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Police Service Strength   08/08

England and Wales, 31 March 2008 (second edition)

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MAIN POINTS

- There were 141,859 full-time equivalent (FTE) police officers in the 43 police forces of England and Wales as at 31 March 2008. This is a marginal decrease of 33 officers compared to a year earlier.

- There were 5,793 FTE minority ethnic officers in the 43 forces of England and Wales, 4.1 per cent of the total police strength, compared with 3.9 per cent on 31 March 2007.

- The FTE police officer strength figure for the 43 forces of England and Wales as at 31 March 2008, calculated on the old basis which excludes those on career breaks or maternity/paternity leave was 139,728 (see text box on page 4 for further explanations). This is a decrease of 304 officers compared to a year earlier.

- FTE police staff numbers for the 43 forces of England and Wales stand at 76,948, an increase of 2.4 per cent compared to a year earlier.

- The total number of FTE police community support officers in the 43 police forces in England and Wales was 15,805, an increase of 17.1 per cent on the previous year.

Figure 1:   Total police officer strength in 43 English and Welsh Forces (FTE) Change in number of officers from the previous year
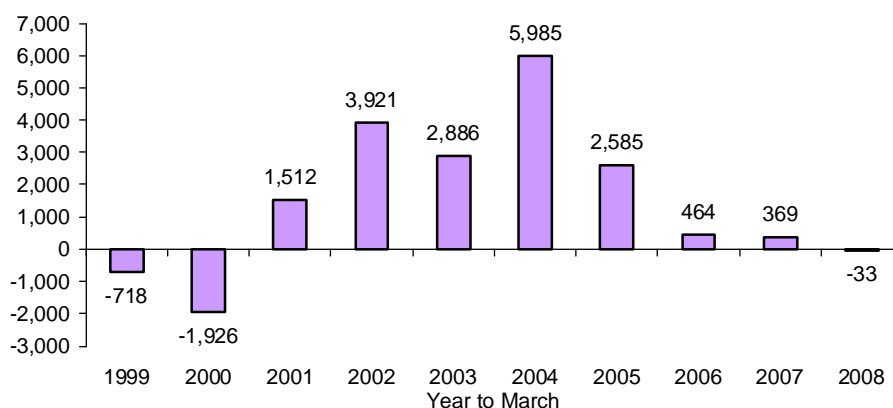

Note: Since March 2003 total police officer strength has included those officers on career breaks or maternity/paternity leave.

1   POLICE SERVICE STRENGTH

(a)   As at 31 March 2008, there were 237,114 full-time equivalent (FTE) staff working in the 43 police forces of England and Wales. Police officers accounted for 60 per cent of this total, police community support officers seven per cent, traffic wardens 0.2 per cent, designated officers 0.8 per cent (see text box below) and other police staff 32 per cent (Figure 2 and Table A).

(b)   In addition, there were 14,547 special constables providing a voluntary police 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 are shown here as headcount rather than full-time equivalent (Table 11).

Figure 2:   Police service strength by type of police worker as at 31 March 2008, England and Wales
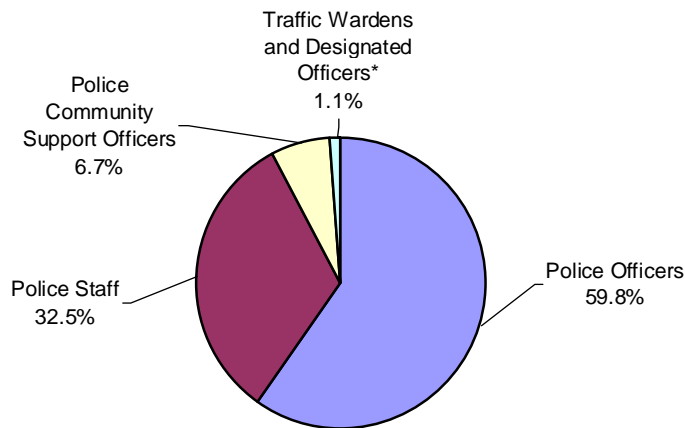
* Designated officers and traffic wardens account for 0.8% and 0.2% of police service strength respectively.

Designated Officers

Designated Officers are persons employed by the police authority who have been chosen by Chief Officers to exercise specified powers which would otherwise only be available to police officers. Designated Police Staff were introduced as part of the Police Reform Act 2002, sections 38 and 39 and legislation enables the appropriate designation of skilled police staff to one or more of four roles: Police Community Support Officer, Investigation Officer, Detention Officer and Escort Officer.

The figures for Designated Officers (S.38, S.39) in this report exclude Police Community Support Officers, the figures for which are referred to separately.

Total Police Service Strength

From the 31 March 2007 publication onwards this bulletin gave headline police service strength figures in the form of total police service strength which included details for the strength of police officers and staff employed by and seconded to the National Crime Squad (NCS) and the National Criminal Intelligence Service (NCIS).

The NCS and NCIS figures no longer appear following the launch of the Serious Organised Crime Agency (SOCA) on 1 April 2006 (see Note 4 for further detail). It is not possible to separately identify those officers and staff fulfilling the former functions of NCS and NCIS. The main police officer strength measure includes those officers on career breaks to SOCA (where they are not paid by their home force), but excludes staff employed by SOCA and also officers seconded to SOCA (where their home force retains responsibility for processing their pay).

A total of 1,105 police officers transferred from NCS/NCIS to SOCA on 1 April 2006. These officers are therefore not included in the total police service strength figures. According to the 2007/08 SOCA Annual Report, there were approximately 4,000 staff in SOCA at year end; with the numbers of police officers not having been separately identified.

Table A: Police service strength as at 31 March 2008, England and Wales

Rank	All staff (FTE comparable with figures prior to March 2003)[1]	All staff (FTE)	All staff (Headcount)	Staff available for duty (Headcount)
ACPO ranks	202	202	202	202
Chief Superintendents	481	484	484	479
Superintendents	1,011	1,014	1,014	1,003
Chief Inspectors	1,860	1,869	1,872	1,836
Inspectors	7,118	7,169	7,206	7,055
Sergeants	22,008	22,240	22,455	21,906
Constables	107,048	108,884	110,695	106,315
Total police ranks	**139,728**	**141,859**	**143,928**	**138,796**
Police Staff (exc PCSO, TW & DO S.38, 39)	74,863	76,948	83,700	80,209
Police Community Support Officers (PCSO)	15,683	15,805	15,993	15,557
Traffic Wardens (TW)	584	590	625	583
Designated officers (DO S.38, S.39)[2]	1,903	1,912	1,959	1,916
Total police service strength	**232,761**	**237,114**	**246,205**	**237,061**
Special Constabulary[3]	-	-	14,547	14,547

1. Excludes staff on career breaks or maternity/paternity leave.
2. Excludes Police Community Support Officers
3. Headcount only.

Measures of Police Service Strength

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 on 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 new calculations for counting police numbers were first used to produce the police service strength at March 2003 (Home Office Statistical Bulletin 11/03) and are not comparable with data prior to March 2003. Figures, calculated on the old or 'comparable' basis and excludes those on career breaks and maternity/paternity leave, are provided in this bulletin to allow comparison with figures prior to March 2003 (see Tables A, 1 and 3).

2   POLICE OFFICER STRENGTH

(a)   As at 31 March 2008 there were 141,859 full-time equivalent (FTE) police officers in the 43 police forces of England and Wales, of which 138,796 (headcount) were available for duty. This is a marginal decrease of 33 officers (FTE) compared with 31 March 2007. An additional 2,579 officers are employed by the British Transport Police across England and Wales, and a further 502 are seconded to Central Services such as the National Policing Improvement Agency or Her Majesty's Inspectorate of Constabulary.

(b) Police officer strength including officers from the British Transport Police and those seconded to Central Services was 144,939 as at 31 March 2008, a marginal increase of 10 officers compared to 31 March 2007.

(c) Following the recommendations of the Police Number Task Force, a revised method of calculating police officer strength was adopted from March 2003 onwards. The police officer strength, calculated on the old basis and for comparison with figures prior to March 2003 (see text box on page 4), was 139,728 at 31 March 2008 (Table 1).

(d) Nineteen forces increased their total officer strength in the 12 months to 31 March 2008.   The largest increases in percentage terms were in Gloucestershire (up 2.6 per cent or 34 officers), West Mercia (up 2.4 per cent or 58 officers) and Derbyshire (up 2.2 per cent or 46 officers). The largest numerical increase was in the Metropolitan Police (up 1.1 per cent or 332 officers, Table 9).

(e) There were 24 forces reporting falls in officer numbers over the 12 months to 31 March 2008. The largest decreases in percentage terms were in North Yorkshire (down 5.4 per cent or 89 officers), Durham (down 4.3 per cent or 73 officers) and City of London (down 3.6 per cent or 31 officers). The largest numerical decrease was South Wales (down 2.8 per cent or 92 officers).

(f) There were increases in total officer strength in four of the nine English Government Office Regions in the 12 months to March 2008, while there was a decrease in the remaining four English Regions and in Wales. The largest

increase in percentage terms was in the West Midlands region (up 1.1 per cent or 154 officers). The joint largest decreases were in the North East region and Wales (down 1.6 per cent or 119 and 124 officers respectively) (Table 9).

(g) The Metropolitan Police Service is the largest force, accounting for 22 per cent of all officers on 31 March 2008. The eight Metropolitan forces (Greater Manchester, City of London, Merseyside, Metropolitan Police, Northumbria, South Yorkshire, West Midlands and West Yorkshire) accounted for 47 per cent of all officers.

(h) The number of officers on secondment to Central Services shows an increase from 482 at 31 March 2007 to 502 at 31 March 2008, an increase of 4.1 per cent.

Gender
(i) 34,402 of the 142,360 officers in England and Wales (including central service secondments) were female, representing 24 per cent of the total, compared with 23 per cent in March last year. The proportion of women in the more senior ranks of Chief Inspector and above is 12 per cent (up from 11 per cent), compared with 27 per cent of women at constable rank (up from 26 per cent) (Table 2).

Ethnicity
(j) As at 31 March 2008 there were 5,813 minority ethnic police officers in England and Wales (including central service secondments), accounting for 4.1 per cent of all officers compared with 3.9 per cent in March 2007 (Table 7). One per cent of officers had not stated their ethnicity (Table 8).

(k) Figure 3 shows how the proportion of minority ethnic officers in the police service has increased over the last ten years. The number of minority ethnic officers increased by 273 (5 per cent) in the twelve months to 31 March 2008 (Table 7).

