

Blueprints: Designing Local Policing Models for the 21st Century

Supplementary Charts

May 2024

THE
POLICE
FOUNDATION

The UK's policing think tank

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 [police workforce data](#), 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 31st 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.

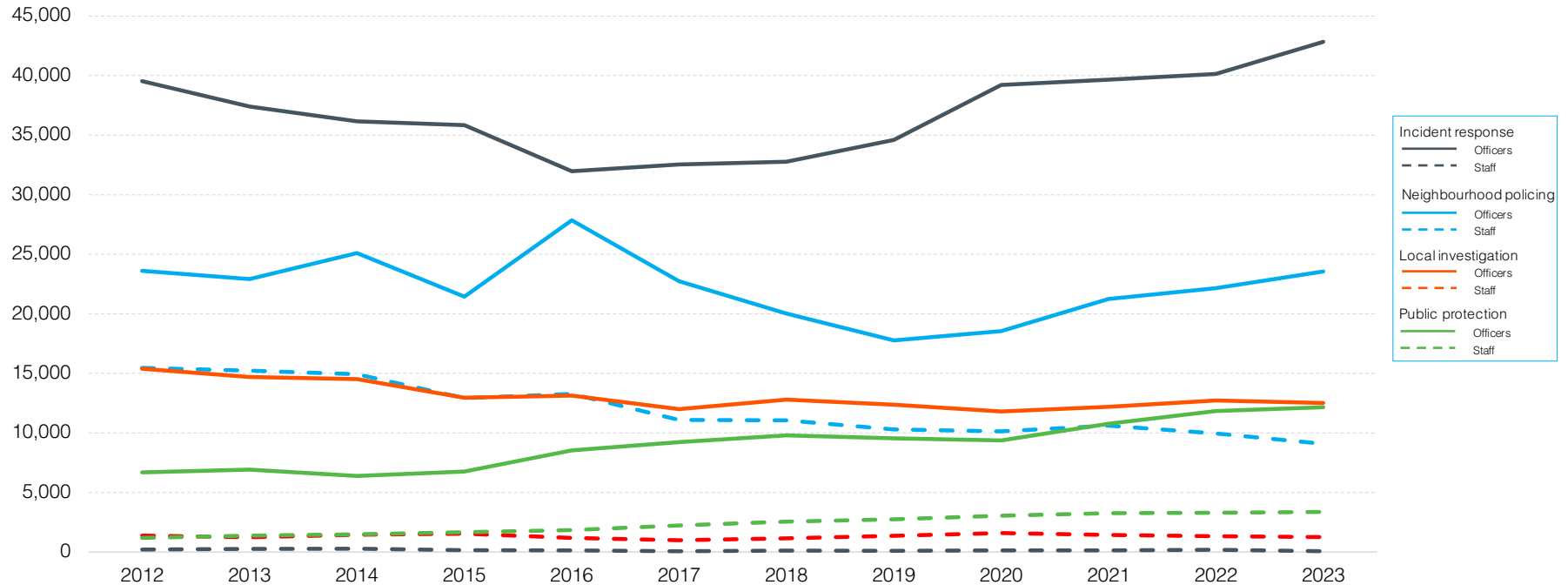
* We use 'local policing' here to denote these four functions combined, this differs from the designation used in the workforce data itself.

** Only negligible numbers of police staff are allocated to incident response roles and are therefore not included.

*** 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*)

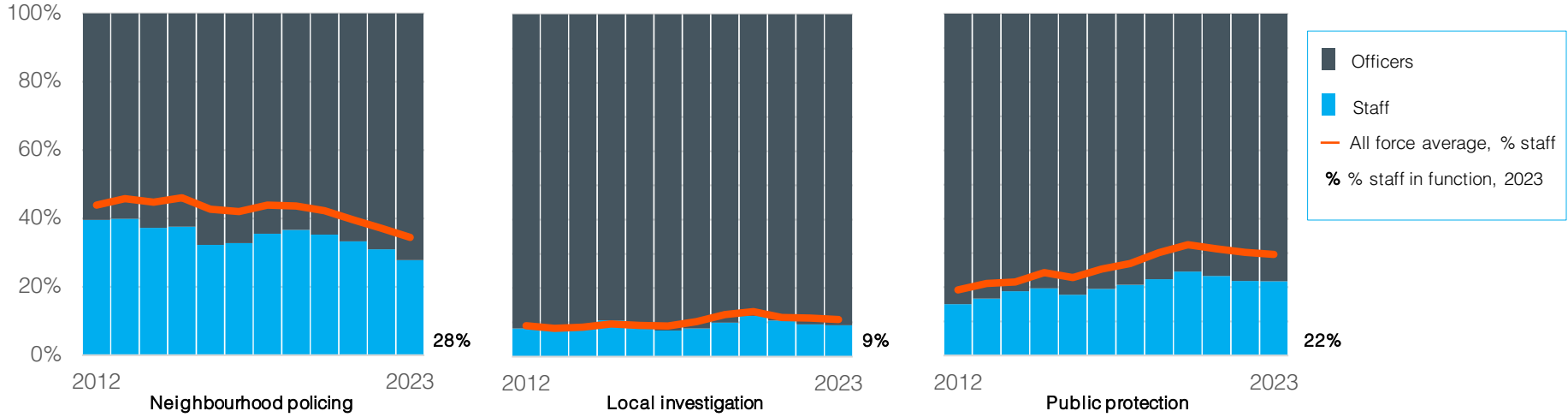
Officers and staff in local policing functions: 2012-2023



* 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

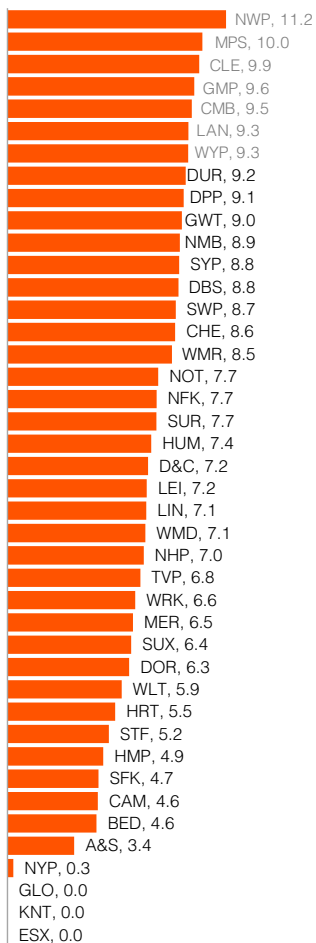


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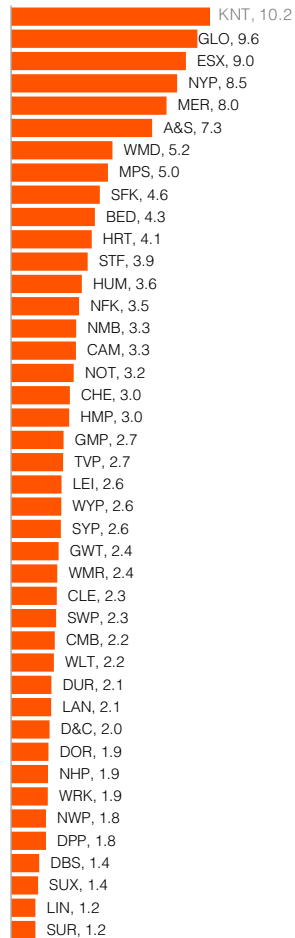
All police forces

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

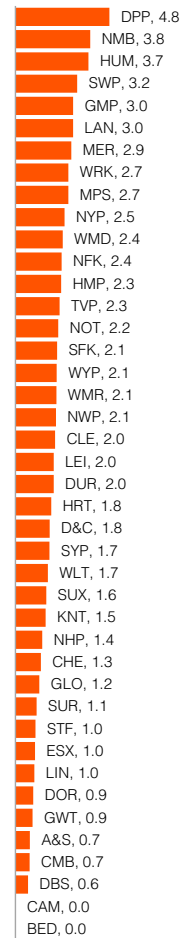
Incident response



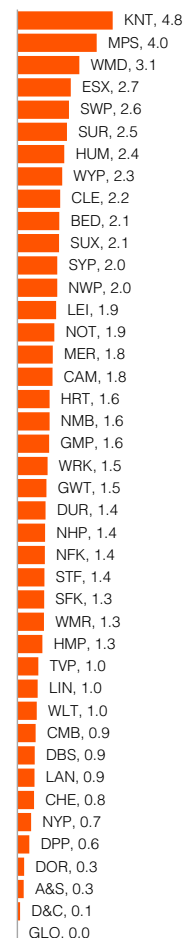
Neighbourhood policing



Local investigation

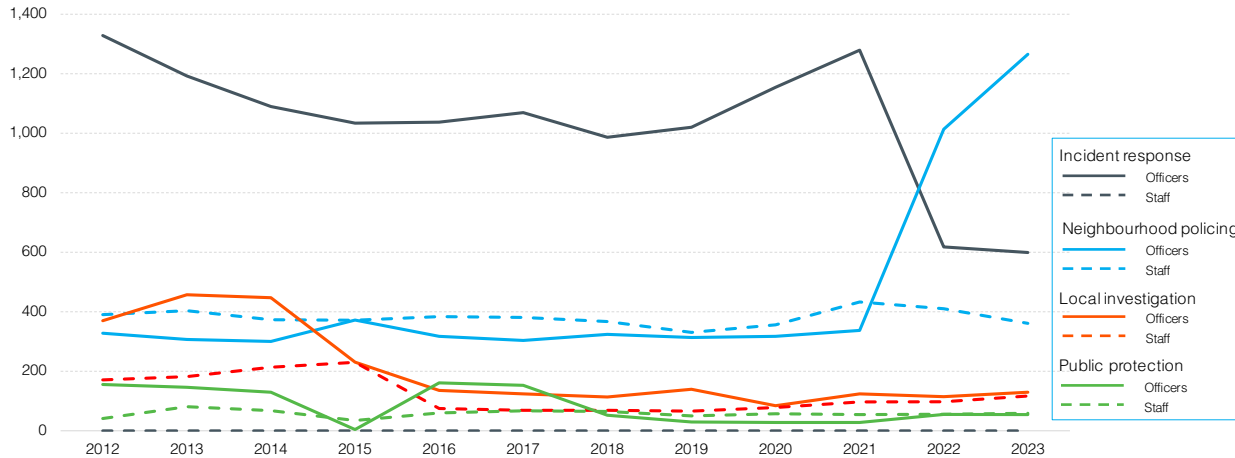


Public protection

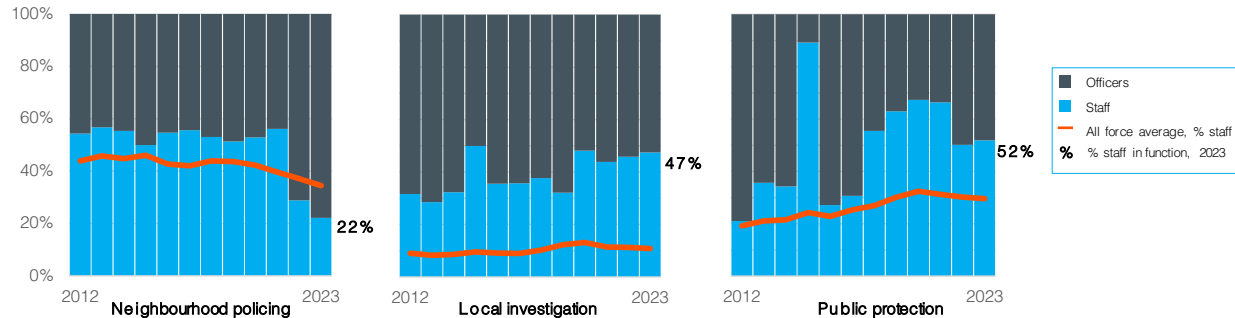


Avon and Somerset

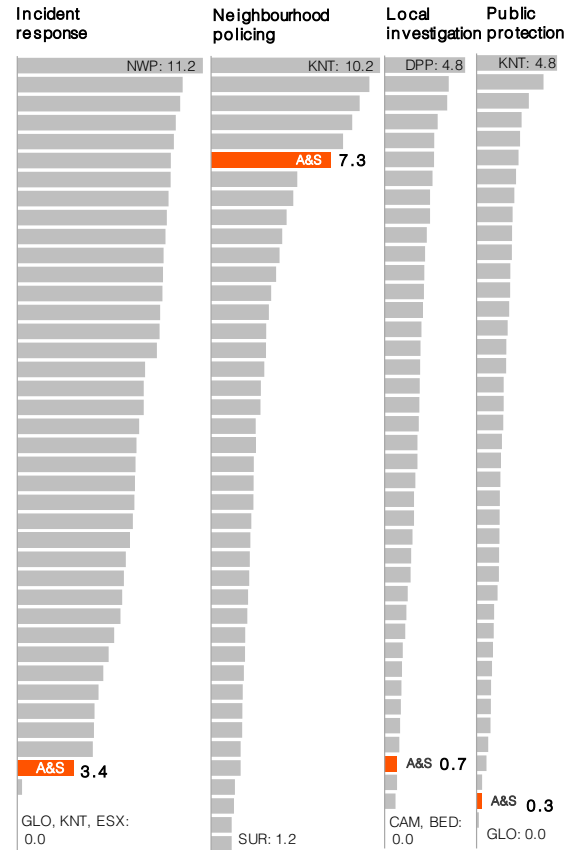
Officers and staff in local policing functions: 2012-2023



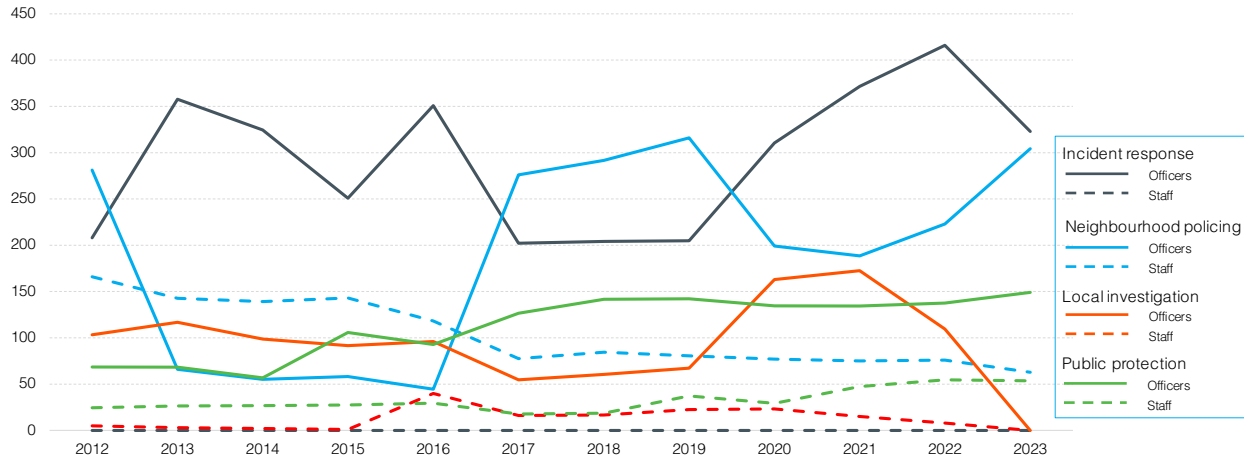
Proportions of officers and staff in local policing function: 2012-2023



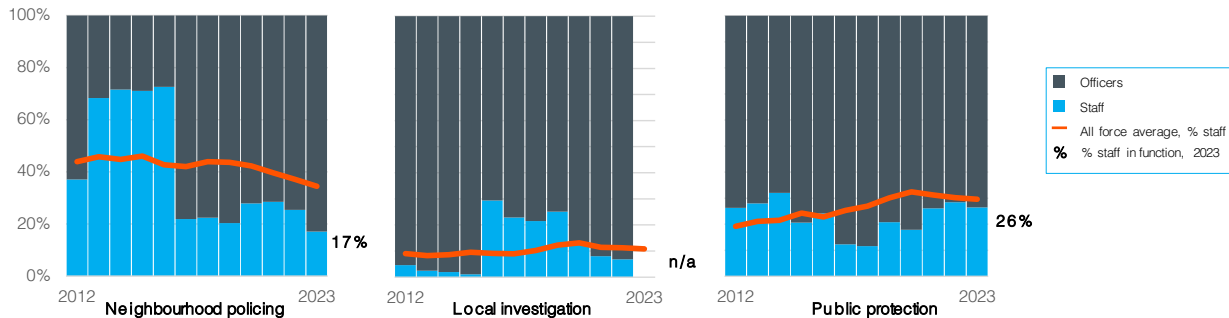
Officers per 10,000 pop. in local policing, by police force: 2023



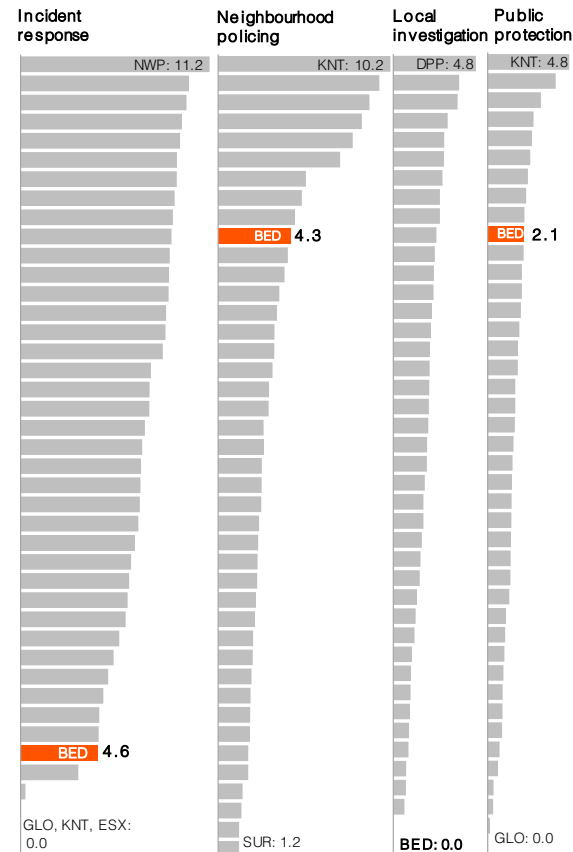
Officers and staff in local policing functions: 2012-2023



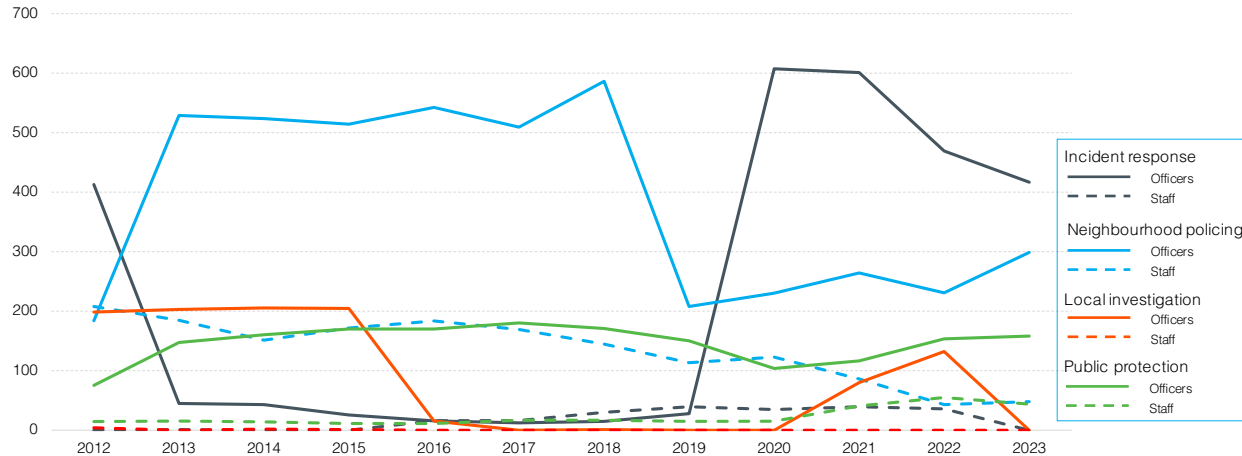
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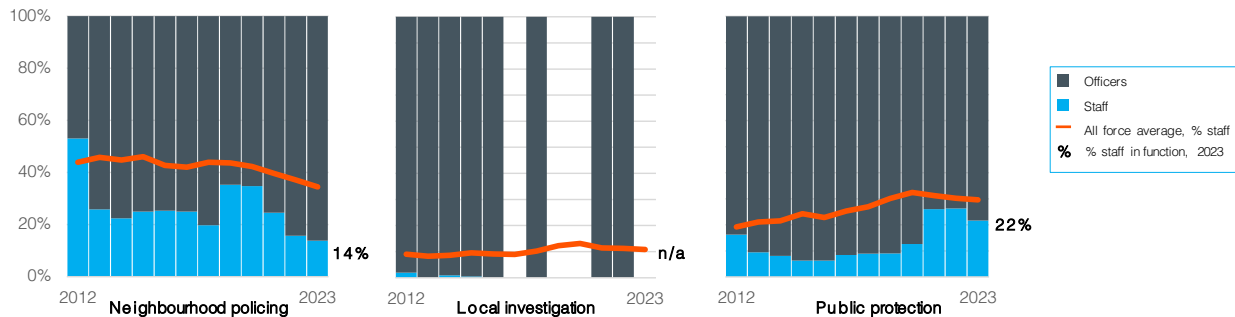
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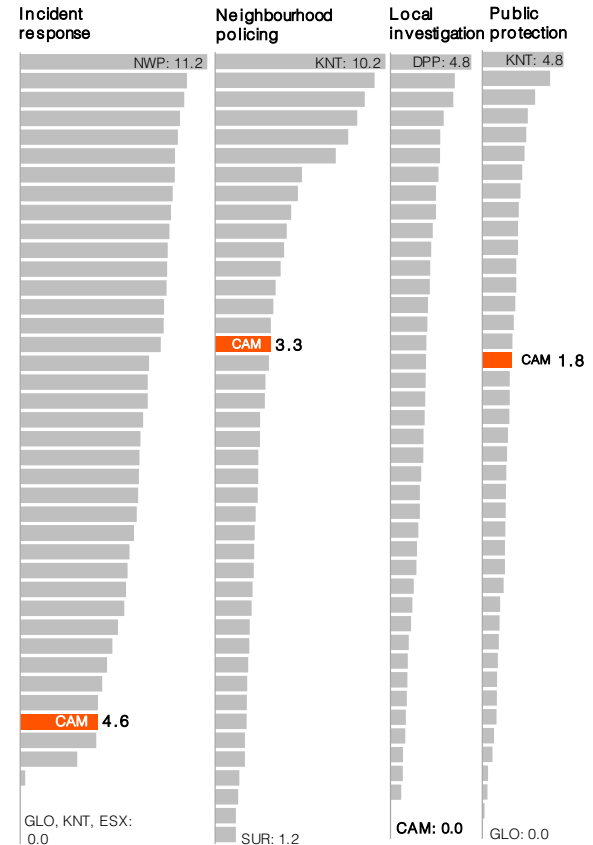
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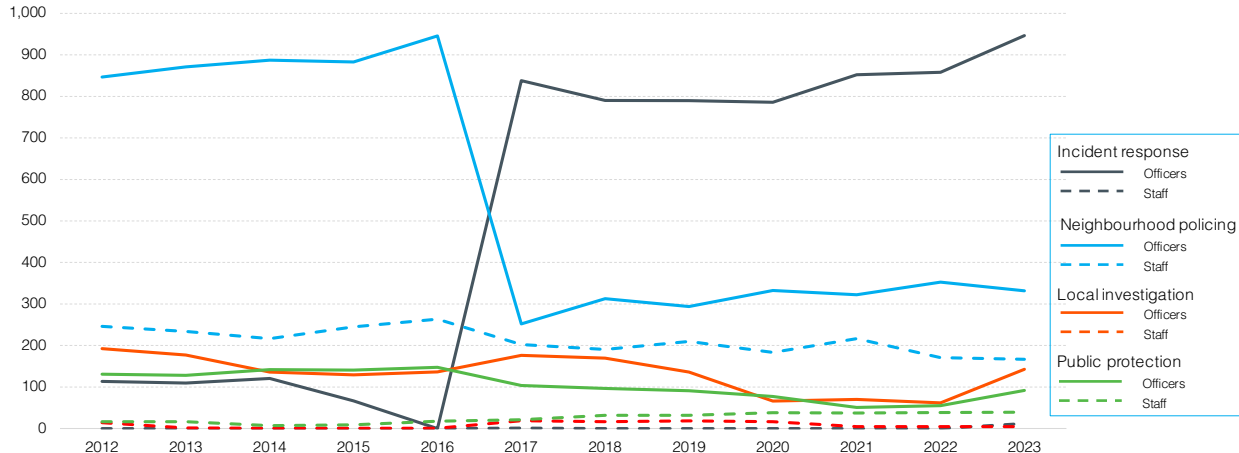
Proportions of officers and staff in local policing function: 2012-2023



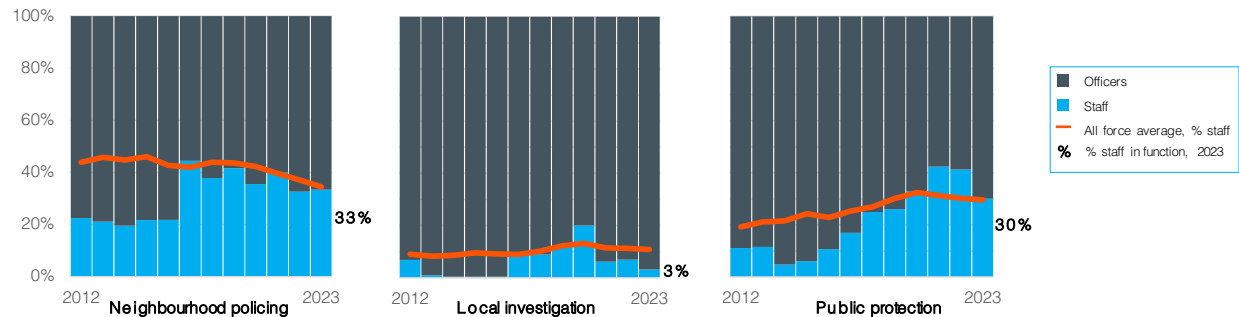
Officers per 10,000 pop. in local policing, by police force: 2023



