

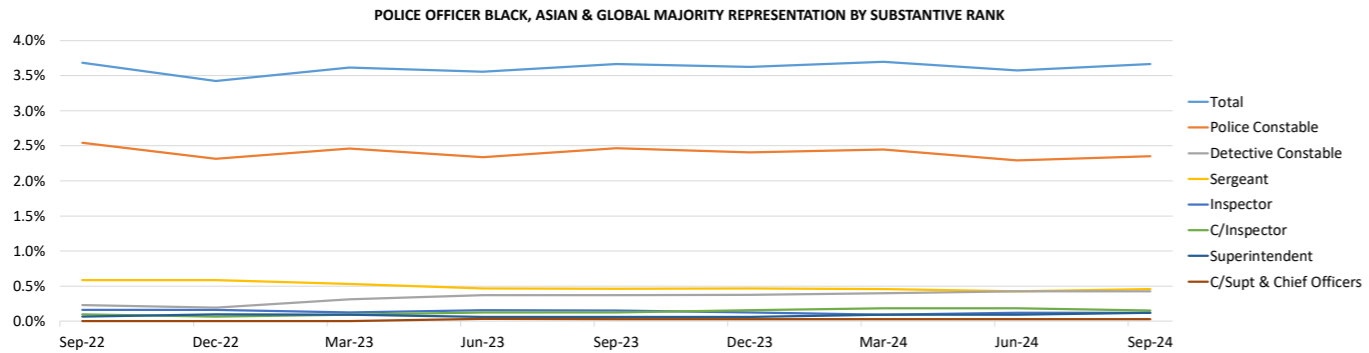
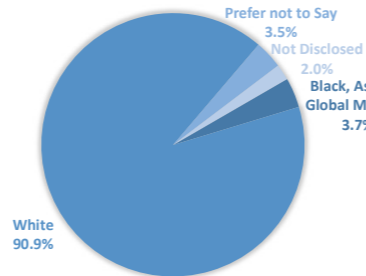
Frequency: Quarterly Ethnicity Aspirations Reporting Period: 01/10/2023 to 30/09/2024

	Current Month	Difference to Sussex Demographics
	%	%
To improve <u>Black, Asian & Minority Ethnic Police Officer</u> representation to reflect the demographics within Sussex of 9%	3.7%	-5.3%
To improve <u>overall Black, Asian & Minority Ethnic</u> representation to reflect the demographics within Sussex of 9% (Officers, Staff and PCSOs)	3.2%	-5.8%

Frequency: Quarterly Ethnicity Reporting Period: 01/10/2023 to 30/09/2024

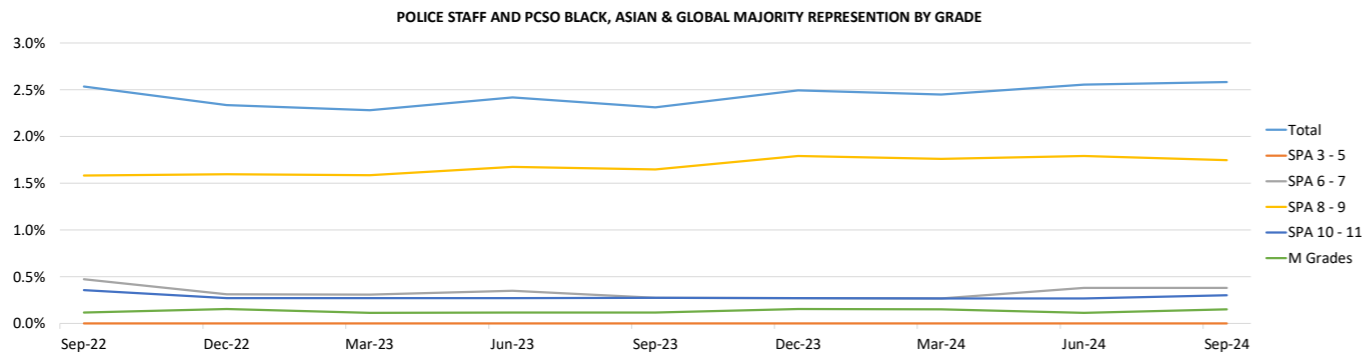
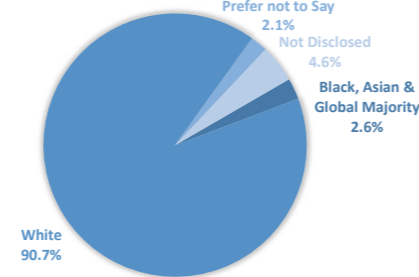
Police Officer - Substantive Rank	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	77	2.35%	2006	61.31%	70	2.14%	44	1.34%
Detective Constable	14	0.43%	294	8.99%	10	0.31%	3	0.09%
Sergeant	15	0.46%	455	13.91%	25	0.76%	12	0.37%
Inspector	4	0.12%	130	3.97%	5	0.15%	2	0.06%
Chief Inspector	5	0.15%	52	1.59%	2	0.06%	1	0.03%
Superintendent	4	0.12%	20	0.61%	1	0.03%	0	0.00%
C/Supt & Chief Officers	1	0.03%	18	0.55%	0	0.00%	2	0.06%
Total	120	3.67%	2975	90.92%	113	3.45%	64	1.96%

