

# Police Service Strength

13/04

England and Wales, 31 March 2004

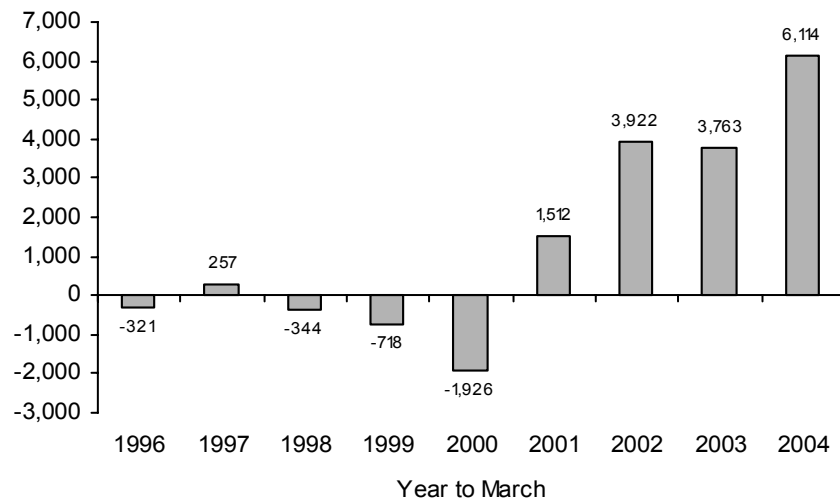
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29 September 2004

## MAIN POINTS

- There were 140,563 full-time equivalent police officers in England and Wales on 31 March 2004. This is an increase of 6,114 or five per cent compared to a year earlier.
- This total includes 2,095 officers seconded to the National Crime Squad, National Criminal Intelligence Service and central services.
- There were 4,629 minority ethnic officers, 3.3 per cent of the total police strength, compared with 2.9 per cent on 31 March 2003.
- The adjusted police officer strength figure for 31 March 2004, for comparison with figures prior to March 2003, was 139,200, the highest level on record (see text box on page 3).

**Figure 1: Total police officer strength (full-time equivalents)  
Change in number of officers from the previous year**

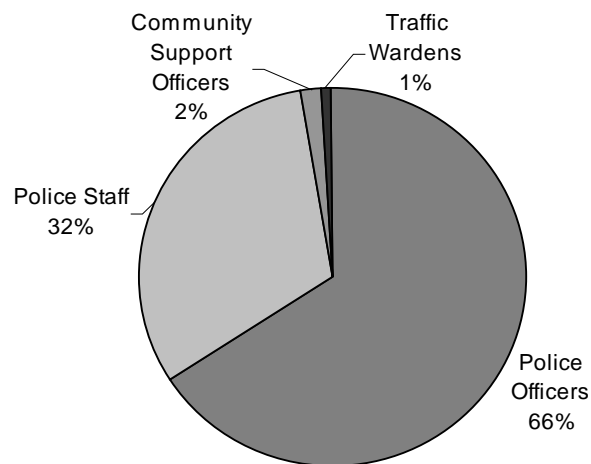


## 1 POLICE SERVICE STRENGTH

(a) On 31 March 2004, there were 214,365 full time equivalent (f.t.e) staff working in the police service in England and Wales. Police officers accounted for 66 per cent of this total, community support officers two per cent, traffic wardens one per cent and other police staff 32 per cent (Table A and Figure 2).

(b) In addition, there were 10,988 special constables providing a voluntary police resource to police forces and local communities in England and Wales. Special constables provide at least four hours a week to their force but do not have contracted hours, hence their numbers are shown here as headcount rather than full-time equivalent (Table 7).

**Figure 2: Police service strength by type of police worker as at 31 March 2004, England and Wales**



(c) A further 2,928 staff worked for the British Transport Police (BTP) in England & Wales, of which 2,267 were police officers.

### **British Transport Police (BTP)**

*The British Transport Police is the national police force for the railways throughout England, Scotland and Wales. They also police the London Underground and a number of local transport systems. The British Transport Police are a non Home Office police force, wholly funded by the rail industry. Therefore the Home Office has not historically collected details of their police officer strength and officers employed by the BTP are not included in the Home Office's headline police service strength figures. However, it was decided in 2002 to collect strength data for the BTP as this is a force of significant size that is also highly visible to the public and is closely associated with ordinary policing of public places.*

**Table A: Police service strength in England and Wales as at 31 March 2004<sup>1</sup>**

Rank	All staff (FTE comparable with figures prior to March 2003) <sup>2</sup>	All staff (FTE)	All staff (Headcount)	Staff available for duty (Headcount)
ACPO ranks	224	224	224	222
Chief Superintendents	539	540	540	539
Superintendents	946	947	948	940
Chief Inspectors	1,880	1,885	1,887	1,862
Inspectors	6,583	6,600	6,616	6,511
Sergeants	19,234	19,382	19,523	19,015
Constables	109,795	110,986	112,407	108,610
<b>Total police ranks</b>	<b>139,200</b>	<b>140,563</b>	<b>142,145</b>	<b>137,699</b>
Police Staff	67,597	68,697	74,418	71,789
Traffic Wardens	1,652	1,688	1,774	1,678
Community Support Officers	3,417	3,418	3,447	3,374
<b>Total Police Service Strength</b>	<b>211,865</b>	<b>214,365</b>	<b>221,784</b>	<b>214,540</b>
Special Constabulary <sup>3</sup>	10,988	10,988	10,988	10,988

1. Excludes British Transport Police

2. Excludes staff on career breaks or maternity/paternity leave

3. Headcount

### **Measures of Police Service Strength**

*In January 2001 a Police Numbers Task Force (PNTF) was established by the Home Secretary to look at problems with the existing data on police numbers and to produce recommendations on how this data might be improved. On the basis of the conclusions reached by the PNTF, a new data requirement for police force employees was developed.*

*One of the recommendations of the PNTF was that the data collected should enable a clear presentation of the numbers of staff employed by police forces as well as the number available for duty. The 'all staff' figure is a measure of the total full-time equivalent staff employed by the force, including staff seconded in to the force and staff on any type of long or short term absence. The headcount of the number of staff available for duty excludes those on long-term leave of absence.*

*These new calculations for counting police numbers were first used to produce the police service strength at March 2003 (Home Office Statistical Bulletin 11/03) and are not comparable with data prior to March 2003. Adjusted figures, based on the 'all staff' figure excluding those on career breaks and maternity/paternity leave, are provided in this bulletin to allow comparison with figures prior to March 2003 (see Tables A, 1 and 3).*

## **2 POLICE OFFICER STRENGTH**

(a) On the 31st March 2004 there were 140,563 full-time equivalent (f.t.e) police officers in England & Wales, of which 137,699 (headcount) were available for duty. This is an increase of 6,114 or five per cent compared with 31 March 2003. This total includes 2,095 full-time equivalent police officers employed by the National Crime Intelligence Service, the National Crime Squad and central services (Table 1).

(b) Following the recommendations of the Police Number Task Force, a revised method of calculating police officer strength was adopted from March 2003 onwards. The adjusted police officer strength for 31 March 2004, for comparison with figures prior to March 2003 (see text box on page 3), was 139,200, the highest level ever recorded in England and Wales (Table 1).

(c) All forty-three forces increased their total officer strength in the 12 months to 31 March 2004. The largest increases in percentage terms were in Greater Manchester (up 10 per cent or 720 officers), Avon and Somerset (up 8 per cent or 257 officers) and Cumbria (up 8 per cent or 87 officers). The largest numerical increase was in the Metropolitan Police Service (up 1,804 officers or 6 per cent). In all, 14 forces increased their officer strength by 100 or more compared with 31 March 2003 (Table 11).

(d) There were increases in total officer strength in all of the nine English Government Office Regions and in Wales in the 12 months to March 2004. The largest increases in percentage terms were in the London region and the North West, both of which recorded a six per cent increase in the 12 months to March 2004 (Table 11).

(e) Five forces reported a fall in their police officer strength over the 6 months from 30 September 2003 to 31 March 2004. The largest numerical fall over this period was recorded by Surrey (down 35 or 2 per cent). Merseyside, Wiltshire,

West Mercia and Cambridgeshire also recorded small falls in the six months to 31 March 2004. (Table 11)

(f) The Metropolitan Police Service is the largest force, accounting for 21 per cent of all officers on 31 March 2004. The eight Metropolitan forces (Greater Manchester, City of London, Merseyside, Metropolitan Police, Northumbria, South Yorkshire, West Midlands and West Yorkshire) accounted for 45 per cent of all officers.

### **Gender**

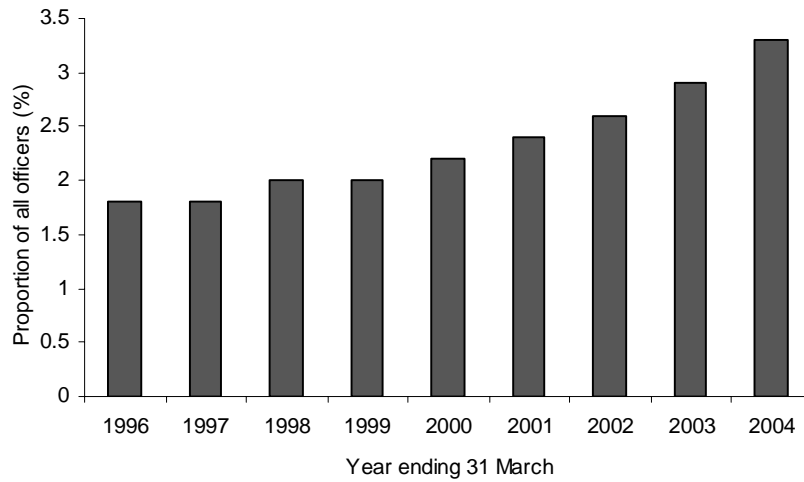
(g) 28,209 of the 140,563 officers in England and Wales were female, representing 20 per cent of the total, compared with 19 per cent in March last year. The proportion of women in more senior ranks remains low. Only eight per cent of officers at the rank of Chief Inspector and above were female compared with 22 per cent of constables (Table 2).

