

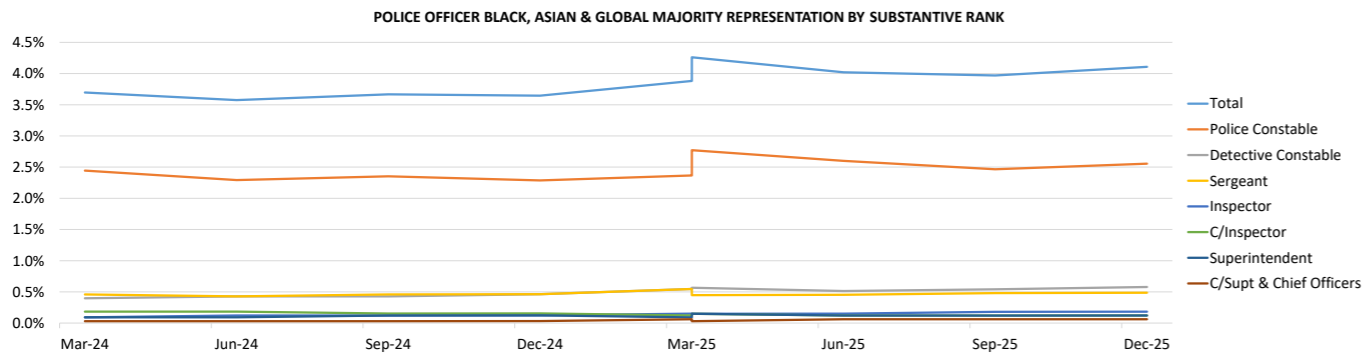
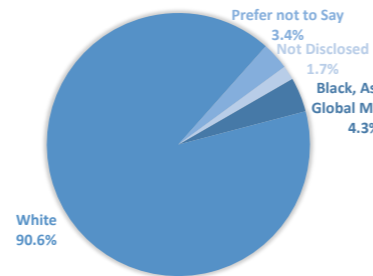
Frequency: Quarterly Ethnicity Aspirations Reporting Period: 01/04/2025 to 31/03/2026

	Current Month	Difference to Sussex Demographics
	%	%
To improve Black, Asian & Global Majority Police Officer representation to reflect the demographics within Sussex of 9%	4.3%	-4.7%
To improve overall Black, Asian & Global Majority representation to reflect the demographics within Sussex of 9% (Officers, Staff and PCSOs)	3.9%	-5.1%

Frequency: Quarterly Ethnicity Reporting Period: 01/04/2025 to 31/03/2026

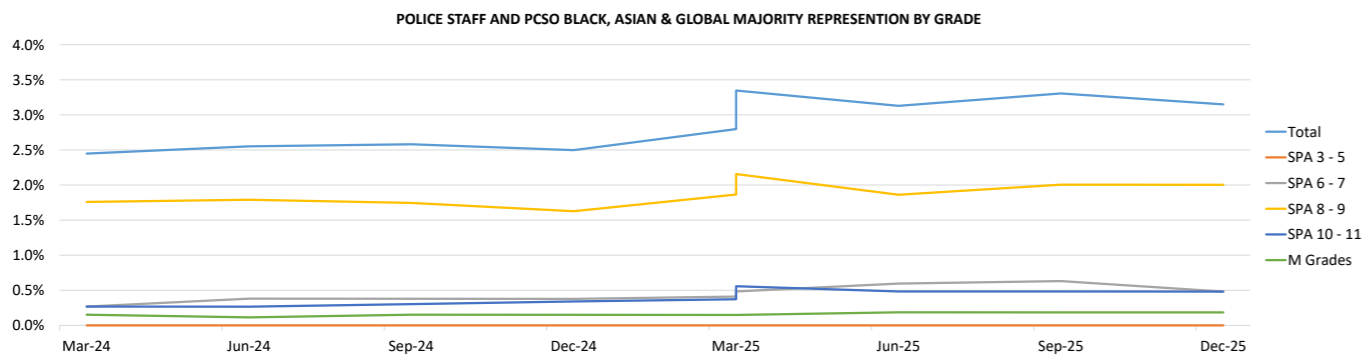
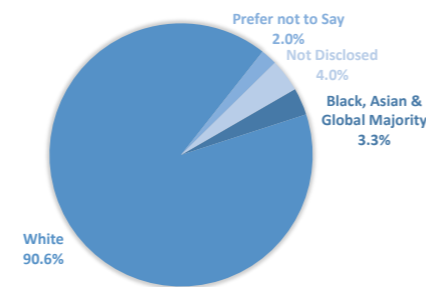
Police Officer - Substantive Rank	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	93	2.77%	1993	59.39%	70	2.09%	37	1.10%
Detective Constable	19	0.57%	355	10.58%	13	0.39%	5	0.15%
Sergeant	15	0.45%	466	13.89%	23	0.69%	10	0.30%
Inspector	5	0.15%	132	3.93%	4	0.12%	4	0.12%
Chief Inspector	5	0.15%	55	1.64%	3	0.09%	1	0.03%
Superintendent	5	0.15%	21	0.63%	0	0.00%	0	0.00%
C/Supt & Chief Officers	1	0.03%	20	0.60%	0	0.00%	1	0.03%
Total	143	4.26%	3042	90.64%	113	3.37%	58	1.73%