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



Police Staff & PCSO	Black, Asian & Global Majority		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	10	0.38%	298	11.31%	4	0.15%	8	0.30%
SPA 8 - 9	46	1.75%	1294	49.11%	26	0.99%	88	3.34%
SPA 10 - 11	8	0.30%	596	22.62%	20	0.76%	20	0.76%
M Grades	4	0.15%	195	7.40%	5	0.19%	6	0.23%
Total	68	2.58%	2390	90.70%	55	2.09%	122	4.63%

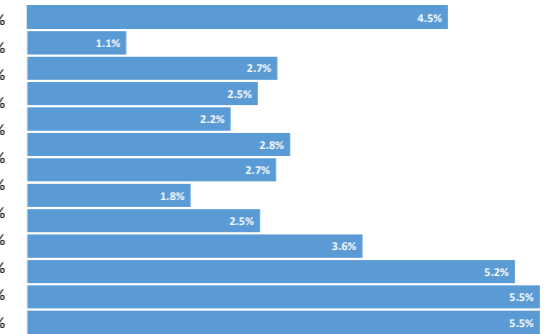
POLICE STAFF AND PCSO ETHNICITY



Frequency: Quarterly Ethnicity Reporting Period: 01/10/2023 to 30/09/2024

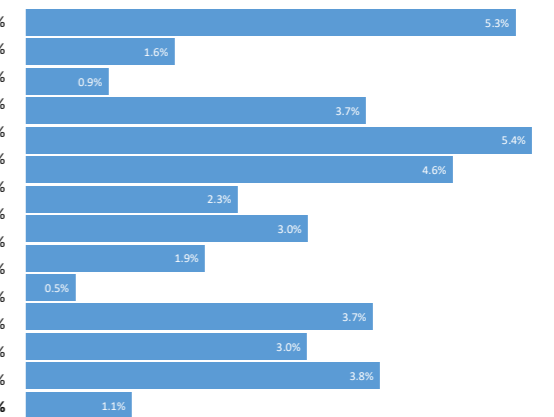
Police Officer	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	19	0.58%	379	11.58%	10	0.31%	12	0.37%
Criminal Justice & Custody	1	0.03%	82	2.51%	8	0.24%	3	0.09%
East Sussex Division	15	0.46%	519	15.86%	15	0.46%	9	0.28%
Gatwick Operations	3	0.09%	107	3.27%	7	0.21%	4	0.12%
Operations Dept	4	0.12%	163	4.98%	11	0.34%	5	0.15%
People Services	5	0.15%	163	4.98%	7	0.21%	2	0.06%
Public Protection	10	0.31%	349	10.67%	11	0.34%	4	0.12%
Regional Collaboration	1	0.03%	53	1.62%	3	0.09%	0	0.00%
Specialist Crime Command	4	0.12%	145	4.43%	7	0.21%	4	0.12%
Tactical Firearms	4	0.12%	92	2.81%	8	0.24%	7	0.21%
West Sussex Division	40	1.22%	694	21.21%	19	0.58%	10	0.31%
Smaller Units	14	0.43%	229	7.00%	7	0.21%	4	0.12%
Total	120	3.67%	2975	90.92%	113	3.45%	64	1.96%

