## APPENDIX I - SO DIVERSITY - GENDER

\%age female police officers within SO

|  | $\begin{aligned} & \text { Oct - } \\ & 10 \end{aligned}$ | $\begin{gathered} \text { Nov } \\ \text { - } 10 \end{gathered}$ | $\begin{aligned} & \text { Dec - } \\ & 10 \end{aligned}$ | $\begin{aligned} & \text { Jan } \\ & 11 \end{aligned}$ | $\begin{aligned} & \text { Feb } \\ & 11 \end{aligned}$ | $\begin{aligned} & \text { Mar } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Apr } \\ -11 \end{gathered}$ | $\begin{aligned} & \text { May } \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jun } \\ & -11 \end{aligned}$ | $\begin{aligned} & \text { Jul } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Aug } \\ -11 \end{gathered}$ | $\begin{gathered} \text { Sep } \\ -11 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SO | 9.2\% | 9.4\% | 9.4\% | 9.5\% | 9.6\% | 9.5\% | $\begin{aligned} & 9.5 \\ & \% \end{aligned}$ | 9.7\% | 9.7\% | 9.7\% | 9.8\% | 9.9\% |
| SO1 | 8.8\% | 9.0\% | 8.8\% | 8.3\% | 8.5\% | 8.7\% | $\begin{aligned} & 9.2 \\ & \% \end{aligned}$ | 8.8\% | 8.4\% | 8.8\% | 8.1\% | 8.3\% |
| SO6 | 3.3\% | 3.3\% | 3.3\% | 3.2\% | 3.2\% | 3.2\% | $\begin{aligned} & \hline 3.1 \\ & \% \end{aligned}$ | 3.1\% | 3.2\% | 3.2\% | 3.4\% | 3.3\% |
| SO14 | 6.7\% | 7.1\% | 7.2\% | 7.0\% | 7.1\% | 7.0\% | $\begin{aligned} & 7.1 \\ & \% \end{aligned}$ | 7.3\% | 7.3\% | 7.2\% | 7.3\% | 7.4\% |
| SO15 | $\begin{aligned} & 13.6 \\ & 0 \end{aligned}$ | $\begin{aligned} & 13.6 \\ & 0 \end{aligned}$ | $\begin{aligned} & \hline 13.5 \\ & \% \end{aligned}$ | 13.9\% | 14.0\% | 13.8\% | $\begin{aligned} & \hline 13.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.1 \\ & 0 \end{aligned}$ | $\begin{aligned} & 14.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 14.1 \\ & \% \end{aligned}$ |
| SO17 | 9.4\% | 9.4\% | 9.4\% | 9.5\% | 9.6\% | 9.4\% | $\begin{aligned} & \hline 9.5 \\ & \% \end{aligned}$ | 9.4\% | 9.4\% | 9.8\% | $\begin{aligned} & 10.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 10.7 \\ & \% \end{aligned}$ |
| SO18 | 9.3\% | 9.6\% | 9.8\% | 9.6\% | 9.8\% | 9.9\% | $\begin{aligned} & \hline 10.0 \\ & \% \end{aligned}$ | $10.7$ | $\begin{aligned} & 10.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 10.0 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 10.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 10.2 \\ & \% \end{aligned}$ |
| SO20 | $\begin{aligned} & \hline 19.6 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline 19.9 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 18.6 \\ & \% \end{aligned}$ | 19.5\% | 19.5\% | 19.2\% | $\begin{aligned} & \hline 20.4 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 21.5 \\ & 0 \end{aligned}$ | $\begin{aligned} & 21.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 21.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 21.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 19.2 \\ & \% \end{aligned}$ |
| SO23 | 7.3\% | $\begin{aligned} & 13.8 \\ & 0 \end{aligned}$ | $\begin{aligned} & \hline 13.8 \\ & \% \end{aligned}$ | 15.4\% | 14.6\% | 14.6\% | $\begin{aligned} & 14.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.1 \\ & \% \end{aligned}$ | $\begin{aligned} & 12.8 \\ & \% \end{aligned}$ | $\begin{aligned} & 14.3 \\ & 5 \end{aligned}$ | $\begin{aligned} & 14.4 \\ & \% \end{aligned}$ |
| SOHQ | $\begin{array}{\|l\|} \hline 10.5 \\ \% \end{array}$ | $\begin{aligned} & \hline 10.5 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 10.5 \\ & \% \end{aligned}$ | 11.8\% | 9.5\% | 9.5\% | $\begin{aligned} & \hline 9.7 \\ & \% \end{aligned}$ | 8.3\% | $\begin{aligned} & 15.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 15.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 12.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 20.8 \\ & \% \end{aligned}$ |
| Target | $\begin{array}{\|l\|} \hline 23.7 \\ 5 \% \\ \hline \end{array}$ |  |  |  |  |  |  |  |  |  |  |  |