Figure 3: Minority ethnic officers as a proportion of all officers as at 31 March 1999 to 2008, England and Wales
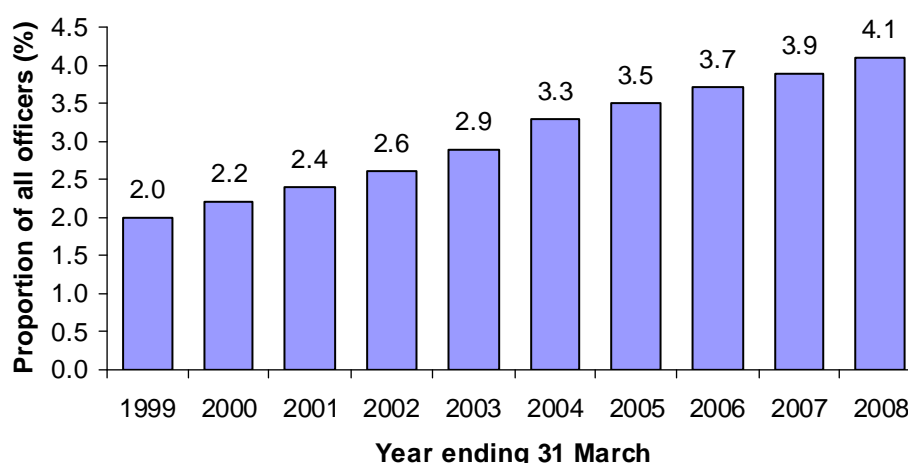
Note: Proportions for 1998 to 2002 were calculated using the headcount minority ethnic officer strength as a proportion of all full-time equivalent officer strength. The proportions from 2003 were calculated using full-time equivalent minority ethnic strength as a proportion of all full-time equivalent officer strength.

(I) The Metropolitan Police has the largest proportion of minority ethnic officers (8.2 per cent), followed by West Midlands (7.4 per cent), Leicestershire (6.1 per cent) and Bedfordshire (5.8 per cent) (Table 7). Minority ethnic officers were under-represented at senior ranks, accounting for 2.9 per cent of officers at the rank of Chief Inspector or above compared with 4.4 per cent of constables (Table B).

Table B: Minority ethnic police officer strength (including central service secondments) by rank as at 31 March 2008, England and Wales

Rank	Percentage of minority ethnic officer strength
ACPO	3.3
Chief Superintendents	2.3
Superintendents	2.9
Chief Inspectors	3.0
Inspectors	2.6
Sergeants	3.0
Constables	4.4
Total minority ethnic strength	**4.1**

(m) Figure 4 shows that, of those minority ethnic officers that have stated their ethnicity, 39 per cent classify themselves as Asian or Asian British, 24 per cent as Black or Black British, 26 per cent as Mixed and 11 per cent as Chinese or other ethnic group (these figures exclude central service secondments, as figures are not collected by ethnicity). These proportions vary by police force area (Table 8).

Figure 4: Minority ethnic officers by ethnic group (excluding central service secondments) as at 31 March 2008, England and Wales
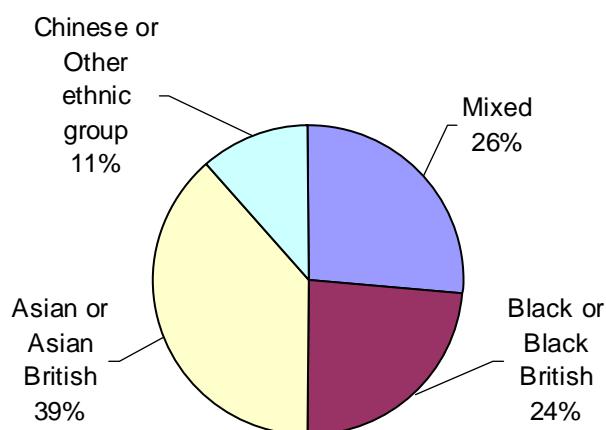
Joiners and leavers

Joiners and leavers

A further recommendation of the Police Numbers Task Force (see text box on page 4) was that the new data requirement should enable a reconciliation to take place for each force 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 required ALL joiners and leavers to be counted, including transfers to and from other police forces. Previously, transfers were excluded from joining and leaving figures.

Prior to 2003, police strength bulletins presented the number of joiners and leavers as a headcount figure, but the data collection system introduced in April 2002 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.

(n) In the 12 months to 31 March 2008, the 43 police forces recruited 7,981 full-time equivalent officers. It is estimated that transfers between Home Office forces accounted for 20 per cent of these joiners.

(o) Thirty-three per cent of joiners were female and 95 per cent of all joiners came in at constable rank. New recruits to the police service have to start as constables, so the 5 per cent of all joiners who came in at other ranks are likely to be transfers or those who leave and re-join.

(p) Essex had the most joiners in percentage terms (nine per cent of total strength) in the year to 31 March 2008 followed by Bedfordshire, Derbyshire, Gloucestershire, Northamptonshire and Sussex (eight per cent of total strength).

(q) During the year to 31 March 2008, 7,870 full-time equivalent officers left the 43 forces. This total includes officers transferring to other England and Wales forces, who are estimated to account for 19 per cent of leavers.

(r) The wastage rate (the total leaving as a proportion of total strength) remains low at six per cent. Sixteen per cent of officers leaving were female. Devon and Cornwall, the Metropolitan and Suffolk had the lowest wastage rate for the year (four per cent) and Sussex had the highest (nine per cent).

Figure 5: Police officer strength (full-time equivalents), England and Wales Percentage change between March 2007 and March 2008.
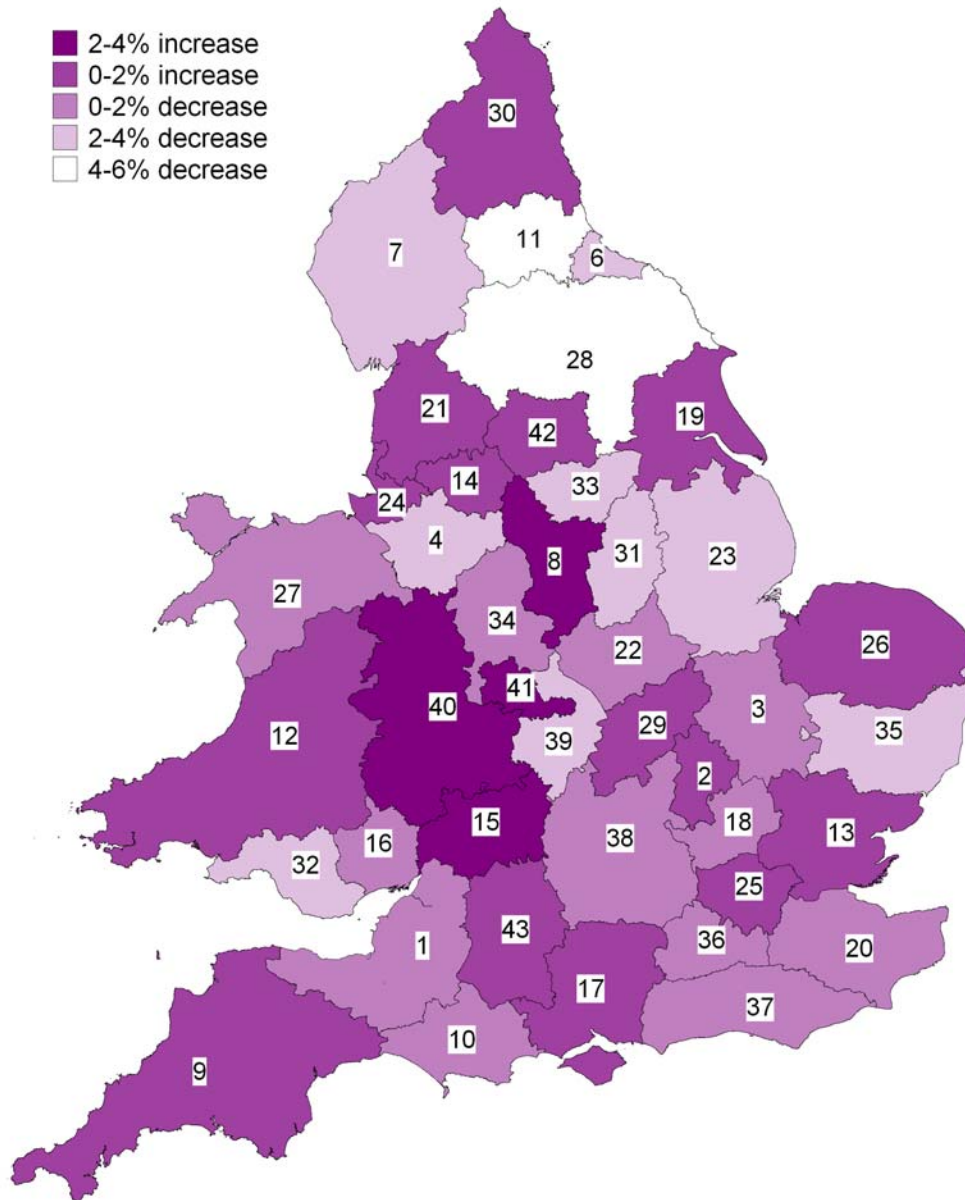
1. Avon and Somerset	12. Dyfed-Powys
2. Bedfordshire	13. Essex
3. Cambridgeshire	14. Greater Manchester
4. Cheshire	15. Gloucestershire
5. City of London (see 25)	16. Gwent
6. Cleveland	17. Hampshire
7. Cumbria	18. Hertfordshire
8. Derbyshire	19. Humberside
9. Devon and Cornwall	20. Kent
10. Dorset	21. Lancashire
11. Durham	22. Leicestershire

23. Lincolnshire	34. Staffordshire
24. Merseyside	35. Suffolk
25. Metropolitan and City	36. Surrey
26. Norfolk	37. Sussex
27. North Wales	38. Thames Valley
28. North Yorkshire	39. Warwickshire
29. Northamptonshire	40. West Mercia
30. Northumbria	41. West Midlands
31. Nottinghamshire	42. West Yorks.
32. South Wales	43. Wiltshire
33. South Yorkshire	

3. SPECIAL CONSTABULARY STRENGTH

(a) There were 14,547 special constables as at 31 March 2008, 526 or four per cent more than last year. This follows a six per cent increase in March 2007, an 11 per cent increase in March 2006 and an eight per cent increase in March 2005, which was the first time that special constable strength had increased since 1997.   An increase of 769 special constables within the Metropolitan Police during the 12 months to 31 March 2008 accounts for this overall increase in the number of special constables.

(b) Thirty-three per cent of special constables were female, a much higher proportion than for police officers. Nine per cent of special constables were minority ethnic, which is also higher than the proportion among police officers. The Metropolitan police had the highest proportion of minority ethnic special constables (32 per cent), followed by Leicestershire (22 per cent) and West Midlands (21 per cent).

(c) In the year to 31 March 2008, 3,904 special constables joined the special constabulary and 2,690 left. (In addition, some had ceased to be active over the last few years and were removed from forces' records but were not recorded as leaving in the 12 months to 31 March 2008, hence the discrepancy between the strength and leaving and joining figures for special constables.) The wastage rate remained steady at 18 per cent in the year to 31 March 2008; it was 17 per cent in the year to 31 March 2007.

(d) Three per cent of police officer joiners during the 12 months to 31 March 2008 were previously special constables. These new police officers would have left their post as a special constable in order to join as an officer.

4 POLICE STAFF STRENGTH

(a)   As at 31 March 2008, there were 95,255 full-time equivalent police staff in supporting roles (Tables 10a and b). This is an increase of five per cent from the previous year. Police Community Support Officers (PCSOs) made up 17 per cent of this total. Designated officers made up two per cent, and traffic wardens comprised a further one per cent of this total.

