	7,924
Total police service strength (excluding BTP)	51	86	100	130	485	1,059	4,844	6,754	2	1	3	11	15	58	939	1,029	7,783

1. Not comparable to previous wastage figures as data does not include transfers to other England and Wales forces and offices leaving after a period of secondment.

Table 7 Special constable strength as at 31 March 2003, and joiners/leavers in the twelve months to 31 March 2003 by police force area, gender and ethnicity

England and Wales												Number of staff	
Police force	Total strength			Special Constables			Joiners			Leavers			
	Male	Female	Total strength	Minority Ethnic strength			Male	Female	Total	Male	Female	Total	
				Male	Female	Total							
Avon & Somerset	241	104	345	5	1	6	48	20	68	50	37	87	
Bedfordshire	68	30	98	3	1	4	5	2	7	14	13	27	
Cambridgeshire	132	57	189	8	1	9	36	12	48	35	31	66	
Cheshire	104	57	161	1	0	1	13	11	24	37	23	60	
Cleveland	64	38	102	4	0	4	4	3	7	8	4	12	
Cumbria	58	36	94	1	1	2	4	6	10	9	9	18	
Derbyshire	174	75	249	2	1	3	20	19	39	27	16	43	
Devon & Cornwall	426	219	645	0	0	0	33	32	65	45	41	86	
Dorset	143	71	214	2	1	3	17	13	30	30	28	58	
Durham	73	21	94	0	0	0	9	9	18	13	10	23	
Essex	251	120	371	6	0	6	42	28	70	41	28	69	
Gloucestershire	98	59	157	1	1	2	8	9	17	9	5	14	
Greater Manchester	221	119	340	10	3	13	53	30	83	58	23	81	
Hampshire	283	90	373	6	2	8	38	9	47	68	24	92	
Hertfordshire	147	46	193	10	3	13	42	10	52	32	17	49	
Humberside	111	46	157	1	1	2	31	15	46	0	2	2	
Kent	211	75	286	6	4	10	47	21	68	78	32	110	
Lancashire	225	126	351	6	3	9	8	3	11	5	3	8	
Leicestershire	107	42	149	10	2	12	25	13	38	17	10	27	
Lincolnshire	104	35	139	0	0	0	27	12	39	34	21	55	
London, City of	28	14	42	4	4	8	8	3	11	4	1	5	
Merseyside	333	170	503	3	0	3	42	11	53	3	1	4	
Metropolitan Police	508	184	692	100	13	113	73	21	94	35	23	58	
Norfolk	154	85	239	1	0	1	23	26	49	28	26	54	
Northamptonshire	132	57	189	3	1	4	26	22	48	19	11	30	
Northumbria	178	43	221	5	1	6	14	4	18	24	7	31	
North Yorkshire	134	43	177	2	0	2	8	1	9	6	5	11	
Nottinghamshire	177	84	261	7	1	8	16	9	25	63	42	105	
South Yorkshire	154	50	204	7	1	8	37	11	48	32	19	51	
Staffordshire	277	114	391	7	3	10	52	35	87	34	18	52	
Suffolk	186	89	275	3	2	5	31	22	53	52	34	86	
Surrey	149	63	212	7	1	8	36	18	54	19	13	32	
Sussex	226	77	303	2	2	4	4	4	8	12	6	18	
Thames Valley	259	110	369	11	3	14	60	28	88	41	26	67	
Warwickshire	132	58	190	6	2	8	14	12	26	31	14	45	
West Mercia	213	96	309	3	1	4	26	19	45	47	28	75	
West Midlands	474	163	637	94	31	125	128	67	195	88	43	131	
West Yorkshire	230	144	374	29	16	45	54	40	94	29	18	47	
Wiltshire	100	54	154	2	1	3	29	24	53	22	18	40	
Dyfed-Powys	108	44	152	0	0	0	4	2	6	5	6	11	
Gwent	93	37	130	0	0	0	19	15	34	24	16	40	
North Wales ¹	99	34	133	0	0	0	-	-	-	-	-	-	
South Wales ¹	133	40	173	4	0	4	-	-	-	-	-	-	
British Transport Police	117	12	129	21	1	22	59	6	65	19	1	20	
Total all forces	7,835	3,331	11,166	403	109	512	1,273	677	1,950	1,247	753	2,000	
Total all forces (excluding BTP)	7,718	3,319	11,037	382	108	490	1,214	671	1,885	1,228	752	1,980	

