

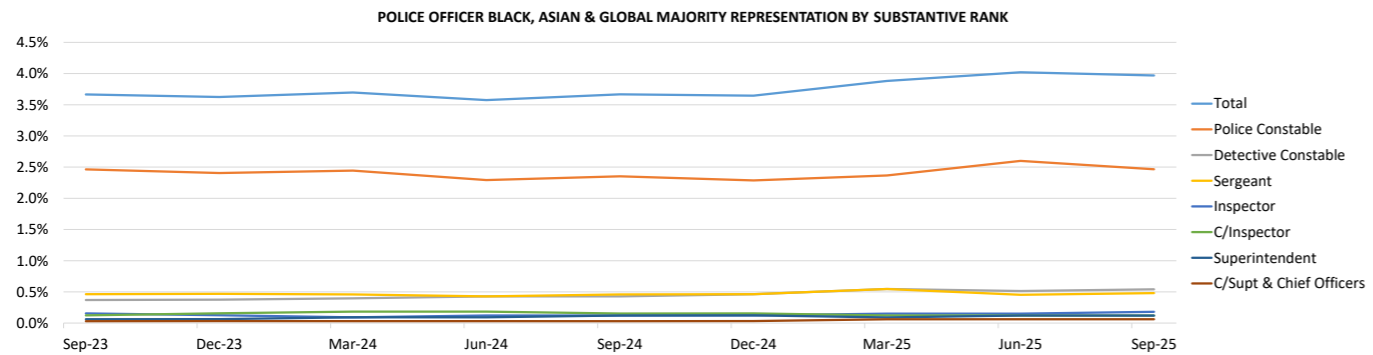
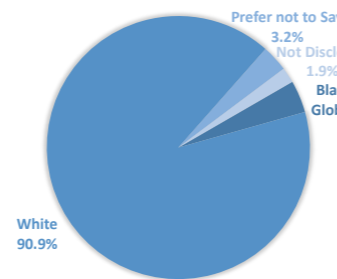
Frequency: Quarterly Ethnicity Aspirations Reporting Period: 01/10/2024 to 30/09/2025

	Current Month	Difference to Sussex Demographics
	%	%
To improve Black, Asian & Global Majority Police Officer representation to reflect the demographics within Sussex of 9%	4.0%	-5.0%
To improve overall Black, Asian & Global Majority representation to reflect the demographics within Sussex of 9% (Officers, Staff and PCSOs)	3.7%	-5.3%

Frequency: Quarterly Ethnicity Reporting Period: 01/10/2024 to 30/09/2025

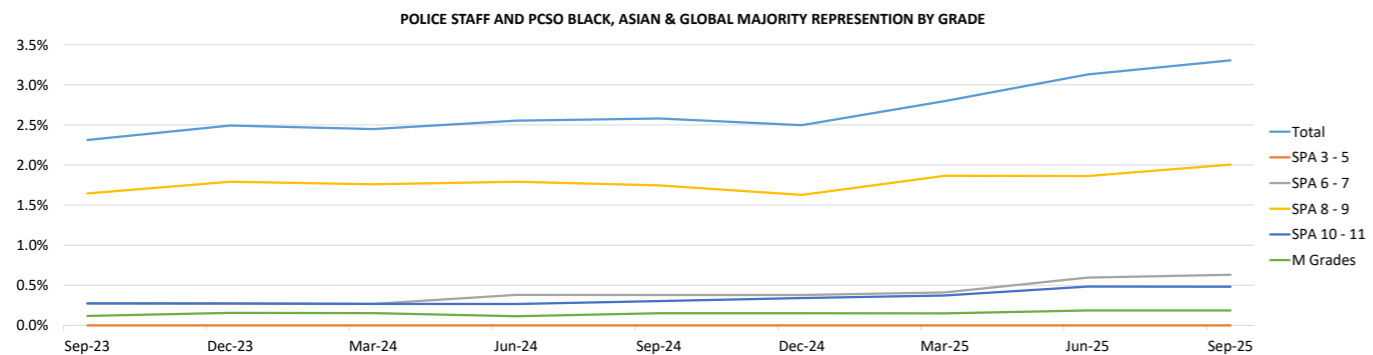
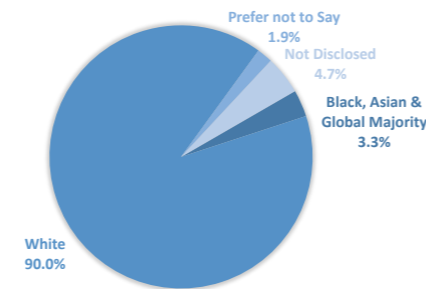
Police Officer - Substantive Rank	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	82	2.47%	1980	59.55%	67	2.02%	40	1.20%
Detective Constable	18	0.54%	340	10.23%	10	0.30%	4	0.12%
Sergeant	16	0.48%	468	14.08%	24	0.72%	12	0.36%
Inspector	6	0.18%	142	4.27%	4	0.12%	4	0.12%
Chief Inspector	4	0.12%	52	1.56%	3	0.09%	2	0.06%
Superintendent	4	0.12%	22	0.66%	0	0.00%	0	0.00%
C/Supt & Chief Officers	2	0.06%	18	0.54%	0	0.00%	1	0.03%
Total	132	3.97%	3022	90.89%	108	3.25%	63	1.89%