## APPENDIX ii - SO DIVERSITY - GENDER

\%age female police staff within SO

|  | $\begin{aligned} & \text { Oct - } \\ & 10 \end{aligned}$ | $\begin{gathered} \text { Nov } \\ -10 \end{gathered}$ | $\begin{aligned} & \text { Dec } \\ & 10 \end{aligned}$ | $\begin{aligned} & \text { Jan } \\ & \hline 11 \end{aligned}$ | $\begin{aligned} & \text { Feb } \\ & 11 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Mar } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Apr } \\ -11 \end{gathered}$ | $\begin{aligned} & \text { May } \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jun } \\ & -11 \end{aligned}$ | $\begin{aligned} & \text { Jul } \end{aligned}$ | $\begin{aligned} & \text { Aug } \\ & \hline \end{aligned}$ | $\begin{gathered} \text { Sep } \\ -11 \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SO | $\begin{aligned} & 43.9 \\ & 0 \end{aligned}$ | $\begin{aligned} & 44.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 43.7 \\ & 0 \end{aligned}$ | 43.1\% | 42.9\% | 42.8\% | $\begin{aligned} & 43.0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 42.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 42.4 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 42.4 \\ \% \end{array}$ | $\begin{aligned} & 42.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 42.4 \\ & \% \end{aligned}$ |
| SO1 | $\begin{aligned} & 64.0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 61.5 \\ & 0 / \end{aligned}$ | $\begin{aligned} & \hline 57.7 \\ & \% \end{aligned}$ | 57.7\% | 57.7\% | 57.7\% | $\begin{aligned} & 56.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 57.7 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & 57.7 \\ & 0 / \end{aligned}$ | $\begin{array}{\|l\|} \hline 57.7 \\ 0 / 2 \end{array}$ | $\begin{aligned} & 56.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 52.0 \\ & \% \end{aligned}$ |
| SO6 | $\begin{aligned} & 27.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 26.9 \\ & \hline \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 27.1 \\ \% \end{array}$ | 28.1\% | 27.4\% | 27.4\% | $\begin{aligned} & 27.5 \\ & 0 / \end{aligned}$ | $26.7$ | $\begin{aligned} & 27.0 \\ & 0 / 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 27.0 \\ \% \end{array}$ | $\begin{aligned} & 26.7 \\ & 0 / 0 \end{aligned}$ | $27.5$ |
| SO14 | $\begin{aligned} & \hline 37.8 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 36.6 \\ \% \end{array}$ | $\begin{array}{\|l\|} \hline 37.0 \\ \% \end{array}$ | 37.0\% | 36.3\% | 35.5\% | $\begin{aligned} & \hline 34.7 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 34.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 34.3 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 34.7 \\ 0 / 2 \end{array}$ | $\begin{aligned} & 34.0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 34.4 \\ & \% \end{aligned}$ |
| SO15 | $\begin{aligned} & 53.4 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 53.5 \\ \% \end{array}$ | $\begin{array}{\|l\|} \hline 52.3 \\ \% \end{array}$ | 50.8\% | 50.9\% | 50.9\% | $\begin{aligned} & \hline 50.6 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 50.1 \\ & \% \end{aligned}$ | $\begin{aligned} & 49.8 \\ & \% \end{aligned}$ | $\begin{aligned} & 49.9 \\ & \% \end{aligned}$ | $\begin{aligned} & 50.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 50.4 \\ & \% \end{aligned}$ |
| SO17 | $\begin{aligned} & 30.9 \\ & 0 / 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 31.0 \\ \% \end{array}$ | $\begin{array}{\|l\|} \hline 31.1 \\ \% \\ \hline \end{array}$ | 30.6\% | 30.7\% | 30.2\% | $\begin{aligned} & \hline 30.5 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 30.6 \\ & \% \end{aligned}$ | $\begin{aligned} & 30.9 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 31.1 \\ \% \end{array}$ | $\begin{aligned} & 31.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 31.0 \\ & \% \end{aligned}$ |
| SO18 | $\begin{aligned} & 49.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 49.2 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 49.8 \\ \% \end{array}$ | 50.9\% | 49.0\% | 49.8\% | $\begin{aligned} & 52.5 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 50.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 49.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 49.4 \\ & 0 \end{aligned}$ | $\begin{aligned} & 47.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 48.6 \\ & \% \end{aligned}$ |
| SO20 | $\begin{aligned} & 36.4 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & 33.3 \\ & 0 / \end{aligned}$ | $\begin{array}{\|l\|} \hline 26.7 \\ \% \end{array}$ | 26.7\% | 26.7\% | 26.7\% | $\begin{aligned} & 26.7 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & 26.7 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & 26.7 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 26.7 \\ \% \end{array}$ | $\begin{aligned} & 26.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 26.7 \\ & \% \end{aligned}$ |
| SO23 | $\begin{aligned} & 66.7 \\ & 0.7 \end{aligned}$ | $\begin{array}{\|l\|} \hline 66.7 \\ \% \end{array}$ | $\begin{aligned} & \hline 66.7 \\ & \% \end{aligned}$ | 60.0\% | 62.5\% | 62.5\% | $\begin{aligned} & \hline 62.5 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 62.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 62.5 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 62.5 \\ \% \end{array}$ | $\begin{aligned} & 66.7 \\ & 0 / \end{aligned}$ | $\begin{aligned} & 66.1 \\ & \% \end{aligned}$ |
| SOHQ | $\begin{aligned} & 60.2 \\ & 0 \end{aligned}$ | $\begin{aligned} & 61.1 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 61.7 \\ \% \end{array}$ | 60.8\% | 62.0\% | 62.7\% | $\begin{aligned} & 62.7 \\ & 0 / \end{aligned}$ | $\begin{aligned} & \hline 62.9 \\ & \% \end{aligned}$ | $\begin{aligned} & 62.2 \\ & 0 / \end{aligned}$ | $\begin{array}{\|l\|} \hline 61.8 \\ \% \end{array}$ | $\begin{aligned} & 61.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 61.8 \\ & 0 \end{aligned}$ |
| Target | 50\% |  |  |  |  |  |  |  |  |  |  |  |