POLICE OFFICER BLACK, ASIAN & GLOBAL MAJORITY REPRESENTATION BY DIVISION & DEPARTMENT

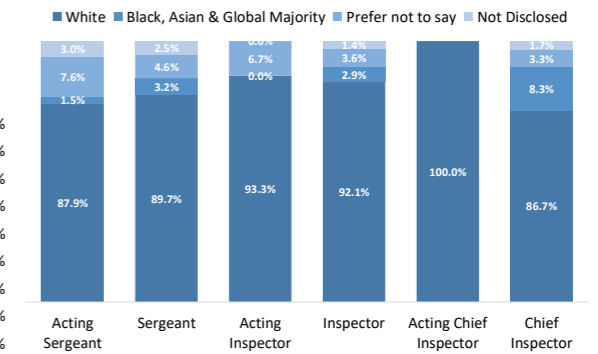


Police Staff	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	4	0.15%	69	2.62%	2	0.08%	1	0.04%
Communications Department	8	0.30%	431	16.36%	17	0.65%	46	1.75%
Corporate Development Dept.	1	0.04%	108	4.10%	1	0.04%	3	0.11%
Criminal Justice & Custody	8	0.30%	185	7.02%	3	0.11%	23	0.87%
East Sussex Division	8	0.30%	135	5.12%	0	0.00%	4	0.15%
Estates Department	5	0.19%	100	3.80%	2	0.08%	2	0.08%
Digital, Data&Technology Dept	3	0.11%	118	4.48%	7	0.27%	4	0.15%
Joint Transport Service	2	0.08%	59	2.24%	1	0.04%	4	0.15%
Operations Dept	4	0.15%	192	7.29%	7	0.27%	5	0.19%
People Services	1	0.04%	180	6.83%	4	0.15%	4	0.15%
Public Protection	6	0.23%	149	5.65%	1	0.04%	5	0.19%
Specialist Crime Command	8	0.30%	237	8.99%	5	0.19%	15	0.57%
West Sussex Division	7	0.27%	174	6.60%	0	0.00%	3	0.11%
Smaller Units	3	0.11%	253	9.60%	5	0.19%	3	0.11%
Total	68	2.58%	2390	90.70%	55	2.09%	122	4.63%

POLICE STAFF & PCSO BLACK, ASIAN & GLOBAL MAJORITY REPRESENTATION BY DIVISION & DEPARTMENT

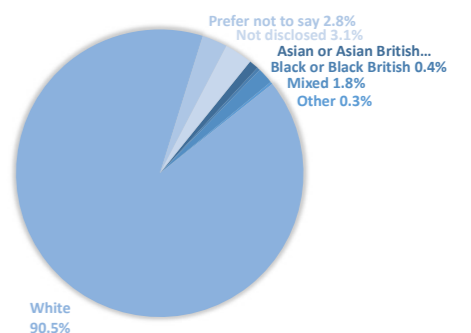


Police Officer	Black, Asian & Global Majority		White		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	90	2.75%	2242	68.52%	76	2.32%	45	1.38%
Acting Sergeant	1	0.03%	58	1.77%	5	0.15%	2	0.06%
Sergeant	15	0.46%	427	13.05%	22	0.67%	12	0.37%
Acting Inspector	0	0.00%	28	0.86%	2	0.06%	0	0.00%
Inspector	4	0.12%	128	3.91%	5	0.15%	2	0.06%
Acting Chief Inspector	0	0.00%	2	0.06%	0	0.00%	0	0.00%
Chief Inspector	5	0.15%	52	1.59%	2	0.06%	1	0.03%
Superintendent	4	0.12%	20	0.61%	1	0.03%	0	0.00%
C/Supt & Chief Officers	1	0.03%	18	0.55%	0	0.00%	2	0.06%
Total	120	3.67%	2975	90.92%	113	3.45%	64	1.96%



Detailed Ethnicity Breakdown	Police Officer		Police Staff & PCSO		Total	
	Hdct	%	Hdct	%	Hdct	%
Asian or Asian British	32	1.0%	30	1.1%	62	1.0%
Black or Black British	14	0.4%	7	0.3%	21	0.4%
Mixed	75	2.3%	32	1.2%	107	1.8%
Other	6	0.2%	10	0.4%	16	0.3%
White	2968	90.7%	2379	90.3%	5347	90.5%
Prefer not to say	113	3.5%	55	2.1%	168	2.8%
Not disclosed	64	2.0%	122	4.6%	186	3.1%