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%	8	0.30%	0	0.00%	0	0.00%
SPA 6 - 7	17	0.63%	302	11.21%	4	0.15%	6	0.22%
SPA 8 - 9	54	2.01%	1293	48.01%	23	0.85%	95	3.53%
SPA 10 - 11	13	0.48%	615	22.84%	20	0.74%	20	0.74%
M Grades	5	0.19%	207	7.69%	5	0.19%	6	0.22%
Total	89	3.30%	2425	90.05%	52	1.93%	127	4.72%

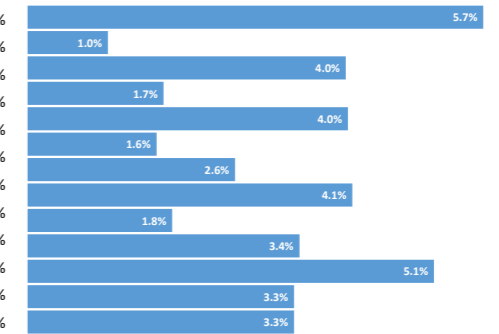
POLICE STAFF AND PCSO ETHNICITY



Frequency: Quarterly Ethnicity Reporting Period: 01/10/2024 to 30/09/2025

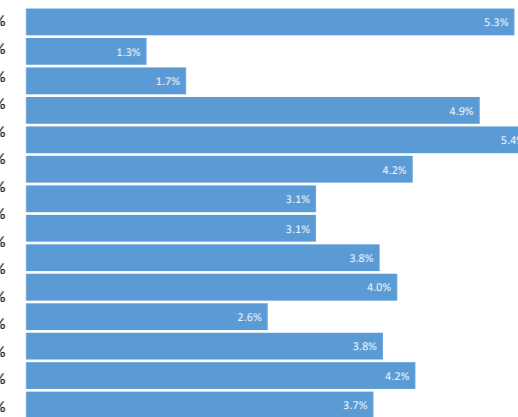
Police Officer	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	24	0.72%	381	11.46%	7	0.21%	7	0.21%
Criminal Justice & Custody	1	0.03%	86	2.59%	8	0.24%	4	0.12%
East Sussex Division	23	0.69%	529	15.91%	14	0.42%	9	0.27%
Gatwick Operations	2	0.06%	103	3.10%	5	0.15%	7	0.21%
Local Policing Support Team	6	0.18%	135	4.06%	7	0.21%	1	0.03%
Operations Dept	3	0.09%	164	4.93%	13	0.39%	5	0.15%
People Services	3	0.09%	106	3.19%	3	0.09%	3	0.09%
Public Protection	16	0.48%	365	10.98%	9	0.27%	2	0.06%
Specialist Crime Command	3	0.09%	147	4.42%	8	0.24%	7	0.21%
Tactical Firearms	4	0.12%	98	2.95%	8	0.24%	7	0.21%
West Sussex Division	40	1.20%	716	21.53%	19	0.57%	8	0.24%
Smaller Units	7	0.21%	192	5.77%	7	0.21%	3	0.09%
Total	132	3.97%	3022	90.89%	108	3.25%	63	1.89%