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	0.26%	0	0.00%	0	0.00%
SPA 6 - 7	13	0.48%	300	11.16%	3	0.11%	4	0.15%
SPA 8 - 9	58	2.16%	1296	48.20%	25	0.93%	80	2.98%
SPA 10 - 11	15	0.56%	626	23.28%	20	0.74%	18	0.67%
M Grades	4	0.15%	208	7.74%	6	0.22%	6	0.22%
Total	90	3.35%	2437	90.63%	54	2.01%	108	4.02%

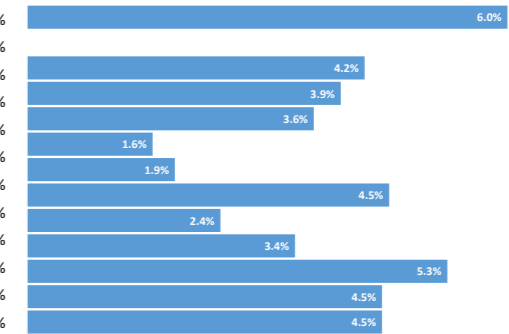
POLICE STAFF AND PCSO ETHNICITY



Frequency: Quarterly Ethnicity Reporting Period: 01/04/2025 to 31/03/2026

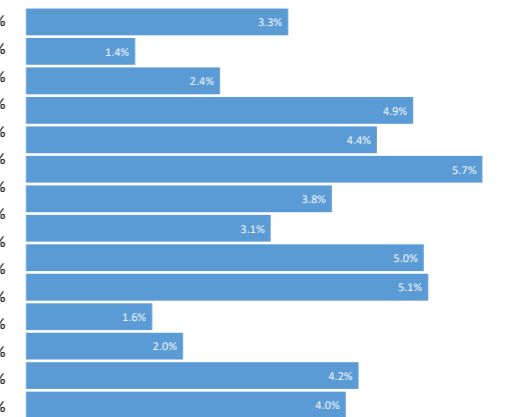
Police Officer	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	26	0.77%	389	11.59%	9	0.27%	7	0.21%
Criminal Justice & Custody	0	0.00%	80	2.38%	8	0.24%	4	0.12%
East Sussex Division	25	0.74%	543	16.18%	14	0.42%	8	0.24%
Gatwick Operations	5	0.15%	110	3.28%	4	0.12%	8	0.24%
LPSIED	5	0.15%	124	3.69%	8	0.24%	2	0.06%
Operations Dept	3	0.09%	169	5.04%	14	0.42%	5	0.15%
People Services	2	0.06%	99	2.95%	5	0.15%	2	0.06%
Public Protection	18	0.54%	366	10.91%	10	0.30%	2	0.06%
Specialist Crime Command	4	0.12%	147	4.38%	7	0.21%	7	0.21%
Tactical Firearms	4	0.12%	101	3.01%	8	0.24%	6	0.18%
West Sussex Division	42	1.25%	731	21.78%	18	0.54%	5	0.15%
Smaller Units	9	0.27%	183	5.45%	8	0.24%	2	0.06%
Total	143	4.26%	3042	90.64%	113	3.37%	58	1.73%

