

**NORTHUMBRIA POLICE**



**Workforce Data Report**

**April 2003  
To  
March 2004**

# Workforce Data Report

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### **NOTES**

The establishment figures are detailed by Headcount (HC) unless it is indicated that Full Time Equivalents (FTE) apply.

#### **Police Officers**

- NOTE 1 Basic Authorised Establishment = 3793
- NOTE 2 Authorised Establishment + CFF + Funded Posts by FTE = 4138.50
- NOTE 3 Authorised Establishment + CFF + Funded Posts by HC = 4142
- NOTE 4 Actual Establishment by HC = 4093
- NOTE 5 Actual Establishment by FTE = 4061.12

#### **Police Staff**

- NOTE 6 Authorised Establishment by FTE = 1742
- NOTE 7 Actual Establishment by HC = 1645
- NOTE 8 Actual Establishment by FTE = 1601.76

## OVERALL STRENGTH - 2003/2004

### 1. Overall Strength

	Authorised	Actual (incl funded & CFF)	FTE (incl funded & GFF)	Funded Officers / Posts FTE	CFF
Police Officers	3793	4093	4061.12	77.5	268

	Authorised FTE	Actual (incl funded posts)	Actual FTE (incl funded posts)	Funded Posts FTE
Police Staff	1742	1645	1601.76	86.7

### Gender

	Male	% of total strength	Female	% of total strength	BVPI Target for Female Staff
Police Officers	3311	80.9	782	19.1	18%
Police Staff	637	38.7	1008	61.3	N/A

### Minority Ethnic

	Male	Female	Total	% of total strength	BVPI Target for M.E. Staff
Police Officers	40	8	48	1.18	1.4%
Police Staff	2	9	11	0.67	N/A

**PART TIME STRENGTH - 2003/2004**

**2. Part Time**

	Authorised	Actual	FTE
Police Officers	N/A	109	77.12
Police Staff	N/A	184	103.33
<b>Total</b>	<b>N/A</b>	<b>293</b>	<b>180.45</b>

**Gender - Part Time**

	Male	% of total male strength	Female	% of total female strength	% of total strength
Police Officers	3	0.1	106	13.6	2.7
Police Staff	12	1.9	172	17.1	11.2

**Minority Ethnic - Part Time**

	Male	Female	Total	% of total M.E. strength	% of total M.E. strength
Police Officers	0	1	1	2.08	2.08
Police Staff	0	4	4	36.36	36.36

## STRENGTH BY AREA COMMAND / DEPARTMENT - POLICE OFFICERS

### 5. Strength by Area Command / Department

\* SEE NOTES 2 & 5 FOR ESTABLISHMENT BREAKDOWN

#### Area Command / Department

	Police Officer			
	Authorised FTE	Actual FTE	Variation	%
AA North Northumberland	128.0	132	4.00	3.13
BB South West Northumberland	124.0	125.21	1.21	0.98
CC South East Northumberland	311.0	303.24	-7.76	-2.50
DD Newcastle Central	170.0	168.55	-1.45	-0.85
EE Newcastle East	183.0	175.61	-7.39	-4.04
FF Newcastle West	211.0	205.68	-5.32	-2.52
GG Newcastle North	240.5	231.02	-9.48	-3.94
HH Tynemouth	192.0	189.52	-2.48	-1.29
II Wallsend	163.0	156.89	-6.11	-3.75
JJ Gateshead East	231.0	227.55	-3.45	-1.49
KK Gateshead West	193.5	193.2	-0.30	-0.16
LL South Tyneside	307.5	303.14	-4.36	-1.42
MM Sunderland City	273.0	259.66	-13.34	-4.89
NN Sunderland West	166.5	156.31	-10.19	-6.12
OO Washington	212.0	207.62	-4.38	-2.07
QQ Community Safety	26.0	28	2.00	7.69
UU Criminal Justice	21.0	20.0	-1.00	-4.76
SS Operational Support	575.5	556.6	-18.90	-3.28
VA Policy Support	0.0	0.00	0.00	0.00
VI Professional Standards	20.0	21.0	1.00	5.00
VL Legal Department	0.0	0.0	0.00	0.00
VR PR&I	16.0	22.0	6.00	37.50
VS Staff Office	3.0	6.0	3.00	100.00
VV Command	5.0	5.0	0.00	0.00
WP Personnel Services	61.0	61.52	0.52	0.85
WS Finance & Central Services	0.0	0.0	0.00	0.00
YI IS&T	1.0	2.0	1.00	0.00
ZZ Crime Management	304.0	303.8	-0.20	-0.07
<b>TOTAL</b>	<b>4138.5</b>	<b>4061.12</b>	<b>-77.38</b>	<b>-1.87</b>