## APPENDIX iii - SO DIVERSITY - ETHNICITY

\%age BME police officers within SO

|  | $\begin{aligned} & \text { Oct - } \\ & 10 \end{aligned}$ | $\begin{gathered} \text { Nov } \\ \text { - } 10 \end{gathered}$ | $\begin{aligned} & \text { Dec - } \\ & 10 \end{aligned}$ | $\begin{aligned} & \text { Jan } \\ & 11 \end{aligned}$ | Feb - | $\begin{aligned} & \text { Mar } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Apr } \\ -11 \end{gathered}$ | May | $\begin{aligned} & \text { Jun } \\ & -11 \end{aligned}$ | $\begin{aligned} & \text { Jul } \\ & 11 \end{aligned}$ | Aug | Sep |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SO | 7.9\% | 8.0\% | 8.1\% | 8.2\% | 8.1\% | 8.1\% | $\begin{aligned} & 8.1 \\ & \% \\ & \hline \end{aligned}$ | 8.2\% | 8.3\% | 8.3\% | 8.4\% | 8.3\% |
| SO1 | 6.3\% | 6.4\% | 6.3\% | 6.5\% | 6.1\% | 6.4\% | $\begin{aligned} & 6.0 \\ & \% \end{aligned}$ | 6.0\% | 6.0\% | 6.0\% | 6.7\% | 6.9\% |
| SO6 | 9.6\% | 9.6\% | 9.6\% | 9.4\% | 9.4\% | 9.5\% | $\begin{aligned} & 9.4 \\ & \% \end{aligned}$ | 9.4\% | 9.5\% | 9.5\% | 9.7\% | 9.7\% |
| SO14 | 3.8\% | 3.8\% | 3.6\% | 3.7\% | 3.7\% | 3.9\% | $\begin{aligned} & \hline 3.8 \\ & \% \end{aligned}$ | 3.8\% | 3.8\% | 3.8\% | 3.9\% | 4.0\% |
| SO15 | $\begin{aligned} & \hline 11.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 10.9 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & \hline 11.1 \\ & \% \end{aligned}$ | 11.3\% | 11.3\% | 11.2\% | $\begin{aligned} & \hline 11.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.3 \\ & 0 / \end{aligned}$ | $\begin{aligned} & 11.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.6 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 11.7 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.5 \\ & \% \end{aligned}$ |
| SO17 | 3.1\% | 3.1\% | 3.1\% | 3.3\% | 3.3\% | 3.3\% | $\begin{aligned} & 3.3 \\ & \% \\ & \hline \end{aligned}$ | 3.3\% | 3.3\% | 3.2\% | 3.1\% | 3.3\% |
| SO18 | 4.5\% | 4.9\% | 5.0\% | 6.1\% | 5.3\% | 5.3\% | $\begin{aligned} & 5.5 \\ & \% \end{aligned}$ | 5.6\% | 5.6\% | 5.6\% | 5.8\% | 6.0\% |
| SO20 | 4.4\% | 4.5\% | 4.4\% | 4.6\% | 4.6\% | 4.5\% | $\begin{aligned} & \hline 4.4 \\ & \% \end{aligned}$ | 4.4\% | 4.3\% | 4.3\% | 4.3\% | 2.8\% |
| SO23 | $\begin{array}{\|l\|} \hline 10.9 \\ \% \\ \hline \end{array}$ | $\begin{array}{\|l\|} \hline 15.4 \\ \% \\ \hline \end{array}$ | $\begin{aligned} & \hline 15.4 \\ & \% \\ & \hline \end{aligned}$ | 13.3\% | 13.7\% | 13.7\% | $\begin{aligned} & \hline 14.2 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 14.2 \\ & 0 \end{aligned}$ | $\begin{aligned} & 13.3 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 12.1 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 10.8 \\ & \% \\ & \hline \end{aligned}$ | $\begin{aligned} & 10.0 \\ & \% \end{aligned}$ |
| SOHQ | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% | 0\% |
| Target | 10\% |  |  |  |  |  |  |  |  |  |  |  |

