



BRIEFING PAPER

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Police Service Strength

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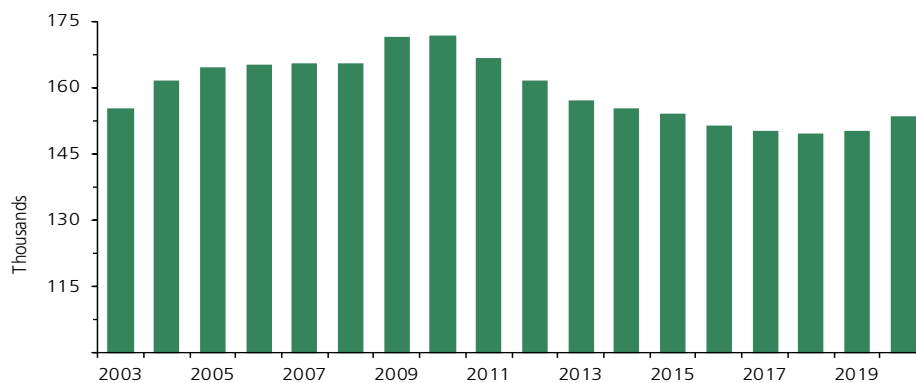
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Summary

Total police officer strength in the United Kingdom increased year on year between 2003, when there were 155,000 officers, and 2010, when there were just over 171,600. Since this peak, the number of police officers fell each year up until 2018. Numbers have since recovered slightly and, at 31 March 2020, there were roughly 153,000 police officers operating within the United Kingdom. This was a reduction of 1.2% compared to 2003 and of 10.6% from 2010.¹

TOTAL UK POLICE OFFICERS, AT 31 MARCH



Sources: Home Office, Police Workforce: England and Wales, (various editions); Scottish Government, Police Officer Quarterly Strength Statistics, (various editions); Police Service of Northern Ireland, Strength of Police Service Statistics, (various editions)

This briefing paper explores police service strength data from the Home Office, Scottish Government, and Police Service of Northern Ireland (PSNI). The paper analyses England and Wales, Scotland, and Northern Ireland in turn, and includes international comparisons where available.

Latest figures

- **England & Wales:** on 31 March 2020, there were 129,100 police officers in England and Wales compared with 123,171 on the 31 March 2019 (Excluding British Transport Police and Central Service Secondments).
- **Scotland:** on 31 March 2020, there were 17,431 police officers in Scotland compared to 17,251 on the 31 March 2019.
- **Northern Ireland:** at the beginning of July 2020, there were 6,917 police officers in Northern Ireland compared to 6,716 the previous year.
- **British Transport Police:** on 31 March 2020 there were 2,964 FTE police officers employed by the British Transport Police.
- **Central Service Secondments (CSS):** on 21 March 2020 there were 318 police officers on CSS.

¹ Numbers are based on full time equivalent and exclude Police Community Support Officers (PCSO) or Special Constables (SC). Data for England & Wales and Scotland is at 31 March; data for Northern Ireland is calendar year end for previous years and 1 July for 2019

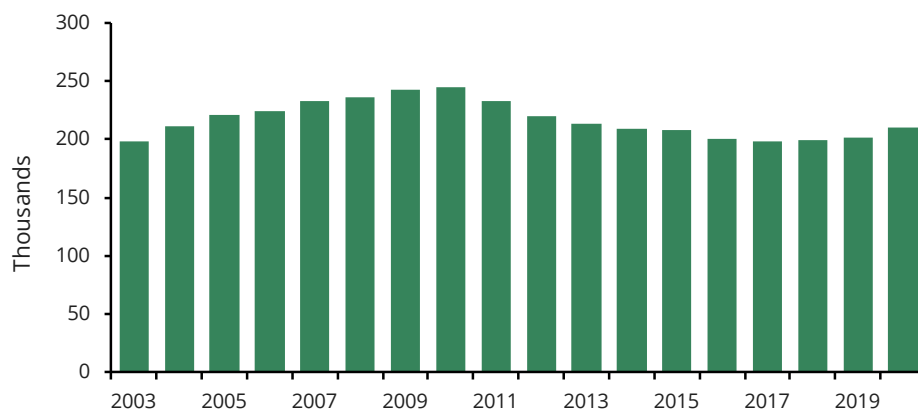
1. England & Wales

1.1 Police Workforce

Police service strength data is published biannually by the Home Office. Detailed statistics are published in July, showing the situation at 31 March; in January, headline statistics are released showing the situation at 30 September in the previous year.

