

Frequency: Quarterly Ethnicity Aspirations Reporting Period: 01/01/2020 to 31/12/2020

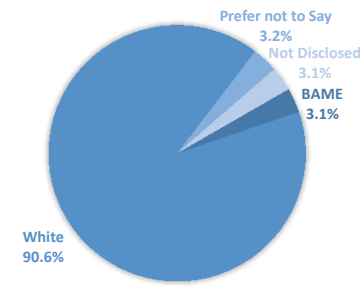
	Current Month		Difference to Sussex Demographics
	%	Actuals	%
To improve BAME Police Officer representation to reflect the demographics within Sussex of 6%	3.10%	90	-2.90%
To improve overall BAME representation to reflect the demographics within Sussex of 6% (Officers, Staff and PCSOs)	2.62%	147	-3.38%

Frequency: Quarterly Ethnicity Reporting Period: 01/01/2020 to 31/12/2020

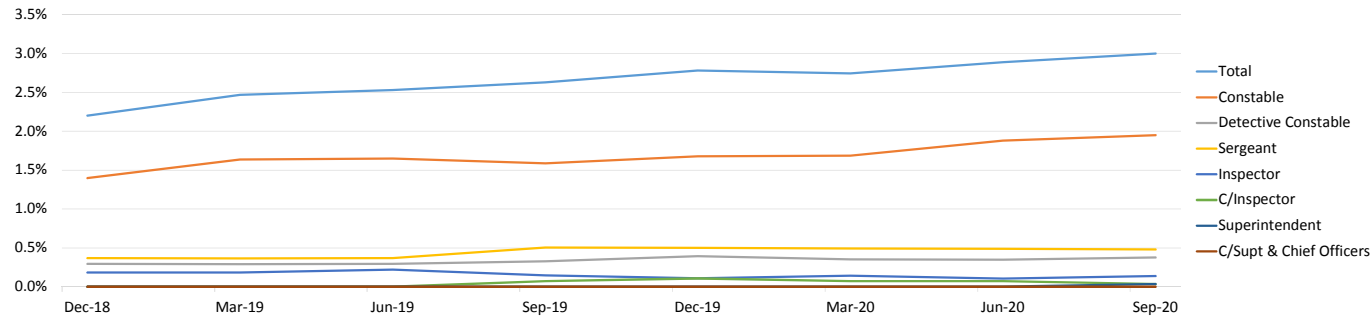
Police Officer - Substantive Rank

	BAME		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	59	2.03%	1797	61.92%	60	2.07%	69	2.38%
Detective Constable	11	0.38%	287	9.89%	9	0.31%	9	0.31%
Sergeant	13	0.45%	370	12.75%	15	0.52%	6	0.21%
Inspector	5	0.17%	113	3.89%	8	0.28%	1	0.03%
C/Inspector	1	0.03%	33	1.14%	2	0.07%	1	0.03%
Superintendent	1	0.03%	17	0.59%	0	0.00%	1	0.03%
C/Supt & Chief Officers	0	0.00%	12	0.41%	0	0.00%	2	0.07%
<b>Total</b>	<b>90</b>	<b>3.10%</b>	<b>2629</b>	<b>90.59%</b>	<b>94</b>	<b>3.24%</b>	<b>89</b>	<b>3.07%</b>

