

BME and Female Representation Target 2008/09 – 2012/13

CATEGORY	31/03/2009		31/03/2010		31/03/2011		31/03/2012		31/03/2013	
	BME	Female	BME	Female	BME	Female	BME	Female	BME	Female
Police Officers	9.50%	23.00%	10.06%	23.76%	10.72%	24.64%	11.38%	25.51%	12.02%	26.35%
PCSOs	30.61%	38.84%	30.52%	39.81%	30.44%	40.62%	30.37%	41.31%	30.31%	41.89%
Police Staff	23.77%	56.82%	24.35%	55.71%	24.80%	54.86%	25.12%	54.26%	25.42%	53.69%
Paid Staff	15.54%	34.20%	16.14%	34.68%	16.71%	35.13%	17.20%	35.54%	17.67%	35.94%
MSC	31.03%	32.89%	30.73%	33.51%	30.55%	33.87%	30.46%	34.06%	30.41%	34.16%
All Staff	16.56%	34.12%	17.32%	34.58%	18.00%	35.02%	18.53%	35.39%	18.95%	35.76%