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

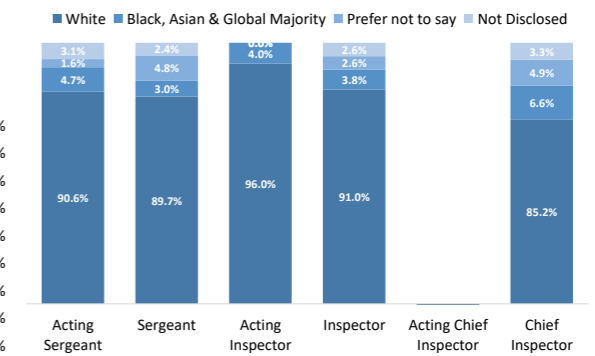


Police Staff	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	4	0.15%	67	2.49%	2	0.07%	3	0.11%
Communications Department	6	0.22%	393	14.59%	13	0.48%	50	1.86%
Corporate Development Dept.	2	0.07%	111	4.12%	2	0.07%	1	0.04%
Criminal Justice & Custody	11	0.41%	192	7.13%	2	0.07%	20	0.74%
East Sussex Division	8	0.30%	132	4.90%	1	0.04%	6	0.22%
Estates Department	5	0.19%	110	4.08%	2	0.07%	3	0.11%
Digital, Data&Technology Dept	4	0.15%	114	4.23%	7	0.26%	3	0.11%
Joint Transport Service	2	0.07%	58	2.15%	0	0.00%	4	0.15%
Local Policing Support Team	4	0.15%	100	3.71%	0	0.00%	1	0.04%
Operations Dept	7	0.26%	160	5.94%	5	0.19%	3	0.11%
People Services	5	0.19%	181	6.72%	4	0.15%	2	0.07%
Public Protection	6	0.22%	144	5.35%	1	0.04%	5	0.19%
Specialist Crime Command	12	0.45%	258	9.58%	4	0.15%	12	0.45%
West Sussex Division	7	0.26%	172	6.39%	0	0.00%	8	0.30%
Smaller Units	6	0.22%	233	8.65%	9	0.33%	6	0.22%
Total	89	3.30%	2425	90.05%	52	1.93%	127	4.72%

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

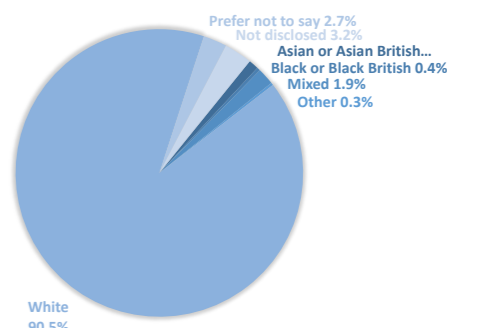


Police Officer	Black, Asian & Global Majority		White		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	97	2.92%	2262	68.03%	76	2.29%	42	1.26%
Acting Sergeant	3	0.09%	58	1.74%	1	0.03%	2	0.06%
Sergeant	15	0.45%	444	13.35%	24	0.72%	12	0.36%
Acting Inspector	1	0.03%	24	0.72%	0	0.00%	0	0.00%
Inspector	6	0.18%	142	4.27%	4	0.12%	4	0.12%
Acting Chief Inspector	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chief Inspector	4	0.12%	52	1.56%	3	0.09%	2	0.06%
Superintendent	4	0.12%	22	0.66%	0	0.00%	0	0.00%
C/Supt & Chief Officers	2	0.06%	18	0.54%	0	0.00%	1	0.03%
Total	132	3.97%	3022	90.89%	108	3.25%	63	1.89%



Detailed Ethnicity Breakdown	Police Officer		Police Staff & PCSO		Total	
	Hdct	%	Hdct	%	Hdct	%
Asian or Asian British	34	1.0%	33	1.2%	67	1.1%
Black or Black British	13	0.4%	10	0.4%	23	0.4%
Mixed	78	2.3%	36	1.3%	114	1.9%
Other	7	0.2%	10	0.4%	17	0.3%
White	3022	90.9%	2425	90.0%	5447	90.5%
Prefer not to say	108	3.2%	52	1.9%	160	2.7%
Not disclosed	63	1.9%	127	4.7%	190	3.2%

ETHNICITY CATEGORY BREAKDOWN

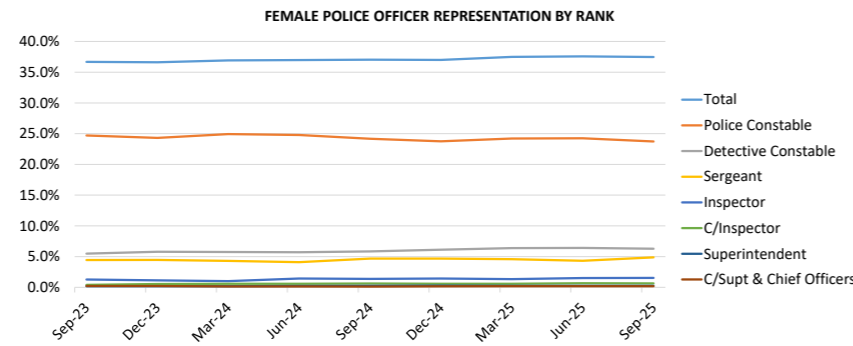


Frequency: Quarterly Gender Aspirations Reporting Period: 01/10/2024 to 30/09/2025