Figure 6: Police staff as at 31 March 2008, England and Wales

Police Community Support Officers 17%

Designated Officers 2%

Traffic Wardens 1%

Other police staff 80%
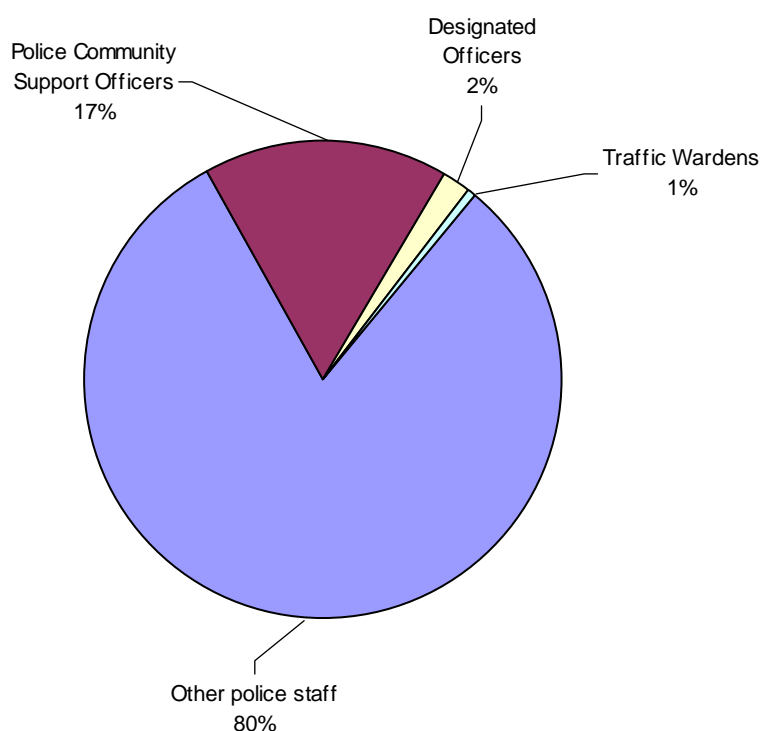
(b) Police staff numbers (i.e. non-officer police employees, excluding PCSOs, traffic wardens and designated officers) increased by two per cent compared to 31 March 2007. The number of PCSOs increased by 17 per cent to 15,805 in the year ending March 2008, following an effective doubling in the previous year. Traffic warden numbers have decreased by 23 per cent over the same period. The continued decline in the number of traffic wardens reflects the increasing role of local authorities in parking control (Tables 10a and b).

> **Police Community Support Officers**
>
> *Police Community Support Officers (PCSOs) are police staff 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 PCSOs was introduced as part of the Police Reform Act 2002. The Act enables force chief officers to designate PCSOs with limited enforcement powers. Unlike police officers they do not have the power of arrest, though they can be designated with a power to detain suspects for half an hour. The first PCSOs started work on the streets of London in September 2002.*

(c)   Sixty per cent of all police staff were female, a much higher proportion than in the police officer ranks.   Forty-four per cent of all PCSOs were female.

(d) As at 31 March 2008, there were 7,055 minority ethnic police staff, accounting for seven per cent of the total.   Within the police staff group, 11 per cent of PCSOs are minority ethnic, a higher proportion than other police staff and police officers.

(e) Twenty-seven per cent of PCSOs are concentrated in the Metropolitan Police (or 4,247 officers), the largest percentage when compared with other police forces.   The second highest is Greater Manchester police who have five per cent (or 773 officers).

Table 1 Police officer strength in England and Wales by police force area on 31 March 2008

Police force	All officers (FTE)[1]			All officers[2] (FTE) less staff on career breaks or maternity/paternity leave (comparable with previously published figures)			Officers available for duty[2] (Headcount)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon and Somerset	2,600	806	**3,407**	2,577	762	**3,339**	2,531	795	**3,326**
Bedfordshire	888	319	**1,207**	878	296	**1,174**	866	300	**1,166**
Cambridgeshire	1,029	350	**1,379**	1,020	338	**1,358**	999	332	**1,331**
Cheshire	1,651	530	**2,181**	1,629	495	**2,124**	1,615	511	**2,126**
Cleveland	1,341	351	**1,692**	1,334	329	**1,663**	1,343	344	**1,687**
Cumbria	862	384	**1,246**	855	372	**1,228**	816	372	**1,188**
Derbyshire	1,620	475	**2,095**	1,617	460	**2,076**	1,600	480	**2,080**
Devon and Cornwall	2,707	822	**3,529**	2,691	796	**3,486**	2,647	848	**3,495**
Dorset	1,175	343	**1,518**	1,156	326	**1,482**	1,119	350	**1,469**
Durham	1,236	397	**1,632**	1,223	382	**1,605**	1,209	391	**1,600**
Essex	2,479	906	**3,385**	2,473	873	**3,346**	2,448	905	**3,353**
Gloucestershire	988	365	**1,353**	985	353	**1,338**	979	370	**1,349**
Greater Manchester	6,036	1,998	**8,034**	6,020	1,911	**7,931**	5,916	1,920	**7,836**
Hampshire	2,865	1,048	**3,912**	2,825	983	**3,807**	2,772	1,012	**3,784**
Hertfordshire	1,546	616	**2,162**	1,533	604	**2,137**	1,512	619	**2,131**
Humberside	1,694	550	**2,243**	1,689	527	**2,216**	1,673	557	**2,230**
Kent	2,775	943	**3,718**	2,756	888	**3,644**	2,735	928	**3,663**
Lancashire	2,743	932	**3,675**	2,716	893	**3,609**	2,681	916	**3,597**
Leicestershire	1,711	531	**2,241**	1,705	507	**2,212**	1,685	519	**2,204**
Lincolnshire	935	266	**1,201**	929	249	**1,178**	901	248	**1,149**
London, City of	665	166	**830**	661	157	**817**	648	164	**812**
Merseyside	3,474	1,003	**4,477**	3,469	980	**4,449**	3,398	989	**4,387**
Metropolitan Police	24,663	6,797	**31,460**	24,504	6,510	**31,014**	23,824	6,593	**30,417**
Norfolk	1,234	344	**1,578**	1,230	296	**1,526**	1,195	353	**1,548**
Northamptonshire	967	342	**1,309**	948	316	**1,264**	946	338	**1,284**
Northumbria	3,086	896	**3,983**	3,059	869	**3,928**	3,024	893	**3,917**
North Yorkshire	1,201	380	**1,581**	1,196	364	**1,560**	1,181	370	**1,551**
Nottinghamshire	1,869	499	**2,369**	1,863	470	**2,334**	1,835	492	**2,327**
South Yorkshire	2,388	813	**3,201**	2,375	796	**3,172**	2,374	830	**3,204**
Staffordshire	1,727	542	**2,269**	1,713	516	**2,229**	1,702	569	**2,271**
Suffolk	1,004	315	**1,319**	1,003	305	**1,308**	992	309	**1,301**
Surrey	1,373	571	**1,944**	1,343	561	**1,904**	1,327	587	**1,914**
Sussex	2,250	825	**3,075**	2,245	788	**3,032**	2,221	826	**3,047**
Thames Valley	3,072	1,114	**4,186**	3,061	1,051	**4,112**	3,031	1,083	**4,114**
Warwickshire	786	250	**1,036**	783	235	**1,017**	751	228	**979**
West Mercia	1,851	635	**2,486**	1,844	589	**2,433**	1,788	587	**2,375**
West Midlands	6,106	2,306	**8,412**	6,085	2,230	**8,315**	6,010	2,294	**8,304**
West Yorkshire	4,305	1,517	**5,822**	4,275	1,469	**5,744**	4,224	1,502	**5,726**
Wiltshire	890	319	**1,210**	890	312	**1,202**	872	320	**1,192**
Dyfed Powys	907	287	**1,194**	905	276	**1,181**	893	287	**1,180**
Gwent	1,126	361	**1,487**	1,117	357	**1,474**	1,109	370	**1,479**
North Wales	1,208	370	**1,579**	1,207	358	**1,566**	1,201	372	**1,573**
South Wales	2,494	750	**3,244**	2,481	713	**3,194**	2,423	707	**3,130**
Total 43 Forces	**107,527**	**34,332**	**141,859**	**106,866**	**32,861**	**139,728**	**105,016**	**33,780**	**138,796**
Central Service Secondments	432	70	**502**	432	70	**502**	432	70	**502**
British Transport Police	2,158	421	**2,579**	2,158	421	**2,579**	2,201	426	**2,627**
Total other police services[3]	**2,590**	**491**	**3,081**	**2,590**	**491**	**3,081**	**2,633**	**496**	**3,129**
Total police service strength[3]	**110,117**	**34,823**	**144,939**	**109,456**	**33,352**	**142,809**	**107,649**	**34,276**	**141,925**
Total police service strength (excluding BTP)[3]	**107,959**	**34,402**	**142,360**	**107,298**	**32,931**	**140,230**	**105,448**	**33,850**	**139,298**

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. For definitions of 'all officers' and 'officers available for duty' see text box on page 4

3. From 31 March 2007 onwards details of officers seconded to NCIS and NCS will no longer appear following the launch of the Serious Organised Crime Agency (SOCA) in April 2006.

Table 2   Police officer strength in England and Wales (including central service secondments), by rank and gender, as at 31 March 2008

| | | | Full-time equivalents[1] | |
Rank	Male	Female	Total	% Female
ACPO ranks	180	29	209	14%
Chief Superintendent	455	58	513	11%
Superintendent	954	113	1,067	11%
Chief Inspector	1,672	263	1,935	14%
Inspector	6,262	982	7,244	14%
Sergeant	18,779	3,569	22,348	16%
Constable	79,658	29,390	109,048	27%
All Ranks	**107,959**	**34,402**	**142,360**	**24%**

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.

Table 3 Total police officer strength in the police service in England and Wales, 31 March 1994 to 31 March 2008

| England and Wales | | | | | | | Full time equivalents[1] | | | | | | | |
	ACPO ranks	Superin-tendents (includes Chiefs)	Chief Inspectors	Inspectors	Sergeants	Constables	Total excluding second-ments	Second-ments[2]	Total police strength	Special Constables	Civilian Staff	Police Community Support Officers	Traffic Wardens	Designated Officers
Police officer strength														
31 March 1994	204	1,668	1,990	6,652	19,377	95,915	**125,806**	2,091	127,897			-	4,968	-
31 March 1995	206	1,414	1,842	6,559	19,132	96,027	**125,180**	2,042	127,222		54,709	-	4,691	-
31 March 1996	195	1,318	1,706	6,272	18,832	96,521	**124,844**	2,057	126,901	19,775	52,933	-	4,385	-
31 March 1997	193	1,290	1,679	6,164	18,811	96,914	**125,051**	2,107	127,158	19,874	53,011	-	4,180	-
31 March 1998	192	1,230	1,609	6,050	18,603	97,072	**124,756**	2,058	126,814	18,256	52,975	-	3,788	-
31 March 1999	200	1,213	1,604	5,936	18,738	96,150	**123,841**	2,255	126,096	16,484	53,031	-	3,342	-
31 March 2000	196	1,226	1,574	5,941	18,500	94,518	**121,956**	2,214	124,170	14,347	53,227	-	2,855	-
31 March 2001	195	1,218	1,552	6,012	18,601	95,898	**123,476**	2,206	125,682	12,738	54,588	-	2,516	-
31 March 2002	204	1,256	1,550	6,195	18,574	99,487	**127,267**	2,336	129,603	11,598	58,909	-	2,233	-
31 March 2003[3]	195	1,256	1,659	6,269	18,612	103,435	**131,426**	1,940	133,366	11,037	62,172	1,176	2,067	-
31 March 2004[3]	208	1,380	1,755	6,411	18,828	108,524	**137,105**	2,095	139,200	10,988	67,581	3,417	1,652	-
31 March 2005[3]	214	1,456	1,841	6,760	20,183	109,037	**139,491**	1,735	141,230	11,918	70,869	6,201	1,252	1,128
31 March 2006[3]	216	1,467	1,847	6,923	20,899	108,279	**139,631**	1,748	141,381	13,179	73,243	6,737	1,036	1,323
31 March 2007[3]	206	1,453	1,840	6,999	21,715	107,819	**140,032**	482	140,514	14,021	73,793	13,438	751	1,601
31 March 2008[3]	202	1,492	1,860	7,118	22,008	107,048	**139,728**	502	140,230	14,547	75,424	15,683	584	1,903
Change between														
31.3.07 and 31.3.08	-4	39	20	119	293	-771	-304	20	-284	526	1,631	2,245	-167	302

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. From 31 March 2007 onwards details of officers seconded to NCIS and NCS will no longer appear following the launch of the Serious Organised Crime Agency (SOCA) in April 2006.