ETHNICITY CATEGORY BREAKDOWN

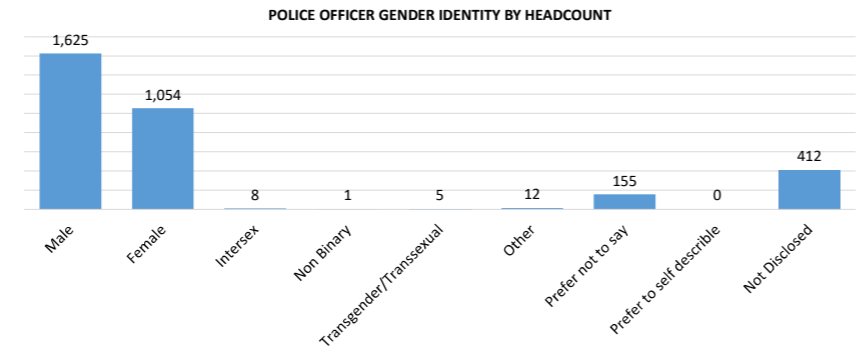
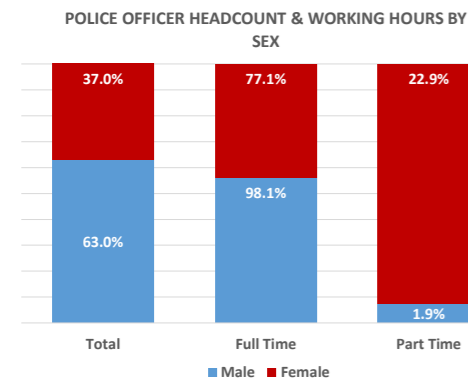
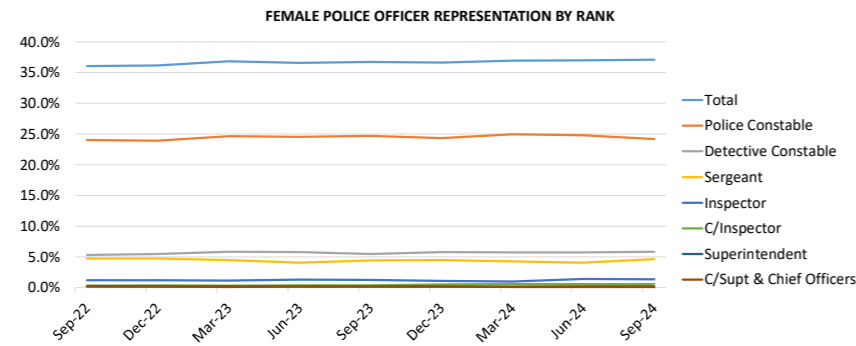


Frequency: Quarterly Gender Aspirations Reporting Period: 01/10/2023 to 30/09/2024

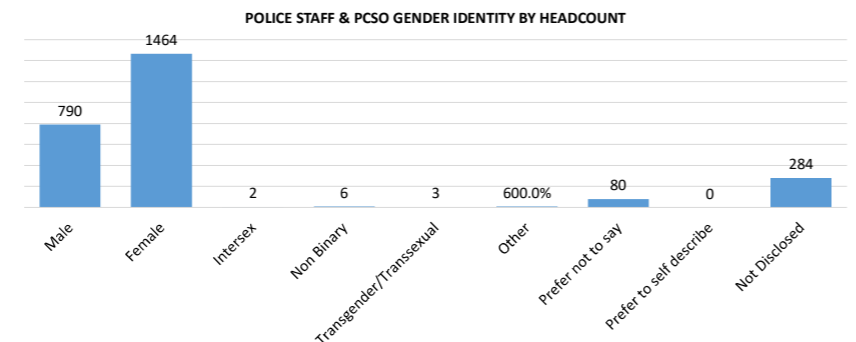
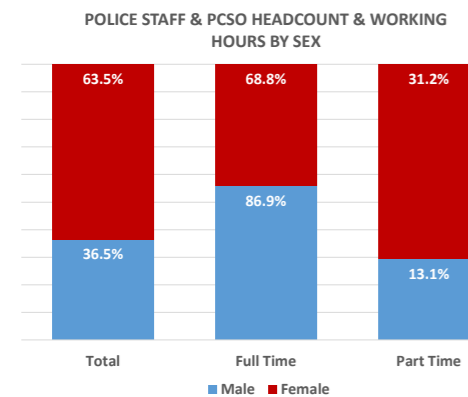
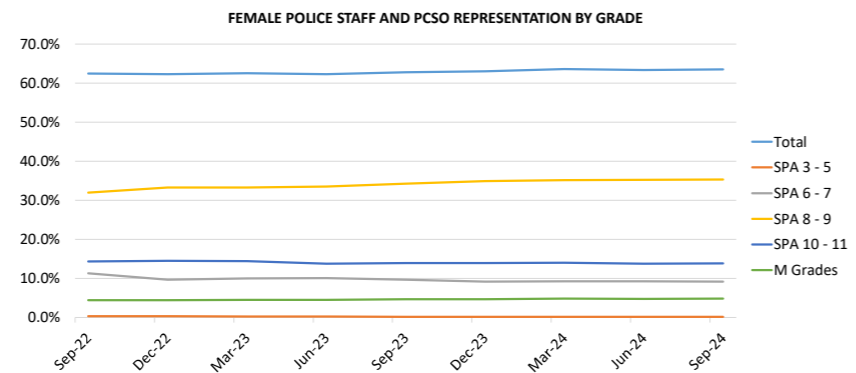
	Current Month	Difference to Sussex Demographics
	%	%
To improve <u>female Police Officer</u> representation to reflect the demographics within Sussex of 51.5%	37.0%	-14.5%
To improve <u>overall female</u> representation to reflect the demographics within Sussex of 51.5% (Officers, Staff and PCSOs)	48.8%	-2.7%