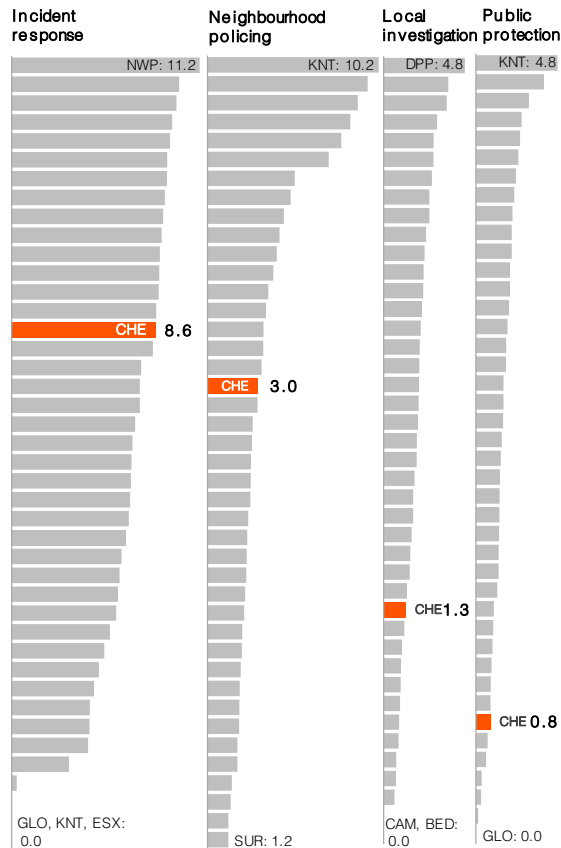
Officers and staff in local policing functions: 2012-2023



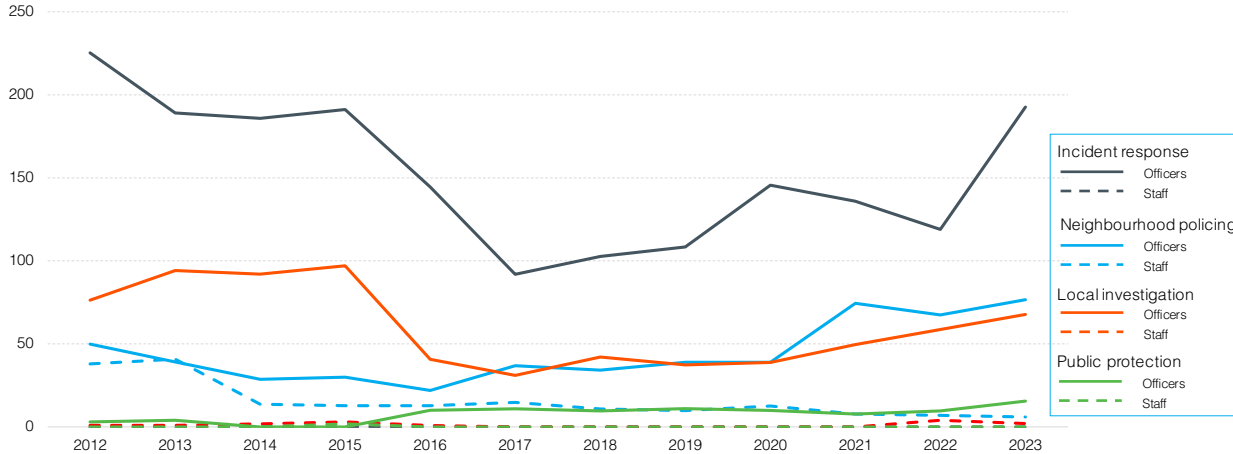
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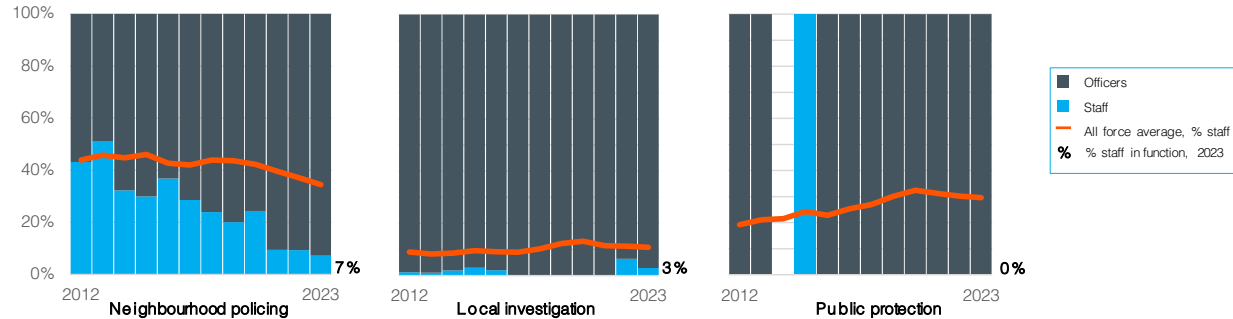
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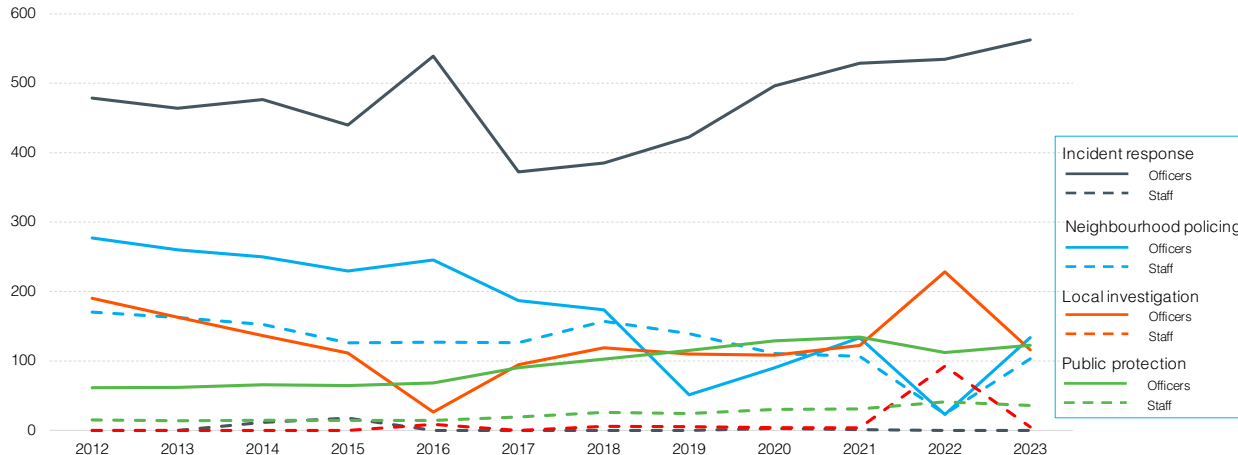


Proportions of officers and staff in local policing function: 2012-2023

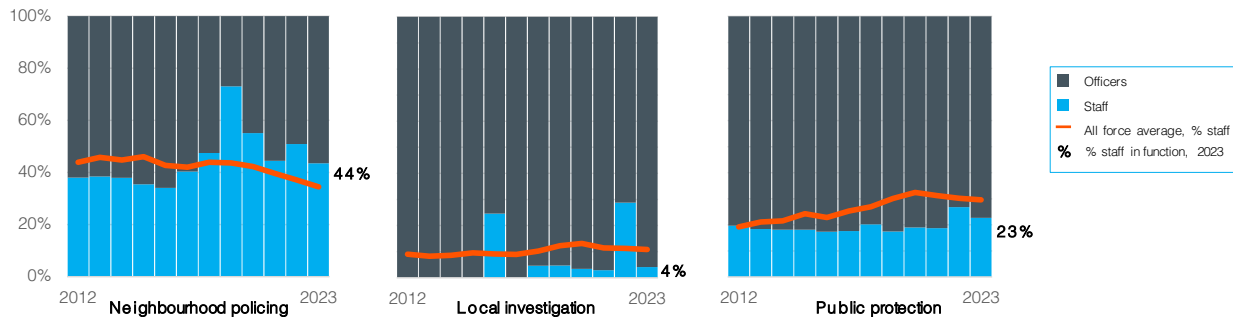


Per head of population comparisons omitted for City of London.

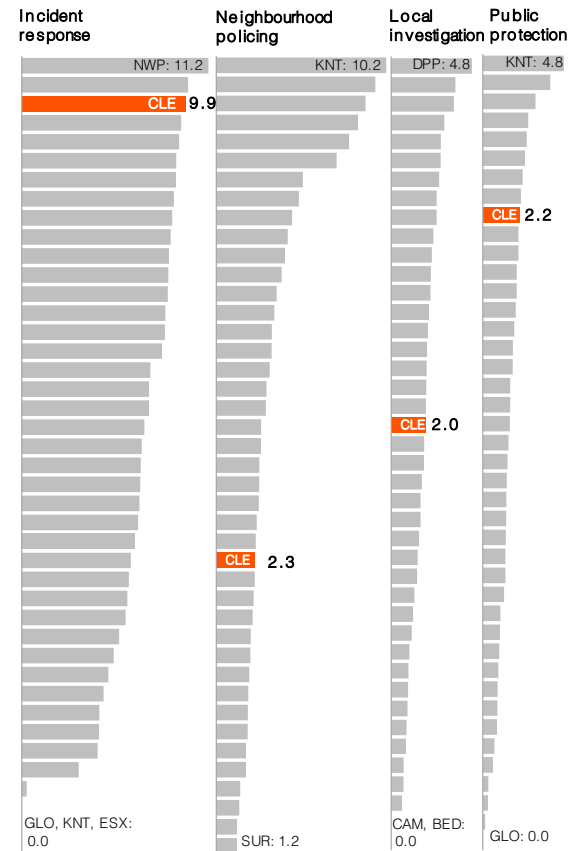
Officers and staff in local policing functions: 2012-2023



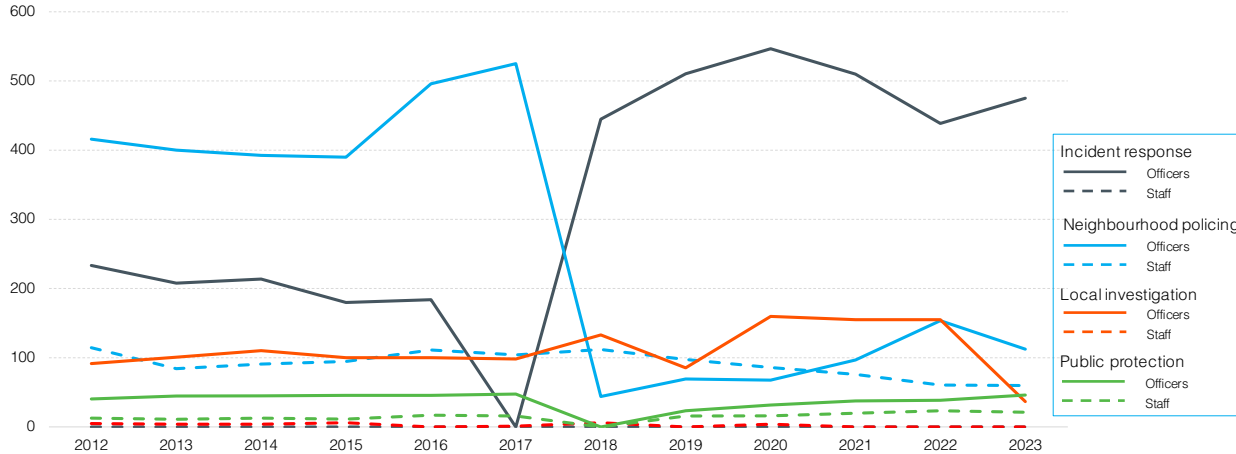
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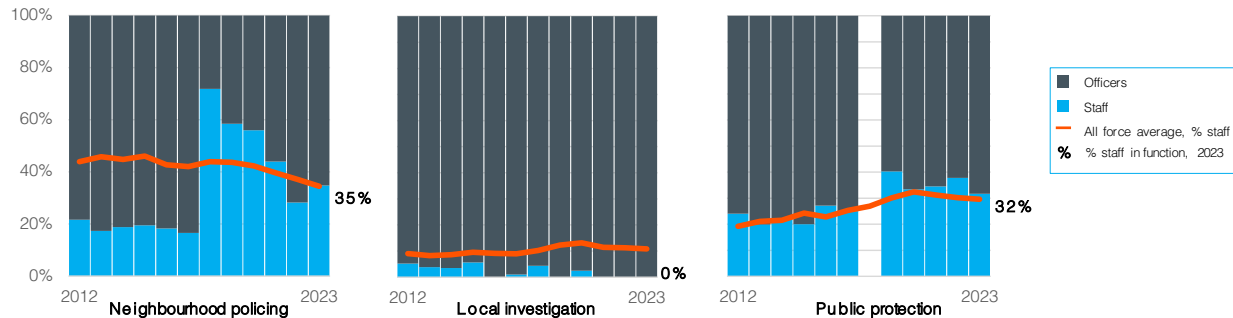
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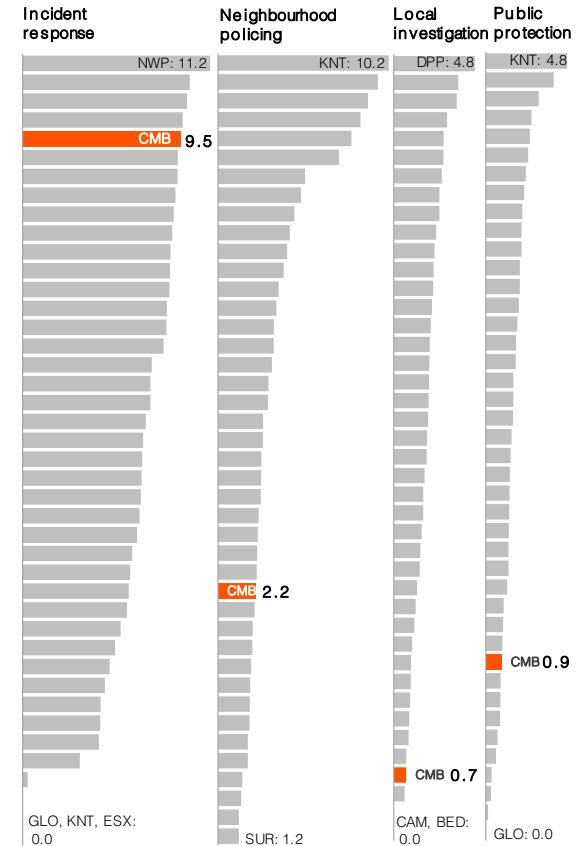
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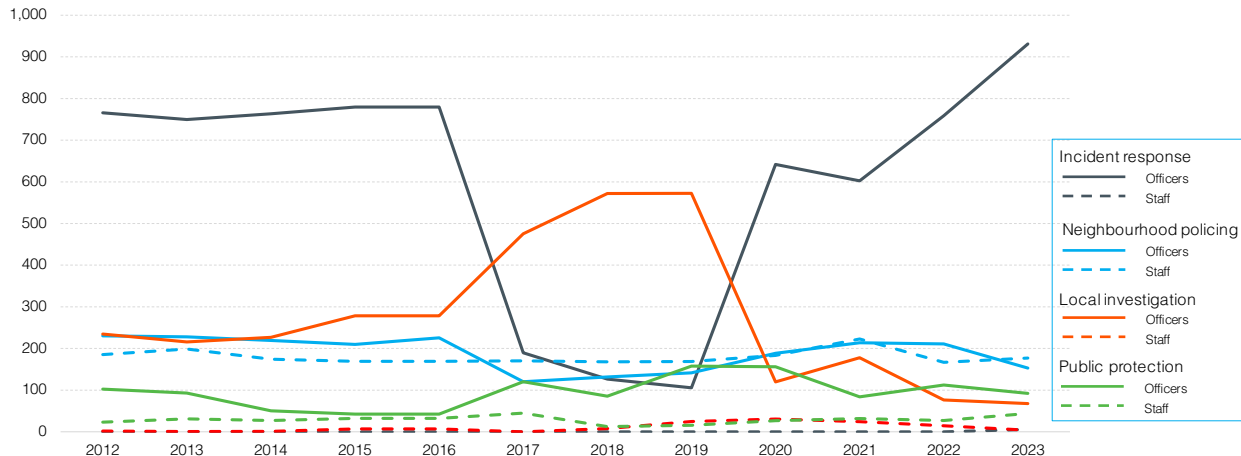
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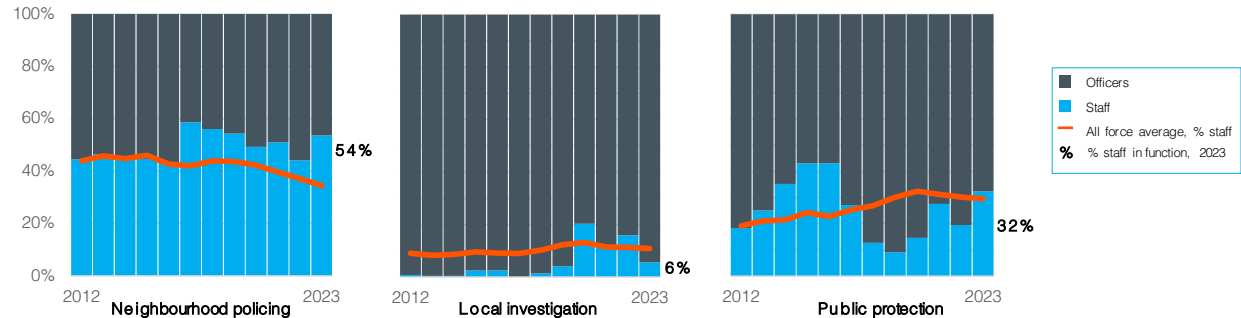
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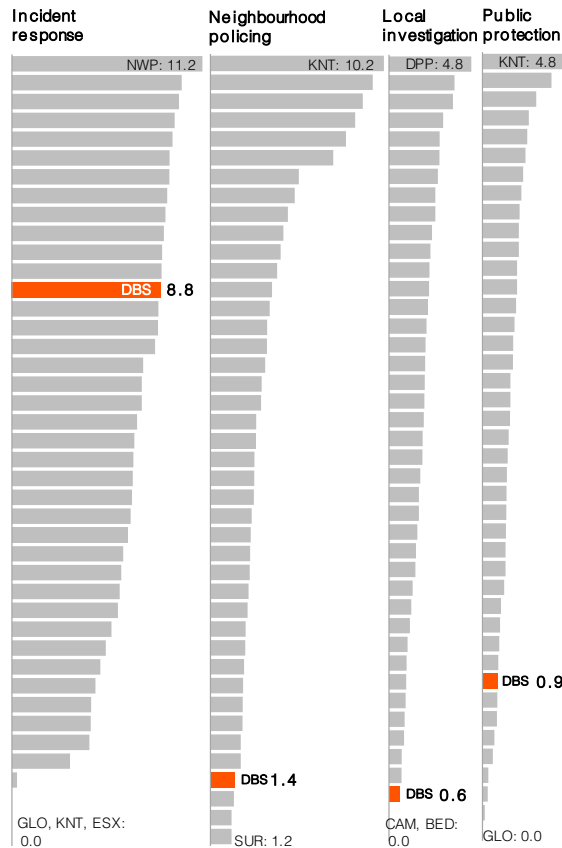
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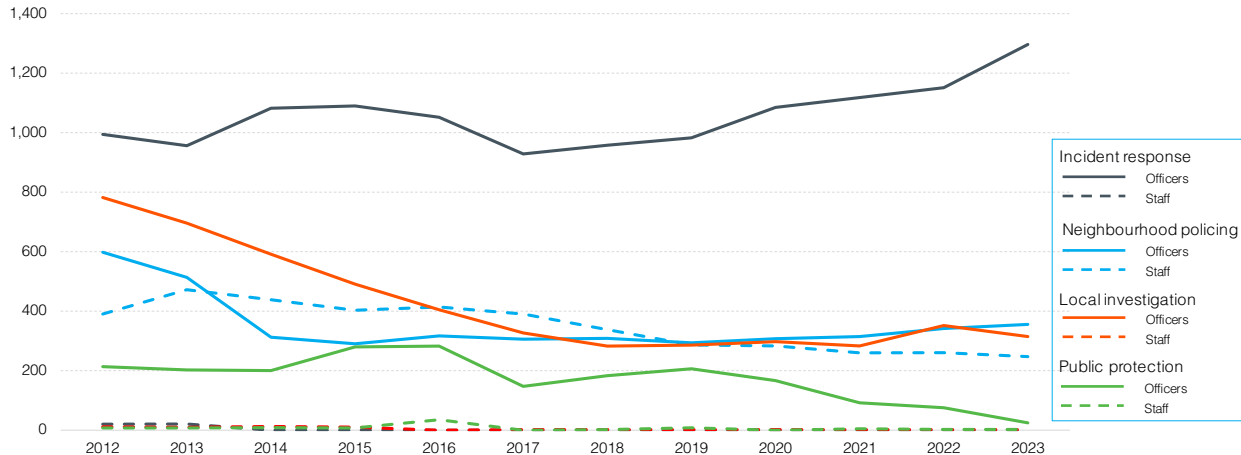


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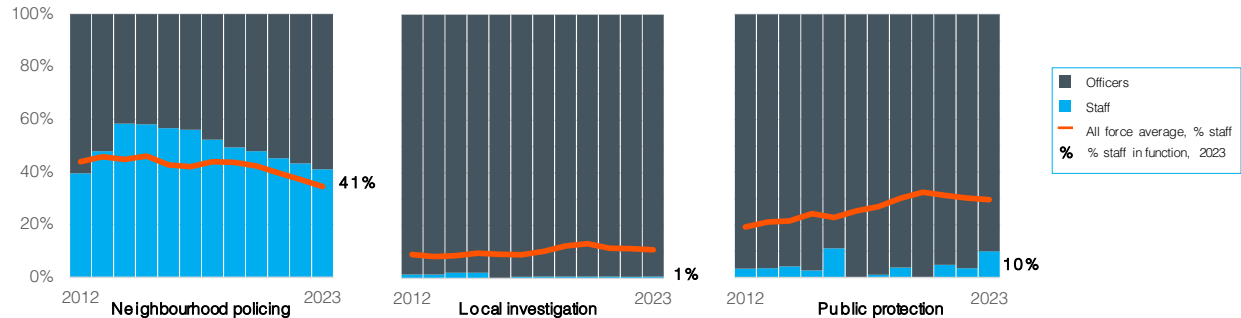