3. Comparable strength (excludes staff on career breaks or maternity/paternity leave).

Table 4 Police officer strength as at 31 March 2008 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 and Somerset	4	8	17	43	148	439	1,941	2,600	1	5	3	6	23	71	698	806	3,407	218	2,639	169
Bedfordshire	1	4	9	15	48	138	674	888	2	1	1	1	8	35	271	319	1,207	204	944	160
Cambridgeshire	2	7	13	21	76	198	712	1,029	1	0	2	6	12	45	285	350	1,379	183	997	132
Cheshire	4	7	16	22	100	304	1,198	1,651	0	1	1	3	21	59	446	530	2,181	218	1,644	164
Cleveland	3	4	12	16	71	212	1,023	1,341	0	0	1	2	6	25	316	351	1,692	303	1,339	240
Cumbria	3	6	9	16	64	148	617	862	1	1	1	3	3	31	344	384	1,246	251	961	194
Derbyshire	3	5	13	25	86	292	1,195	1,620	1	2	2	4	9	43	414	475	2,095	212	1,609	162
Devon and Cornwall	4	9	19	38	146	507	1,984	2,707	1	1	3	6	21	88	703	822	3,529	214	2,687	163
Dorset	3	2	12	23	64	212	859	1,175	0	1	2	4	9	34	293	343	1,518	216	1,152	164
Durham	3	4	9	14	73	196	937	1,236	0	1	1	2	10	32	351	397	1,632	272	1,288	215
Essex	4	13	18	42	113	407	1,882	2,479	1	1	2	4	25	92	782	906	3,385	203	2,663	159
Gloucestershire	4	5	9	19	60	157	735	988	0	1	1	1	9	32	321	365	1,353	234	1,055	182
Greater Manchester	4	15	50	59	299	910	4,700	6,036	1	3	7	19	60	196	1,713	1,998	8,034	315	6,412	251
Hampshire	5	11	26	48	171	520	2,084	2,865	0	2	4	12	37	131	861	1,048	3,912	214	2,945	161
Hertfordshire	3	7	16	26	108	248	1,138	1,546	1	2	2	7	19	77	508	616	2,162	204	1,646	155
Humberside	3	9	15	30	109	293	1,235	1,694	0	0	4	5	10	40	491	550	2,243	248	1,726	191
Kent	5	10	22	50	163	416	2,109	2,775	0	2	1	10	32	96	801	943	3,718	227	2,911	178
Lancashire	3	10	16	40	152	509	2,013	2,743	1	2	3	6	35	98	786	932	3,675	254	2,799	193
Leicestershire	4	10	13	25	86	298	1,275	1,711	0	1	4	3	13	50	460	531	2,241	233	1,735	180
Lincolnshire	3	5	6	10	64	139	708	935	0	1	1	1	5	30	228	266	1,201	175	936	136
London, City of	3	5	10	14	53	106	474	665	0	0	1	2	5	23	135	166	830	*	608	*
Merseyside	4	15	31	49	201	568	2,607	3,474	2	0	3	12	30	91	865	1,003	4,477	331	3,472	256
Metropolitan Police	30	78	200	393	1,495	4,780	17,688	24,663	6	8	17	40	213	780	5,733	6,797	31,460	430	23,420	320
Norfolk	4	8	10	26	63	218	905	1,234	0	0	3	3	11	39	288	344	1,578	190	1,192	143
Northamptonshire	3	6	12	17	58	162	709	967	1	0	0	4	10	42	285	342	1,309	196	994	149
Northumbria	3	15	25	44	167	507	2,326	3,086	1	2	7	4	25	91	766	896	3,983	285	3,092	221
North Yorkshire	4	4	11	11	79	241	851	1,201	0	2	1	1	6	43	327	380	1,581	202	1,178	150
Nottinghamshire	2	7	17	34	107	337	1,366	1,869	1	1	1	4	8	69	416	499	2,369	224	1,782	169
South Yorkshire	5	10	20	37	135	378	1,803	2,388	0	0	3	4	22	67	718	813	3,201	248	2,521	195
Staffordshire	4	6	15	26	87	319	1,270	1,727	0	1	0	3	11	56	471	542	2,269	214	1,741	164
Suffolk	2	7	8	19	59	165	745	1,004	1	0	0	3	5	28	280	315	1,319	188	1,025	146
Surrey	3	9	17	26	85	243	990	1,373	1	1	2	9	26	73	459	571	1,944	179	1,449	134
Sussex	3	11	17	41	145	405	1,628	2,250	0	0	4	6	31	89	695	825	3,075	201	2,323	152
Thames Valley	3	10	30	45	169	508	2,307	3,072	1	0	4	8	33	111	957	1,114	4,186	194	3,264	151
Warwickshire	4	5	11	13	49	128	576	786	0	0	0	2	5	13	230	250	1,036	198	806	154
West Mercia	4	9	18	26	104	345	1,345	1,851	1	0	1	7	14	68	545	635	2,486	210	1,890	160
West Midlands	6	26	36	45	294	885	4,815	6,106	1	4	6	11	60	223	2,001	2,306	8,412	324	6,816	262
West Yorkshire	5	17	36	59	236	653	3,299	4,305	1	3	3	8	46	138	1,318	1,517	5,822	269	4,618	214
Wiltshire	3	5	10	19	58	142	653	890	0	0	0	2	8	32	278	319	1,210	190	931	147
Dyfed Powys	1	5	11	17	57	171	645	907	0	0	0	2	9	22	254	287	1,194	237	900	179
Gwent	3	5	10	15	68	208	817	1,126	0	1	1	2	4	34	319	361	1,487	266	1,136	203
North Wales	3	7	13	13	69	239	865	1,208	0	2	0	2	8	37	322	370	1,579	234	1,187	176
South Wales	3	9	19	49	159	438	1,817	2,494	1	1	4	7	19	84	635	750	3,244	264	2,452	200
Total of all 43 forces	**173**	**430**	**907**	**1,620**	**6,196**	**18,685**	**79,517**	**107,527**	**29**	**54**	**107**	**249**	**973**	**3,555**	**29,367**	**34,332**	**141,859**	**264**	**108,884**	**203**
Central Service secondments	7	25	47	52	66	94	141	432	0	4	6	14	9	14	23	70	502		164	
British Transport Police	6	13	20	44	143	361	1,571	2,158	0	0	1	9	19	41	351	421	2,579		1,922	
Total other services	**13**	**38**	**67**	**96**	**209**	**455**	**1,712**	**2,590**	**0**	**4**	**7**	**23**	**28**	**55**	**374**	**491**	**3,081**		**2,086**	
Total police sevice strength	**186**	**468**	**974**	**1,716**	**6,405**	**19,140**	**81,229**	**110,117**	**29**	**58**	**114**	**272**	**1,001**	**3,610**	**29,741**	**34,823**	**144,939**	**264**	**110,970**	**203**
Total police service strength (excluding BTP)	**180**	**455**	**954**	**1,672**	**6,262**	**18,779**	**79,658**	**107,959**	**29**	**58**	**113**	**263**	**982**	**3,569**	**29,390**	**34,402**	**142,360**	**264**	**109,048**	**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 joiners[1] from 1 April 2007 to 31 March 2008, by police force area, rank and gender

England and Wales | | | | | | | | | | | | | | | | **Full time equivalents[2]**

Police force	ACPO rank	Chief Superin- tendent	Superin- tendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superin- tendent	Superin- tendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks
			Male Ranks								**Female ranks**						
Avon and Somerset	1	0	0	1	4	7	115	**128**	0	0	0	0	0	0	70	**70**	**198**
Bedfordshire	0	0	0	1	2	4	65	**72**	1	0	0	0	0	1	26	**28**	**100**
Cambridgeshire	0	0	0	0	0	6	42	**48**	0	0	0	0	0	1	33	**34**	**82**
Cheshire	0	0	1	0	1	5	21	**28**	0	0	0	0	0	0	28	**28**	**56**
Cleveland	0	1	2	0	0	0	57	**60**	0	0	1	0	0	0	11	**12**	**72**
Cumbria	1	0	2	0	0	0	22	**25**	0	0	1	0	0	0	24	**25**	**50**
Derbyshire	0	0	0	0	2	7	107	**116**	1	0	0	0	0	0	51	**52**	**168**
Devon and Cornwal	0	0	0	0	0	1	110	**111**	0	0	0	0	0	0	57	**57**	**168**
Dorset	0	0	0	0	3	4	41	**48**	0	0	0	1	0	0	15	**16**	**64**
Durham	0	0	0	0	1	0	29	**30**	0	0	0	0	0	0	14	**14**	**44**
Essex	0	0	1	1	1	9	207	**219**	0	0	0	0	0	2	85	**87**	**306**
Gloucestershire	0	0	0	0	1	1	54	**56**	1	0	0	0	1	0	45	**47**	**103**
Greater Manchester	0	1	0	0	1	12	313	**327**	0	0	0	0	0	3	177	**180**	**507**
Hampshire	1	0	0	1	8	14	169	**193**	0	0	0	0	0	1	77	**78**	**271**
Hertfordshire	0	0	0	0	0	5	94	**99**	1	0	0	0	0	1	34	**36**	**135**
Humberside	0	0	0	0	2	3	74	**79**	0	0	0	0	0	0	39	**39**	**118**
Kent	0	0	0	1	2	13	130	**146**	0	0	0	0	0	1	58	**59**	**205**
Lancashire	0	0	0	0	1	5	116	**122**	0	0	0	0	0	1	100	**101**	**223**
Leicestershire	0	0	0	0	1	7	76	**84**	0	0	0	0	0	1	48	**49**	**133**
Lincolnshire	0	0	0	0	0	4	32	**36**	0	0	0	0	0	0	20	**20**	**56**
London, City of	1	0	0	1	0	0	29	**31**	0	0	0	0	0	0	7	**7**	**38**
Merseyside	0	0	0	0	2	9	129	**140**	0	0	0	0	0	0	95	**95**	**235**
Metropolitan Police	2	1	1	2	7	98	1,123	**1,234**	0	1	1	0	2	5	493	**502**	**1,736**
Norfolk	1	0	0	0	0	0	62	**63**	0	0	0	0	0	1	21	**22**	**85**
Northamptonshire	0	0	0	0	0	5	68	**73**	0	0	0	0	0	1	32	**33**	**106**
Northumbria	0	0	3	0	0	2	152	**157**	0	0	0	0	0	0	76	**76**	**233**
North Yorkshire	2	0	0	0	1	4	2	**9**	0	0	0	0	0	0	0	**0**	**9**
Nottinghamshire	0	0	1	0	0	2	36	**39**	0	0	0	0	0	0	25	**25**	**64**
South Yorkshire	1	0	1	0	0	0	66	**68**	0	0	0	0	0	0	36	**36**	**104**
Staffordshire	3	0	1	0	2	2	28	**36**	0	0	0	0	0	0	26	**26**	**62**
Suffolk	1	0	0	0	0	2	16	**19**	0	0	0	0	0	0	6	**6**	**25**
Surrey	0	0	1	0	1	5	90	**97**	0	0	0	0	0	0	48	**48**	**145**
Sussex	2	0	0	0	2	4	138	**146**	0	0	0	0	0	0	104	**104**	**250**
Thames Valley	0	0	0	0	0	3	177	**180**	0	0	0	0	0	2	92	**94**	**274**
Warwickshire	0	0	1	0	2	8	11	**22**	0	0	0	0	0	0	2	**2**	**24**
West Mercia	1	0	0	0	0	6	96	**103**	0	0	0	0	0	2	69	**70**	**173**
West Midlands	0	0	2	1	4	9	390	**406**	1	0	0	0	0	0	165	**166**	**572**
West Yorkshire	0	0	1	1	5	13	280	**300**	0	0	0	0	0	1	132	**133**	**433**
Wiltshire	2	0	0	0	1	2	47	**52**	0	0	0	0	0	0	26	**26**	**78**
Dyfed Powys	0	0	0	0	0	0	42	**42**	0	0	0	0	0	0	26	**26**	**68**
Gwent	0	0	0	0	0	1	55	**56**	0	0	0	0	0	0	28	**28**	**84**
North Wales	0	1	0	0	0	1	38	**40**	0	1	0	0	1	0	17	**18**	**58**
South Wales	0	0	0	0	2	2	42	**46**	0	0	0	0	0	0	23	**23**	**69**
Total police service strength	**19**	**4**	**18**	**10**	**59**	**285**	**4,991**	**5,385**	**5**	**2**	**3**	**1**	**4**	**24**	**2,557**	**2,596**	**7,981**