1. Force unable to supply joining and leaving figures

Table 8 Police staff strength as at 31 March 2003, by police force area, gender and full/part-time employment

England and Wales		Number of staff																								
Police force	Police Staff (excluding CSOs and TWs)									Community Support Officers						Traffic Wardens				Minority Ethnic ³						
	Male				Female				Total Strength ¹	Minority Ethnic ³			Male		Female		Total Strength ¹	Minority Ethnic ³								
	Full-Time	Part-Time	Full-Time	Part-Time	Male	Female	Total	Full-Time		Part-Time	Full-Time	Part-Time	Male	Female	Total	Full-Time		Part-Time	Full-Time	Part-Time	Male	Female	Total			
Avon & Somerset	713	71	847	335	1,785	9	21	30	0	0	0	0	0	0	0	0	0	0	25	3	10	12	43	1	0	1
Bedfordshire	181	10	320	150	595	10	19	29	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0
Cambridgeshire	272	21	423	131	786	10	6	16	1	0	5	0	0	0	0	0	0	0	18	0	17	0	35	0	0	0
Cheshire	366	19	548	144	1,008	2	4	6	1	1	1	0	0	0	0	0	0	0	8	1	8	3	19	0	0	0
Cleveland	224	5	401	126	694	3	2	5	26	0	11	0	37	10	0	10	0	0	3	0	3	1	7	0	0	0
Cumbria	222	29	355	151	676	2	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Derbyshire	322	27	575	274	1,061	4	12	16	0	0	0	0	0	0	0	0	0	0	34	1	13	1	48	0	0	0
Devon & Cornwall	772	94	852	279	1,834	5	3	8	12	0	7	0	19	0	0	0	0	0	70	5	23	13	103	1	1	2
Dorset	286	38	379	204	793	1	2	3	5	0	1	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Durham	234	5	314	98	602	1	1	2	7	0	3	0	10	0	0	0	0	0	10	0	4	1	15	0	0	0
Essex	580	45	881	338	1,682	7	12	19	6	0	3	1	10	0	0	0	0	0	18	1	17	6	38	0	0	0
Gloucestershire	219	27	302	93	590	0	5	5	0	0	0	0	0	0	0	0	0	0	11	1	17	3	31	2	2	4
Greater Manchester	1,110	57	1,703	553	3,173	26	52	78	99	0	61	0	160	10	6	16	0	0	56	0	31	1	88	5	0	5
Hampshire	611	41	892	333	1,720	7	17	23	0	0	0	0	0	0	0	0	0	0	13	1	9	5	25	0	0	0
Hertfordshire	429	28	740	191	1,299	12	32	43	4	0	9	1	14	0	1	1	0	0	10	1	24	6	38	0	0	0
Humberside	333	31	411	219	880	3	2	5	0	0	0	0	0	0	0	0	0	0	38	0	9	1	48	1	0	1
Kent	777	67	1,106	305	2,095	12	25	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lancashire	429	16	888	303	1,489	16	27	43	48	0	29	1	77	3	0	3	0	0	36	0	13	2	50	0	0	0
Leicestershire	322	17	521	168	934	23	45	68	17	0	11	0	28	1	0	1	0	0	31	0	26	8	61	3	0	3
Lincolnshire	255	20	320	95	641	2	1	3	21	0	8	0	29	1	0	1	0	0	10	0	11	0	21	0	0	0
London, City of	130	3	128	13	268	16	23	39	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Merseyside	643	9	953	277	1,752	9	11	20	16	0	24	0	40	2	0	2	0	0	32	0	19	1	52	1	0	1