## STRENGTH BY AREA COMMAND / DEPARTMENT - POLICE STAFF

### 6. Strength by Area Command / Department

\* SEE NOTES 6 & 8 FOR ESTABLISHMENT BREAKDOWN

Area Command / Department	Police Staff			
	Authorised FTE	Actual FTE	Variation	%
AA North Northumberland	24.5	24.5	0	0.00
BB South West Northumberland	23	22.5	-0.5	-2.17
CC South East Northumberland	56	56.5	0.5	0.89
DD Newcastle Central	40.5	42.5	2	4.94
EE Newcastle East	25.5	22.5	-3	-11.76
FF Newcastle West	28	29	1	3.57
GG Newcastle North	29.9	29.85	-0.05	-0.17
HH Tynemouth	35	36.41	1.41	4.03
II Wallsend	43	35.82	-7.18	-16.70
JJ Gateshead East	53	51.28	-1.72	-3.25
KK Gateshead West	22	23	1	4.55
LL South Tyneside	38	41	3	7.89
MM Sunderland City	48.5	50.61	2.11	4.35
NN Sunderland West	20.5	21.5	1	4.88
OO Washington	24	24	0	0.00
QQ Community Safety	13.5	13.5	0	0.00
UU Criminal Justice	378	298.5	-79.5	-21.03
SS Operational Support	286.5	260.5	-26	-9.08
VA Policy Support	12	12	0	0.00
VI Professional Standards	15	14	-1	-6.67
VL Legal Department	10	10	0	0.00
VR PR&I	31	30	-1	-3.23
VS Staff Office	9	9	0	0.00
VV Command	0	0	0	0.00
WP Personnel Services	110.5	98.52	-11.98	-10.84
WS Finance & Central Services	110.5	100	-10.5	-9.50
YI IS&T	76.6	76.59	-0.01	-0.01
ZZ Crime Management	178	168.18	-9.82	-5.52
	<b>1742</b>	<b>1601.76</b>	<b>-140.24</b>	<b>-8.05</b>

**7. Strength by Rank (including all funded posts)**

\* SEE NOTES 2 & 5 FOR ESTABLISHMENT BREAKDOWN

	Authorised FTE	Strength FTE	Variation	%
Chief Officers	5.00	5.00	0.00	0.00
Chief Superintendent	6.00	14.00	8.00	133.33
Superintendent	32.00	31.00	-1.00	-3.13
Chief Inspector	49.00	52.00	3.00	6.12
Inspector + Funded	167.00	173.00	6.00	3.59
Sergeant + Funded	554.50	548.01	-6.49	-1.17
Constable + CFF & Funded	3332.50	3238.11	-94.39	-2.83
<b>Total</b>	<b>4146.00</b>	<b>4061.12</b>	<b>-84.88</b>	<b>-2.05</b>

**8. Strength by Grade (excluding all funded posts)**

\* SEE NOTES 6 & 8 FOR ESTABLISHMENT BREAKDOWN

	Authorised FTE	Strength FTE	Variation	%
Grade A - B	0.00	0.00	0.00	0.00
Grade A - C	5.50	5.00	-0.50	-9.09
Grade A - D	1.00	1.00	0.00	0.00
Grade A - E	0.00	0.00	0.00	0.00
Grade B - E	147.00	148.11	1.11	0.76
Grade C - E	28.00	26.00	-2.00	-7.14
Grade B - F	0.00	0.00	0.00	0.00
Grade C - F	2.00	2.00	0.00	0.00
Grade B - G	15.00	14.00	-1.00	-6.67
Grade F - G	28.00	28.00	0.00	0.00
Grade D - G	0.00	1.00	1.00	0.00
Grade D - H	1.00	1.00	0.00	0.00
Grade G - H	1.00	1.00	0.00	0.00
Grade A - G/I	29.00	18.84	-10.16	-35.03
Grade I - J	0.00	1.00	1.00	0.00
Grade A	101.35	102.32	0.97	0.96
Grade B	767.38	742.53	-24.85	-3.24
Grade C	204.00	160.97	-43.03	-21.09
Grade D	157.00	106.00	-51.00	-32.48
Grade E	72.00	56.00	-16.00	-22.22
Grade F	63.90	60.30	-3.60	-5.63
Grade G	34.00	28.00	-6.00	-17.65
Grade H	24.00	23.00	-1.00	-4.17
Grade I	34.00	33.00	-1.00	-2.94
Grade J	32.00	30.00	-2.00	-6.25
Grade K	7.00	6.00	-1.00	-14.29
BAND 1	1.70	0.69	-1.01	-59.41
BAND 2	3.00	2.00	-1.00	-33.33
BAND 3	1.00	1.00	0.00	0.00
BAND 4	2.00	2.00	0.00	0.00
BAND 5	1.00	1.00	0.00	0.00
BMA	1.00	0.00	-1.00	-100.00
<b>Total</b>	<b>1763.83</b>	<b>1601.76</b>	<b>-162.07</b>	<b>-9.19</b>

**POLICE OFFICER RECRUITMENT - 2003/2004**

**9. Analysis of Police Officers recruited 01/04/03 - 31/03/04**

	Total	Male	% of Total	Female	% of Total
New Recruits	199	136	68.34	63	31.66
Transfers	22	20	90.91	2	9.09
Re-joins	6	3	N/A	3	N/A
<b>Total Recruitment</b>	<b>227</b>	<b>159</b>	<b>70.04</b>	<b>68</b>	<b>29.96</b>

**10. Application Forms Received 01/04/03 - 31/03/04**

	White Male	White Female	M/Ethnic Male	M/Ethnic Female	Total
Total Received	770	310	19	8	1107
% Received	69.6	28.0	1.7	0.7	100.0

**11. Candidates Provisionally Offered Appointment 01/04/03 - 31/03/04**

	White Male	White Female	M/Ethnic Male	M/Ethnic Female	Total
Total Offered	175	81	9	3	268
% Offered	65.3	30.2	3.4	1.1	100.0

**12. Success Rates 01/04/03 - 31/03/04**

Description	White Male	White Female	M/Ethnic Male	M/Ethnic Female
Applications	770	310	19	8
Appointments	175	81	9	3
<b>Successful %</b>	<b>22.7</b>	<b>26.1</b>	<b>47.4</b>	<b>37.5</b>

