



## Freedom of Information request 01/FOI/21/620

1. What is the total establishment of police officers in your force?
2. In terms of police officers, what percentage of your force are ethnic minority men/women?
3. What is your percentage split on male/female officers?
4. What is your percentage split on ethnic diversity in your force?
5. What is your percentage split of diversity among women?
6. What is your percentage split of diversity among men?
7. How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?
8. Please provide any evidence of positive action initiatives that your force may currently have in place.
9. Has your force made any commitment to recruiting certain numbers from ethnic minority communities?

## RESPONSE

1. As of 12<sup>th</sup> August 2021 the current Police Officer headcount is 3137.
2. The current ethnic minority representation of our Police Officer establishment is 10.2%

3.

Gender	%
Female	21.90%
Male	78.10%
<b>Grand Total</b>	<b>100.00%</b>

4.

Ethnicity	%
Ethnic Minority	10.20%
Not Stated	2.58%
White	87.22%
<b>Grand Total</b>	<b>100.00%</b>

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	%
<b>Female</b>	<b>21.90%</b>
Ethnic Minority	1.82%
Not Stated	0.32%
White	19.76%
<b>Male</b>	<b>78.10%</b>
Ethnic Minority	8.38%
Not Stated	2.26%
White	67.45%
<b>Grand Total</b>	<b>100.00%</b>

7. The recruitment plan for April 2021 to March 2022 accommodates up to 364 Police Officer recruits. Year-to-date we have recruited 102 Police Officers within this plan, with up to 262 remaining to recruit. Depending on organisational need we may not use the full capacity of this plan.

The recruitment plan for 2022-23 and subsequent years is still in formulation, so this information is not currently available.

8. Our positive action initiatives include offering coaching and support to those candidates for which we are underrepresented for PC, PCSO and Special Constables recruitment.
9. No, BTP have not committed to specific targets.