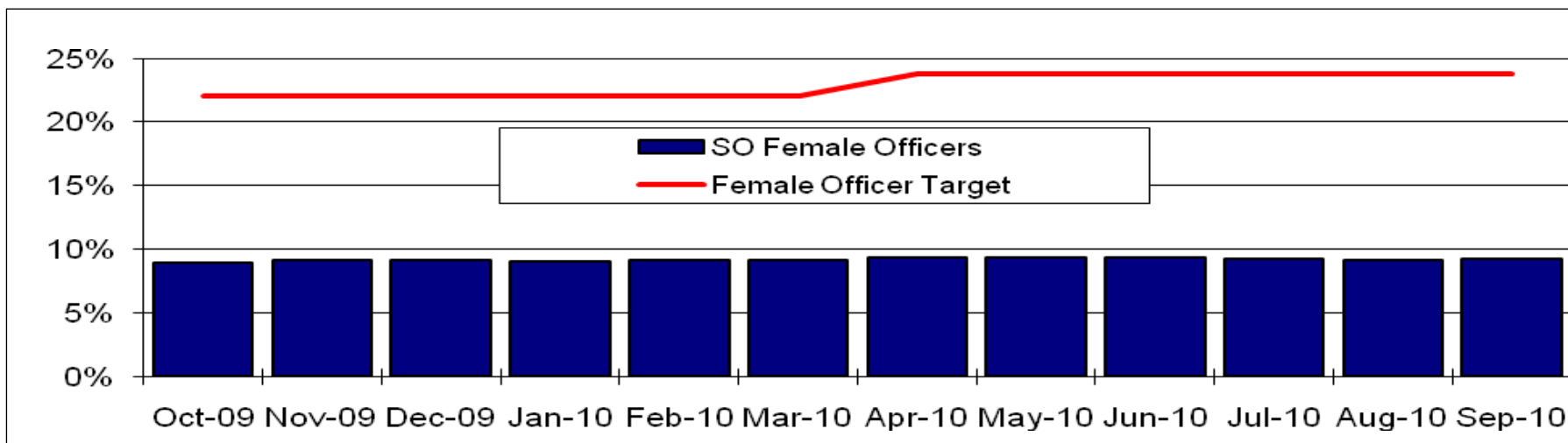


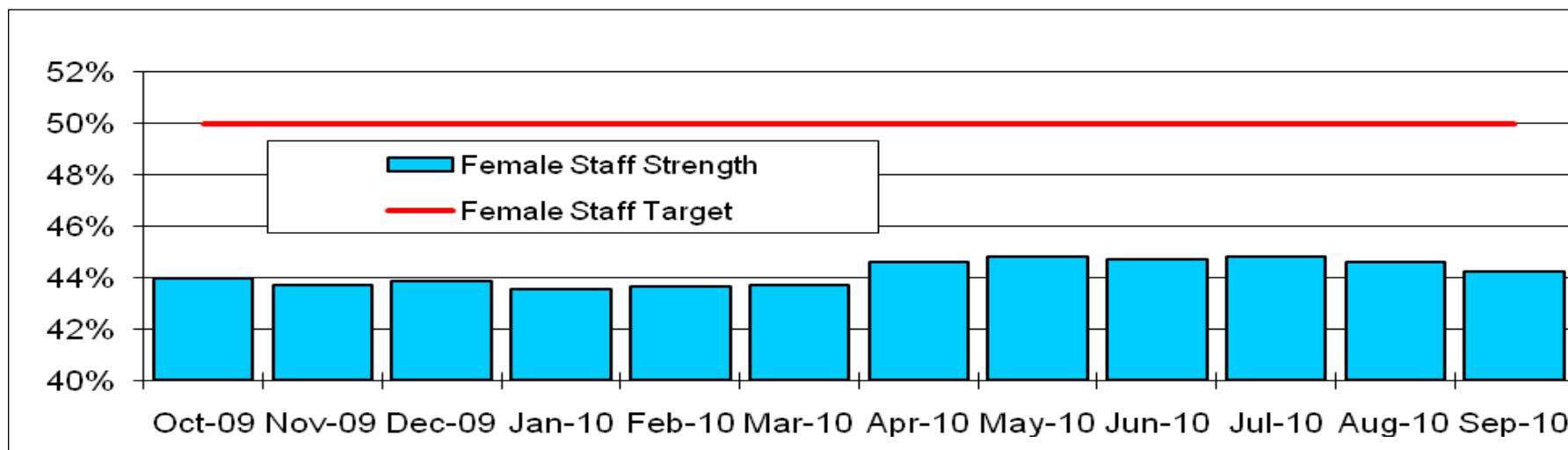
**% female police officers within SO**

	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10
<b>SO</b>	8.9%	9.1%	9.1%	9.0%	9.1%	9.1%	9.3%	9.3%	9.4%	9.2%	9.2%	9.2%
<b>SO1</b>	8.2%	8.2%	8.1%	8.4%	8.3%	8.3%	8.3%	8.2%	8.2%	8.6%	8.6%	8.8%
<b>SO6</b>	3.5%	3.8%	3.8%	3.8%	3.8%	3.8%	3.8%	3.8%	3.6%	3.4%	3.3%	3.3%
<b>SO14</b>	6.7%	6.9%	6.9%	6.8%	6.8%	6.8%	6.8%	6.8%	6.8%	6.6%	6.6%	6.7%
<b>SO15</b>	12.6%	12.9%	12.9%	12.9%	13.1%	13.3%	13.8%	13.8%	14.0%	13.7%	13.8%	13.8%
<b>SO17</b>	9.5%	9.9%	9.9%	9.9%	10.0%	9.5%	9.5%	9.5%	9.0%	8.9%	9.0%	8.6%
<b>SO18</b>	9.3%	9.4%	9.3%	9.2%	9.1%	9.2%	8.9%	8.9%	9.1%	9.5%	9.3%	9.6%
<b>SO20</b>					17.5%	17.5%	16.5%	16.2%	16.0%	16.2%	16.2%	16.2%
<b>SO23</b>	Data not available						8.8%	8.6%	7.9%	6.4%	6.4%	6.0%
<b>SOHQ</b>	15.8%	15.7%	15.5%	13.0%	6.9%	7.1%	11.8%	11.1%	11.8%	11.1%	11.8%	10.5%
<b>Target</b>	<b>22.0%</b>						<b>23.75%</b>					