Metropolitan Police	4,426	96	6,038	1,285	11,358	632	1,541	2,173	372	4	136	4	513	124	25	149	0	0	295	7	344	72	687	63	48	111
Norfolk	362	35	462	148	924	3	3	6	6	0	6	0	12	0	0	0	0	0	25	2	7	0	33	0	0	0
Northamptonshire	266	23	409	229	812	5	13	18	4	0	8	0	12	1	1	2	0	0	5	0	2	0	7	0	0	0
Northumbria	551	11	784	146	1,457	1	6	7	0	0	0	0	0	0	0	0	0	0	52	0	7	0	59	0	0	0
North Yorkshire	277	14	381	114	723	2	4	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nottinghamshire	419	38	571	329	1,180	17	24	41	6	0	4	0	10	0	0	0	0	0	24	1	3	2	29	0	0	0
South Yorkshire	526	4	1,138	47	1,510	8	14	22	8	0	6	0	14	0	0	0	0	0	38	0	33	0	68	2	0	2
Staffordshire	372	53	675	215	1,146	7	9	15	0	0	0	0	0	0	0	0	0	0	7	0	3	0	10	0	0	0
Suffolk	295	37	313	154	713	4	8	12	0	0	0	0	0	0	0	0	0	0	18	0	4	6	25	0	0	0
Surrey	490	43	650	164	1,245	16	16	32	11	0	10	0	21	0	0	0	0	0	7	2	8	1	17	1	0	1
Sussex	651	59	754	242	1,578	8	16	24	14	0	8	0	22	0	0	0	0	0	41	1	19	1	61	0	0	0
Thames Valley	878	24	1,382	228	2,412	23	56	79	0	0	0	0	0	0	0	0	0	0	15	3	22	6	42	2	0	2
Warwickshire	186	15	251	95	503	2	11	13	5	0	6	0	11	0	0	0	0	0	3	0	3	5	9	0	0	0
West Mercia	467	40	744	239	1,233	5	11	16	3	0	5	0	8	0	0	0	0	0	11	0	3	1	15	0	0	0
West Midlands	952	91	1,583	711	3,012	54	183	237	0	0	0	0	0	0	0	0	0	0	29	1	37	12	74	3	1	4
West Yorkshire	1,003	61	1,259	443	2,538	24	42	65	42	0	28	0	70	4	1	5	0	0	63	0	32	5	98	2	0	2
Wiltshire	266	33	353	127	703	3	3	6	6	0	9	0	15	0	0	0	0	0	5	0	2	0	7	0	0	0
Dyfed-Powys	173	34	267	96	502	0	1	1	0	0	0	0	0	0	0	0	0	0	8	0	5	0	13	0	0	0
Gwent	208	8	355	84	607	3	7	10	13	0	17	0	30	0	0	0	0	0	14	1	11	2	27	0	0	0
North Wales	242	13	398	92	703	2	3	5	0	0	0	0	0	0	0	0	0	0	5	0	2	0	7	0	0	0
South Wales	429	23	789	254	1,366	4	8	11	0	0	0	0	0	0	0	0	0	0	67	0	30	3	99	0	0	0
Total of 43 forces	22,869	1,435	33,415	10,222	62,581	1,000	2,302	3,302	753	5	416	7	1,176	156	34	190	0	0	1,155	32	833	180	2,108	86	52	138
NCS	222	4	281	30	524	5	13	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NCIS ²	-	-	-	-	-	-	-	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
British Transport Police	245	5	347	70	624	25	55	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total other services	467	9	628	100	1,148	30	68	98	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total police service	23,336	1,444	34,043	10,322	63,729	1,030	2,370	3,400	753	5	416	7	1,176	156	34	190	0	0	1,155	32	833	180	2,108	86	52	138
Total police service (excluding BTP)	23,091	1,439	33,696	10,252	63,105	1,005	2,315	3,320	753	5	416	7	1,176	156	34	190	0	0	1,155	32	833	180	2,108	86	52	138