### **Ethnicity**

(h) On 31 March 2004 there were 4,629 minority ethnic police officers in England and Wales, accounting for 3.3 per cent of all officers compared with 2.9 per cent in March 2003. One per cent of officers had not stated their ethnicity. Figure 3 shows how the proportion of minority ethnic officers in the police service has increased over the last five years. The number of minority ethnic officers increased by 715 (18 per cent) in the twelve months to 31 March 2004. The Metropolitan Police accounted for 56 per cent of this increase.

(i) The Metropolitan Police has the largest proportion of minority ethnic officers (6.6 per cent), followed by West Midlands (6.2 per cent), Leicestershire (4.7 per cent) and Bedfordshire (4.5 per cent) (Table 9). Minority ethnic officers were under-represented at senior ranks, accounting for two per cent of officers at the rank of Chief Inspector or above compared with 3.6 per cent of constables. (Table 9)

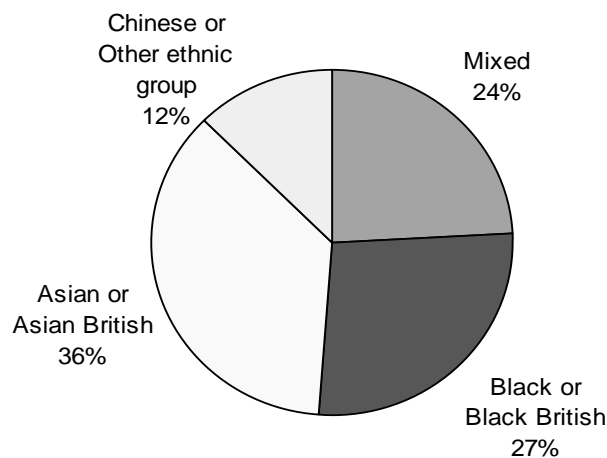
**Figure 3: Minority ethnic officers as a proportion of all officers, England & Wales**



Note: Proportions for 1996 to 2002 were calculated using the headcount minority ethnic officer strength as a proportion of all full-time equivalent officer strength. The proportions for 2003 and 2004 were calculated using full-time equivalent minority ethnic strength as a proportion of all full-time equivalent officer strength.

(j) Figure 4 shows that, of those minority ethnic officers that have stated their ethnicity, 36 per cent classify themselves as Asian or Asian British, 27 per cent as Black or Black British, 24 per cent as Mixed and 12 per cent as Chinese or other ethnic group. These proportions vary by police force area (Table 10).

**Figure 4: Minority ethnic officers as at 31 March 2004 by ethnic group, England & Wales**



### **Joiners and leavers**

*A further recommendation of the Police Numbers Task Force was that the new data requirement should enable a reconciliation to take place for each force between the total number reported to the Home Office in a period, those joining and leaving in the subsequent period and the resulting new total. This required ALL joiners and leavers to be counted, including transfers to and from other police forces. Previously, transfers were excluded from joining and leaving figures.*

*Prior to 2003, police strength bulletins presented the number of joiners and leavers as a headcount figure, but the data collection system introduced in April 2002 also provides a full-time equivalent figure. Full-time equivalent figures have been used in Tables 5 and 6 to be consistent with other tables in the bulletin.*

### **Joiners and leavers**

(k) In the 12 months to 31 March 2004, the 43 police forces recruited 13,137 full-time equivalent officers. It is estimated that transfers between Home Office forces accounted for 12 per cent of these joiners.

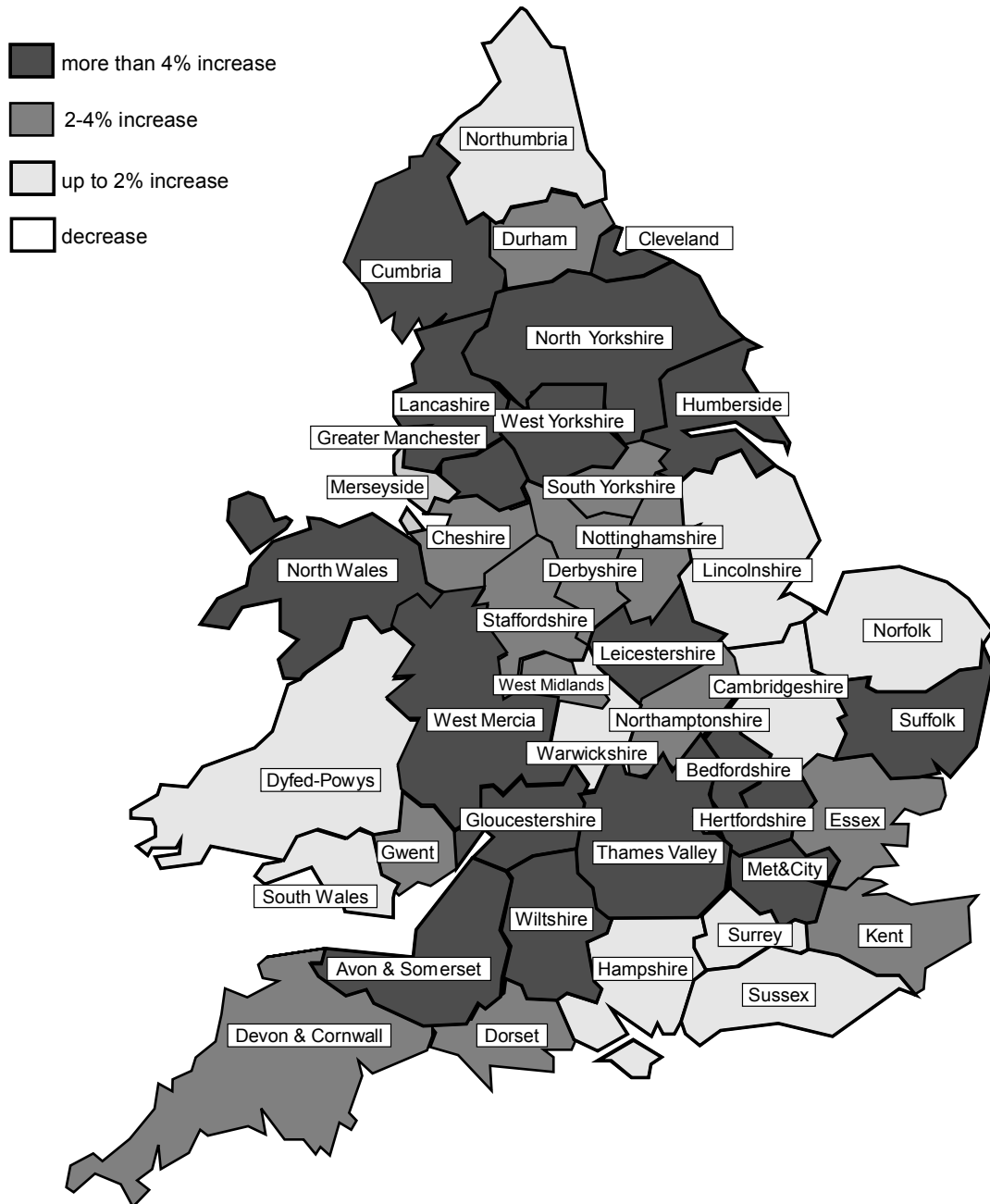
(l) Thirty per cent of joiners were female and 97 per cent of all joiners came in at constable rank. New recruits to the police service have to start as constables, so joiners at other ranks are likely to be transfers.

(m) Bedfordshire had the most joiners in percentage terms (16 per cent of total strength) in the year to 31 March 2004 followed by Hertfordshire (14 per cent of total strength).

(n) During the year to 31 March 2004, 7,139 full-time equivalent officers left the 43 forces. This total includes officers transferring to other England and Wales forces, who are estimated to account for 21 per cent of leavers.

(o) The wastage rate (the total leaving as a proportion of total strength) remains low at five per cent. Fifteen per cent of officers leaving were female. Norfolk, Dyfed-Powys and North Wales had the lowest wastage rate for the year (3 per cent) and Bedfordshire and Sussex had the highest (9 per cent).

**Figure 5: Police officer strength (full-time equivalents)**  
**Percentage change between March 2003 and March 2004.**



### **3 SPECIAL CONSTABULARY STRENGTH**

(a) There were 10,988 special constables on 31 March 2004, 49 or 0.4 per cent fewer than last year.

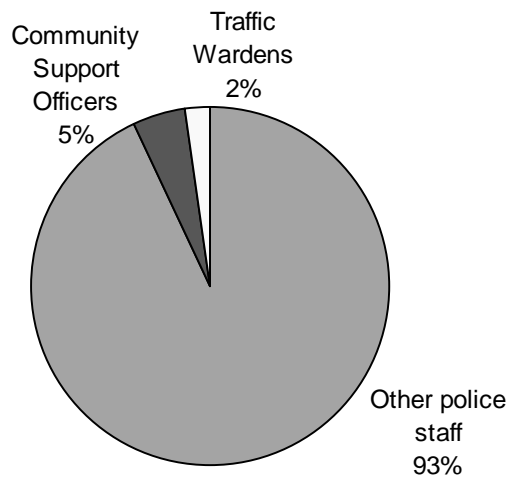
(b) Thirty per cent of special constables were female, a higher proportion than for police officers. Five per cent of special constables were minority ethnic, which is also higher than the proportion among police officers.