POLICE OFFICER SUBSTANTIVE RANK ETHNICITY



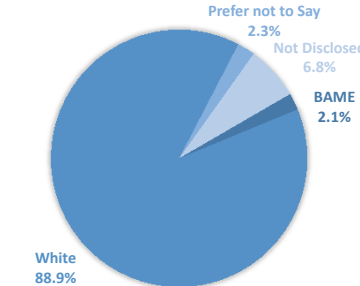
POLICE OFFICER BAME REPRESENTATION BY SUBSTANTIVE RANK



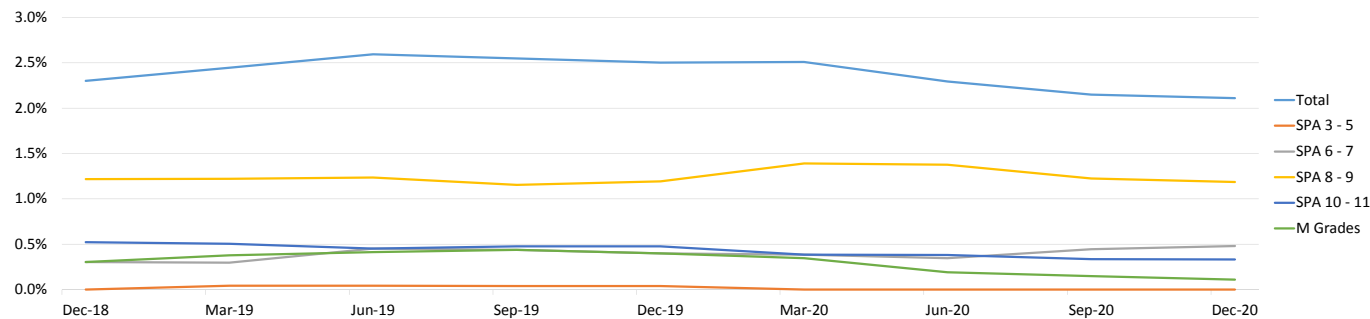
Police Staff & PCSO

	BAME		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
SPA 3 - 5	0	0.00%	13	0.48%	0	0.00%	0	0.00%
SPA 6 - 7	13	0.48%	439	16.25%	8	0.30%	85	3.15%
SPA 8 - 9	32	1.18%	1180	43.69%	31	1.15%	63	2.33%
SPA 10 - 11	9	0.33%	583	21.58%	18	0.67%	25	0.93%
M Grades	3	0.11%	185	6.85%	4	0.15%	10	0.37%
<b>Total</b>	<b>57</b>	<b>2.11%</b>	<b>2400</b>	<b>88.86%</b>	<b>61</b>	<b>2.26%</b>	<b>183</b>	<b>6.78%</b>

POLICE STAFF AND PCSO ETHNICITY



POLICE STAFF AND PCSO BAME REPRESENTATION BY GRADE

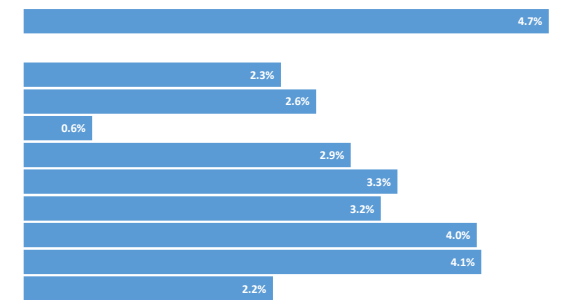


Frequency: Quarterly Ethnicity Reporting Period: 01/01/2020 to 31/12/2020

Police Officer

	BAME		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	17	0.59%	316	10.89%	11	0.38%	19	0.65%
Criminal Justice & Custody	0	0.00%	66	2.27%	3	0.10%	4	0.14%
East Sussex Division	12	0.41%	475	16.37%	19	0.65%	17	0.59%
Gatwick Operations	3	0.10%	105	3.62%	4	0.14%	3	0.10%
Operations Dept	1	0.03%	155	5.34%	7	0.24%	1	0.03%
Public Protection	10	0.34%	317	10.92%	8	0.28%	8	0.28%
Regional Collaboration	2	0.07%	51	1.76%	7	0.24%	0	0.00%
Specialist Crime Command	5	0.17%	140	4.82%	9	0.31%	3	0.10%
Tactical Firearms	4	0.14%	88	3.03%	6	0.21%	1	0.03%
West Sussex Division	30	1.03%	661	22.78%	15	0.52%	29	1.00%
Smaller Units	6	0.21%	255	8.79%	5	0.17%	4	0.14%
<b>Total</b>	<b>90</b>	<b>3.10%</b>	<b>2629</b>	<b>90.59%</b>	<b>94</b>	<b>3.24%</b>	<b>89</b>	<b>3.07%</b>

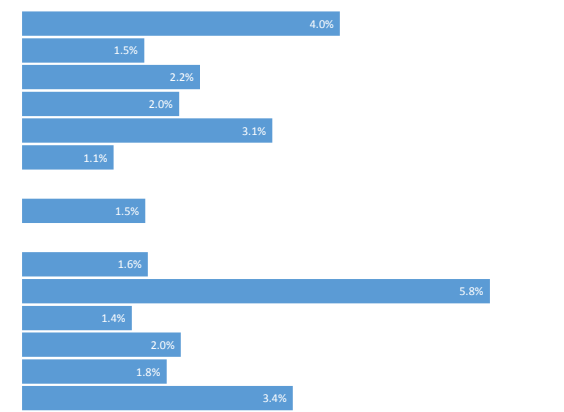
POLICE OFFICER BAME REPRESENTATION BY DIVISION & DEPARTMENT



Police Staff

	BAME		White		Prefer not to Say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Brighton & Hove Division	5	0.19%	109	4.04%	2	0.07%	10	0.37%
Communications Department	7	0.26%	415	15.36%	13	0.48%	24	0.89%
Corporate Development Dept.	3	0.11%	122	4.52%	5	0.19%	5	0.19%
Criminal Justice & Custody	3	0.11%	105	3.89%	3	0.11%	42	1.55%
East Sussex Division	6	0.22%	176	6.52%	3	0.11%	7	0.26%
Estates Department	2	0.07%	159	5.89%	3	0.11%	11	0.41%
Human Resources Department	0	0.00%	124	4.59%	1	0.04%	1	0.04%
Digital, Data&Technology Dept	2	0.07%	119	4.41%	4	0.15%	5	0.19%
Joint Transport Service	0	0.00%	61	2.26%	1	0.04%	6	0.22%
Operations Dept	3	0.11%	165	6.11%	8	0.30%	15	0.56%
Public Protection	8	0.30%	121	4.48%	1	0.04%	7	0.26%
Shared Business Services	1	0.04%	60	2.22%	5	0.19%	7	0.26%
Specialist Crime Command	5	0.19%	228	8.44%	6	0.22%	13	0.48%
West Sussex Division	5	0.19%	245	9.07%	4	0.15%	23	0.85%
Smaller Units	7	0.26%	191	7.07%	2	0.07%	7	0.26%
<b>Total</b>	<b>57</b>	<b>2.11%</b>	<b>2400</b>	<b>88.86%</b>	<b>61</b>	<b>2.26%</b>	<b>183</b>	<b>6.78%</b>