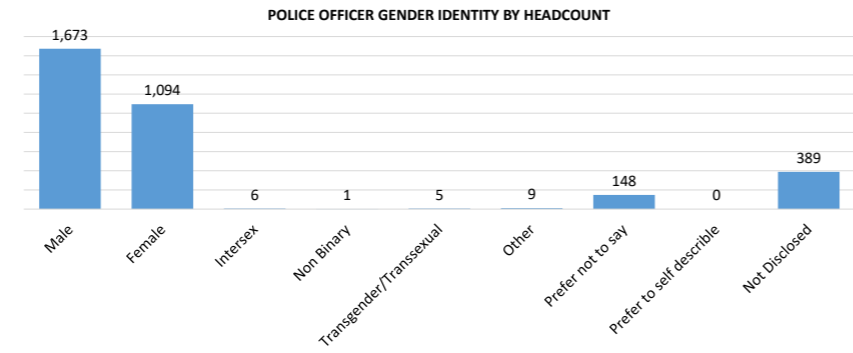
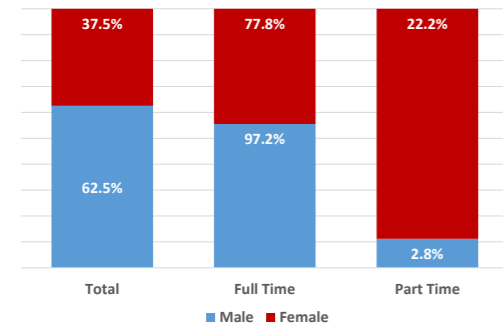
	Current Month	Difference to Sussex Demographics
	%	%
To improve <u>female Police Officer</u> representation to reflect the demographics within Sussex of 51.5%	37.5%	-14.0%
To improve <u>overall female</u> representation to reflect the demographics within Sussex of 51.5% (Officers, Staff and PCSOs)	49.5%	-2.0%

Frequency: Quarterly Gender Reporting Period: 01/10/2024 to 30/09/2025

Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	789	23.73%	1380	41.50%
Detective Constable	209	6.29%	163	4.90%
Sergeant	162	4.87%	358	10.77%
Inspector	51	1.53%	105	3.16%
Chief Inspector	21	0.63%	40	1.20%
Superintendent	8	0.24%	18	0.54%
C/Supt & Chief Officers	6	0.18%	15	0.45%
Total	1246	37.47%	2079	62.53%

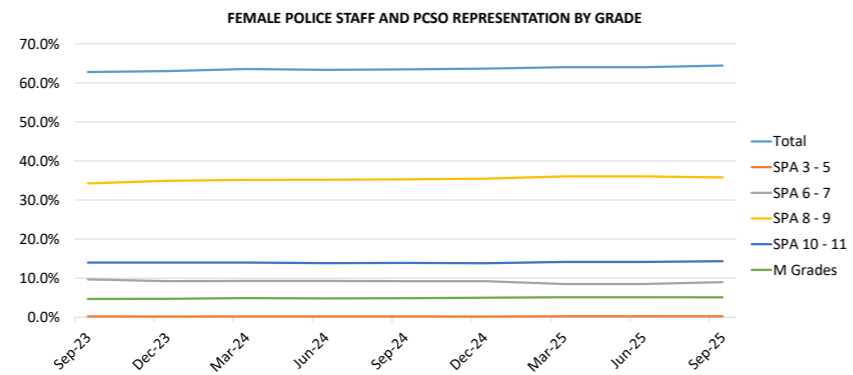


POLICE OFFICER HEADCOUNT & WORKING HOURS BY SEX

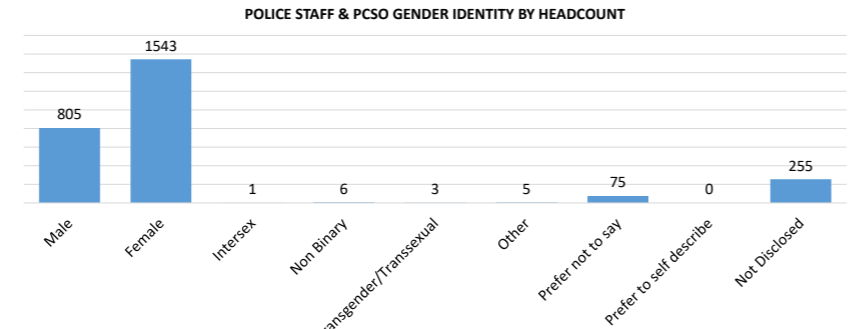
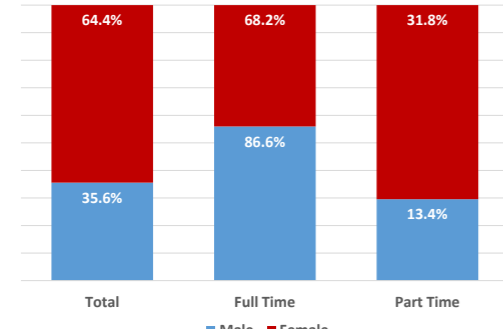


