

APPENDIX 1

Projected workforce strength for key groups

CATEGORY	31/03/2009			31/03/2010			31/03/2011		
	Strength	BME	Female	Strength	BME	Female	Strength	BME	Female
Police Officers	32,500	2,871 (8.83%)	7,299 (22.45%)	33,353	3,335 (10.00%)	7,921 (23.75%)	33,351	3,502 (10.50%)	8,338 (25.00%)
PCSOs	4,704	1,420 (30.19%)	1,692 (35.97%)	4,746	1,495 (31.50%)	1,709 (36.00%)	4,746	1,519 (32.00%)	1,756 (37.00%)
Paid Staff	37,211	4,291 (11.53%)	8,991 (24.16%)	38,099	4,830 (12.68%)	9,630 (25.28%)	38,097	5,021 (13.18%)	10,094 (26.49%)
MSC	2,648	866 (32.70%)	799 (30.17%)	5,099	1,581 (31.00%)	1,683 (33.00%)	7,550	2,341 (31.00%)	2,567 (34.00%)
All Staff	39,859	5,157 (12.94%)	9,790 (24.56%)	43,198	6,411 (14.84%)	11,313 (26.19%)	45,647	7,361 (16.13%)	12,661 (27.74%)

CATEGORY	31/03/2012			31/03/2013			31/03/2014		
	Strength	BME	Female	Strength	BME	Female	Strength	BME	Female
Police Officers	33,025	3,633 (11.00%)	8,587 (26.00%)	33,025	3,798 (11.50%)	8,917 (27.00%)	33,025	3,963 (12.00%)	9,247 (28.00%)
PCSOs	4,746	1,542 (32.50%)	1,803 (38.00%)	4,746	1,566 (33.00%)	1,851 (39.00%)	4,746	1,590 (33.50%)	1,898 (40.00%)
Paid Staff	37,771	5,175 (13.70%)	10,390 (27.51%)	37,771	5,364 (14.20%)	10,768 (28.51%)	37,771	5,553 (14.70%)	11,145 (29.51%)
MSC	10,000	3,100 (31.00%)	3,500 (35.00%)	10,000	3,100 (31.00%)	3,600 (36.00%)	10,000	3,100 (31.00%)	3,700 (37.00%)
All Staff	47,771	8,275 (17.32%)	13,890 (29.08%)	47,771	8,464 (17.72%)	14,368 (30.08%)	47,771	8,653 (18.11%)	14,845 (31.08%)

Source: HR Recruitment Directorate