1. Includes transfers from other England and Wales forces but does not include officers returning after a period of secondme
2. 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.

Table 6 Police officer leavers[1] from 1 April 2007 to 31 March 2008, by police force area, rank and gender

England and Wales **Full time equivalents[2]**

Police force	ACPO rank	Chief Superin-tendent	Superin-tendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superin-tendent	Superin-tendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks
			Male Ranks									Female ranks					
Avon and Somerset	0	3	0	3	19	32	116	**173**	0	0	0	1	0	1	29	**31**	**204**
Bedfordshire	0	0	1	1	1	10	66	**78**	0	0	1	1	0	1	20	**23**	**101**
Cambridgeshire	0	0	1	2	5	14	72	**94**	0	0	0	0	0	1	10	**11**	**106**
Cheshire	0	1	1	1	15	17	59	**94**	0	0	0	0	1	2	21	**24**	**118**
Cleveland	2	2	4	1	8	10	57	**84**	0	0	0	0	0	3	20	**23**	**106**
Cumbria	1	0	2	2	4	12	41	**62**	0	1	0	0	1	0	9	**11**	**73**
Derbyshire	1	3	1	2	6	21	73	**107**	0	0	0	1	0	0	12	**13**	**120**
Devon and Cornwall	0	3	1	6	10	28	68	**116**	1	0	0	0	2	0	18	**21**	**138**
Dorset	0	0	1	3	5	12	67	**88**	0	0	0	0	0	2	14	**16**	**104**
Durham	0	4	2	2	11	15	71	**105**	0	0	0	0	0	1	9	**10**	**115**
Essex	0	1	2	1	12	41	161	**218**	0	0	1	0	1	2	28	**32**	**249**
Gloucestershire	1	1	1	1	4	12	52	**72**	0	0	0	0	1	0	10	**11**	**83**
Greater Manchester	3	2	8	7	27	65	260	**372**	0	0	0	2	8	10	74	**94**	**465**
Hampshire	0	3	2	3	17	29	156	**210**	0	0	0	0	0	1	31	**32**	**242**
Hertfordshire	2	0	0	4	7	32	91	**136**	0	0	0	0	0	1	30	**31**	**167**
Humberside	0	4	0	2	8	7	73	**94**	0	0	0	0	0	1	19	**20**	**113**
Kent	1	3	3	3	8	28	127	**173**	0	0	2	0	1	4	26	**32**	**205**
Lancashire	1	2	0	4	13	32	101	**153**	0	0	0	1	0	2	16	**19**	**172**
Leicestershire	0	3	0	1	9	24	78	**115**	0	0	0	0	2	0	21	**23**	**138**
Lincolnshire	0	0	0	1	8	16	51	**76**	0	0	0	0	1	1	12	**14**	**90**
London, City of	0	0	0	0	5	12	32	**49**	0	0	0	0	1	3	11	**15**	**63**
Merseyside	0	1	4	3	18	35	111	**172**	0	1	0	0	3	6	38	**48**	**219**
Metropolitan Police	4	14	20	42	91	241	794	**1,206**	0	1	2	2	7	30	150	**193**	**1,398**
Norfolk	1	1	0	2	9	7	50	**70**	0	0	0	0	0	0	14	**14**	**84**
Northamptonshire	0	0	0	2	9	15	57	**83**	0	0	0	0	1	1	18	**20**	**103**
Northumbria	1	5	6	3	15	40	120	**190**	1	0	1	0	0	0	22	**24**	**214**
North Yorkshire	1	1	3	4	6	14	39	**68**	1	0	0	0	2	2	16	**21**	**89**
Nottinghamshire	0	2	2	1	8	16	80	**109**	0	0	0	0	1	0	13	**15**	**124**
South Yorkshire	1	1	1	2	10	19	114	**148**	0	1	1	1	0	3	22	**28**	**176**
Staffordshire	1	1	2	2	9	19	55	**89**	1	0	0	0	0	2	16	**19**	**108**
Suffolk	1	0	1	1	1	4	35	**43**	0	0	0	0	1	0	12	**13**	**56**
Surrey	2	0	7	3	9	17	87	**125**	0	0	0	0	0	1	24	**25**	**150**
Sussex	2	0	3	5	13	30	172	**225**	0	0	0	1	0	3	40	**43**	**268**
Thames Valley	0	2	6	4	9	37	207	**265**	0	2	0	0	2	5	62	**70**	**336**
Warwickshire	0	1	1	1	4	10	36	**53**	0	0	0	0	0	0	7	**7**	**60**
West Mercia	0	0	1	1	6	19	73	**100**	0	0	0	0	0	2	17	**19**	**119**
West Midlands	1	4	3	1	14	63	239	**325**	0	0	0	0	7	7	77	**91**	**417**
West Yorkshire	0	2	6	6	19	37	183	**253**	0	1	0	1	3	0	53	**58**	**311**
Wiltshire	1	1	2	0	1	9	42	**56**	0	0	1	0	0	1	12	**14**	**70**
Dyfed Powys	2	1	0	0	4	5	49	**61**	0	0	0	0	0	0	5	**5**	**66**
Gwent	0	0	2	2	5	9	54	**72**	0	0	0	0	0	1	13	**14**	**86**
North Wales	0	3	1	5	7	14	46	**76**	0	1	0	0	0	1	12	**14**	**91**
South Wales	0	0	3	3	10	25	97	**138**	0	0	0	0	0	1	15	**16**	**154**
Total police service strength	**30**	**75**	**104**	**143**	**479**	**1,153**	**4,609**	**6,593**	**4**	**8**	**9**	**11**	**45**	**101**	**1,098**	**1,277**	**7,870**

1. Includes transfers to other England and Wales forces but does not include officers leaving after a period of secondme
2. 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.

Table 7 Minority ethnic officer strength by police force area, rank and gender as at 31 March 2008

England and Wales   Full-time equivalent[1]