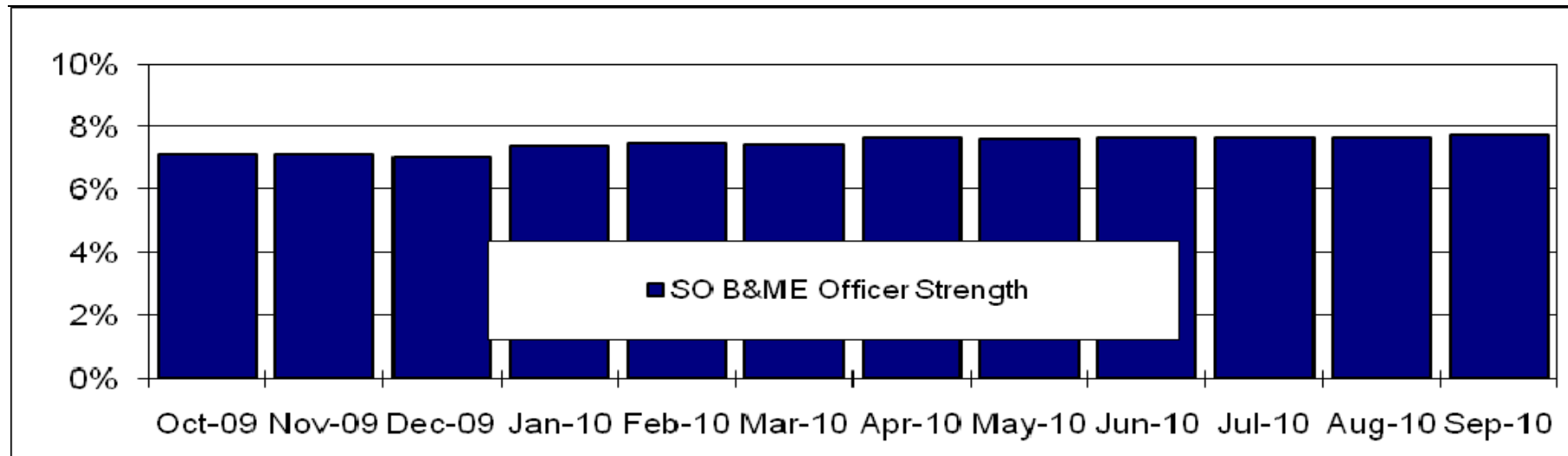
% female police staff within SO

	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10
<b>SO</b>	<b>44.0%</b>	<b>43.7%</b>	<b>43.9%</b>	<b>43.6%</b>	<b>43.7%</b>	<b>43.7%</b>	<b>44.6%</b>	<b>44.8%</b>	<b>44.7%</b>	<b>44.8%</b>	<b>44.6%</b>	<b>44.3%</b>
<b>SO1</b>	69.6%	69.6%	69.6%	70.8%	69.6%	69.6%	69.6%	69.6%	66.6%	66.6%	66.6%	66.6%
<b>SO6</b>	29.4%	29.4%	29.1%	29.1%	29.0%	29.0%	29.4%	29.4%	29.1%	29.1%	27.5%	27.7%
<b>SO14</b>	40.6%	41.1%	41.5%	40.7%	41.9%	41.9%	42.8%	43.2%	44.2%	45.2%	38.5%	38.5%
<b>SO15</b>	56.8%	56.0%	56.3%	56.2%	55.9%	55.9%	55.1%	55.3%	54.6%	53.9%	53.7%	53.0%
<b>SO17</b>	28.6%	29.1%	29.3%	28.8%	29.0%	29.0%	31.0%	31.0%	31.1%	31.1%	31.2%	30.8%
<b>SO18</b>	51.3%	51.3%	51.0%	50.9%	50.8%	50.8%	51.1%	52.1%	52.0%	51.8%	51.2%	51.3%
<b>SO20</b>					50.0%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%
<b>SO23</b>	Data not available						66.7%	62.5%	70.0%	72.7%	72.7%	72.7%
<b>SOHQ</b>	55.4%	54.6%	54.6%	59.9%	60.4%	62.0%	59.7%	58.8%	58.8%	59.8%	61.8%	59.9%
<b>Target</b>	<b>50.0%</b>											



**% BME police officers within SO**

	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10
<b>SO</b>	<b>7.1%</b>	<b>7.1%</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.5%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>
<b>SO1</b>	6.5%	6.5%	6.4%	6.7%	6.7%	6.7%	6.7%	6.6%	6.5%	6.5%	6.5%	6.3%
<b>SO6</b>	8.4%	8.2%	8.1%	8.5%	8.8%	8.9%	9.1%	9.2%	9.0%	9.1%	9.0%	9.2%
<b>SO14</b>	3.8%	3.8%	3.6%	3.8%	3.8%	3.7%	3.9%	3.9%	3.9%	3.9%	3.7%	3.8%