Police Staff & PCSO

	Female		Male	
	Hdct	%	Hdct	%
SPA 3 - 5	6	0.22%	2	0.07%
SPA 6 - 7	242	8.99%	87	3.23%
SPA 8 - 9	964	35.80%	501	18.60%
SPA 10 - 11	386	14.33%	282	10.47%
M Grades	137	5.09%	86	3.19%
Total	1735	64.43%	958	35.57%

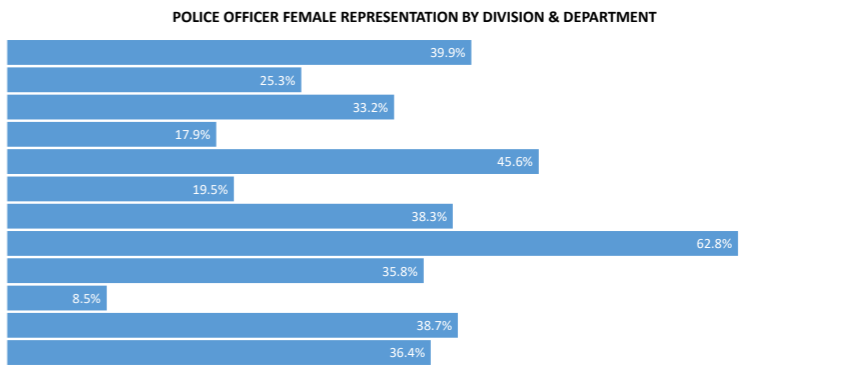


POLICE STAFF & PCSO HEADCOUNT & WORKING HOURS BY SEX

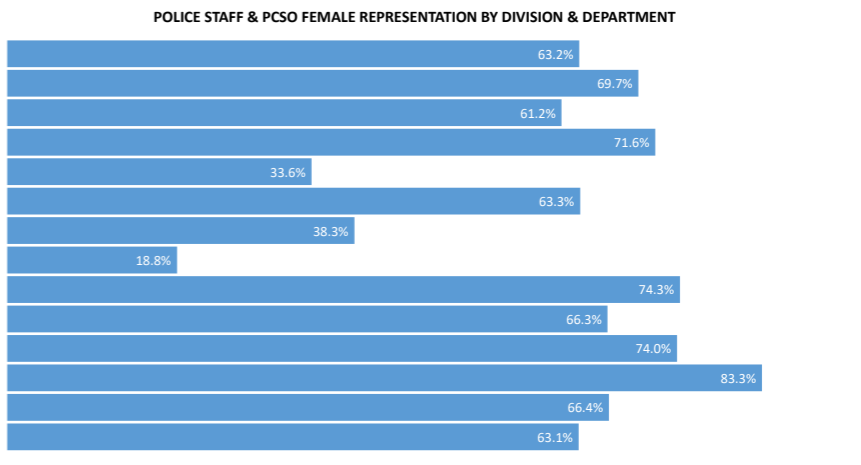


Frequency: Quarterly Gender Reporting Period: 01/10/2024 to 30/09/2025

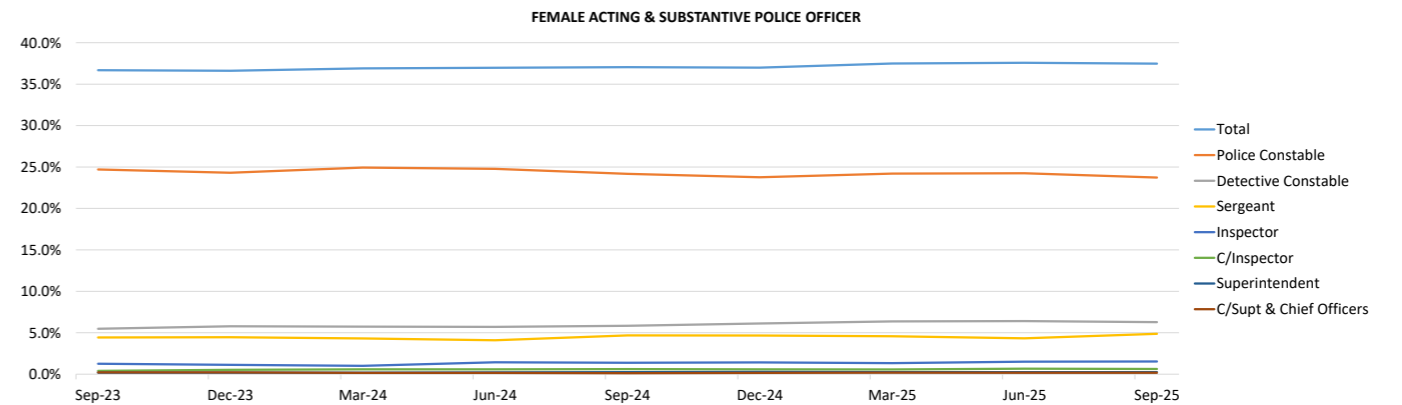
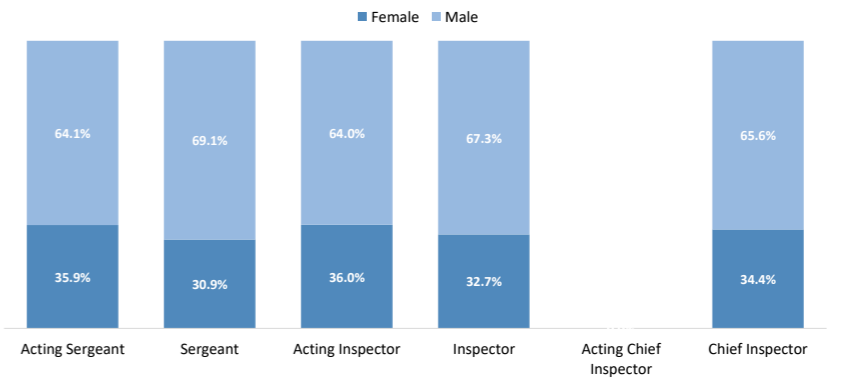
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	167	5.02%	252	7.58%
Criminal Justice & Custody	25	0.75%	74	2.23%
East Sussex Division	191	5.74%	384	11.55%
Gatwick Operations	21	0.63%	96	2.89%
Local Policing Support Team	68	2.05%	81	2.44%
Operations Dept	36	1.08%	149	4.48%
People Services	44		71	
Public Protection	246	7.40%	146	4.39%
Specialist Crime Command	59	1.77%	106	3.19%
Tactical Firearms	10	0.30%	107	3.22%
West Sussex Division	303	9.11%	480	14.44%
Smaller Units	76	2.29%	133	4.00%
Total	1246	37.47%	2079	62.53%



