

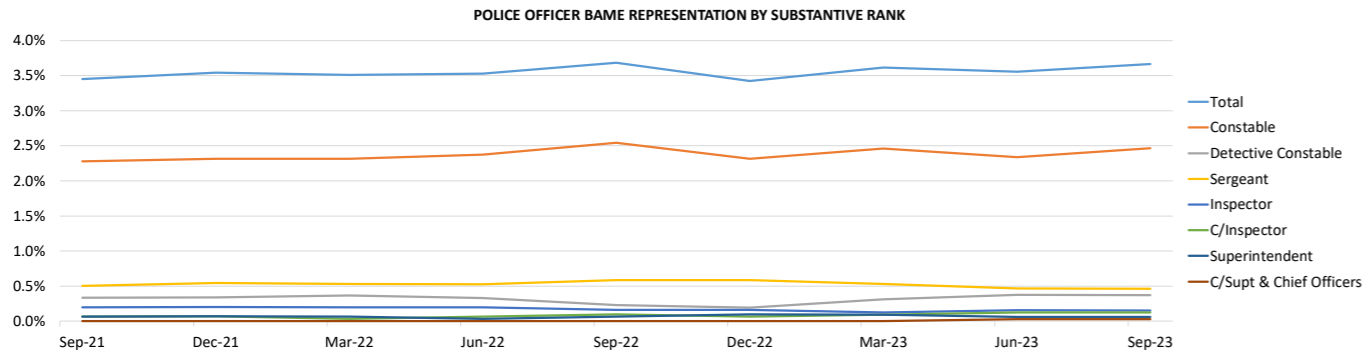
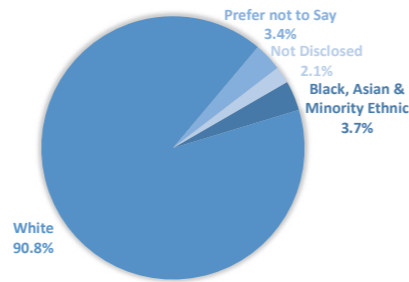
Frequency: Quarterly Ethnicity Aspirations Reporting Period: 01/10/2022 to 30/09/2023

	Current Month	Difference to Sussex Demographics
	%	%
To improve <u>Black, Asian & Minority Ethnic Police Officer</u> representation to reflect the demographics within Sussex of 6%	3.66%	-2.34%
To improve <u>overall Black, Asian & Minority Ethnic</u> representation to reflect the demographics within Sussex of 6% (Officers, Staff and PCSOs)	3.07%	-2.93%

Frequency: Quarterly Ethnicity Reporting Period: 01/10/2022 to 30/09/2023

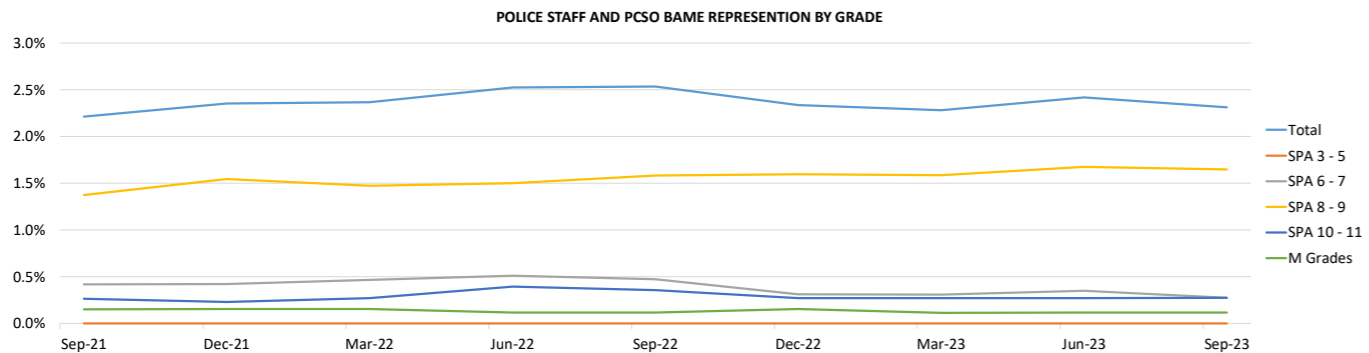
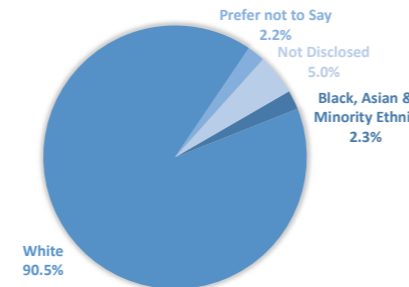
Police Officer - Substantive Rank	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	80	2.46%	2045	62.98%	75	2.31%	52	1.60%
Detective Constable	12	0.37%	273	8.41%	10	0.31%	3	0.09%
Sergeant	15	0.46%	423	13.03%	19	0.59%	10	0.31%
Inspector	5	0.15%	129	3.97%	6	0.18%	0	0.00%
C/Inspector	4	0.12%	44	1.36%	1	0.03%	1	0.03%
Superintendent	2	0.06%	16	0.49%	1	0.03%	0	0.00%
C/Supt & Chief Officers	1	0.03%	19	0.59%	0	0.00%	1	0.03%
Total	119	3.66%	2949	90.82%	112	3.45%	67	2.06%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