<b>SO15</b>	9.8%	9.9%	9.9%	10.5%	10.5%	10.5%	10.7%	10.6%	10.8%	10.8%	10.8%	10.9%
<b>SO17</b>	3.6%	3.5%	3.5%	3.5%	3.5%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.1%
<b>SO18</b>	3.9%	4.0%	4.0%	4.0%	3.9%	3.9%	4.0%	4.0%	3.9%	4.0%	4.0%	4.2%
<b>SO20</b>					4.6%	4.6%	4.4%	4.3%	4.3%	4.3%	4.3%	4.3%
<b>SO23</b>	Data not available						14.7%	14.3%	13.2%	12.8%	12.8%	12.0%
<b>SOHQ</b>	4.2%	4.1%	4.1%	4.2%	3.4%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Target</b>	<b>10.0%</b>											



% BME police staff within SO

	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10
<b>SO</b>	<b>22.0%</b>	<b>22.0%</b>	<b>21.9%</b>	<b>21.7%</b>	<b>21.9%</b>	<b>21.9%</b>	<b>22.4%</b>	<b>22.3%</b>	<b>22.4%</b>	<b>22.4%</b>	<b>22.3%</b>	<b>22.1%</b>
<b>SO1</b>	17.4%	17.4%	17.4%	20.8%	17.4%	17.4%	17.4%	17.4%	16.6%	16.6%	16.6%	16.6%
<b>SO6</b>	23.9%	23.9%	24.2%	24.2%	24.6%	24.6%	24.2%	24.2%	24.6%	24.6%	25.4%	24.8%
<b>SO14</b>	18.5%	18.6%	17.8%	19.4%	20.0%	20.0%	20.9%	21.1%	21.9%	22.4%	17.4%	17.4%
<b>SO15</b>	19.7%	19.7%	19.7%	19.4%	19.1%	19.0%	18.8%	18.8%	19.1%	17.4%	17.4%	17.2%
<b>SO17</b>	21.8%	22.0%	21.8%	22.5%	22.6%	22.6%	24.6%	24.6%	24.6%	24.6%	24.7%	24.7%
<b>SO18</b>	27.2%	27.0%	26.5%	26.1%	27.2%	27.2%	27.4%	27.2%	27.3%	27.4%	27.3%	27.3%
<b>SO20</b>					25.0%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%	22.2%
<b>SO23</b>	Data not available						16.7%	12.5%	10.0%	9.1%	9.1%	9.1%
<b>SOHQ</b>	26.2%	25.8%	25.8%	17.8%	18.5%	19.0%	20.6%	18.7%	18.7%	26.2%	27.6%	25.8%
<b>Target</b>	<b>N/A</b>											

