

Ethnicity by grade - 31 March 2019

Ethnic Origin	5&6 & Apprentice	7&8	9,10&11	12 &13	14,15&16	Total Staff No.	DG & Directors	Ungraded	Total
Asian Bangladeshi	0	6	6	4	0	16	0	0	16
Asian Indian	1	4	22	11	3	41	0	0	41
Asian Other	0	1	7	0	0	8	0	0	8
Asian Pakistani	0	2	12	2	2	18	0	0	18
Black African	0	0	11	4	0	15	0	0	15
Black Caribbean	0	4	6	6	0	16	1	0	17
Black Other	0	1	7	2	1	11	0	0	11
Chinese or other Chinese Ethnic Background	0	0	1	0	0	1	0	0	1
Mixed - White and Black African	0	0	0	0	1	1	0	0	1
Mixed White and Black Caribbean	1	0	4	4	0	9	0	0	9
Mixed White Asian	0	0	3	2	0	5	0	0	5
Other	0	0	7	1	0	8	0	0	8
Other Mixed Background	0	0	7	2	0	9	0	0	9
Total Black and Minority Group	2 6.25%	18 18.00%	93 16.43%	38 16.17%	7 8.97%	158 15.63%	1 5.26%	0 #DIV/0!	159 15.44%
Information Refused	0	1	1	0	1	3	0	0	3
Not Stated	0	0	5	0	0	5	0	0	5
Undefined	1	2	3	2	0	8	0	0	8
Undisclosed	0	0	4	2	0	6	6	0	12
Total Unknown	1 3.13%	3 3.00%	13 2.30%	4 1.70%	1 1.28%	22 2.18%	6 31.58%	0 100.00%	28 2.72%
White	29	74	445	180	69	797	12	0	809
White Other	0	1	10	5	1	17	0	0	17
White Irish	0	4	5	8	0	17	0	0	17
Total White/White Other/White Irish	29 90.63%	79 79.00%	460 81.27%	193 82.13%	70 89.74%	831 82.20%	12 63.16%	0 #DIV/0!	843 81.84%
Total	32	100	566	235	78	1011	19	0	1030
Comparator figures for BME staff, March 2018	19.40%	15.85%	16.58%	13.30%	7.04%	15.30%	6.25%	50.00%	15.23%

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

Ethnicity by Directorate - 31 March 2019

Ethnic Origin	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total Staff No.	
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
Black and Minority Group	2	11.11%	19	29.23%	4	14.81%	103	14.84%	13	16.88%	18	12.08%	159	15.44%
Unknown	7	38.89%	1	1.54%	1	3.70%	14	2.02%	4	5.19%	1	0.67%	28	2.72%
White/White Other/White Irish	9	50.00%	45	69.23%	22	81.48%	577	83.14%	60	77.92%	130	87.25%	843	81.84%
Total	18	1.75%	65	6.31%	27	2.62%	694	67.38%	77	7.48%	149	14.47%	1030	100.00%

% BME staff (as % of all BME staff)	2	1.26%	19	11.95%	4	2.52%	103	64.78%	13	8.18%	18	11.32%
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Includes seconded in and seconded out (excludes temporary agency staff)

Ethnicity by location - 31 March 2019

Ethnic Origin	Birmingham		Cardiff		Croydon		Canary Wharf		Home		Sale	
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
Black and Minority Group	48	30.57%	7	5.88%	22	23.40%	62	24.51%	2	15.38%	13	6.10%
Unknown	4	2.55%	4	3.36%	1	1.06%	10	3.95%		0.00%	4	1.88%
White/White Other/White Irish	105	66.88%	108	90.76%	71	75.53%	181	71.54%	11	84.62%	196	92.02%
Total	157	100.00%	119	100.00%	94	100.00%	253	100.00%	13	100.00%	213	100.00%
BME comparator data end March 18	29.45%		7.14%		28.09%		21.59%		15.38%		5.99%	

Includes seconded in and seconded out (excludes temporary agency staff)

Wakefield		Warrington		Total	
Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
4	3.92%	1	1.27%	159	15.44%
	0.00%	5	6.33%	28	2.72%
98	96.08%	73	92.41%	843	81.84%
102	100.00%	79	100.00%	1030	100.00%
3.09%		2.67%		15.23%	