(c) In the year to 31 March 2004, 2,224 special constables joined the special constabulary and 1,916 left. (In addition, some had ceased to be active over the last few years and were removed from forces' records but were not recorded as leaving in the 12 months to 2004, hence the discrepancy between the strength and leaving and joining figures for special constables.) The wastage rate fell from 18 per cent in the year to 31 March 2003 to 17 per cent in the year to 31 March 2004.

#### 4 POLICE STAFF STRENGTH

(a) On 31 March 2004, there were 73,802 full-time equivalent police staff in supporting roles. Community Support Officers made up five per cent of this total, compared with two per cent in March 2003. Traffic wardens made up a further two per cent.

**Figure 6: Police staff in England and Wales as at 31 March 2004**



(b) Police staff numbers (excluding CSOs and traffic wardens) increased by nine per cent compared to 31 March 2003. The number of CSOs increased by 191% to 3,418 in the year ending March 2004. Traffic warden numbers have decreased by twenty per cent over the same period. The continued decline in the number of traffic wardens reflects the increasing role of local authorities in traffic control.

### **Community Support Officers**

*Community Support Officers (CSOs) are civilians employed by a police authority in a highly visible, patrolling role. They complement the work of police officers by focusing predominantly on lower level crime, disorder and anti-social behaviour. They also free up police officer time by taking on those policing functions that do not require the full expertise of a police officer. The legislation for CSOs was introduced as part of the Police Reform Act 2002. The Act enables force chief officers to designate CSOs with limited enforcement powers. Unlike police officers they do not have the power of arrest, but in 6 pilot forces they have the power to detain suspects for half an hour. The first CSOs started work on the streets of London in September 2002. The national policing plan target is for 4,000 CSOs nation-wide by March 2006. The Home Office Strategic Plan 2004-08 set a new target of 20,000 additional CSOs by March 2008 to be funded through a new Neighbourhood Policing Fund.*

(c) Sixty-two per cent of all police staff are female, a much higher proportion than in the police officer ranks. Thirty-nine per cent of all Community Support Officers are female.

(d) On the 31 March 2004, there were 4,526 minority ethnic police staff, accounting for six per cent of the total. Within the police staff group, 17 per cent of CSOs are minority ethnic, a high proportion compared with other police staff and police officers.

Table 1 Police officer strength in England &amp; Wales by police force area on 31 March 2004

Police force	All officers (FTE)			All officers (FTE) less staff on career breaks or maternity/paternity leave (comparable with figures prior to March 2003)			Officers available for duty (Headcount)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon & Somerset	2,787	630	3,417	2,784	617	3,401	2,494	655	3,149
Bedfordshire	938	261	1,199	935	246	1,181	918	258	1,176
Cambridgeshire	1,134	278	1,412	1,131	269	1,400	1,103	269	1,372
Cheshire	1,761	444	2,204	1,756	422	2,177	1,735	448	2,183
Cleveland	1,390	307	1,697	1,385	302	1,687	1,390	321	1,711
Cumbria	951	290	1,241	945	277	1,222	921	290	1,211
Derbyshire	1,677	406	2,084	1,676	395	2,070	1,649	399	2,048
Devon & Cornwall	2,659	653	3,311	2,650	633	3,283	2,606	665	3,271
Dorset	1,181	273	1,453	1,177	257	1,433	1,149	263	1,412
Durham	1,332	369	1,701	1,327	358	1,685	1,333	381	1,714
Essex	2,451	669	3,120	2,443	655	3,098	2,442	694	3,136
Gloucestershire	1,028	269	1,298	1,024	260	1,284	1,010	275	1,285
Greater Manchester	6,368	1,743	8,111	6,353	1,690	8,042	6,277	1,702	7,979
Hampshire	2,947	833	3,780	2,915	790	3,706	2,861	811	3,672
Hertfordshire	1,607	510	2,117	1,601	485	2,086	1,583	493	2,076
Humberside	1,772	459	2,231	1,770	443	2,213	1,753	472	2,225
Kent	2,832	789	3,621	2,816	760	3,576	2,519	711	3,230
Lancashire	2,848	730	3,579	2,841	709	3,550	2,831	741	3,572
Leicestershire	1,865	436	2,300	1,857	421	2,277	1,828	433	2,261
Lincolnshire	1,029	212	1,241	1,025	203	1,228	1,004	200	1,204
London, City of	701	155	856	700	153	853	691	154	845
Merseyside	3,409	719	4,129	3,409	712	4,122	3,314	705	4,019
Metropolitan Police	24,488	5,547	30,035	24,381	5,354	29,735	24,037	5,497	29,534
Norfolk	1,257	267	1,524	1,255	256	1,510	1,236	284	1,520
Northamptonshire	981	281	1,261	976	263	1,239	968	277	1,245
Northumbria	3,310	752	4,061	3,303	738	4,040	3,109	669	3,778
North Yorkshire	1,249	285	1,534	1,249	280	1,529	1,249	299	1,548
Nottinghamshire	2,076	431	2,507	2,067	417	2,484	1,961	412	2,373
South Yorkshire	2,612	696	3,307	2,594	686	3,279	2,609	721	3,330
Staffordshire	1,818	468	2,286	1,813	453	2,266	1,819	502	2,321
Suffolk	1,029	286	1,314	1,029	275	1,304	1,019	286	1,305
Surrey	1,506	436	1,942	1,496	417	1,913	1,493	459	1,952
Sussex	2,429	662	3,090	2,411	628	3,039	2,434	711	3,145
Thames Valley	3,207	896	4,103	3,181	853	4,034	3,133	868	4,001
Warwickshire	815	197	1,011	815	193	1,008	798	198	996
West Mercia	1,876	489	2,365	1,876	479	2,355	1,877	508	2,385
West Midlands	6,048	1,960	8,008	6,048	1,840	7,887	5,582	1,885	7,467
West Yorkshire	4,179	1,135	5,313	4,166	1,109	5,275	4,182	1,188	5,370
Wiltshire	952	272	1,225	952	265	1,217	954	296	1,250
Dyfed-Powys	959	208	1,167	954	206	1,160	961	219	1,180
Gwent	1,105	270	1,376	1,102	269	1,372	1,081	267	1,348
North Wales	1,308	317	1,625	1,301	302	1,603	1,273	316	1,589
South Wales	2,677	635	3,312	2,664	615	3,279	2,615	628	3,243
<b>Total 43 forces</b>	<b>110,544</b>	<b>27,925</b>	<b>138,468</b>	<b>110,150</b>	<b>26,956</b>	<b>137,105</b>	<b>107,801</b>	<b>27,830</b>	<b>135,631</b>
National Crime Squad (NCS)	1,046	131	1,177	1,046	131	1,177	1,033	128	1,161
National Crime Intelligence Squad (NCIS)	239	32	271	239	32	271	230	28	258
Central Service Secondments	526	121	647	526	121	647	527	122	649
British Transport Police	1,972	295	2,267	1,972	295	2,267	1,978	316	2,294
<b>Total other police services</b>	<b>3,783</b>	<b>579</b>	<b>4,362</b>	<b>3,783</b>	<b>579</b>	<b>4,362</b>	<b>3,768</b>	<b>594</b>	<b>4,362</b>
<b>Total police service strength</b>	<b>114,327</b>	<b>28,503</b>	<b>142,830</b>	<b>113,933</b>	<b>27,534</b>	<b>141,467</b>	<b>111,569</b>	<b>28,424</b>	<b>139,993</b>
<b>Total police service strength (excluding BTP)</b>	<b>112,355</b>	<b>28,209</b>	<b>140,563</b>	<b>111,960</b>	<b>27,240</b>	<b>139,200</b>	<b>109,591</b>	<b>28,108</b>	<b>137,699</b>

1. For definitions of 'all officers' and 'officers available for duty' see text box on page 3

Table 2 Police officer strength in England & Wales (including NCIS, NCS and central service secondments), by rank and gender, as at 31 March 2004

Rank	Full-time equivalents			
	Male	Female	Total	% Female
ACPO ranks	205	19	224	8%
Chief Superintendent	497	43	540	8%
Superintendent	857	91	947	10%
Chief Inspector	1,732	153	1,885	8%
Inspector	5,966	634	6,600	10%
Sergeant	16,984	2,397	19,382	12%
Constable	86,115	24,871	110,986	22%
<b>All Ranks</b>	<b>112,355</b>	<b>28,209</b>	<b>140,563</b>	<b>20%</b>

Table 3 Total Police Officer Strength in the police service in England and Wales, 31 March 1994 to 31 March 2004