Police force	Male Ranks								Female ranks								Total police ranks	Percentage of total officer strength	Minority ethnic officer strength at 31 March 2007[2]	Change between 31.03.07 and 31.03.08[1]	Percentage change between 31.03.07 and 31.03.08
	ACPO rank	Chief Superin-tendent	Superin-tendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superin-tendent	Superin-tendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks					
Avon and Somerset	0	0	0	1	2	4	30	37	0	0	0	0	0	0	14	14	51	1.5	52	-1	-2
Bedfordshire	0	0	0	0	1	10	47	58	0	0	0	0	0	2	11	13	71	5.8	65	6	9
Cambridgeshire	0	1	0	1	1	5	18	26	0	0	1	0	1	0	3	5	31	2.2	33	-2	-6
Cheshire	0	0	0	0	0	2	12	14	0	0	0	0	0	1	7	8	22	1.0	21	1	4
Cleveland	0	0	0	0	3	3	15	21	0	0	0	0	1	0	3	4	25	1.5	26	-1	-4
Cumbria	0	0	0	3	0	0	6	9	0	0	0	0	0	1	2	3	12	1.0	13	-1	-8
Derbyshire	0	0	2	1	2	16	44	65	0	0	0	1	0	1	9	10	75	3.6	72	3	4
Devon and Cornwall	0	0	0	0	0	2	20	22	0	0	0	0	0	1	5	6	28	0.8	25	3	12
Dorset	0	0	0	0	3	1	9	13	0	0	0	0	0	0	2	2	15	1.0	18	-3	-17
Durham	0	0	0	0	0	6	16	22	0	0	0	0	0	1	4	5	27	1.6	26	1	4
Essex	0	1	0	2	0	4	50	57	0	0	1	0	1	1	18	21	78	2.3	62	16	26
Gloucestershire	0	0	0	1	0	6	14	21	0	0	0	0	0	0	1	1	22	1.6	23	-1	-4
Greater Manchester	0	0	2	5	14	46	209	276	0	0	0	1	0	6	52	59	334	4.2	314	20	7
Hampshire	0	0	0	1	3	11	48	63	0	0	0	1	1	0	20	22	85	2.2	85	1	1
Hertfordshire	0	1	0	0	3	9	33	46	0	0	0	0	0	3	15	18	64	3.0	57	7	12
Humberside	0	0	0	3	0	4	10	17	0	0	0	0	0	1	5	6	23	1.0	23	0	0
Kent	1	2	0	1	2	7	58	71	0	0	0	0	1	1	18	20	91	2.4	73	18	25
Lancashire	0	0	0	1	5	11	72	89	0	0	0	0	0	2	16	18	107	2.9	104	3	3
Leicestershire	0	0	1	0	4	15	88	108	0	0	0	0	0	3	26	29	137	6.1	131	5	4
Lincolnshire	0	0	0	0	1	3	7	11	0	0	0	0	0	1	5	6	17	1.4	18	-1	-7
London, City of	0	0	1	0	0	7	26	34	0	0	0	0	1	0	9	10	44	5.3	44	0	0
Merseyside	0	0	3	1	2	12	76	94	1	0	0	0	2	2	28	33	127	2.8	126	1	1
Metropolitan Police	2	2	7	16	64	212	1,658	1,961	0	0	0	2	4	35	592	633	2,594	8.2	2,446	148	6
Norfolk	0	0	0	0	0	1	15	16	0	0	0	0	0	0	3	3	19	1.2	18	2	9
Northamptonshire	0	0	0	1	2	6	31	40	0	0	0	0	0	0	12	12	52	4.0	50	2	4
Northumbria	0	0	1	0	2	8	31	42	0	0	0	0	0	0	12	12	54	1.4	54	1	1
North Yorkshire	0	0	2	0	1	5	9	17	0	0	0	0	0	0	1	1	18	1.1	19	-1	-5
Nottinghamshire	0	1	1	2	0	7	50	61	0	0	0	0	1	3	12	15	76	3.2	78	-2	-3
South Yorkshire	0	0	0	1	2	14	55	72	0	0	0	0	0	0	23	23	95	3.0	94	1	1
Staffordshire	0	0	0	0	4	3	24	31	0	0	0	0	1	0	10	11	42	1.9	42	1	2
Suffolk	0	0	0	0	0	4	13	17	0	0	0	0	0	1	7	8	25	1.9	26	-1	-4
Surrey	0	0	1	1	3	2	43	50	0	0	0	0	0	0	18	18	68	3.5	62	6	9
Sussex	0	0	0	0	0	9	22	31	0	0	0	0	0	2	12	13	44	1.4	44	0	0
Thames Valley	0	1	1	2	5	22	80	111	0	0	0	0	1	2	41	44	156	3.7	159	-3	-2
Warwickshire	0	0	1	1	2	5	20	29	0	0	0	0	0	0	11	11	40	3.9	45	-5	-11
West Mercia	0	0	0	0	5	7	17	29	0	0	0	0	0	2	7	9	38	1.5	33	4	13
West Midlands	1	0	5	4	18	60	354	442	0	0	0	0	6	10	166	182	624	7.4	586	38	6
West Yorkshire	1	0	1	2	8	35	144	191	0	0	0	0	0	6	49	55	246	4.2	237	8	3
Wiltshire	0	1	0	0	0	1	12	14	0	0	0	0	0	1	2	3	17	1.4	17	0	0
Dyfed Powys	0	1	0	0	0	0	8	9	0	0	0	0	0	0	0	0	9	0.8	9	0	0
Gwent	0	0	0	0	1	0	18	19	0	0	0	0	0	0	3	3	22	1.5	22	0	0
North Wales	0	0	0	0	1	1	4	6	0	0	0	0	0	0	1	1	7	0.4	7	0	0
South Wales	1	0	0	2	2	2	38	45	0	0	0	0	1	1	15	17	62	1.9	61	1	2
Total of 43 forces	**6**	**11**	**29**	**53**	**166**	**587**	**3,554**	**4,406**	**1**	**0**	**2**	**5**	**22**	**89**	**1,269**	**1,388**	**5,793**	**4.1**	**5,519**	**274**	**5**
Central Service secondments	0	1	0	1	3	4	6	15	0	0	0	0	0	1	4	5	20	3.9	21	-1	-6
British Transport Police	0	0	0	3	5	13	122	143	0	0	0	1	1	2	19	23	166	6.4	167	-1	0
Total other services	**0**	**1**	**0**	**4**	**8**	**17**	**128**	**158**	**0**	**0**	**0**	**1**	**1**	**3**	**23**	**28**	**186**	**6.0**	**188**	**-2**	**-1**
Total police service	**6**	**12**	**29**	**57**	**174**	**604**	**3,682**	**4,564**	**1**	**0**	**2**	**6**	**23**	**92**	**1,291**	**1,415**	**5,979**	**4.1**	**5,707**	**272**	**5**
Total police service (excluding BTP)	**6**	**12**	**29**	**54**	**169**	**591**	**3,560**	**4,421**	**1**	**0**	**2**	**5**	**22**	**90**	**1,272**	**1,392**	**5,813**	**4.1**	**5,540**	**273**	**5**

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. Percentage of minority ethnic total officer strength at 31 March 2006 was 3.7

Table 8 Police officer strength by ethnicity, police force area and gender as at 31 March 2008

England and Wales — Full time equivalents[1]

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 and Somerset	2,562	8	12	8	9	1	**2,600**	792	6	7	1	1	0	**806**	**3,407**
Bedfordshire	815	16	8	34	0	15	**888**	303	3	4	6	0	3	**319**	**1,207**
Cambridgeshire	994	9	5	11	1	9	**1,029**	342	3	1	1	0	3	**350**	**1,379**
Cheshire	1,627	8	1	4	1	10	**1,651**	519	6	0	2	0	4	**530**	**2,181**
Cleveland	1,319	6	1	12	2	0	**1,341**	347	3	0	0	1	0	**351**	**1,692**
Cumbria	853	3	1	3	1	1	**862**	381	2	0	1	0	0	**384**	**1,246**
Derbyshire	1,555	16	7	39	3	0	**1,620**	465	1	2	7	0	0	**475**	**2,095**
Devon and Cornwall	2,476	10	7	2	3	209	**2,707**	706	2	2	0	2	110	**822**	**3,529**
Dorset	1,157	7	1	4	1	5	**1,175**	340	1	1	0	0	1	**343**	**1,518**
Durham	1,214	10	1	9	2	0	**1,236**	392	3	0	2	0	0	**397**	**1,632**
Essex	2,422	24	12	10	6	4	**2,479**	884	17	1	1	1	2	**906**	**3,385**
Gloucestershire	963	9	5	2	5	4	**988**	362	0	0	1	0	2	**365**	**1,353**
Greater Manchester	5,760	101	40	111	24	0	**6,036**	1,940	22	12	19	6	0	**1,998**	**8,034**
Hampshire	2,562	24	7	15	17	240	**2,865**	987	10	1	7	5	38	**1,048**	**3,913**
Hertfordshire	1,487	6	15	21	4	13	**1,546**	590	6	4	7	1	8	**616**	**2,162**
Humberside	1,677	7	4	4	2	0	**1,694**	544	2	3	1	0	0	**550**	**2,243**
Kent	2,704	27	12	23	9	0	**2,775**	923	9	2	6	3	0	**943**	**3,718**
Lancashire	2,341	32	4	51	2	314	**2,743**	865	10	0	7	1	49	**932**	**3,675**
Leicestershire	1,576	22	21	64	1	27	**1,711**	499	6	5	18	0	3	**531**	**2,241**
Lincolnshire	924	3	3	4	1	0	**935**	261	3	1	2	0	0	**266**	**1,201**
London, City of	629	10	8	14	2	2	**665**	155	2	5	4	0	0	**166**	**830**
Merseyside	3,380	47	13	12	22	0	**3,474**	970	19	6	2	6	0	**1,003**	**4,477**
Metropolitan Police	22,650	331	573	740	318	52	**24,663**	6,145	146	222	174	91	18	**6,797**	**31,460**
Norfolk	1,212	12	2	2	0	6	**1,234**	338	2	0	1	1	3	**344**	**1,578**
Northamptonshire	836	13	16	9	2	91	**967**	315	5	5	1	1	14	**342**	**1,309**
Northumbria	3,036	16	3	13	10	8	**3,086**	882	9	1	2	0	2	**896**	**3,983**
North Yorkshire	1,184	9	0	8	0	0	**1,201**	379	0	0	1	0	0	**380**	**1,581**
Nottinghamshire	1,801	14	18	27	2	8	**1,869**	484	6	4	5	0	0	**499**	**2,369**
South Yorkshire	2,300	15	18	37	2	16	**2,388**	788	9	4	9	1	2	**813**	**3,201**
Staffordshire	1,695	13	9	9	0	1	**1,727**	531	4	3	5	0	0	**542**	**2,269**
Suffolk	987	10	4	1	2	0	**1,004**	307	7	0	1	0	0	**315**	**1,319**
Surrey	1,303	26	5	15	4	20	**1,373**	546	8	4	5	2	7	**571**	**1,944**
Sussex	2,214	12	5	2	12	5	**2,250**	811	6	4	2	2	0	**825**	**3,075**
Thames Valley	2,847	46	21	35	10	114	**3,072**	1,052	17	8	19	1	18	**1,114**	**4,186**
Warwickshire	748	3	2	22	2	9	**786**	239	2	1	8	0	0	**250**	**1,036**
West Mercia	1,822	5	5	14	5	0	**1,851**	628	2	3	1	2	0	**635**	**2,486**
West Midlands	5,639	79	95	261	7	25	**6,106**	2,114	49	38	91	4	10	**2,306**	**8,412**
West Yorkshire	4,101	32	30	119	10	13	**4,305**	1,461	15	12	20	7	1	**1,517**	**5,822**
Wiltshire	867	4	5	4	1	9	**890**	313	2	1	0	0	3	**319**	**1,210**
Dyfed Powys	898	3	1	2	3	0	**907**	287	0	0	0	0	0	**287**	**1,194**
Gwent	1,107	11	4	4	0	0	**1,126**	358	3	0	0	0	0	**361**	**1,487**
North Wales	1,193	4	1	2	3	5	**1,208**	367	1	0	0	0	2	**370**	**1,579**
South Wales	2,128	25	4	13	3	321	**2,494**	668	12	1	0	4	65	**750**	**3,244**
Total of 43 forces	**101,565**	**1,087**	**1,008**	**1,794**	**513**	**1,556**	**107,527**	**32,579**	**439**	**366**	**437**	**143**	**369**	**34,332**	**141,859**
British Transport Police	1,995	39	49	48	7	31	**2,169**	391	9	9	4	1	9	**423**	**2,592**
Total other services[2]	**1,995**	**39**	**49**	**48**	**7**	**31**	**2,169**	**391**	**9**	**9**	**4**	**1**	**9**	**423**	**2,592**
Total police service[2]	**103,560**	**1,126**	**1,057**	**1,842**	**520**	**1,587**	**109,696**	**32,970**	**448**	**375**	**441**	**144**	**378**	**34,755**	**144,451**
Total police service (excluding BTP)[2]	**101,565**	**1,087**	**1,008**	**1,794**	**513**	**1,556**	**107,527**	**32,579**	**439**	**366**	**437**	**143**	**369**	**34,332**	**141,859**

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. Figures are not collected on Central Service Secondments by minority ethnic group.