The chart below shows the trend in total police workforce from 2003 (as at 31 March). The police workforce in England & Wales increased year on year until a peak in 2010. Since then, the size of the police workforce has fallen year on year until 2018 when the figure increased by 1,066 on the previous year. At 31 March 2020, there were 210,620 personnel, a reduction of 14% compared to 2010 and a 4.3% increase compared to 31 March 2019.²

POLICE WORKFORCE IN ENGLAND AND WALES, FTE, AT 31 MARCH



Note: Excludes Special Constables, Secondments to Central Services and British Transport Police
Source: Home Office, Police Workforce: England and Wales, (various editions)

Of the full time equivalent (FTE) paid staff in the police service in England & Wales at the end of March 2020, 61% were police officers of various ranks, 34% were support staff or designated officers (combined), 4% were Police Community and Support Officers (PCSOs). There were no police traffic wardens in 2019/20.

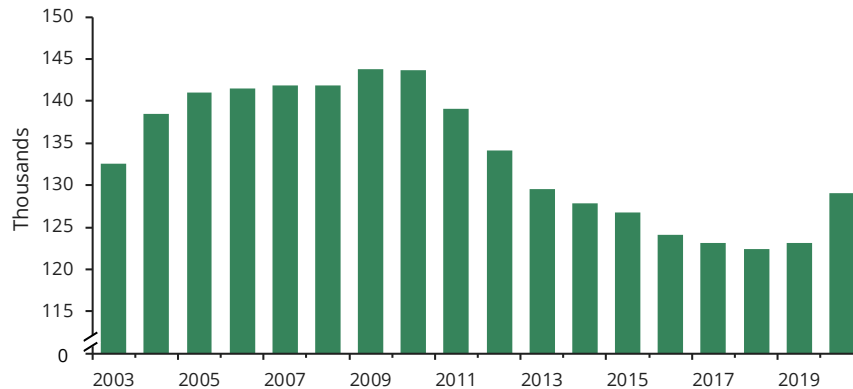
1.2 Police Officer Strength

The current headline measure of police officer strength includes long-term absentee staff, such as those taking career breaks or parental leave. At 31 March 2020 the total strength of the 43 police forces in England & Wales was 129,110 FTE officers. Including those on Central Service Secondments (CSS) and British Transport Police (BTP) the total at 31 March 2020 was 132,392.

² Excludes special constables, secondments to central services, and British Transport Police.

The chart below shows the trends in police officer strength, as at 31 March, between 2003 and 2020.

POLICE OFFICER STRENGTH, FTE AT 31 MARCH
including long-term absentees, England and Wales



Note: Excludes Central Service Secondments and British Transport Police
Source: Home Office, Police Workforce: England and Wales, (various editions)

Data for 31 March 2020 shows police officer strength in the 43 police forces at 129,110 – a 4.8% increase on levels at 31 March 2019 (123,171). Between 31 March 2010 and 2020, police officer strength fell in the 43 forces by just over 14,620 - a 10% fall.

At 31 March 2020, in addition to the officers in the 43 police forces there were 318 officers in CSS and 2,964 working for the BTP.

Table A1, appended, shows strength data for each of the 43 police forces in England & Wales, as well as CSS and BTP numbers.

Warwickshire Police had a 27.8% increase in officer numbers between 31 March 2019 and 31 March 2020, the largest increase of the 39 police forces in England. West Mercia Police also saw a notable increase in officer numbers of 11.6%.

Lincolnshire and Hampshire Police were the only forces to see a decrease in officer numbers in the year leading up to 31 March 2020 (-2.6% and -0.2% respectively).

All four police forces in Wales saw an increase in numbers, with North Wales Police seeing the largest rise (3.6%).