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

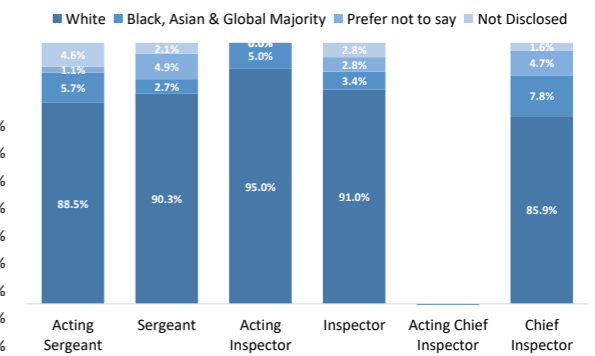


Police Staff	Black, Asian & Global Majority		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	3	0.11%	83	3.09%	2	0.07%	3	0.11%
Communications Department	6	0.22%	379	14.09%	13	0.48%	39	1.45%
Corporate Development Dept.	1	0.04%	38	1.41%	1	0.04%	1	0.04%
Criminal Justice & Custody	11	0.41%	195	7.25%	2	0.07%	18	0.67%
East Sussex Division	6	0.22%	124	4.61%	2	0.07%	4	0.15%
Estates Department	7	0.26%	110	4.09%	2	0.07%	3	0.11%
Digital, Data&Technology Dept	5	0.19%	116	4.31%	7	0.26%	2	0.07%
Joint Transport Service	2	0.07%	59	2.19%	0	0.00%	4	0.15%
LPSIED	5	0.19%	94	3.50%	0	0.00%	1	0.04%
Operations Dept	9	0.33%	160	5.95%	6	0.22%	3	0.11%
People Services	3	0.11%	181	6.73%	4	0.15%	1	0.04%
Public Protection	3	0.11%	144	5.36%	0	0.00%	5	0.19%
Specialist Crime Command	12	0.45%	259	9.63%	4	0.15%	12	0.45%
West Sussex Division	8	0.30%	183	6.81%	2	0.07%	6	0.22%
Smaller Units	9	0.33%	312	11.60%	9	0.33%	6	0.22%
Total	90	3.35%	2437	90.63%	54	2.01%	108	4.02%

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

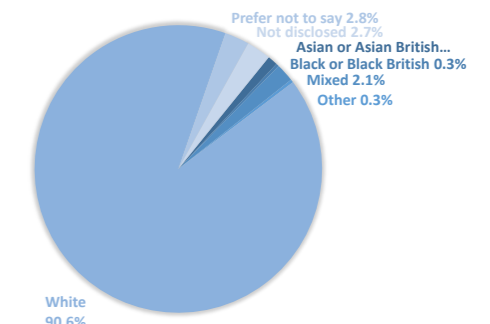


Police Officer	Black, Asian & Global Majority		White		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	107	3.19%	2271	67.67%	82	2.44%	38	1.13%
Acting Sergeant	5	0.15%	77	2.29%	1	0.03%	4	0.12%
Sergeant	13	0.39%	428	12.75%	23	0.69%	10	0.30%
Acting Inspector	2	0.06%	38	1.13%	0	0.00%	0	0.00%
Inspector	5	0.15%	132	3.93%	4	0.12%	4	0.12%
Acting Chief Inspector	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chief Inspector	5	0.15%	55	1.64%	3	0.09%	1	0.03%
Superintendent	5	0.15%	21	0.63%	0	0.00%	0	0.00%
C/Supt & Chief Officers	1	0.03%	20	0.60%	0	0.00%	1	0.03%
Total	143	4.26%	3042	90.64%	113	3.37%	58	1.73%



Detailed Ethnicity Breakdown	Police Officer		Police Staff & PCSO		Total	
	Hdct	%	Hdct	%	Hdct	%
Asian or Asian British	38	1.1%	30	1.1%	68	1.1%
Black or Black British	14	0.4%	6	0.2%	20	0.3%
Mixed	84	2.5%	40	1.5%	124	2.1%
Other	7	0.2%	14	0.5%	21	0.3%
White	3042	90.6%	2437	90.6%	5479	90.6%
Prefer not to say	113	3.4%	54	2.0%	167	2.8%
Not disclosed	58	1.7%	108	4.0%	166	2.7%

ETHNICITY CATEGORY BREAKDOWN

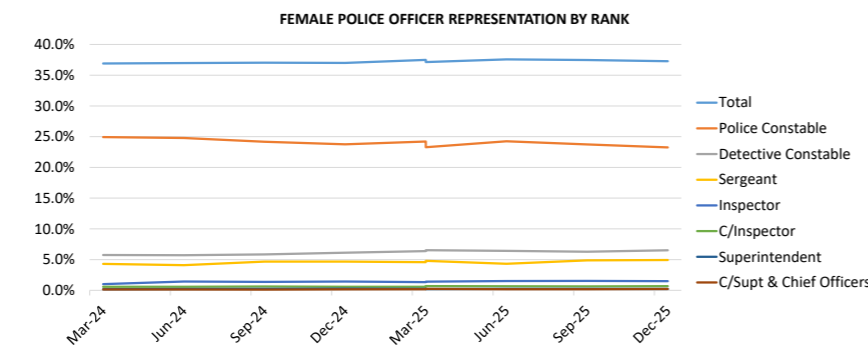


Frequency: Quarterly Gender Aspirations Reporting Period: 01/04/2025 to 31/03/2026