Police Staff & PCSO	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
SPA 3 - 5	0	0.00%	7	0.27%	0	0.00%	0	0.00%
SPA 6 - 7	7	0.27%	305	11.95%	8	0.31%	13	0.51%
SPA 8 - 9	42	1.65%	1230	48.20%	23	0.90%	91	3.57%
SPA 10 - 11	7	0.27%	581	22.77%	20	0.78%	21	0.82%
M Grades	3	0.12%	187	7.33%	4	0.16%	3	0.12%
Total	59	2.31%	2310	90.52%	55	2.16%	128	5.02%

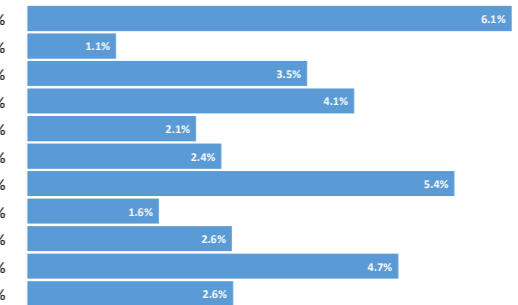
POLICE STAFF AND PCSO ETHNICITY



Frequency: Quarterly Ethnicity Reporting Period: 01/10/2022 to 30/09/2023

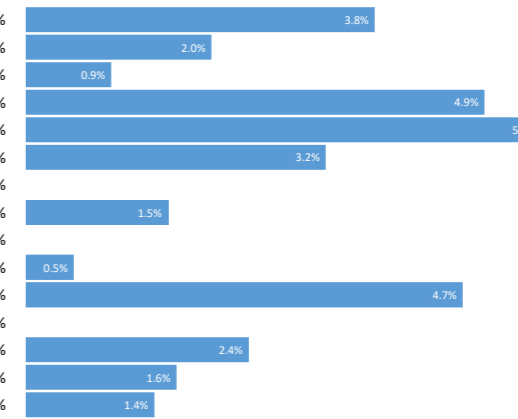
Police Officer	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	26	0.80%	380	11.70%	9	0.28%	13	0.40%
Criminal Justice & Custody	1	0.03%	81	2.49%	6	0.18%	2	0.06%
East Sussex Division	20	0.62%	518	15.95%	19	0.59%	13	0.40%
Gatwick Operations	5	0.15%	107	3.30%	5	0.15%	5	0.15%
Operations Dept	4	0.12%	170	5.24%	11	0.34%	4	0.12%
Public Protection	9	0.28%	347	10.69%	10	0.31%	4	0.12%
Regional Collaboration	3	0.09%	49	1.51%	4	0.12%	0	0.00%
Specialist Crime Command	3	0.09%	167	5.14%	10	0.31%	2	0.06%
Tactical Firearms	3	0.09%	99	3.05%	8	0.25%	7	0.22%
West Sussex Division	36	1.11%	707	21.77%	19	0.59%	12	0.37%
Smaller Units	9	0.28%	324	9.98%	11	0.34%	5	0.15%
Total	119	3.66%	2949	90.82%	112	3.45%	67	2.06%

POLICE OFFICER BAME REPRESENTATION BY DIVISION & DEPARTMENT



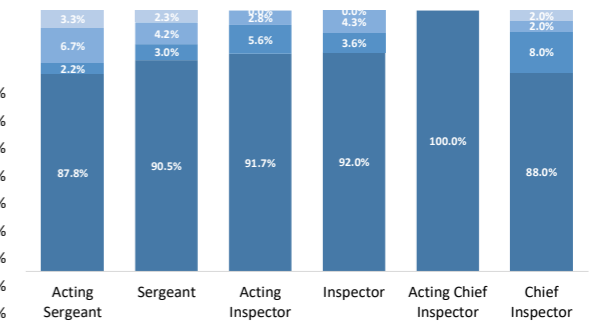
Police Staff	Black, Asian & Minority Ethnic		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	3	0.12%	74	2.90%	1	0.04%	2	0.08%
Communications Department	10	0.39%	423	16.58%	18	0.71%	50	1.96%
Corporate Development Dept.	1	0.04%	105	4.11%	2	0.08%	1	0.04%
Criminal Justice & Custody	11	0.43%	185	7.25%	2	0.08%	25	0.98%
East Sussex Division	8	0.31%	134	5.25%	0	0.00%	2	0.08%
Estates Department	3	0.12%	84	3.29%	4	0.16%	2	0.08%
Human Resources Department	0	0.00%	113	4.43%	2	0.08%	2	0.08%
Digital, Data&Technology Dept	2	0.08%	120	4.70%	6	0.24%	3	0.12%
Joint Transport Service	0	0.00%	58	2.27%	1	0.04%	3	0.12%
Operations Dept	1	0.04%	178	6.97%	6	0.24%	9	0.35%
Public Protection	7	0.27%	137	5.37%	1	0.04%	4	0.16%
Shared Business Services	0	0.00%	53	2.08%	2	0.08%	0	0.00%
Specialist Crime Command	7	0.27%	267	10.46%	5	0.20%	13	0.51%
West Sussex Division	3	0.12%	175	6.86%	0	0.00%	7	0.27%
Smaller Units	3	0.12%	204	7.99%	5	0.20%	5	0.20%
Total	59	2.31%	2310	90.52%	55	2.16%	128	5.02%