England and Wales												Full time equivalents <sup>1</sup>		
	ACPO ranks	Superintendents (includes Chiefs)	Chief Inspectors	Inspectors	Sergeants	Constables	Total excluding secondments	Secondments <sup>2</sup>	<b>Total police strength</b>	Special Constables <sup>3</sup>	Police Staff	Community Support Officers	Traffic Wardens	
Police officer strength														
31 March 1994	204	1,668	1,990	6,652	19,377	95,915	125,806	2,091	<b>127,897</b>	-	50,229		4,968	
31 March 1995	206	1,414	1,842	6,559	19,132	96,027	125,180	2,042	<b>127,222</b>	20,026	51,096		4,691	
31 March 1996	195	1,318	1,706	6,272	18,832	96,521	124,844	2,057	<b>126,901</b>	19,775	52,933		4,385	
31 March 1997	193	1,290	1,679	6,164	18,811	96,914	125,051	2,107	<b>127,158</b>	19,874	53,011		4,180	
31 March 1998	192	1,230	1,609	6,050	18,603	97,072	124,756	2,058	<b>126,814</b>	18,256	52,975		3,788	
31 March 1999	200	1,213	1,604	5,936	18,738	96,150	123,841	2,255	<b>126,096</b>	16,484	53,031		3,342	
31 March 2000	196	1,226	1,574	5,941	18,500	94,518	121,956	2,214	<b>124,170</b>	14,347	53,227		2,855	
31 March 2001	195	1,218	1,552	6,012	18,601	95,898	123,476	2,206	<b>125,682</b>	12,738	54,588		2,516	
31 March 2002	204	1,256	1,550	6,195	18,574	99,487	127,267	2,336	<b>129,603</b>	11,598	58,909		2,233	
31 March 2003 <sup>4</sup>	195	1,256	1,659	6,269	18,612	103,435	131,426	1,940	<b>133,366</b>	11,037	62,172	1,176	2,067	
31 March 2004 <sup>4</sup>	208	1,380	1,755	6,411	18,828	108,524	137,105	2,095	<b>139,200</b>	10,988	67,597	3,417	1,652	
Change between														
31.3.03 and 31.3.04	13	124	96	142	216	5,089	5,679	155	<b>5,834</b>	-49	5,425	2,241	-415	

1. This and other tables contain full-time equivalent figures that have been rounded to the nearest whole number. Because of rounding, there may be an apparent discrepancy between totals and the sums of the constituent items.

2. Secondments to NCIS, NCS and central services

3. Data for March 1994 are not available

4. Staff on career breaks and maternity/paternity leave are excluded to allow comparison with earlier years

Table 4. Police officer strength as at 31 March 2004 by police force area, rank and gender, and officers per 100,000 population.

England and Wales Police force	Male Ranks											Female ranks											Full time equivalents <sup>1</sup>							
	Chief Superintendent			Inspector			Sergeant			Constable		Total male ranks		Chief Superintendent			Inspector			Sergeant			Constable		Total female ranks		Total police ranks	Total officers per 100,000 population <sup>2</sup>	Constables per 100,000 population	
	ACPO rank	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	ACPO rank	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	ACPO rank	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	ACPO rank	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total	Officers per 100,000 population				
Avon & Somerset	4	14	12	29	161	434	2,133	2,787	0	1	2	9	56	553	630	3,417	229	2,686	180											
Bedfordshire	3	4	9	12	47	112	751	938	0	1	3	3	3	18	234	261	1,199	210	985	173										
Cambridgeshire	2	6	14	16	53	159	884	1,134	0	0	1	3	5	25	247	278	1,412	197	1,131	158										
Cheshire	4	2	16	30	105	272	1,332	1,761	0	1	3	1	15	46	378	444	2,204	224	1,710	249										
Cleveland	4	9	17	1	78	205	1,076	1,390	0	0	2	0	5	27	273	307	1,697	314	1,349	249										
Cumbria	3	5	6	11	56	139	731	951	1	0	0	2	4	14	268	290	1,241	254	1,000	205										
Derbyshire	4	5	15	21	79	264	1,289	1,677	0	1	1	1	7	27	369	406	2,084	216	1,659	172										
Devon & Cornwall	3	12	22	36	135	426	2,025	2,659	2	0	2	3	20	50	575	653	3,311	208	2,600	162										
Dorset	2	5	10	20	67	187	890	1,181	1	0	1	1	5	25	239	273	1,453	209	1,129	162										
Durham	3	7	7	16	84	195	1,020	1,332	0	0	1	1	9	29	329	369	1,701	288	1,349	229										
Essex	5	14	15	39	123	356	1,899	2,451	0	3	2	2	15	64	583	669	3,120	192	2,483	153										
Gloucestershire	4	6	7	21	59	163	768	1,028	0	0	2	2	6	20	240	269	1,298	229	1,008	178										
Greater Manchester	7	18	50	73	310	854	5,056	6,368	0	2	7	13	41	164	1,516	1,743	8,111	323	6,573	261										
Hampshire	4	6	21	40	157	486	2,233	2,947	0	0	4	5	21	100	703	833	3,780	211	2,936	164										
Hertfordshire	5	5	12	25	67	186	1,307	1,607	0	1	1	2	13	29	464	510	2,117	204	1,771	171										
Humbly Grove	3	12	15	25	101	270	1,347	1,772	0	0	2	5	4	28	420	459	2,231	256	1,767	203										
Kent	5	12	16	40	134	401	2,225	2,832	0	1	3	7	20	67	691	789	3,621	228	2,915	183										
Lancashire	3	9	16	35	161	462	2,163	2,848	1	2	2	6	17	73	629	730	3,579	252	2,792	196										
Leicestershire	3	8	11	20	87	256	1,480	1,865	1	0	3	3	7	29	393	436	2,300	246	1,872	201										
Lincolnshire	3	3	9	14	61	161	778	1,029	0	2	0	1	6	18	185	212	1,241	189	962	146										
London, City of	3	5	8	14	50	116	505	701	0	0	0	2	3	12	138	155	856	*	643	*										
Merseyside	6	14	25	48	148	519	2,649	3,409	0	0	0	4	16	77	621	719	4,129	303	3,270	240										
Metropolitan Police	31	91	157	470	1,325	3,748	18,666	24,488	5	4	16	26	127	489	4,882	5,547	30,035	420	23,548	329										
Norfolk	3	6	12	22	70	194	950	1,257	0	0	3	3	3	29	229	267	1,524	190	1,179	147										
Northamptonshire	3	6	7	14	46	161	744	981	0	0	0	0	4	22	254	281	1,261	198	998	156										
Northumbria	5	13	26	48	159	491	2,568	3,310	0	1	5	4	14	57	671	752	4,061	294	3,238	234										
North Yorkshire	3	6	14	15	72	218	921	1,249	1	2	1	0	4	23	254	285	1,534	203	1,175	156										
Nottinghamshire	3	6	14	29	112	305	1,607	2,076	1	0	2	2	7	43	376	431	2,507	245	1,983	194										
South Yorkshire	5	10	22	43	157	397	1,977	2,612	0	2	2	3	17	73	599	696	3,307	261	2,576	203										
Staffordshire	4	7	12	21	85	302	1,387	1,818	0	0	2	1	7	35	424	468	2,286	218	1,810	173										
Suffolk	2	5	11	14	52	156	788	1,029	1	0	1	6	19	259	286	314	1,314	196	1,047	156										
Surrey	4	6	11	19	81	227	1,158	1,506	0	1	1	1	14	46	373	436	1,942	183	1,531	144										
Sussex	5	12	21	42	144	372	1,832	2,429	0	1	1	6	25	61	568	662	3,090	206	2,400	160										
Thames Valley	3	11	32	41	155	433	2,532	3,207	2	1	3	5	27	69	789	896	4,103	195	3,321	158										
Warwickshire	4	6	7	14	48	124	612	815	0	0	1	1	3	9	183	197	1,011	197	794	155										
West Mercia	3	7	12	25	94	302	1,433	1,876	1	3	2	4	11	31	436	489	2,365	202	1,869	160										
West Midlands	6	27	34	47	279	836	4,819	6,048	0	2	1	6	44	155	1,753	1,960	8,008	311	6,572	255										
West Yorkshire	7	21	32	57	233	583	3,246	4,179	0	3	1	4	25	77	1,024	1,135	5,313	254	4,270	204										
Wiltshire	2	7	7	15	52	139	730	952	1	1	0	0	4	20	247	272	1,225	198	977	158										
Dyfed-Powys	3	7	7	15	53	168	706	959	0	0	0	0	2	18	189	208	1,167	236	895	181										
Gwent	3	4	9	13	55	198	823	1,105	0	1	0	0	6	15	249	270	1,376	248	1,072	194										
North Wales	3	7	6	22	72	219	980	1,308	0	0	2	2	4	23	288	317	1,625	243	1,268	190										
South Wales	4	7	20	45	149	417	2,035	2,677	1	1	1	3	13	49	567	635	3,312	275	2,603	216										
<b>Total of all 43 forces</b>	<b>189</b>	<b>453</b>	<b>806</b>	<b>1,617</b>	<b>5,815</b>	<b>16,613</b>	<b>85,052</b>	<b>110,544</b>	<b>19</b>	<b>38</b>	<b>86</b>	<b>143</b>	<b>613</b>	<b>2,362</b>	<b>24,663</b>	<b>27,925</b>	<b>138,468</b>	<b>264</b>	<b>109,715</b>	<b>209</b>										
NCS	5	8	13	32	72	217	699	1,046	0	0	1	4	6	15	105	131	1,177	804	804	804										
National Crime Intelligence Squad (NCIS)	0	6	8	24	22	51	128	239	0	0	0	0	0	4	28	32	271	156	156	156										
Central Service secondments	11	30	30	59	57	103	236	526	0	5	4	6	15	16	75	121	647	311	311	311										
British Transport Police	5	8	11	34	105	254	1,555	1,972	0	0	1	3	11	20	261	295	2,267	181	1,816	181										
<b>Total other services</b>	<b>21</b>	<b>52</b>	<b>62</b>	<b>149</b>	<b>256</b>	<b>625</b>	<b>2,618</b>	<b>3,783</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>13</b>	<b>32</b>	<b>55</b>	<b>469</b>	<b>579</b>	<b>4,362</b>	<b>3,087</b>	<b>3,087</b>	<b>3,087</b>										
<b>Total police service strength</b>	<b>210</b>	<b>505</b>	<b>868</b>	<b>1,766</b>	<b>6,071</b>	<b>17,238</b>	<b>87,670</b>	<b>114,327</b>	<b>19</b>	<b>43</b>	<b>91</b>	<b>156</b>	<b>645</b>	<b>2,417</b>	<b>25,133</b>	<b>28,503</b>	<b>142,830</b>	<b>272</b>												

Table 5 Police officer joiners<sup>1</sup> from 1 April 2003 to 31 March 2004, by police force area, rank and gender.