Police Staff	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	48	1.78%	28	1.04%
Communications Department	322	11.96%	140	5.20%
Corporate Development Dept.	71	2.64%	45	1.67%
Criminal Justice & Custody	161	5.98%	64	2.38%
Digital, Data & Technology Dept	43	1.60%	85	3.16%
East Sussex Division	93	3.45%	54	2.01%
Estates Department	46	1.71%	74	2.75%
Joint Transport Service	12	0.45%	52	1.93%
Local Policing Support Team	78	2.90%	27	1.00%
Operations Dept	116	4.31%	59	2.19%
People Services	142	5.27%	50	1.86%
Public Protection	130	4.83%	26	0.97%
Specialist Crime Command	190	7.06%	96	3.56%
West Sussex Division	118	4.38%	69	2.56%
Smaller Units	165	6.13%	89	3.30%
Total	1735	64.43%	958	35.57%



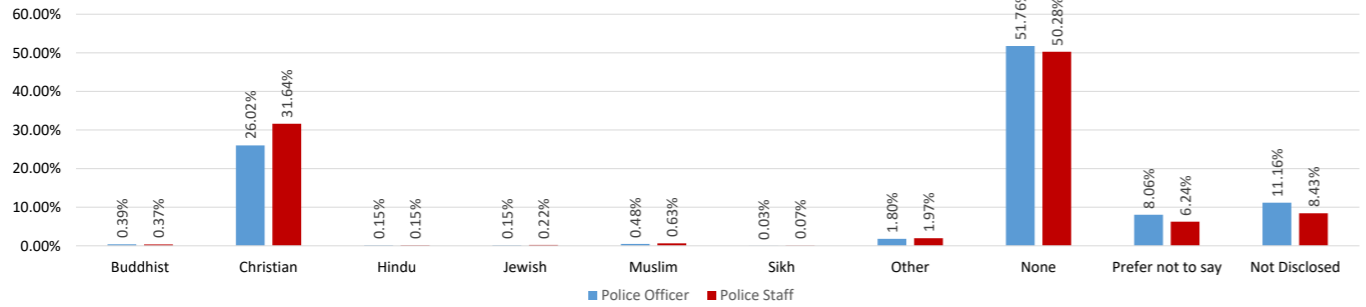
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	975	29.32%	1502	45.17%
Acting Sergeant	23	0.69%	41	1.23%
Sergeant	153	4.60%	342	10.29%
Acting Inspector	9	0.27%	16	0.48%
Inspector	51	1.53%	105	3.16%
Acting Chief Inspector	0	0.00%	0	0.00%
Chief Inspector	21	0.63%	40	1.20%
Superintendent	8	0.24%	18	0.54%
C/Supt & Chief Officers	6	0.18%	15	0.45%
Total	1246	37.47%	2079	62.53%