Gender by Grade - 31 March 2019

Gender	5&6 & Apprentices		7&8		9,10&11		12&13		14,15&16		Total Staff No.		DG & Directors		Ungraded		Totals	
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
Female	22	68.75%	80	80.00%	354	62.54%	133	56.60%	40	51.28%	629	62.22%	9	47.37%	0	100.00%	638	61.94%
Male	10	31.25%	20	20.00%	212	37.46%	102	43.40%	38	48.72%	382	37.78%	10	52.63%	0	0.00%	392	38.06%
Total	32	100.00%	100	100.00%	566	100.00%	235	100.00%	78	100.00%	1011	100.00%	19	100.00%	0	100.00%	1030	100.00%
Female comparator	68.66%		76.83%		61.78%		54.94%		47.89%		60.92%		50.00%		None		60.82%	
data end March 18																		

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

Gender by Directorate - 31 March 2019

Gender	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number
Female	12	66.67%	50	76.92%	18	66.67%	425	61.24%	41	53.25%	92	61.74%	638
Male	6	33.33%	15	23.08%	9	33.33%	269	38.76%	36	46.75%	57	38.26%	392
Total	18	100.00%	65	100.00%	27	100.00%	694	100.00%	77	100.00%	149	100.00%	1030

Includes seconded in and seconded out (excludes temporary agency staff)

%

Staff %

61.94%

38.06%

100.00%

Gender by Location - 31 March 2019

Gender	Birmingham		Cardiff		Croydon		Canary Wharf		Home		Sale	
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
Female	107	68.15%	71	59.66%	60	63.83%	163	64.43%	12	92.31%	128	60.09%
Male	50	31.85%	48	40.34%	34	36.17%	90	35.57%	1	7.69%	85	39.91%
Total	157	100.00%	119	100.00%	94	100.00%	253	100.00%	13	100.00%	213	100.00%
Female comparator data end March 18	63.19%		61.11%		60.67%		62.50%		92.31%		60.63%	

Includes seconded in and seconded out (excludes temporary agency staff)

Wakefield		Warrington		Total	%
Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
54	52.94%	43	54.43%	638	61.94%
48	47.06%	36	45.57%	392	38.06%
102	100.00%	79	100.00%	1030	100.00%

54.64%	53.33%	60.82%
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Age by Grade - 31 March 2019

Age Category	5&6 & Apprentices		7&8		9,10&11		12&13		14,15&16		Total Staff No.		DG & Directors	
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
16 to 19	2	6.25%	2	2.00%	3	0.53%	0	0.00%	0	0.00%	7	0.69%	0	0.00%
20 to 24	8	25.00%	28	28.00%	49	8.66%	2	0.85%	0	0.00%	87	8.61%	0	0.00%
25 to 29	1	3.13%	17	17.00%	122	21.55%	27	11.49%	1	1.28%	168	16.62%	0	0.00%
30 to 34	2	6.25%	16	16.00%	102	18.02%	38	16.17%	7	8.97%	165	16.32%	0	0.00%
35 to 39	3	9.38%	11	11.00%	94	16.61%	59	25.11%	24	30.77%	191	18.89%	0	0.00%
40 to 44	2	6.25%	7	7.00%	41	7.24%	29	12.34%	13	16.67%	92	9.10%	3	15.79%
45 to 49	2	6.25%	5	5.00%	42	7.42%	26	11.06%	13	16.67%	88	8.70%	3	15.79%
50 to 54	4	12.50%	8	8.00%	53	9.36%	37	15.74%	10	12.82%	112	11.08%	4	21.05%
55 to 59	2	6.25%	4	4.00%	39	6.89%	12	5.11%	8	10.26%	65	6.43%	6	31.58%
60 to 64	4	12.50%	1	1.00%	19	3.36%	5	2.13%	1	1.28%	30	2.97%	1	5.26%
Over 65	2	6.25%	1	1.00%	2	0.35%	0	0.00%	1	1.28%	6	0.59%	2	10.53%
Undefined	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	32	100.00%	100	100.00%	566	100.00%	235	100.00%	78	100.00%	1011	100.00%	19	100.00%