Devon and Cornwall

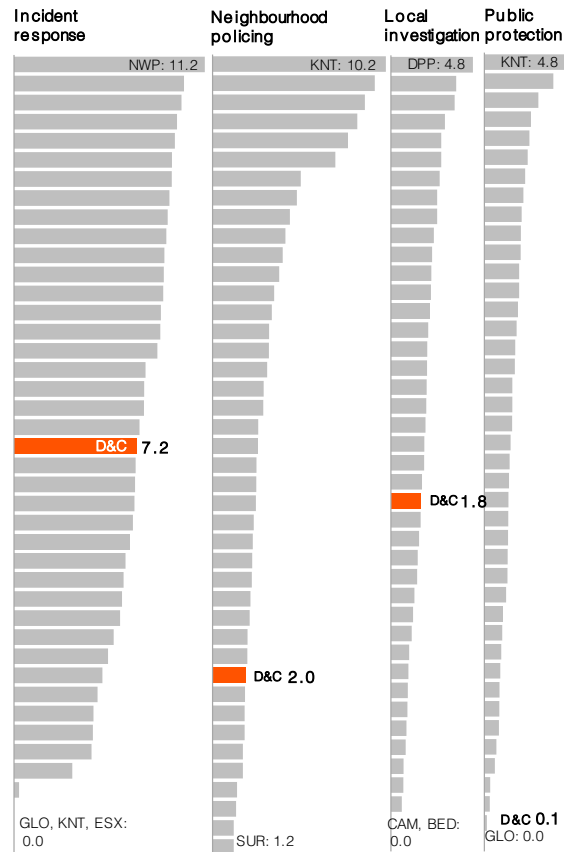
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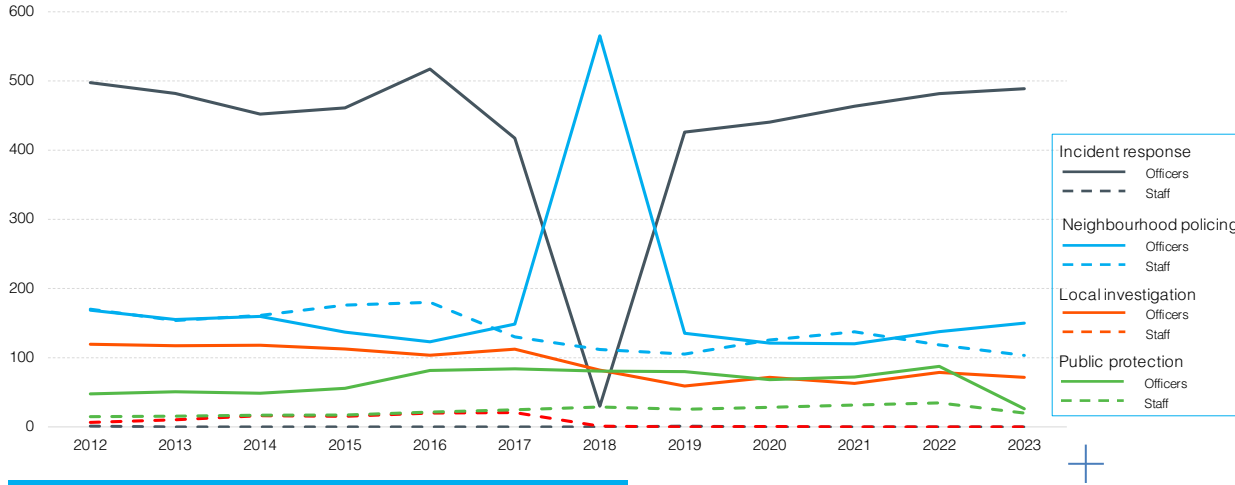
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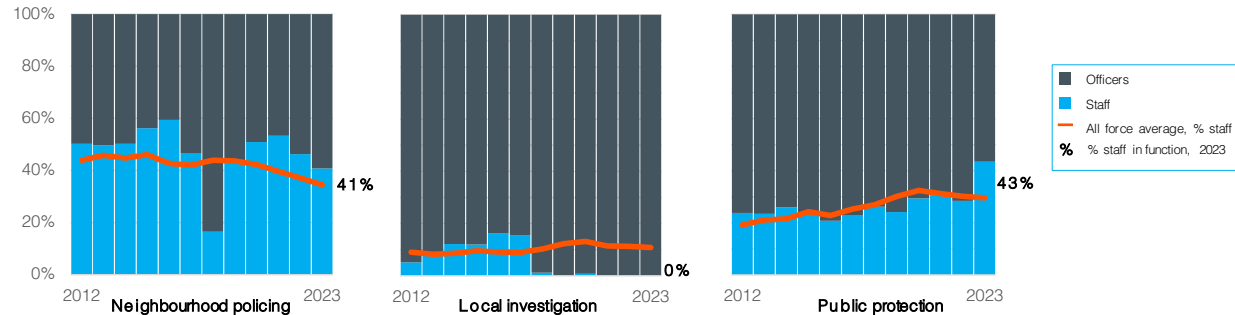
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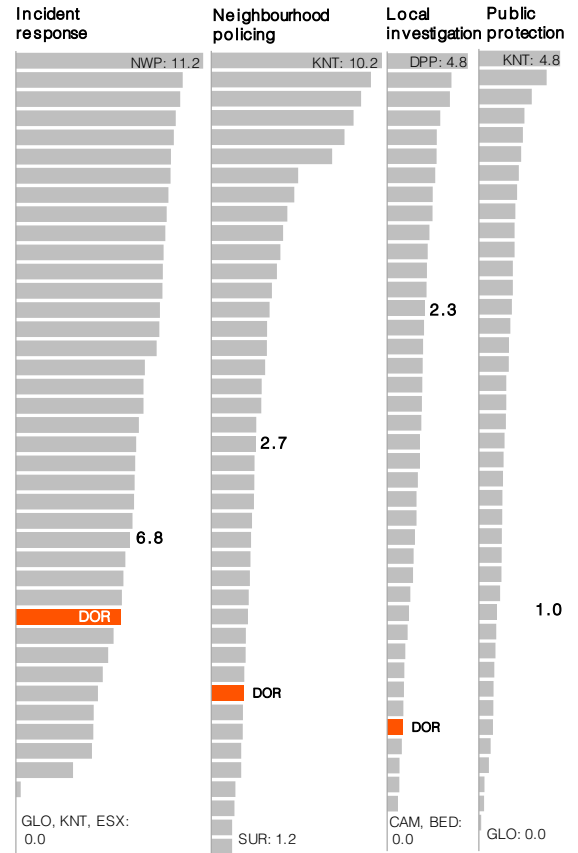
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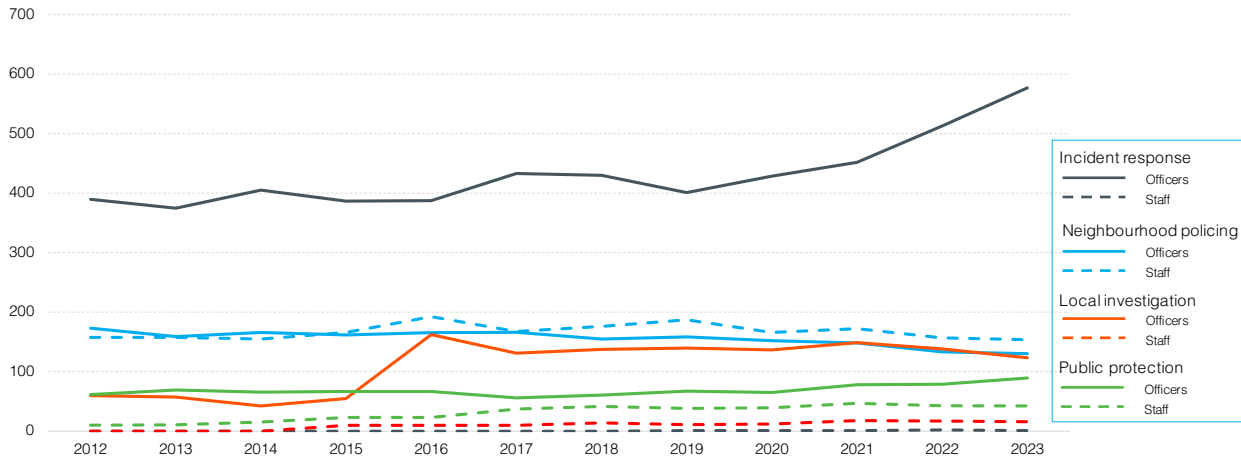
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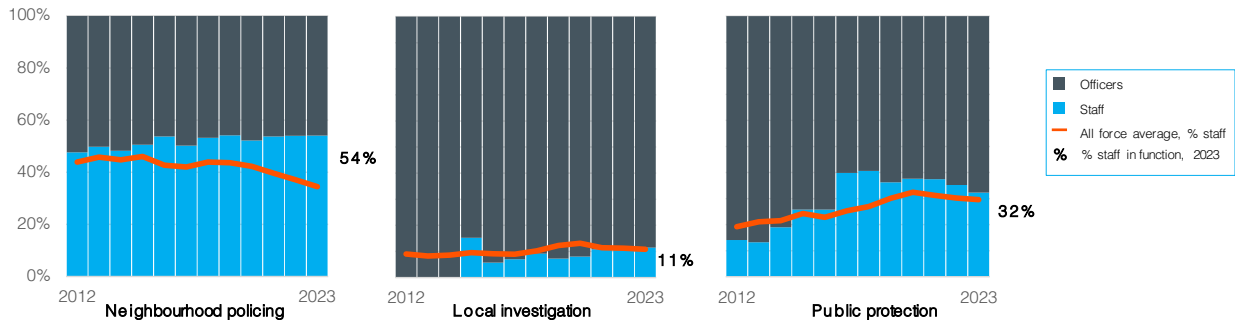
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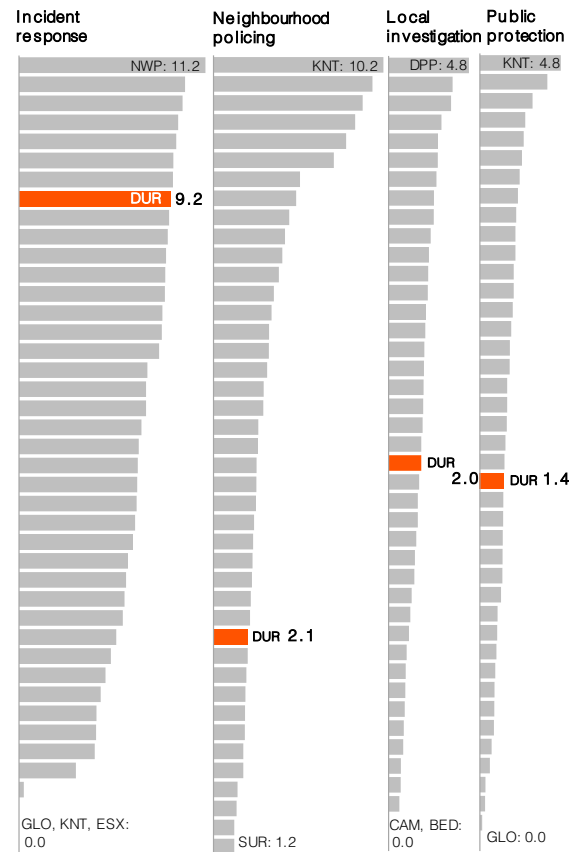
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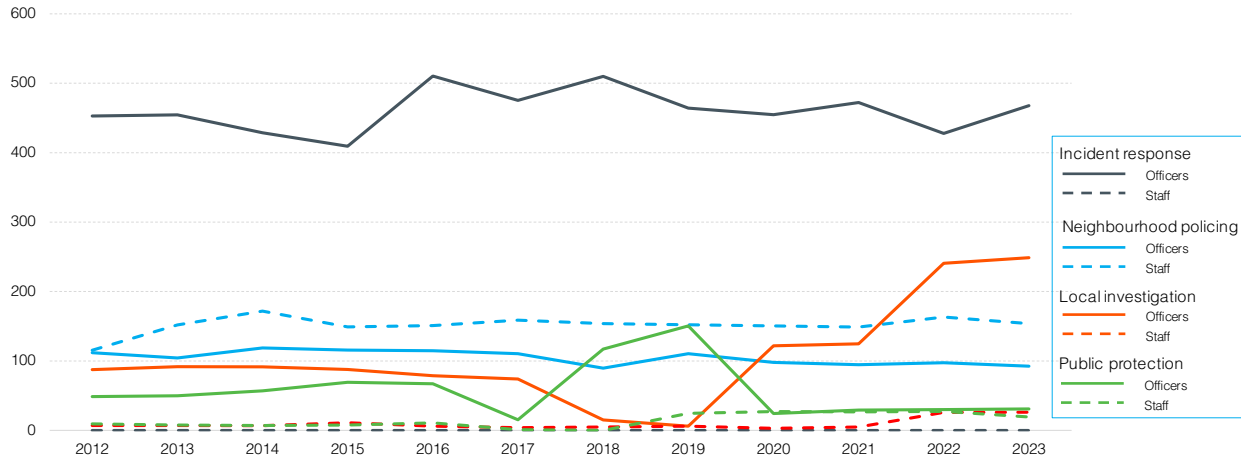
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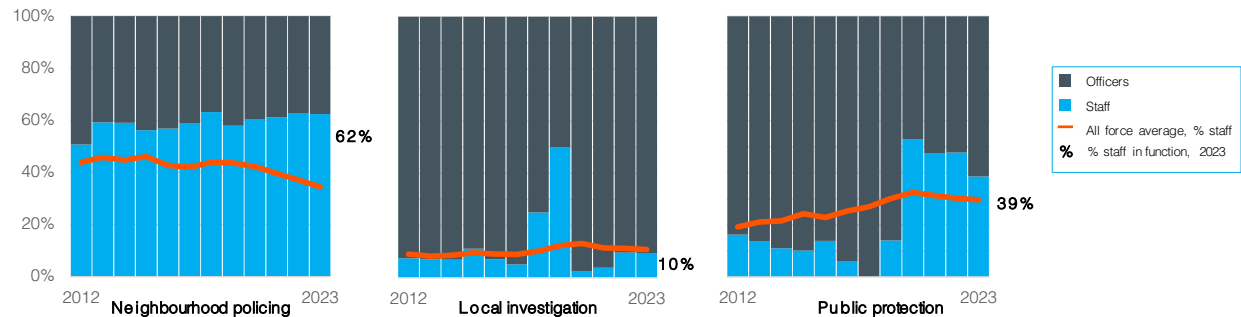
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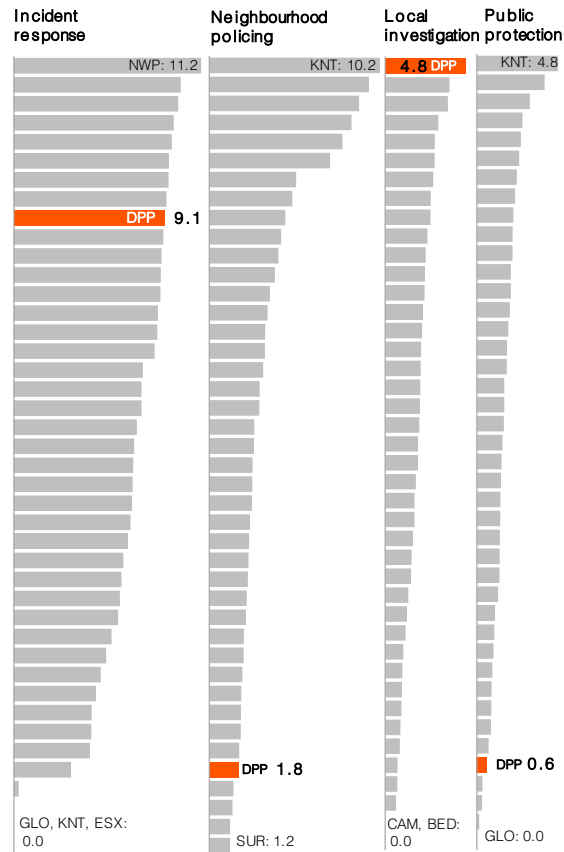
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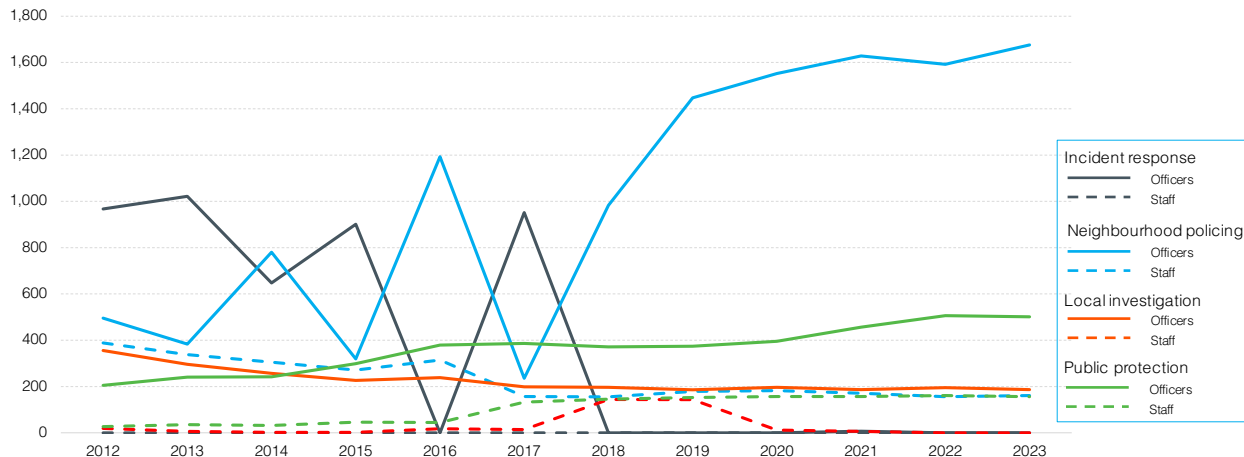
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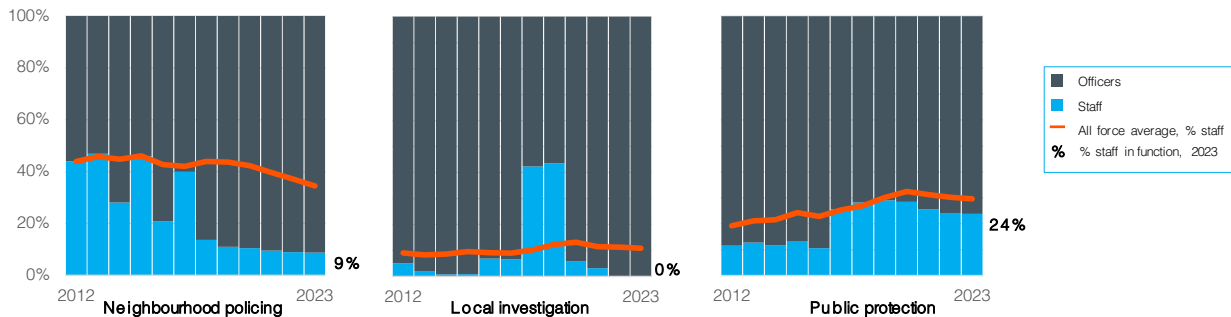
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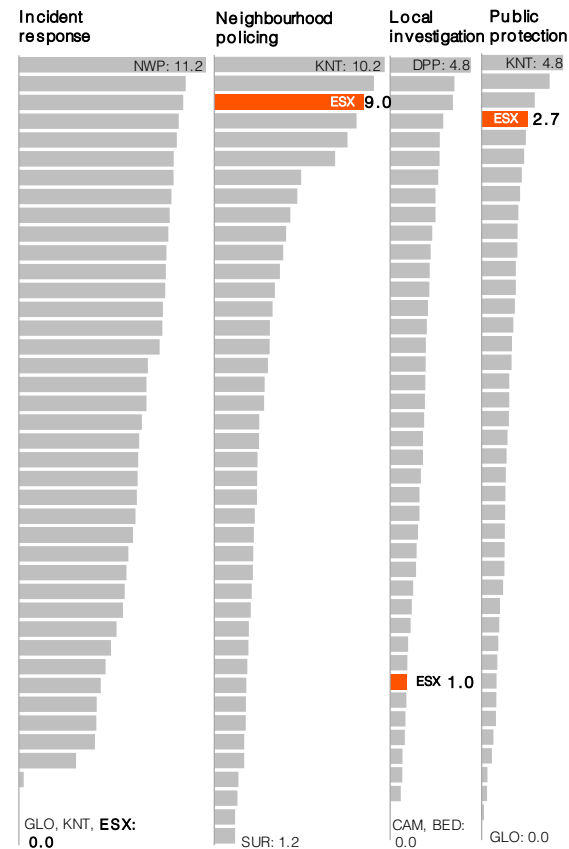
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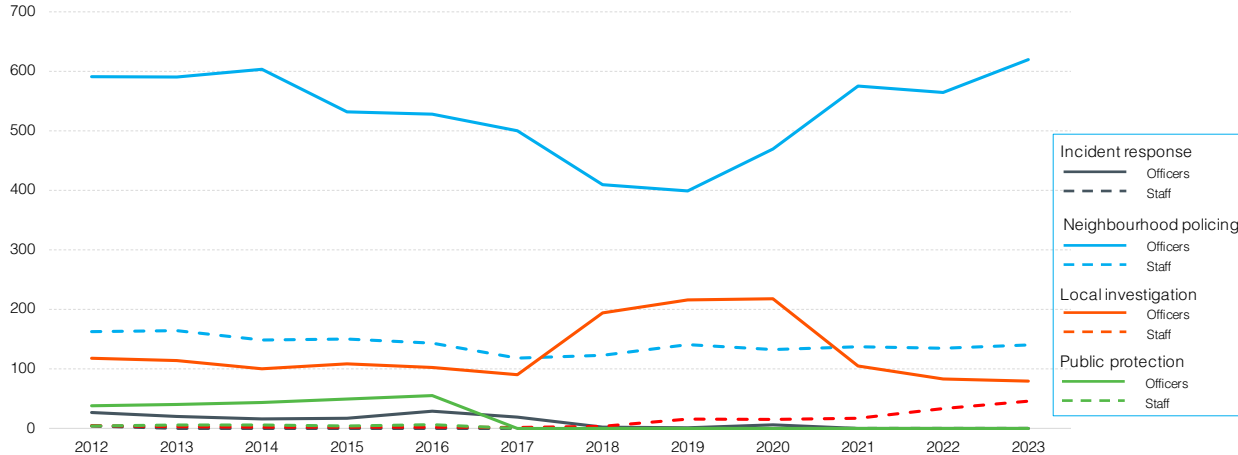
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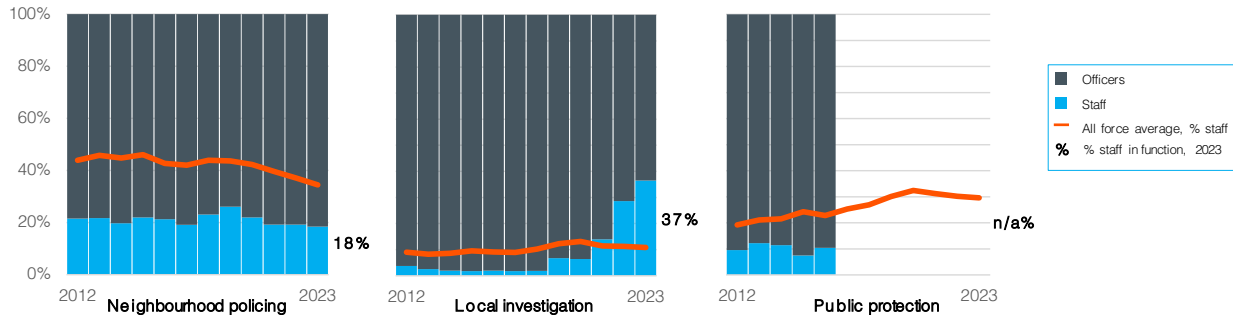
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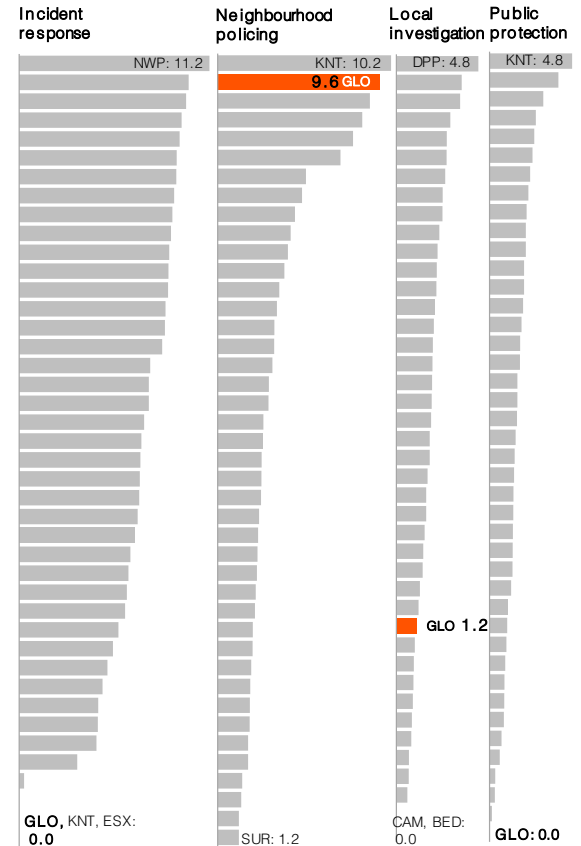
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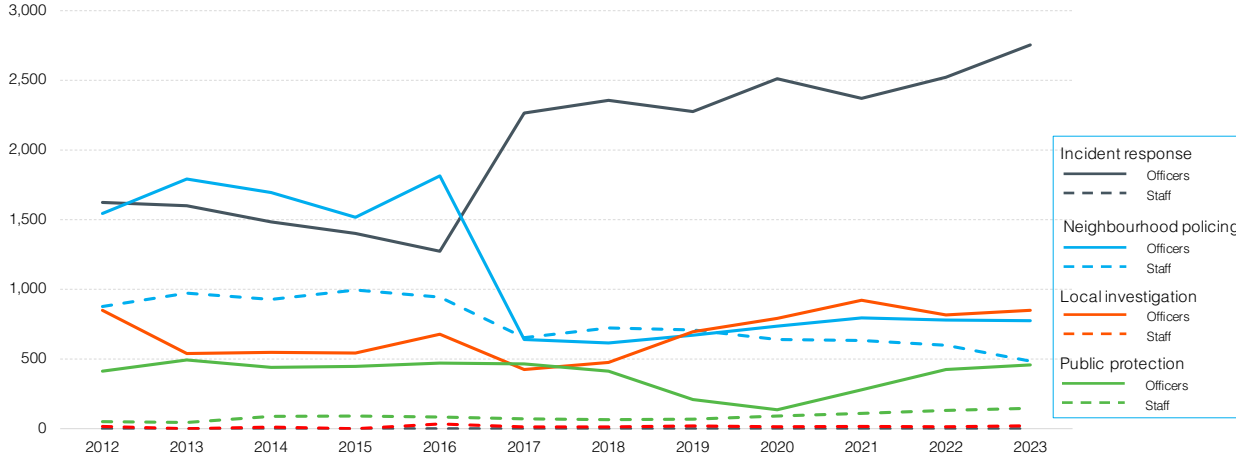
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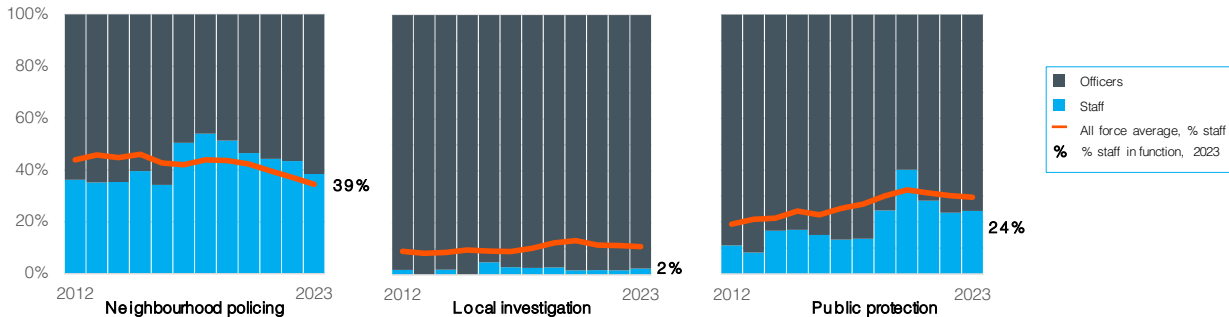
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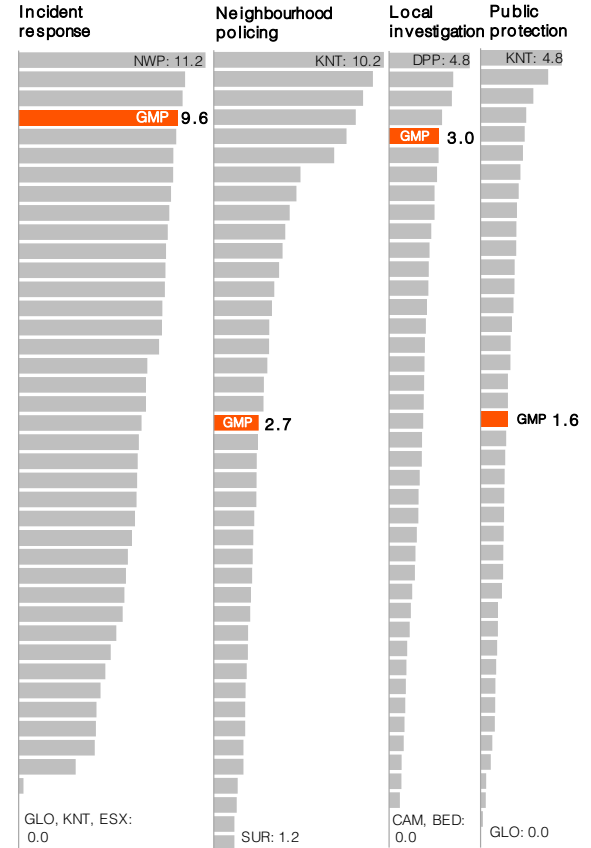
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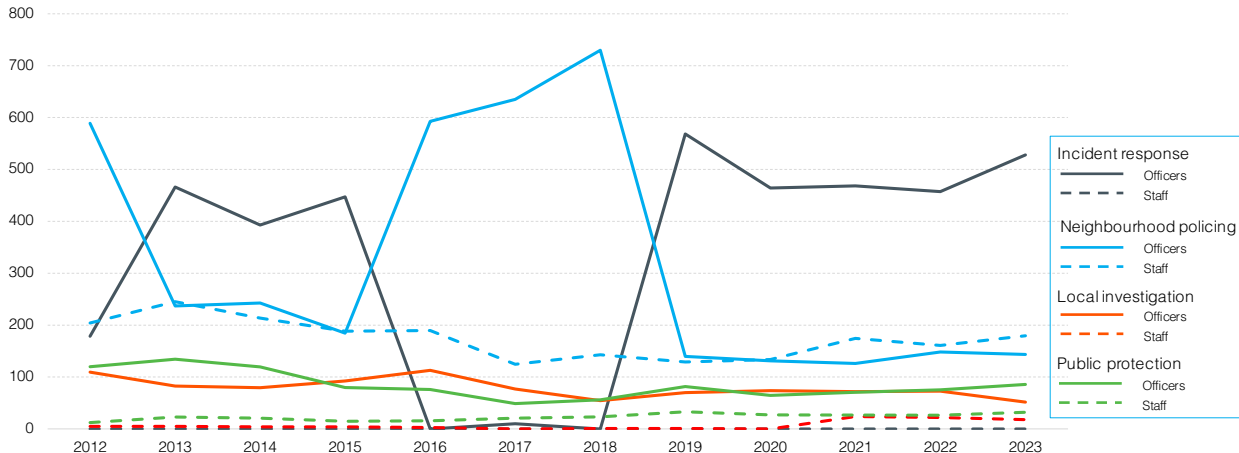
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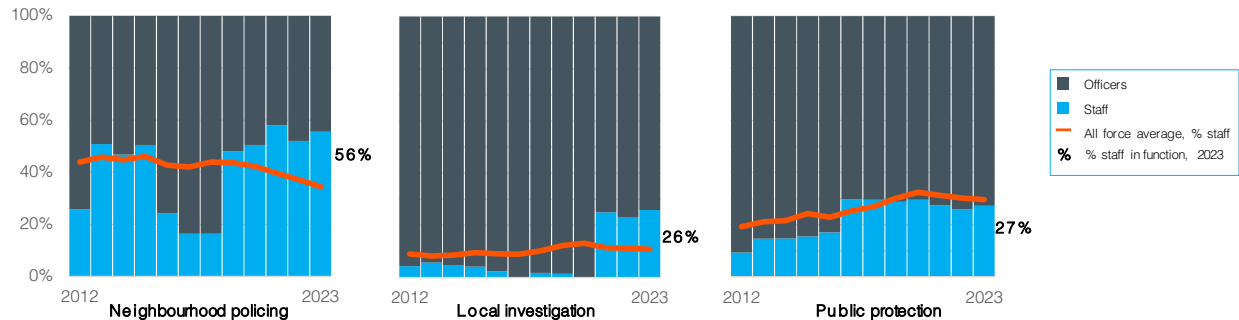
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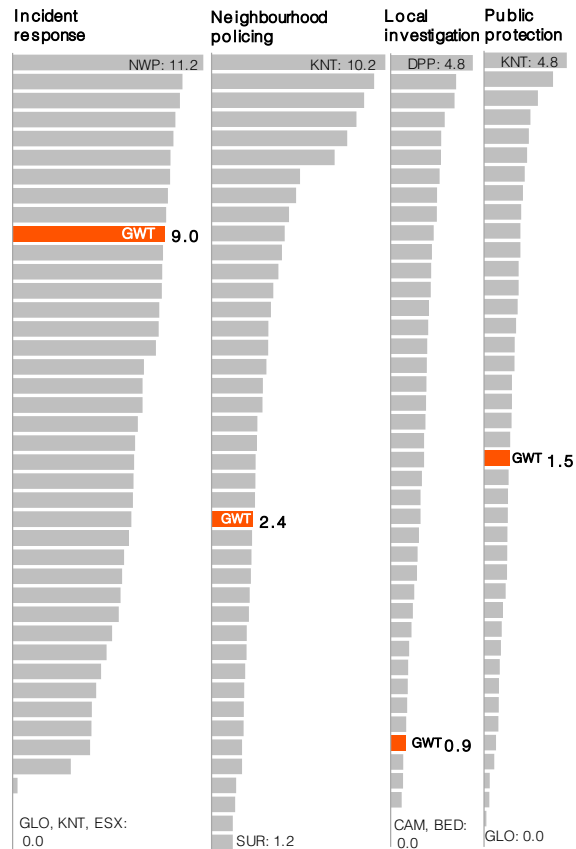
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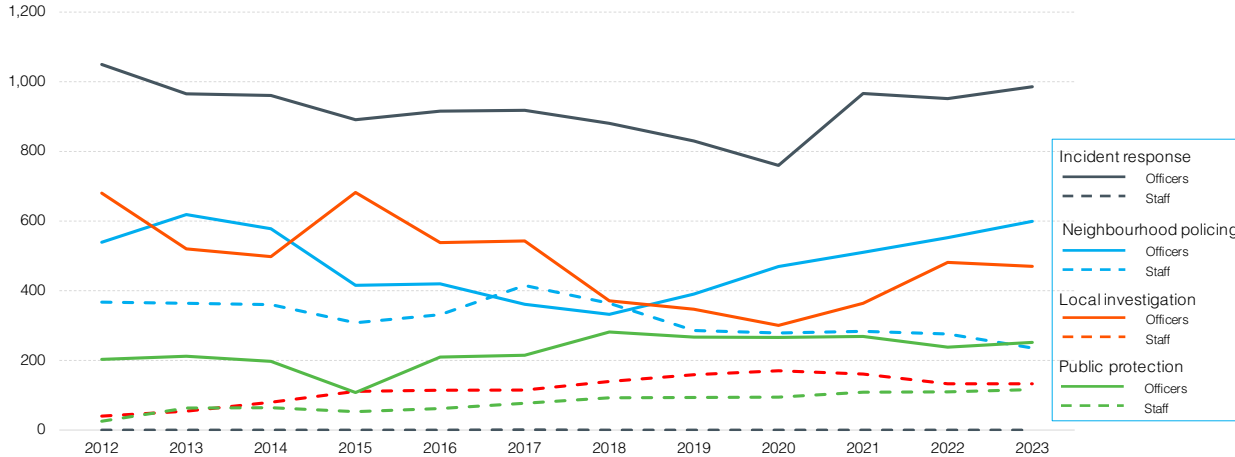