England and Wales Police force	Male Ranks											Female ranks											Full time equivalents		
	ACPO rank	Chief Superin- tendent		Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superin- tendent		Inspector	Sergeant	Constable	Total female ranks	ACPO rank	Superin- tendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks			
		0	1						0	0													0	0	0
Avon and Somerset	0	0	0	1	0	247	0	0	0	0	2	9	259	0	0	0	0	0	0	0	0	2	128	389	
Bedfordshire	0	0	1	0	2	136	0	0	0	0	0	0	139	0	0	0	0	0	0	0	0	0	47	186	
Cambridgeshire	1	0	2	0	6	86	0	0	0	1	6	0	96	0	0	0	0	0	0	0	0	0	40	137	
Cheshire	0	0	2	0	3	114	0	0	0	0	3	3	119	0	0	0	0	0	0	0	0	0	48	167	
Cleveland	3	0	0	0	3	117	0	0	0	3	3	0	126	0	0	0	0	0	0	0	0	0	46	172	
Cumbria	1	0	0	0	0	86	0	0	0	0	0	0	87	0	0	0	0	0	0	0	0	0	49	136	
Derbyshire	0	0	1	0	2	110	0	0	0	0	2	0	113	0	0	0	0	0	0	0	0	0	47	161	
Devon and Cornwall	1	1	0	0	10	163	0	0	0	0	10	6	175	1	0	0	0	1	1	0	0	65	243		
Dorset	0	0	0	0	1	76	0	0	0	0	1	0	77	0	0	0	0	0	0	0	0	0	28	105	
Durham	1	0	0	0	0	80	0	0	0	0	0	0	81	0	0	0	0	0	0	0	0	39	120		
Essex	1	0	0	0	8	214	0	0	0	8	8	0	231	0	0	0	0	1	2	0	0	102	335		
Gloucestershire	1	0	1	0	4	85	0	0	0	4	1	0	92	0	0	0	0	0	1	0	0	30	123		
Greater Manchester	0	0	0	0	10	698	0	1	10	6	10	0	715	0	1	0	0	0	2	0	0	341	1,059		
Hampshire	1	0	0	0	0	200	0	0	0	0	5	0	206	0	0	0	0	1	4	0	0	106	317		
Hertfordshire	1	0	0	0	2	205	0	1	0	0	2	0	209	0	0	0	0	0	1	0	0	87	297		
Humberside	0	0	0	0	3	154	0	0	1	1	3	0	158	0	0	0	0	0	0	0	0	48	206		
Kent	1	0	0	0	0	224	0	0	0	0	0	0	225	0	0	1	0	0	0	0	0	100	326		
Lancashire	0	0	0	0	9	227	0	0	0	9	9	0	236	0	0	0	0	0	1	0	0	95	332		
Leicestershire	0	0	0	0	3	162	0	0	0	0	3	0	165	0	0	0	0	0	0	0	0	71	236		
Lincolnshire	1	0	0	0	1	52	0	0	1	3	3	0	57	0	0	0	0	0	0	0	0	10	67		
London, City of	0	0	2	0	4	66	0	0	1	4	4	0	73	0	0	0	0	0	0	0	1	24	98		
Merseyside	0	0	0	0	0	159	0	0	0	0	0	0	159	0	0	0	0	0	0	0	0	62	221		
Metropolitan Police	1	3	3	4	20	2,292	0	4	20	53	53	0	2,376	0	0	0	0	6	6	0	0	978	3,362		
Norfolk	0	0	3	1	3	47	0	1	3	5	5	0	59	0	0	1	0	0	1	0	0	21	82		
Northamptonshire	1	0	0	1	1	67	0	1	1	6	6	0	76	0	0	0	0	0	0	0	0	42	118		
Northumbria	1	0	0	0	0	158	0	0	0	0	0	0	159	0	0	0	0	0	0	0	0	67	226		
North Yorkshire	1	0	0	0	0	91	0	0	0	0	0	0	92	0	0	0	0	0	0	0	0	36	128		
Nottinghamshire	0	0	0	0	0	114	0	0	0	0	0	0	114	1	0	0	0	2	0	0	0	38	155		
South Yorkshire	0	0	0	0	0	207	0	0	0	1	1	0	208	0	0	0	0	0	0	0	0	85	293		
Staffordshire	1	0	0	0	0	125	0	0	0	3	3	0	129	0	0	0	0	0	0	0	0	41	170		
Suffolk	0	0	0	0	8	80	0	0	0	8	8	0	88	0	0	0	0	0	2	0	0	43	133		
Surrey	0	0	1	0	5	111	0	0	0	5	5	0	117	0	0	0	0	0	3	0	0	40	160		
Sussex	0	0	0	1	1	252	0	1	1	0	0	0	254	0	0	0	0	0	0	0	0	101	355		
Thames Valley	1	0	0	0	2	356	0	0	0	2	2	0	359	0	0	0	0	1	1	0	0	159	520		
Warwickshire	0	0	1	0	1	41	0	0	1	2	2	0	45	0	0	0	0	0	1	0	0	20	66		
West Mercia	1	0	0	0	16	109	0	0	1	16	16	0	127	0	0	0	0	2	0	0	0	51	180		
West Midlands	2	0	1	3	4	458	0	3	3	4	4	0	471	0	0	0	0	0	0	0	0	172	643		
West Yorkshire	0	0	0	1	0	325	0	1	0	1	0	0	327	0	0	0	0	0	0	0	0	184	511		
Wiltshire	1	0	1	0	3	82	0	0	3	1	1	0	88	0	0	0	0	0	0	0	0	39	127		
Dyfed Powys	0	0	0	0	0	49	0	0	0	0	0	0	49	0	0	0	0	0	0	0	0	23	72		
Gwent	0	0	0	0	4	53	0	0	0	4	4	0	57	0	0	0	0	0	1	0	0	42	100		
North Wales	0	0	1	0	0	66	0	0	0	1	1	0	68	0	0	0	0	0	0	0	0	47	115		
South Wales	0	0	0	0	0	110	1	0	0	0	0	0	110	1	0	0	0	0	1	0	0	75	187		
<b>Total police service strength (excluding BTP)</b>	<b>23</b>	<b>4</b>	<b>21</b>	<b>13</b>	<b>64</b>	<b>8,854</b>	<b>9,171</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>35</b>	<b>3,918</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>35</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>3,918</b>	<b>13,137</b>		

1. Includes transfers from other England and Wales forces but does not include officers returning after a period of secondment.

2. British Transport Police unable to supply figures.

Table 6 Police officer leavers<sup>1</sup> from 1 April 2003 to 31 March 2004, by police force area, rank and gender.

England and Wales Police force	Male Ranks											Female Ranks											Full time equivalents
	Total male ranks											Total female ranks											
	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total male ranks	ACPO rank	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Total female ranks	Total police ranks						
Avon and Somerset	0	2	1	1	13	15	93	125	0	0	0	0	0	1	16	17	142						
Bedfordshire	0	1	1	0	4	3	80	89	0	0	0	0	0	2	13	15	104						
Cambridgeshire	2	0	1	1	10	15	59	88	0	0	0	0	0	0	7	7	95						
Cheshire	0	1	0	3	7	18	65	94	0	0	0	0	0	4	10	14	108						
Cleveland	1	1	1	0	5	14	48	70	0	0	0	0	0	2	9	11	81						
Cumbria	0	0	0	1	1	8	30	40	0	0	0	0	0	0	7	7	47						
Derbyshire	1	2	0	3	2	15	54	77	0	0	0	0	0	0	8	8	85						
Devon and Cornwall	1	2	1	4	8	19	78	113	0	0	0	1	2	1	11	15	128						
Dorset	0	0	2	1	2	5	54	64	0	0	0	0	0	2	8	10	74						
Durham	1	5	0	1	5	4	49	65	0	0	0	0	0	0	13	13	78						
Essex	0	0	0	6	12	30	129	177	0	0	0	1	1	2	23	27	204						
Gloucestershire	1	0	1	2	1	5	32	42	0	0	0	0	0	2	12	13	55						
Greater Manchester	1	5	3	5	28	35	208	285	0	0	1	1	0	1	43	46	331						
Hampshire	1	4	2	2	10	21	163	202	0	0	0	0	0	1	29	29	231						
Hertfordshire	1	0	3	3	10	18	107	142	0	0	0	0	2	1	13	16	158						
Humberside	0	1	0	1	6	14	64	86	0	0	0	0	0	0	11	11	97						
Kent	3	1	5	5	12	28	150	204	0	0	1	2	1	3	15	22	226						
Lancashire	0	1	4	1	15	19	71	111	0	0	0	0	0	2	14	16	127						
Leicestershire	0	1	0	1	5	9	57	73	0	0	0	0	0	1	12	13	86						
Lincolnshire	1	1	1	3	2	8	35	51	0	0	0	1	0	0	9	10	61						
London, City of	0	1	0	2	3	8	36	50	0	0	0	0	0	0	4	6	56						
Merseyside	0	3	1	5	12	22	98	141	0	0	1	1	0	0	29	31	172						
Metropolitan Police	5	14	19	31	76	179	1,008	1,332	1	0	0	3	2	14	207	228	1,560						
Norfolk	0	0	1	3	2	5	29	40	0	0	0	1	0	2	8	10	50						
Northamptonshire	1	3	0	2	4	5	45	60	0	0	0	0	1	0	12	13	73						
Northumbria	1	2	2	7	17	27	102	158	0	0	0	0	0	1	22	23	181						
North Yorkshire	1	3	1	0	7	6	46	64	0	0	0	0	0	0	9	9	73						
Nottinghamshire	0	1	3	3	5	14	85	111	0	0	0	0	0	0	12	12	123						
South Yorkshire	0	1	5	6	10	22	98	142	0	0	0	1	2	18	21	163							
Staffordshire	1	1	1	2	7	6	63	81	0	0	0	0	0	0	21	21	102						
Suffolk	0	1	0	0	4	15	39	59	0	0	0	0	0	0	15	15	74						
Surrey	1	0	1	4	5	9	96	116	0	0	1	0	2	3	26	32	147						
Sussex	0	3	2	3	10	27	183	228	0	0	0	0	0	4	54	58	286						
Thames Valley	1	0	2	4	20	34	212	273	0	0	0	0	0	3	40	43	316						
Warwickshire	0	1	0	1	7	3	36	48	0	0	0	0	0	0	8	8	56						
West Mercia	0	1	1	5	7	20	69	103	0	0	0	0	0	0	20	20	123						
West Midlands	0	2	2	1	17	57	279	358	0	1	1	1	1	9	72	83	441						
West Yorkshire	0	6	2	4	15	36	142	205	0	1	0	0	0	2	38	41	246						
Wiltshire	0	1	3	0	4	9	36	53	0	0	0	0	1	1	10	12	65						
Dyfed Powys	0	1	0	0	1	6	25	33	0	0	0	0	0	2	5	7	40						
Gwent	1	1	0	2	9	7	41	61	0	0	0	0	0	2	10	12	73						
North Wales	0	2	1	0	4	4	40	51	0	0	0	0	0	2	4	6	56						
South Wales	1	3	5	7	13	25	83	137	0	0	1	0	0	1	7	9	146						
<b>Total police service strength (excluding BTP)</b>	<b>27</b>	<b>76</b>	<b>80</b>	<b>136</b>	<b>417</b>	<b>848</b>	<b>4,515</b>	<b>6,100</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>13</b>	<b>16</b>	<b>71</b>	<b>930</b>	<b>1,039</b>	<b>7,139</b>						