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

Ungraded		Total No.	
Staff Number	Staff %	Staff Number	Staff %
0	0.00%	7	0.68%
0	0.00%	87	8.45%
0	0.00%	168	16.31%
0	0.00%	165	16.02%
0	0.00%	191	18.54%
0	0.00%	95	9.22%
0	0.00%	91	8.83%
0	0.00%	116	11.26%
0	0.00%	71	6.89%
0	0.00%	31	3.01%
0	0.00%	8	0.78%
0	0.00%	0	0.00%
0	0.00%	1030	100.00%

Age by Directorate - 31 March 2019

Age Category	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total Staff
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number
16 to 19	0	0.00%	1	1.54%	0	0.00%	5	0.72%	0	0.00%	1	0.67%	7
20 to 24	1	5.56%	3	4.62%	1	3.70%	70	10.09%	6	7.79%	6	4.03%	87
25 to 29	2	11.11%	10	15.38%	0	0.00%	117	16.86%	7	9.09%	32	21.48%	168
30 to 34	1	5.56%	16	24.62%	3	11.11%	116	16.71%	10	12.99%	19	12.75%	165
35 to 39	2	11.11%	16	24.62%	11	40.74%	99	14.27%	18	23.38%	45	30.20%	191
40 to 44	3	16.67%	5	7.69%	5	18.52%	53	7.64%	5	6.49%	24	16.11%	95
45 to 49	1	5.56%	7	10.77%	2	7.41%	59	8.50%	14	18.18%	8	5.37%	91
50 to 54	3	16.67%	5	7.69%	3	11.11%	85	12.25%	8	10.39%	12	8.05%	116
55 to 59	3	16.67%	2	3.08%	2	7.41%	58	8.36%	4	5.19%	2	1.34%	71
60 to 64	1	5.56%	0	0.00%	0	0.00%	26	3.75%	4	5.19%	0	0.00%	31
Over 65	1	5.56%	0	0.00%	0	0.00%	6	0.86%	1	1.30%	0	0.00%	8
Undefined	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total	18	100.00%	65	100.00%	27	100.00%	694	100.00%	77	100.00%	149	100.00%	1030

Includes seconded in and seconded out (excludes temporary agency staff)

Staff No.
Staff Number
%
0.68%
8.45%
16.31%
16.02%
18.54%
9.22%
8.83%
11.26%
6.89%
3.01%
0.78%
0.00%
100.00%

Leavers by Ethnicity & Grade 1st April 2018 - 31 March 2019

Ethnic Origin	5&6 & Apprentices		7&8		9,10&11		12&13		14, 15&16		Total		DG & Directors		Ungraded		Total	
	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Staff Number	Staff %	Leaver Number	Leaver %
Asian Bangladeshi	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Asian Indian	2	18.18%	0	0.00%	3	3.45%	1	6.25%	0	0.00%	6	4.48%	0	0.00%	0	0.00%	6	4.44%
Asian Other	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Asian Pakistani	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Black African	0	0.00%	1	11.11%	1	1.15%	0	0.00%	0	0.00%	2	1.49%	0	0.00%	0	0.00%	2	1.48%
Black Caribbean	1	9.09%	1	11.11%	1	1.15%	0	0.00%	0	0.00%	3	2.24%	0	0.00%	0	0.00%	3	2.22%
Black Other	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Chinese or other Chinese Ethnic Background	0	0.00%	0	0.00%	2	2.30%	0	0.00%	0	0.00%	2	1.49%	0	0.00%	0	0.00%	2	1.48%
Mixed - White and Black African	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Mixed White and Black Caribbean	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed White Asian	0	0.00%	0	0.00%	1	1.15%	1	6.25%	0	0.00%	2	1.49%	0	0.00%	0	0.00%	2	1.48%
Other	0	0.00%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	1	0.75%	0	0.00%	0	0.00%	1	0.74%
Other Mixed background	1	9.09%	0	0.00%	1	1.15%	0	0.00%	0	0.00%	2	1.49%	0	0.00%	0	0.00%	2	1.48%
White	7	63.64%	7	77.78%	68	78.16%	13	81.25%	8	72.73%	103	76.87%	1	0.00%	0	0.00%	104	77.04%
White Irish	0	0.00%	0	0.00%	1	1.15%	0	0.00%	1	9.09%	2	1.49%	0	0.00%	0	0.00%	2	1.48%
White Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Unknown	0	0.00%		0.00%	3	3.45%	1	6.25%	2	18.18%	6	4.48%	0	0.00%	0	0.00%	6	4.44%
Total	11	100.00%	9	100.00%	87	100.00%	16	100.00%	11	100.00%	134	100.00%	1	0.00%	0	0.00%	135	100.00%