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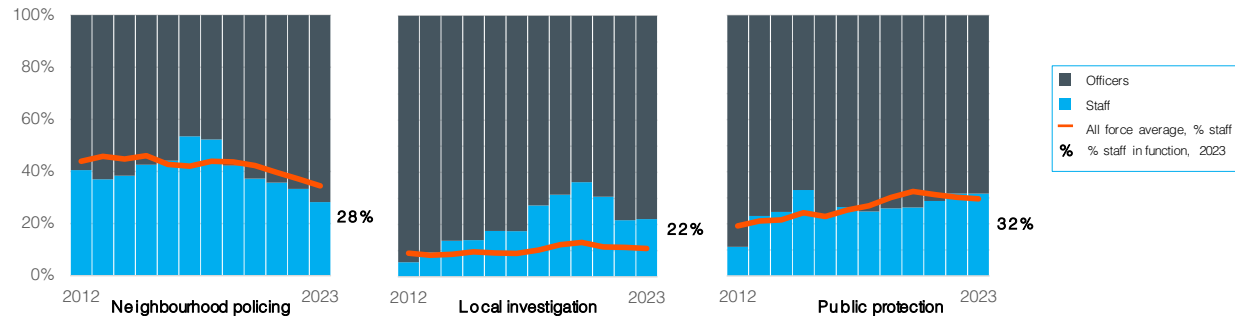


Hampshire

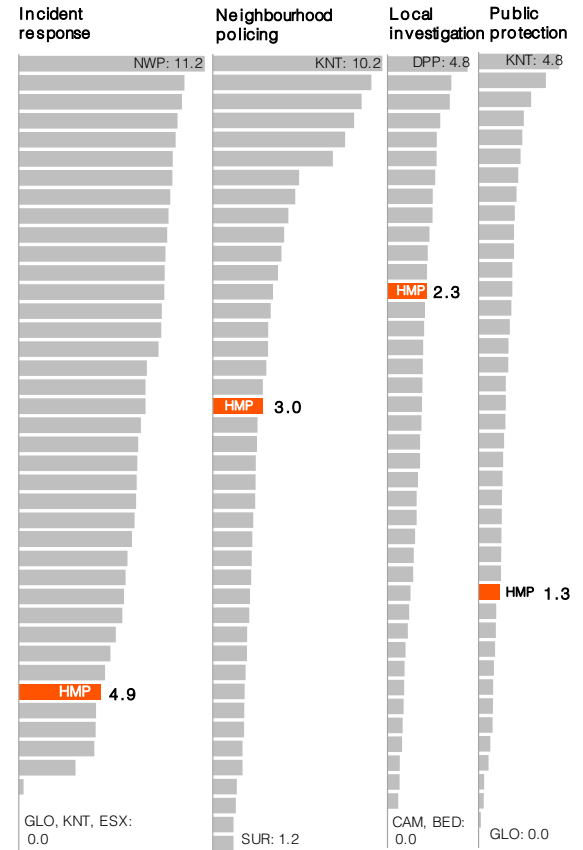
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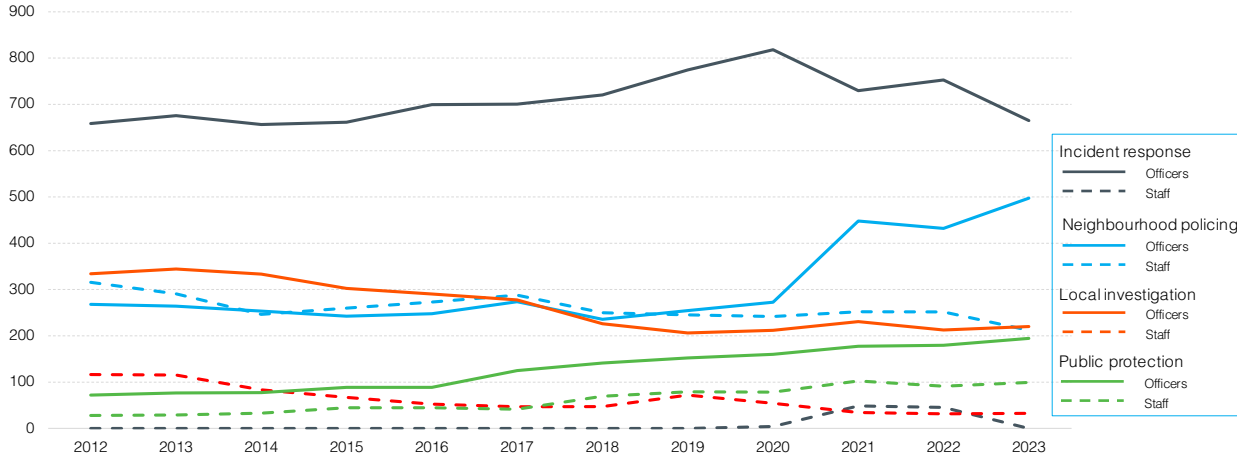
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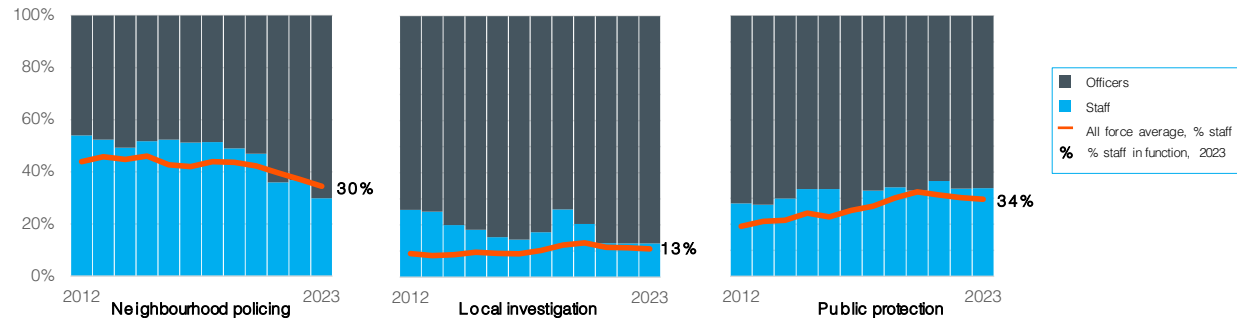
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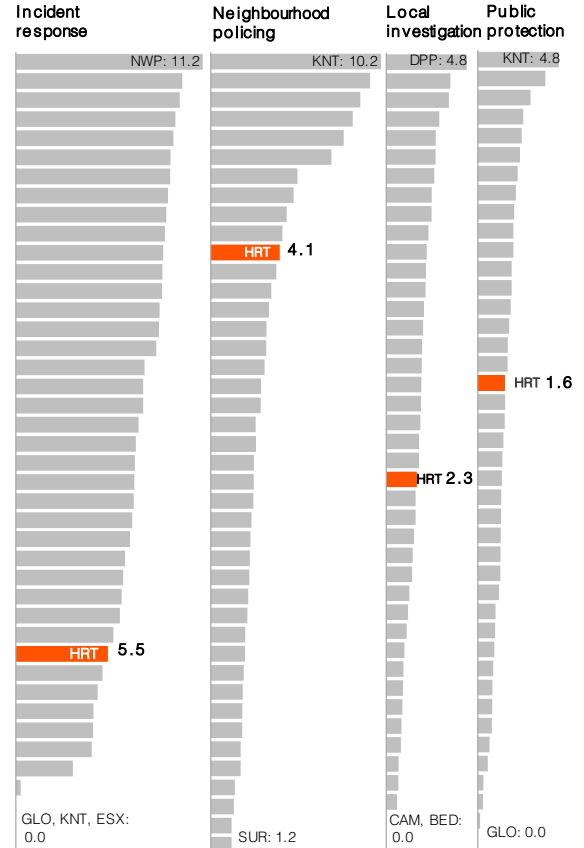
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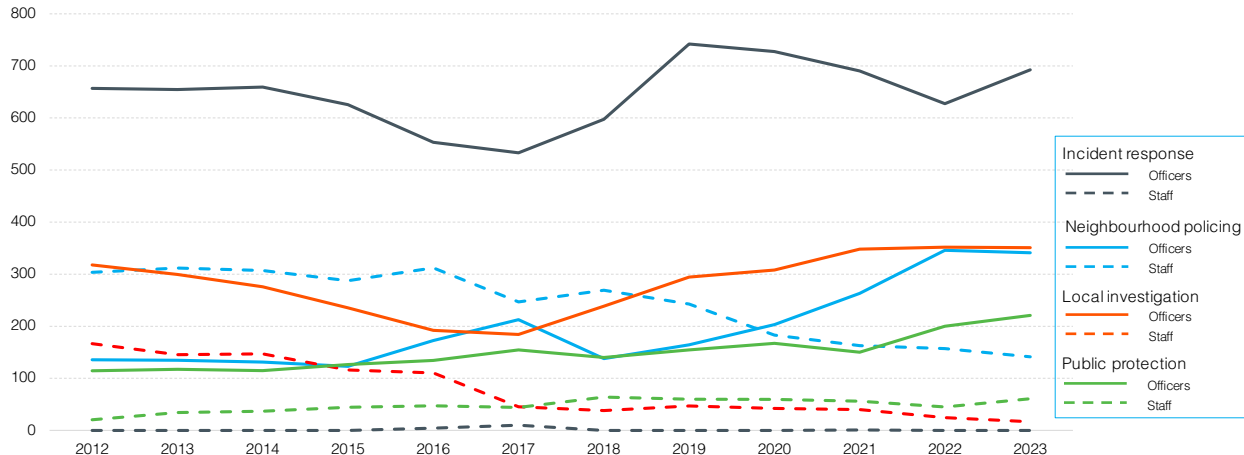
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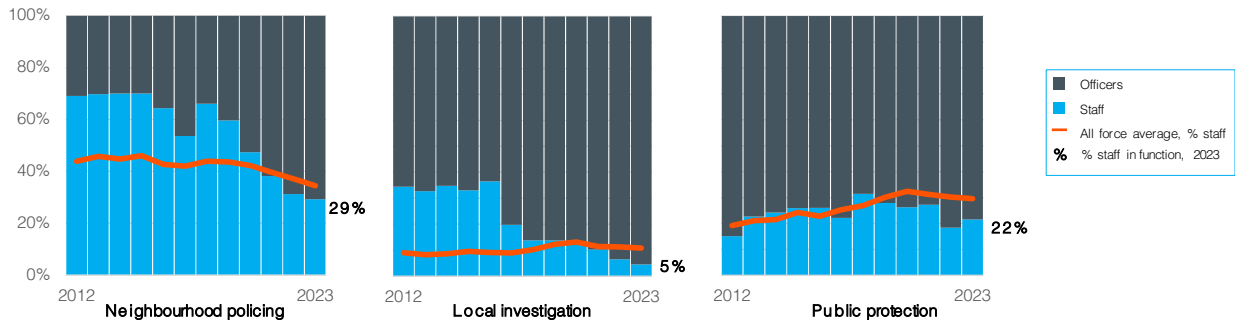
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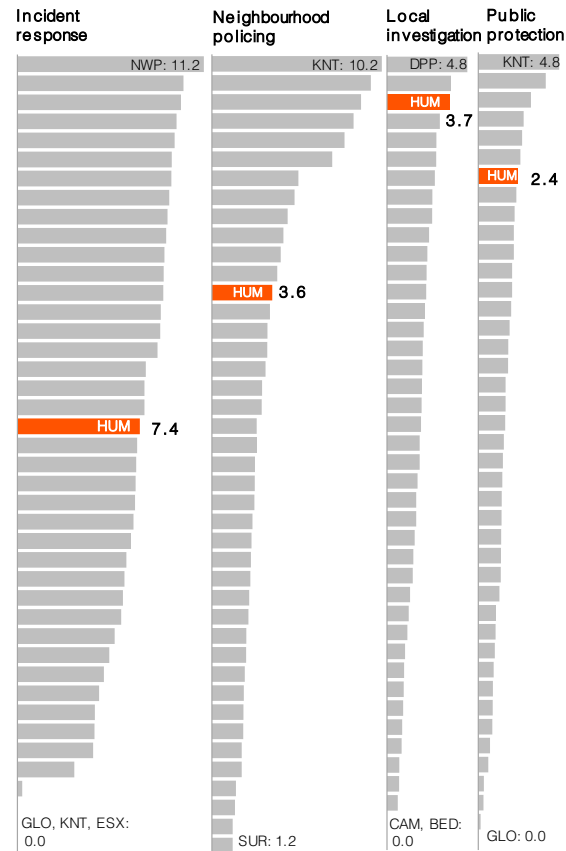
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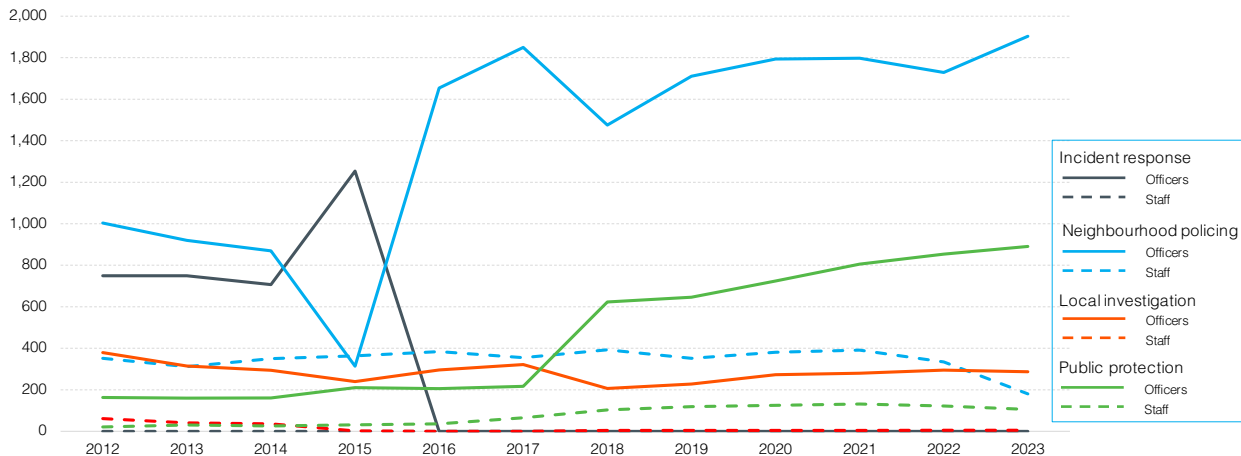
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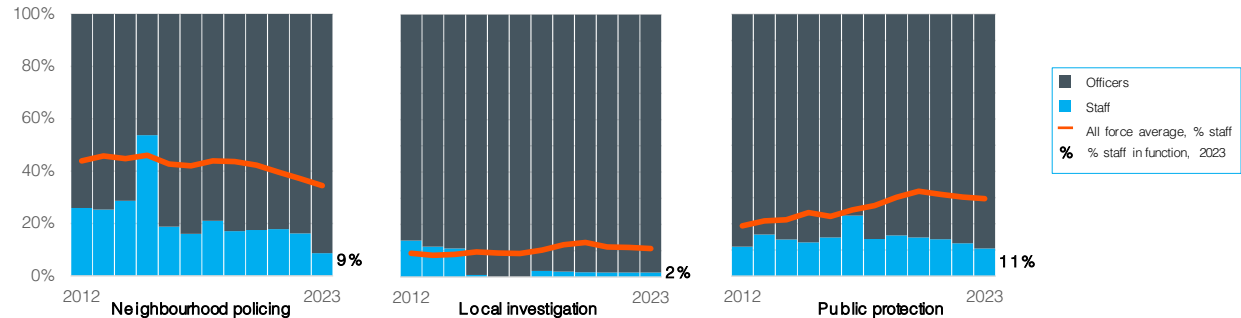
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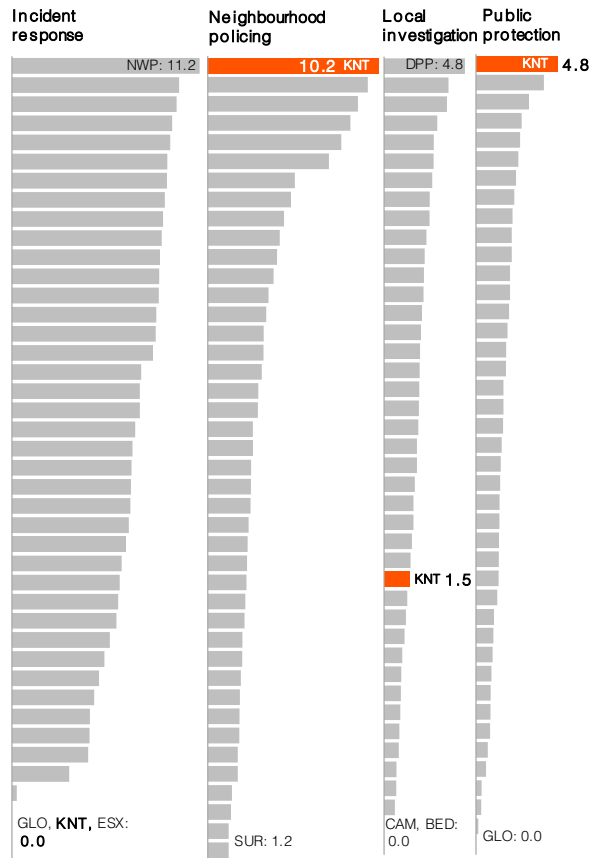
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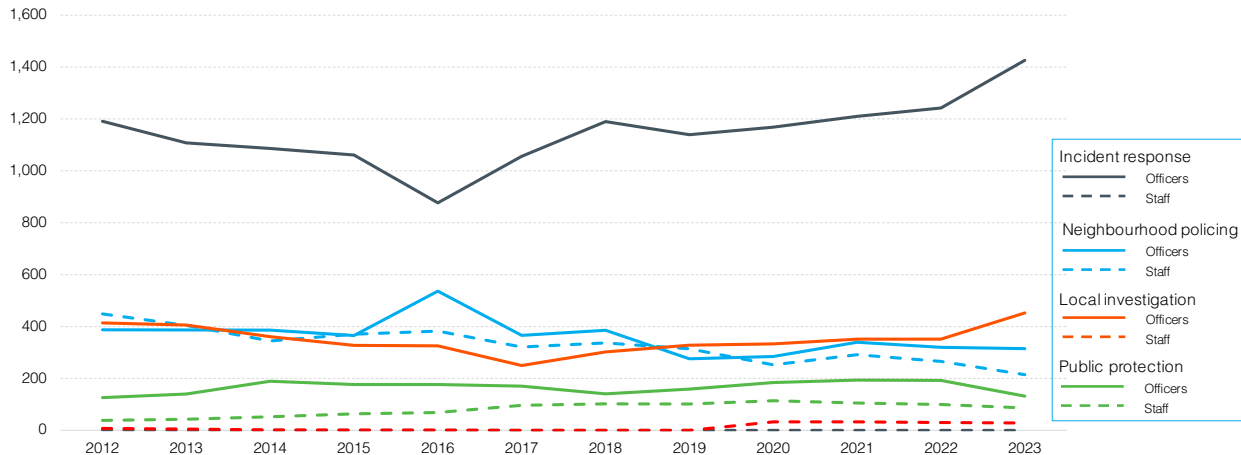
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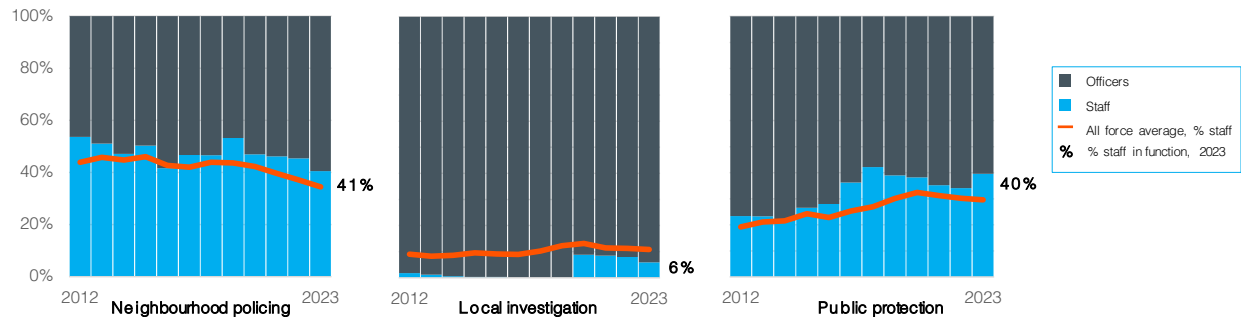
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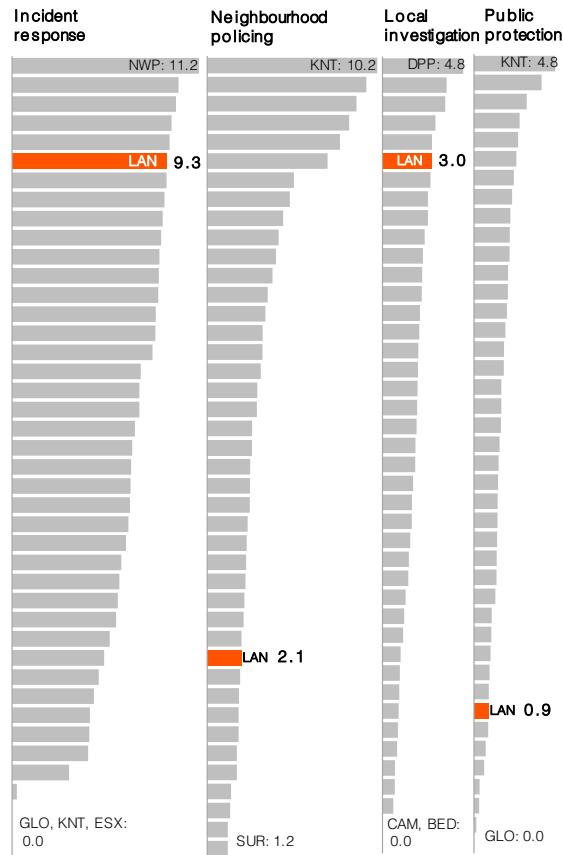
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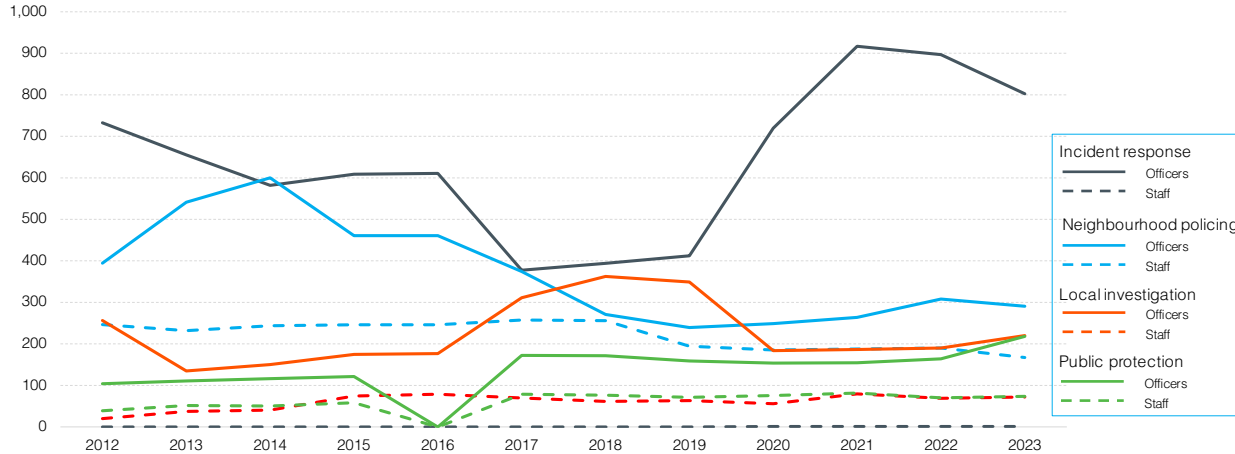
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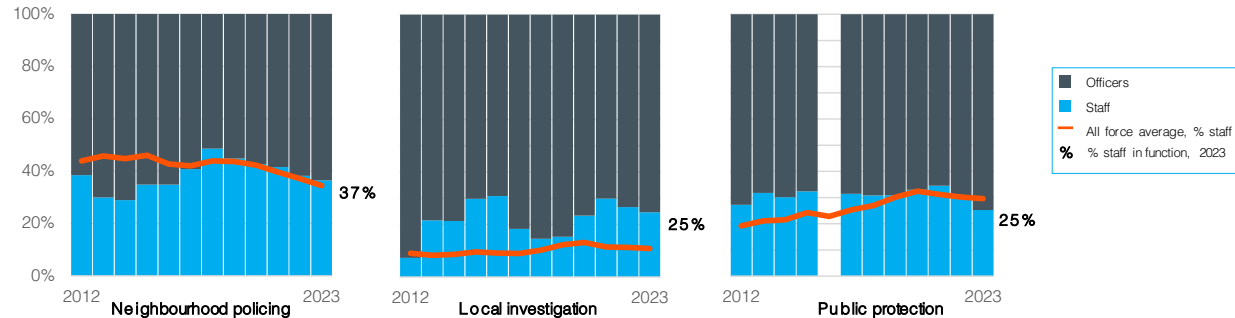
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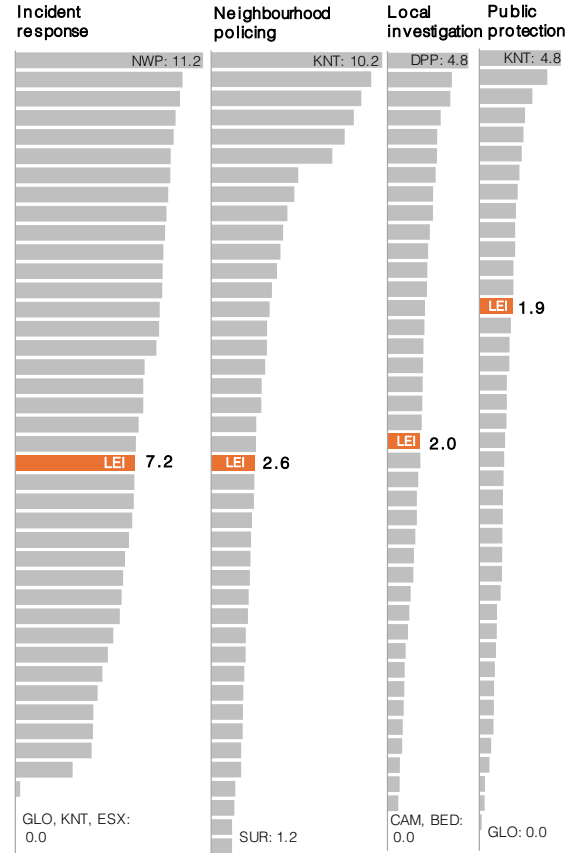
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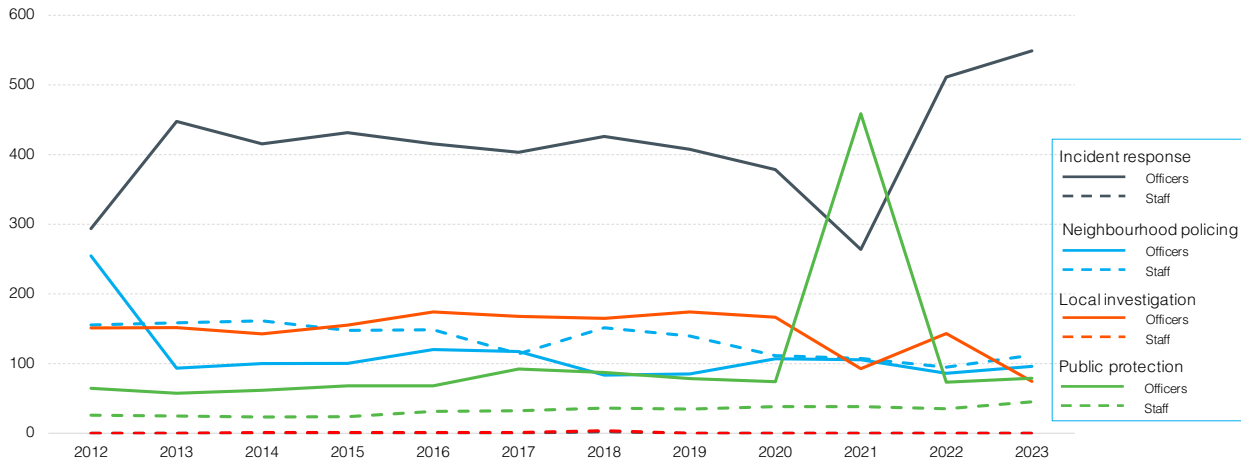
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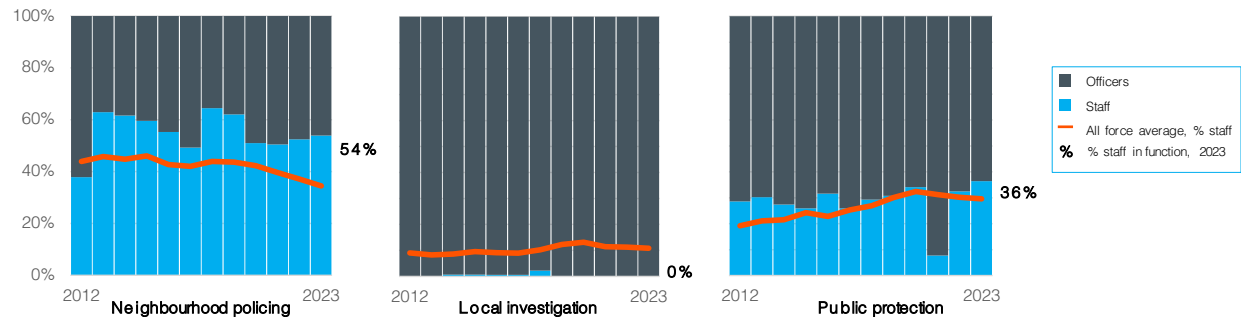
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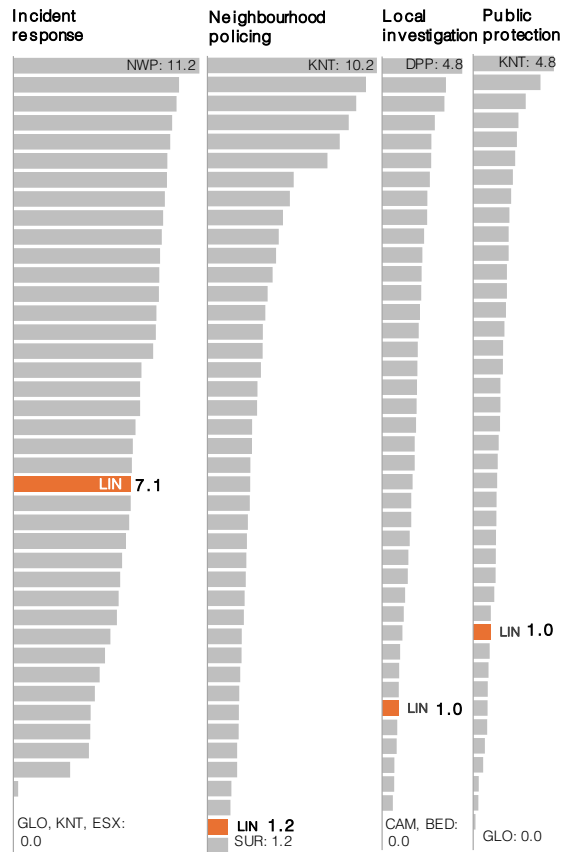
Officers and staff in local policing functions: 2012-2023