POLICE STAFF & PCSO BAME REPRESENTATION BY DIVISION & DEPARTMENT



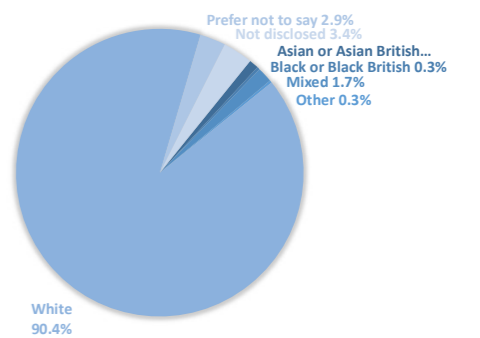
Police Officer	Black, Asian & Minority Ethnic		White		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	90	2.77%	2239	68.96%	79	2.43%	52	1.60%
Acting Sergeant	2	0.06%	79	2.43%	6	0.18%	3	0.09%
Sergeant	13	0.40%	390	12.01%	18	0.55%	10	0.31%
Acting Inspector	2	0.06%	33	1.02%	1	0.03%	0	0.00%
Inspector	5	0.15%	127	3.91%	6	0.18%	0	0.00%
Acting Chief Inspector	0	0.00%	2	0.06%	0	0.00%	0	0.00%
Chief Inspector	4	0.12%	44	1.36%	1	0.03%	1	0.03%
Superintendent	2	0.06%	16	0.49%	1	0.03%	0	0.00%
C/Supt & Chief Officers	1	0.03%	19	0.59%	0	0.00%	1	0.03%
Total	119	3.66%	2949	90.82%	112	3.45%	67	2.06%

White Black, Asian & Minority Ethnic Prefer not to say Not Disclosed



Detailed Ethnicity Breakdown	Police Officer		Police Staff & PCSO		Total	
	Hdct	%	Hdct	%	Hdct	%
Asian or Asian British	33	1.0%	28	1.1%	61	1.1%
Black or Black British	14	0.4%	5	0.2%	19	0.3%
Mixed	73	2.2%	26	1.0%	99	1.7%
Other	8	0.2%	8	0.3%	16	0.3%
White	2940	90.5%	2302	90.2%	5242	90.4%
Prefer not to say	112	3.4%	55	2.2%	167	2.9%
Not disclosed	67	2.1%	128	5.0%	195	3.4%

ETHNICITY CATEGORY BREAKDOWN

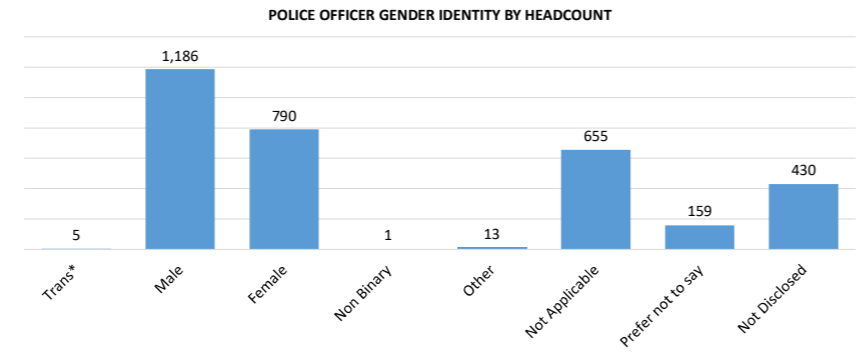
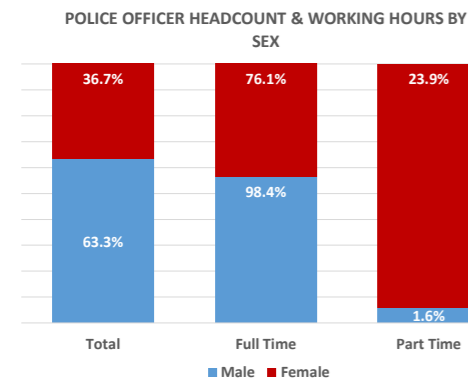
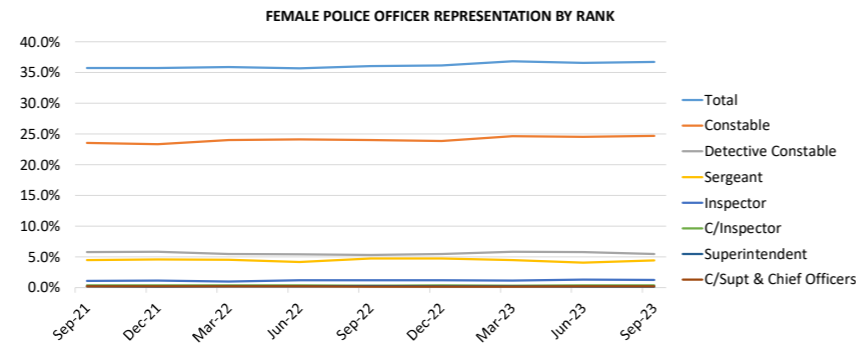