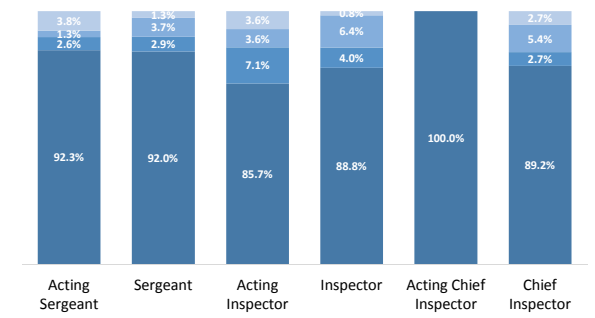
POLICE STAFF & PCSO BAME REPRESENTATION BY DIVISION & DEPARTMENT



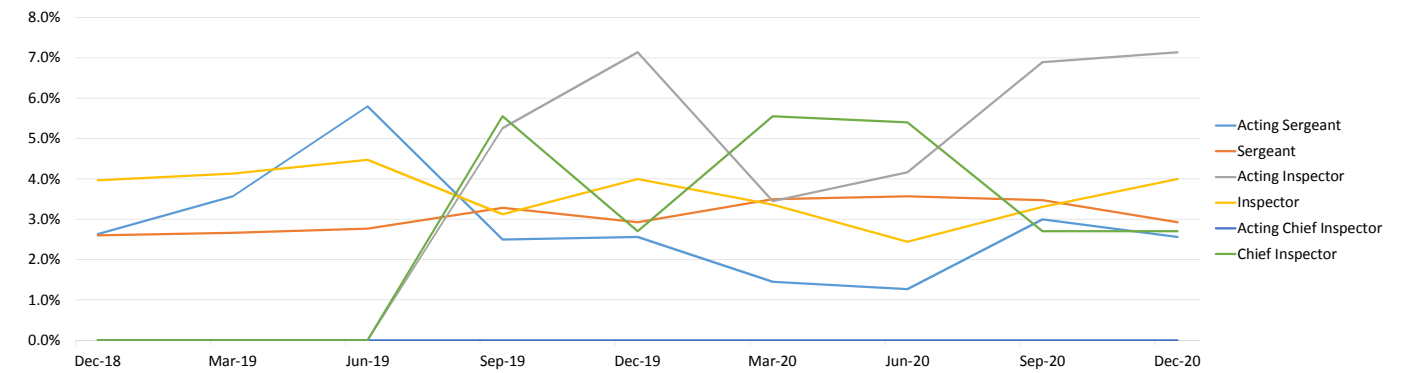
Police Officer

	BAME		White		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	68	2.34%	2012	69.33%	68	2.34%	75	2.58%
Acting Sergeant	2	0.07%	72	2.48%	1	0.03%	3	0.10%
Sergeant	11	0.38%	346	11.92%	14	0.48%	5	0.17%
Acting Inspector	2	0.07%	24	0.83%	1	0.03%	1	0.03%
Inspector	5	0.17%	111	3.82%	8	0.28%	1	0.03%
Acting Chief Inspector	0	0.00%	2	0.07%	0	0.00%	0	0.00%
Chief Inspector	1	0.03%	33	1.14%	2	0.07%	1	0.03%
Superintendent	1	0.03%	17	0.59%	0	0.00%	1	0.03%
C/Supt & Chief Officers	0	0.00%	12	0.41%	0	0.00%	2	0.07%
<b>Total</b>	<b>90</b>	<b>3.10%</b>	<b>2629</b>	<b>90.59%</b>	<b>94</b>	<b>3.24%</b>	<b>89</b>	<b>3.07%</b>