1. Full Time Equivalents
 2. NCIS unable to supply figures

Table 9 Minority ethnic officer strength by police force area, rank and gender as at 31 March 2003

England and Wales																			Full time equivalent	
Police force	Male Ranks								Female ranks								Total police ranks	Percentage of total officer strength		
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks				
Avon & Somerset	0	0	0	0	1	6	29	36	0	0	0	0	0	0	8	8	44	1.4		
Bedfordshire	0	0	1	0	1	4	36	42	0	0	0	0	0	0	9	9	51	4.5		
Cambridgeshire	0	0	0	0	1	3	25	29	0	0	0	0	0	2	4	6	35	2.5		
Cheshire	0	0	0	0	0	0	8	8	0	0	0	0	0	0	3	3	11	0.5		
Cleveland	0	0	0	0	1	6	15	22	0	0	0	0	0	1	0	1	23	1.4		
Cumbria	0	0	0	0	2	0	1	3	0	0	0	0	0	0	2	2	5	0.4		
Derbyshire	0	0	0	2	3	6	42	53	0	0	0	0	0	1	7	8	61	3.0		
Devon & Cornwall	0	0	0	0	0	2	13	15	0	0	0	0	0	0	6	6	21	0.7		
Dorset	0	0	0	0	1	2	7	10	0	0	0	0	0	0	2	2	12	0.8		
Durham	0	0	0	0	0	3	17	20	0	0	0	0	0	0	5	5	25	1.5		
Essex	0	0	1	1	1	4	28	35	0	0	0	0	2	2	10	14	49	1.6		
Gloucestershire	0	0	0	0	1	4	12	17	0	0	0	0	0	0	1	1	18	1.5		
Greater Manchester	0	0	1	1	8	26	163	199	0	0	0	1	0	2	33	36	235	3.2		
Hampshire	0	0	0	0	2	7	31	40	0	0	0	0	1	0	8	9	49	1.3		
Hertfordshire	0	0	2	1	1	4	25	33	0	0	0	0	0	0	10	10	43	2.2		
Humberside	0	0	0	0	2	2	12	16	0	0	0	0	0	0	6	6	22	1.0		
Kent	0	0	1	0	0	5	30	36	0	0	0	0	0	0	10	10	45	1.3		
Lancashire	0	0	0	0	1	8	55	64	0	0	0	0	0	1	11	12	76	2.2		
Leicestershire	0	0	1	1	4	9	67	82	0	0	0	0	0	1	14	15	97	4.5		
Lincolnshire	0	0	0	0	1	3	5	9	0	0	0	0	0	1	2	3	12	1.0		
London, City of	0	0	0	1	1	2	19	23	0	0	0	0	0	0	5	5	28	3.5		
Merseyside	0	0	2	1	1	5	41	50	0	0	0	0	0	1	11	12	62	1.5		
Metropolitan Police	3	2	3	7	37	124	1,090	1,266	0	0	1	1	3	8	295	308	1,574	5.6		
Norfolk	0	0	0	1	1	0	12	14	0	0	0	0	0	0	2	2	16	1.1		
Northamptonshire	0	0	0	1	2	4	26	33	0	0	0	0	0	0	6	6	39	3.2		
Northumbria	0	0	1	0	0	7	37	45	0	0	0	0	0	0	7	7	52	1.3		
North Yorkshire	0	0	1	1	0	3	9	14	0	0	0	0	0	0	0	0	14	1.0		
Nottinghamshire	0	2	0	2	1	4	57	66	0	0	0	0	1	2	7	9	75	3.1		
South Yorkshire	0	0	0	0	3	13	48	64	0	0	0	0	0	0	16	16	80	2.5		
Staffordshire	0	0	0	0	0	3	17	20	0	0	0	0	0	1	10	11	31	1.4		
Suffolk	0	0	0	0	0	1	17	18	0	0	0	0	0	0	9	9	27	2.1		
Surrey	0	0	0	0	2	1	25	28	0	0	0	0	0	0	13	13	41	2.1		
Sussex	0	0	0	1	1	3	20	25	0	0	0	0	0	1	6	7	32	1.0		
Thames Valley	0	0	2	0	5	11	72	90	0	0	0	0	0	2	25	27	117	3.0		
Warwickshire	0	0	1	1	0	6	18	26	0	0	0	0	0	0	5	5	31	3.1		
West Mercia	0	0	0	1	1	8	13	23	0	0	0	0	0	0	4	4	26	1.2		
West Midlands	0	0	0	0	13	39	262	314	0	0	0	0	2	10	109	121	435	5.6		
West Yorkshire	0	0	0	1	6	18	105	130	0	0	0	0	0	4	29	33	163	3.2		
Wiltshire	0	0	0	0	0	1	10	11	0	0	0	0	0	0	1	1	12	1.0		
Dyfed-Powys	0	0	1	0	0	0	6	7	0	0	0	0	0	0	0	0	7	0.6		
Gwent	0	0	0	0	0	1	18	19	0	0	0	0	0	0	1	1	20	1.5		
North Wales	0	0	0	0	0	2	4	6	0	0	0	0	0	0	1	1	7	0.5		
South Wales	0	1	0	0	4	1	32	38	0	0	0	0	0	0	9	9	47	1.4		
Total of 43 forces	3	5	18	24	109	361	2,578	3,098	0	0	1	2	9	39	719	770	3,868	2.9		
National Crime Squad (NCS)	0	0	0	2	0	6	17	25	0	0	0	0	0	0	1	1	26	2.2		
National Crime Intelligence Service (NCIS)	0	0	0	0	0	2	3	5	0	0	0	0	0	0	2	2	7	3.2		
Central Service Secondments	0	1	1	1	2	0	7	12	0	0	0	0	0	0	2	2	14	2.7		
British Transport Police	0	0	0	1	2	9	59	71	0	0	0	0	0	0	10	10	81	3.7		
Total other services	0	1	1	4	4	17	86	113	0	0	0	0	0	0	15	15	128	3.1		
Total police service	3	6	19	28	113	378	2,664	3,211	0	0	1	2	9	39	733	785	3,996	2.9		
Total police service (excluding BTP)	3	6	19	27	111	369	2,605	3,140	0	0	1	2	9	39	724	775	3,915	2.9		