**13. Police Officers recruited over the last 10 years**

	Total	Female	% of Total	Minority Ethnic	% of Total
31/03/93	216	42	19.44	4	1.85
31/03/94	195	43	22.05	5	2.56
31/03/95	143	35	24.48	3	2.10
31/03/96	247	68	27.53	0	0.00
31/03/97	163	32	19.63	2	1.23
31/03/98	259	51	19.69	5	1.93
31/03/99	189	39	20.63	2	1.06
31/03/00	106	29	27.36	3	2.83
31/03/01	211	59	27.96	4	1.90
31/03/02	243	72	29.63	3	1.23
31/03/03	266	75	28.20	9	3.38

**POLICE STAFF RECRUITMENT - 2003/2004**

**14. Analysis of Police Staff recruited 01/04/03 - 31/03/04**

Total	Male	% of Total	Female	% of Total
156	49	31.4	107	68.6

**15. Application Forms Received 01/04/03 - 31/03/04**

	White Male	White Female	M/Ethnic Male	M/Ethnic Female	Total
Total Received	1236	1232	47	50	2565
% Received	48.2	48.0	1.8	1.9	100.0

**16. Candidates Provisionally Offered Appointment 01/04/03 - 31/03/04**

	White Male	White Female	M/Ethnic Male	M/Ethnic Female	Total
Total Offered	92	128	1	3	224
% Offered	41.1	57.1	0.4	1.3	100.0

**17. Success Rates 01/04/03 - 31/03/04**

Description	White Male	White Female	M/Ethnic Male	M/Ethnic Female
Applications	1236	1232	47	50
Appointments	92	128	1	3
Successful %	7.4	10.4	2.1	6.0

**18. Police Staff recruited over the last 10 years**

	Total	Female	% of Total	Minority Ethnic	% of Total
31/03/93	65	37	56.92	0	0.00
31/03/94	64	33	51.56	0	0.00
31/03/95	62	44	70.97	1	1.61
31/03/96	81	53	65.43	0	0.00
31/03/97	86	52	60.47	2	2.33
31/03/98	56	28	50.00	0	0.00
31/03/99	79	48	60.76	0	0.00
31/03/00	71	44	61.97	0	0.00
31/03/01	81	49	60.49	2	2.47
31/03/02	116	73	62.93	1	0.86
31/03/03	182	116	63.74	2	1.10

**POLICE OFFICER PROMOTIONS - 2003/2004**

**19. Police Promotions - number appointed to rank between 01/04/03 - 31/03/04**

	Totals from 01/04/03 to 31/03/04				
	Male	Female	M/Ethnic	M/Ethnic	Total
			Male	Female	
Chief Officers	0	0	0	0	0
Chief Superintendent	9	1	0	0	10
Superintendent	6	2	0	0	8
Chief Inspector	12	1	0	0	13
Inspector	20	2	0	0	22
Sergeant	39	8	0	0	47
<b>Total</b>	<b>86</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>100</b>

**POLICE STAFF PROMOTIONS - 2003/2004**

**20. Police Staff Promotions - staff promoted between 01/04/03 - 31/03/04**

Promotion Grade	Totals from 01/04/03 to 31/03/04				
	Male	Female	M/Ethnic	M/Ethnic	Total
			Male	Female	
Grade K	0	1	0	0	1
Grade J	0	1	0	0	1
Grade I	1	1	0	0	2
Grade H	0	1	0	0	1
Grade G	1	2	0	0	3
Grade F-G	1	0	0	0	1
Grade E	1	0	0	0	1
Grade D	2	4	0	0	6
Grade C	3	7	0	0	10
Grade B	1	1	0	0	2
<b>Total</b>	<b>10</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>28</b>

## LEAVERS - 2003/2004

### 21. Leavers - Police Officers

Totals from 01/04/2003 to 31/03/2004								
	Total	% of Total Leavers	Male	of Male Leavers	Female	% of Female Leavers	Minority Ethnic	% of M/Ethnic Leavers
Resignation	28	15	20	13	6	26	2	40
Medical Retirement	7	4	6	4	1	4	0	0
Injury Retirement	2	1	2	1	0	0	0	0
Age Retirement	10	5	10	6	0	0	0	0
Service Retirement	79	43	76	49	2	9	1	20
Early Retirement	0	0	0	0	0	0	0	0
Transfer	20	11	13	8	5	22	2	40
Dismissal	0	0	0	0	0	0	0	0
Death	3	2	3	2	0	0	0	0
Career Break	26	14	20	13	6	26	0	0
Requested to Resign	4	2	4	3	0	0	0	0
Other	3	2	0	0	3	13	0	0
<b>TOTAL</b>	<b>182</b>	<b>100</b>	<b>154</b>	<b>100</b>	<b>23</b>	<b>100</b>	<b>5</b>	<b>100</b>

### 22. Leavers - Police Staff

Totals from 01/04/2003 to 31/03/2004								
	Total	% of Total Leavers	Male	of Male Leavers	Female	% of Female Leavers	Minority Ethnic	% of M/Ethnic Leavers
Unsatisfactory Probation	0	0	0	0	0	0	0	0
Resignation	59	53	23	49	36	56	0	0
ill-Health Retirement	4	4	2	4	2	3	0	0
Injury Retirement	0	0	0	0	0	0	0	0
Retirement - Normal	13	12	6	13	7	11	0	0
Retirement - Early	6	5	4	9	2	3	0	0
Dismissal	4	4	2	4	2	3	0	0
Death	2	2	2	4	0	0	0	0
Career Break	9	8	2	4	7	11	0	0
Requested to Resign	0	0	0	0	0	0	0	0
Joined Force as Officer	9	8	4	9	5	8	0	0
Other	5	5	2	4	3	5	0	0
<b>TOTAL</b>	<b>111</b>	<b>100</b>	<b>47</b>	<b>100</b>	<b>64</b>	<b>100</b>	<b>0</b>	<b>0</b>

