

Supplementary Charts

May 2024





## Police workforce data analysis



This pack supplements the Police Foundation paper *Blueprints: Designing Local Policing Models for the 21st Century*. It includes charts based on the functional <u>police workforce data</u>, published annually by the Home Office. The charts provide indicators of similarities and differences in local policing arrangements, both between police forces and within each force over time. They are intended to serve as the starting point for conversations with forces about the development of their local policing models and the rationales behind service-design decisions.

The charts focus on four functional components of 'local policing'\*: incident response, neighbourhood policing, local investigation and public protection. The methodology employed to compile each category from the source data, is set out in Appendix 1.

The data reflect a snapshot of the workforce composition in each police force on 31<sup>st</sup> March each year, from 2012 to 2023. Each slide focusses on one police force (presented alphabetically) and includes three charts/sets of charts:

- Officers and staff in local policing functions: 2012-2023. A line chart showing the total numbers of (Full Time Equivalent) police officers and police staff (including PCSOs) allocated to each local policing function, in each year. Note that different scales are used, reflecting different overall police force sizes. Large year-to-year variations are likely to indicate remodelling activity.
- *Proportion of officers and staff in local policing functions: 2012-2023.* Stacked column charts showing the percentage of personnel, within neighbourhood policing, local investigation and public protection\*\* functions, in each year, that were police staff (including PCSOs) versus police officers. The charts compare the level of 'civilianisation' within these functions over time. The 43-force average is also shown.
- Officers per 10,000 population in local policing, by police force: 2023. Bar charts showing the number of police officers that each force allocated to the four local policing functions, per 10,000 of population\*\*\*. The four charts together indicate the 'shape' of the force's local policing arrangements in 2023, compared to others.

The next three slides (3-5) show similar charts, based on all police forces combined/compared.

<sup>\*</sup> We use 'local policing' here to denote these four functions combined, this differs from the designation used in the workforce data itself.

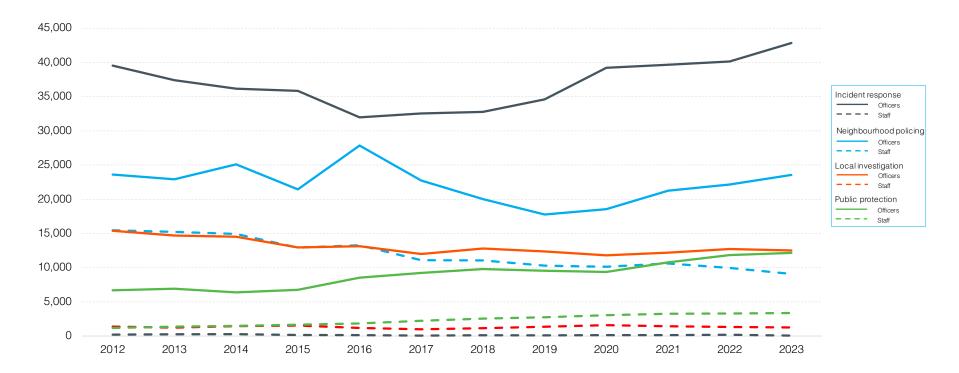
<sup>\*\*</sup> Only negligible numbers of police staff are allocated to incident response roles and are therefore not included.

<sup>\*\*\*</sup> The most up-to-date police force-level population data available at the time of production was for 2021.

## England & Wales (43 territorial police forces combined\*)



#### Officers and staff in local policing functions: 2012-2023

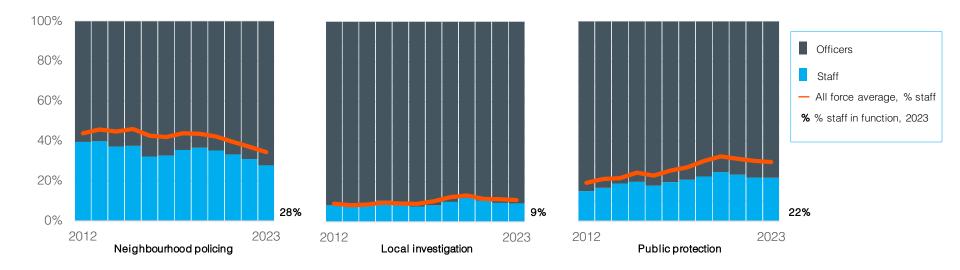


\* Excludes British Transport Police and non-Home Office police forces.

## England & Wales (43 territorial police forces combined\*)



Proportions of officers and staff in local policing function: 2012-2023



# All police forces

Officers per 10,000 pop. in local policing, by police force: 2023

NWP, 11.2
MPS, 10.0
CLE, 9.9
GMP, 9.6
CMB, 9.5
LAN, 9.3
WYP, 9.3
DUR, 9.2
DPP, 9.1
GWT, 9.0
NMB, 8.9
SYP, 8.8
DBS, 8.8
SWP, 8.7
CHE, 8.6
WMR, 8.5
NOT, 7.7
NFK, 7.7
SUR, 7.7
HUM, 7.4
D&C, 7.2
LEI, 7.2
LIN, 7.1
WMD, 7.1
NHP, 7.0
TVP, 6.8
WRK, 6.6
MER, 6.5
SUX, 6.4
DOR, 6.3
WLT, 5.9
HRT, 5.5
STF, 5.2
HMP, 4.9
SFK, 4.7
CAM, 4.6
BED, 4.6
A&S, 3.4
NYP, 0.3
GLO, 0.0
KNT, 0.0
ESX, 0.0

Incident response

Neighbourhood p	olicing
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KNT 40.0	
KNT, 10.2	
GLO, 9.6	
ESX, 9.0	
NYP, 8.5	
MER, 8.0	
A&S, 7.3	
WMD, 5.2	
MPS, 5.0	
SFK, 4.6	
BED, 4.3	
HRT, 4.1	
STF, 3.9	
HUM, 3.6	
NFK, 3.5	
NMB, 3.3	
CAM, 3.3	
NOT, 3.2	
CHE, 3.0	
HMP, 3.0	
GMP, 2.7	
TVP, 2.7	
LEI, 2.6	
WYP, 2.6	
SYP, 2.6	
GWT, 2.4	
WMR, 2.4	
CLE, 2.3	
SWP, 2.3	
CMB, 2.2	
WLT, 2.2	
DUR, 2.1	
LAN, 2.1	
D&C, 2.0	
DOR, 1.9	
NHP, 1.9	
WRK, 1.9	
NWP, 1.8	
DPP, 1.8	

DBS, 1.4

SUX, 1.4

LIN. 1.2

SUR, 1.2

Local investigation Public protection DPP, 4.8 KNT, 4.8 NMB, 3.8 MPS, 4.0 HUM, 3.7 WMD, 3.1 SWP, 3.2 ESX, 2.7 GMP. 3.0 SWP, 2.6 LAN, 3.0 SUR, 2.5 MER, 2.9 HUM, 2.4 WRK, 2.7 WYP, 2.3 MPS, 2.7 CLE. 2.2 NYP, 2.5 BED, 2.1 WMD, 2.4 SUX, 2.1 NFK, 2.4 SYP, 2.0 HMP, 2.3 NWP. 2.0 TVP, 2.3 LEI, 1.9 NOT, 2.2 NOT, 1.9 SFK. 2.1 MER, 1.8 WYP, 2.1 CAM, 1.8 WMR, 2.1 HRT, 1.6 NWP, 2.1 NMB, 1.6 CLE, 2.0 GMP, 1.6 LEI, 2.0 WRK. 1.5 DUR. 2.0 GWT. 1.5 HRT, 1.8 DUR, 1.4 D&C, 1.8 NHP, 1.4 SYP, 1.7 NFK, 1.4 WLT, 1.7 STF, 1.4 SUX, 1.6 SFK, 1.3 KNT, 1.5 WMR. 1.3 NHP, 1.4 HMP, 1.3 CHE, 1.3 TVP, 1.0 GLO, 1.2 LIN, 1.0 SUR, 1.1 WLT, 1.0 STF, 1.0 CMB, 0.9 ESX, 1.0 DBS, 0.9 LIN, 1.0 LAN, 0.9 DOR, 0.9 CHE, 0.8 GWT. 0.9 NYP, 0.7 A&S, 0.7 DPP. 0.6 CMB. 0.7 DOR, 0.3 DBS, 0.6 A&S, 0.3 CAM, 0.0 D&C, 0.1 BED, 0.0 GLO, 0.0



## Avon and Somerset

0%

2012

2023

Neighbourhood policing

2012

Local investigation



A&S 0.7

CAM. BED:

0.0

SUR: 1.2

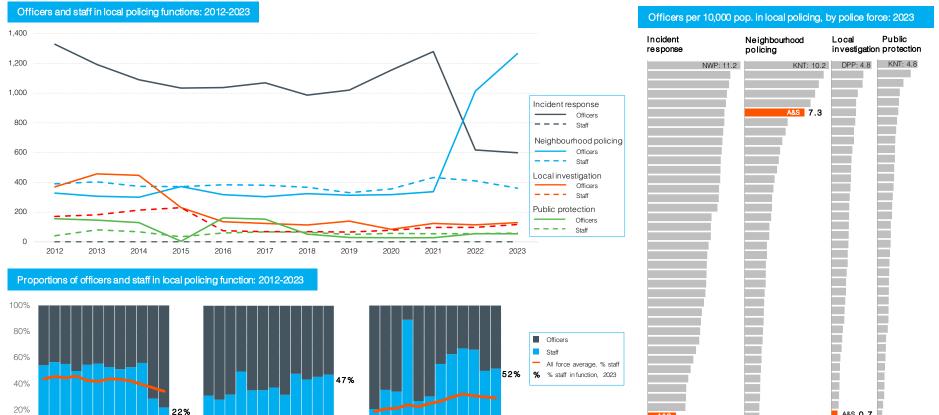
<sup>A&S</sup> 0.3

GLO: 0.0

A&S 3.4

GLO, KNT, ESX:

0.0



2023

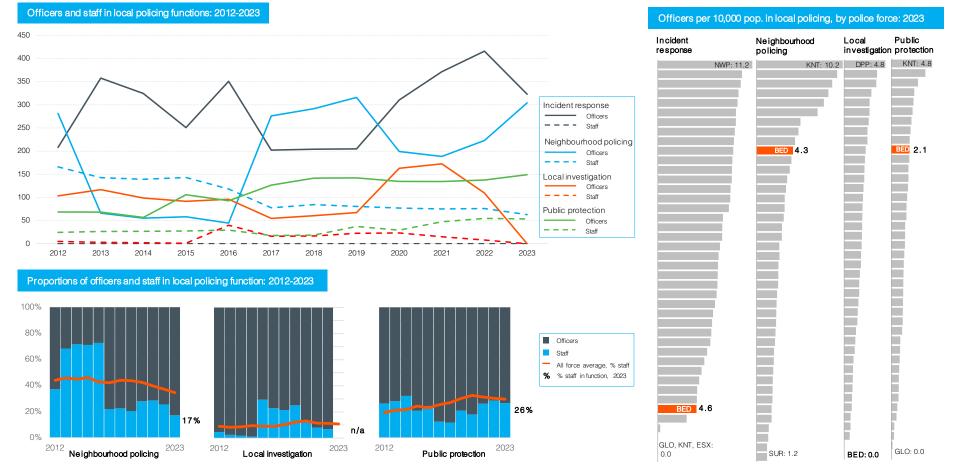
Public protection

2012

2023

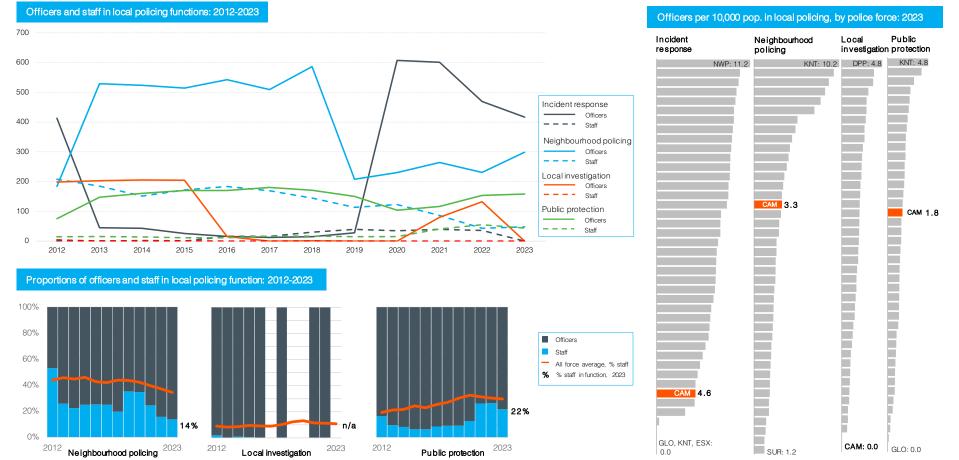
#### Bedfordshire





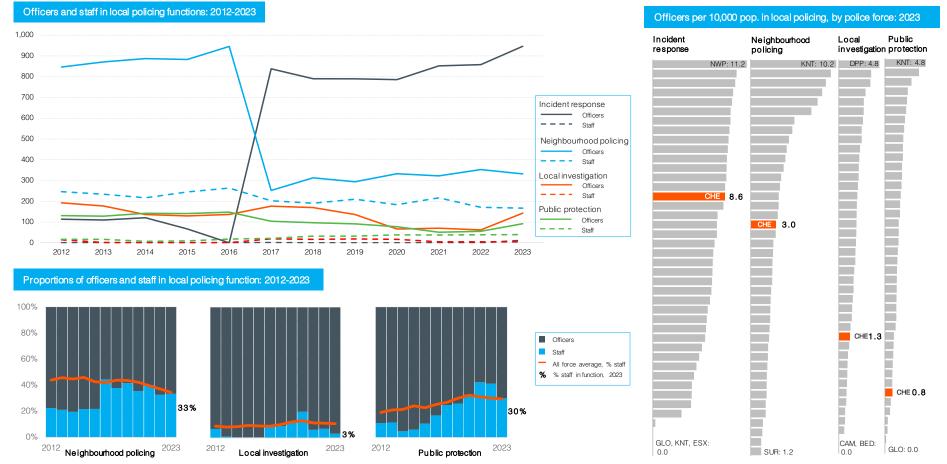
## Cambridgeshire





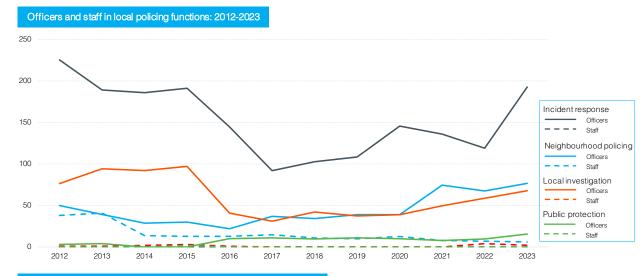
#### Cheshire



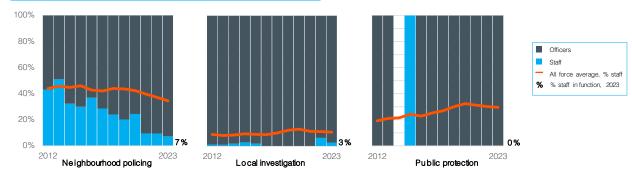


## City of London





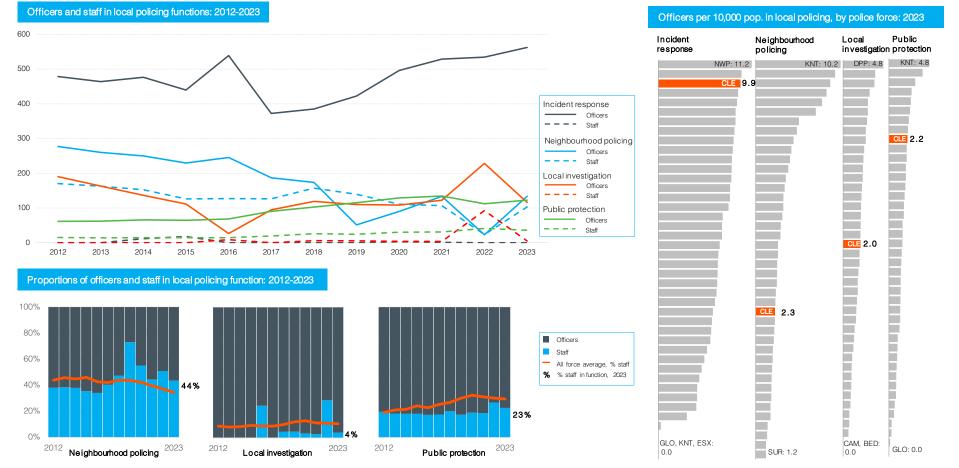
#### Proportions of officers and staff in local policing function: 2012-2023



Per head of population comparisons omitted for City of London.