Excludes temporary agency workers (includes fixed term and non-voluntary leavers)

Not Stated
 Undisclosed
 Undefined
 Information Refused

Performance Management - formal disciplinary, grievance and capability cases opened 1st April 2018 - 31 March 2019

	Disciplinary		Grievance		Capability	
	Number	% of total	Number	% of total	Number	% of total
White/White Other/White Irish	3	75%	8	89%	4	0%
BME	1	25%	1	11%	0	0%
Unknown	0	0%	0	0%	0	0%
Total	4	100%	9	100%	4	0%
Male	1	25%	2	22%	1	0%
Female	3	75%	7	78%	3	0%
Total	4	100%	9	100%	4	0%

Numbers under 10 will not be reported.

Number of Ex Police Officers

Date	Ex Police Officer*	Non Ex Police Officer	% of total workforce
31st March 2010	55	378	12.7
31st March 2011	47	368	11.3
31st March 2012	43	335	11.4
30th Sept 2012	46	320	12.6
31st March 2013	31	349	8.5
31st March 2014	80	480	14.3
30th Sept 2014	98	568	14.7
31st March 2015	107	697	13.3
30th Sept 2015	115	740	13.5
31st Dec 2015	102	782	11.9
31st March 2016	96	781	10.9
30th June 2016	96	809	10.4
30th September 2016	92	816	9.9
31st December 2016	98	834	10.3
31st March 2017	115	819	12.1
30th June 2017	118	849	12.0
30th September 2017	125	887	12.1
31st December 2017	130	881	12.6
31st March 2018	131	890	12.5
30th June 2018	120	866	11.9
30th September 2018	119	859	11.9
31st December 2018	120	874	11.8
31st March 2019	124	883	12.0

Number of Ex Police Civilians

Date	Ex Police Civilian*	Non Ex Police Civilian	% of total workforce
31st March 2010	51	384	11.8
31st March 2011	50	365	12.0
31st March 2012	38	340	10.1
30th Sept 2012	40	326	10.9
31st March 2013	25	355	6.8
31st March 2014	71	489	12.7
30th Sept 2014	90	576	13.5
31st March 2015	102	702	12.7
30th Sept 2015	105	750	12.3
31st Dec 2015	88	796	10.3
31st March 2016	86	791	9.8
30th June 2016	90	815	9.7
30th September 2016	88	820	9.5
31st December 2016	91	841	9.5
31st March 2017	92	842	9.7
30th June 2017	92	875	9.4
30th September 2017	94	918	9.1
31st December 2017	94	916	9.1
31st March 2018	96	925	9.2
30th June 2018	94	892	9.3
30th September 2018	94	884	9.4
31st December 2018	97	897	9.5
31st March 2019	98	909	9.5

Total headcount to date

1030

*Ex Police data excludes Temps and Seconded in. Headcount includes Seconded in, but excludes Temps.

Number of Staff who worked both as Ex Police Officer &

Date	Both*
31st March 2010	9
31st March 2011	8
31st March 2012	4
30th Sept 2012	4
31st March 2013	3
31st March 2014	10
30th Sept 2014	13
31st March 2015	15
30th Sept 2015	18
31st Dec 2015	18
31st March 2016	18
30th June 2016	20
30th September 2016	21
31st December 2016	21
31st March 2017	19
30th June 2017	16
30th September 2017	19
31st December 2017	19
31st March 2018	23
30th June 2018	23
30th September 2018	23
31st December 2018	24
31st March 2019	23

Our staff by career background - 31 March 2019

Job title	Total Staff	Ex police officer*	%	Ex police civilian	%	Ex-Police Both
Investigator	313	57	18%	34	11%	12
Operations Team Leader/Deputy Senior Investigator	61	17	28%	2	3%	2
Operations Manager/Senior Investigator	24	8	33%	1	4%	1
Operations Casework & Contact and Assessment	124	7	6%	7	6%	1
Other	508	35	7%	54	11%	7
Total Staff	1030	124	12%	98	10%	23

*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Investigator' includes all grades i.e. Trainee Investigator, Investigator and Lead Investigator