White BAME Prefer not to say Not Disclosed



BAME ACTING & SUBSTANTIVE POLICE OFFICER



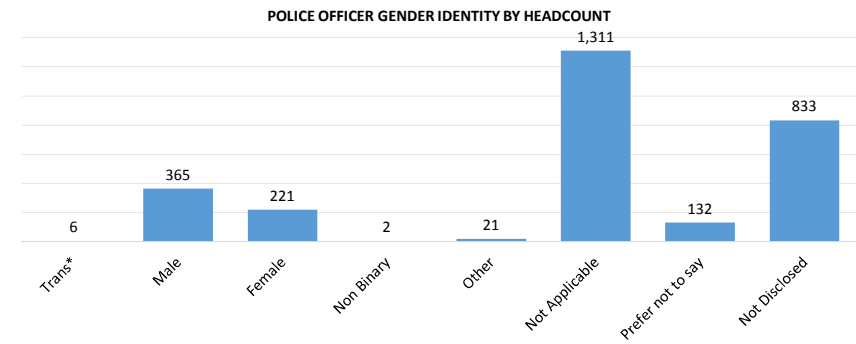
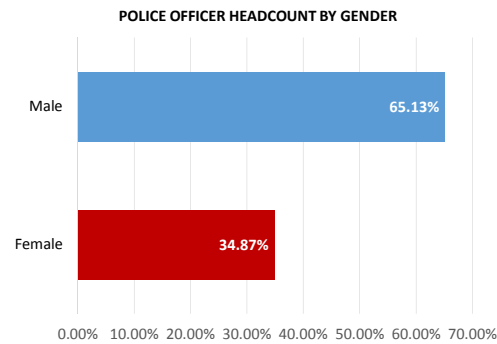
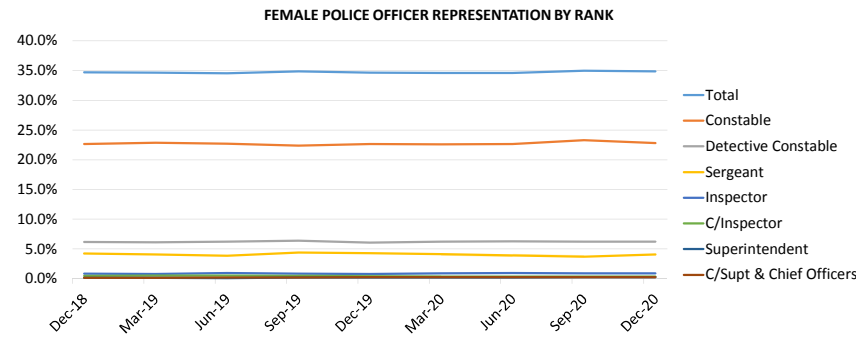
Frequency: Quarterly Gender Aspirations Reporting Period: 01/01/2020 to 31/12/2020

	Current Month %	Actuals	Difference to Sussex Demographics %
To improve <u>female Police Officer</u> representation to reflect the demographics within Sussex of 50%	34.87%	1012	-15.13%
To improve <u>overall female</u> representation to reflect the demographics within Sussex of 50% (Officers, Staff and PCSOs)	47.15%	2642	-2.85%

Frequency: Quarterly Gender Reporting Period: 01/01/2020 to 31/12/2020

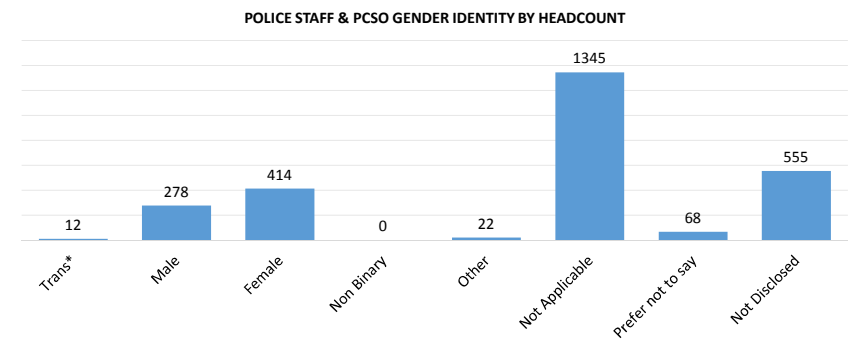
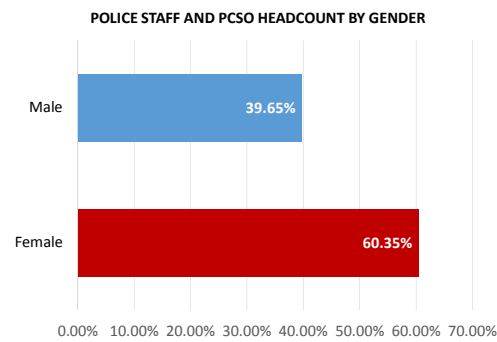
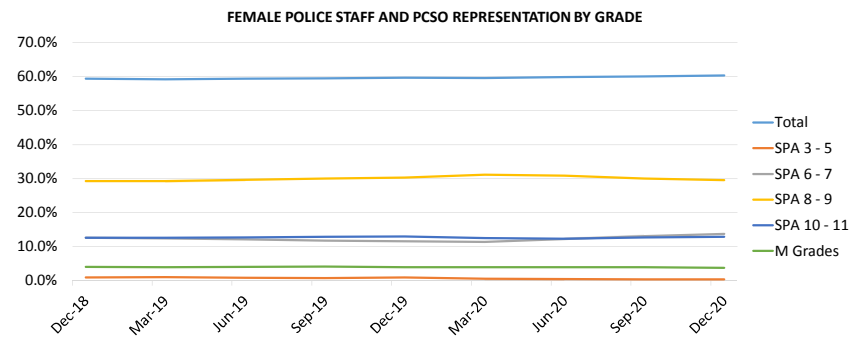
**Police Officer**