Table 10 Police officer strength by ethnicity, police force area and gender as at 31 March 2003

England and Wales		Full time equivalents													
Police force	Male							Female							Total all staff
	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated	Total male	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated	Total female	
Avon & Somerset	2,605	0	15	6	15	0	2,641	511	0	6	1	1	0	519	3,160
Bedfordshire	830	16	8	18	0	14	886	223	1	2	6	0	1	233	1,119
Cambridgeshire	1,085	11	9	9	0	31	1,145	236	1	3	2	0	4	246	1,391
Cheshire	1,710	5	1	1	1	9	1,727	405	2	1	0	0	2	410	2,137
Cleveland	1,278	8	1	13	0	24	1,324	263	1	0	0	0	4	268	1,592
Cumbria	903	2	0	1	0	0	906	246	1	0	1	0	0	248	1,154
Derbyshire	1,591	13	7	32	1	0	1,644	358	0	3	4	1	0	366	2,010
Devon & Cornwall	2,586	4	6	2	3	0	2,601	608	2	2	0	2	0	614	3,215
Dorset	1,155	2	1	3	4	3	1,168	251	1	1	0	0	2	254	1,422
Durham	1,299	13	1	5	1	0	1,319	339	3	1	1	0	0	344	1,662
Essex	2,381	18	8	3	6	1	2,417	576	8	1	2	3	0	590	3,007
Gloucestershire	962	8	4	2	3	4	983	253	0	0	1	0	0	254	1,237
Greater Manchester	5,746	75	38	65	21	0	5,945	1,410	11	11	8	6	0	1,447	7,391
Hampshire	2,909	0	12	15	13	0	2,949	750	0	2	3	4	0	758	3,707
Hertfordshire	1,500	5	7	12	9	3	1,536	430	3	2	3	2	1	441	1,977
Humberside	1,686	6	2	6	2	0	1,702	416	1	3	1	1	0	422	2,123
Kent	2,743	10	11	13	2	6	2,784	691	5	1	4	0	3	704	3,488
Lancashire	1,981	16	8	33	7	677	2,722	508	7	1	4	0	139	658	3,380
Leicestershire	1,676	0	27	40	15	11	1,769	358	0	4	9	2	4	377	2,147
Lincolnshire	1,017	0	5	3	1	0	1,026	208	0	0	2	1	0	210	1,236
London, City of	653	5	7	10	1	0	676	130	1	3	1	0	0	135	811
Merseyside	2,626	31	5	3	11	735	3,411	547	7	3	0	2	142	701	4,112
Metropolitan Police	22,139	181	413	442	230	4	23,409	4,510	56	148	57	47	4	4,822	28,231
Norfolk	1,230	11	1	1	1	8	1,252	255	1	0	0	1	0	257	1,509
Northamptonshire	845	7	11	10	5	91	969	231	4	2	0	0	16	253	1,222
Northumbria	3,261	2	8	21	14	0	3,306	705	1	2	3	1	0	712	4,018
North Yorkshire	1,181	7	0	6	1	2	1,197	254	0	0	0	0	0	254	1,452
Nottinghamshire	1,954	14	22	27	3	0	2,019	397	3	3	2	2	0	407	2,426
South Yorkshire	2,463	13	20	30	1	27	2,554	623	7	3	5	1	1	640	3,194
Staffordshire	1,751	0	12	5	3	1	1,772	441	0	7	3	1	0	452	2,224
Suffolk	985	12	4	0	2	0	1,003	246	7	1	1	0	0	255	1,258
Surrey	1,459	10	7	4	7	21	1,508	408	4	2	5	2	4	425	1,933
Sussex	2,383	0	7	3	15	0	2,408	622	0	3	0	3	0	629	3,037
Thames Valley	2,505	44	17	25	4	521	3,116	671	7	6	12	2	84	783	3,899
Warwickshire	779	2	3	20	1	10	815	180	2	0	3	0	0	185	1,000
West Mercia	1,802	1	7	7	8	0	1,824	440	0	1	1	2	0	443	2,268
West Midlands	5,594	53	91	167	3	33	5,941	1,754	35	33	51	2	16	1,891	7,832
West Yorkshire	3,868	23	26	73	8	43	4,040	962	6	12	14	1	2	997	5,037
Wiltshire	910	4	2	5	0	0	921	247	0	1	0	0	0	248	1,169
Dyfed-Powys	952	2	1	1	3	0	959	197	0	0	0	0	0	197	1,156
Gwent	1,088	9	6	4	0	0	1,107	239	1	0	0	0	0	240	1,347
North Wales ¹	1,269	6	-	-	-	-	1,275	277	1	-	-	-	-	278	1,553
South Wales	2,373	22	3	10	3	286	2,697	524	6	0	0	3	40	572	3,269
Total of 43 forces	101,709	670	843	1,156	428	2,564	107,371	23,901	197	273	209	91	469	25,139	132,509
National Crime Squad	992	9	7	4	5	30	1,047	121	0	1	0	0	6	128	1,175
National Crime Intelligence Service (NCIS) ¹	216	5	-	-	-	-	221	29	2	-	-	-	-	31	252
Central Service secondments	409	12	-	-	-	-	421	90	2	-	-	-	-	92	513
British Transport Police	1,838	12	30	23	6	6	1,915	253	4	3	3	0	1	264	2,179
Total other services	3,455	38	37	27	11	36	3,604	493	8	4	3	0	7	515	4,119
Total police service	105,164	708	880	1,183	439	2,600	110,975	24,394	204	277	212	91	476	25,654	136,628
Total police service (excluding BTP)	103,326	696	850	1,160	433	2,594	109,060	24,141	201	274	209	91	475	25,390	134,450