Frequency: Quarterly Gender Aspirations Reporting Period: 01/10/2022 to 30/09/2023

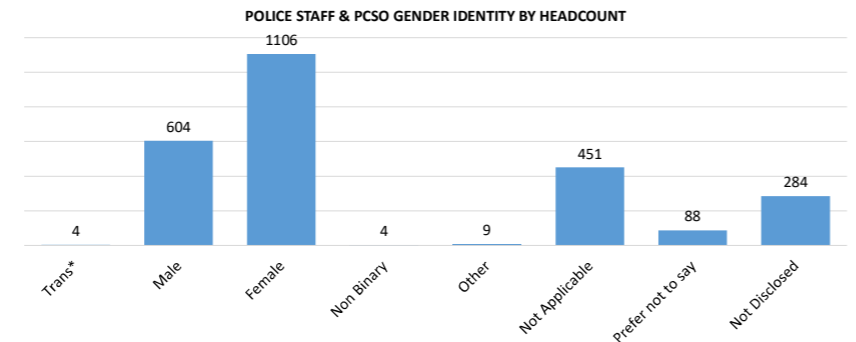
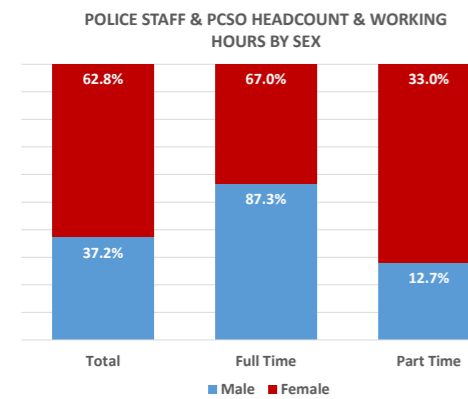
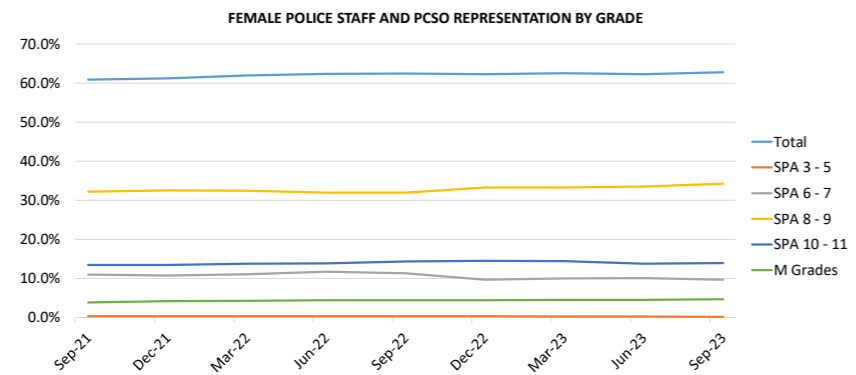
	Current Month %	Actuals	Difference to Sussex Demographics %
To improve <u>female Police Officer</u> representation to reflect the demographics within Sussex of 50%	36.68%	1191	-13.32%
To improve <u>overall female</u> representation to reflect the demographics within Sussex of 50% (Officers, Staff and PCSOs)	48.16%	2793	-1.84%

Frequency: Quarterly Gender Reporting Period: 01/10/2022 to 30/09/2023

Police Officer	Female		Male	
	Hdct	%	Hdct	%
Constable	802	24.70%	1450	44.66%
Detective Constable	178	5.48%	120	3.70%
Sergeant	144	4.43%	323	9.95%
Inspector	41	1.26%	99	3.05%
C/Inspector	13	0.40%	37	1.14%
Superintendent	6	0.18%	13	0.40%
C/Supt & Chief Officers	7	0.22%	14	0.43%
Total	1191	36.68%	2056	63.32%