Long-term absences

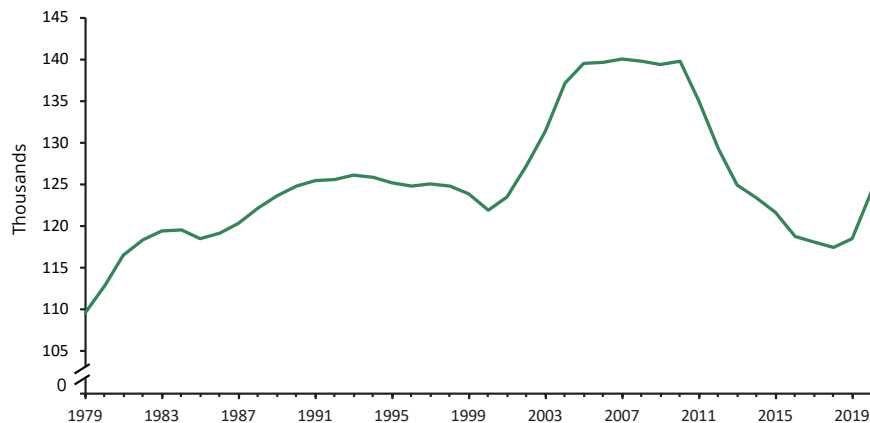
Prior to March 2003, long-term absent staff, such as those taking career breaks or parental leave, were not included in the headline measures of police officer strength. The Home Office still collects police strength data based on this definition, which allows a longer time series analysis.

Excluding absent staff, there were 124,253 FTE police officers in the 43 police forces across England & Wales at 31 March 2020. Figures for 31 March 2020 represent a drop of 11% compared to 2010. At 31 March

2020 there were around 5,000 police officers considered long-term absentees.³

The chart below shows police officer strength excluding long-term absentees from 1979 at 31 March each year.

POLICE OFFICER STRENGTH, FTE AT 31 MARCH
excluding long-term absentees, England and Wales



Note: Excludes Central Service Secondments and British Transport Police
Source: Home Office, Police Workforce: England and Wales, (various editions)

Police officer strength increased through the 1980s, and the first part of the 1990s. By 1993 police officer strength was 126,128 – 15% higher than in 1979. From 1993 police strength fell in 6 of the 7 following years so that strength stood at 121,958 by 2000. Between 2000 and 2006 officer strength increased by a total of 17,678; this equates to an average yearly increase of 2.4%. After reaching a peak in 2007 at 140,032, police officer strength has decreased in most subsequent years until 31 March 2018, where police officer strength stood at 117,456 officers. This figure has since increased so 124,253 full-time equivalent officers at 31 March 2020.

Table A2, appended, shows police officer strength for all 43 police forces in England & Wales, excluding long term absentees, between 1979 and 2020.