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

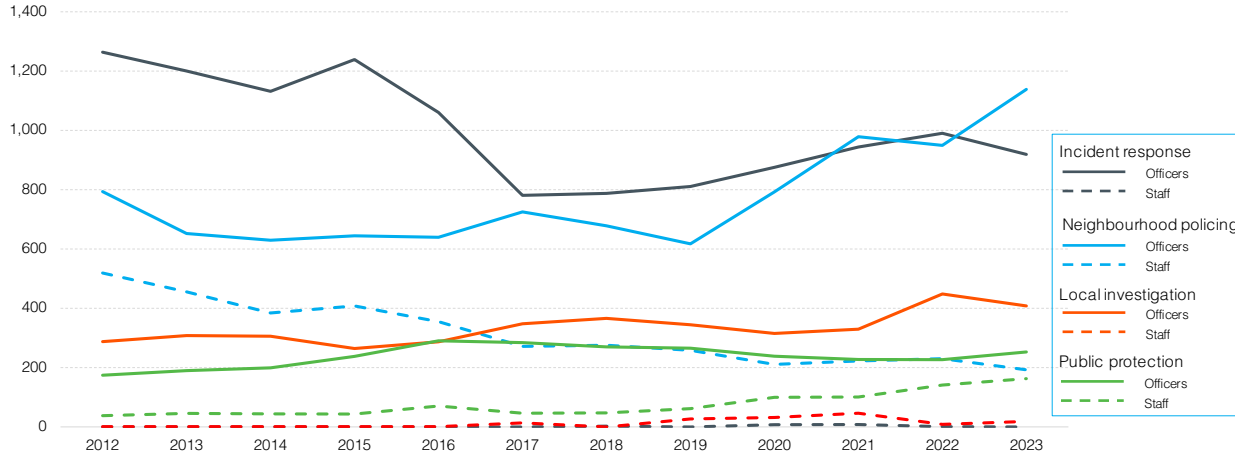


Officers per 10,000 pop. in local policing, by police force: 2023

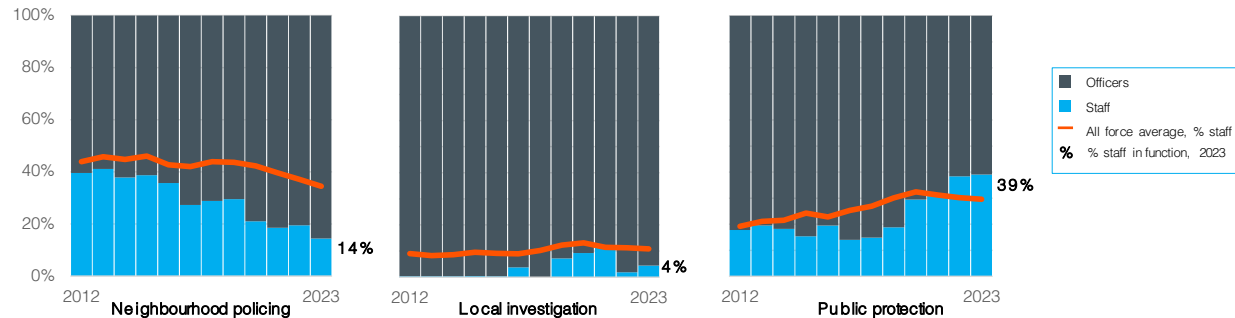


Merseyside

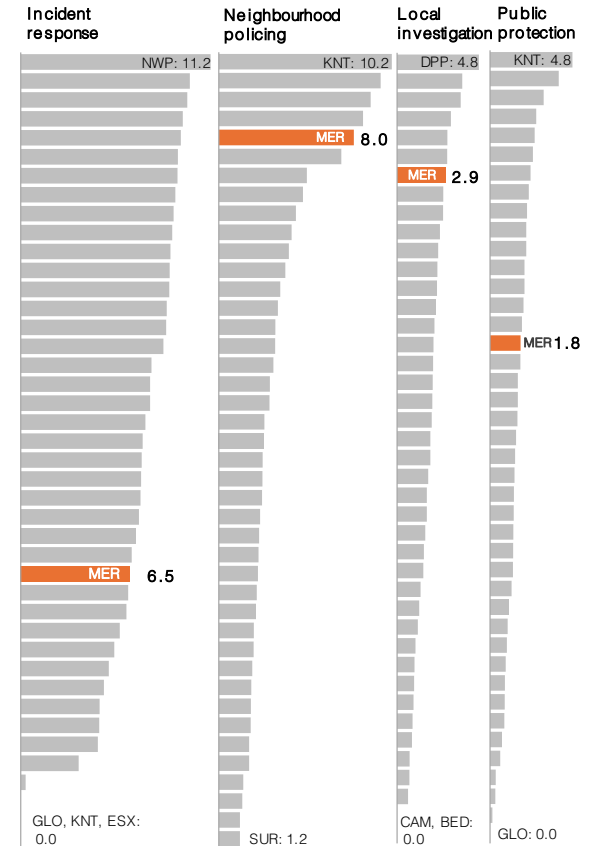
Officers and staff in local policing functions: 2012-2023



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

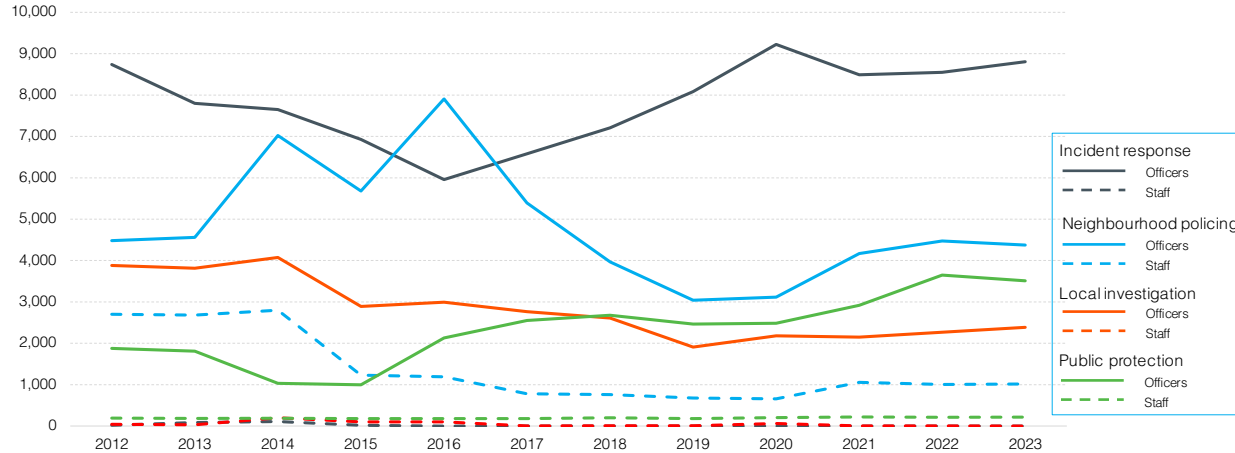


Officers per 10,000 pop. in local policing, by police force: 2023

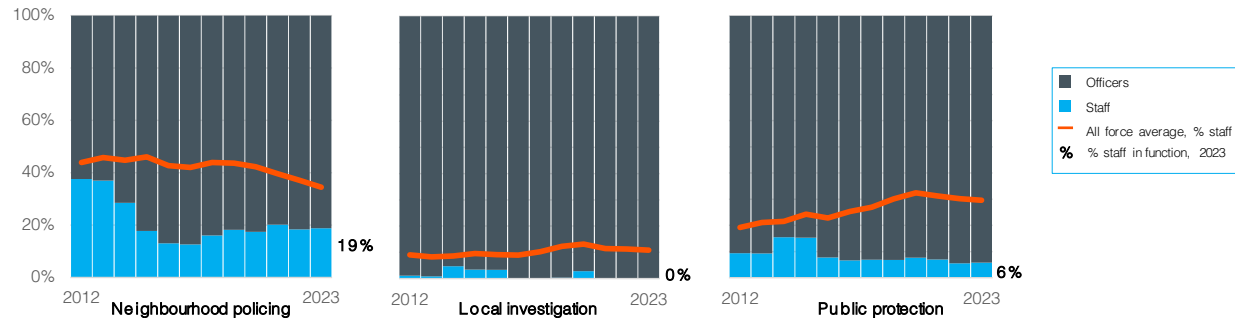


Metropolitan Police

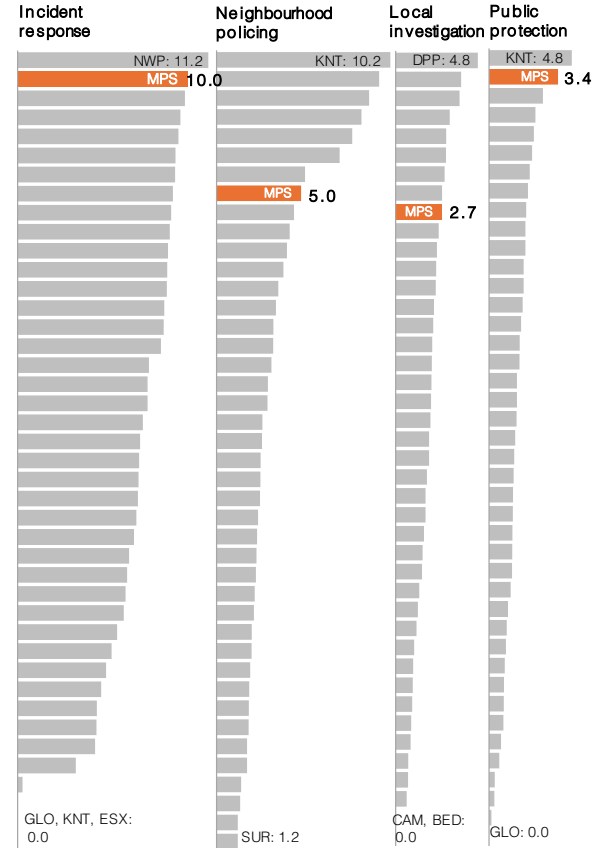
Officers and staff in local policing functions: 2012-2023



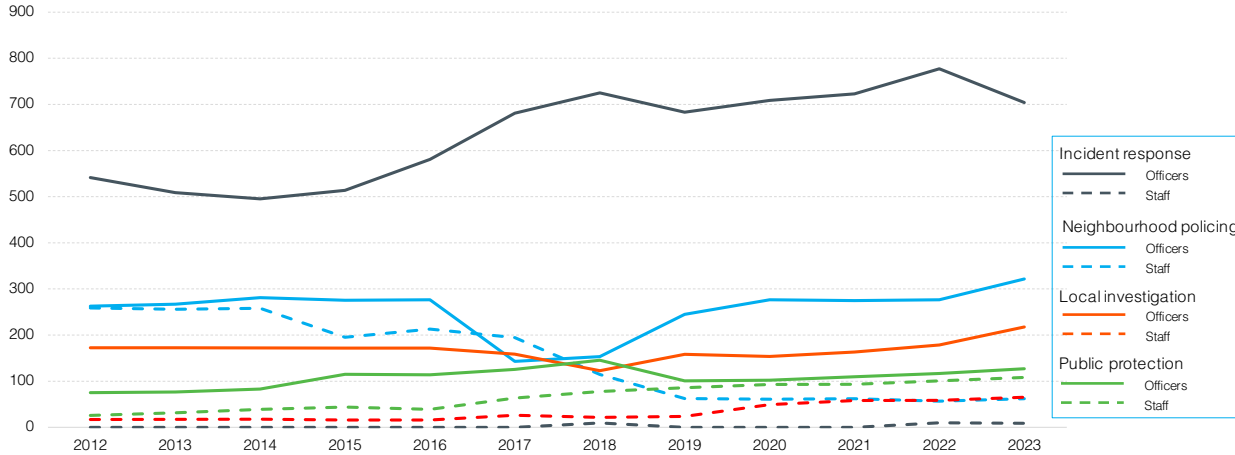
Proportions of officers and staff in local policing function: 2012-2023



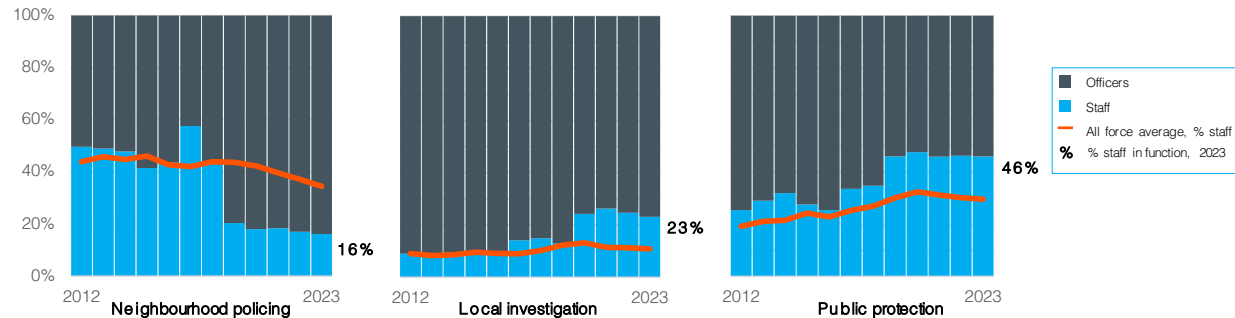
Officers per 10,000 pop. in local policing, by police force: 2023



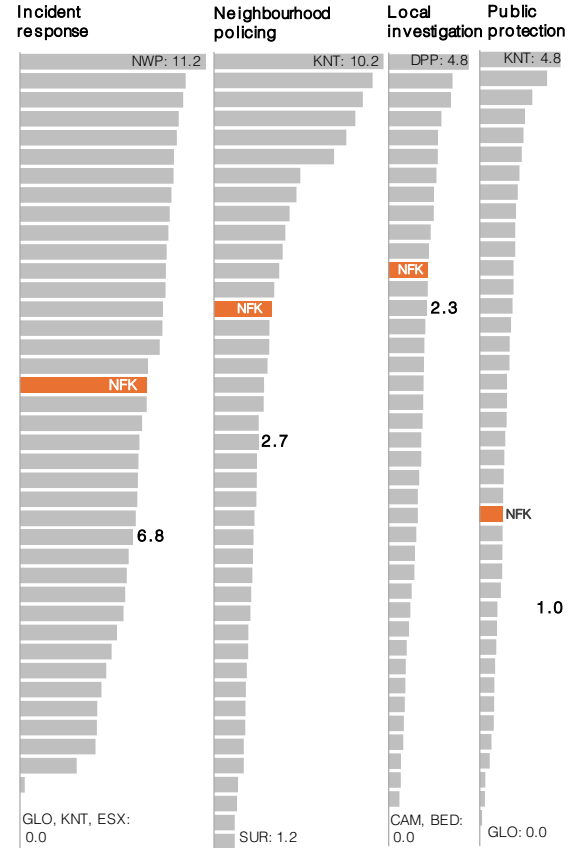
Officers and staff in local policing functions: 2012-2023