Table 9 Police officer strength by English Government Office Regions and Wales (full-time equivalents) [1]

English Government Office Regions and Wales	Strength as at: Mar-07 fte	Sep-07 fte	Mar-08 fte	Change in 12 months Mar-07 - Mar-08 Number	%	Change in 6 months Sep-07 - Mar-08 Number	%
NORTH EAST	**7,425**	**7,305**	**7,307**	**-119**	**-1.6**	**2**	**0.0**
Cleveland	1,739	1,710	1,692	-47	-2.7	-18	-1.1
Durham	1,705	1,664	1,632	-73	-4.3	-32	-1.9
Northumbria	3,981	3,931	3,983	1	0.0	52	1.3
NORTH WEST	**19,568**	**19,434**	**19,613**	**45**	**0.2**	**180**	**0.9**
Cheshire	2,235	2,226	2,181	-54	-2.4	-45	-2.0
Cumbria	1,273	1,238	1,246	-27	-2.1	8	0.7
Greater Manchester	7,992	7,926	8,034	42	0.5	108	1.4
Lancashire	3,628	3,624	3,675	47	1.3	51	1.4
Merseyside	4,441	4,419	4,477	36	0.8	58	1.3
YORKSHIRE AND THE HUMBER	**12,908**	**12,838**	**12,848**	**-60**	**-0.5**	**10**	**0.1**
Humberside	2,235	2,248	2,243	8	0.4	-5	-0.2
North Yorkshire	1,671	1,623	1,581	-89	-5.4	-42	-2.6
South Yorkshire	3,289	3,238	3,201	-87	-2.7	-37	-1.1
West Yorkshire	5,713	5,729	5,822	109	1.9	93	1.6
EAST MIDLANDS	**9,293**	**9,275**	**9,215**	**-78**	**-0.8**	**-60**	**-0.6**
Derbyshire	2,049	2,079	2,095	46	2.2	15	0.7
Leicestershire	2,255	2,251	2,241	-13	-0.6	-10	-0.5
Lincolnshire	1,243	1,202	1,201	-42	-3.4	-1	-0.1
Northamptonshire	1,301	1,307	1,309	8	0.6	2	0.2
Nottinghamshire	2,445	2,435	2,369	-76	-3.1	-66	-2.7
WEST MIDLANDS	**14,049**	**14,077**	**14,203**	**154**	**1.1**	**126**	**0.9**
Staffordshire	2,315	2,293	2,269	-46	-2.0	-24	-1.0
Warwickshire	1,061	1,051	1,036	-25	-2.4	-16	-1.5
West Mercia	2,428	2,478	2,486	58	2.4	8	0.3
West Midlands	8,245	8,254	8,412	167	2.0	158	1.9
EASTERN	**11,083**	**11,067**	**11,028**	**-55**	**-0.5**	**-39**	**-0.4**
Bedfordshire	1,204	1,196	1,207	3	0.3	10	0.9
Cambridgeshire	1,402	1,372	1,379	-24	-1.7	7	0.5
Essex	3,341	3,388	3,385	44	1.3	-4	-0.1
Hertfordshire	2,202	2,198	2,162	-40	-1.8	-37	-1.7
Norfolk	1,577	1,565	1,578	1	0.0	13	0.8
Suffolk	1,358	1,347	1,319	-40	-2.9	-28	-2.1
LONDON	**31,989**	**31,998**	**32,290**	**301**	**0.9**	**292**	**0.9**
London, City of	861	850	830	-31	-3.6	-20	-2.3
Metropolitan Police	31,128	31,148	31,460	332	1.1	311	1.0
SOUTH EAST	**16,943**	**16,834**	**16,834**	**-109**	**-0.6**	**-1**	**0.0**
Hampshire	3,887	3,898	3,912	25	0.6	15	0.4
Kent	3,720	3,700	3,718	-2	-0.1	17	0.5
Surrey	1,963	1,938	1,944	-19	-1.0	6	0.3
Sussex	3,113	3,088	3,075	-39	-1.2	-13	-0.4
Thames Valley	4,260	4,211	4,186	-74	-1.7	-25	-0.6
SOUTH WEST	**11,006**	**10,923**	**11,016**	**11**	**0.1**	**93**	**0.9**
Avon and Somerset	3,430	3,413	3,407	-23	-0.7	-7	-0.2
Devon and Cornwall	3,523	3,473	3,529	6	0.2	57	1.6
Dorset	1,526	1,514	1,518	-9	-0.6	3	0.2
Gloucestershire	1,319	1,311	1,353	34	2.6	43	3.2
Wiltshire	1,208	1,212	1,210	2	0.2	-2	-0.2
WALES	**7,627**	**7,535**	**7,503**	**-124**	**-1.6**	**-32**	**-0.4**
Dyfed Powys	1,190	1,187	1,194	4	0.3	7	0.6
Gwent	1,493	1,472	1,487	-6	-0.4	14	1.0
North Wales	1,608	1,575	1,579	-29	-1.8	4	0.2
South Wales	3,336	3,302	3,244	-92	-2.8	-57	-1.7
TOTAL of all 43 forces	**141,892**	**141,287**	**141,859**	**-33**	**0.0**	**572**	**0.4**
Central Service Secondments	482	470	502	20	4.1	32	6.8
British Transport Police	2,555	2,520	2,579	24	0.9	60	2.4
Total police officer strength	**144,929**	**144,276**	**144,939**	**10**	**0.0**	**663**	**0.5**
Total Police officer strength (excluding BTP)	**142,374**	**141,757**	**142,360**	**-14**	**0.0**	**603**	**0.4**

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.

Table 10a Police staff strength as at 31 March 2008, by police force area, gender and full/part-time employment.

England and Wales — Number of staff[1]

| Police force | Police Staff (excluding PCSOs, TWs and DOs) | | | | | | | | Police Community Support Officer | | | | | | | |
| | Male | | Female | | Total | Minority Ethnic[2] | | | Male | | Female | | Total | Minority Ethnic[2] | | |
	Full-Time	Part-Time	Full-Time	Part-Time	Strength[2]	Male	Female	Total	Full-Time	Part-Time	Full-Time	Part-Time	Strength[2]	Male	Female	Total
Avon and Somerset	853	116	1,090	475	2,289	16	30	46	169	4	192	22	377	11	3	14
Bedfordshire	201	24	394	178	724	10	31	41	46	1	70	5	120	7	4	11
Cambridgeshire	314	41	457	166	892	8	13	21	94	0	95	11	197	7	10	17
Cheshire	501	39	742	216	1,406	7	10	17	132	0	97	2	231	1	1	2
Cleveland	205	11	392	153	701	4	6	10	107	0	63	0	170	2	1	3
Cumbria	245	49	374	238	773	2	2	4	34	0	58	10	99	1	0	1
Derbyshire	383	41	643	366	1,266	8	34	42	85	0	81	0	166	3	3	6
Devon and Cornwall	876	130	960	369	2,147	3	7	10	196	3	142	20	354	3	3	6
Dorset	331	57	438	255	959	1	9	10	84	1	63	4	151	1	1	2
Durham	300	26	408	162	816	1	3	4	82	1	78	1	162	2	0	2
Essex	689	95	992	414	1,986	15	31	46	196	5	217	27	436	12	10	22
Gloucestershire	280	24	324	129	700	5	9	14	76	1	80	7	162	7	3	10
Greater Manchester	1,271	63	1,885	541	3,534	41	92	133	478	3	290	4	773	30	9	39
Hampshire	825	73	1,261	474	2,430	20	34	53	168	0	147	13	324	3	2	5
Hertfordshire	491	35	783	325	1,490	18	41	59	104	2	124	24	246	3	3	6
Humberside	485	55	633	293	1,313	10	4	14	161	0	155	4	318	3	2	5
Kent	839	96	1,158	450	2,337	13	34	47	202	1	172	3	377	11	8	19
Lancashire	602	36	1,068	414	1,927	23	44	67	225	0	171	6	400	7	0	7
Leicestershire	385	31	624	200	1,142	28	79	107	116	2	89	10	212	19	5	24
Lincolnshire	304	29	359	135	760	1	4	5	90	3	70	4	165	2	1	3
London, City of	135	3	148	20	299	24	38	62	30	0	15	1	46	4	3	7
Merseyside	811	31	1,103	406	2,203	19	21	40	227	1	171	11	407	9	10	19
Metropolitan Police	5,628	173	7,157	1,793	14,085	1,032	2,210	3,242	2,754	38	1,385	123	4,247	970	334	1,303
Norfolk	403	51	486	226	1,053	3	3	6	141	1	130	3	274	4	3	7
Northamptonshire	320	70	535	286	1,024	9	27	36	92	4	67	2	159	4	2	6
Northumbria	717	45	927	308	1,863	4	14	18	149	3	99	5	254	1	1	2
North Yorkshire	427	29	548	144	1,079	4	7	11	104	1	74	2	180	0	1	1
Nottinghamshire	476	56	632	381	1,372	20	35	55	154	2	97	12	259	8	2	10
South Yorkshire	673	76	1,001	579	2,038	15	22	37	198	0	126	15	334	11	5	16
Staffordshire	423	67	687	303	1,309	9	11	20	100	0	110	4	209	5	4	9
Suffolk	315	49	356	189	814	3	13	16	65	1	65	10	140	1	0	1
Surrey	675	73	930	258	1,808	22	47	69	107	1	96	12	211	10	3	13
Sussex	793	91	911	359	1,974	14	23	37	165	0	200	10	372	3	4	7
Thames Valley	1,020	61	1,452	415	2,772	42	86	127	253	7	257	12	521	18	11	29
Warwickshire	230	37	309	111	629	7	17	24	67	0	65	1	133	3	4	7
West Mercia	551	84	782	427	1,647	9	17	26	147	2	120	5	272	6	6	12
West Midlands	1,164	140	1,673	814	3,436	94	244	338	392	0	333	33	748	65	44	109
West Yorkshire	1,247	106	1,577	634	3,247	47	67	114	435	2	311	14	757	27	13	40
Wiltshire	325	41	443	165	879	8	4	12	72	0	73	2	147	1	0	1
Dyfed Powys	222	43	293	149	625	2	1	3	43	0	29	1	73	1	0	1
Gwent	295	36	452	137	855	1	5	6	81	1	52	7	139	2	1	3
North Wales	261	21	413	166	774	1	2	3	72	0	86	3	159	1	1	2
South Wales	556	44	788	344	1,575	5	13	18	177	1	145	6	327	4	1	5
Total of 43 forces	**28,047**	**2,498**	**38,588**	**14,567**	**76,948**	**1,626**	**3,442**	**5,067**	**8,870**	**92**	**6,560**	**471**	**15,805**	**1,293**	**520**	**1,813**
British Transport Police[3]	532	0	670	0	1181	56	137	193	184	0	80	0	256	55	14	69
Total police service	**28,579**	**2,498**	**39,258**	**14,567**	**78,129**	**1,682**	**3,579**	**5,260**	**9,054**	**92**	**6,640**	**471**	**16,061**	**1,348**	**534**	**1,882**
Total police service (excluding BTP)	**28,047**	**2,498**	**38,588**	**14,567**	**76,948**	**1,626**	**3,442**	**5,067**	**8,870**	**92**	**6,560**	**471**	**15,805**	**1,293**	**520**	**1,813**

1. Full-time and part-time figures are given as headcount measures.

2. Total Strength and minority ethnic strength are given as full-time equivalents. 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.

3. British Transport Police are unable to supply the number of part-time staff. Their personnel system does not currently have a reliable and consistent method of recording part-time employees.

Table 10b Police staff strength as at 31 March 2008, by police force area, gender and full/part-time employment.