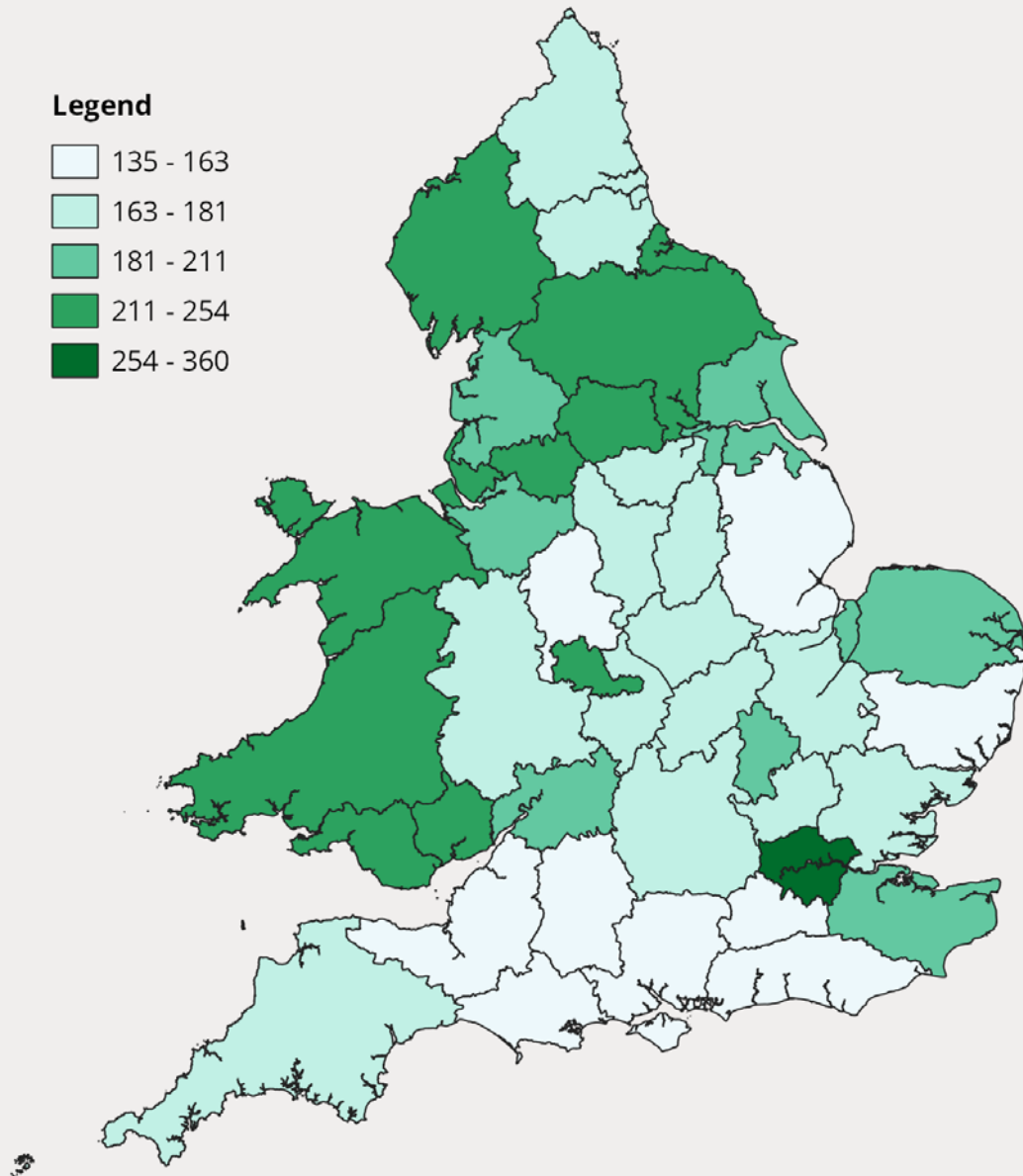
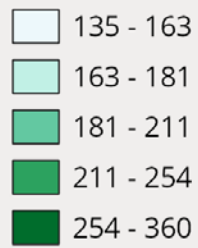
The map below shows the number of police officers per 100,000 head of population as at 31 March 2020.⁴ It is clear from the map that generally speaking the areas of England & Wales that contain major population centres tend to have a greater rate of police officers per 100,000 head of population, such as the Metropolitan and Merseyside police forces, which had the highest ratio of police officers to civilians.

³ Figure calculated by subtracting the 2019 figure for England & Wales in Table A2 from Table A1 in the appendix.

⁴ Police officer numbers taken from Table A2. Metropolitan Police Service and City of London police numbers and population have been combined. Population figures are from: ONS, [Mid-2019 population estimates](#), 24 June 2020.