Frequency: Quarterly Gender Reporting Period: 01/10/2023 to 30/09/2024

Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	791	24.17%	1406	42.97%
Detective Constable	191	5.84%	130	3.97%
Sergeant	153	4.68%	354	10.82%
Inspector	45	1.38%	96	2.93%
C/Inspector	20	0.61%	40	1.22%
Superintendent	8	0.24%	17	0.52%
C/Supt & Chief Officers	4	0.12%	17	0.52%
Total	1212	37.04%	2060	62.96%

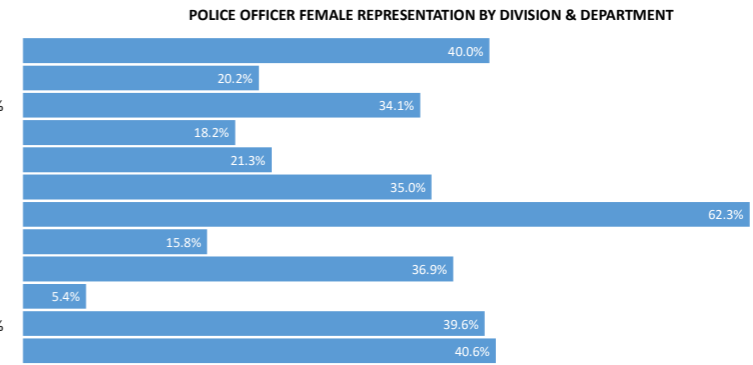


Police Staff & PCSO	Female		Male	
	Hdct	%	Hdct	%
SPA 3 - 5	5	0.19%	2	0.08%
SPA 6 - 7	243	9.22%	77	2.92%
SPA 8 - 9	930	35.29%	524	19.89%
SPA 10 - 11	366	13.89%	278	10.55%
M Grades	128	4.86%	82	3.11%
Total	1672	63.45%	963	36.55%