## APPENDIX iv - SO DIVERSITY - ETHNICITY

\%age BME police staff within SO

|  | $\begin{aligned} & \text { Oct - } \\ & 10 \end{aligned}$ | $\begin{gathered} \text { Nov } \\ -10 \\ \hline \end{gathered}$ | $\begin{aligned} & \text { Dec - } \\ & 10 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } \\ & 11 \\ & \hline \end{aligned}$ | Feb $11$ | $\begin{aligned} & \text { Mar } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Apr } \\ -11 \end{gathered}$ | $\begin{gathered} \text { May } \\ -11 \\ \hline \end{gathered}$ | $\begin{gathered} \text { Jun } \\ -11 \end{gathered}$ | $\begin{aligned} & \text { Jul } \\ & 11 \end{aligned}$ | $\begin{gathered} \text { Aug } \\ -11 \\ \hline \end{gathered}$ | $\begin{gathered} \text { Sep } \\ -11 \\ \hline \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| SO | $\begin{aligned} & 22.5 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 22.4 \\ \% \\ \hline \end{array}$ | $\begin{aligned} & 22.3 \\ & \% \end{aligned}$ | 21.9\% | 22.3\% | 22.2\% | $\begin{aligned} & 22.1 \\ & \% \end{aligned}$ | $\begin{aligned} & 22.4 \\ & 0 \end{aligned}$ | $\begin{aligned} & 22.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 22.4 \\ & \text { \% } \end{aligned}$ | $\begin{aligned} & 22.6 \\ & \% \end{aligned}$ | $\begin{aligned} & 22.9 \\ & \% \end{aligned}$ |
| SO1 | $\begin{aligned} & 15.9 \\ & 0 \end{aligned}$ | $\begin{aligned} & 15.3 \\ & 0 / 2 \end{aligned}$ | $\begin{aligned} & \hline 15.4 \\ & \% \end{aligned}$ | 15.4\% | 15.4\% | 15.4\% | $\begin{array}{\|l\|} \hline 16.0 \\ \% \end{array}$ | $\begin{aligned} & \hline 11.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 12.0 \\ & \% \end{aligned}$ | 8.0\% |
| SO6 | $\begin{aligned} & 23.2 \\ & 0 \end{aligned}$ | $\begin{aligned} & 22.9 \\ & 0 / \end{aligned}$ | $\begin{aligned} & \hline 23.1 \\ & \% \\ & \hline \end{aligned}$ | 24.0\% | 23.3\% | 23.3\% | $\begin{array}{\|l} \hline 24.2 \\ \% \end{array}$ | $\begin{aligned} & 23.5 \\ & 0 \end{aligned}$ | $\begin{aligned} & 22.8 \\ & 0 \end{aligned}$ | $\begin{aligned} & 22.8 \\ & 0 / \end{aligned}$ | $\begin{aligned} & 22.6 \\ & 0 / \end{aligned}$ | $\begin{aligned} & \hline 24.4 \\ & \% \\ & \hline \end{aligned}$ |
| SO14 | $\begin{aligned} & 16.4 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 17.6 \\ \% \end{array}$ | $\begin{aligned} & \hline 16.6 \\ & \% \end{aligned}$ | 16.6\% | 16.8\% | 17.0\% | $\begin{array}{\|l\|} \hline 16.0 \\ \% \end{array}$ | $\begin{aligned} & 16.0 \\ & 0 \end{aligned}$ | $\begin{aligned} & 16.1 \\ & 0 \end{aligned}$ | $\begin{aligned} & 16.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 15.0 \\ & \% \end{aligned}$ | $\begin{aligned} & 15.2 \\ & \% \end{aligned}$ |