Includes seconded in and seconded out (excludes temporary agency staff)

Contact and Assessment includes Assessment Unit, Contact and Assessment and Contact Centre

%
4%
3%
4%
1%
1%
2%

**Please note: There are 2 Operations Managers in Operations Casework,
but the numbers have only been included in the Operations Manager**

Investigations and Hillsborough directorate by career background - 31 March 2019

	Headcount	Ex-Police Officer*	% Ex-Police Officer	Ex-Police Civilian*	% Ex-Police Civilian	Ex-Police Both	% Ex police Both
Operations (excl. Hillsborough)							
Investigator	301	50	16.6%	33	11.0%	10	3.3%
Operations Team Leader/Deputy Senior Investigator	51	13	25.5%	2	3.9%	0	0.0%
Operations Manager/Senior Investigator	20	6	30.0%	1	5.0%	0	0.0%
Other Investigations/Operations	252	21	8.3%	26	10.3%	5	2.0%
Operations total	624	90	14.4%	62	9.9%	15	2.4%
Hillsborough							
Investigator	12	7	58.3%	1	8.3%	2	16.7%
Operations Team Leader/Deputy Senior Investigator	4	2	50.0%	0	0.0%	1	25.0%
Operations Manager/Senior Investigator	4	2	50.0%	0	0.0%	1	25.0%
Other Hillsborough	50	12	24.0%	9	18.0%	0	0.0%
Hillsborough total	70	23	32.9%	10	14.3%	4	5.7%

*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Investigator' includes all grades i.e. Trainee Investigator, Investigator and Lead Investigator. For Hillsborough Investigator includes Investigator, Lead Investigator and Senior Investigator. Includes seconded in and seconded out (excludes temporary agency staff)

Contact and Assessment includes Assessment Unit, Contact and Assessment and Contact Centre

r Lead Investigator.

Our staff by career background - 31 March 2019

Job title	Total Staff	Ex police officer*	%	Ex police civilian*	%	Ex police both	%
Investigator - Core	301	50	17%	33	11%	10	3%
Investigator - Hillsborough	12	7	58%	1	8%	2	17%
Operations Team Leader/Deputy Senior Investigator - Core	51	13	25%	2	4%	0	0%
Operations Team Leader/Deputy Senior Investigator - Hillsborough	4	2	50%	0	0%	1	25%
Operations Manager/Senior Investigator - Core	20	6	30%	1	5%	0	0%
Operations Manager/Senior Investigator - Hillsborough	4	2	50%	0	0%	1	25%
Operations Other	252	21	8%	26	10%	5	2%
Hillsborough Other	50	12	24%	9	18%	0	0%
Non Operations Other	336	11	3%	26	8%	4	1%
Total Staff	1030	124	12%	98	10%	23	2%

*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Our staff by career background and directorate - 31 March 2019

Directorate	Total Staff	Ex police officer*	%	Ex police civilian*	%	Ex Police Both	%
Resources	77	0	0.0%	3	3.9%	0	0.0%
Operations Casework	110	6	5.5%	7	6.4%	0	0.0%
Dg & Private Office	18	1	5.6%	0	0.0%	0	0.0%
People	65	4	6.2%	7	10.8%	1	1.5%
Operations Hillsborough	70	23	32.9%	10	14.3%	4	5.7%
Operations	514	84	16.3%	55	10.7%	15	2.9%
Strategy and Impact	149	6	4.0%	15	10.1%	3	2.0%
Legal	27	0	0.0%	1	3.7%	0	0.0%
Total Staff	1030	124	12%	98	10%	23	2%

Please note: There is 6 Operations Team Leaders in the Strategy and Impact directorate.

*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Includes seconded in and seconded out (excludes temporary agency staff)

New starters - 1 April 2018 - 31 March 2019

	Total	BME	BME%	Female	Female %	Ex-police
Investigations Staff	27	5	19%	13	48%	12
Operations	84	14	17%	52	62%	33
All IOPC	126	24	19%	80	63%	39

Includes seconded in and seconded out (excludes temporary agency staff)

Please note for the figures above: All IOPC is inclusive of Operations. Operations is inclusive of Investigations Staff

Ex-police includes Ex-police Officer, Civilian or both

Ex-police %
44%
39%
31%