1. Includes transfers to other England and Wales forces but does not include officers leaving after a period of secondment.

2. British Transport Police unable to supply figures

Table 7 Special constable strength as at 31 March 2004, and joiners/leavers in the twelve months to 31 March 2004 by police force area, gender and ethnicity

England and Wales Police force	Special Constables										Number of staff	
	Total strength			Minority Ethnic strength			Joiners			Leavers		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Avon & Somerset	218	87	305	7	1	8	41	23	64	57	47	104
Bedfordshire	90	56	146	9	4	13	28	33	61	6	7	13
Cambridgeshire	137	56	193	8	0	8	30	18	48	25	19	44
Cheshire	111	62	173	3	1	4	5	8	13	2	4	6
Cleveland	55	30	85	2	0	2	0	16	16	0	16	16
Cumbria	49	28	77	1	1	2	4	4	8	13	12	25
Derbyshire	202	99	301	4	1	5	55	42	97	21	14	35
Devon & Cornwall	390	212	602	0	1	1	34	34	68	63	38	101
Dorset	141	69	210	2	0	2	20	11	31	21	16	37
Durham	63	18	81	0	0	0	4	2	6	17	4	21
Essex	241	108	349	3	2	5	43	25	68	51	34	85
Gloucestershire	100	55	155	1	1	2	14	4	18	12	8	20
Greater Manchester	233	112	345	8	3	11	55	29	84	43	36	79
Hampshire	260	86	346	4	2	6	48	27	75	57	26	83
Hertfordshire	158	48	206	9	3	12	43	16	59	32	15	47
Humber-side	142	67	209	3	1	4	48	34	82	12	8	20
Kent	253	88	341	7	3	10	55	30	85	38	23	61
Lancashire	219	117	336	5	5	10	45	25	70	41	32	73
Leicestershire	104	55	159	9	4	13	22	19	41	25	6	31
Lincolnshire	120	36	156	0	0	0	30	9	39	14	8	22
London, City of	37	17	54	4	3	7	16	7	23	6	4	10
Merseyside	255	116	371	3	0	3	29	10	39	23	17	40
Metropolitan Police	550	192	742	110	24	134	79	45	124	47	41	88
Norfolk	153	88	241	0	0	0	18	22	40	19	19	38
Northamptonshire	134	63	197	4	2	6	36	25	61	30	13	43
Northumbria	132	37	169	4	0	4	11	5	16	51	14	65
North Yorkshire	119	41	160	2	0	2	0	0	0	10	2	12
Nottinghamshire	201	94	295	7	2	9	36	22	58	8	3	11
South Yorkshire	142	58	200	3	2	5	22	16	38	31	9	40
Staffordshire	263	113	376	6	3	9	43	25	68	51	26	77
Suffolk	183	83	266	3	2	5	34	21	55	37	27	64
Surrey	175	80	255	9	2	11	49	25	74	23	5	28
Sussex	136	45	181	1	1	2	16	12	28	32	11	43
Thames Valley	241	100	341	15	5	20	36	23	59	52	35	87
Warwickshire	115	54	169	6	1	7	8	8	16	25	12	37
West Mercia	187	93	280	3	1	4	8	10	18	28	10	38
West Midlands	515	200	715	101	37	138	153	77	230	99	35	134
West Yorkshire	251	152	403	32	17	49	47	25	72	20	13	33
Wiltshire	105	64	169	1	0	1	25	24	49	24	17	41
Dyfed-Powys	107	44	151	0	0	0	9	2	11	6	2	8
Gwent	90	46	136	1	0	1	12	12	24	15	2	17
North Wales	97	27	124	0	0	0	17	7	24	5	3	8
South Wales	171	47	218	4	3	7	50	14	64	24	7	31
British Transport Police	193	30	223	35	4	39	76	18	94	0	0	0
<b>Total all forces</b>	<b>7,838</b>	<b>3,373</b>	<b>11,211</b>	<b>439</b>	<b>142</b>	<b>581</b>	<b>1,454</b>	<b>864</b>	<b>2,318</b>	<b>1,216</b>	<b>700</b>	<b>1,916</b>
<b>Total all forces (excluding BTP)</b>	<b>7,645</b>	<b>3,343</b>	<b>10,988</b>	<b>404</b>	<b>138</b>	<b>542</b>	<b>1,378</b>	<b>846</b>	<b>2,224</b>	<b>1,216</b>	<b>700</b>	<b>1,916</b>



Table 9 Minority ethnic officer strength by police force area, rank and gender as at 31 March 2004