**POLICE OFFICER LEAVERS - 1997/2003**

**23. Historical Trends - Police Officers**

	1997/1998		1998/1999		1999/2000		2000/2001		2001/2002		2002/2003	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Resignation	10	5%	12	8%	19	13%	16	12%	21	12%	36	20%
Medical Retirement	29	14%	27	17%	22	14%	21	16%	25	14%	20	11%
Injury Retirement	68	33%	26	16%	20	13%	7	5%	9	5%	9	5%
Age Retirement	4	2%	9	6%	10	7%	12	9%	13	7%	11	6%
Service Retirement	52	25%	51	32%	49	32%	50	37%	62	34%	66	37%
Early Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Transfer	12	6%	13	8%	9	6%	5	4%	25	14%	15	8%
Dismissal	1	0%	0	0%	2	1%	1	1%	3	2%	1	1%
Death	4	2%	2	1%	1	1%	1	1%	5	3%	3	2%
Career Break	5	2%	8	5%	7	5%	13	10%	13	7%	14	8%
Required to Resign	5	2%	1	1%	2	1%	3	2%	0	0%	2	1%
Other	16	8%	9	6%	11	7%	6	4%	6	3%	1	1%
<b>TOTAL</b>	<b>208</b>	<b>100%</b>	<b>158</b>	<b>100%</b>	<b>152</b>	<b>100%</b>	<b>135</b>	<b>100%</b>	<b>182</b>	<b>100%</b>	<b>178</b>	<b>100%</b>
<b>% TURNOVER</b>	<b>5.4</b>		<b>4.1</b>		<b>4.0</b>		<b>3.5</b>		<b>4.6</b>		<b>4.4</b>	

**24. Historical Trends - Female Police Officers**

	1997/1998		1998/1999		1999/2000		2000/2001		2001/2002		2002/2003	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Resignation	2	11%	6	22%	7	33%	9	30%	3	11%	10	42%
Medical Retirement	1	5%	5	19%	1	5%	8	27%	2	7%	2	8%
Injury Retirement	7	37%	7	26%	3	14%	1	3%	2	7%	1	4%
Age Retirement	0	0%	0	0%	1	5%	0	0%	1	4%	0	0%
Service Retirement	0	0%	1	4%	2	10%	1	3%	1	4%	0	0%
Early Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Transfer	2	11%	3	11%	3	14%	2	7%	8	30%	3	13%
Dismissal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Death	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Career Break	3	16%	4	15%	3	14%	6	20%	5	19%	6	25%
Required to Resign	1	5%	0	0%	0	0%	2	7%	0	0%	1	4%
Other	3	16%	1	4%	1	5%	1	3%	5	19%	1	4%
<b>TOTAL</b>	<b>19</b>	<b>100%</b>	<b>27</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>30</b>	<b>100%</b>	<b>27</b>	<b>100%</b>	<b>24</b>	<b>100%</b>
<b>% TURNOVER (of total establishment)</b>	<b>0.50</b>		<b>0.70</b>		<b>0.55</b>		<b>0.77</b>		<b>0.68</b>		<b>0.59</b>	

**25. Historical Trends - Minority Ethnic Police Officers**

	1997/1998		1998/1999		1999/2000		2000/2001		2001/2002		2002/2003	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Resignation	0	0%	0	0%	1	33%	1	33%	1	50%	0	0%
Medical Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Injury Retirement	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Age Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Service Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Early Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Transfer	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Dismissal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Death	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Career Break	0	0%	0	0%	1	33%	1	33%	0	0%	0	0%
Required to Resign	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
Other	1	100%	0	0%	0	0%	0	0%	1	50%	0	0%
<b>TOTAL</b>	<b>1</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>% TURNOVER (of total establishment)</b>	<b>0.03</b>		<b>0.03</b>		<b>0.08</b>		<b>0.08</b>		<b>0.05</b>		<b>0.00</b>	

**POLICE STAFF LEAVERS - 1997/2003**

**26. Historical Trends - Police Staff**

	1997/1998		1998/1999		1999/2000		2000/2001		2001/2002		2002/2003	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Unsatisfactory Probation	0	0%	1	1%	1	1%	1	1%	0	0%	0	0%
Resignation	42	24%	41	29%	46	29%	44	37%	47	45%	64	44%
ill-Health Retirement	14	8%	5	4%	6	4%	8	7%	4	4%	4	3%
Injury Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement - Normal	7	4%	4	3%	4	2%	5	4%	9	9%	12	8%
Retirement - Early	16	9%	10	7%	18	11%	25	21%	16	15%	48	33%
Dismissal	47	27%	40	29%	49	30%	9	8%	7	7%	3	2%
Death	4	2%	1	1%	3	2%	2	2%	1	1%	2	1%
Career Break	1	1%	3	2%	3	2%	6	5%	2	2%	5	3%
Required to Resign	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
Joined Force as Officer	2	1%	2	1%	2	1%	1	1%	2	2%	1	1%
Other	40	23%	33	24%	29	18%	19	16%	17	16%	5	3%
<b>TOTAL</b>	<b>173</b>	<b>100%</b>	<b>140</b>	<b>100%</b>	<b>161</b>	<b>100%</b>	<b>120</b>	<b>100%</b>	<b>105</b>	<b>100%</b>	<b>145</b>	<b>100%</b>
<b>% TURNOVER</b>	<b>11.23</b>		<b>9.28</b>		<b>10.67</b>		<b>8.21</b>		<b>6.96</b>		<b>9.35</b>	