ENGLAND AND WALES: POLICE OFFICERS PER 100,000 OF POPULATION, MARCH 2020

Legend



POLICE OFFICERS PER 100,000 HEAD OF POPULATION BY POLICE FORCE AREA

At 31 March 2020, including long term absentees

	Police officers	Population	Police per 100,000 population	Rank
Avon & Somerset	2,803	1,719,029	163	34
Bedfordshire	1,262	674,992	187	17
Cambridgeshire	1,545	855,796	181	20
Cheshire	2,088	1,066,647	196	16
Cleveland	1,325	569,141	233	5
Cumbria	1,221	500,012	244	3
Derbyshire	1,849	1,059,996	174	30
Devon & Cornwall	3,100	1,772,541	175	29
Dorset	1,238	773,839	160	37
Durham	1,141	636,897	179	22
Essex	3,298	1,846,655	179	25
Gloucestershire	1,176	637,070	185	18
Greater Manchester	6,866	2,835,686	242	4
Hampshire	2,692	1,991,738	135	42
Hertfordshire	2,086	1,189,519	175	28
Humberside	1,966	932,806	211	13
Kent	3,780	1,860,111	203	14
Lancashire	2,999	1,508,941	199	15
Leicestershire	1,979	1,100,306	180	21
Lincolnshire	1,067	761,224	140	40
Merseyside	3,629	1,429,910	254	2
Metropolitan Police	32,958	8,961,989	360	1
Norfolk	1,665	907,760	183	19
Northamptonshire	1,481	753,278	179	24
Northumbria	1,272	1,463,903	169	33
North Yorkshire	3,155	828,672	216	12
Nottinghamshire	2,072	1,161,124	178	26
South Yorkshire	2,437	1,409,020	173	31
Staffordshire	1,666	1,135,935	147	39
Suffolk	1,219	761,350	160	36
Surrey	1,928	1,196,236	161	35
Sussex	2,717	1,712,094	159	38
Thames Valley	4,310	2,419,956	178	27
Warwickshire	1,035	577,933	179	23
West Mercia	2,219	1,291,577	172	32
West Midlands	6,516	2,928,592	223	9
West Yorkshire	5,342	2,332,469	229	6
Wiltshire	1,007	722,217	139	41
Dyfed-Powys	1,165	519,719	224	8
Gwent	1,311	594,164	221	10
North Wales	1,510	699,559	216	11
South Wales	3,012	1,339,437	225	7
England & Wales	129,110	59,439,840	217	

Note:

Metropolitan and City of London police combined

Population figures are taken from the mid-year population estimates. Population data is mid-year 2019. Population figures are rounded to the nearest 100

Sources:Home Office, *Police Workforce: England and Wales*, (various editions).

ONS, Annual mid-year population

ONS, Local Authority District to Community Safety Partnerships to Police Force Areas (December 2019) Lookup in England and Wales

1.3 Police Officer Diversity

Of the 129,110 police officers in England & Wales at 31 March 2020, 40,319 were female. The figure at the 31 March 2020 constituted the highest proportion of female officers (31%) since 2007.

The table below shows a breakdown of police officer strength in England & Wales by gender and ethnicity:

POLICE OFFICERS IN ENGLAND AND WALES, FTE AT 31 MARCH						
	Total Strength	Female		Total Strength	Ethnic Minority	
		Number	% of total		Number	% of total
2007	141,882	33,117	23%	139,883	5,511	4%
2008	141,704	34,277	24%	139,784	5,783	4%
2009	143,778	36,122	25%	141,939	6,288	4%
2010	143,735	36,988	26%	141,935	6,642	5%
2011	139,110	36,532	26%	137,485	6,615	5%
2012	134,100	35,962	27%	132,242	6,664	5%
2013	129,585	35,401	27%	127,623	6,537	5%
2014	127,909	35,653	28%	125,785	6,715	5%
2015	126,818	35,737	28%	124,739	6,982	6%
2016	124,066	35,498	29%	121,655	7,218	6%
2017	123,132	35,842	29%	120,516	7,562	6%
2018	122,405	36,417	30%	119,357	7,850	7%
2019	123,171	37,427	30%	120,023	8,329	7%
2020	129,110	40,319	31%	125,709	9,174	7%

Notes:
Includes staff on career breaks or maternity/paternity leave.
Excludes Central Service Secondments and British Transport Police.
Total Strength for ethnicity excludes those who did not state their ethnicity

Source:
Home Office, *Police Workforce: England and Wales*, (various editions).

At 31 March 2020, 33% of police officers in England & Wales with the rank of Constable were female, a one percent increase on the previous year. The proportion of females holding more senior ranks was lower. 26% of those officers ranked Chief Inspector or higher were female, although this has increased from 14% in 2010 and from 23% in 2016. 266 out of every 10,000 males in the police were senior officers; 212 out of every 10,000 female police officers held senior ranks.

