

Police staff (excluding Traffic Wardens and PCSOs) - percentages

	end Mar '01			end Mar '02			end Mar '03			end Sep '03		
	strength	female	VEM	strength	female	VEM	strength	female	VEM	strength	female	VEM
BS - Kensington & Chelsea	105	66.8%	20.9%	105	62.7%	25.8%	105	58.9%	26.7%	108	58.9%	21.2%
CW - Westminster	300	61.7%	15.5%	326	58.8%	18.6%	329	63.1%	16.3%	345	63.6%	17.8%
EK - Camden	161	65.8%	11.7%	152	67.7%	18.9%	167	66.5%	19.9%	178	64.0%	20.3%
FH - Hammersmith & Fulham	137	72.2%	17.6%	130	70.7%	21.6%	129	69.1%	23.2%	134	68.6%	22.3%
GD - Hackney	145	70.3%	23.6%	155	68.2%	28.1%	150	66.4%	26.8%	173	67.3%	24.3%
HT - Tower Hamlets	121	72.0%	15.3%	117	70.9%	18.4%	136	66.9%	18.8%	149	67.7%	17.2%
JC - Waltham Forest	115	73.1%	11.7%	107	74.7%	14.5%	118	77.2%	13.2%	111	78.4%	14.1%
JI - Redbridge	107	76.6%	6.9%	108	75.9%	8.3%	113	72.4%	9.8%	113	69.8%	9.8%
KD - Havering	78	89.8%	1.3%	82	89.0%	1.2%	89	87.7%	2.2%	94	86.1%	2.1%
KF - Newham	115	68.3%	17.8%	114	64.0%	23.0%	132	63.5%	26.4%	144	65.3%	31.6%
KG - Barking & Dagenham	70	72.8%	7.5%	69	72.4%	6.3%	79	73.5%	6.6%	86	73.2%	7.4%
LX - Lambeth	226	71.9%	21.7%	217	70.7%	26.0%	226	70.0%	28.3%	246	67.1%	32.0%
MD - Southwark	199	68.3%	19.9%	225	65.3%	23.0%	213	65.8%	21.0%	235	63.4%	22.4%
NI - Islington	134	64.1%	18.2%	126	67.5%	21.9%	125	68.5%	22.8%	122	66.7%	21.5%
PL - Lewisham	148	72.0%	14.0%	142	70.5%	13.9%	159	70.7%	16.5%	158	68.6%	16.8%
PY - Bromley	98	70.5%	2.0%	103	75.9%	3.9%	107	73.9%	5.6%	114	72.9%	6.2%
QA - Harrow	71	69.2%	17.8%	67	73.3%	24.3%	74	67.7%	23.6%	74	72.1%	23.6%
QK - Brent	124	70.3%	34.8%	124	70.1%	44.9%	143	67.8%	40.6%	140	69.3%	42.8%
RG - Greenwich	143	76.9%	2.1%	134	75.3%	4.5%	132	72.7%	5.0%	131	72.5%	4.2%
RY - Bexley	71	76.8%	4.3%	70	78.5%	7.2%	73	77.7%	6.1%	79	79.7%	5.6%
SX - Barnet	138	67.7%	18.0%	129	64.8%	18.2%	140	68.3%	17.7%	149	66.7%	20.0%
TW - Richmond upon Thames	63	83.2%	3.5%	64	80.3%	3.4%	73	80.0%	3.0%	78	75.2%	5.6%
TX - Hounslow	114	67.7%	19.1%	104	69.9%	20.3%	110	69.1%	18.6%	121	65.0%	19.4%
VK - Kingston upon Thames	72	73.2%	6.5%	69	73.4%	5.3%	66	72.2%	5.5%	63	72.4%	2.6%
VW - Merton	81	69.1%	4.3%	75	74.7%	2.0%	76	76.3%	5.9%	71	80.3%	5.6%
WW - Wandsworth	152	69.7%	12.8%	147	74.0%	14.2%	163	71.6%	16.3%	162	72.0%	18.3%
XB - Ealing	134	74.3%	35.6%	132	70.0%	40.7%	142	68.7%	45.4%	135	73.7%	44.4%
XH - Hillingdon	82	70.4%	9.9%	96	68.5%	12.9%	102	67.6%	13.3%	103	68.2%	13.0%
YE - Enfield	119	77.2%	13.1%	116	74.2%	16.1%	115	73.0%	20.0%	122	76.3%	22.1%
YR - Haringey	137	64.3%	15.1%	139	65.0%	18.5%	151	71.0%	22.7%	151	70.3%	23.2%
ZD - Croydon	163	75.3%	10.9%	153	75.9%	11.1%	181	73.6%	11.0%	177	72.5%	10.0%
ZT - Sutton	81	73.2%	2.5%	75	67.4%	2.7%	82	70.9%	4.9%	74	67.8%	2.7%