**27. Historical Trends - Minority Ethnic Police Staff**

	1997/1998		1998/1999		1999/2000		2000/2001		2001/2002		2002/2003	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Unsatisfactory Probation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Resignation	1	33%	1	33%	0	0%	1	100%	2	100%	0	0%
ill-Health Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Injury Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement - Normal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement - Early	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dismissal	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%
Death	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Career Break	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%
Required to Resign	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Joined Force as Officer	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%
<b>TOTAL</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>% TURNOVER (of total establishment)</b>	<b>0.19</b>		<b>0.20</b>		<b>0.20</b>		<b>0.07</b>		<b>0.13</b>		<b>0.00</b>	

## AGE DATA - 2003/2004

### 28. Age - Police Officers as at 31st March 2004

\* SEE NOTE 4 FOR ESTABLISHMENT BREAKDOWN

	Total		Male		Female		Minority Ethnic			
	Number	%	Male	%	Female	%	Male	Female	Total	%
Less than 20	0	0.00	0	0.00	0	0.00	0	0	0	0.00
20-24	157	3.84	100	3.06	54	6.98	2	1	3	6.25
25-29	489	11.95	324	9.91	157	20.28	8	0	8	16.67
30-34	771	18.84	551	16.85	208	26.87	10	2	12	25.00
35-39	935	22.84	722	22.07	201	25.97	8	4	12	25.00
40-44	846	20.67	724	22.13	113	14.60	8	1	9	18.75
45-49	652	15.93	612	18.71	36	4.65	4	0	4	8.33
50-54	216	5.28	212	6.48	4	0.52	0	0	0	0.00
55-59	25	0.61	24	0.73	1	0.13	0	0	0	0.00
60 and over	2	0.05	2	0.06	0	0.00	0	0	0	0.00
<b>Total</b>	<b>4093</b>	<b>100.00</b>	<b>3271</b>	<b>100.00</b>	<b>774</b>	<b>100.00</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>100.00</b>

### 29. Age - Police Staff as at 31st March 2004

\* SEE NOTE 7 FOR ESTABLISHMENT BREAKDOWN

	Total		Male		Female		Minority Ethnic			
	Number	%	Male	%	Female	%	Male	Female	Total	%
Less than 20	0	0.00	0	0.00	0	0.00	0	0	0	0.00
20-24	78	4.74	23	3.62	55	5.51	1	0	1	9.09
25-29	166	10.09	48	7.56	118	11.81	0	4	4	36.36
30-34	212	12.89	58	9.13	154	15.42	1	0	1	9.09
35-39	246	14.95	80	12.60	166	16.62	0	4	4	36.36
40-44	257	15.62	102	16.06	155	15.52	0	0	0	0.00
45-49	216	13.13	87	13.70	129	12.91	0	1	1	9.09
50-54	202	12.28	82	12.91	120	12.01	0	0	0	0.00
55-59	181	11.00	99	15.59	82	8.21	0	0	0	0.00
60 and over	76	4.62	56	8.82	20	2.00	0	0	0	0.00
<b>Total</b>	<b>1645</b>	<b>99.33</b>	<b>635</b>	<b>100.00</b>	<b>999</b>	<b>100.00</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>100.00</b>

## LENGTH OF SERVICE DATA - 2003/2004

### 30. Length of Service - Police Officers as at 31st March 2004

\* SEE NOTE 4 FOR ESTABLISHMENT BREAKDOWN

	Total		Male		Female		Minority Ethnic			
	Number	%	Male	%	Female	%	Male	Female	Total	%
0-4	820	20.03	573	17.52	247	31.91	0	0	0	0.00
5-9	882	21.55	668	20.42	214	27.65	14	4	18	37.50
10-14	627	15.32	496	15.16	131	16.93	8	1	9	18.75
15-19	724	17.69	604	18.47	120	15.50	9	2	11	22.92
20-24	446	10.90	413	12.63	33	4.26	5	1	6	12.50
25-29	488	11.92	462	14.12	26	3.36	1	0	1	2.08
30-34	55	1.34	52	1.59	3	0.39	3	0	3	6.25
35-39	3	0.07	3	0.09	0	0.00	0	0	0	0.00
40 and over	0	0.00	0	0.00	0	0.00	0	0	0	0.00
<b>Total</b>	<b>4093</b>	<b>98.83</b>	<b>3271</b>	<b>100.00</b>	<b>774</b>	<b>100.00</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>100.00</b>

### 31. Length of Service - Police Staff as at 31st March 2004

\* SEE NOTE 7 FOR ESTABLISHMENT BREAKDOWN

	Total		Male		Female		Minority Ethnic			
	Number	%	Male	%	Female	%	Male	Female	Total	%
0-4	487	29.60	180	28.35	307	30.73	2	5	7	63.64
5-9	380	23.10	147	23.15	233	23.32	0	1	1	9.09
10-14	306	18.60	120	18.90	186	18.62	0	2	2	18.18
15-19	279	16.96	114	17.95	165	16.52	0	0	0	0.00
20-24	122	7.42	56	8.82	66	6.61	0	1	1	9.09
25-29	37	2.25	9	1.42	28	2.80	0	0	0	0.00
30-34	20	1.22	8	1.26	12	1.20	0	0	0	0.00
35-39	3	0.18	1	0.16	2	0.20	0	0	0	0.00
40 and over	0	0.00	0	0.00	0	0.00	0	0	0	0.00
<b>Total</b>	<b>1645</b>	<b>99.33</b>	<b>635</b>	<b>100.00</b>	<b>999</b>	<b>100.00</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>100.00</b>