Frequency: Quarterly Religion Reporting Period: 01/10/2024 to 30/09/2025

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	5	0.23%	4	1.08%	1	0.19%	1	0.64%	1	1.64%	1	3.85%	0	0.00%	13	0.39%
Christian	500	23.05%	109	29.30%	159	30.58%	53	33.97%	24	39.34%	14	53.85%	6	28.57%	865	26.02%
Hindu	3	0.14%	0	0.00%	1	0.19%	1	0.64%	0	0.00%	0	0.00%	0	0.00%	5	0.15%
Jewish	2	0.09%	1	0.27%	2	0.38%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.15%
Muslim	11	0.51%	0	0.00%	3	0.58%	0	0.00%	1	1.64%	1	3.85%	0	0.00%	16	0.48%
Sikh	1	0.05%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
Other	33	1.52%	13	3.49%	8	1.54%	5	3.21%	1	1.64%	0	0.00%	0	0.00%	60	1.80%
None	1239	57.12%	180	48.39%	202	38.85%	61	39.10%	21	34.43%	8	30.77%	10	47.62%	1721	51.76%
Prefer not to say	153	7.05%	31	8.33%	62	11.92%	14	8.97%	4	6.56%	1	3.85%	3	14.29%	268	8.06%
Not Disclosed	222	10.24%	34	9.14%	82	15.77%	21	13.46%	9	14.75%	1	3.85%	2	9.52%	371	11.16%

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%	3	0.91%	5	0.34%	2	0.30%	0	0.00%	10	0.37%
Christian	5	62.50%	121	36.78%	404	27.58%	227	33.98%	95	42.60%	852	31.64%
Hindu	0	0.00%	2	0.61%	1	0.07%	0	0.00%	1	0.45%	4	0.15%
Jewish	0	0.00%	0	0.00%	1	0.07%	5	0.75%	0	0.00%	6	0.22%
Muslim	0	0.00%	4	1.22%	10	0.68%	3	0.45%	0	0.00%	17	0.63%
Sikh	0	0.00%	0	0.00%	1	0.07%	1	0.15%	0	0.00%	2	0.07%
Other	0	0.00%	8	2.43%	29	1.98%	9	1.35%	7	3.14%	53	1.97%
None	3	37.50%	144	43.77%	785	53.58%	338	50.60%	84	37.67%	1354	50.28%
Prefer not to say	0	0.00%	24	7.29%	79	5.39%	43	6.44%	22	9.87%	168	6.24%
Not Disclosed	0	0.00%	23	6.99%	150	10.24%	40	5.99%	14	6.28%	227	8.43%

Frequency: Quarterly Sexual Orientation Reporting Period: 01/10/2024 to 30/09/2025

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	86	3.96%	13	3.49%	10	1.92%	7	4.49%	1	1.64%	0	0.00%	0	0.00%	117	3.52%
Gay/Lesbian	111	5.12%	24	6.45%	27	5.19%	11	7.05%	10	16.39%	4	15.38%	1	4.76%	188	5.65%
Heterosexual	1628	75.06%	276	74.19%	360	69.23%	105	67.31%	40	65.57%	21	80.77%	17	80.95%	2447	73.59%
Other	2	0.09%	0	0.00%	0	0.00%	1	0.64%	2	3.28%	0	0.00%	0	0.00%	5	0.15%
Prefer not to say	131	6.04%	23	6.18%	53	10.19%	10	6.41%	1	1.64%	0	0.00%	1	4.76%	219	6.59%
Not Disclosed	211	9.73%	36	9.68%	70	13.46%	22	14.10%	7	11.48%	1	3.85%	2	9.52%	349	10.50%