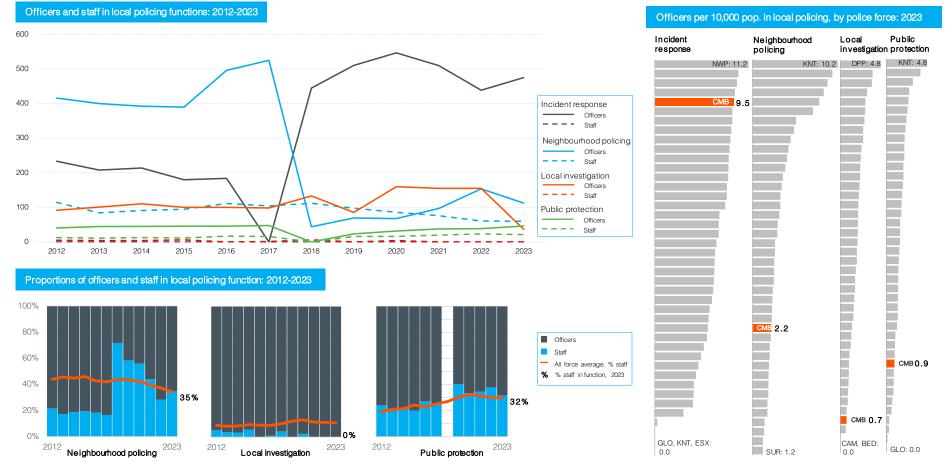
#### Cleveland





## Cumbria





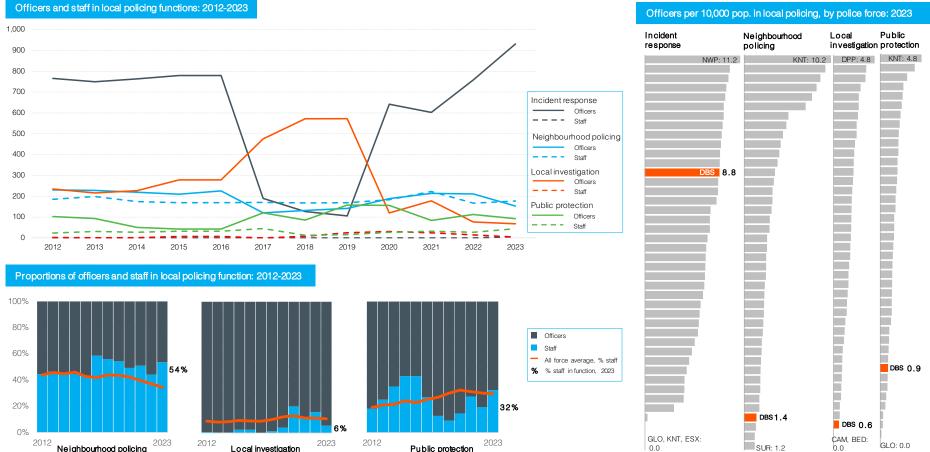
## Derbyshire

Neighbourhood policing

Local investigation



0.0

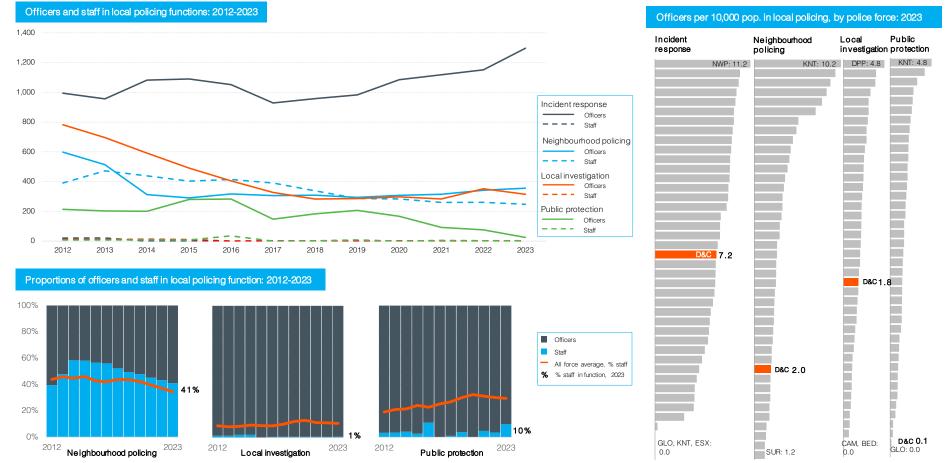


2023 Public protection

0.0

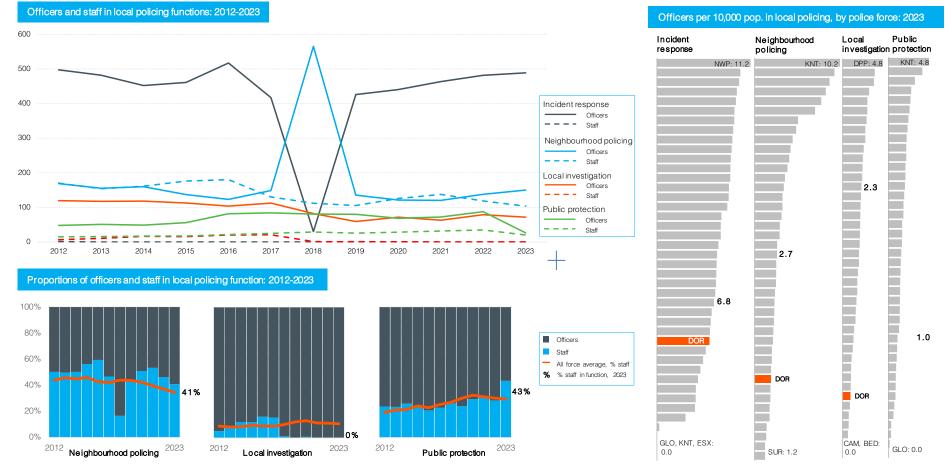
#### Devon and Cornwall





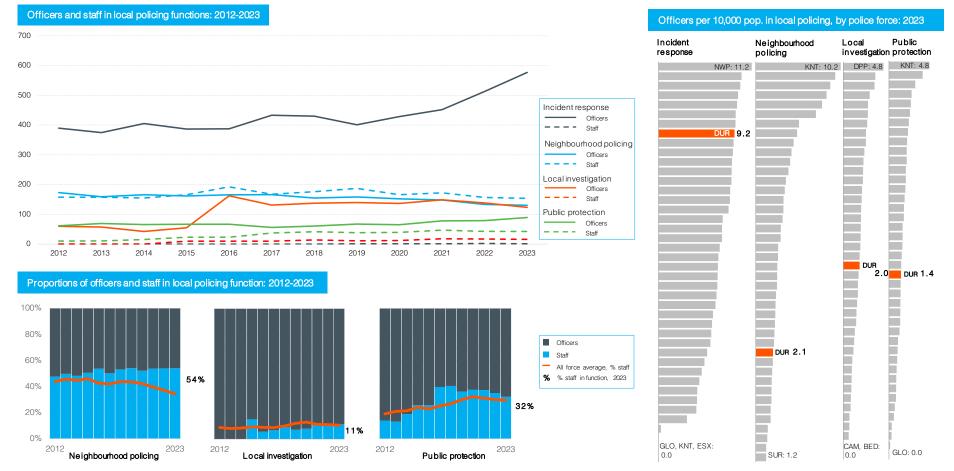
#### Dorset





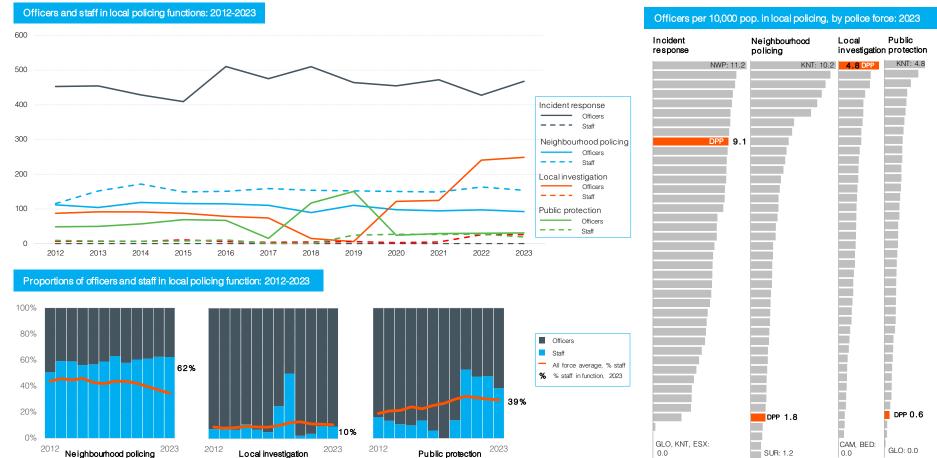
## Durham

THE POLICE FOUNDATION The Lik's poking thirk tank



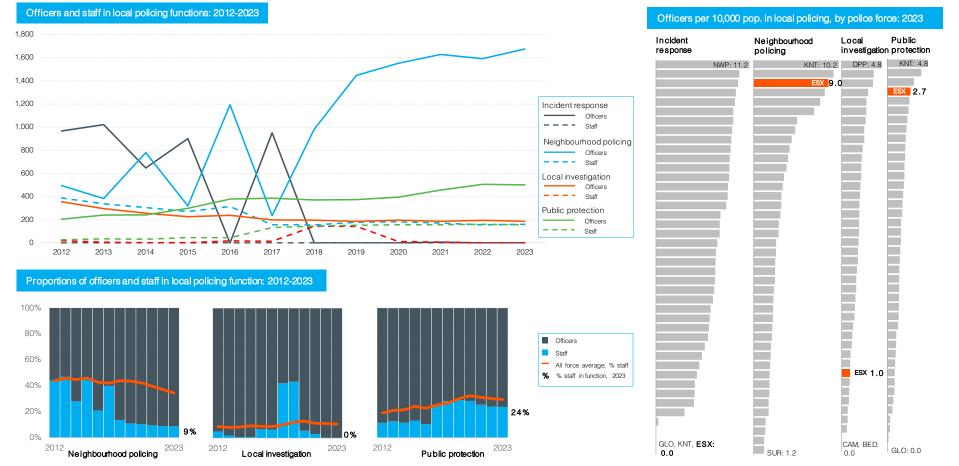
## Dyfed-Powys





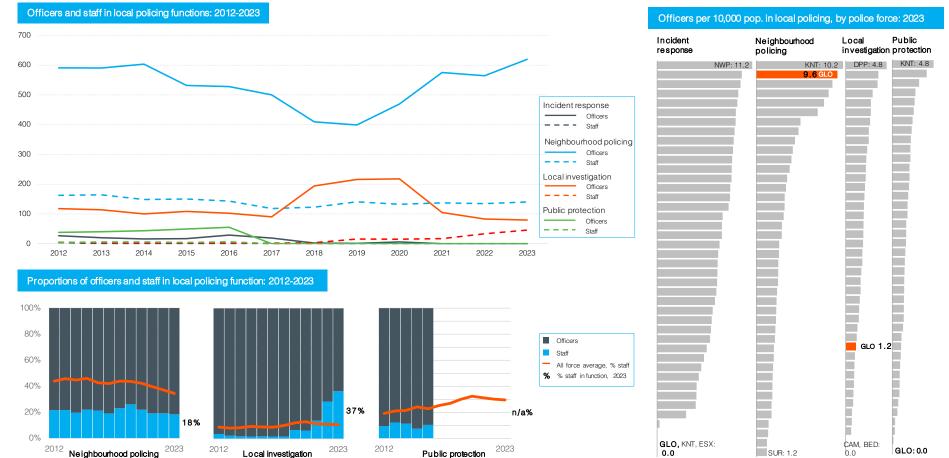