**GENDER DATA - 2003/2004**

**32. Strength by Gender as at 31st March 2004**

\* SEE NOTES 4 & 7

Area Command / Department	Police Officers			
	Male	Female	Total	% Female
AA North Northumberland	104	29	133	21.8
BB South West Northumberland	103	25	128	19.5
CC South East Northumberland	243	63	306	20.6
DD Newcastle Central	137	33	170	19.4
EE Newcastle East	140	36	176	20.5
FF Newcastle West	166	42	208	20.2
GG Newcastle North	186	47	233	20.2
HH Tynemouth	155	35	190	18.4
II Wallsend	125	33	158	20.9
JJ Gateshead East	182	47	229	20.5
KK Gateshead West	153	42	195	21.5
LL South Tyneside	242	63	305	20.7
MM Sunderland City	209	53	262	20.2
NN Sunderland West	126	32	158	20.3
OO Washington	161	48	209	23.0
QQ Community Safety	21	7	28	25.0
UU Criminal Justice	18	2	20	10.0
SS Operational Support	511	49	560	8.8
VA Policy Support	0	0	0	0.0
VI Professional Standards	18	3	21	14.3
VL Legal Department	0	0	0	0.0
VR PR&I	17	5	22	22.7
VS Staff Office	5	1	6	16.7
VV Command	5	0	5	0.0
WP Personnel Services	44	18	62	29.0
WS Finance & Central Services	0	0	0	0.0
YI IS&T	2	0	2	0.0
ZZ Crime Management	238	69	307	22.5

<b>TOTAL</b>	<b>3311</b>	<b>782</b>	<b>4093</b>	<b>19.1</b>
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Area Command / Department	Police Staff			
	Male	Female	Total	% Female
AA North Northumberland	9	18	27	66.7
BB South West Northumberland	9	15	24	62.5
CC South East Northumberland	19	39	58	67.2
DD Newcastle Central	26	17	43	39.5
EE Newcastle East	11	12	23	52.2
FF Newcastle West	13	16	29	55.2
GG Newcastle North	11	20	31	64.5
HH Tynemouth	15	22	37	59.5
II Wallsend	20	16	36	44.4
JJ Gateshead East	20	33	53	62.3
KK Gateshead West	9	14	23	60.9
LL South Tyneside	21	20	41	48.8
MM Sunderland City	17	35	52	67.3
NN Sunderland West	8	14	22	63.6
OO Washington	11	13	24	54.2
QQ Community Safety	5	9	14	64.3
UU Criminal Justice	56	245	301	81.4
SS Operational Support	96	178	274	65.0
VA Policy Support	4	9	13	69.2
VI Professional Standards	4	11	15	73.3
VL Legal Department	3	8	11	72.7
VR PR&I	10	20	30	66.7
VS Staff Office	3	6	9	66.7
VV Command	0	0	0	0.0
WP Personnel Services	40	63	103	61.2
WS Finance & Central Services	73	27	100	27.0
YI IS&T	59	18	77	23.4
ZZ Crime Management	65	110	175	62.9

<b>TOTAL</b>	<b>637</b>	<b>1008</b>	<b>1645</b>	<b>61.3</b>
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## GENDER DATA - 2003/2004

33. Gender by rank as at 31st March 2004

\* SEE NOTE 4

	Police Officer			Female % of Rank
	Male	Female	Total	
Chief Officers	5	0	5	0.0
Chief Superintendent	13	1	14	7.1
Superintendent	26	5	31	16.1
Chief Inspector	48	4	52	7.7
Inspector	159	14	173	8.1
Sergeant	491	58	549	10.6
Constable	2569	700	3269	21.4
<b>Total</b>	<b>3311</b>	<b>782</b>	<b>4093</b>	<b>19.1</b>

## GENDER DATA - 2003/2004

### 34. Gender by grade as at 31st March 2004

\* SEE NOTE 7

	Police Staff			Female % of Grade
	Male	Female	Total	
Grade A - B / A - C	1	4	5	80.0
Grade A - D	1	0	1	0.0
Grade A - E	0	0	0	0.0
Grade B - E	61	90	151	59.6
Grade C - E	20	6	26	23.1
Grade B - F	0	0	0	0.0
Grade C - F	0	2	2	100.0
Grade B - G	4	10	14	71.4
Grade F - G	13	15	28	53.6
Grade D - G / D - H	1	1	2	50.0
Grade G - H	0	1	1	100.0
Grade A - G/I	10	9	19	47.4
Grade A	72	32	104	30.8
Grade B	207	566	773	73.2
Grade C	56	109	165	66.1
Grade D	61	45	106	42.5
Grade E	22	34	56	60.7
Grade F	31	32	63	50.8
Grade G	17	11	28	39.3
Grade H	10	13	23	56.5
Grade I	22	11	33	33.3
Grade I - J / J	18	14	32	43.8
Grade K	5	1	6	16.7
Band 1	0	1	1	100.0
Band 2	2	0	2	0.0
Band 3	1	0	1	0.0
Band 4	1	1	2	50.0
Band 5	1	0	1	0.0
BMA/OP	0	0	0	0.0
<b>Total</b>	<b>637</b>	<b>1008</b>	<b>1645</b>	<b>61.3</b>