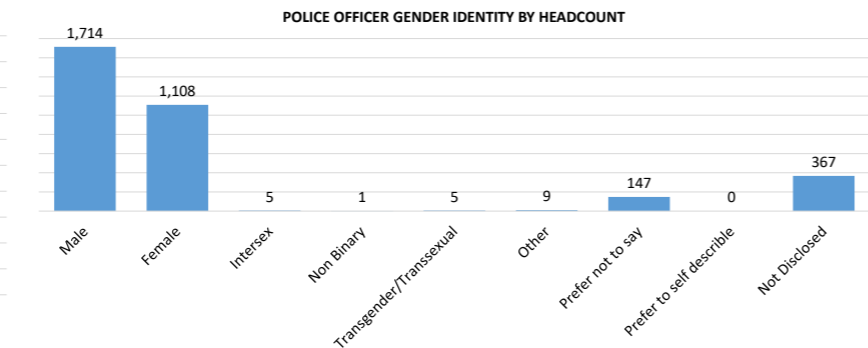
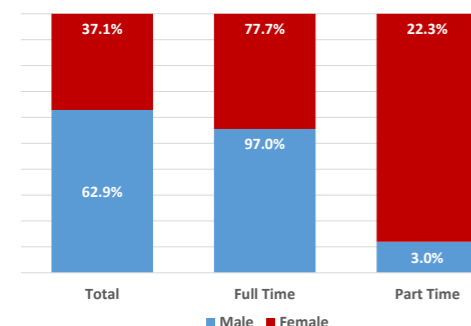
	Current Month %	Actuals	Difference to Sussex Demographics %
To improve <u>female Police Officer</u> representation to reflect the demographics within Sussex of 51.5%	37.1%	1246	-14.4%
To improve <u>overall female</u> representation to reflect the demographics within Sussex of 51.5% (Officers, Staff and PCSOs)	49.5%	2991	-2.0%

Frequency: Quarterly Gender Reporting Period: 01/04/2025 to 31/03/2026

Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	781	23.27%	1412	42.07%
Detective Constable	219	6.53%	173	5.15%
Sergeant	161	4.80%	353	10.52%
Inspector	47	1.40%	98	2.92%
Chief Inspector	23	0.69%	41	1.22%
Superintendent	7	0.21%	19	0.57%
C/Supt & Chief Officers	8	0.24%	14	0.42%
Total	1246	37.13%	2110	62.87%

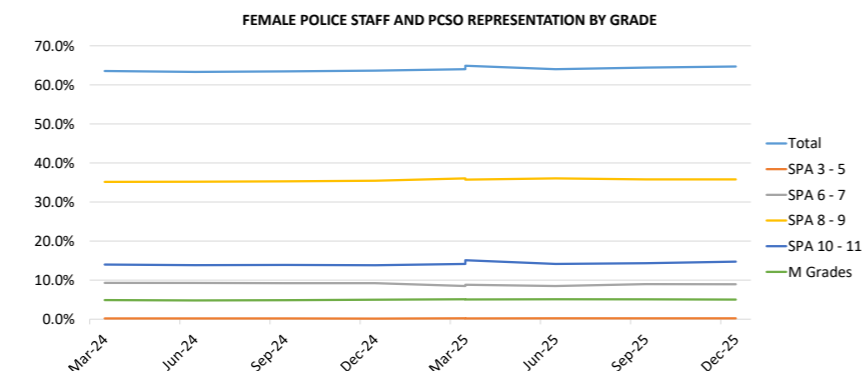


POLICE OFFICER HEADCOUNT & WORKING HOURS BY SEX

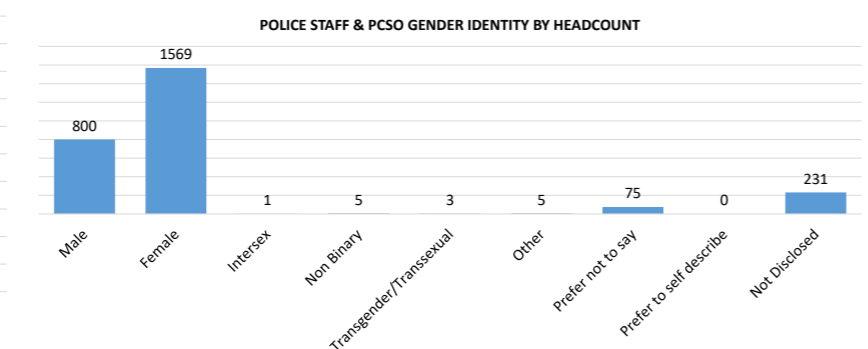
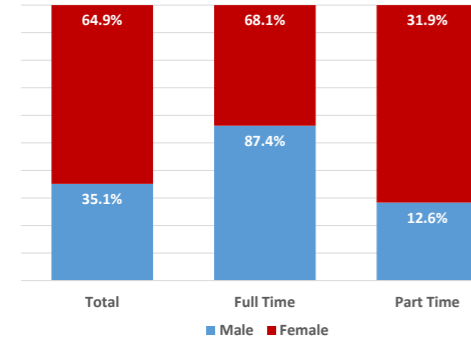