1. Force unable to supply breakdown by ethnicity. All minority ethnic officers are counted in 'mixed' ethnic group.

Table 11 Comparable Police Officer Strength by English Government Office Regions and Wales
(full-time equivalents excluding career breaks and maternity/paternity leavers).

English Government Office Regions and Wales	Strength as at:			Change in 12 months		Change in 6 months	
	Mar-02 FTE	Sep-02 FTE	Mar-03 FTE	Mar-02 - Mar-03 Number	%	Sep-02 - Mar-03 Number	%
NORTH EAST	7,004	7,177	7,177	173	2	0	0
Cleveland	1,461	1,488	1,582	120	8	94	6
Durham	1,614	1,653	1,651	38	2	-1	0
Northumbria ¹	3,929	4,036	3,943	15	0	-93	-2
NORTH WEST	17,804	18,022	18,040	236	1	18	0
Cheshire	2,059	2,075	2,119	60	3	44	2
Cumbria	1,100	1,112	1,140	40	4	28	3
Greater Manchester	7,217	7,352	7,343	126	2	-10	0
Lancashire	3,304	3,366	3,339	35	1	-27	-1
Merseyside	4,125	4,118	4,099	-26	-1	-18	0
YORKSHIRE AND THE HUMBER	11,564	11,734	11,760	197	2	26	0
Humberside	2,058	2,114	2,105	46	2	-9	0
North Yorkshire	1,417	1,404	1,444	26	2	40	3
South Yorkshire	3,199	3,217	3,183	-15	0	-34	-1
West Yorkshire	4,889	4,999	5,029	140	3	29	1
EAST MIDLANDS	8,690	8,887	8,959	269	3	72	1
Derbyshire	1,848	1,970	2,003	155	8	33	2
Leicestershire	2,100	2,105	2,114	14	1	9	0
Lincolnshire	1,198	1,214	1,221	23	2	8	1
Northamptonshire	1,214	1,202	1,210	-4	0	8	1
Nottinghamshire	2,330	2,397	2,411	81	3	14	1
WEST MIDLANDS	12,801	13,144	13,206	404	3	62	0
Staffordshire	2,133	2,218	2,202	69	3	-16	-1
Warwickshire	969	1,007	997	28	3	-10	-1
West Mercia	2,018	2,064	2,256	238	12	192	9
West Midlands	7,681	7,855	7,751	69	1	-104	-1
EASTERN	9,872	10,083	10,188	316	3	105	1
Bedfordshire	1,069	1,086	1,106	37	3	20	2
Cambridgeshire	1,362	1,398	1,384	22	2	-14	-1
Essex	2,946	2,988	2,989	43	1	1	0
Hertfordshire	1,825	1,902	1,957	132	7	56	3
Norfolk	1,468	1,481	1,499	31	2	18	1
Suffolk	1,203	1,228	1,253	50	4	25	2
LONDON	26,987	27,646	28,793	1,805	7	1,147	4
London, City of	764	777	808	44	6	31	4
Metropolitan Police	26,223	26,868	27,984	1,761	7	1,116	4
SOUTH EAST	15,482	15,807	15,884	402	3	77	0
Hampshire	3,480	3,623	3,668	189	5	45	1
Kent	3,355	3,434	3,487	132	4	53	2
Surrey	1,992	1,986	1,906	-85	-4	-80	-4
Sussex	2,893	2,933	2,989	96	3	56	2
Thames Valley	3,762	3,830	3,833	71	2	3	0
SOUTH WEST	9,870	10,003	10,151	281	3	148	1
Avon & Somerset	3,096	3,119	3,149	52	2	30	1
Devon & Cornwall	3,053	3,145	3,202	149	5	57	2
Dorset	1,381	1,386	1,416	35	3	30	2
Gloucestershire	1,183	1,171	1,227	44	4	56	5
Wiltshire	1,157	1,182	1,158	0	0	-24	-2
WALES	7,194	7,125	7,268	75	1	144	2
Dyfed-Powys	1,132	1,144	1,149	16	1	5	0
Gwent	1,333	1,327	1,341	8	1	14	1
North Wales	1,506	1,496	1,539	33	2	43	3
South Wales	3,222	3,158	3,239	17	1	81	3
TOTAL of all 43 forces	127,267	129,628	131,426	4,159	3	1,798	1
NCS	1,176	1,169	1,175	-1	0	6	1
NCIS	287	268	252	-35	-12	-16	-6