	4,003	70.7%	14.9%	3,972	70.0%	17.9%	4,199	69.8%	18.5%	4,340	69.3%	19.0%

	end Mar '01			end Mar '02			end Mar '03			end Sep '03		
	strength	female	VEM	strength	female	VEM	strength	female	VEM	strength	female	VEM
Public Order OCU	77	69.9%	6.5%	73	72.4%	6.9%	67	73.0%	9.0%	72	71.0%	8.3%
Clubs & Vice OCU	21	66.1%	24.2%	20	54.5%	20.2%	22	53.9%	27.7%	21	51.6%	24.2%
Central Driving Offences Operations Specialist Support OCU	143	76.5%	2.1%	134	80.1%	2.2%	146	80.3%	2.7%	204	69.7%	4.4%
TSG OCU	63	30.4%	7.9%	31	34.7%	3.3%	50	41.0%	8.0%	50	42.9%	6.0%
Traffic OCU	42	66.4%	2.4%	44	68.2%	6.8%	44	73.0%	6.7%	46	74.1%	4.3%
Traffic Warden OCU	83	53.3%	9.7%	149	49.9%	8.7%	107	52.6%	7.5%	110	56.2%	7.0%
Transport (TfL) OCU							22	49.7%	27.5%	26	49.7%	23.2%
TP Crime OCU (incl ID Suites)												
TP Support & SMT	78	57.9%	9.8%	87	55.1%	10.0%	114	60.2%	18.1%	118	58.2%	19.4%
CO24 - RACIAL & VIOLENT CRIME TASK FORCE												
CO55 - COMMUNICATIONS, COMMAND AND CONTROL	198	52.1%	10.8%									
	705	59.1%	8.0%	537	62.1%	7.0%	572	64.1%	10.1%	657	62.6%	9.5%
ID Heathrow Airport	66	59.2%	19.6%	70	56.1%	16.2%	72	61.5%	19.7%	79	59.5%	20.6%
SO2 - Business Group Support Unit	24	62.0%	8.4%	25	52.0%	16.0%	24	50.0%	20.8%	29	55.7%	13.6%
SO4 - National Identification Service	237	47.3%	19.7%	286	48.9%	25.6%	294	51.4%	26.3%	320	52.8%	31.0%
SO12 - Special Branch	132	62.6%	11.4%	136	65.5%	12.5%	152	64.0%	11.5%	156	63.6%	11.2%
SO13 - Anti Terrorist Branch	37	40.5%	2.7%	42	42.9%	4.8%	53	41.0%	9.5%	71	40.4%	12.8%
SO14 - Royalty & Diplomatic Protection	49	46.5%	11.5%	47	46.8%	8.5%	46	47.8%	10.9%	67	44.8%	13.4%
SO16 - Diplomatic Protection Group	58	38.3%	15.4%	53	39.6%	15.1%	60	38.3%	15.0%	66	39.2%	13.6%
SO17 - Palace of Westminster	287	18.2%	11.5%	293	19.8%	13.3%	306	20.3%	14.0%	306	20.6%	14.6%
SO19 - Force Firearms Unit	54	45.9%	5.6%	60	45.4%	9.3%	66	51.3%	11.6%	69	51.1%	12.5%
	877	39.4%	13.1%	943	41.2%	16.2%	1,001	42.3%	16.9%	1,084	43.1%	18.5%
SCD1(2) Homicide West										84	79.7%	14.3%
SCD1(3) Homicide East										72	87.5%	11.1%
SCD1(4) Homicide South										90	83.4%	10.0%
SCD2(1) Homicide Support										137	35.8%	3.6%
SCD3 - Policy, Co-ordination & Community Problem Solving										5	40.0%	20.0%
SCD4 - Directorate of Forensic Services										1,014	46.0%	12.6%
SCD5 - Child Protection										110	86.3%	23.2%
SCD6 - Economic and Specialist Crime										82	55.5%	19.4%
SCD7 - Serious and Organised Crime										90	70.1%	7.7%
SCD8 - Operation Trident										60	75.2%	16.0%
SCD9 - Service Intelligence and Policy Delivery										3	62.5%	37.5%
SCD10 - Service Intelligence Bureau										43	37.4%	18.5%
SCD11 - Covert Policing										63	66.6%	25.5%