Police Staff & PCSO

	Female		Male	
	Hdct	%	Hdct	%
SPA 3 - 5	5	0.19%	2	0.07%
SPA 6 - 7	237	8.81%	83	3.09%
SPA 8 - 9	961	35.74%	498	18.52%
SPA 10 - 11	406	15.10%	273	10.15%
M Grades	136	5.06%	88	3.27%
Total	1745	64.89%	944	35.11%

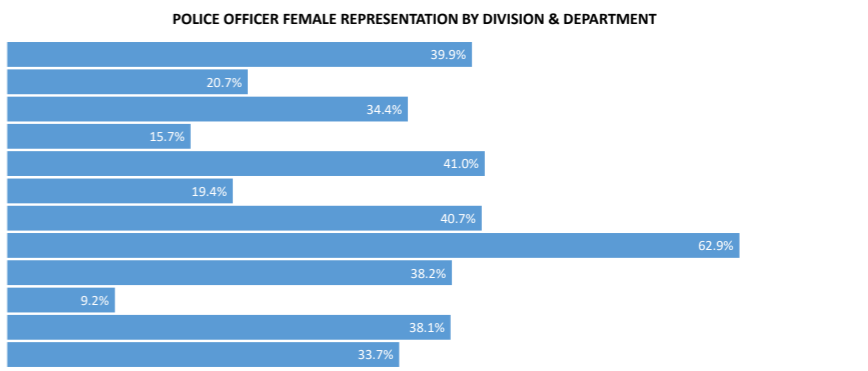


POLICE STAFF & PCSO HEADCOUNT & WORKING HOURS BY SEX

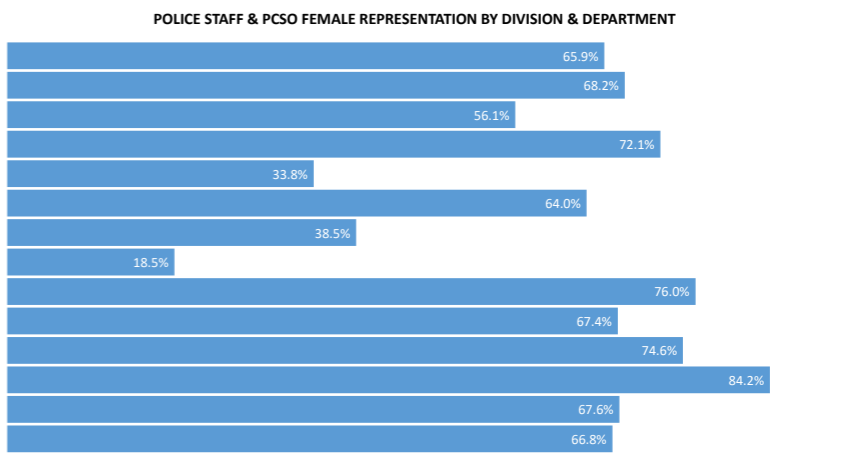


Frequency: Quarterly Gender Reporting Period: 01/04/2025 to 31/03/2026

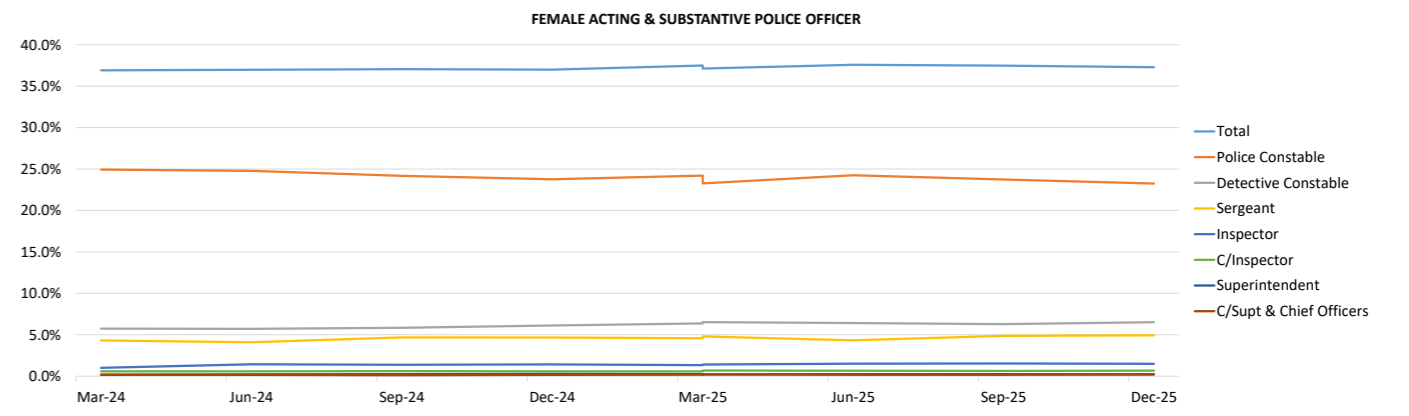
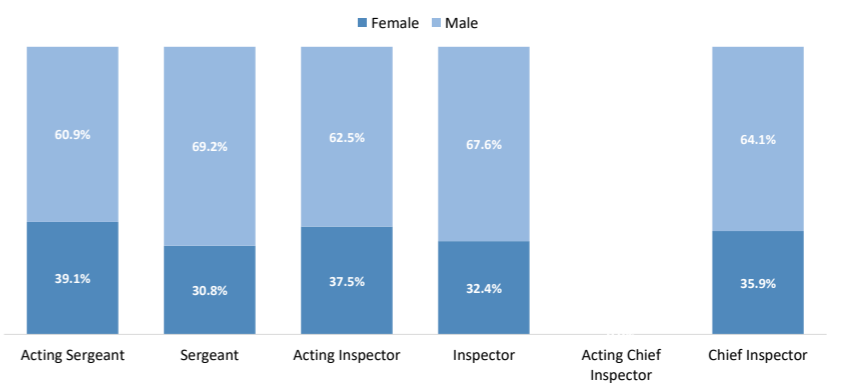
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	172	5.13%	259	7.72%
Criminal Justice & Custody	19	0.57%	73	2.18%
East Sussex Division	203	6.05%	387	11.53%
Gatwick Operations	20	0.60%	107	3.19%
LPSIED	57	1.70%	82	2.44%
Operations Dept	37	1.10%	154	4.59%
People Services	44		64	
Public Protection	249	7.42%	147	4.38%
Specialist Crime Command	63	1.88%	102	3.04%
Tactical Firearms	11	0.33%	108	3.22%
West Sussex Division	303	9.03%	493	14.69%
Smaller Units	68	2.03%	134	3.99%
Total	1246	37.13%	2110	62.87%