Other Secondments ²	873	617	513	-360	-41	-104	-17
BTP	-	2,073	2,176	-	-	103	5
Total police officer strength	-	133,755	135,542	-	-	1,787	1
Total police officer strength (excluding BTP)	129,603	131,683	133,366	3,763	3	1,684	1

FTE Full time equivalents

1. Northumbria September figure headcount not FTE

2. Other secondments for March 2002 includes secondments to inter-force units

NOTES

1. Secondments from one police force to another are included in the total for the destination force and therefore in the police officer strength total for the 43 forces of England and Wales.
2. The National Crime Squad and National Criminal Intelligence Service are partly staffed by officers and police staff 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. Central services include Centrex and the Home Office.
3. Police service strength figures for the British Transport Police (BTP) are included in this report at the recommendation of the Police Numbers Task Force (PNTF). Data from the BTP is included in order to present a fuller national picture of the policing effort in England & Wales. It is recognised that there are other specialised policing resources in England & Wales, but unlike other non-Home Office forces, the BTP operate directly to protect members of the public.
4. Police staff figures in this bulletin do not include school crossing patrols or contract staff employed by private companies. However, staff on fixed term contracts and staff employed on a temporary basis are included.
5. The 30 September 2002 strength total was originally published in the Home Office Online Report (issue number 23/03) as 131,548. It has since been revised upwards by 135 to 131,683 in table 11 of this bulletin, as a result of six forces revising September 2003 figures.
6. The Crime and Policing Group would like to acknowledge the assistance of the police force personnel sections for the timely provision of the data.

7. Contact information:

- (a) If you have any enquiries about the figures in this bulletin or you wish to request further analysis of the data:

Crime and Policing Group,
Home Office, Room 844,
50 Queen Anne's Gate,
London, SW1H 9AT
telephone: 020 7273 2841.

- (b) Further copies of this and previous bulletins, or other Home office statistical bulletins, may be obtained from:

Home Office Research Development and Statistics Directorate,
Room 264, 50 Queen Anne's Gate,
London, SW1H 9AT
telephone: 020 7273 2084
e-mail: publications.rds@homeoffice.gsi.gov.uk

RDS publications are also available from our website at:

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- (c) Press enquiries:

Home Office Press Office,
Communication Directorate,
50 Queen Anne's Gate,
London, SW1H 9AT
telephone: 020 7273 4545.

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