At 31 March 2020, 9,174 (7%) police officers self-identified as being from an ethnic minority – an increase of 3 percentage points compared to 2007. This is considerably lower than the proportion of the general population from an ethnic minority (16%).⁵ Of those that identified as being from an ethnic minority, 30% were of mixed ethnicity, 17% from Black or Black British backgrounds, 42% were from Asian or Asian British backgrounds, and 11% were from Chinese or “other” ethnicities.

Officers from ethnic minority backgrounds were also under-represented at senior ranks, accounting for 4% of officers at the rank of Chief Inspector or above. This proportion remained the same as in 2019.

⁵ Population estimates based on the Annual Population Survey 2019 dataset, [available from Nomis](#).

The police force with the largest proportion of minority ethnic officers is the Metropolitan Police Service (15.5%). The figure for London compares with population estimates from the 2019 Annual population Survey showing that 41% of the resident population of London identified as coming from a minority ethnic community. The force with the next highest proportion is West Midlands (11.6%), followed by Bedfordshire (10.1%), Greater Manchester (8.6%) and Leicestershire (8.2%). North Wales and Cumbria had the smallest proportion of minority ethnic officers (0.9% and 1.0% respectively). 12 of the 43 territorial police forces in England & Wales in 2020 did not have any officers from a minority ethnic background ranked Chief Inspector or higher.⁶

1.4 Joiners and Leavers

In the year to 31 March 2020, the 43 police forces of England & Wales recruited 12,883 FTE police officers (up from 4,735 in 2016, a 172% increase, and 8,130 in 2018, a 58% increase), while 7,141 (down from 8,727 the previous year) left the service. Women accounted for 37% of joiners and 27% of leavers. The table below shows recruitment and leaving numbers:

POLICE OFFICER RECRUITMENT AND LEAVERS, ENGLAND AND WALES						
FTE, 12 months to 31 March						
	Recruitment			Leavers		
	Total	Of which female		Total	Of which female	
		Number	%		Number	%
2007	8,671	3,014	35%	8,121	1,224	15%
2008	7,981	2,596	33%	7,870	1,277	16%
2009	9,873	3,241	33%	7,729	1,286	17%
2010	6,912	2,110	31%	6,824	1,069	16%
2011	2,197	693	32%	6,664	968	15%
2012	2,394	677	28%	6,965	1,018	15%
2013	2,358	785	33%	6,848	1,223	18%
2014	5,589	1,812	32%	6,904	1,359	20%
2015	6,866	2,125	31%	7,382	1,621	22%
2016	4,735	1,475	31%	7,701	1,757	23%
2017	7,526	2,519	33%	8,569	2,126	25%
2018	8,130	2,794	34%	8,574	2,080	24%
2019	9,427	3,269	35%	8,727	2,199	25%
2020	12,883	4,722	37%	7,141	1,910	27%

Source: Home Office, *Police Workforce: England and Wales Tables JL1 and JL3*, (various editions).

The police force with the highest recruitment in proportion to their total strength was Kent (14.5%), followed by the City of London (14.4%) and Bedfordshire (12.7%). The joiner rate across England and Wales was 7.7% (excluding transfers). The wastage rate (leavers as a proportion of strength) was 7.1% across England & Wales (excluding transfers). Both Bedfordshire & Warwickshire police forces had the largest wastage (10.3%) and South Wales had the lowest (4.5%).⁷

⁶ Home Office, *Police Workforce: England and Wales*, 13 August 2020

⁷ Home Office, *Police Workforce England and Wales*, Tables JL1 & JL3, 13 August 2020

1.5 Other Police Service Staff

At 31 March 2020, there were 81,510 FTE staff in all supporting roles, a 3.4% increase on the previous year's total. Staff in supporting roles comprise civilian staff, PCSOs, designated officers and traffic wardens.