Police Staff	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	60	2.23%	31	1.15%
Communications Department	298	11.08%	139	5.17%
Corporate Development Dept.	23	0.86%	18	0.67%
Criminal Justice & Custody	163	6.06%	63	2.34%
Digital, Data & Technology Dept	44	1.64%	86	3.20%
East Sussex Division	87	3.24%	49	1.82%
Estates Department	47	1.75%	75	2.79%
Joint Transport Service	12	0.45%	53	1.97%
LPSIED	76	2.83%	24	0.89%
Operations Dept	120	4.46%	58	2.16%
People Services	141	5.24%	48	1.79%
Public Protection	128	4.76%	24	0.89%
Specialist Crime Command	194	7.21%	93	3.46%
West Sussex Division	133	4.95%	66	2.45%
Smaller Units	219	8.14%	117	4.35%
Total	1745	64.89%	944	35.11%



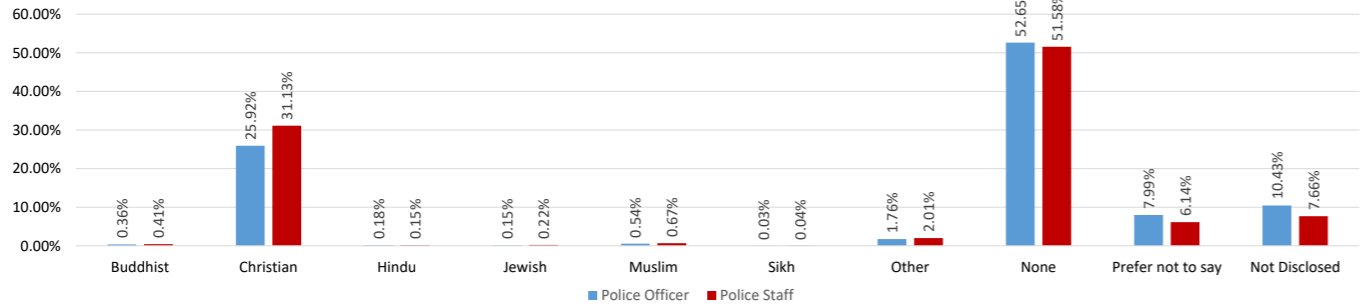
Police Officer	Female		Male	
	Hdct	%	Hdct	%
Police Constable	966	28.78%	1532	45.65%
Acting Sergeant	34	1.01%	53	1.58%
Sergeant	146	4.35%	328	9.77%
Acting Inspector	15	0.45%	25	0.74%
Inspector	47	1.40%	98	2.92%
Acting Chief Inspector	0	0.00%	0	0.00%
Chief Inspector	23	0.69%	41	1.22%
Superintendent	7	0.21%	19	0.57%
C/Supt & Chief Officers	8	0.24%	14	0.42%
Total	1246	37.13%	2110	62.87%