England and Wales Police force	Male Ranks													Female ranks						Full-time equivalents				
	ACPO rank						Chief rank						Inspector rank						Total male ranks	Total female ranks	Total police ranks	Percentage of total officer strength	Minority ethnic officer strength at 31 March 2003	Change between 31.03.03 and 31.03.04
	ACPO rank	Superintendent	Chief Superintendent	Inspector	Sergeant	Constable	ACPO rank	Superintendent	Chief Superintendent	Inspector	Sergeant	Constable	ACPO rank	Superintendent	Inspector	Sergeant	Constable							
Avon & Somerset	0	0	0	0	2	33	0	0	0	0	0	0	0	0	0	0	0	9	47	1.4	44	3		
Bedfordshire	0	1	0	1	3	40	0	0	0	1	9	10	9	1	4	5	51	55	4.5	51	4			
Cambridgeshire	0	0	1	0	3	26	0	0	0	1	4	6	6	1	1	4	35	17	2.5	35	1			
Cheshire	0	0	0	0	1	10	0	0	0	0	6	6	6	0	0	11	23	17	0.8	11	6			
Cleveland	0	0	0	0	2	18	0	0	0	1	1	2	2	1	1	1	23	28	1.6	23	5			
Cumbria	0	0	0	0	2	5	0	0	0	0	4	4	4	0	0	5	6	11	0.9	5	6			
Derbyshire	0	0	0	2	3	42	0	0	0	1	7	8	8	1	1	6	3	63	3.0	61	3			
Devon & Cornwall	0	0	0	0	2	16	0	0	0	0	24	6	6	0	0	3	21	24	0.7	21	3			
Dorset	0	0	0	0	1	8	0	0	0	0	3	3	3	0	0	12	3	15	1.0	12	3			
Durham	0	0	0	0	5	16	0	0	0	0	5	5	5	0	0	25	1	25	1.5	25	1			
Essex	0	0	1	1	6	26	0	0	0	1	2	15	15	2	12	49	1	49	1.6	49	1			
Gloucestershire	0	0	0	0	1	13	0	0	0	0	1	1	1	0	0	18	2	20	1.5	18	1			
Greater Manchester	0	1	2	9	30	185	0	0	1	0	2	44	44	2	41	235	36	271	3.3	235	36			
Hampshire	0	0	0	2	7	35	0	0	0	1	6	8	8	0	0	49	4	52	1.4	49	4			
Hertfordshire	0	1	2	0	4	32	0	0	0	0	15	15	15	0	0	43	11	54	2.6	43	11			
Humberside	0	0	0	0	2	15	0	0	0	0	5	5	5	0	0	22	1	23	1.0	22	1			
Kent	1	0	1	0	2	42	0	0	1	0	12	14	14	1	1	45	18	64	1.8	45	18			
Lancashire	0	0	0	2	6	69	0	0	0	3	13	16	16	0	0	76	17	93	2.6	76	17			
Leicestershire	0	0	2	0	4	78	0	0	0	0	14	15	15	0	0	97	11	108	4.7	97	11			
Lincolnshire	0	0	0	0	1	4	0	0	0	0	3	4	4	0	0	12	1	13	1.0	12	1			
London, City of	0	0	0	0	2	21	0	0	0	0	7	7	7	0	0	28	6	34	4.0	28	6			
Merseyside	0	0	2	1	10	71	0	0	1	1	18	20	20	1	18	62	43	105	2.5	62	43			
Metropolitan Police	2	2	13	45	115	1,406	0	0	1	3	379	391	391	0	0	1,574	402	1,976	6.6	1,574	402			
Norfolk	0	0	1	0	1	13	0	0	0	0	2	3	3	0	0	16	0	16	1.1	16	0			
Northamptonshire	0	0	1	0	2	30	0	0	0	0	9	9	9	0	0	39	8	47	3.7	39	8			
Northumbria	0	0	1	0	5	34	0	0	0	0	8	8	8	0	0	52	4	48	1.2	52	4			
North Yorkshire	0	0	1	0	1	5	7	0	0	0	1	1	1	0	0	14	6	8	0.5	14	6			
Nottinghamshire	0	2	0	3	0	63	71	0	0	0	8	10	10	0	2	75	6	81	3.2	75	6			
South Yorkshire	0	0	0	1	3	53	69	0	0	0	16	16	16	0	0	80	5	85	2.6	80	5			
Staffordshire	0	0	0	0	3	23	26	0	0	0	8	9	9	0	1	31	4	35	1.5	31	4			
Suffolk	0	0	0	0	1	17	18	0	0	0	9	9	9	0	0	27	0	27	2.0	27	0			
Surrey	0	1	0	0	3	32	37	0	0	0	12	12	12	0	0	41	8	49	2.5	41	8			
Sussex	0	0	1	1	3	21	26	0	0	0	7	8	8	0	1	32	2	34	1.1	32	2			
Thames Valley	0	1	1	2	12	79	96	0	0	0	29	31	31	0	0	117	10	127	3.1	117	10			
Warwickshire	0	0	1	0	6	17	25	0	0	0	5	5	5	0	0	31	-1	30	3.0	31	-1			
West Mercia	0	1	0	1	5	17	24	0	0	0	5	6	6	0	0	26	4	30	1.3	26	4			
West Midlands	1	0	0	3	13	42	303	362	0	2	9	126	137	0	0	435	64	499	6.2	435	64			
West Yorkshire	1	0	0	2	6	21	147	147	0	0	4	39	39	0	0	163	23	186	3.5	163	23			
Wiltshire	0	1	0	0	1	14	16	0	0	0	1	1	1	0	0	12	5	17	1.4	12	5			
Dyfed-Powys	0	1	0	0	0	5	6	6	0	0	0	0	0	0	0	7	-1	6	0.5	7	-1			
Glwent	0	0	0	0	2	16	18	18	0	0	1	1	1	0	0	20	-1	19	1.4	20	-1			
North Wales	0	0	0	0	1	2	4	4	0	0	0	0	0	0	0	7	-3	4	0.2	7	-3			
South Wales	0	1	0	1	3	32	38	38	0	0	1	12	12	0	1	47	3	50	1.5	47	3			
<b>Total of 43 forces</b>	<b>5</b>	<b>10</b>	<b>19</b>	<b>33</b>	<b>116</b>	<b>3,101</b>	<b>3,649</b>	<b>3,649</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>867</b>	<b>928</b>	<b>4,577</b>	<b>3.3</b>	<b>3,868</b>	<b>710</b>	<b>4,577</b>	<b>3.3</b>	<b>3,868</b>	<b>710</b>			
National Crime Squad (NCS)	0	0	1	1	1	5	14	22	0	0	3	3	3	0	0	26	-1	25	2.1	26	-1			
National Crime Intelligence Service (NCIS)	0	0	0	0	0	2	7	9	0	0	0	1	1	0	0	7	3	10	3.7	7	3			
Central Service Secondments	0	0	1	1	2	5	11	11	0	0	5	6	6	0	0	14	3	17	2.6	14	3			
British Transport Police	0	0	0	1	2	10	68	81	0	0	1	12	12	0	0	81	12	93	4.1	81	12			
<b>Total other services</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>94</b>	<b>123</b>	<b>123</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>22</b>	<b>145</b>	<b>3.3</b>	<b>128</b>	<b>17</b>	<b>145</b>	<b>3.3</b>	<b>128</b>	<b>17</b>			
<b>Total police service</b>	<b>5</b>	<b>10</b>	<b>21</b>	<b>36</b>	<b>121</b>	<b>3,195</b>	<b>3,772</b>	<b>3,772</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>887</b>	<b>950</b>	<b>4,722</b>	<b>3.3</b>	<b>3,996</b>	<b>727</b>	<b>4,722</b>	<b>3.3</b>	<b>3,996</b>	<b>727</b>			
<b>Total police service (excluding BTP)</b>	<b>5</b>	<b>10</b>	<b>21</b>	<b>35</b>	<b>119</b>	<b>3,127</b>	<b>3,691</b>	<b>3,691</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>876</b>	<b>938</b>	<b>4,629</b>	<b>3.3</b>	<b>3,915</b>	<b>715</b>	<b>4,629</b>	<b>3.3</b>	<b>3,915</b>	<b>715</b>			

Table 10. Police officer strength by ethnicity, police force area and gender as at 31 March 2004

England and Wales Police force	Male										Female						Total all	
	Male										Female						Total all	
	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated	Total male	White	Mixed	Black or Black British	Asian or Asian British	Other ethnic group	Not stated	Total female	Total all			
Avon & Somerset	2,745	5	12	10	11	4	2,787	621	1	6	1	0	630	3,417				
Bedfordshire	879	15	8	22	0	14	938	251	2	2	6	1	261	1,199				
Cambridgeshire	1,086	9	8	13	0	18	1,134	270	2	2	2	2	278	1,412				
Cheshire	1,740	8	1	1	1	10	1,761	436	4	1	1	2	444	2,204				
Cleveland	1,317	2	7	17	0	47	1,390	296	1	0	1	9	307	1,697				
Cumbria	944	5	1	1	0	0	951	286	2	0	2	0	290	1,241				
Derbyshire	1,622	14	8	31	2	0	1,677	398	0	2	5	0	406	2,084				
Devon & Cornwall	2,641	5	8	2	3	0	2,659	647	1	3	0	0	653	3,311				
Dorset	1,165	2	1	5	4	4	1,181	269	2	1	0	2	273	1,453				
Durham	1,311	13	0	7	1	0	1,332	364	3	0	2	0	369	1,701				
Essex	2,400	18	6	4	6	17	2,451	646	11	0	2	8	669	3,120				
Gloucestershire	1,005	8	4	2	5	4	1,028	268	0	0	1	0	269	1,298				
Greater Manchester	6,141	83	40	80	24	0	6,368	1,699	16	11	11	6	1,743	8,111				
Hampshire	2,903	5	13	14	12	0	2,947	825	1	2	3	0	833	3,780				
Hertfordshire	1,566	13	8	14	4	2	1,607	494	6	3	5	1	510	2,117				
Humberside	1,754	6	4	5	3	0	1,772	454	1	3	1	0	459	2,231				
Kent	2,766	13	12	15	10	16	2,832	767	6	1	4	8	789	3,621				
Lancashire	2,384	20	4	44	10	386	2,848	663	8	0	4	53	730	3,579				
Leicestershire	1,772	0	28	49	16	0	1,865	421	0	4	9	0	436	2,300				
Lincolnshire	1,020	1	3	4	1	0	1,029	208	2	0	2	0	212	1,241				
London, City of	674	6	7	14	0	0	701	148	1	4	2	0	155	856				
Merseyside	3,263	42	10	11	22	61	3,409	689	10	6	0	4	719	4,129				
Metropolitan Police	22,881	243	492	580	269	22	24,488	5,144	73	171	90	12	5,547	30,035				
Norfolk	1,239	11	1	1	0	5	1,257	262	1	1	0	2	267	1,524				
Northamptonshire	864	9	14	9	6	79	981	260	4	4	1	12	281	1,261				
Northumbria	3,269	16	2	11	11	1	3,310	744	3	1	3	0	752	4,061				
North Yorkshire	1,144	1	1	6	1	98	1,249	249	0	0	1	35	285	1,534				
Nottinghamshire	1,994	18	23	28	2	11	2,076	420	5	3	2	0	431	2,507				
South Yorkshire	2,519	15	18	34	2	24	2,612	679	6	4	5	1	696	3,307				
Staffordshire	1,792	10	9	5	2	0	1,818	460	3	3	3	0	468	2,286				
Suffolk	1,011	12	5	0	1	0	1,029	277	7	0	2	0	286	1,314				
Surrey	1,445	24	5	6	2	24	1,506	420	3	3	5	4	436	1,942				
Sussex	2,403	1	8	3	14	0	2,429	654	1	4	0	3	662	3,090				
Thames Valley	2,677	47	18	27	4	433	3,207	799	12	7	11	66	896	4,103				
Warwickshire	780	2	3	19	1	10	815	192	2	0	3	0	197	1,011				
West Mercia	1,852	6	5	6	7	0	1,876	482	2	2	2	1	489	2,365				
West Midlands	5,666	61	93	206	2	20	6,048	1,813	38	37	59	11	1,960	8,008				
West Yorkshire	3,995	27	26	86	8	37	4,179	1,093	11	11	14	3	1,135	5,313				
Wiltshire	936	6	5	5	0	0	952	271	0	1	0	0	272	1,225				
Dyfed-Powys	953	2	1	0	3	0	959	208	0	0	0	0	208	1,167				
Gwent	1,088	9	4	5	0	0	1,105	269	1	0	0	0	270	1,376				
North Wales	1,300	2	0	2	0	4	1,308	317	0	0	0	0	317	1,625				
South Wales	2,399	22	3	10	3	240	2,677	587	9	0	0	36	635	3,312				
<b>Total of 43 forces</b>	<b>105,303</b>	<b>835</b>	<b>929</b>	<b>1,413</b>	<b>472</b>	<b>1,590</b>	<b>110,544</b>	<b>26,720</b>	<b>260</b>	<b>301</b>	<b>263</b>	<b>103</b>	<b>278</b>	<b>138,468</b>				
National Crime Squad	961	10	5	6	1	63	1,046	119	1	1	1	9	131	1,177				
National Intelligence Service (NIS)	229	1	4	3	1	30	239	0	0	1	0	0	32	271				
Central Service secondments <sup>1</sup>	495	11	0	0	0	20	526	110	6	0	0	5	121	647				
British Transport Police	1,880	13	39	24	5	11	1,972	282	5	4	3	1	295	2,267				
<b>Total other services</b>	<b>3,565</b>	<b>35</b>	<b>48</b>	<b>33</b>	<b>7</b>	<b>95</b>	<b>3,783</b>	<b>541</b>	<b>12</b>	<b>6</b>	<b>4</b>	<b>16</b>	<b>579</b>	<b>4,362</b>				
<b>Total police service</b>	<b>108,868</b>	<b>870</b>	<b>977</b>	<b>1,446</b>	<b>479</b>	<b>1,685</b>	<b>114,327</b>	<b>27,261</b>	<b>272</b>	<b>307</b>	<b>267</b>	<b>103</b>	<b>294</b>	<b>142,830</b>				
<b>Total police service (excluding BTP)</b>	<b>106,988</b>	<b>857</b>	<b>938</b>	<b>1,422</b>	<b>474</b>	<b>1,674</b>	<b>112,355</b>	<b>26,979</b>	<b>267</b>	<b>303</b>	<b>264</b>	<b>103</b>	<b>293</b>	<b>140,563</b>				