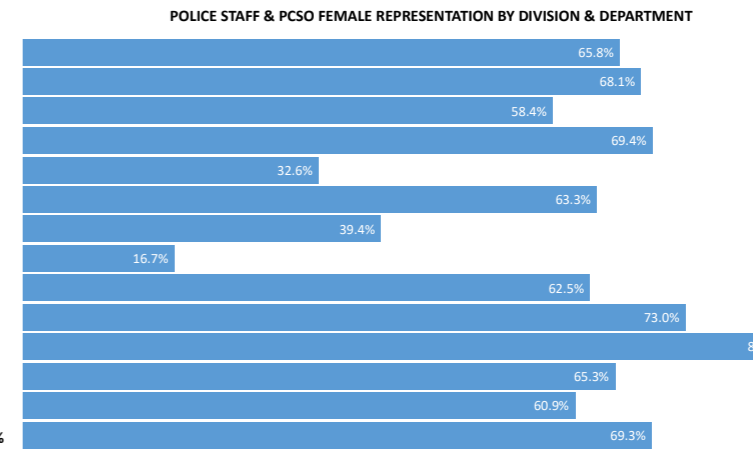


Frequency: Quarterly Gender Reporting Period: 01/10/2023 to 30/09/2024

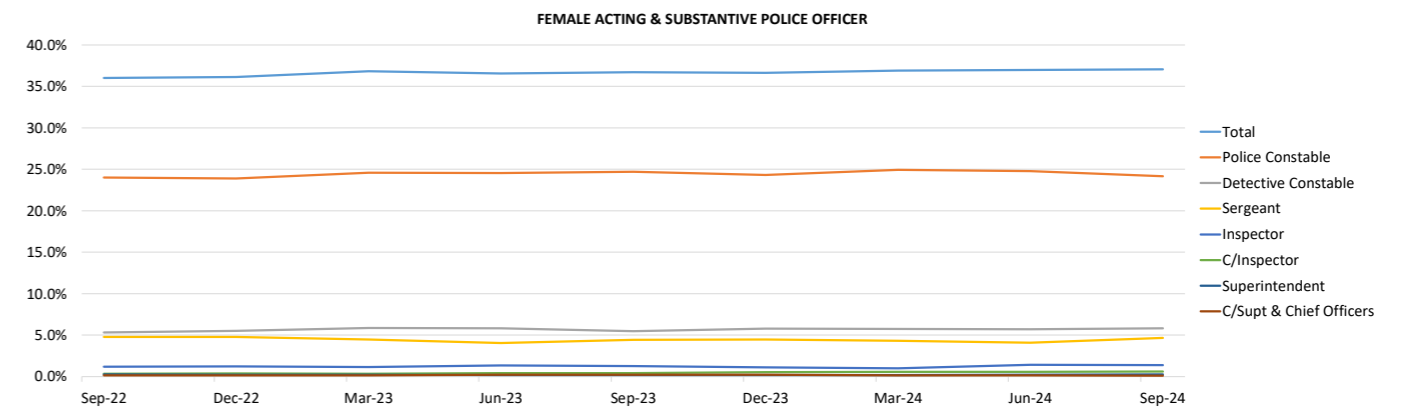
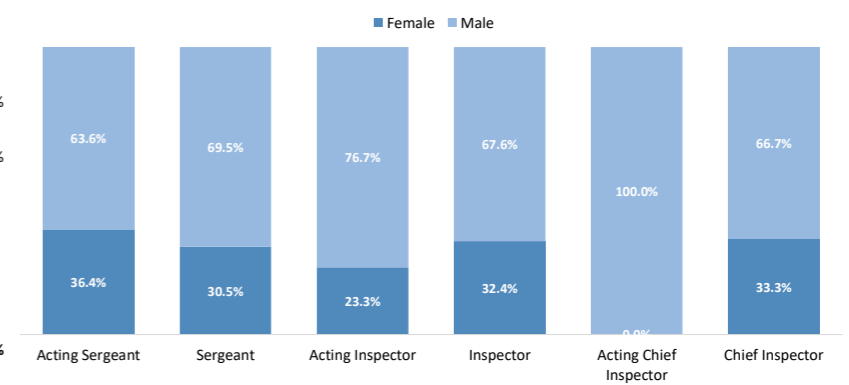
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	168	5.13%	252	7.70%
Criminal Justice & Custody	19	0.58%	75	2.29%
East Sussex Division	190	5.81%	368	11.25%
Gatwick Operations	22	0.67%	99	3.03%
Operations Dept	39	1.19%	144	4.40%
People Services	62		115	
Public Protection	233	7.12%	141	4.31%
Regional Collaboration	9	0.28%	48	1.47%
Specialist Crime Command	59	1.80%	101	3.09%
Tactical Firearms	6	0.18%	105	3.21%
West Sussex Division	302	9.23%	461	14.09%
Smaller Units	103	3.15%	151	4.61%
Total	1212	37.04%	2060	62.96%



Police Staff	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	50	1.90%	26	0.99%
Communications Department	342	12.98%	160	6.07%
Corporate Development Dept.	66	2.50%	47	1.78%
Criminal Justice & Custody	152	5.77%	67	2.54%
Digital, Data & Technology Dept	43	1.63%	89	3.38%
East Sussex Division	93	3.53%	54	2.05%
Estates Department	43	1.63%	66	2.50%
Joint Transport Service	11	0.42%	55	2.09%
Operations Dept	130	4.93%	78	2.96%
People Services	138	5.24%	51	1.94%
Public Protection	136	5.16%	25	0.95%
Specialist Crime Command	173	6.57%	92	3.49%
West Sussex Division	112	4.25%	72	2.73%
Smaller Units	183	6.94%	81	3.07%
Total	1672	63.45%	963	36.55%



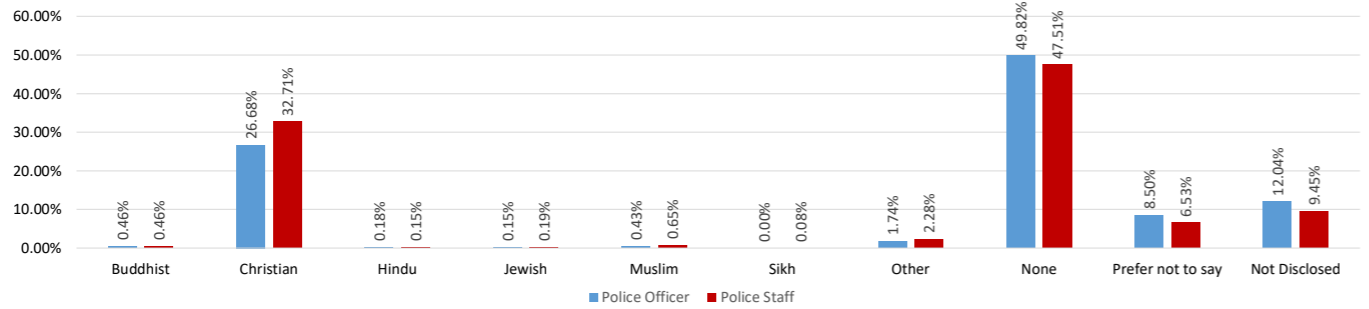
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	959	29.31%	1494	45.66%
Acting Sergeant	24	0.73%	42	1.28%
Sergeant	145	4.43%	331	10.12%
Acting Inspector	7	0.21%	23	0.70%
Inspector	45	1.38%	94	2.87%
Acting Chief Inspector	0	0.00%	2	0.06%
Chief Inspector	20	0.61%	40	1.22%
Superintendent	8	0.24%	17	0.52%
C/Supt & Chief Officers	4	0.12%	17	0.52%
Total	1212	37.04%	2060	62.96%