## GENDER DATA - 1998/2003

### 35. Historical Trends

	Police Officers			
	Male	Female	Total	Female %
31/03/98			3790	
31/03/99	3250	613	3863	15.9
31/03/00	3191	617	3808	16.2
31/03/01	3254	643	3897	16.5
31/03/02	3265	693	3958	17.5
31/03/03	3307	739	4046	18.3

	Police Staff			
	Male	Female	Total	Female %
31/03/98			1513	
31/03/99	612	928	1540	60.3
31/03/00	593	916	1509	60.7
31/03/01	566	895	1461	61.3
31/03/02	572	910	1482	61.4
31/03/03	614	937	1551	60.4

## ETHNICITY DATA - 2003/2004

### 36. Strength by Ethnic Group as at 31st March 2004

	Police Officer			M/Ethnic strength as % of total
	Male	Female	Total	
B1 - Black Caribbean	1	1	2	4.17
B2 - Black African	0	0	0	0.00
B3 - Any Other Black Background	3	0	3	6.25
M1 - White & Black Caribbean	2	0	2	4.17
M2 - White & Black African	4	0	4	8.33
M3 - White & Asian	6	3	9	18.75
A1 - Asian Indian	5	0	5	10.42
A2 - Asian Pakistani	5	0	5	10.42
A3 - Asian Bangladeshi	0	0	0	0.00
A9 - Any Other Asian Background	1	0	1	2.08
O1 - Chinese	1	0	1	2.08
O9 - Any Other Ethnic Group	10	1	11	22.92
M9 - Any Other Mixed Background	2	3	5	10.42
<b>Total</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>100</b>

	Police Staff			M/Ethnic strength as % of total
	Male	Female	Total	
B1 - Black Caribbean	0	0	0	0.00
B2 - Black African	0	0	0	0.00
B3 - Any Other Black Background	0	1	1	9.09
M1 - White & Black Caribbean	0	0	0	0.00
M2 - White & Black African	0	1	1	9.09
M3 - White & Asian	0	1	1	9.09
A1 - Asian Indian	0	5	5	45.45
A2 - Asian Pakistani	1	0	1	9.09
A3 - Asian Bangladeshi	1	1	2	18.18
A9 - Any Other Asian Background	0	0	0	0.00
O1 - Chinese	0	0	0	0.00
O9 - Any Other Ethnic Group	0	0	0	0.00
M9 - Any Other Mixed Background	0	0	0	0.00
<b>Total</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>100</b>

## ETHNICITY DATA - 2003/2004

### 37. Minority Ethnic Police Officer Strength by AC / Dept as at 31st March 2004

Area Command / Department	Police Officers			M/Ethnic strength as % of unit total
	Male	Female	Total	
AA North Northumberland	0	0	0	0.0
BB South West Northumberland	1	0	1	0.8
CC South East Northumberland	2	1	3	1.0
DD Newcastle Central	4	0	4	2.4
EE Newcastle East	0	0	0	0.0
FF Newcastle West	1	0	1	0.5
GG Newcastle North	2	0	2	0.9
HH Tynemouth	2	0	2	1.1
II Wallsend	1	0	1	0.6
JJ Gateshead East	3	1	4	1.7
KK Gateshead West	2	0	2	1.0
LL South Tyneside	7	2	9	3.0
MM Sunderland City	3	2	5	1.9
NN Sunderland West	0	1	1	0.6
OO Washington	4	1	5	2.4
QQ Community Safety	0	0	0	0.0
UU Criminal Justice	0	0	0	0.0
SS Operational Support	4	0	4	0.7
VA Policy Support	0	0	0	0.0
VI Professional Standards	0	0	0	0.0
VL Legal Department	0	0	0	0.0
VR PR&I	1	0	1	4.5
VS Staff Office	0	0	0	0.0
VV Command	0	0	0	0.0
WP Personnel Services	1	0	1	1.6
WS Finance & Central Services	0	0	0	0.0
YI IS&T	0	0	0	0.0
ZZ Crime Management	2	0	2	0.7
<b>TOTAL</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>1.18</b>

**ETHNICITY DATA - 2003/2004**

**38. Minority Ethnic Police Staff Strength by AC / Dept as at 31st March 2004**

<u>Area Command / Department</u>	<b>Police Staff</b>			<b>M/Ethnic strength as % of unit total</b>
	<b>Male</b>	<b>Female</b>	<b>Total</b>	
AA North Northumberland	0	0	0	0.0
BB South West Northumberland	0	0	0	0.0
CC South East Northumberland	0	0	0	0.0
DD Newcastle Central	0	0	0	0.0
EE Newcastle East	0	0	0	0.0
FF Newcastle West	0	1	1	3.4
GG Newcastle North	0	0	0	0.0
HH Tynemouth	0	0	0	0.0
II Wallsend	0	0	0	0.0
JJ Gateshead East	0	0	0	0.0
KK Gateshead West	0	0	0	0.0
LL South Tyneside	0	0	0	0.0
MM Sunderland City	0	0	0	0.0
NN Sunderland West	0	0	0	0.0
OO Washington	0	0	0	0.0
QQ Community Safety	0	0	0	0.0
UU Criminal Justice	0	3	3	1.0
SS Operational Support	2	0	2	0.7
VA Policy Support	0	1	1	7.7
VI Professional Standards	0	0	0	0.0
VL Legal Department	0	0	0	0.0
VR PR&I	0	1	1	3.3
VS Staff Office	0	0	0	0.0
VV Command	0	0	0	0.0
WP Personnel Services	0	1	1	1.0
WS Finance & Central Services	0	0	0	0.0
YI IS&T	0	1	1	1.3
ZZ Crime Management	0	1	1	0.6
<b>TOTAL</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>0.67</b>