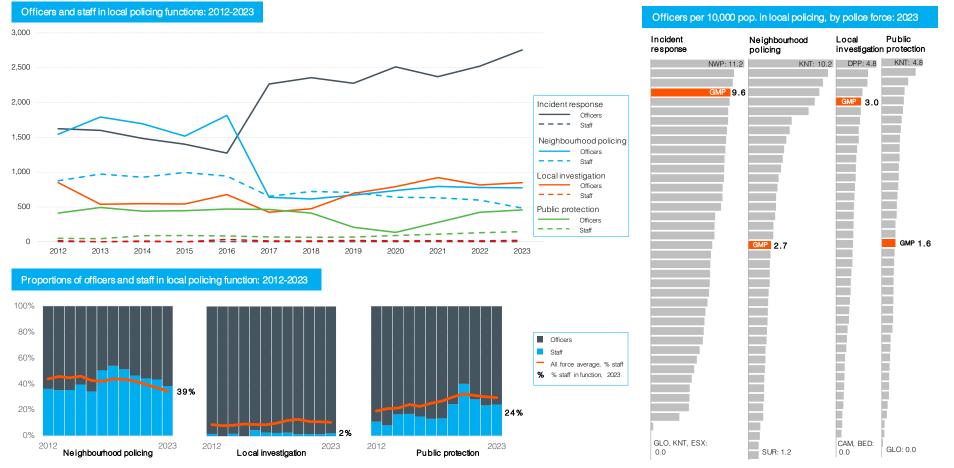
#### Gloucestershire





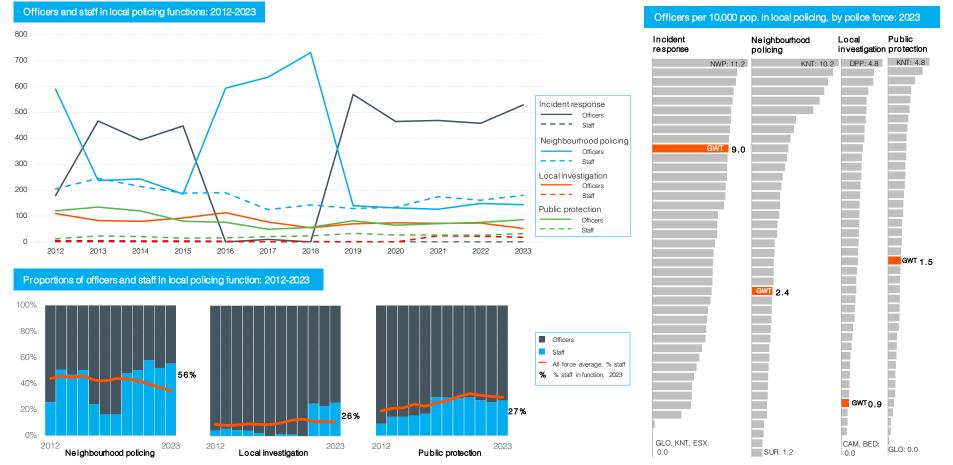
#### Greater Manchester





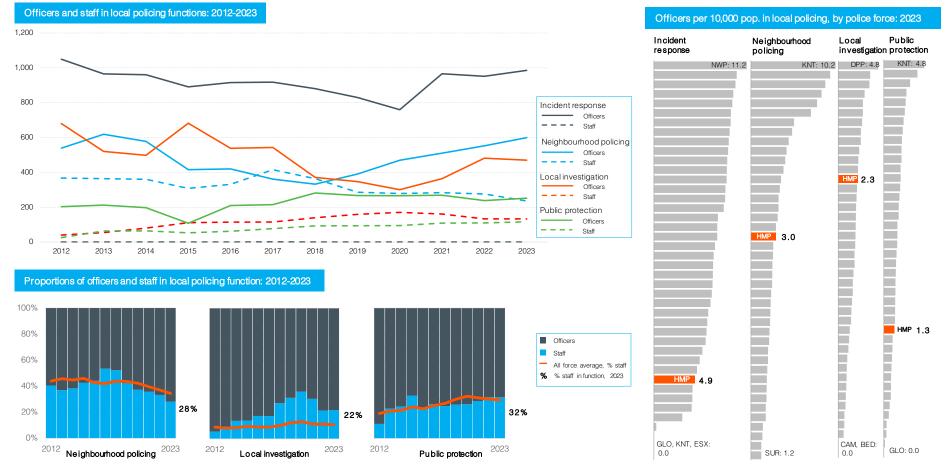
#### Gwent





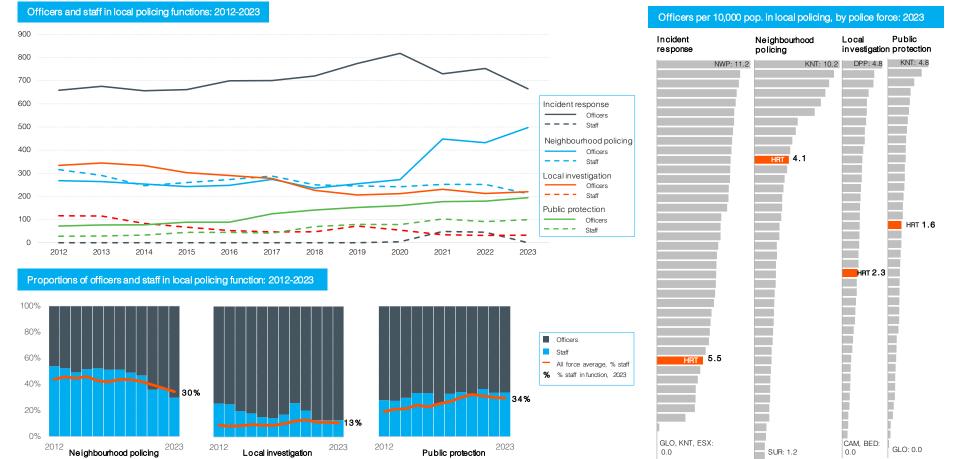
## Hampshire





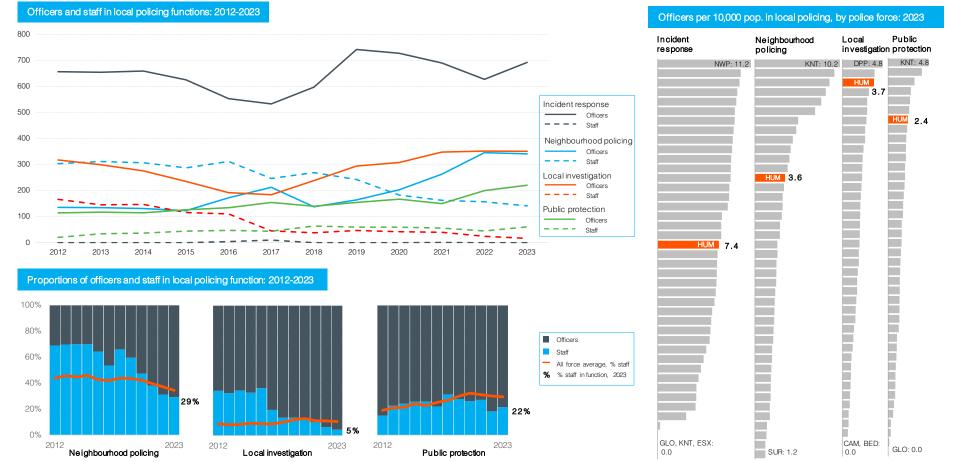
#### Hertfordshire





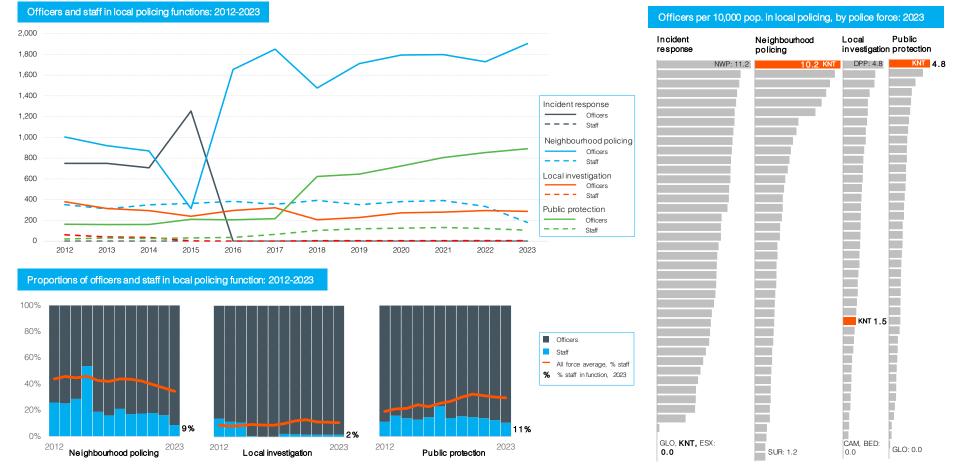
## Humberside





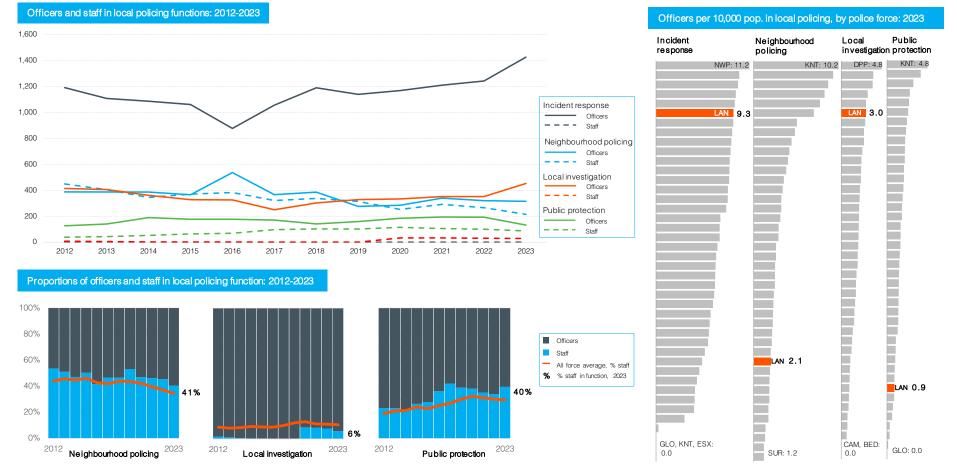
#### Kent





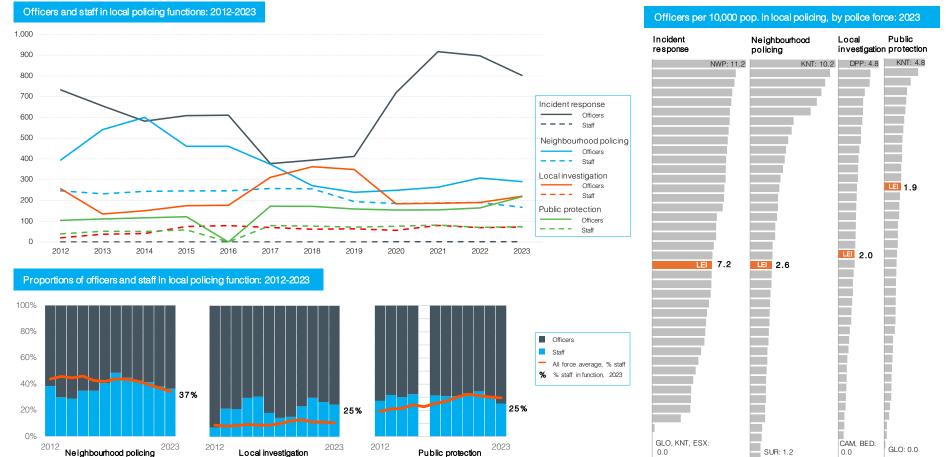
#### Lancashire





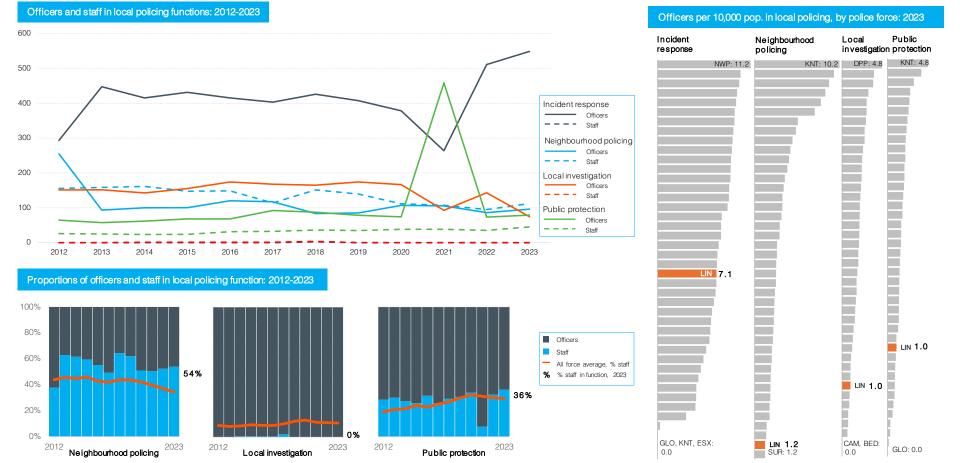
#### Leicestershire





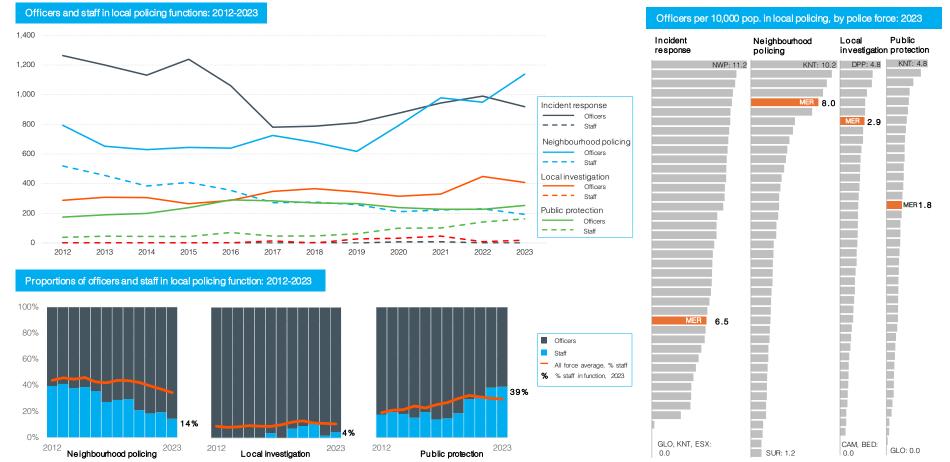