1. A breakdown by ethnicity is not available. All minority ethnic officers are counted in 'mixed' ethnic group.

Table 11 Police Officer Strength by English Government Office Regions and Wales

English Government Office Regions and Wales	Full time equivalents			Change in 12 months		Change in 6 months	
	Strength as at:			Mar-03 - Mar-04		Sep-03 - Mar-04	
	Mar-03 <i>fte</i>	Sep-03 <i>fte</i>	Mar-04 <i>fte</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
<b>NORTH EAST</b>	<b>7,272</b>	<b>7,339</b>	<b>7,459</b>	<b>187</b>	<b>3</b>	<b>120</b>	<b>2</b>
Cleveland	1,592	1,616	1,697	105	7	81	5
Durham	1,662	1,684	1,701	38	2	17	1
Northumbria	4,018	4,039	4,061	44	1	22	1
<b>NORTH WEST</b>	<b>18,174</b>	<b>18,767</b>	<b>19,264</b>	<b>1,090</b>	<b>6</b>	<b>497</b>	<b>3</b>
Cheshire	2,137	2,189	2,204	67	3	15	1
Cumbria	1,154	1,193	1,241	87	8	48	4
Greater Manchester	7,391	7,724	8,111	720	10	387	5
Lancashire	3,380	3,512	3,579	199	6	67	2
Merseyside	4,112	4,149	4,129	17	0	-20	0
<b>YORKSHIRE AND THE HUMBER</b>	<b>11,806</b>	<b>12,121</b>	<b>12,386</b>	<b>580</b>	<b>5</b>	<b>265</b>	<b>2</b>
Humberside	2,123	2,188	2,231	108	5	44	2
North Yorkshire	1,452	1,481	1,534	82	6	53	4
South Yorkshire	3,194	3,222	3,307	113	4	86	3
West Yorkshire	5,037	5,230	5,313	277	5	83	2
<b>EAST MIDLANDS</b>	<b>9,040</b>	<b>9,216</b>	<b>9,392</b>	<b>352</b>	<b>4</b>	<b>176</b>	<b>2</b>
Derbyshire	2,010	2,061	2,084	74	4	23	1
Leicestershire	2,147	2,211	2,300	153	7	89	4
Lincolnshire	1,236	1,231	1,241	5	0	9	1
Northamptonshire	1,222	1,258	1,261	39	3	3	0
Nottinghamshire	2,426	2,455	2,507	81	3	52	2
<b>WEST MIDLANDS</b>	<b>13,322</b>	<b>13,585</b>	<b>13,670</b>	<b>348</b>	<b>3</b>	<b>85</b>	<b>1</b>
Staffordshire	2,224	2,260	2,286	62	3	26	1
Warwickshire	1,000	986	1,011	11	1	25	3
West Mercia	2,267	2,379	2,365	98	4	-14	-1
West Midlands	7,832	7,960	8,008	177	2	48	1
<b>EASTERN</b>	<b>10,261</b>	<b>10,559</b>	<b>10,687</b>	<b>426</b>	<b>4</b>	<b>128</b>	<b>1</b>
Bedfordshire	1,119	1,164	1,199	81	7	35	3
Cambridgeshire	1,391	1,415	1,412	21	2	-2	0
Essex	3,007	3,074	3,120	113	4	47	2
Hertfordshire	1,977	2,080	2,117	140	7	37	2
Norfolk	1,509	1,520	1,524	15	1	3	0
Suffolk	1,258	1,306	1,314	56	4	8	1
<b>LONDON</b>	<b>29,042</b>	<b>30,072</b>	<b>30,891</b>	<b>1,849</b>	<b>6</b>	<b>819</b>	<b>3</b>
London, City of	811	815	856	45	5	41	5
Metropolitan Police	28,231	29,257	30,035	1,804	6	778	3
<b>SOUTH EAST</b>	<b>16,064</b>	<b>16,355</b>	<b>16,536</b>	<b>471</b>	<b>3</b>	<b>180</b>	<b>1</b>
Hampshire	3,707	3,763	3,780	73	2	18	0
Kent	3,488	3,539	3,621	133	4	82	2
Surrey	1,933	1,977	1,942	9	0	-35	-2
Sussex	3,037	3,028	3,090	53	2	63	2
Thames Valley	3,899	4,049	4,103	204	5	54	1
<b>SOUTH WEST</b>	<b>10,202</b>	<b>10,537</b>	<b>10,704</b>	<b>502</b>	<b>5</b>	<b>166</b>	<b>2</b>
Avon & Somerset	3,160	3,328	3,417	257	8	89	3
Devon & Cornwall	3,215	3,286	3,311	97	3	25	1
Dorset	1,422	1,423	1,453	31	2	30	2
Gloucestershire	1,237	1,258	1,298	61	5	39	3
Wiltshire	1,169	1,242	1,225	56	5	-17	-1
<b>WALES</b>	<b>7,326</b>	<b>7,388</b>	<b>7,480</b>	<b>154</b>	<b>2</b>	<b>92</b>	<b>1</b>
Dyfed-Powys	1,156	1,158	1,167	11	1	9	1
Gwent	1,347	1,347	1,376	28	2	29	2
North Wales	1,553	1,597	1,625	72	5	29	2
South Wales	3,269	3,286	3,312	43	1	26	1
<b>TOTAL of all 43 forces</b>	<b>132,509</b>	<b>135,938</b>	<b>138,468</b>	<b>5,959</b>	<b>4</b>	<b>2,530</b>	<b>2</b>
National Crime Squad (NCS)	1,175	1,179	1,177	2	0	-2	0
National Crime Intelligence Squad (NCIS)	252	262	271	19	8	9	3
Central Service Secondments	513	673	647	134	26	-26	-4
British Transport Police	2,176	1,940	2,267	91	4	327	17
<b>Total police officer strength</b>	<b>136,625</b>	<b>139,992</b>	<b>142,830</b>	<b>6,205</b>	<b>5</b>	<b>2,838</b>	<b>2</b>
<b>Total police officer strength (excluding BTP)</b>	<b>134,450</b>	<b>138,052</b>	<b>140,563</b>	<b>6,114</b>	<b>5</b>	<b>2,511</b>	<b>2</b>

## NOTES

1. Secondments from one police force to another are included in the total for the destination force and therefore in the police officer strength total for the 43 forces of England and Wales.
2. The National Crime Squad and National Criminal Intelligence Service are partly staffed by officers and police staff seconded under section 97 of the Police Act 1996. Staff are appointed from a police force area to these organisations and return to their home force at the end of their secondment. Central services include Centrex and the Home Office.
3. Police service strength figures for the British Transport Police (BTP) are included in this report at the recommendation of the Police Numbers Task Force (PNTF). Data from the BTP is included in order to present a fuller national picture of the policing effort in England & Wales. It is recognised that there are other specialised policing resources in England & Wales, but unlike other non-Home Office forces, the BTP operate directly to protect members of the public.
4. Police staff figures in this bulletin do not include school crossing patrols or contract staff employed by private companies. However, staff on fixed term contracts are included.
5. The Police Statistics Section would like to acknowledge the assistance of the police force personnel sections and the staff at the Data Collection Group in the Home Office for the provision of the data.

6. Contact information:

- (a) If you have any enquiries about the figures in this bulletin or you wish to request further analysis of the data:

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- (b) Further copies of this and previous bulletins, or other Home office statistical bulletins, may be obtained from:

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- (c) Press enquiries:

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