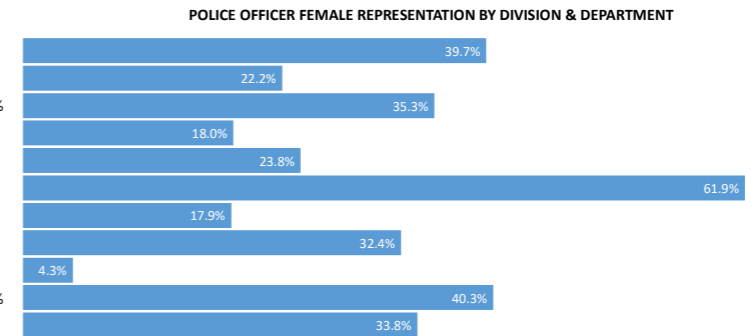


Police Staff & PCSO	Female		Male	
	Hdct	%	Hdct	%
SPA 3 - 5	5	0.20%	2	0.08%
SPA 6 - 7	247	9.68%	86	3.37%
SPA 8 - 9	874	34.25%	512	20.06%
SPA 10 - 11	357	13.99%	272	10.66%
M Grades	119	4.66%	78	3.06%
Total	1602	62.77%	950	37.23%

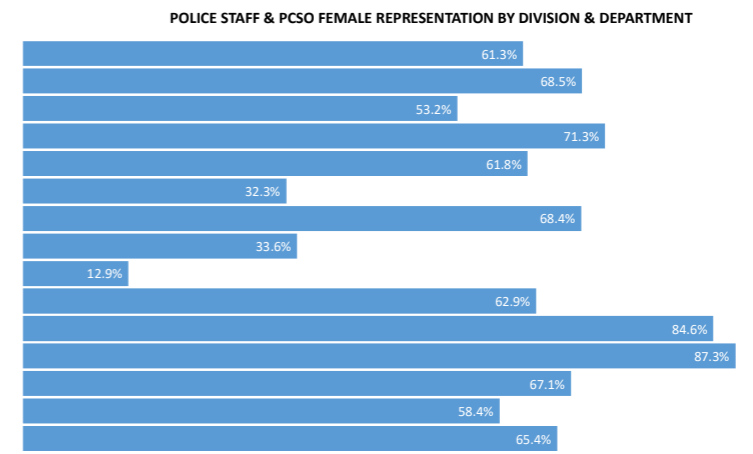


Frequency: Quarterly Gender Reporting Period: 01/10/2022 to 30/09/2023

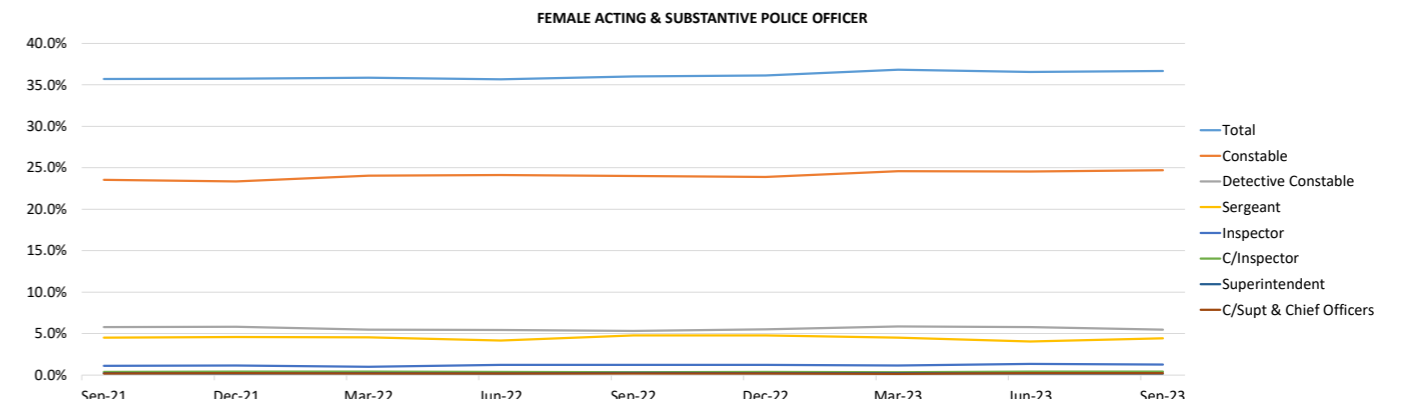
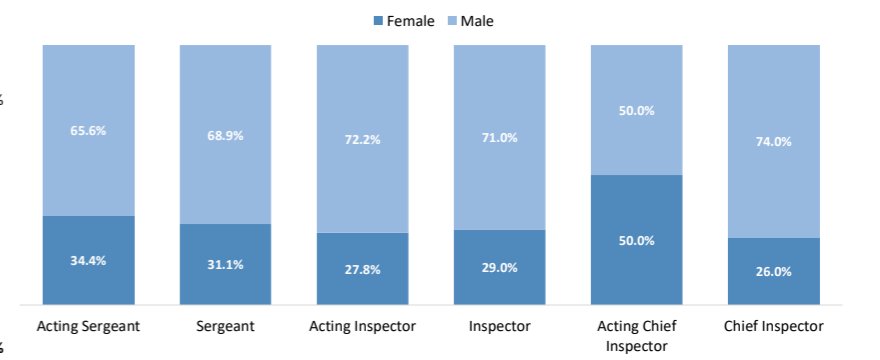
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	170	5.24%	258	7.95%
Criminal Justice & Custody	20	0.62%	70	2.16%
East Sussex Division	201	6.19%	369	11.36%
Gatwick Operations	22	0.68%	100	3.08%
Operations Dept	45	1.39%	144	4.43%
Public Protection	229	7.05%	141	4.34%
Regional Collaboration	10	0.31%	46	1.42%
Specialist Crime Command	59	1.82%	123	3.79%
Tactical Firearms	5	0.15%	112	3.45%
West Sussex Division	312	9.61%	462	14.23%
Smaller Units	118	3.63%	231	7.11%
Total	1191	36.68%	2056	63.32%