#### Lincolnshire





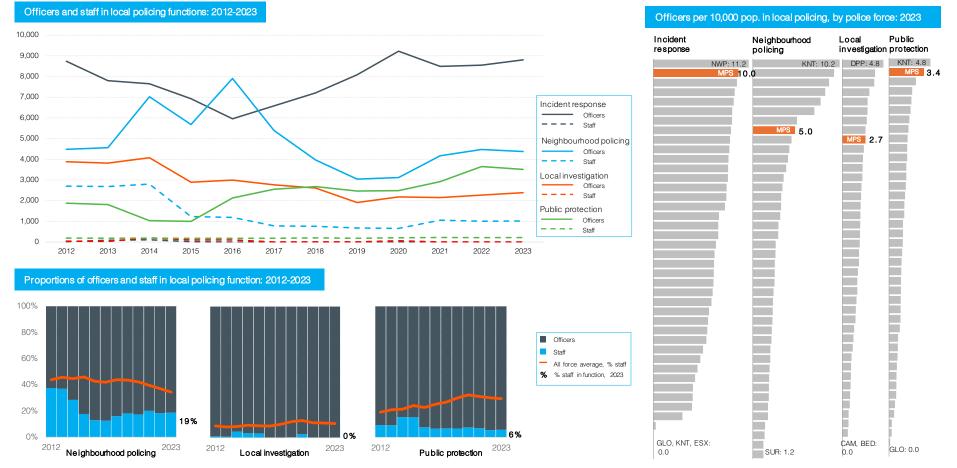
## Merseyside





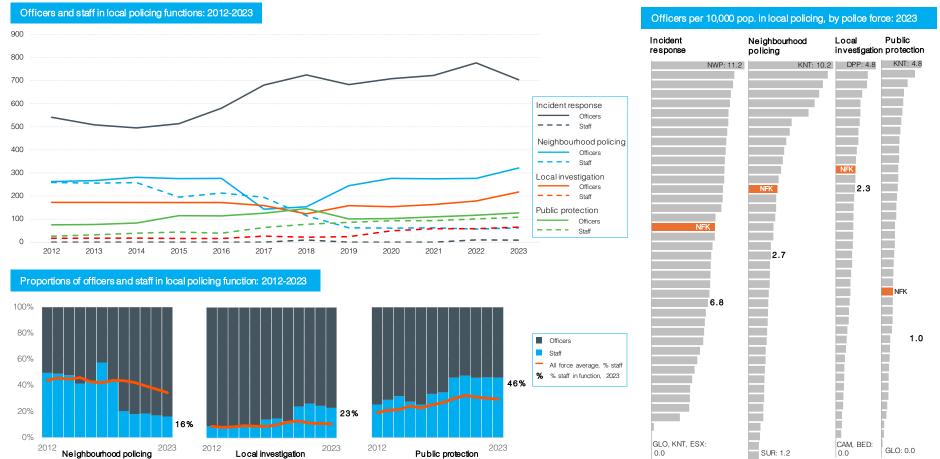
## Metropolitan Police





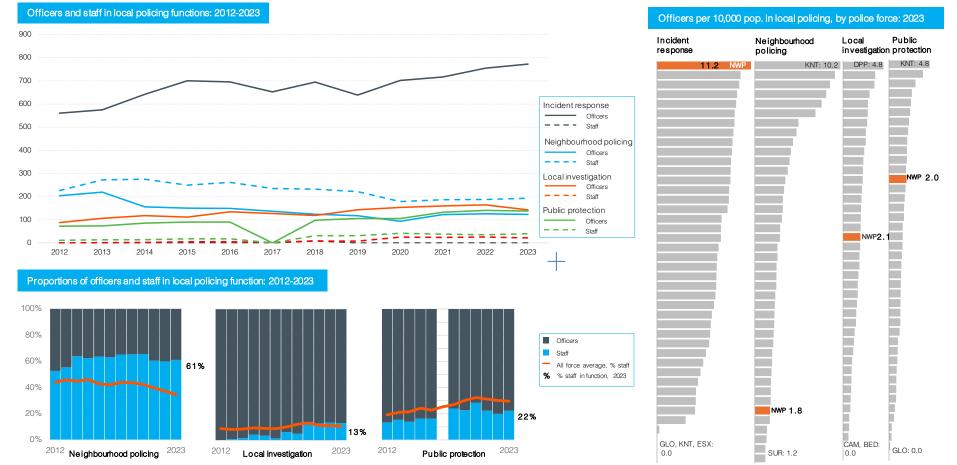
## Norfolk





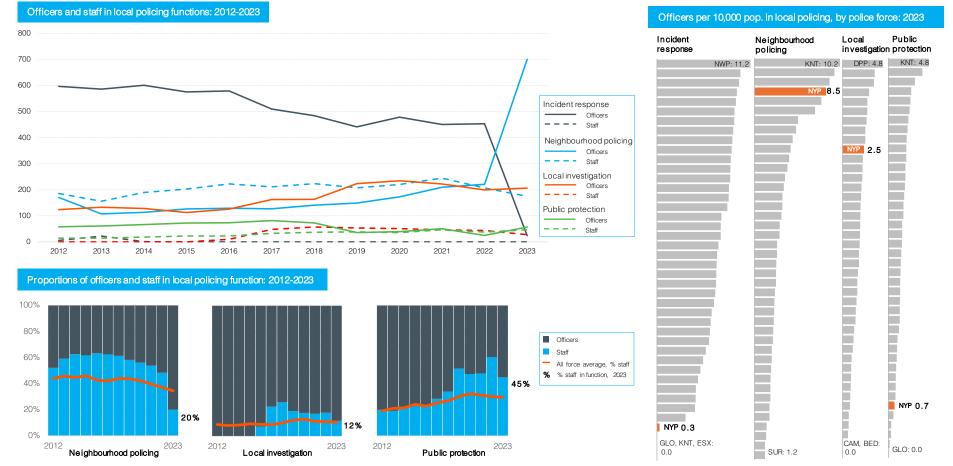
## North Wales





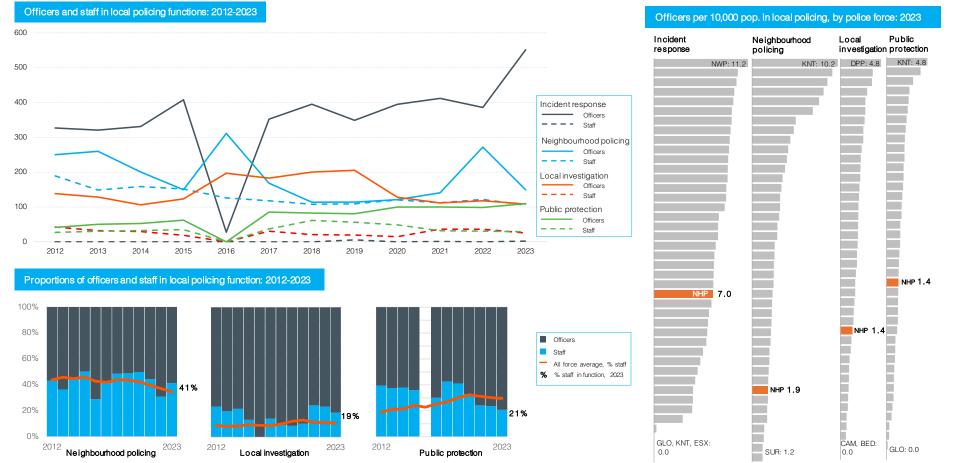
## North Yorkshire





## Northamptonshire





## Nottinghamshire

0%

 $^{\rm 2012}$  Neighbourhood policing

2023

2012

Local investigation



CAM, BED:

0.0

GLO: 0.0

SUR: 1.2

GLO, KNT, ESX:

0.0

Officers and staff in local policing functions: 2012-2023 Officers per 10,000 pop. in local policing, by police force: 2023 1,000 Incident Neighbourhood Public Local response policing investigation protection 900 KNT: 4.8 NWP: 11.2 DPP: 4.8 KNT: 10.2 800 700 Incident response 600 Officers - -Staff 500 Neighbourhood policing Officers 400 Staff Local investigation 300 Officers - - Staff NOT 1.9 NOT 2.2 200 Public protection NOT 7.0 NOT 3.2 100 Officers - -Staff 0 2015 2016 2018 2022 2023 2012 2013 2014 2017 2019 2020 2021 Proportions of officers and staff in local policing function: 2012-2023 100% 80% Officers Staff 60% \_ All force average, % staff % staff in function, 2023 40% 34% 20% 20%

