

APPENDIX I - SO DIVERSITY - GENDER

%age female police officers within SO

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

APPENDIX ii - SO DIVERSITY - GENDER

%age female police staff within SO

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

APPENDIX iii - SO DIVERSITY - ETHNICITY

%age BME police officers within SO

	Oct - 10	Nov - 10	Dec - 10	Jan - 11	Feb - 11	Mar - 11	Apr -11	May - 11	Jun -11	Jul 11	Aug - 11	Sep - 11
SO	7.9%	8.0%	8.1%	8.2%	8.1%	8.1%	8.1%	8.2%	8.3%	8.3%	8.4%	8.3%
SO1	6.3%	6.4%	6.3%	6.5%	6.1%	6.4%	6.0%	6.0%	6.0%	6.0%	6.7%	6.9%
SO6	9.6%	9.6%	9.6%	9.4%	9.4%	9.5%	9.4%	9.4%	9.5%	9.5%	9.7%	9.7%
SO14	3.8%	3.8%	3.6%	3.7%	3.7%	3.9%	3.8%	3.8%	3.8%	3.8%	3.9%	4.0%
SO15	11.0%	10.9%	11.1%	11.3%	11.3%	11.2%	11.2%	11.3%	11.5%	11.6%	11.7%	11.5%
SO17	3.1%	3.1%	3.1%	3.3%	3.3%	3.3%	3.3%	3.3%	3.3%	3.2%	3.1%	3.3%
SO18	4.5%	4.9%	5.0%	6.1%	5.3%	5.3%	5.5%	5.6%	5.6%	5.6%	5.8%	6.0%
SO20	4.4%	4.5%	4.4%	4.6%	4.6%	4.5%	4.4%	4.4%	4.3%	4.3%	4.3%	2.8%
SO23	10.9%	15.4%	15.4%	13.3%	13.7%	13.7%	14.2%	14.2%	13.3%	12.1%	10.8%	10.0%
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

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

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

SO15 Ports Constable (June 2011)

Local briefing session: 66 attendees, of which 16 were female (24%)
34 attendees, of which 9 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 were from females (18%)
37 passed paper sift, of which 8 were female (22%)
16 passed interview, of which 1 was female (6%)

SO6 Firearms Constable (July 2011)

Local briefing session: 89 attendees, of which 13 were females (15%)
31 attendees, of which 4 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 were from females (11.5%)
67 passed paper sift, of which 6 were female (9%)
49 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