	Female		Male	
	Hdct	%	Hdct	%
Constable	662	22.81%	1323	45.59%
Detective Constable	181	6.24%	135	4.65%
Sergeant	118	4.07%	286	9.86%
Inspector	26	0.90%	101	3.48%
C/Inspector	11	0.38%	26	0.90%
Superintendent	7	0.24%	12	0.41%
C/Supt & Chief Officers	7	0.24%	7	0.24%
<b>Total</b>	<b>1012</b>	<b>34.87%</b>	<b>1890</b>	<b>65.13%</b>



**Police Staff & PCSO**

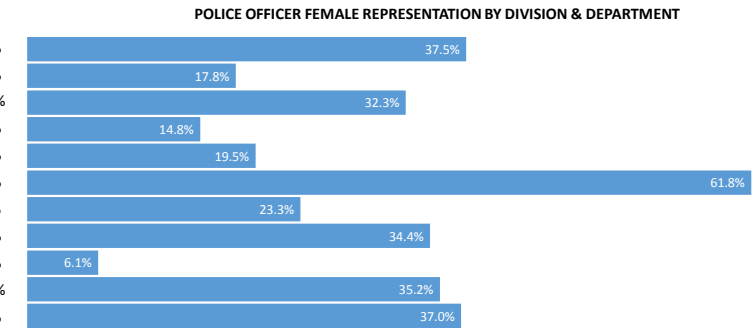
	Female		Male	
	Hdct	%	Hdct	%
SPA 3 - 5	9	0.33%	4	0.15%
SPA 6 - 7	372	13.77%	173	6.41%
SPA 8 - 9	799	29.58%	507	18.77%
SPA 10 - 11	349	12.92%	286	10.59%
M Grades	101	3.74%	101	3.74%
<b>Total</b>	<b>1630</b>	<b>60.35%</b>	<b>1071</b>	<b>39.65%</b>



Frequency: Quarterly Gender Reporting Period: 01/01/2020 to 31/12/2020

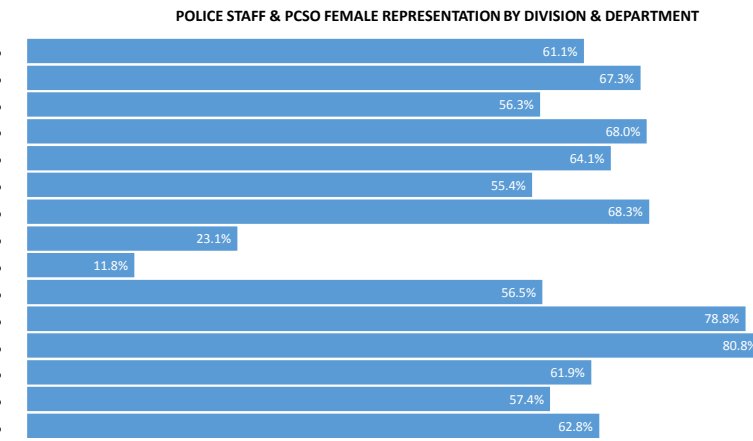
**Police Officer**

	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	136	4.69%	227	7.82%
Criminal Justice & Custody	13	0.45%	60	2.07%
East Sussex Division	169	5.82%	354	12.20%
Gatwick Operations	17	0.59%	98	3.38%
Operations Dept	32	1.10%	132	4.55%
Public Protection	212	7.31%	131	4.51%
Regional Collaboration	14	0.48%	46	1.59%
Specialist Crime Command	54	1.86%	103	3.55%
Tactical Firearms	6	0.21%	93	3.20%
West Sussex Division	259	8.92%	476	16.40%
Smaller Units	100	3.45%	170	5.86%
<b>Total</b>	<b>1012</b>	<b>34.87%</b>	<b>1890</b>	<b>65.13%</b>