Police Civilian Support Staff

On 31 March 2020, there were 72,330 FTE civilian staff in supporting roles in the 43 police forces of England & Wales, including designated officers. This is an increase of 4.0% on the previous year and a 13.3% decrease compared to 2010.⁸

There were no traffic wardens across all 43 police forces, down from one in the Greater Manchester police force area in 2019. This reflects the increasing role of local authorities in parking control and the abolishment of the role.

1.6 Measuring the Frontline

For a long time there was no agreed definition of what constitutes the policing frontline. In December 2010 Her Majesty's Inspectorate of Constabulary (HMIC) was asked by the Home Office to define what constitutes the frontline by using police function categories. From 2012 the Home Office published the number of police officers on the frontline, using the definition developed by HMIC.

From 31 March 2016 the police functions definitions used by the Home Office and HMIC to calculate the number of frontline policing roles changed – all police function definitions used to calculate the frontline from 31 March 2016 are based on the Police Objective Analysis (POA) categories.

The change in framework means that frontline measures between 2016 and previous years, calculated under the old framework, are not directly comparable.

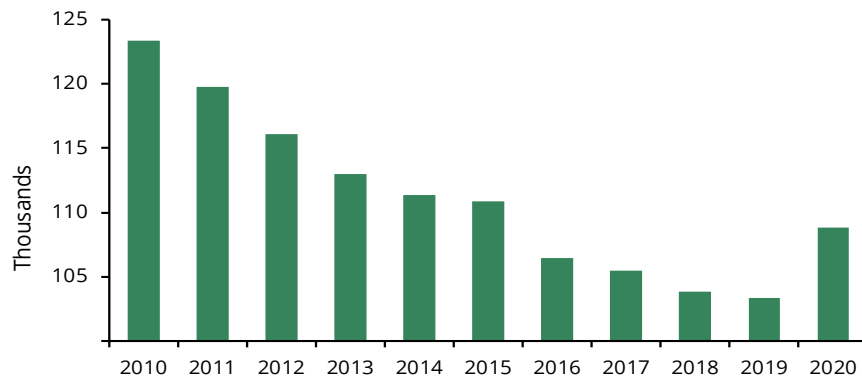
Appendix 2 contains further detail on the methodology of measuring the frontline. Table A5, in Appendix 1, shows the number of police officers in frontline roles in accordance with the new framework.⁹

The chart below shows the number of police officers in frontline roles for 2015 to 2020 along with Home Office estimates for previous years calculated under the new framework.

⁸ Excluding PCSOs and traffic wardens.

⁹ In March 2015 the Home Office collected frontline data in accordance with the new framework as well as the old. As such the table shows the number of frontline police under the new framework for 2016 and 2015 as well as estimates for other years.