| SO15 | $\begin{aligned} & 17.6 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 17.6 \\ \% \end{array}$ | $\begin{aligned} & \hline 17.3 \\ & \% \end{aligned}$ | 16.6\% | 17.0\% | 17.2\% | $\begin{array}{\|l\|} \hline 16.6 \\ \% \end{array}$ | $\begin{aligned} & 17.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 17.6 \\ & \% \end{aligned}$ | $\begin{aligned} & 17.1 \\ & \% \end{aligned}$ | $\begin{aligned} & 17.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 17.3 \\ & \% \end{aligned}$ |
| SO17 | $\begin{aligned} & 24.8 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 24.4 \\ \% \end{array}$ | $\begin{aligned} & \hline 24.5 \\ & \% \end{aligned}$ | 24.9\% | 25.2\% | 25.0\% | $\begin{array}{\|l\|} \hline 25.2 \\ \% \end{array}$ | $\begin{aligned} & 24.9 \\ & 0 \end{aligned}$ | $\begin{aligned} & 25.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 25.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 25.2 \\ & \% \end{aligned}$ | $\begin{aligned} & 25.2 \\ & \% \end{aligned}$ |
| SO18 | $\begin{aligned} & 30.0 \\ & 0 \end{aligned}$ | $\begin{array}{\|l\|} \hline 30.1 \\ \% \end{array}$ | $\begin{aligned} & \hline 30.1 \\ & \% \end{aligned}$ | 28.7\% | 29.7\% | 28.8\% | $\begin{array}{\|l\|} \hline 27.8 \\ \% \end{array}$ | $\begin{aligned} & 30.9 \\ & \% \end{aligned}$ | $\begin{aligned} & 30.1 \\ & 0 \end{aligned}$ | $\begin{aligned} & 30.5 \\ & \% \end{aligned}$ | $\begin{aligned} & 32.1 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 33.8 \\ & 0 \end{aligned}$ |
| SO20 | $\begin{aligned} & 18.2 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 16.7 \\ \% \end{array}$ | $\begin{aligned} & \hline 13.3 \\ & \% \\ & \hline \end{aligned}$ | 13.3\% | 13.3\% | 13.3\% | $\begin{array}{\|l\|} \hline 13.3 \\ \% \end{array}$ | $\begin{aligned} & 13.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 13.3 \\ & \% \end{aligned}$ | $\begin{aligned} & 13.3 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 13.3 \\ & \% \end{aligned}$ | $\begin{aligned} & \hline 13.3 \\ & \% \end{aligned}$ |
| SO23 | 8.3\% | 8.3\% | 8.3\% | 6.7\% | 6.3\% | 6.3\% | $\begin{aligned} & 6.3 \\ & \% \end{aligned}$ | 6.3\% | 6.3\% | 6.3\% | $\begin{aligned} & 11.1 \\ & \% \end{aligned}$ | $\begin{aligned} & 11.3 \\ & \% \end{aligned}$ |
| SOHQ | $\begin{aligned} & 27.0 \\ & \% \end{aligned}$ | $\begin{array}{\|l\|} \hline 28.0 \\ \% \end{array}$ | $\begin{aligned} & 28.3 \\ & 0 / \end{aligned}$ | 27.2\% | 28.0\% | 28.8\% | $\begin{array}{\|l\|} \hline 29.8 \\ \% \end{array}$ | $29.4$ | $\begin{aligned} & 29.7 \\ & 0 \end{aligned}$ | $\begin{aligned} & 29.9 \\ & 0 \end{aligned}$ | $\begin{aligned} & 29.1 \\ & 0 / \end{aligned}$ | $\begin{aligned} & 28.6 \\ & \% \\ & \hline \end{aligned}$ |
| Target | 10\% |  |  |  |  |  |  |  |  |  |  |  |