Frequency: Quarterly Religion Reporting Period: 01/10/2023 to 30/09/2024

Police Officer	Police Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		C/Supt & Chief Officers		Total	24 Month Trend
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%		
Buddhist	7	0.32%	3	0.93%	2	0.39%	1	0.71%	2	3.33%	0	0.00%	0	0.00%	15	0.46%
Christian	519	23.62%	100	31.15%	156	30.77%	52	36.88%	27	45.00%	12	48.00%	7	33.33%	873	26.68%
Hindu	4	0.18%	1	0.31%	0	0.00%	1	0.71%	0	0.00%	0	0.00%	0	0.00%	6	0.18%
Jewish	2	0.09%	1	0.31%	2	0.39%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.15%
Muslim	9	0.41%	0	0.00%	3	0.59%	0	0.00%	1	1.67%	1	4.00%	0	0.00%	14	0.43%
Sikh	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	33	1.50%	13	4.05%	7	1.38%	3	2.13%	1	1.67%	0	0.00%	0	0.00%	57	1.74%
None	1215	55.30%	138	42.99%	191	37.67%	50	35.46%	18	30.00%	9	36.00%	9	42.86%	1630	49.82%
Prefer not to say	169	7.69%	28	8.72%	62	12.23%	12	8.51%	3	5.00%	2	8.00%	2	9.52%	278	8.50%
Not Disclosed	239	10.88%	37	11.53%	84	16.57%	22	15.60%	8	13.33%	1	4.00%	3	14.29%	394	12.04%

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	0.63%	7	0.48%	3	0.47%	0	0.00%	12	0.46%
Christian	4	57.14%	120	37.50%	421	28.95%	225	34.94%	92	43.81%	862	32.71%
Hindu	0	0.00%	2	0.63%	1	0.07%	0	0.00%	1	0.48%	4	0.15%
Jewish	0	0.00%	0	0.00%	1	0.07%	4	0.62%	0	0.00%	5	0.19%
Muslim	0	0.00%	3	0.94%	12	0.83%	2	0.31%	0	0.00%	17	0.65%
Sikh	0	0.00%	0	0.00%	1	0.07%	1	0.16%	0	0.00%	2	0.08%
Other	0	0.00%	9	2.81%	35	2.41%	10	1.55%	6	2.86%	60	2.28%
None	3	42.86%	135	42.19%	728	50.07%	310	48.14%	76	36.19%	1252	47.51%
Prefer not to say	0	0.00%	22	6.88%	84	5.78%	47	7.30%	19	9.05%	172	6.53%
Not Disclosed	0	0.00%	27	8.44%	164	11.28%	42	6.52%	16	7.62%	249	9.45%

Frequency: Quarterly Sexual Orientation Reporting Period: 01/10/2023 to 30/09/2024

Police Officer	Police 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	3.73%	10	3.12%	9	1.78%	6	4.26%	1	1.67%	0	0.00%	0	0.00%	108	3.30%
Gay/Lesbian	118	5.37%	19	5.92%	26	5.13%	10	7.09%	8	13.33%	4	16.00%	0	0.00%	185	5.65%
Heterosexual	1635	74.42%	231	71.96%	347	68.44%	91	64.54%	43	71.67%	19	76.00%	17	80.95%	2383	72.83%
Other	2	0.09%	0	0.00%	1	0.20%	2	1.42%	1	1.67%	0	0.00%	0	0.00%	6	0.18%
Prefer not to say	134	6.10%	22	6.85%	51	10.06%	9	6.38%	1	1.67%	1	4.00%	1	4.76%	219	6.69%
Not Disclosed	226	10.29%	39	12.15%	73	14.40%	23	16.31%	6	10.00%	1	4.00%	3	14.29%	371	11.34%