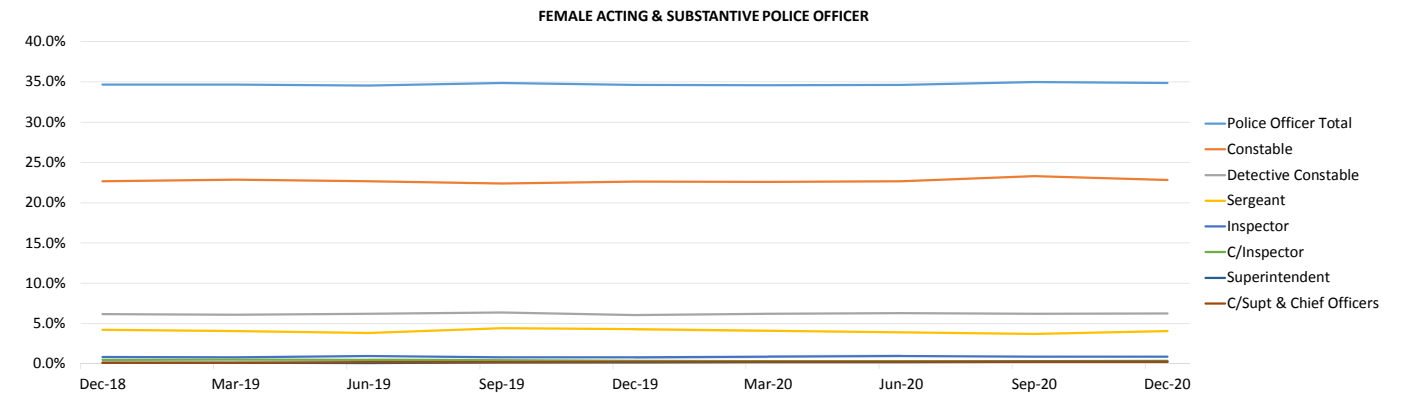
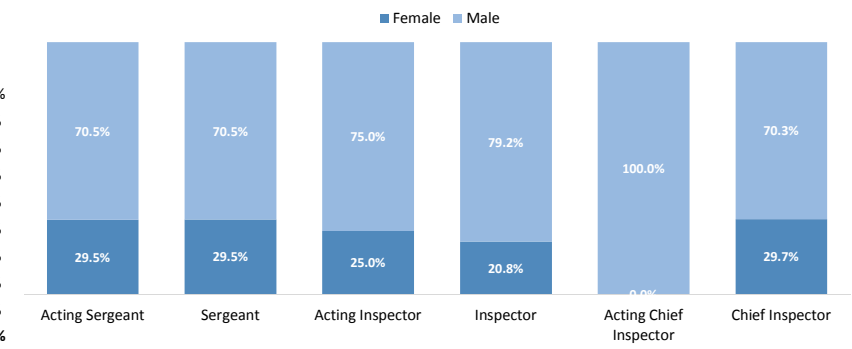
**Police Staff**

	Female		Male	
	Hdct	%	Hdct	%
Brighton & Hove Division	77	2.85%	49	1.81%
Communications Department	309	11.44%	150	5.55%
Corporate Development Dept.	76	2.81%	59	2.18%
Criminal Justice & Custody	104	3.85%	49	1.81%
East Sussex Division	123	4.55%	69	2.55%
Estates Department	97	3.59%	78	2.89%
Human Resources Department	86	3.18%	40	1.48%
Digital, Data&Technology Dept	30	1.11%	100	3.70%
Joint Transport Service	8	0.30%	60	2.22%
Operations Dept	108	4.00%	83	3.07%
Public Protection	108	4.00%	29	1.07%
Shared Business Services	59	2.18%	14	0.52%
Specialist Crime Command	156	5.78%	96	3.55%
West Sussex Division	159	5.89%	118	4.37%
Smaller Units	130	4.81%	77	2.85%
<b>Total</b>	<b>1630</b>	<b>60.35%</b>	<b>1071</b>	<b>39.65%</b>



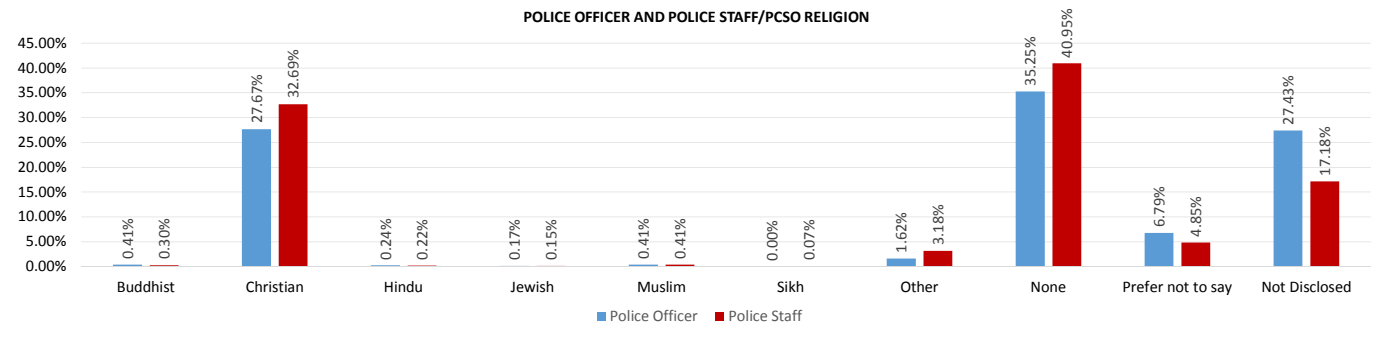
**Police Officer**

	Female		Male	
	Hdct	%	Hdct	%
Constable	820	28.26%	1403	48.35%
Acting Sergeant	23	0.79%	55	1.90%
Sergeant	111	3.82%	265	9.13%
Acting Inspector	7	0.24%	21	0.72%
Inspector	26	0.90%	99	3.41%
Acting Chief Inspector	0	0.00%	2	0.07%
Chief Inspector	11	0.38%	26	0.90%
Superintendent	7	0.24%	12	0.41%
C/Supt & Chief Officers	7	0.24%	7	0.24%
<b>Total</b>	<b>1012</b>	<b>34.87%</b>	<b>1890</b>	<b>65.13%</b>