## APPENDIX v - DETAILS OF OFFICERS WHO APPLIED TO JOIN SO HAVING ATTENDED AWARENSS EVENTS

## SO15 Ports Constable (June 2011)

```
Local briefing session: }66\mathrm{ attendees, of which }16\mathrm{ were female (24%)
    34 attendees, of which }9\mathrm{ were female (26%) went on to submit an application
(all 66 attendees were the recipients of the questionnaire referred to above)
Process: 61 applications were submitted, of which }11\mathrm{ were from females (18%)
    3 7 \text { passed paper sift, of which } 8 \text { were female (22\%)}
    1 6 \text { passed interview, of which } 1 \text { was female (6\%)}
SO6 Firearms Constable (July 2011)
Local briefing session: }89\mathrm{ attendees, of which }13\mathrm{ were females (15%)
    3 1 \text { attendees, of which } 4 \text { were female (13\%) went on to submit an application}
Firearms Awareness Event: Of the 165 attendees, 12 went on to submit an applications. Of these 12,only 1 was female
Process: 96 applications were submitted, of which }11\mathrm{ were from females (11.5%)
    6 7 \text { passed paper sift, of which } 6 \text { were female (9\%)}
    4 9 \text { passed interview, of which 4 were female (8\%)}
SO18 Firearms Constable (Sept 2011)
```

Local briefing session: Sessions were held but no lists of attendees available from SO18
Firearms Awareness Event: Of the 165 attendees, 18 went on to submit applications. Of these 18,2 were female.
Process:
150 applications were submitted, of which 16 were from females (11\%)
77 passed paper sift, of which 10 were female (13\%)
Await details of interviews