Frequency: Quarterly Religion Reporting Period: 01/04/2025 to 31/03/2026

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	1.02%	1	0.19%	1	0.69%	0	0.00%	1	3.85%	0	0.00%	12	0.36%
Christian	508	23.16%	111	28.32%	155	30.16%	53	36.55%	23	35.94%	15	57.69%	5	22.73%	870	25.92%
Hindu	4	0.18%	0	0.00%	1	0.19%	0	0.00%	1	1.56%	0	0.00%	0	0.00%	6	0.18%
Jewish	2	0.09%	1	0.26%	2	0.39%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.15%
Muslim	13	0.59%	0	0.00%	3	0.58%	0	0.00%	1	1.56%	1	3.85%	0	0.00%	18	0.54%
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	1.50%	13	3.32%	8	1.56%	5	3.45%	0	0.00%	0	0.00%	0	0.00%	59	1.76%
None	1274	58.09%	192	48.98%	204	39.69%	55	37.93%	24	37.50%	6	23.08%	12	54.55%	1767	52.65%
Prefer not to say	149	6.79%	36	9.18%	60	11.67%	13	8.97%	6	9.38%	1	3.85%	3	13.64%	268	7.99%
Not Disclosed	204	9.30%	35	8.93%	80	15.56%	18	12.41%	9	14.06%	2	7.69%	2	9.09%	350	10.43%

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	0.94%	7	0.48%	1	0.15%	0	0.00%	11	0.41%
Christian	4	57.14%	120	37.50%	397	27.21%	221	32.55%	95	42.41%	837	31.13%
Hindu	0	0.00%	2	0.63%	1	0.07%	0	0.00%	1	0.45%	4	0.15%
Jewish	0	0.00%	1	0.31%	1	0.07%	4	0.59%	0	0.00%	6	0.22%
Muslim	0	0.00%	3	0.94%	11	0.75%	4	0.59%	0	0.00%	18	0.67%
Sikh	0	0.00%	0	0.00%	0	0.00%	1	0.15%	0	0.00%	1	0.04%
Other	0	0.00%	7	2.19%	31	2.12%	9	1.33%	7	3.13%	54	2.01%
None	3	42.86%	141	44.06%	799	54.76%	358	52.72%	86	38.39%	1387	51.58%
Prefer not to say	0	0.00%	23	7.19%	76	5.21%	45	6.63%	21	9.38%	165	6.14%
Not Disclosed	0	0.00%	20	6.25%	136	9.32%	36	5.30%	14	6.25%	206	7.66%

Frequency: Quarterly Sexual Orientation Reporting Period: 01/04/2025 to 31/03/2026

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	84	3.83%	17	4.34%	11	2.14%	5	3.45%	1	1.56%	0	0.00%	0	0.00%	118	3.52%
Gay/Lesbian	118	5.38%	20	5.10%	25	4.86%	11	7.59%	9	14.06%	5	19.23%	1	4.55%	189	5.63%
Heterosexual	1667	76.01%	290	73.98%	360	70.04%	98	67.59%	44	68.75%	19	73.08%	18	81.82%	2496	74.37%
Other	4	0.18%	0	0.00%	0	0.00%	1	0.69%	2	3.13%	0	0.00%	0	0.00%	7	0.21%
Prefer not to say	127	5.79%	30	7.65%	49	9.53%	12	8.28%	1	1.56%	0	0.00%	1	4.55%	220	6.56%
Not Disclosed	193	8.80%	35	8.93%	69	13.42%	18	12.41%	7	10.94%	2	7.69%	2	9.09%	326	9.71%

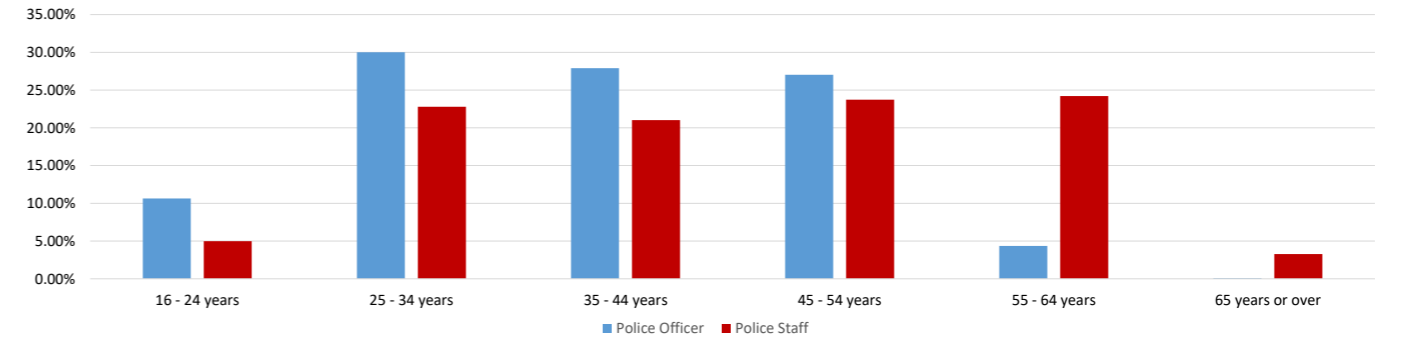
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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%	8	2.50%	49	3.36%	17	2.50%	4	1.79%	78	2.90%
Gay / Lesbian	0	0.00%	12	3.75%	67	4.59%	33	4.86%	11	4.91%	123	4.57%
Heterosexual	7	100.0%	256	80.00%	1124	77.04%	547	80.56%	175	78.13%	2109	78.43%
Other	0	0.00%	1	0.31%	5	0.34%	6	0.88%	2	0.89%	14	0.52%
Prefer not to say	0	0.00%	23	7.19%	78	5.35%	41	6.04%	18	8.04%	160	5.95%
Not Disclosed	0	0.00%	20	6.25%	136	9.32%	35	5.15%	14	6.25%	205	7.62%