Police Staff	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	49	1.92%	31	1.21%
Communications Department	343	13.44%	158	6.19%
Corporate Development Dept.	58	2.27%	51	2.00%
Criminal Justice & Custody	159	6.23%	64	2.51%
East Sussex Division	89	3.49%	55	2.16%
Estates Department	30	1.18%	63	2.47%
Human Resources Department	80	3.13%	37	1.45%
Digital, Data&Technology Dept	44	1.72%	87	3.41%
Joint Transport Service	8	0.31%	54	2.12%
Operations Dept	122	4.78%	72	2.82%
Public Protection	126	4.94%	23	0.90%
Shared Business Services	48	1.88%	7	0.27%
Specialist Crime Command	196	7.68%	96	3.76%
West Sussex Division	108	4.23%	77	3.02%
Smaller Units	142	5.56%	75	2.94%
Total	1602	62.77%	950	37.23%



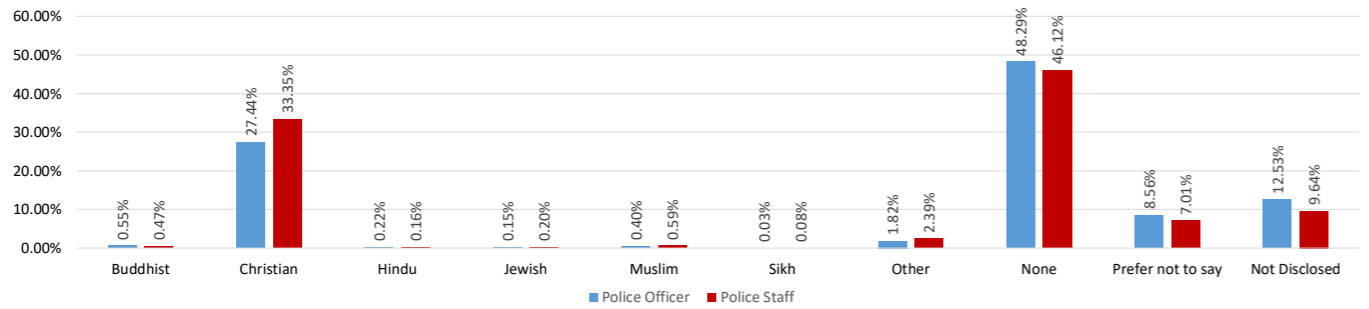
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Constable	949	29.23%	1511	46.54%
Acting Sergeant	31	0.95%	59	1.82%
Sergeant	134	4.13%	297	9.15%
Acting Inspector	10	0.31%	26	0.80%
Inspector	40	1.23%	98	3.02%
Acting Chief Inspector	1	0.03%	1	0.03%
Chief Inspector	13	0.40%	37	1.14%
Superintendent	6	0.18%	13	0.40%
C/Supt & Chief Officers	7	0.22%	14	0.43%
Total	1191	36.68%	2056	63.32%