2023

Public protection

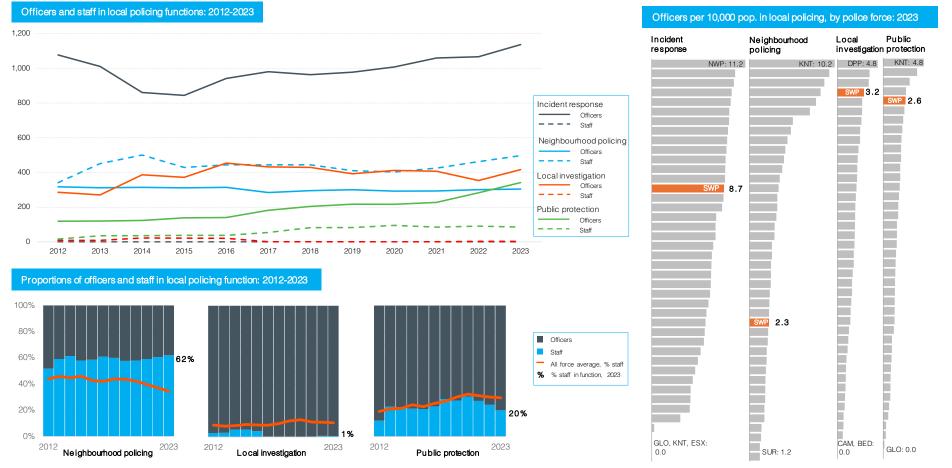
16%

2023

2012

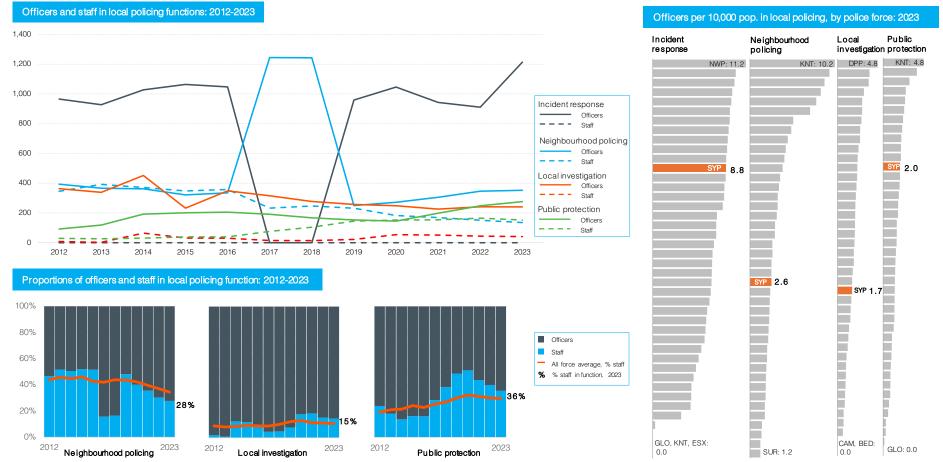
#### South Wales





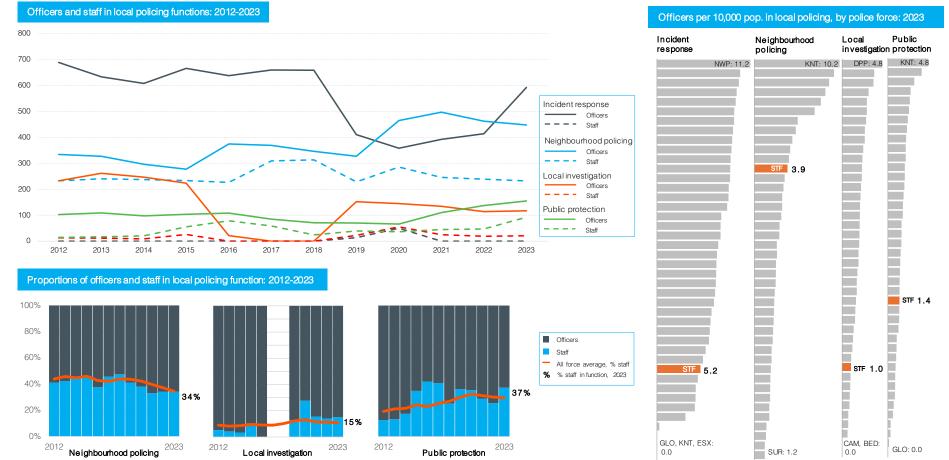
# South Yorkshire





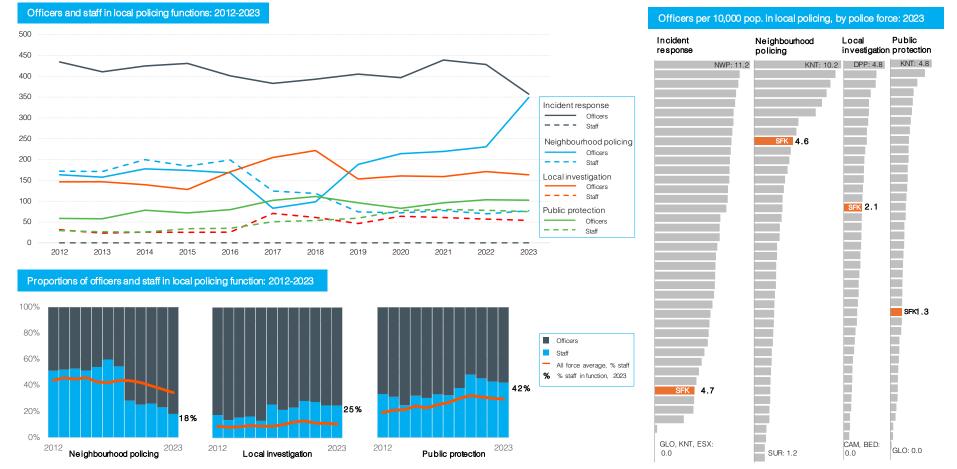
# Staffordshire





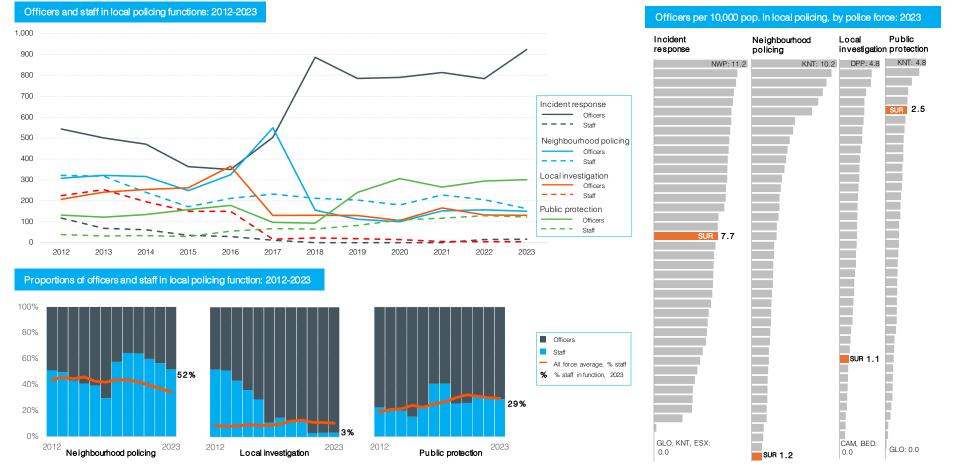
# Suffolk





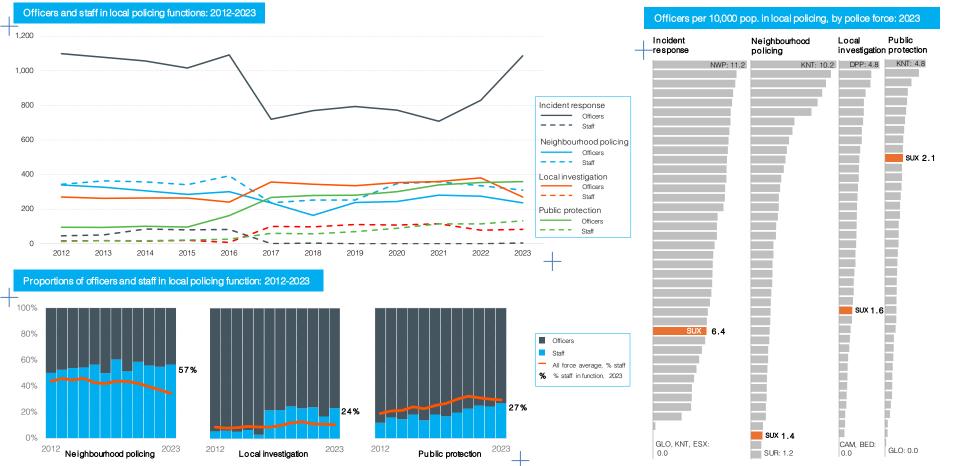
# Surrey





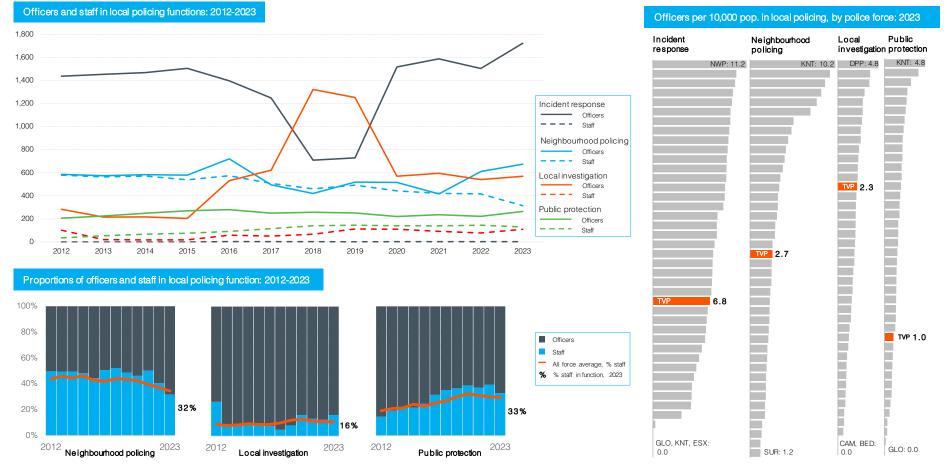
#### Sussex





## Thames Valley Police





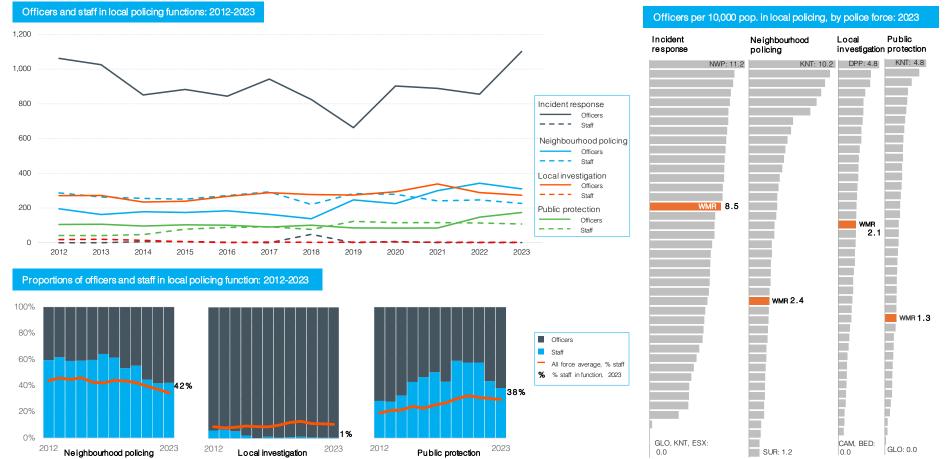
## Warwickshire





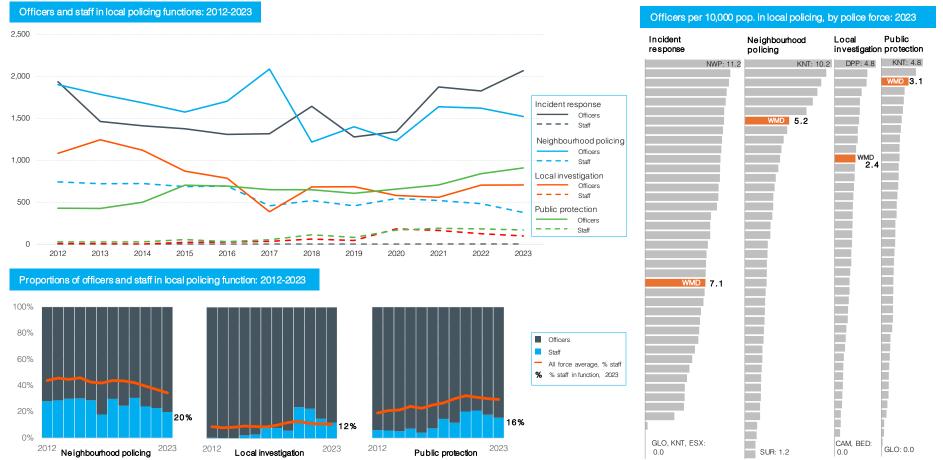
## West Mercia





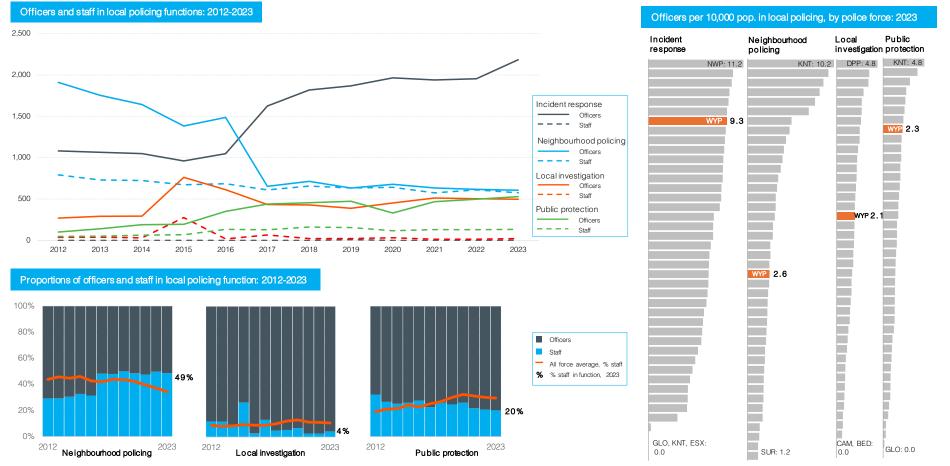
#### West Midlands





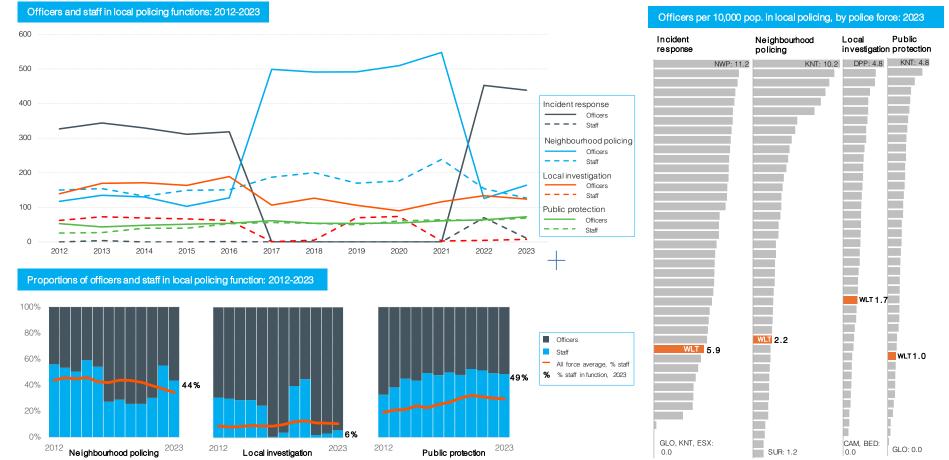
#### West Yorkshire





# Wiltshire





# Appendix 1: Source data for local policing function analysis

Year ending 31st March	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Data source	Supplementary Data tables - Police Service Strength England and Wales, 31 March 2012	Supplementary data tables for 'Police workforce, England and Wales, 31 March 2013'. Supplementary tables 1-4	Supplementary data tables for 'Police workforce, England and Wales, 31 March 2014'. Supplementary tables 1-4	31 March 2016: da	England and Wales: ta tables. Tables F1 F7	England and Wales: 31 March	England and	Police Workforce, England and Wales: 31 March 2019: data tables second edition. Tables F1 to F4	Police Workforce, England and Wales: 31 March 2020: data tables third edition. Tables F1 to F4	Police Workforce, England and Wales: 31 March 2021: data tables second edition. Tables F1 to F4	Police Workforce, England and Wales: 31 March 2022: data tables. Tables F1 to F4	Police Workforce, England and Wales: 31 March 2023: data tables (second edition). Tables F1 to F4
Link	https://www.gov.uk/gov.e rnment/statistics/police- service-strength england-and-wales-31- march-2012	https://www.gov.uk /government/statist ics/tables-for- police-workforce- england-and- wales-31-march- 2013	https://www.gov.uk /government/statist ics/tables-for- police-workforce- england-and- wales-31-march- 2014	cs/police-workfo	<sup>(</sup> gov ernm ent/statisti r <del>ce-engl and- and-</del> march-2016	and-wales-31-	and-wales-31-	https://www.gov.uk /government/statist ics/police- workforce-england- and-wales-31- march-2019	https://www.gov.uk /government/statist ics/police- workforce-england- and-wales-31- march-2020	https://www.gov.uk /government/statist ics/police- workforce-england- and-wales-31- march-2021	https://www.gov.uk /government/statist ics/police- workforce-england- and-wales-31- march-2022	https://www.gov.uk /government/statist ics/police- workforce-england- and-wales-31- march-2023