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

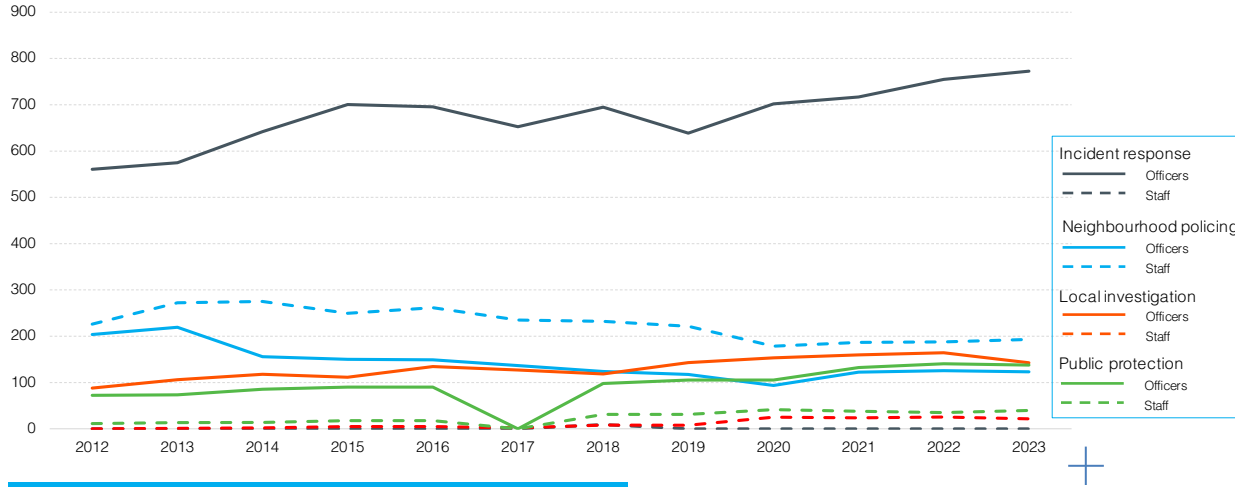


Officers per 10,000 pop. in local policing, by police force: 2023

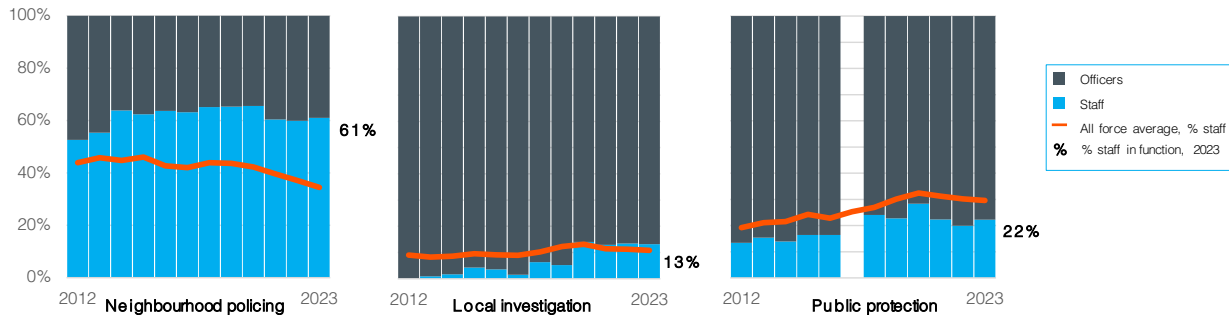


North Wales

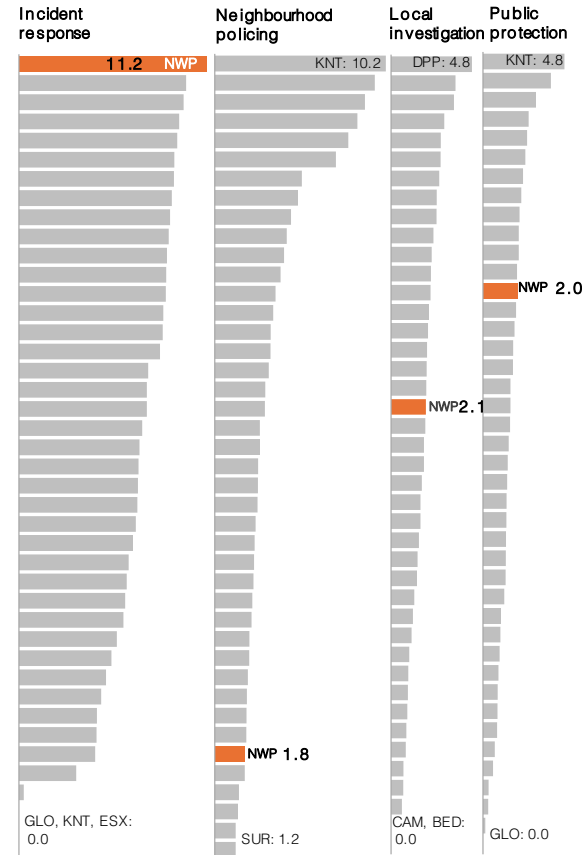
Officers and staff in local policing functions: 2012-2023



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

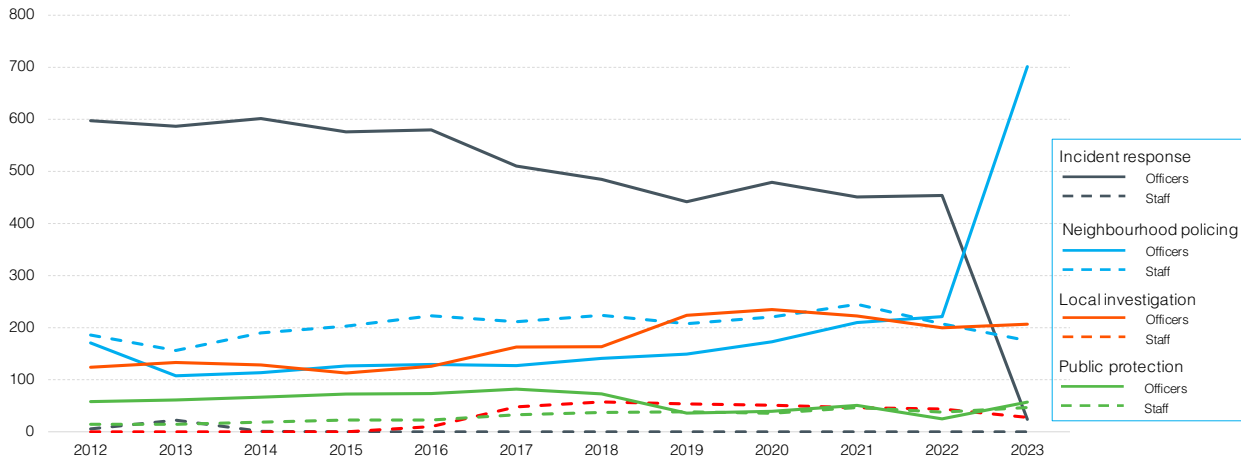


Officers per 10,000 pop. in local policing, by police force: 2023

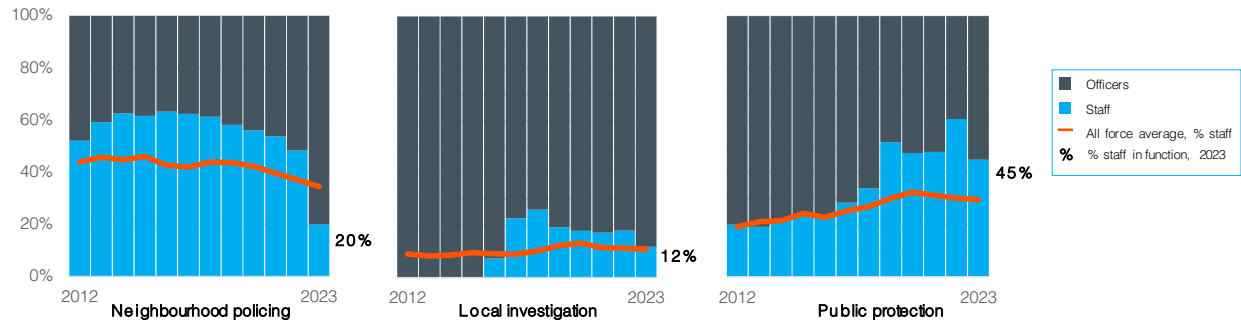


North Yorkshire

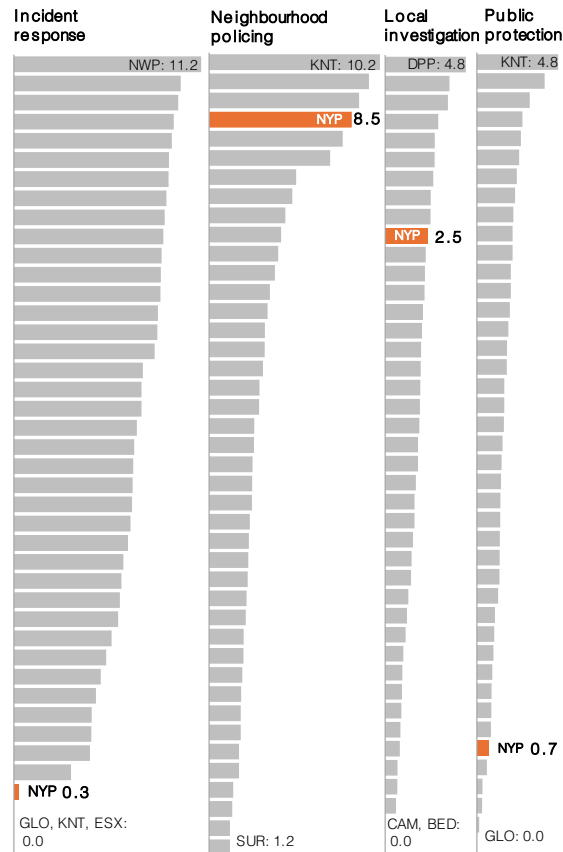
Officers and staff in local policing functions: 2012-2023



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

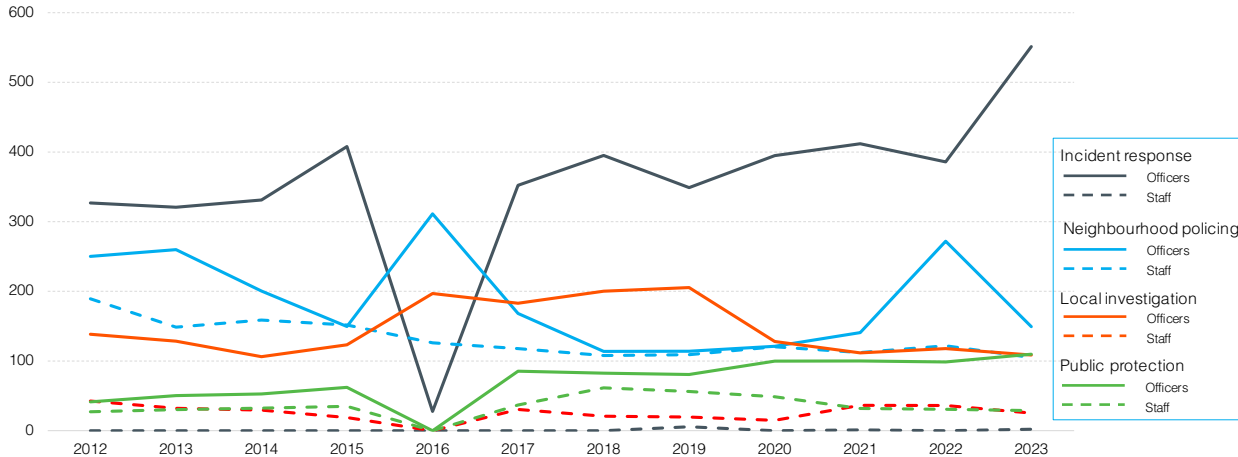


Officers per 10,000 pop. in local policing, by police force: 2023

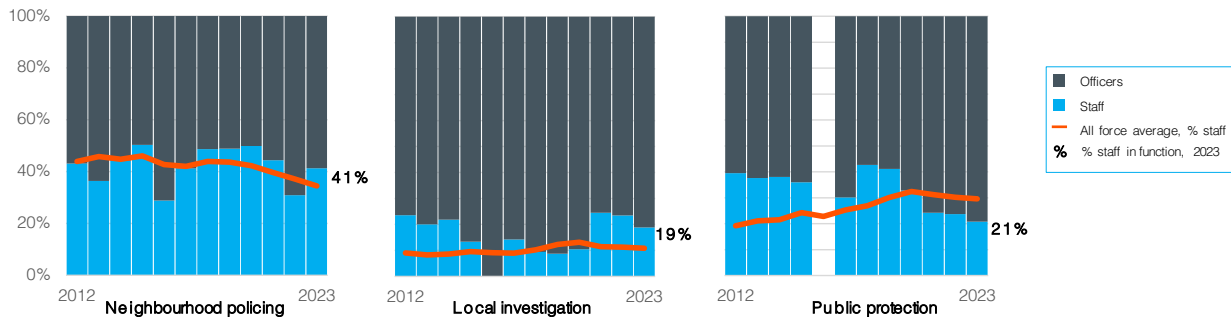


Northamptonshire

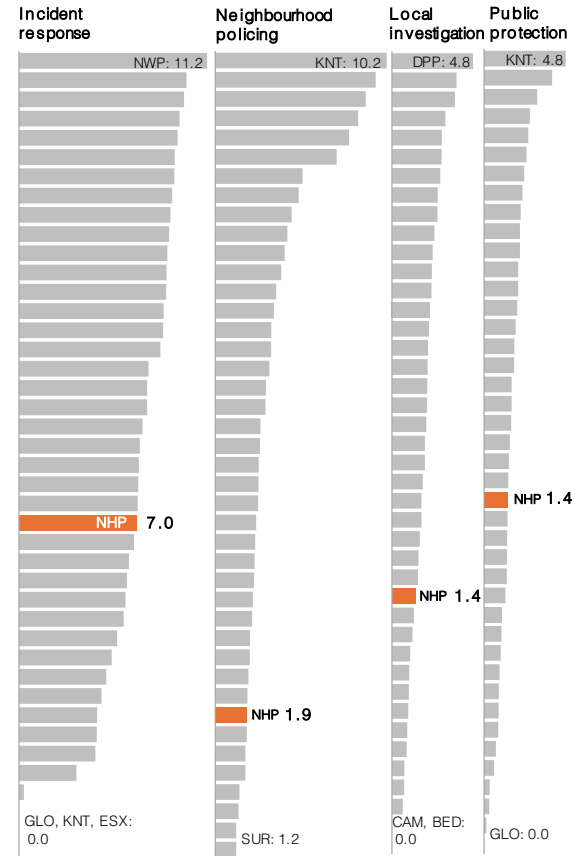
Officers and staff in local policing functions: 2012-2023



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

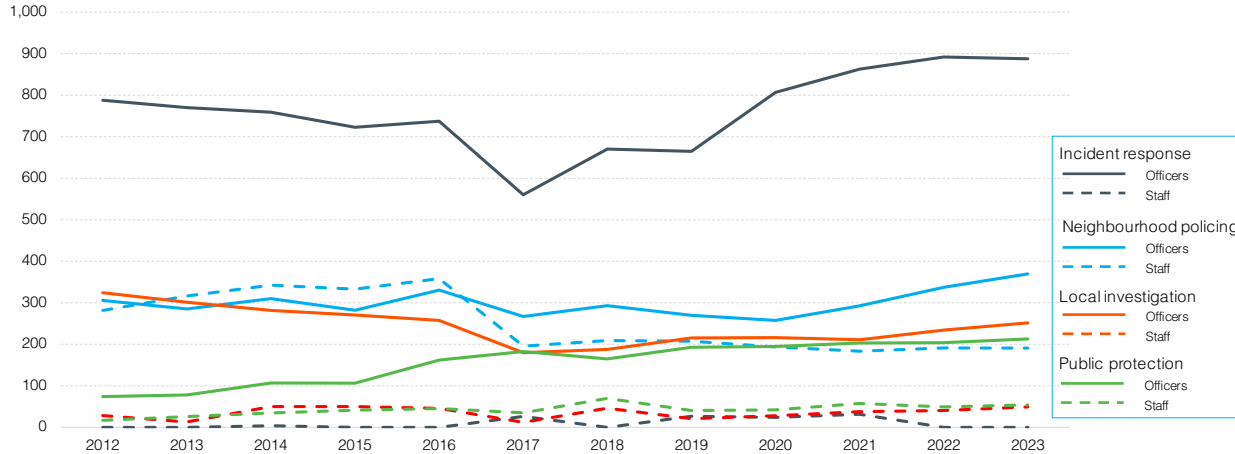


Officers per 10,000 pop. in local policing, by police force: 2023

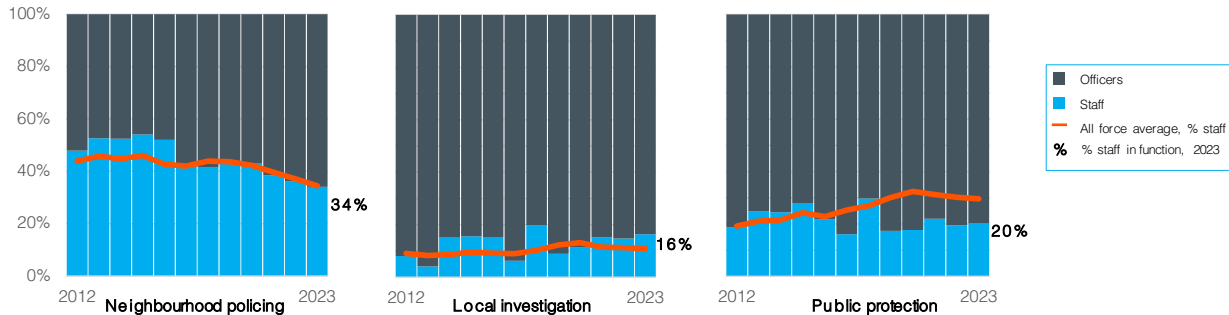


Nottinghamshire

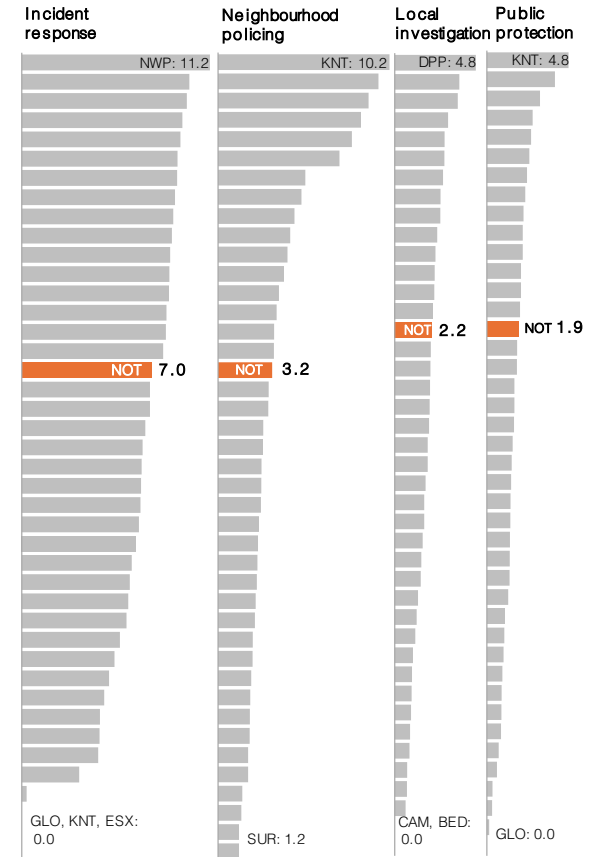
Officers and staff in local policing functions: 2012-2023



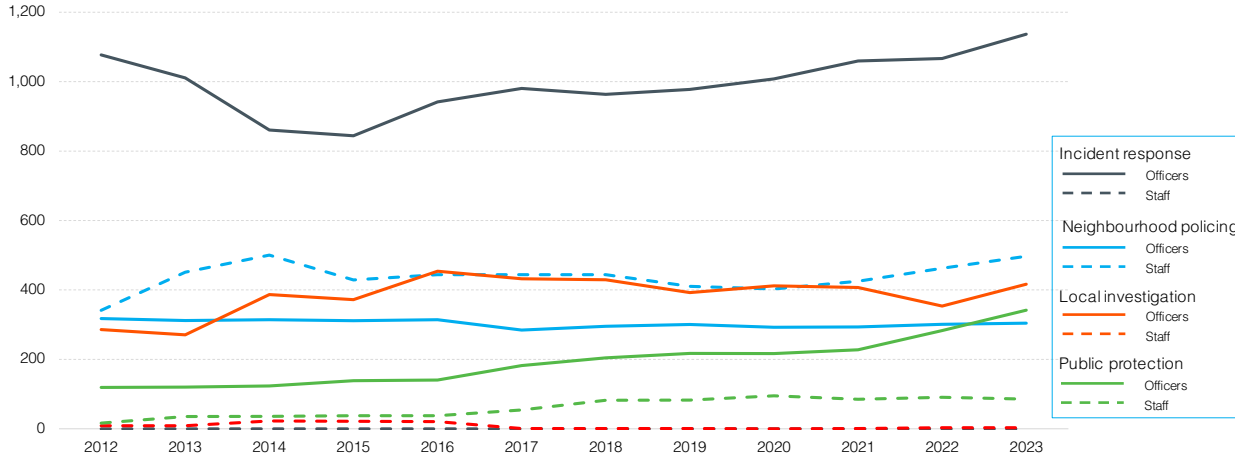
Proportions of officers and staff in local policing function: 2012-2023



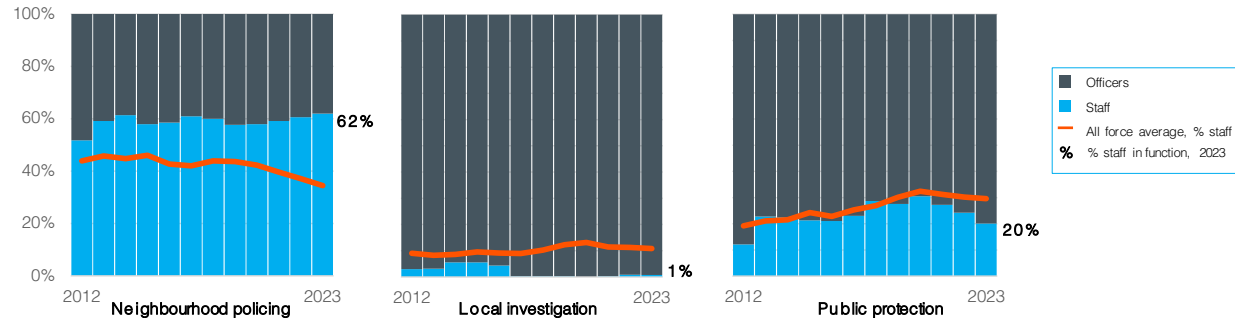
Officers per 10,000 pop. in local policing, by police force: 2023



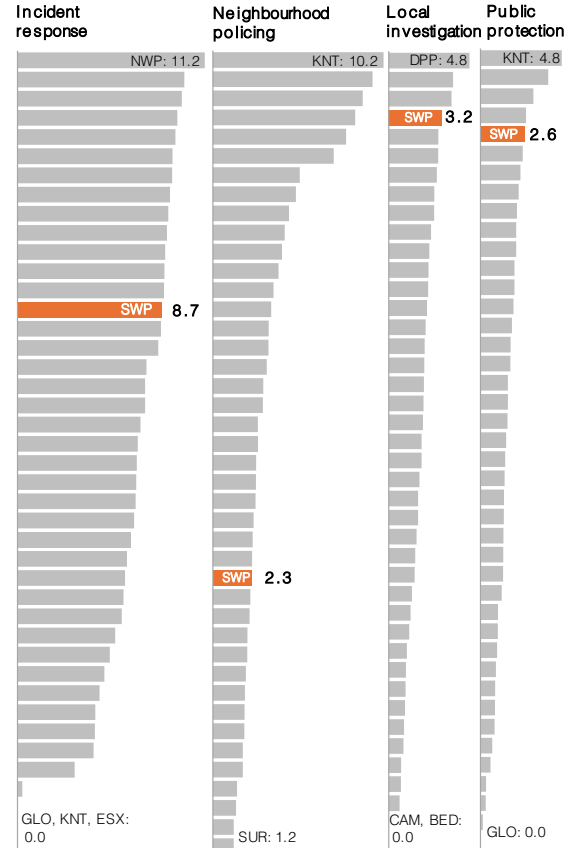
Officers and staff in local policing functions: 2012-2023



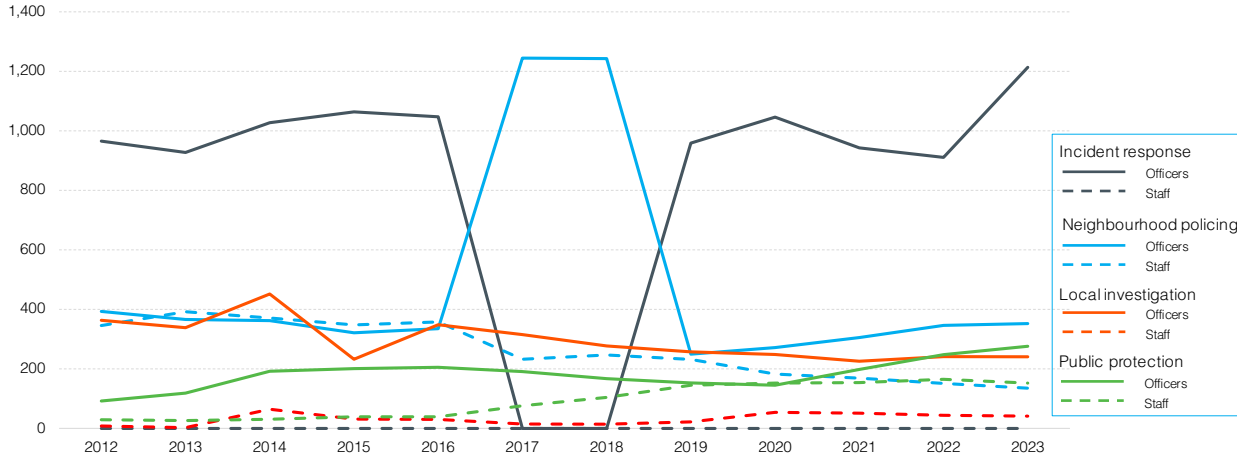
Proportions of officers and staff in local policing function: 2012-2023



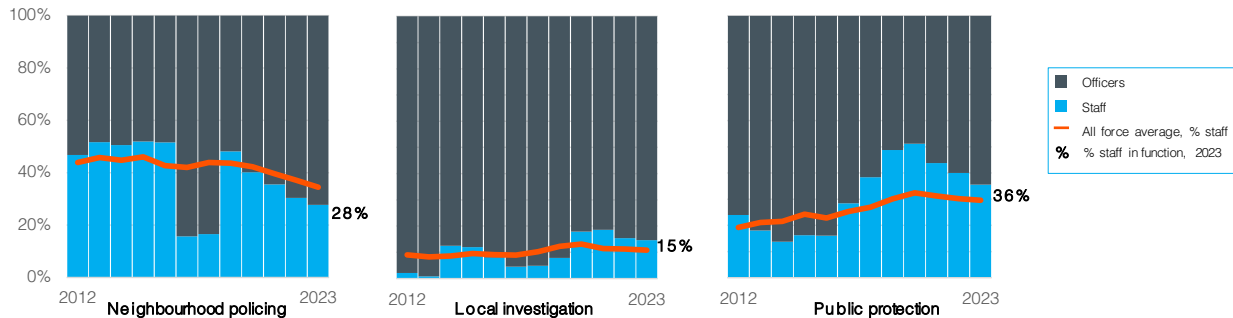
Officers per 10,000 pop. in local policing, by police force: 2023