Frequency: Quarterly Age Reporting Period: 01/04/2025 to 31/03/2026

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	351	16.01%	5	1.28%	1	0.19%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	357	10.64%
25 - 34 years	788	35.93%	114	29.08%	93	18.09%	12	8.28%	0	0.00%	0	0.00%	0	0.00%	1007	30.01%
35 - 44 years	536	24.44%	117	29.85%	193	37.55%	52	35.86%	25	39.06%	11	42.31%	2	9.09%	936	27.89%
45 - 54 years	432	19.70%	133	33.93%	201	39.11%	75	51.72%	36	56.25%	14	53.85%	16	72.73%	907	27.03%
55 - 64 years	85	3.88%	22	5.61%	25	4.86%	6	4.14%	3	4.69%	1	3.85%	4	18.18%	146	4.35%
65 years or over	1	0.05%	1	0.26%	1	0.19%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	0.09%

POLICE OFFICER AND POLICE STAFF/PCSO AGE



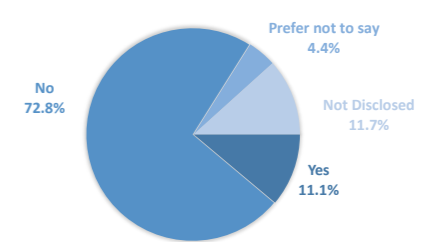
Police Staff & PCSO SPA 3 - 5 SPA 6 - 7 SPA 8 - 9 SPA 10 - 11 M Grades Total 24 Month Trend

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%	17	5.31%	116	7.95%	1	0.15%	0	0.00%	134	4.98%
25 - 34 years	0	0.00%	56	17.50%	387	26.53%	155	22.83%	15	2.21%	613	22.80%
35 - 44 years	2	28.57%	50	15.63%	325	22.28%	141	20.77%	47	6.92%	565	21.01%
45 - 54 years	1	14.29%	59	18.44%	292	20.01%	184	27.10%	102	15.02%	638	23.73%
55 - 64 years	3	42.86%	117	36.56%	299	20.49%	175	25.77%	57	8.39%	651	24.21%
65 years or over	1	14.29%	21	6.56%	40	2.74%	23	3.39%	3	0.44%	88	3.27%

Frequency: Quarterly Disability Reporting Period: 01/04/2025 to 31/03/2026

Police Officer	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Police Constable	241	7.18%	1625	48.42%	90	2.68%	237	7.06%
Detective Constable	48	1.43%	288	8.58%	16	0.48%	40	1.19%
Sergeant	53	1.58%	347	10.34%	32	0.95%	82	2.44%
Inspector	19	0.57%	102	3.04%	3	0.09%	21	0.63%
C/Inspector	8	0.24%	44	1.31%	4	0.12%	8	0.24%
Superintendent	0	0.00%	22	0.66%	2	0.06%	2	0.06%
C/Supt & Chief Officers	4	0.12%	16	0.48%	0	0.00%	2	0.06%
Total	373	11.11%	2444	72.82%	147	4.38%	392	11.68%

POLICE OFFICER DISABILITY



Police Staff & PCSO	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
SPA 3 - 5	0	0.00%	7	0.26%	0	0.00%	0	0.00%
SPA 6 - 7	34	1.26%	255	9.48%	12	0.45%	19	0.71%
SPA 8 - 9	151	5.62%	1117	41.54%	42	1.56%	149	5.54%
SPA 10 - 11	90	3.35%	531	19.75%	22	0.82%	36	1.34%
M Grades	30	1.12%	173	6.43%	6	0.22%	15	0.56%
Total	305	11.34%	2083	77.46%	82	3.05%	219	8.14%

POLICE STAFF AND PCSO DISABILITY