Local Policing Functions					5	Source categorie	es and codes					
Incident response	Response (30)	Response (30)	Response (30)	Response (30)	Incident (Response) Management (1b)		(Response) Management	Incident (Response) Management (1b)	Incident (Response) Management (1b)	Incident (Response) Management (1b)	Incident (Response) Management (1b)	Incident (Response) Management (1b)
Neighbourhood policing	Neighbourhoods (63), Community Safety/Relations (11	s (63), )Community	s (63), Community Safety/Relations	s (63), Community	Policing (1a), Specialist	Policing (1a), Specialist Community	Policing (1a), Specialist Community	Neighbourhood Policing (1a), Specialist Community Liaison (1c)	Neighbourhood Policing (1a), Specialist Community Liaison (1c)	Neighbourhood Policing (1a), Specialist Community Liaison (1c)	Neighbourhood Policing (1a), Specialist Community Liaison (1c)	Neighbourhood Policing (1a), Specialist Community Liaison (1c)
Local investigation	CID (8)	CID (8)	CID (8)	CID (8)	Local Investigation/ Prisoner Processing (7g)	Prisoner	Prisoner	Local Investigation/ Prisoner Processing (7g)	Local Investigation/ Prisoner ) Processing (7g)	Local Investigation/ Prisoner )Processing (7g)	Local Investigation/ Prisoner Processing (7g)	Local Investigation/ Prisoner Processing (7g)
Public protection	Child/Sex/Domestic, Missing Persons (7)			Child/Sex/Dom estic/Missing Persons (7)	Public Protection (including CSE and Domestic Abuse) (7f)	(13b), Adult Protecton (13c)	Protecton (13c)	Vulnerable	Protecting Vulnerable People (13c), Joint Teams (13d)	Protecting Vulnerable People (13c), Joint Teams (13d)	Protecting Vulnerable People (13c), Joint Teams (13d)	Protecting Vulnerable People (13c), Monitoring Dangerous and Repeat Offenders (13d)

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# Appendix 2: Police force codes



Code	Police Force	Code	Police F
A&S	Avon and Somerset	GWT	Gwent
BED	Bedfordshire	HMP	Hampsh
CAM	Cambridgeshire	HRT	Hertford
CHE	Cheshire	HUM	Humber
COL	City of London	KNT	Kent
CLE	Cleveland	LAN	Lancasł
CMB	Cumbria	LEI	Leiceste
DBS	Derbyshire	LIN	Lincolns
D&C	Devon and Cornwall	MER	Merseys
DOR	Dorset	MPS	Metropo
DUR	Durham	NFK	Norfolk
DPP	Dyfed-Powys	NWP	North W
ESX	Essex	NYP	North Y
GLO	Gloucestershire	NHP	Northan
GMP	Greater Manchester	NMB	Northun

Force	Code	Police Force
t	NOT	Nottinghamshire
shire	SWP	South Wales
rdshire	SYP	South Yorkshire
erside	STF	Staffordshire
	SFK	Suffolk
shire	SUR	Surrey
stershire	SUX	Sussex
nshire	TVP	Thames Valley
yside	WRK	Warwickshire
politan Police	WMR	West Mercia
k	WMD	West Midlands
Wales	WYP	West Yorkshire
Yorkshire	WLT	Wiltshire
amptonshire		
umbria		