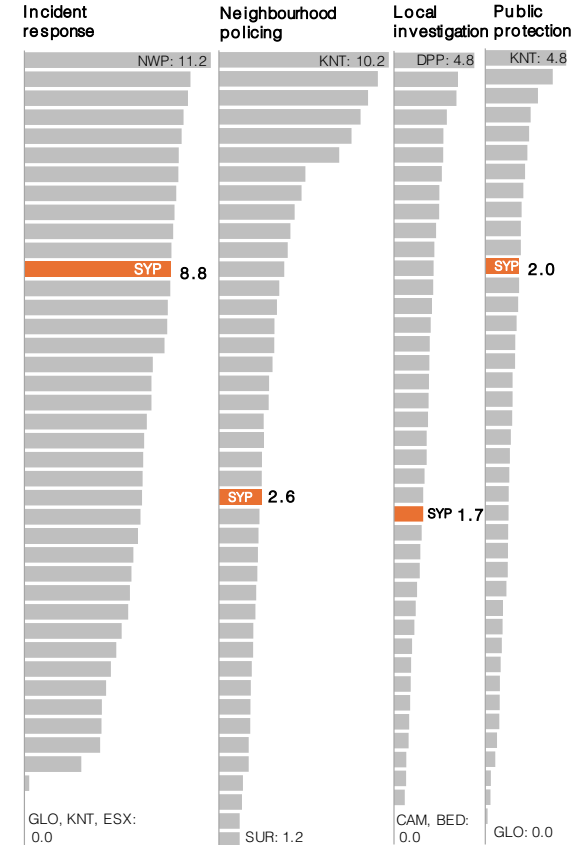
Officers and staff in local policing functions: 2012-2023



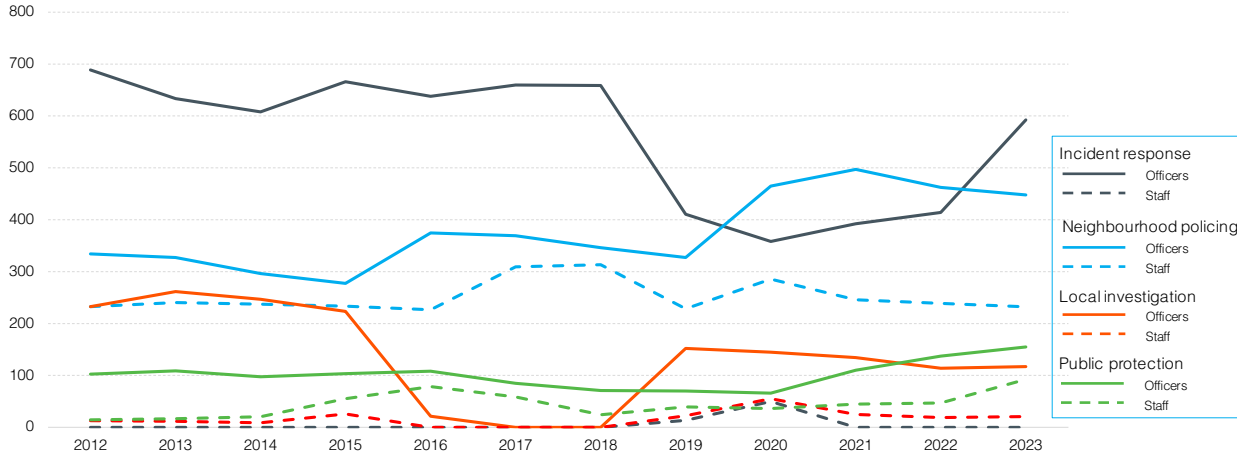
Proportions of officers and staff in local policing function: 2012-2023



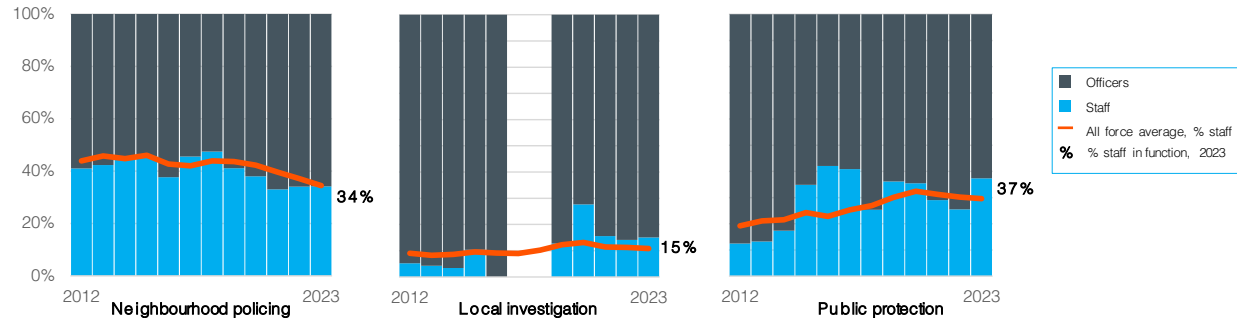
Officers per 10,000 pop. in local policing, by police force: 2023



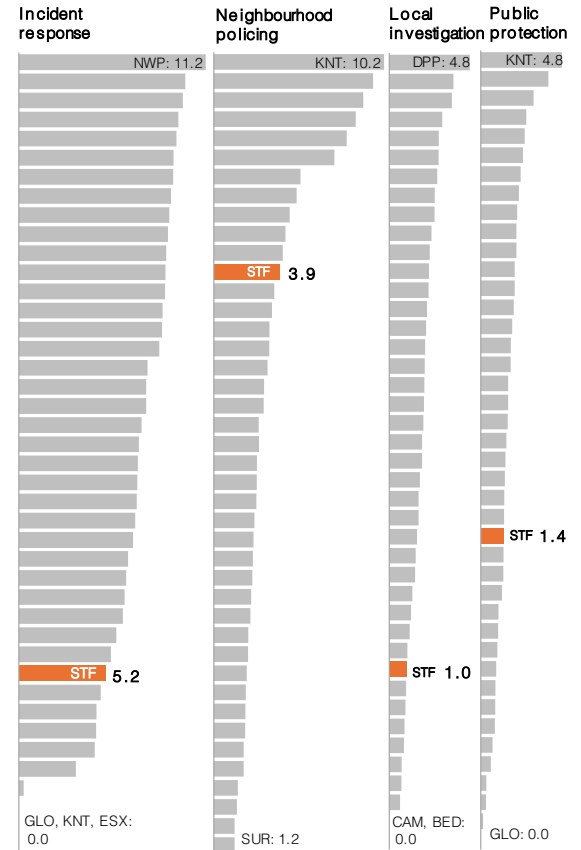
Officers and staff in local policing functions: 2012-2023



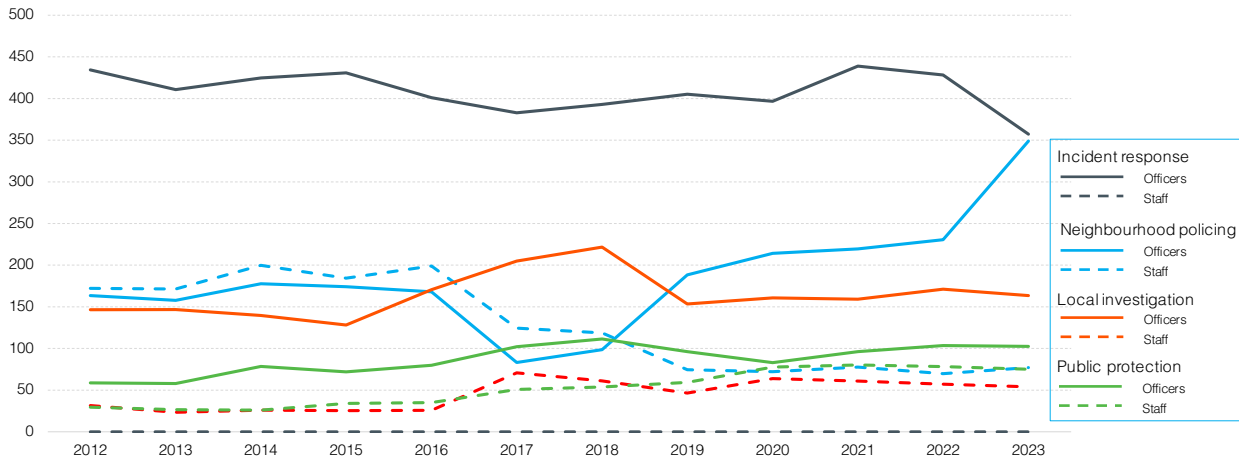
Proportions of officers and staff in local policing function: 2012-2023



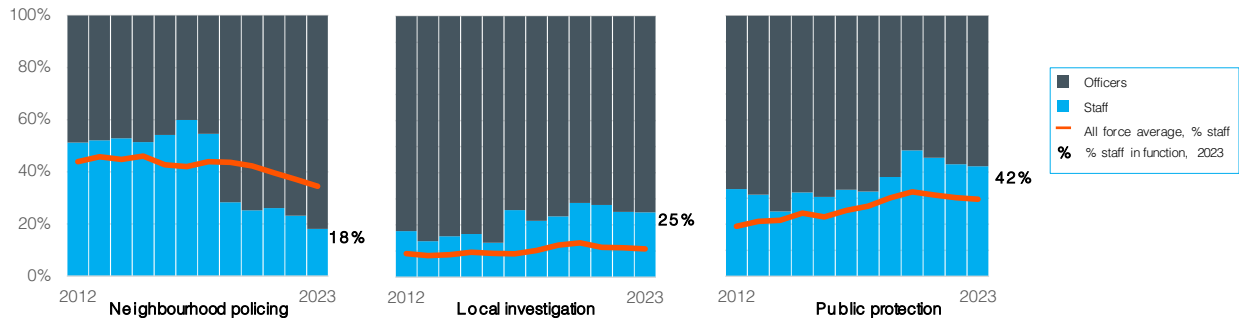
Officers per 10,000 pop. in local policing, by police force: 2023



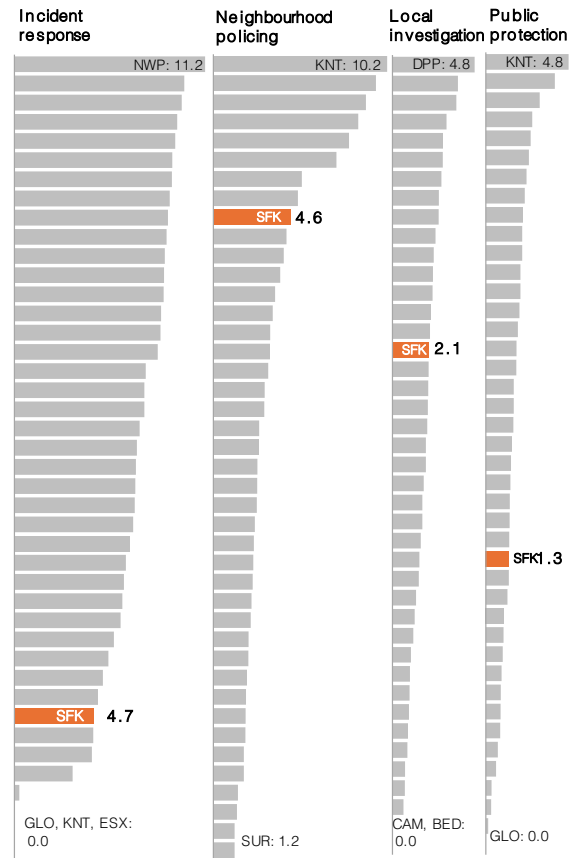
Officers and staff in local policing functions: 2012-2023



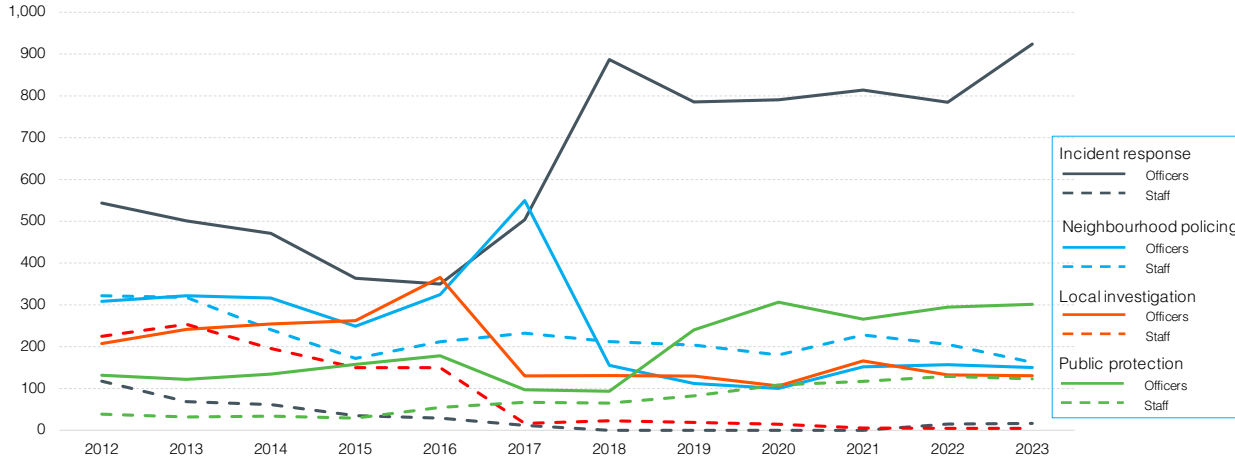
Proportions of officers and staff in local policing function: 2012-2023



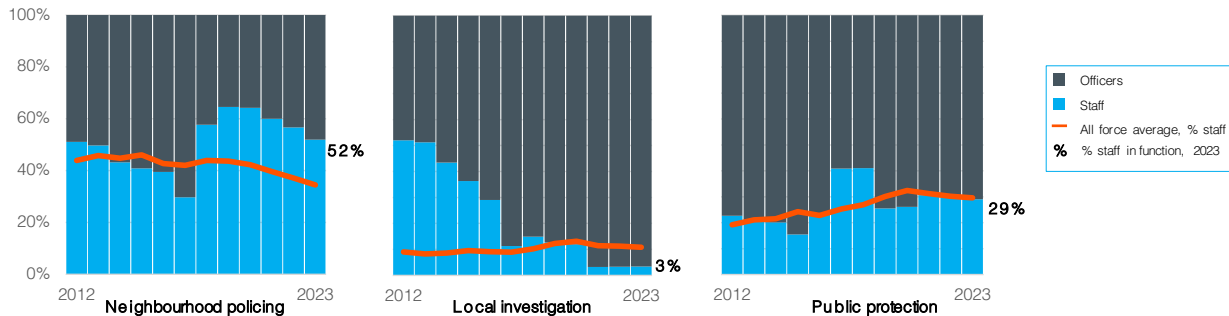
Officers per 10,000 pop. in local policing, by police force: 2023



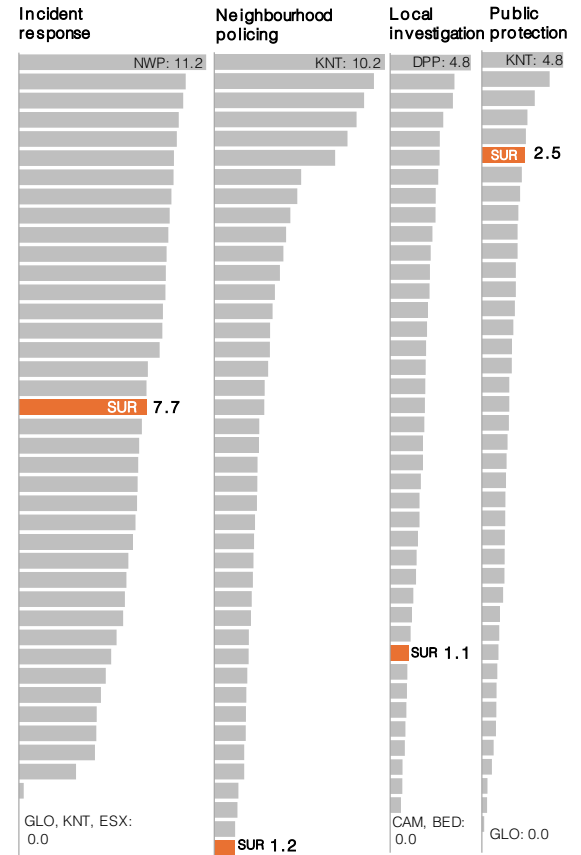
Officers and staff in local policing functions: 2012-2023



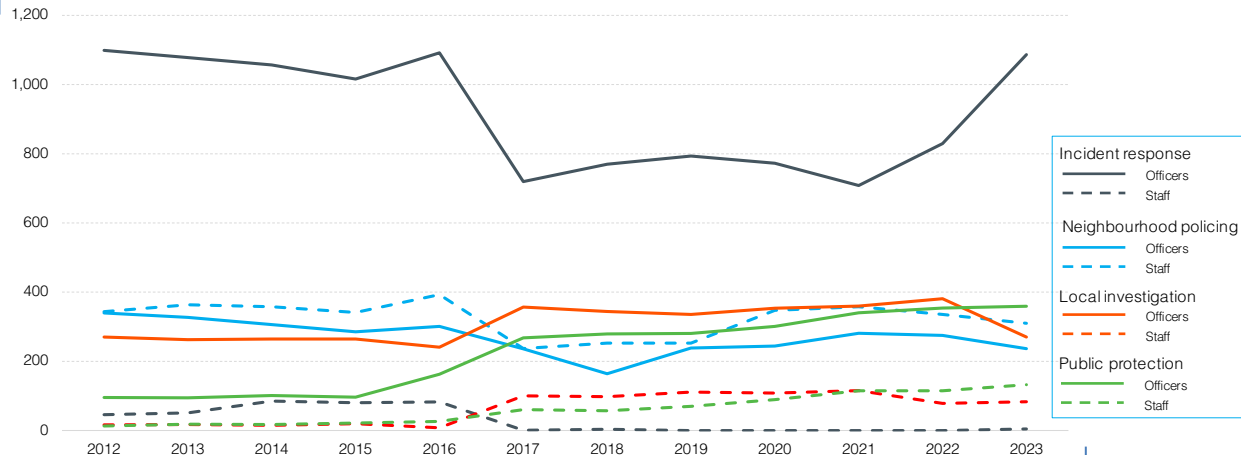
Proportions of officers and staff in local policing function: 2012-2023



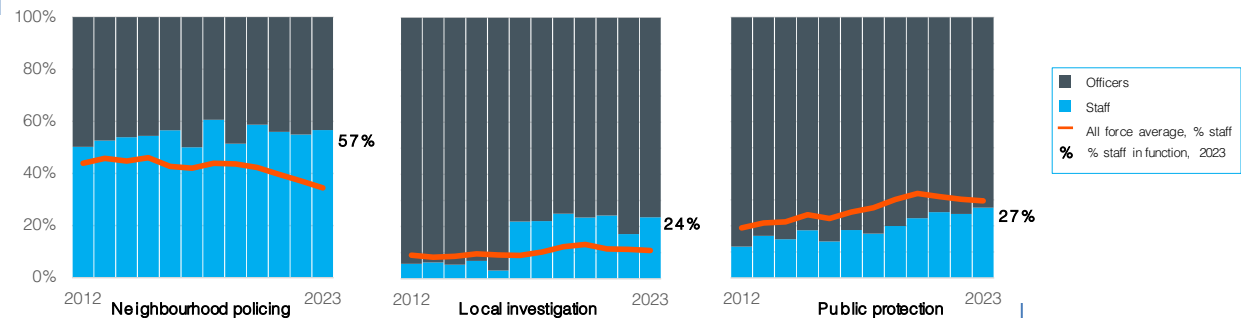
Officers per 10,000 pop. in local policing, by police force: 2023



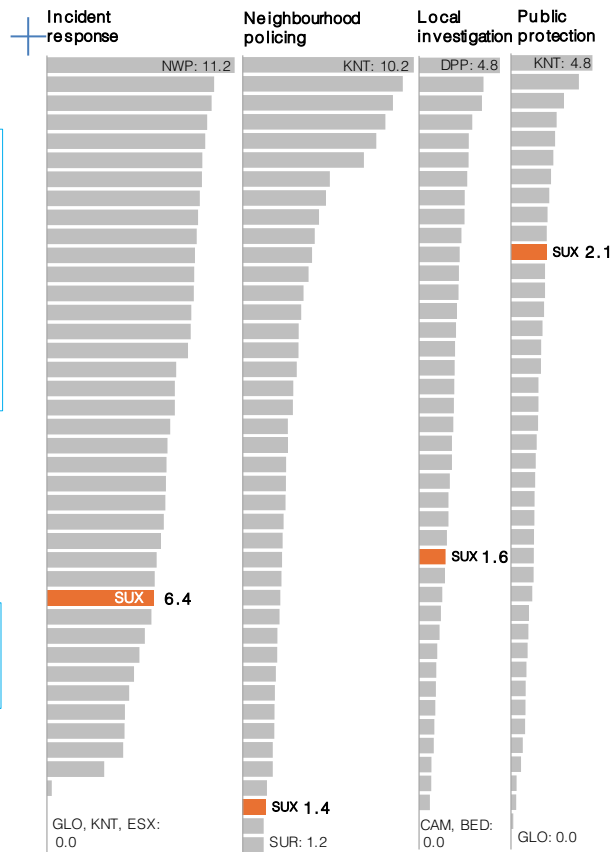
Officers and staff in local policing functions: 2012-2023



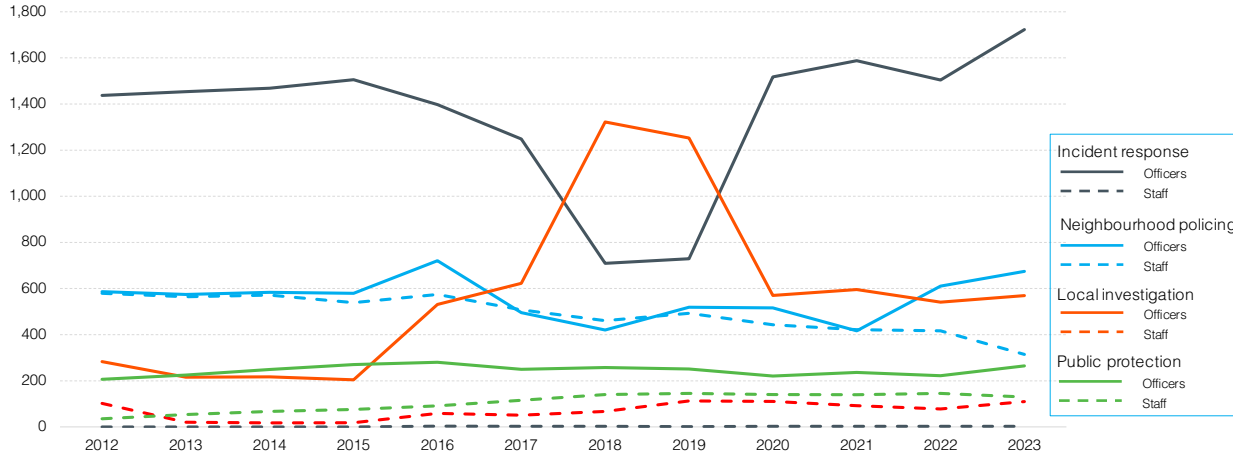
Proportions of officers and staff in local policing function: 2012-2023



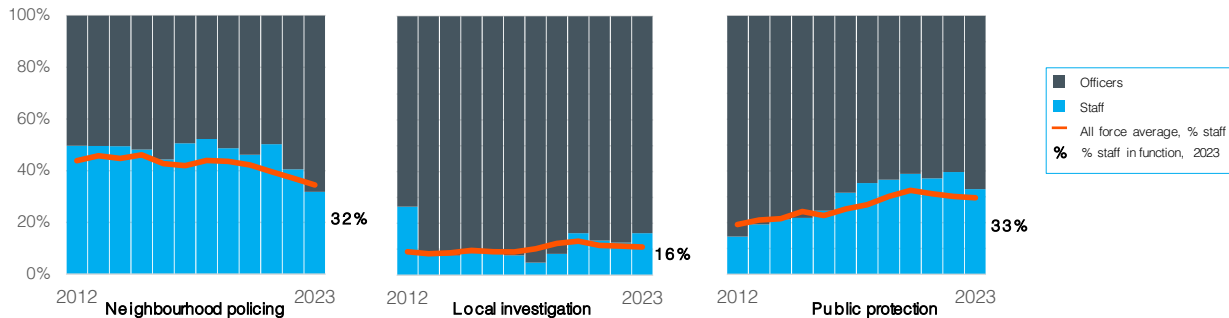
Officers per 10,000 pop. in local policing, by police force: 2023



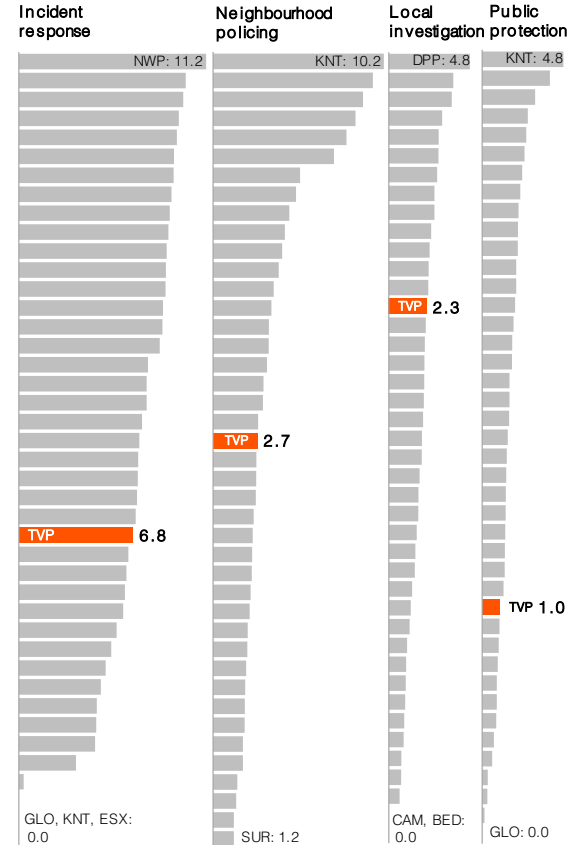
Officers and staff in local policing functions: 2012-2023