## ETHNICITY DATA - 2003/2004

### 39. Minority Ethnic Strength by Rank as at 31st March 2004

	Police Officer			M/Ethnic strength as % of rank total
	Male	Female	Total	
Chief Officers	0	0	0	0.0
Chief Superintendent	0	0	0	0.0
Superintendent	1	0	1	3.2
Chief Inspector	0	0	0	0.0
Inspector	0	0	0	0.0
Sergeant	5	0	5	0.9
Constable	34	8	42	1.3
<b>Total</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>1.2</b>

## ETHNICITY DATA - 2003/2004

### 40. Minority Ethnic Strength by Grade as at 31st March 2004

	Police Staff			M/Ethnic strength as % of grade total
	Male	Female	Total	
Grade A - C	0	0	0	0.00
Grade A - D	0	0	0	0.00
Grade A - E	0	0	0	0.00
Grade B - E	1	0	1	0.66
Grade C - E	0	0	0	0.00
Grade B - F	0	0	0	0.00
Grade C - F	0	0	0	0.00
Grade B - G	0	0	0	0.00
Grade F - G	0	0	0	0.00
Grade D - H	0	0	0	0.00
Grade G - H	0	0	0	0.00
Grade A - G/I	0	1	1	5.26
Grade A	1	0	1	0.96
Grade B	0	7	7	0.91
Grade C	0	0	0	0.00
Grade D	0	0	0	0.00
Grade E	0	0	0	0.00
Grade F	0	0	0	0.00
Grade G	0	1	1	3.57
Grade H	0	0	0	0.00
Grade I	0	0	0	0.00
Grade J	0	0	0	0.00
Grade K	0	0	0	0.00
POL 1	0	0	0	0.00
POL 1.5	0	0	0	0.00
POL 2	0	0	0	0.00
POL 5	0	0	0	0.00
BMA/OP	0	0	0	0.00
BMA	0	0	0	0.00
<b>Total</b>	<b>2</b>	<b>9</b>	<b>11</b>	<b>0.67</b>

**ETHNICITY DATA - 1998/2003**

**41. Historical Trends**

<b>Police Officers</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>M/Ethnic strength as % of total strength</b>
<b>31/03/98</b>	28	3	31	0.82
<b>31/03/99</b>	24	5	29	0.75
<b>31/03/00</b>	26	6	32	0.84
<b>31/03/01</b>	27	4	31	0.80
<b>31/03/02</b>	29	6	35	0.88
<b>31/03/03</b>	45	7	52	1.29

<b>Police Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>M/Ethnic strength as % of total strength</b>
<b>31/03/98</b>	3	4	7	0.45
<b>31/03/99</b>	3	4	7	0.46
<b>31/03/00</b>	2	10	12	0.80
<b>31/03/01</b>	1	9	10	0.68
<b>31/03/02</b>	0	12	12	0.80
<b>31/03/03</b>	1	6	7	0.45

**SPECIAL CONSTABULARY DATA - 2003/2004**

**42. Overall Strength as at 31st march 2004**

**Strength**

<b>Total</b>
169

**Gender**

<b>Male</b>	<b>% of total strength</b>	<b>Female</b>	<b>% of total strength</b>
128	75.7	37	21.9

**Minority Ethnic**

<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% of total strength</b>
4	0	4	2.37

**43. Strength by Area Command / Department as at 31st March 2004**

<b>Area Command / Department</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>%</b>
AA North Northumberland	5	4	9	5.3
BB South West Northumberland	5	5	10	5.9
CC South East Northumberland	15	2	17	10.1
DD Newcastle Central	10	2	12	7.1
EE Newcastle East	7	0	7	4.1
FF Newcastle West	4	3	7	4.1
GG Newcastle North	8	2	10	5.9
HH Tynemouth	7	1	8	4.7
II Wallsend	7	2	9	5.3
JJ Gateshead East	1	1	2	1.2
KK Gateshead West	14	4	18	10.7
LL South Tyneside	20	2	22	13.0
MM Sunderland City	12	2	14	8.3
NN Sunderland West	7	2	9	5.3
OO Washington	8	4	12	7.1
ST Metro Unit	1	1	2	1.2
WP Personnel Services	1	0	1	0.6
<b>TOTAL</b>	<b>132</b>	<b>37</b>	<b>169</b>	<b>100.0</b>

## SPECIAL CONSTABULARY DATA - 2003/2004

### 44. Strength by Ethnicity as at 31st March 2004

	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>M/Ethnic strength as % of total</b>
<b>B1 - Black Caribbean</b>	0	0	0	0.00
<b>B2 - Black African</b>	0	0	0	0.00
<b>B3 - Any Other Black Background</b>	0	0	0	0.00
<b>M1 - White &amp; Black Caribbean</b>	0	0	0	0.00
<b>M2 - White &amp; Black African</b>	0	0	0	0.00
<b>M3 - White &amp; Asian</b>	0	0	0	0.00
<b>A1 - Asian Indian</b>	0	0	0	0.00
<b>A2 - Asian Pakistani</b>	1	0	1	25.00
<b>A3 - Asian Bangladeshi</b>	0	0	0	0.00
<b>A9 - Any Other Asian Background</b>	0	0	0	0.00
<b>O1 - Chinese</b>	0	0	0	0.00
<b>O9 - Any Other Ethnic Group</b>	2	0	2	50.00
<b>M9 - Any Other Mixed Background</b>	1	0	1	25.00
<b>Total</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>100</b>