SCD12 - AC Private Office and Business Services										17	52.9%	5.9%
	0	0	0	0	0	0	0	0	0	1,871	55.6%	13.2%

	end Mar '01			end Mar '02			end Mar '03			end Sep '03		
	strength	female	VEM	strength	female	VEM	strength	female	VEM	strength	female	VEM
SO1(1) Murder Review Group	9	55.6%	22.2%	39	41.2%	10.2%	49	31.1%	6.1%			
SO1(2) - Serious Crime Group West	118	70.3%	7.5%	76	76.4%	11.7%	79	78.6%	12.5%			
SO1(3) - Serious Crime Group East	74	85.1%	8.1%	72	86.1%	9.7%	65	84.7%	10.7%			
SO1(4) - Serious Crime Group South	115	83.5%	8.9%	83	85.6%	10.0%	85	83.6%	7.8%			
SO1(5) - Operation Trident	28	74.8%	3.6%	41	72.9%	17.3%	53	75.3%	14.6%			
SO1(6) - Stolen Vehicle Investigation Squad	28	10.4%	0.0%	2	50.0%	0.0%	1	100.0%	0.0%			
SO3 - Directorate of Forensic Services	752	41.1%	11.2%	962	44.5%	12.0%	979	46.1%	12.6%			
SO5 - Child Protection	50	90.0%	15.3%	81	87.6%	13.7%	93	83.9%	23.1%			
SO6 - Specialist Crime	52	56.1%	13.6%	53	64.0%	20.6%	76	52.4%	19.7%			
SO7 - Serious & Organised Crime Group	84	64.4%	9.5%	88	68.1%	10.3%	78	67.8%	9.0%			
SO11 - Directorate of Intelligence	88	56.4%	14.4%	110	53.2%	17.5%	109	53.8%	19.3%			
	1,397	54.2%	10.6%	1,607	55.3%	12.5%	1,668	55.5%	13.3%	0	0	
DCC1 Commissioners Private Office	10	60.0%	0.0%	19	57.9%	5.3%	26	62.8%	20.3%	28	69.1%	18.8%
DCC2 - Corporate Development Group	35	68.7%	15.9%							164	54.7%	18.1%
DCC3 - Directorate of Public Affairs	78	61.5%	11.6%	82	59.5%	8.5%	70	61.2%	9.9%	71	59.3%	9.7%
DCC4 - Diversity Directorate	23	65.9%	15.3%	42	74.0%	24.6%	37	62.4%	17.1%	37	64.7%	20.7%
DCC5 - Directorate of Legal Services				90	71.1%	27.9%	93	69.0%	30.1%	94	66.1%	29.7%
DCC6 - Central Advisory & Police Reform Teams				11	72.7%	27.3%	10	79.3%	20.7%	8	75.0%	37.5%
DCC7 - Business Group Support Unit				4	50.0%	50.0%	26	45.3%	19.5%	35	54.5%	27.1%
DCC8 - Directorate of Professional Standards				138	72.5%	18.8%	157	69.5%	19.5%	179	62.6%	19.7%
DCC9 - Drugs Directorate							5	40.0%	20.0%			
DCC10 Directorate of Information	540	35.6%	17.8%	441	23.6%	17.7%	488	25.0%	16.0%	524	25.1%	15.5%
DCC10(4-3) Central Communications				282	66.2%	20.3%	324	70.2%	22.7%	345	68.3%	23.7%
DCC11 - Budget Savings Team							3	33.3%	66.7%			
DCC12 - Northern Ireland Enquiry												
	687	41.7%	16.7%	1,108	50.1%	18.9%	1,239	50.7%	19.3%	1,485	49.9%	19.4%
PRS1 - Business Management Unit	15	52.3%	13.6%	26	54.2%	17.6%	13	46.2%	15.4%			
PRS2 - Quality Performance & Review	190	48.0%	14.2%									
PRS10 - Best Value				11	71.9%	18.7%	7	70.0%	15.0%			
PRS11 - Service Security Branch				52	36.3%	15.3%						
PRS12 - PRS Business Change Unit				10	59.6%	20.2%	9	55.0%	22.5%			
PRS3 - Directorate of Legal Services	93	66.7%	17.2%									
PRS4 - INTERNAL INVESTIGATIONS	85	70.5%	10.5%									