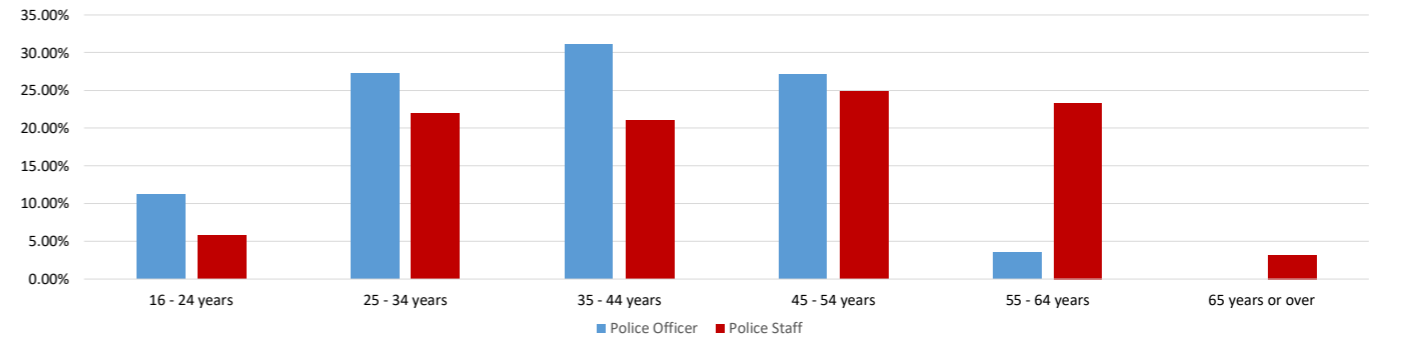
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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	2.19%	39	2.68%	15	2.33%	2	0.95%	63	2.39%
Gay / Lesbian	0	0.00%	16	5.00%	63	4.33%	26	4.04%	10	4.76%	115	4.36%
Heterosexual	7	100.0%	247	77.19%	1099	75.58%	517	80.28%	164	78.10%	2034	77.19%
Other	0	0.00%	2	0.63%	8	0.55%	3	0.47%	2	0.95%	15	0.57%
Prefer not to say	0	0.00%	20	6.25%	77	5.30%	42	6.52%	16	7.62%	155	5.88%
Not Disclosed	0	0.00%	28	8.75%	168	11.55%	41	6.37%	16	7.62%	253	9.60%

Frequency: Quarterly Age Reporting Period: 01/10/2023 to 30/09/2024

Police Officer	Police 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	366	16.66%	1	0.31%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	367	11.22%
25 - 34 years	736	33.50%	62	19.31%	81	15.98%	11	7.80%	0	0.00%	0	0.00%	0	0.00%	890	27.20%
35 - 44 years	577	26.26%	113	35.20%	228	44.97%	56	39.72%	27	45.00%	14	56.00%	1	4.76%	1016	31.05%
45 - 54 years	448	20.39%	132	41.12%	179	35.31%	68	48.23%	31	51.67%	10	40.00%	18	85.71%	886	27.08%
55 - 64 years	70	3.19%	13	4.05%	19	3.75%	6	4.26%	2	3.33%	1	4.00%	2	9.52%	113	3.45%
65 years or 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



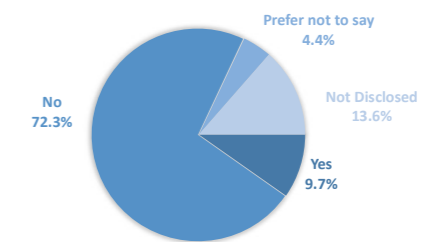
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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	1	14.29%	23	7.19%	123	8.46%	5	0.78%	0	0.00%	152	5.77%
25 - 34 years	0	0.00%	57	17.81%	379	26.07%	130	20.19%	12	1.86%	578	21.94%
35 - 44 years	3	42.86%	51	15.94%	298	20.50%	152	23.60%	49	7.61%	553	20.99%
45 - 54 years	0	0.00%	57	17.81%	324	22.28%	177	27.48%	96	14.91%	654	24.82%
55 - 64 years	2	28.57%	115	35.94%	289	19.88%	160	24.84%	49	7.61%	615	23.34%
65 years or over	1	14.29%	17	5.31%	41	2.82%	20	3.11%	4	0.62%	83	3.15%

Frequency: Quarterly Disability Reporting Period: 01/10/2023 to 30/09/2024

Police Officer	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	217	6.63%	1613	49.30%	91	2.78%	276	8.44%
Detective Constable	26	0.79%	237	7.24%	16	0.49%	42	1.28%
Sergeant	44	1.34%	342	10.45%	31	0.95%	90	2.75%
Inspector	18	0.55%	96	2.93%	3	0.09%	24	0.73%
C/Inspector	8	0.24%	40	1.22%	4	0.12%	8	0.24%
Superintendent	1	0.03%	23	0.70%	0	0.00%	1	0.03%
C/Supt & Chief Officers	4	0.12%	14	0.43%	0	0.00%	3	0.09%
Total	318	9.72%	2365	72.28%	145	4.43%	444	13.57%

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	28	1.06%	254	9.64%	12	0.46%	26	0.99%
SPA 8 - 9	139	5.28%	1097	41.63%	40	1.52%	178	6.76%
SPA 10 - 11	74	2.81%	511	19.39%	15	0.57%	44	1.67%
M Grades	25	0.95%	162	6.15%	5	0.19%	18	0.68%
Total	266	10.09%	2031	77.08%	72	2.73%	266	10.09%

POLICE STAFF AND PCSO DISABILITY