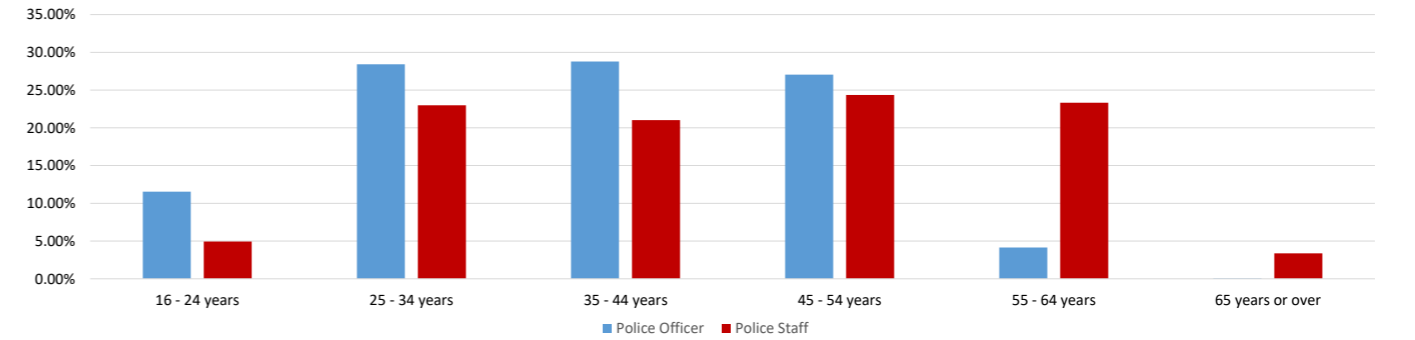
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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	2.13%	45	3.07%	16	2.40%	3	1.35%	71	2.64%
Gay / Lesbian	0	0.00%	14	4.26%	62	4.23%	30	4.49%	11	4.93%	117	4.34%
Heterosexual	8	100.0%	261	79.33%	1126	76.86%	537	80.39%	177	79.37%	2109	78.31%
Other	0	0.00%	2	0.61%	5	0.34%	5	0.75%	2	0.90%	14	0.52%
Prefer not to say	0	0.00%	22	6.69%	75	5.12%	41	6.14%	16	7.17%	154	5.72%
Not Disclosed	0	0.00%	23	6.99%	152	10.38%	39	5.84%	14	6.28%	228	8.47%

Frequency: Quarterly Age Reporting Period: 01/10/2024 to 30/09/2025

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	379	17.47%	4	1.08%	1	0.19%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	384	11.55%
25 - 34 years	732	33.75%	102	27.42%	98	18.85%	13	8.33%	0	0.00%	0	0.00%	0	0.00%	945	28.42%
35 - 44 years	540	24.90%	116	31.18%	200	38.46%	62	39.74%	26	42.62%	11	42.31%	2	9.52%	957	28.78%
45 - 54 years	439	20.24%	129	34.68%	196	37.69%	74	47.44%	32	52.46%	13	50.00%	16	76.19%	899	27.04%
55 - 64 years	79	3.64%	20	5.38%	24	4.62%	7	4.49%	3	4.92%	2	7.69%	3	14.29%	138	4.15%
65 years or over	0	0.00%	1	0.27%	1	0.19%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.06%

POLICE OFFICER AND POLICE STAFF/PCSO AGE



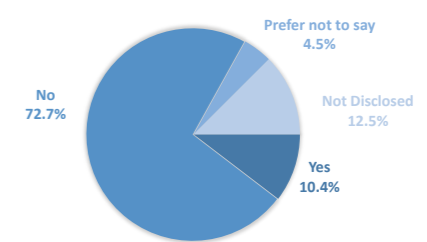
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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%	18	5.47%	111	7.58%	4	0.60%	0	0.00%	133	4.94%
25 - 34 years	1	12.50%	64	19.45%	402	27.44%	140	20.96%	12	1.80%	619	22.99%
35 - 44 years	3	37.50%	51	15.50%	315	21.50%	149	22.31%	48	7.19%	566	21.02%
45 - 54 years	0	0.00%	57	17.33%	305	20.82%	188	28.14%	106	15.87%	656	24.36%
55 - 64 years	3	37.50%	122	37.08%	288	19.66%	163	24.40%	52	7.78%	628	23.32%
65 years or over	1	12.50%	17	5.17%	44	3.00%	24	3.59%	5	0.75%	91	3.38%

Frequency: Quarterly Disability Reporting Period: 01/10/2024 to 30/09/2025

Police Officer	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	221	6.65%	1600	48.12%	90	2.71%	258	7.76%
Detective Constable	44	1.32%	273	8.21%	16	0.48%	39	1.17%
Sergeant	49	1.47%	355	10.68%	33	0.99%	83	2.50%
Inspector	19	0.57%	111	3.34%	3	0.09%	23	0.69%
C/Inspector	8	0.24%	40	1.20%	4	0.12%	9	0.27%
Superintendent	1	0.03%	22	0.66%	2	0.06%	1	0.03%
C/Supt & Chief Officers	3	0.09%	16	0.48%	0	0.00%	2	0.06%
Total	345	10.38%	2417	72.69%	148	4.45%	415	12.48%

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%	8	0.30%	0	0.00%	0	0.00%
SPA 6 - 7	36	1.34%	259	9.62%	12	0.45%	22	0.82%
SPA 8 - 9	144	5.35%	1118	41.52%	39	1.45%	164	6.09%
SPA 10 - 11	81	3.01%	526	19.53%	21	0.78%	40	1.49%
M Grades	29	1.08%	173	6.42%	6	0.22%	15	0.56%
Total	290	10.77%	2084	77.39%	78	2.90%	241	8.95%

POLICE STAFF AND PCSO DISABILITY