Frequency: Quarterly Religion Reporting Period: 01/01/2020 to 31/12/2020

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	7	0.35%	2	0.63%	3	0.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	0.41%
Christian	503	25.34%	92	29.11%	121	29.95%	58	45.67%	17	45.95%	7	36.84%	5	35.71%	803	27.67%		
Hindu	4	0.20%	2	0.63%	1	0.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	0.24%
Jewish	3	0.15%	1	0.32%	1	0.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.17%
Muslim	10	0.50%	0	0.00%	1	0.25%	1	0.79%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	0.41%
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%	0	0.00%
Other	28	1.41%	7	2.22%	10	2.48%	1	0.79%	0	0.00%	1	5.26%	0	0.00%	47	1.62%		
None	800	40.30%	91	28.80%	93	23.02%	22	17.32%	7	18.92%	6	31.58%	4	28.57%	1023	35.25%		
Prefer not to say	129	6.50%	25	7.91%	24	5.94%	13	10.24%	3	8.11%	2	10.53%	1	7.14%	197	6.79%		
Not Disclosed	501	25.24%	96	30.38%	150	37.13%	32	25.20%	10	27.03%	3	15.79%	4	28.57%	796	27.43%		



Police Staff & PCSO

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	%	Hdct	%	
Buddhist	0	0.00%	1	0.18%	5	0.38%	2	0.31%	0	0.00%	8	0.30%	
Christian	7	53.85%	181	33.21%	392	30.02%	214	33.70%	89	44.06%	883	32.69%	
Hindu	0	0.00%	1	0.18%	4	0.31%	0	0.00%	1	0.50%	6	0.22%	
Jewish	0	0.00%	1	0.18%	1	0.08%	2	0.31%	0	0.00%	4	0.15%	
Muslim	0	0.00%	3	0.55%	8	0.61%	0	0.00%	0	0.00%	11	0.41%	
Sikh	0	0.00%	1	0.18%	1	0.08%	0	0.00%	0	0.00%	2	0.07%	
Other	1	7.69%	25	4.59%	42	3.22%	13	2.05%	5	2.48%	86	3.18%	
None	4	30.77%	200	36.70%	580	44.41%	257	40.47%	65	32.18%	1106	40.95%	
Prefer not to say	1	7.69%	18	3.30%	58	4.44%	44	6.93%	10	4.95%	131	4.85%	
Not Disclosed	0	0.00%	114	20.92%	215	16.46%	103	16.22%	32	15.84%	464	17.18%	

Frequency: Quarterly Sexual Orientation Reporting Period: 01/01/2020 to 31/12/2020

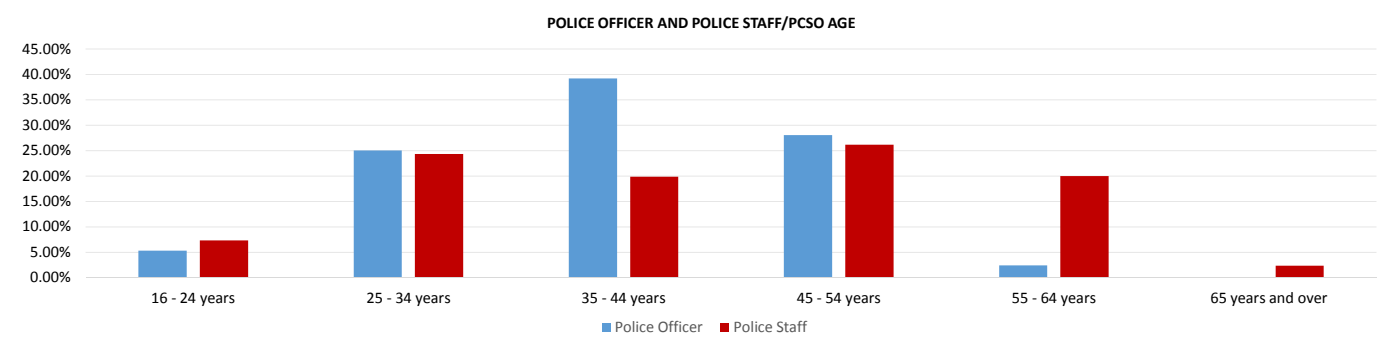
Police Officer	Constable		Detective Constable		Sergeant		Inspector		Chief Inspector		Superintendent		C/Supt & Chief Officers		Total	24 Month Trend		
	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%	Hdct	%				
Bisexual	52	2.62%	3	0.95%	5	1.24%	0	0.00%	1	2.70%	0	0.00%	0	0.00%	0	0.00%	61	2.10%
Gay/Lesbian	99	4.99%	15	4.75%	18	4.46%	8	6.30%	2	5.41%	0	0.00%	0	0.00%	0	0.00%	142	4.89%
Heterosexual	1232	62.07%	179	56.65%	214	52.97%	78	61.42%	21	56.76%	14	73.68%	10	71.43%	1748	60.23%		
Other	5	0.25%	0	0.00%	2	0.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	0.24%		
Prefer not to say	113	5.69%	22	6.96%	26	6.44%	9	7.09%	3	8.11%	2	10.53%	1	7.14%	176	6.06%		
Not Disclosed	484	24.38%	97	30.70%	139	34.41%	32	25.20%	10	27.03%	3	15.79%	3	21.43%	768	26.46%		