Frequency: Quarterly Religion Reporting Period: 01/10/2022 to 30/09/2023

Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		C/Supt & Chief Officers		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
Buddhist	11	0.49%	2	0.67%	2	0.43%	1	0.71%	2	4.00%	0	0.00%	0	0.00%	18	0.55%
Christian	546	24.25%	95	31.88%	152	32.55%	59	42.14%	24	48.00%	7	36.84%	8	38.10%	891	27.44%
Hindu	4	0.18%	2	0.67%	0	0.00%	1	0.71%	0	0.00%	0	0.00%	0	0.00%	7	0.22%
Jewish	2	0.09%	1	0.34%	2	0.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.15%
Muslim	9	0.40%	0	0.00%	3	0.64%	0	0.00%	1	2.00%	0	0.00%	0	0.00%	13	0.40%
Sikh	1	0.04%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
Other	37	1.64%	10	3.36%	7	1.50%	5	3.57%	0	0.00%	0	0.00%	0	0.00%	59	1.82%
None	1204	53.46%	118	39.60%	165	35.33%	50	35.71%	12	24.00%	10	52.63%	9	42.86%	1568	48.29%
Prefer not to say	176	7.82%	32	10.74%	54	11.56%	9	6.43%	3	6.00%	2	10.53%	2	9.52%	278	8.56%
Not Disclosed	262	11.63%	38	12.75%	82	17.56%	15	10.71%	8	16.00%	0	0.00%	2	9.52%	407	12.53%

POLICE OFFICER AND POLICE STAFF/PCSO RELIGION



Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

Police Staff & PCSO	SPA 3 - 5		SPA 6 - 7		SPA 8 - 9		SPA 10 - 11		M Grades		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
Buddhist	0	0.00%	2	0.60%	6	0.43%	4	0.64%	0	0.00%	12	0.47%
Christian	4	57.14%	124	37.24%	417	30.09%	219	34.82%	87	44.16%	851	33.35%
Hindu	0	0.00%	1	0.30%	1	0.07%	1	0.16%	1	0.51%	4	0.16%
Jewish	0	0.00%	0	0.00%	2	0.14%	3	0.48%	0	0.00%	5	0.20%
Muslim	0	0.00%	2	0.60%	13	0.94%	0	0.00%	0	0.00%	15	0.59%
Sikh	0	0.00%	0	0.00%	1	0.07%	1	0.16%	0	0.00%	2	0.08%
Other	0	0.00%	10	3.00%	35	2.53%	11	1.75%	5	2.54%	61	2.39%
None	3	42.86%	133	39.94%	666	48.05%	303	48.17%	72	36.55%	1177	46.12%
Prefer not to say	0	0.00%	32	9.61%	84	6.06%	45	7.15%	18	9.14%	179	7.01%
Not Disclosed	0	0.00%	29	8.71%	161	11.62%	42	6.68%	14	7.11%	246	9.64%

Frequency: Quarterly Sexual Orientation Reporting Period: 01/10/2022 to 30/09/2023

Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		C/Supt & Chief Officers		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
Bisexual	82	3.64%	9	3.02%	8	1.71%	5	3.57%	1	2.00%	0	0.00%	0	0.00%	105	3.23%
Gay/Lesbian	119	5.28%	17	5.70%	24	5.14%	10	7.14%	7	14.00%	3	15.79%	0	0.00%	180	5.54%
Heterosexual	1660	73.71%	207	69.46%	319	68.31%	96	68.57%	34	68.00%	15	78.95%	18	85.71%	2349	72.34%
Other	4	0.18%	0	0.00%	0	0.00%	2	1.43%	1	2.00%	0	0.00%	0	0.00%	7	0.22%
Prefer not to say	138	6.13%	25	8.39%	44	9.42%	11	7.86%	1	2.00%	1	5.26%	1	4.76%	221	6.81%
Not Disclosed	249	11.06%	40	13.42%	72	15.42%	16	11.43%	6	12.00%	0	0.00%	2	9.52%	385	11.86%

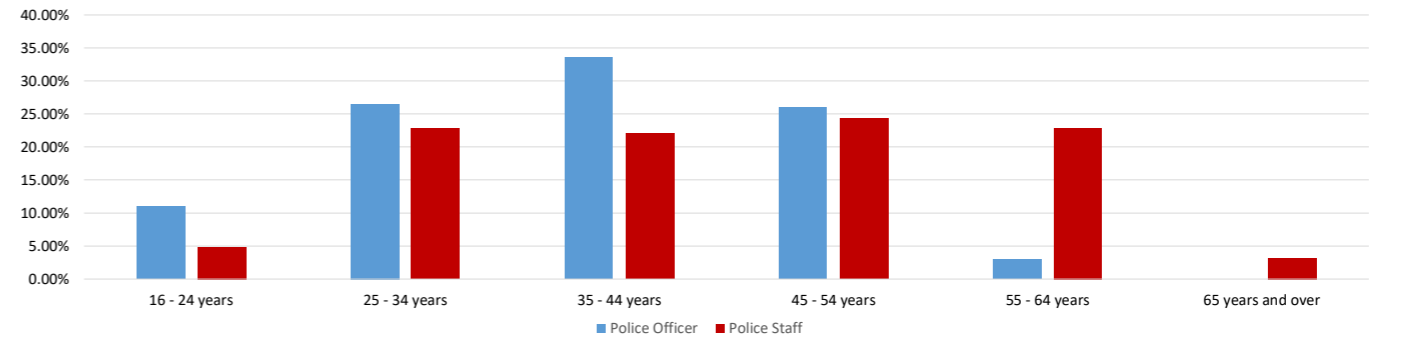
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