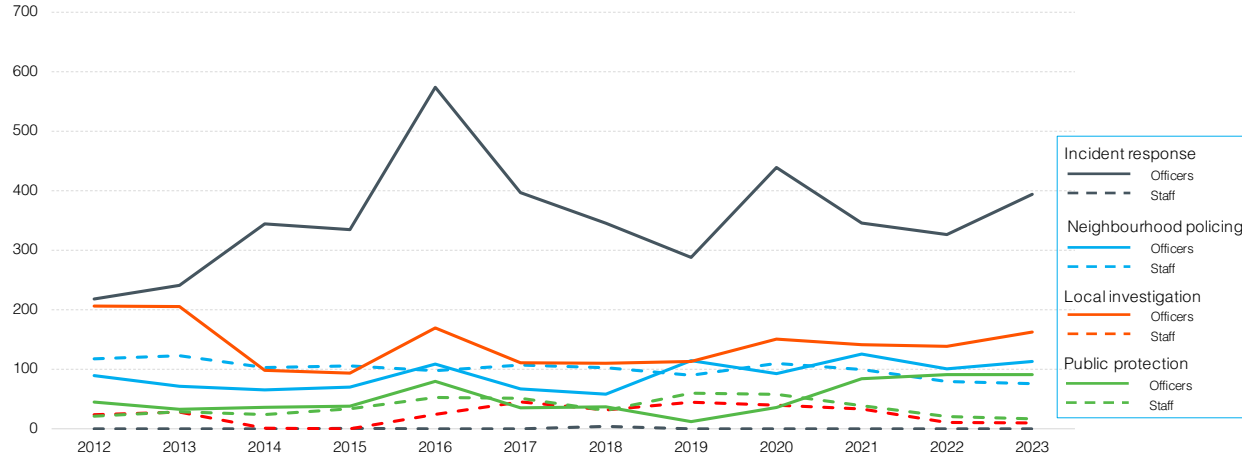
Proportions of officers and staff in local policing function: 2012-2023



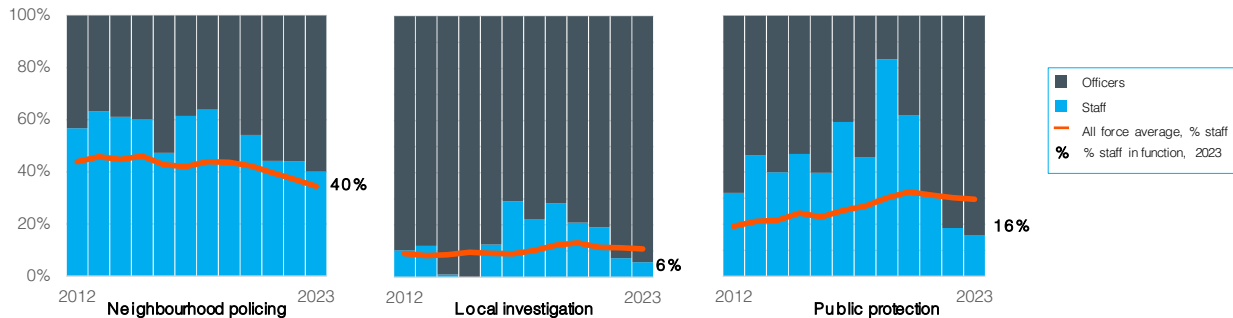
Officers per 10,000 pop. in local policing, by police force: 2023



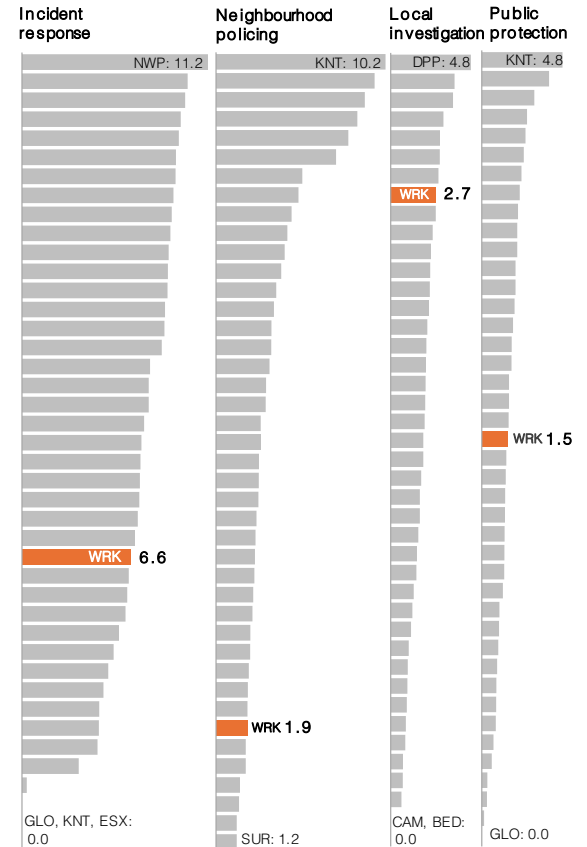
Officers and staff in local policing functions: 2012-2023



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

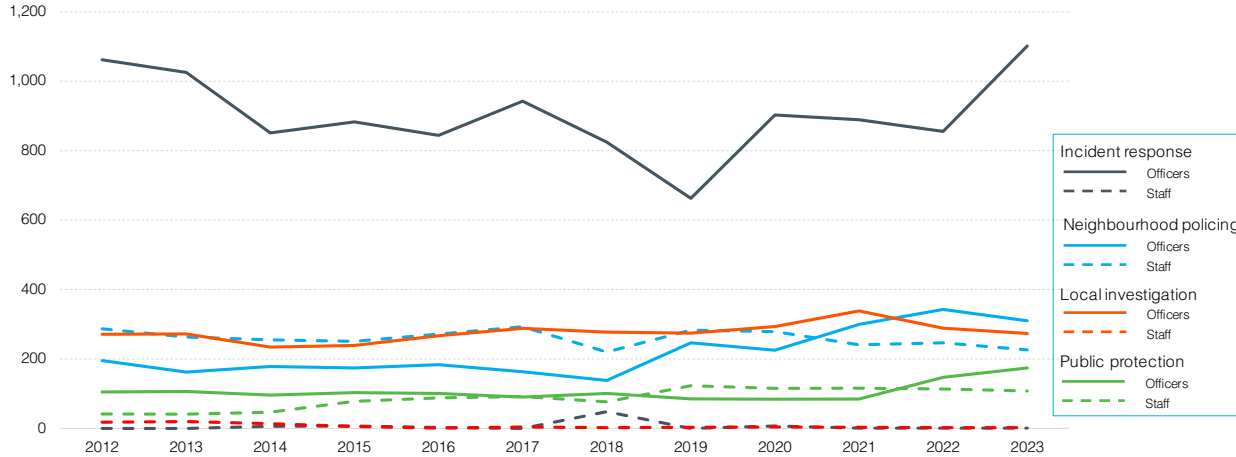


Officers per 10,000 pop. in local policing, by police force: 2023

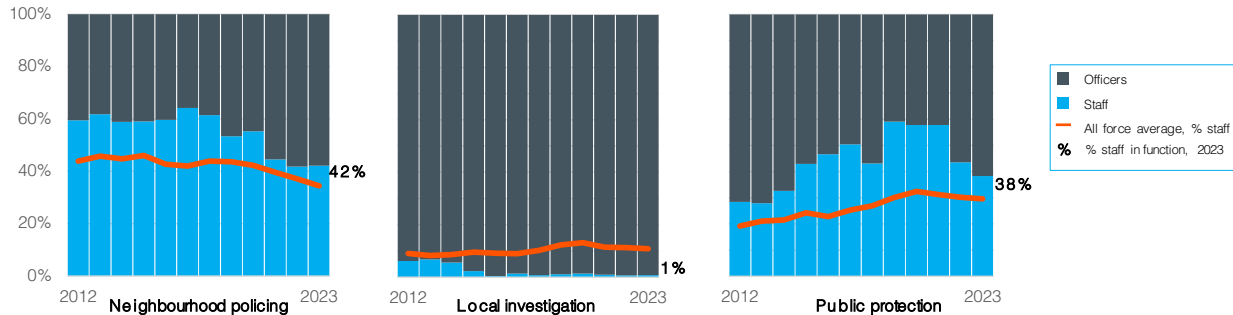


West Mercia

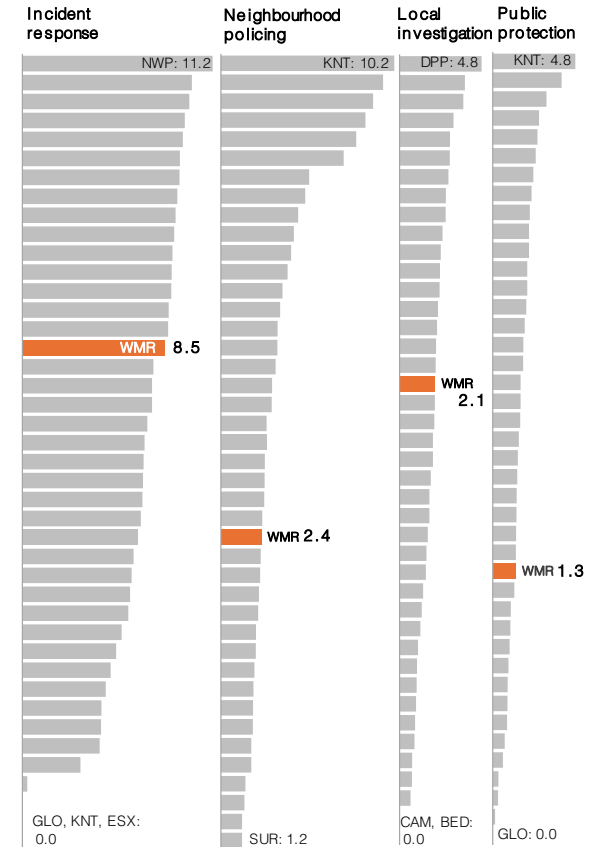
Officers and staff in local policing functions: 2012-2023



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

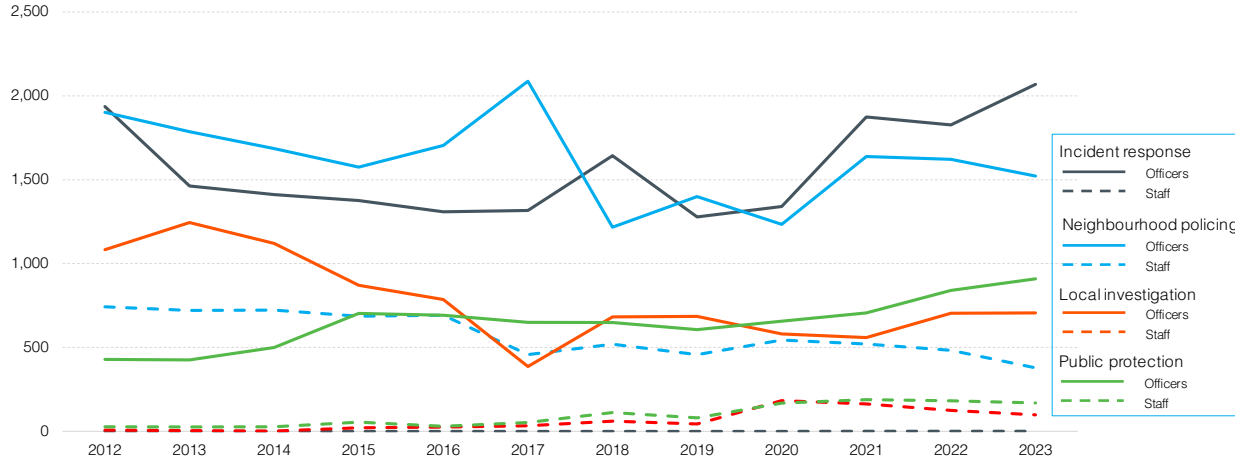


Officers per 10,000 pop. in local policing, by police force: 2023

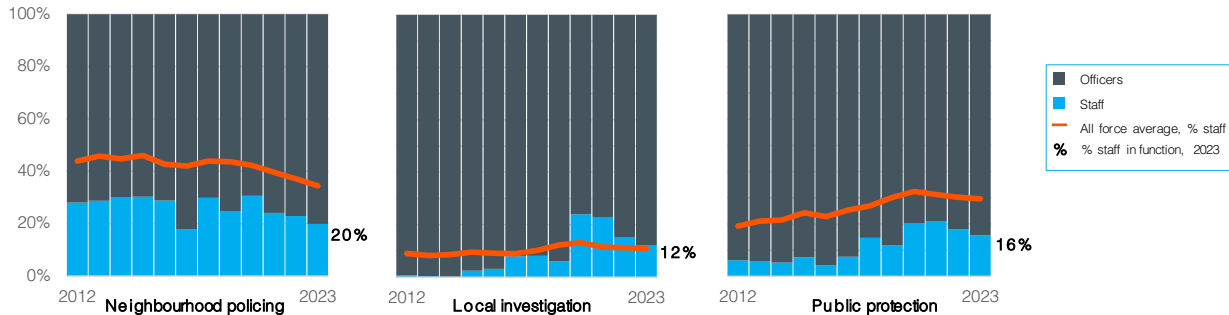


West Midlands

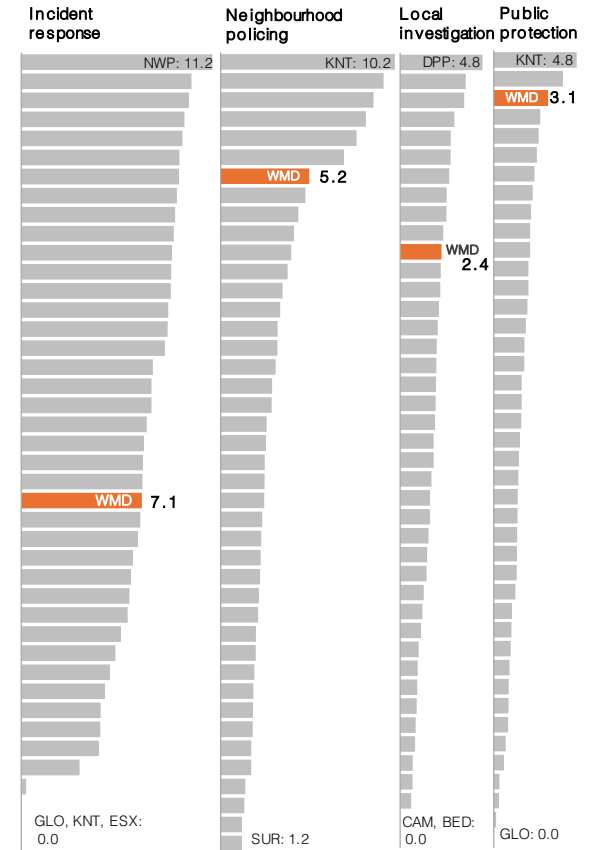
Officers and staff in local policing functions: 2012-2023



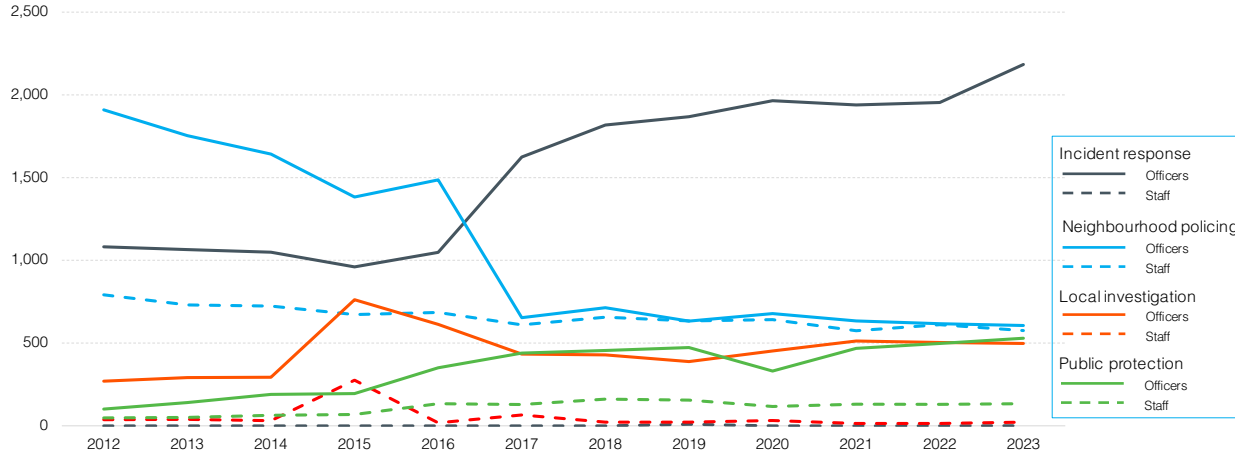
Proportions of officers and staff in local policing function: 2012-2023



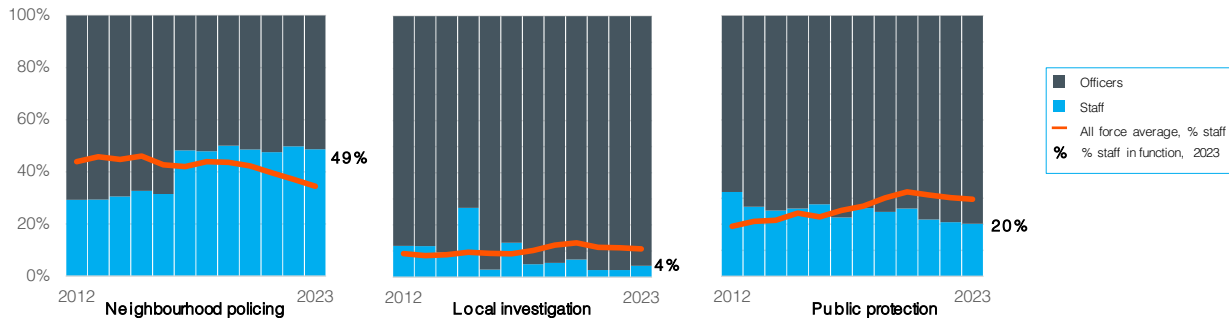
Officers per 10,000 pop. in local policing, by police force: 2023



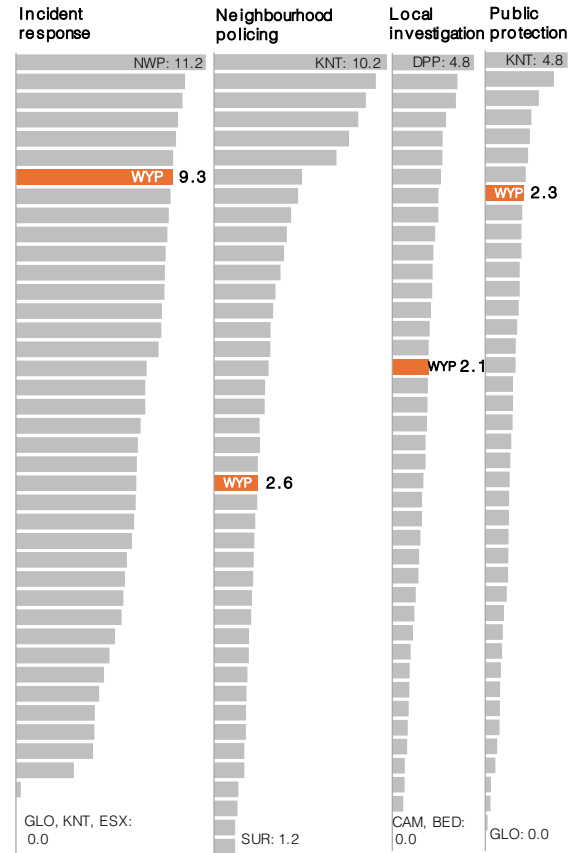
Officers and staff in local policing functions: 2012-2023



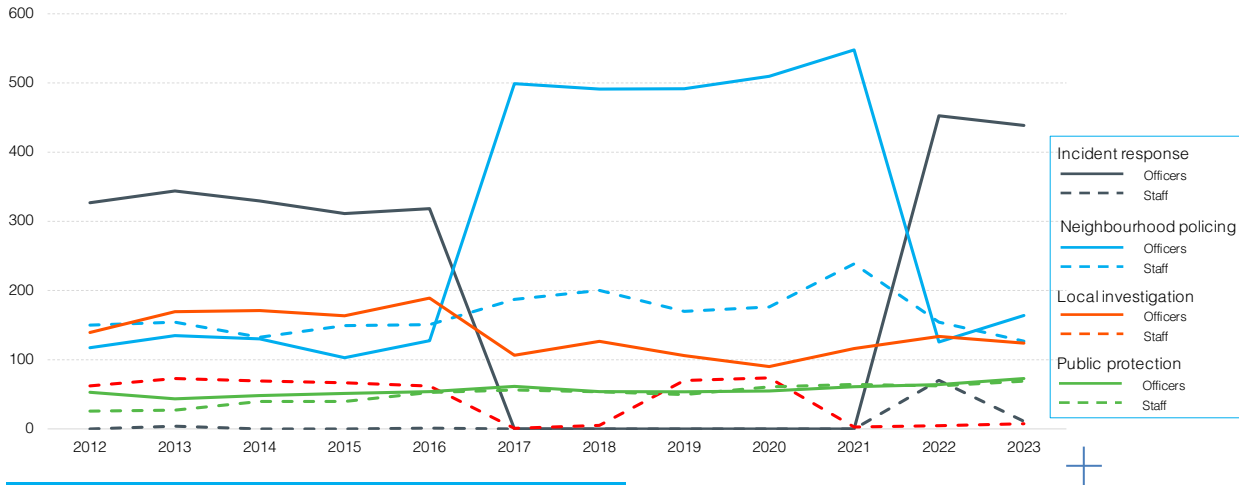
Proportions of officers and staff in local policing function: 2012-2023



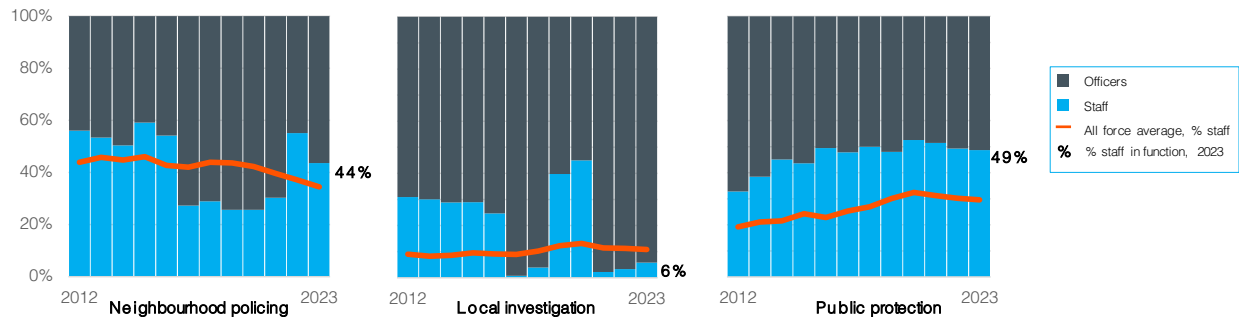
Officers per 10,000 pop. in local policing, by police force: 2023



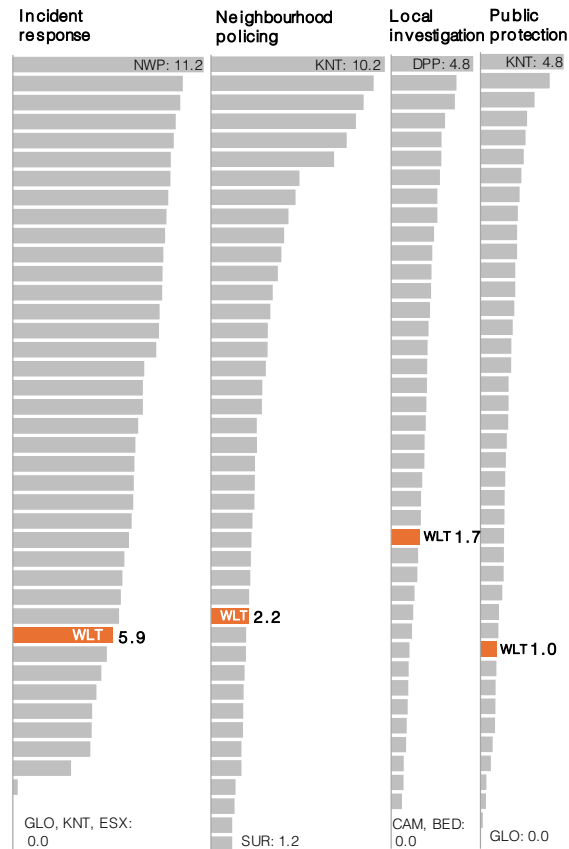
Officers and staff in local policing functions: 2012-2023



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



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



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	Police Workforce, England and Wales: 31 March 2016: data tables. Tables F1 to F7	Police Workforce, England and Wales: 31 March 2017: data tables. Tables F1 to F4	Police Workforce, England and Wales: 31 March 2018: data tables. Tables F1 to F4	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/government/statistics/police-service-strength-england-and-wales-31-march-2012	https://www.gov.uk/government/statistics/tables-for-police-workforce-england-and-wales-31-march-2013	https://www.gov.uk/government/statistics/tables-for-police-workforce-england-and-wales-31-march-2014	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2016	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2017	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2018	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2019	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2020	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2021	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2022	https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2023	
Local Policing Functions	Source categories and codes											
Incident response	Response (30)	Response (30)	Response (30)	Response (30)	Incident (Response) Management (1b)	Incident (Response) Management (1b)	Incident (Response) Management (1b)	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)	Neighbourhoods (63), Community Safety/Relations (11)	Neighbourhoods (63), Community Safety/Relations (11)	Neighbourhoods (63), Community Safety/Relations (11)	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)	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)	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)	Local Investigation/Prisoner Processing (7g)	Local Investigation/Prisoner Processing (7g)
Public protection	Child/Sex/Domestic/Missing Persons (7)	Child/Sex/Domestic/Missing Persons (7)	Child/Sex/Domestic/Missing Persons (7)	Child/Sex/Domestic/Missing Persons (7)	Public Protection (including CSE and Domestic Abuse) (7f)	Child Protection (13b), Adult Protection (13c)	Child Protection (13b), Adult Protection (13c), Joint Teams (13d)	Child Protection (13b), Adult Protection (13c), Joint Teams (13d)	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)

Appendix 2: Police force codes

Code	Police Force	Code	Police Force	Code	Police Force
A&S	Avon and Somerset	GWT	Gwent	NOT	Nottinghamshire
BED	Bedfordshire	HMP	Hampshire	SWP	South Wales
CAM	Cambridgeshire	HRT	Hertfordshire	SYP	South Yorkshire
CHE	Cheshire	HUM	Humberside	STF	Staffordshire
COL	City of London	KNT	Kent	SFK	Suffolk
CLE	Cleveland	LAN	Lancashire	SUR	Surrey
CMB	Cumbria	LEI	Leicestershire	SUX	Sussex
DBS	Derbyshire	LIN	Lincolnshire	TVP	Thames Valley
D&C	Devon and Cornwall	MER	Merseyside	WRK	Warwickshire
DOR	Dorset	MPS	Metropolitan Police	WMR	West Mercia
DUR	Durham	NFK	Norfolk	WMD	West Midlands
DPP	Dyfed-Powys	NWP	North Wales	WYP	West Yorkshire
ESX	Essex	NYP	North Yorkshire	WLT	Wiltshire
GLO	Gloucestershire	NHP	Northamptonshire		
GMP	Greater Manchester	NMB	Northumbria		