England and Wales — **Number of staff[1]**

Police force	Traffic Wardens								Designated Officers (S.38, S.39)[3]							
	Male		Female		**Total**	Minority Ethnic[2]			Male		Female		**Total**	Minority Ethnic[2]		
	Full-Time	Part-Time	Full-Time	Part-Time	**Strength[2]**	Male	Female	**Total**	Full-Time	Part-Time	Full-Time	Part-Time	**Strength[2]**	Male	Female	**Total**
Avon and Somerset	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Bedfordshire	0	0	0	0	**0**	0	0	**0**	17	0	20	0	**37**	1	1	**2**
Cambridgeshire	0	0	0	0	**0**	0	0	**0**	16	0	9	1	**25**	1	0	**1**
Cheshire	0	0	0	0	**0**	0	0	**0**	3	0	7	1	**11**	0	0	**0**
Cleveland	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Cumbria	0	0	0	0	**0**	0	0	**0**	21	2	9	2	**33**	0	0	**0**
Derbyshire	7	0	0	0	**7**	0	0	**0**	30	0	14	3	**47**	3	0	**3**
Devon and Cornwall	23	2	9	8	**37**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Dorset	0	0	0	0	**0**	0	0	**0**	30	1	19	5	**53**	0	0	**0**
Durham	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Essex	7	0	2	0	**9**	0	0	**0**	33	2	32	7	**70**	1	0	**1**
Gloucestershire	0	0	0	0	**0**	0	0	**0**	25	0	31	0	**56**	1	2	**3**
Greater Manchester	20	0	6	0	**26**	2	0	**2**	94	0	64	1	**159**	0	2	**2**
Hampshire	1	0	2	0	**3**	0	0	**0**	75	0	24	0	**99**	1	2	**3**
Hertfordshire	0	0	0	0	**0**	0	0	**0**	50	3	37	5	**92**	0	2	**2**
Humberside	7	0	4	1	**12**	0	0	**0**	35	10	42	2	**83**	0	0	**0**
Kent	0	0	0	0	**0**	0	0	**0**	84	5	77	12	**170**	4	0	**4**
Lancashire	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Leicestershire	0	0	0	0	**0**	0	0	**0**	20	0	17	3	**39**	0	1	**1**
Lincolnshire	7	0	2	1	**10**	0	0	**0**	4	0	0	0	**4**	0	0	**0**
London, City of	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Merseyside	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Metropolitan Police	124	8	134	54	**298**	30	26	**56**	112	0	87	2	**200**	53	31	**84**
Norfolk	6	1	4	2	**12**	0	0	**0**	22	9	16	7	**44**	0	0	**0**
Northamptonshire	0	1	0	0	**1**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Northumbria	17	0	1	0	**18**	0	0	**0**	83	3	55	5	**144**	0	1	**1**
North Yorkshire	0	0	0	3	**2**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Nottinghamshire	0	0	0	0	**0**	0	0	**0**	55	0	32	3	**89**	2	0	**2**
South Yorkshire	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Staffordshire	0	0	0	0	**0**	0	0	**0**	19	0	26	1	**45**	0	0	**0**
Suffolk	0	0	0	0	**0**	0	0	**0**	25	1	12	1	**38**	0	0	**0**
Surrey	0	0	0	0	**0**	0	0	**0**	111	2	65	2	**179**	3	4	**7**
Sussex	24	0	11	1	**36**	0	0	**0**	9	2	9	1	**20**	0	0	**0**
Thames Valley	3	1	3	1	**7**	1	0	**1**	0	0	0	0	**0**	0	0	**0**
Warwickshire	0	0	1	0	**1**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
West Mercia	2	1	1	0	**4**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
West Midlands	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
West Yorkshire	4	0	4	1	**9**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Wiltshire	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Dyfed Powys	4	2	4	1	**10**	0	0	**0**	16	1	7	1	**25**	0	0	**0**
Gwent	9	0	12	0	**20**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
North Wales	1	0	0	0	**1**	0	0	**0**	28	0	9	0	**37**	0	0	**0**
South Wales	46	0	22	2	**69**	1	0	**1**	76	0	39	1	**115**	0	0	**0**
Total of 43 forces	**312**	**16**	**222**	**75**	**590**	**34**	**26**	**60**	**1,093**	**41**	**759**	**66**	**1,912**	**70**	**46**	**115**
British Transport Police[4]	0	0	0	0	**0**	0	0	**0**	0	0	0	0	**0**	0	0	**0**
Total police service	**312**	**16**	**222**	**75**	**590**	**34**	**26**	**60**	**1,093**	**41**	**759**	**66**	**1,912**	**70**	**46**	**115**
Total police service (excluding BTP)	**312**	**16**	**222**	**75**	**590**	**34**	**26**	**60**	**1,093**	**41**	**759**	**66**	**1,912**	**70**	**46**	**115**

1. Full-time and part-time figures are given as headcount measures.

2. Total Strength and minority ethnic strength are given as full-time equivalents. 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.

3. Excludes Police Community Support Officers

4. British Transport Police are unable to supply the number of part-time staff. Their personnel system does not currently have a reliable and consistent method of recording part-time employees.

Table 11 Special constable strength as at 31 March 2008, and joiners/leavers in the twelve months to 31 March 2008 by police force area, gender and ethnicity

England and Wales | | | | | | | | | | | | Number of staff[1]

Police force				Special Constables									
	Total strength			Minority Ethnic strength			Joiners			Leavers		
	Male	Female	Total strength	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon and Somerset	300	144	444	7	4	11	41	14	55	28	27	55
Bedfordshire	96	46	142	9	4	13	4	2	6	24	19	43
Cambridgeshire	138	72	210	7	0	7	14	7	21	12	10	22
Cheshire	177	105	282	3	0	3	61	27	88	43	42	85
Cleveland	129	66	195	3	1	4	41	33	74	31	26	57
Cumbria	87	55	142	1	2	3	18	19	37	35	26	61
Derbyshire	271	174	445	11	5	16	28	14	42	49	30	79
Devon and Cornwall	328	177	505	2	0	2	58	43	101	59	39	98
Dorset	186	109	295	3	3	6	33	12	45	31	15	46
Durham	90	36	126	1	0	1	21	17	38	20	9	29
Essex	389	170	559	11	2	13	123	66	189	27	15	42
Gloucestershire	92	51	143	2	1	3	25	27	52	30	18	48
Greater Manchester	231	119	350	17	4	21	24	25	49	56	46	102
Hampshire	322	135	457	9	6	15	55	35	90	47	24	71
Hertfordshire	205	61	266	9	3	12	246	76	322	31	8	39
Humberside	192	152	344	2	1	3	41	30	71	33	35	68
Kent	249	100	349	11	4	15	66	31	97	27	14	41
Lancashire	251	142	393	12	6	18	60	52	112	37	35	72
Leicestershire	138	64	202	28	16	44	43	33	76	34	15	49
Lincolnshire	114	51	165	3	0	3	15	9	24	9	10	19
London, City of	46	26	72	6	3	9	4	2	6	5	3	8
Merseyside	277	179	456	6	3	9	104	105	209	49	51	100
Metropolitan Police	1,728	782	2,510	555	236	791	695	327	1,022	139	69	208
Norfolk	192	79	271	2	1	3	40	21	61	27	25	52
Northamptonshire	114	66	180	1	3	4	23	18	41	32	26	58
Northumbria	105	18	123	4	0	4	6	1	7	46	17	63
North Yorkshire	121	57	178	2	1	3	16	11	27	19	11	30
Nottinghamshire	242	136	378	17	5	22	35	30	65	42	27	69
South Yorkshire	174	90	264	10	1	11	30	19	49	43	30	73
Staffordshire	238	133	371	6	3	9	53	34	87	46	37	83
Suffolk	226	134	360	3	1	4	66	57	123	35	33	68
Surrey	189	89	278	9	4	13	31	20	51	40	27	67
Sussex	148	51	199	1	1	2	34	19	53	38	16	54
Thames Valley	162	84	246	11	3	14	25	24	49	54	34	88
Warwickshire	138	70	208	4	4	8	27	23	50	17	17	34
West Mercia	169	82	251	6	1	7	18	10	28	29	18	47
West Midlands	517	252	769	120	44	164	60	39	99	147	80	227
West Yorkshire	272	131	403	34	11	45	33	24	57	27	18	45
Wiltshire	96	53	149	0	2	2	2	3	5	15	16	31
Dyfed Powys	109	60	169	1	0	1	20	13	33	37	18	55
Gwent	129	75	204	2	2	4	45	29	74	10	5	15
North Wales	97	63	160	2	0	2	29	22	51	34	20	54
South Wales	245	89	334	4	3	7	50	18	68	25	10	35
Total all 43 forces	**9,719**	**4,828**	**14,547**	**957**	**394**	**1,351**	**2,463**	**1,441**	**3,904**	**1,619**	**1,071**	**2,690**
British Transport Police	216	16	232	35	0	35	23	1	24	41	6	47
Total police service strength	**9,935**	**4,844**	**14,779**	**992**	**394**	**1,386**	**2,486**	**1,442**	**3,928**	**1,660**	**1,077**	**2,737**
Total Police service strength (excluding BTP)	**9,719**	**4,828**	**14,547**	**957**	**394**	**1,351**	**2,463**	**1,441**	**3,904**	**1,619**	**1,071**	**2,690**

1. Special constable figures are given as headcount measures.

NOTES

1. The figures quoted in this report are for all officers including those officers on career breaks or maternity/paternity leave for a period exceeding 28 days, unless otherwise stated. Figures excluding those officers on career breaks and maternity/paternity leave have also been provided in this report to allow comparison with figures published prior to March 2003.

2. 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 are included.

3. 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.

4. Details for the strength of police officers and staff employed by the National Crime Squad (NCS) and the National Criminal Intelligence Service (NCIS) have previously appeared in police service strength bulletins. From the 31 March 2007 publication onwards they will no longer appear following the launch of the Serious Organised Crime Agency (SOCA) in April 2006, which has amalgamated the NCS, NCIS, part of HM Revenue and Customs that dealt with drug trafficking and associated criminal finance, and some of those dealing with organised immigration crime in the UK Immigration Service. It is not possible to separately identify those officers and staff fulfilling the former functions of NCS and NCIS. The main police officer strength measure includes those officers on career breaks to SOCA, but excludes staff employed by SOCA and also officers seconded to SOCA.

5. The Police Statistics Section would like to acknowledge the assistance of the police force personnel sections, the staff at the Police Productivity Unit in The Home Office, and the Policing Data Collection Section in the Home Office for their collection of the data.

Contact information:

Copies of this and other Home Office statistical bulletins are available from the RDS (CRCSG) Internet site:
http://www.homeoffice.gov.uk/rds/index.html

For further information about police statistics, please contact David Povey or Simon Bullock at the Policing Statistics Group, Home Office Statistics, Peel Building, 2 Marsham Street, London, SW1P 4DF (Tel 020 7035 0279).

This bulletin is designated as 'National Statistics', a subset of official statistics which have been granted accreditation by the UK Statistics Authority. National Statistics are produced to high professional standards set out in the Code of Practice and undergo regular quality assurance reviews to ensure that they meet customer needs. They are produced free from political interference.

RESEARCH DEVELOPMENT AND STATISTICS (RDS)

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Therefore -

Research Development and Statistics in the Home Office improves 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.

ERRATA

Following the completion of the supplementary tables for this publication, the comparable FTE figure for Police Staff (excluding police community support officers, traffic wardens and designated officers) in Table A has been revised. This has led to a corresponding decrease in the stated total for comparable FTE strength.