Police Staff & PCSO	SPA 3 - 5		SPA 6 - 7		SPA 8 - 9		SPA 10 - 11		M Grades		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
Bisexual	0	0.00%	7	2.10%	31	2.24%	13	2.07%	3	1.52%	54	2.12%
Gay/Lesbian	0	0.00%	17	5.11%	66	4.76%	28	4.45%	8	4.06%	119	4.66%
Heterosexual	7	100.0%	251	75.38%	1041	75.11%	507	80.60%	157	79.70%	1963	76.92%
Other	0	0.00%	2	0.60%	6	0.43%	3	0.48%	1	0.51%	12	0.47%
Prefer not to say	0	0.00%	24	7.21%	77	5.56%	37	5.88%	15	7.61%	153	6.00%
Not Disclosed	0	0.00%	32	9.61%	165	11.90%	41	6.52%	13	6.60%	251	9.84%

Frequency: Quarterly Age Reporting Period: 01/10/2022 to 30/09/2023

Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		C/Supt & Chief Officers		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
16 - 24 years	357	15.85%	1	0.34%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	358	11.03%
25 - 34 years	745	33.08%	47	15.77%	64	13.70%	5	3.57%	0	0.00%	0	0.00%	0	0.00%	861	26.52%
35 - 44 years	653	29.00%	120	40.27%	219	46.90%	60	42.86%	27	54.00%	8	42.11%	2	9.52%	1089	33.54%
45 - 54 years	439	19.49%	117	39.26%	169	36.19%	67	47.86%	22	44.00%	10	52.63%	18	85.71%	842	25.93%
55 - 64 years	58	2.58%	13	4.36%	15	3.21%	8	5.71%	1	2.00%	1	5.26%	1	4.76%	97	2.99%
65 years and over	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

POLICE OFFICER AND POLICE STAFF/PCSO AGE



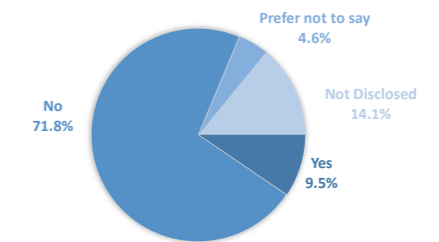
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

Police Staff & PCSO	SPA 3 - 5		SPA 6 - 7		SPA 8 - 9		SPA 10 - 11		M Grades		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
16 - 24 years	0	0.00%	22	6.61%	92	6.64%	9	1.43%	0	0.00%	123	4.82%
25 - 34 years	0	0.00%	65	19.52%	373	26.91%	127	20.19%	15	2.38%	580	22.73%
35 - 44 years	3	42.86%	54	16.22%	305	22.01%	150	23.85%	51	8.11%	563	22.06%
45 - 54 years	1	14.29%	51	15.32%	310	22.37%	184	29.25%	75	11.92%	621	24.33%
55 - 64 years	2	28.57%	125	37.54%	262	18.90%	144	22.89%	51	8.11%	584	22.88%
65 years and over	1	14.29%	16	4.80%	44	3.17%	15	2.38%	5	0.79%	81	3.17%

Frequency: Quarterly Disability Reporting Period: 01/10/2022 to 30/09/2023

Police Officer	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	216	6.65%	1634	50.32%	98	3.02%	304	9.36%
Detective Constable	25	0.77%	214	6.59%	16	0.49%	43	1.32%
Sergeant	37	1.14%	317	9.76%	28	0.86%	85	2.62%
Inspector	19	0.59%	100	3.08%	4	0.12%	17	0.52%
C/Inspector	6	0.18%	33	1.02%	3	0.09%	8	0.25%
Superintendent	2	0.06%	17	0.52%	0	0.00%	0	0.00%
C/Supt & Chief Officers	3	0.09%	16	0.49%	0	0.00%	2	0.06%
Total	308	9.49%	2331	71.79%	149	4.59%	459	14.14%

POLICE OFFICER DISABILITY



Police Staff & PCSO Yes No Prefer not to say Not Disclosed

Police Staff & PCSO	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
SPA 3 - 5	0	0.00%	7	0.27%	0	0.00%	0	0.00%
SPA 6 - 7	29	1.14%	258	10.11%	18	0.71%	28	1.10%
SPA 8 - 9	137	5.37%	1036	40.60%	37	1.45%	176	6.90%
SPA 10 - 11	69	2.70%	503	19.71%	13	0.51%	44	1.72%
M Grades	24	0.94%	154	6.03%	4	0.16%	15	0.59%
Total	259	10.15%	1958	76.72%	72	2.82%	263	10.31%

POLICE STAFF AND PCSO DISABILITY