PRS5 - Operational Policy Support Unit	123	44.1%	5.7%	101	41.8%	6.9%	97	41.2%	4.0%			
PRS6 - Consultancy Group	35	61.2%	7.3%	34	59.7%	10.4%	38	63.9%	17.1%			
PRS7 - Corporate Performance				69	47.8%	30.4%	64	51.4%	28.2%			
PRS8 - Corporate Planning				7	57.1%	0.0%	6	50.0%	0.0%			
PRS9 - Inspectorate				25	47.4%	8.1%	22	37.6%	8.9%			
	542	54.8%	11.7%	335	47.2%	15.0%	256	48.5%	13.9%			

	end Mar '01			end Mar '02			end Mar '03			end Sep '03		
	strength	female	VEM	strength	female	VEM	strength	female	VEM	strength	female	VEM
Holding	39	45.5%	7.8%	42	51.9%	9.6%	31	45.2%	12.9%	26	46.2%	15.4%
HR Strategy				102	63.6%	15.1%	77	59.7%	17.4%	88	64.8%	22.0%
HR Selection				99	64.5%	26.3%	162	63.0%	27.3%	132	66.9%	31.0%
HR - Training & Development				186	51.7%	13.0%	167	47.3%	11.8%	175	52.1%	12.4%
HR Services				149	71.2%	14.4%	133	72.1%	13.0%	146	69.9%	10.5%
	0	0.0%	0.0%	536	61.7%	16.2%	538	59.9%	17.6%	541	62.6%	18.0%
P10 - Policy & Training Liaison Unit	9	77.0%	18.2%									
P11 - Training Strategy & Support	49	65.5%	13.8%									
P12 - Civil Staff Personnel Management	9	44.4%	11.1%									
P13 - Personnel Policy & Projects	10	69.6%	0.0%									
P14 - PIMS User Support Team	4	50.0%	0.0%									
P15 - Prism Project	16	29.5%	6.4%									
P16 - Command & Development Unit	4	45.5%	0.0%									
P18 - Personnel Performance & Review	3	100.0%	33.3%									
P1 Departmental Business Support	28	53.8%	14.2%									
P2 - Employment Tribunal & Grievance Advice	8	74.6%	25.4%									
P3 Workforce Records	18	60.2%	17.0%									
P5 - Pay, Allowance & Expenditure Policy	9	44.4%	0.0%									
P6 - Pay & Pension Client Unit	15	67.4%	6.5%									
P7 - Selection Centre	94	59.7%	23.3%									
P8 - COMPETENCY FRAMEWORK TEAM	11	81.3%	18.7%									
P9 - Training Delivery	150	46.3%	8.7%									
Occupational Health	111	72.4%	12.1%									
	547	58.9%	13.1%									
Finance	138	49.5%	13.8%	144	53.6%	20.4%	169	47.4%	23.7%	162	45.7%	25.9%
Commercial Services							86	34.9%	26.7%	79	38.0%	29.1%
Procurement							31	45.7%	12.8%	51	37.7%	11.7%
Dept of Procurement & Commercial Services	145	42.1%	19.9%	122	35.9%	19.7%						
Catering	589	79.0%	50.1%	652	79.7%	53.6%	624	78.1%	56.7%	629	77.7%	56.1%
Property Services	218	30.8%	17.2%	217	30.9%	22.6%	198	31.1%	18.2%	200	31.3%	17.9%
Transport	214	6.5%	8.4%	207	7.7%	9.2%	199	7.3%	9.1%	193	7.5%	8.8%
VRSS							19	9.7%	0.0%	21	8.9%	0.0%
Business Development & Support				29	44.1%	14.0%	22	55.3%	31.3%	34	62.2%	23.3%
	1,305	51.8%	30.5%	1,370	53.7%	34.7%	1,348	52.1%	35.8%	1,369	52.1%	35.4%
Audit	30	20.0%	16.7%	28	21.4%	28.6%	35	22.9%	22.9%	33	24.2%	21.2%
	10,197	58.8%	15.6%	10,548	59.1%	18.5%	10,959	59.2%	19.2%	11,486	59.1%	19.4%