Police Staff & PCSO

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	%	Hdct	%	
Bisexual	0	0.00%	4	0.73%	22	1.68%	6	0.94%	3	1.49%	35	1.30%	
Gay/Lesbian	0	0.00%	16	2.94%	68	5.21%	23	3.62%	8	3.96%	115	4.26%	
Heterosexual	12	92.31%	380	69.72%	954	73.05%	477	75.12%	152	75.25%	1975	73.12%	
Other	0	0.00%	1	0.18%	2	0.15%	0	0.00%	0	0.00%	3	0.11%	
Prefer not to say	1	7.69%	22	4.04%	45	3.45%	23	3.62%	9	4.46%	100	3.70%	
Not Disclosed	0	0.00%	122	22.39%	215	16.46%	106	16.69%	30	14.85%	473	17.51%	

Frequency: Quarterly Age Reporting Period: 01/01/2020 to 31/12/2020

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	154	7.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	154	5.31%
25 - 34 years	663	33.40%	25	7.91%	33	8.17%	6	4.72%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	727	25.05%
35 - 44 years	708	35.67%	161	50.95%	196	48.51%	50	39.37%	14	37.84%	6	31.58%	3	21.43%	1138	39.21%		
45 - 54 years	430	21.66%	116	36.71%	162	40.10%	60	47.24%	22	59.46%	13	68.42%	11	78.57%	814	28.05%		
55 - 64 years	30	1.51%	14	4.43%	13	3.22%	11	8.66%	1	2.70%	0	0.00%	0	0.00%	69	2.38%		
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%		

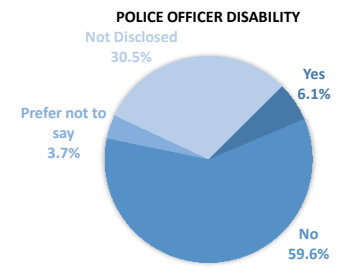


Police Staff & PCSO

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	%	Hdct	%	
16 - 24 years	3	23.08%	57	10.46%	126	9.65%	10	1.57%	1	0.50%	197	7.29%	
25 - 34 years	2	15.38%	117	21.47%	402	30.78%	127	20.00%	10	1.57%	658	24.36%	
35 - 44 years	2	15.38%	78	14.31%	262	20.06%	139	21.89%	55	8.66%	536	19.84%	
45 - 54 years	2	15.38%	125	22.94%	295	22.59%	213	33.54%	72	11.34%	707	26.18%	
55 - 64 years	4	30.77%	148	27.16%	199	15.24%	128	20.16%	61	9.61%	540	19.99%	
65 years and over	0	0.00%	20	3.67%	22	1.68%	18	2.83%	3	0.47%	63	2.33%	

Frequency: Quarterly Disability Reporting Period: 01/01/2020 to 31/12/2020

Police Officer	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
Constable	117	4.03%	1216	41.90%	68	2.34%	584	20.12%
Detective Constable	24	0.83%	179	6.17%	12	0.41%	101	3.48%
Sergeant	21	0.72%	213	7.34%	20	0.69%	150	5.17%
Inspector	12	0.41%	75	2.58%	7	0.24%	33	1.14%
C/Inspector	0	0.00%	25	0.86%	1	0.03%	11	0.38%
Superintendent	2	0.07%	13	0.45%	0	0.00%	4	0.14%
C/Supt & Chief Officers	1	0.03%	10	0.34%	0	0.00%	3	0.10%
Total	177	6.10%	1731	59.65%	108	3.72%	886	30.53%



Police Staff & PCSO

Police Staff & PCSO	Yes		No		Prefer not to say		Not Disclosed	
	Hdct	%	Hdct	%	Hdct	%	Hdct	%
SPA 3 - 5	0	0.00%	13	0.48%	0	0.00%	0	0.00%
SPA 6 - 7	42	1.55%	380	14.07%	7	0.26%	116	4.29%
SPA 8 - 9	86	3.18%	972	35.99%	22	0.81%	226	8.37%
SPA 10 - 11	45	1.67%	471	17.44%	14	0.52%	105	3.89%
M Grades	13	0.48%	156	5.78%	4	0.15%	29	1.07%
Total	186	6.89%	1992	73.75%	47	1.74%	476	17.62%