POLICE OFFICERS IN FRONTLINE ROLES, AT 31 MARCH England and Wales



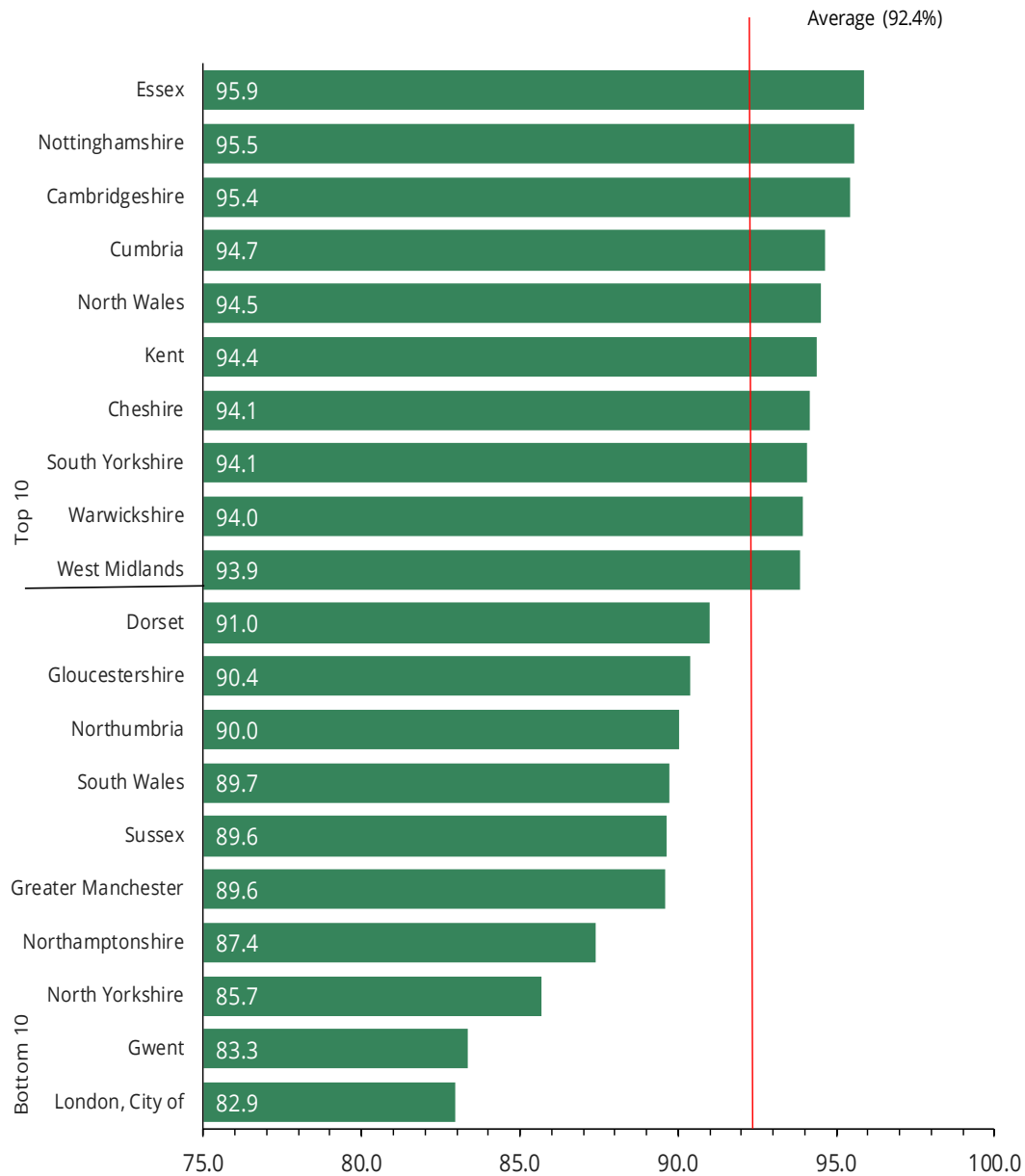
Note: 2010 to 2014 figures are home Office estimates using the new framework Source: Home Office, Police Workforce: England and Wales, (various editions)

At 31 March 2020, there were 108,856 police officers in frontline roles - this was the highest level under the new framework. The number of police officers in frontline roles fell by 16% between 2010 and 2019, and has since increased by 5% between 2019 and 2020.

The chart below shows police forces ranked by the proportion of their police officers in frontline roles according to the new framework at 31 March 2020. Essex police force had the highest proportion of its police officers in frontline roles (95.9%), closely followed by Nottinghamshire (95.5%) and Cambridgeshire (95.4%).

PROPORTION OF POLICE OFFICERS IN FRONTLINE ROLES BY POLICE FORCE

England and Wales, as at 31st March 2020



Source: Home Office, England and Wales: 31st March 2020

Police Community Support Officers (PCSO)

PCSOs are civilians employed by a police authority in a 'highly visible, patrolling role'. The first PCSOs started work on the streets of London in September 2002. PCSOs are currently funded partly through Government grant to police authorities and partly through match funding from other organisations. Further information relating to PCSOs can be found in the Library note [Police Community Support Officers](#).

Table A3, appended, shows the number of PCSOs in each of the 43 police force areas, at the end of March, since the role was introduced.

At the end of March 2020 there were 9,180 FTE PCSOs, a 4% decrease on the year before. PCSO numbers have fallen year on year since the peak of 2010. 14% of the PCSOs are based in the Metropolitan Police Service area.

Of the PCSOs employed at the end of March 2020, 46% were female, while 10% of those who stated their ethnicity were from a minority ethnic group.

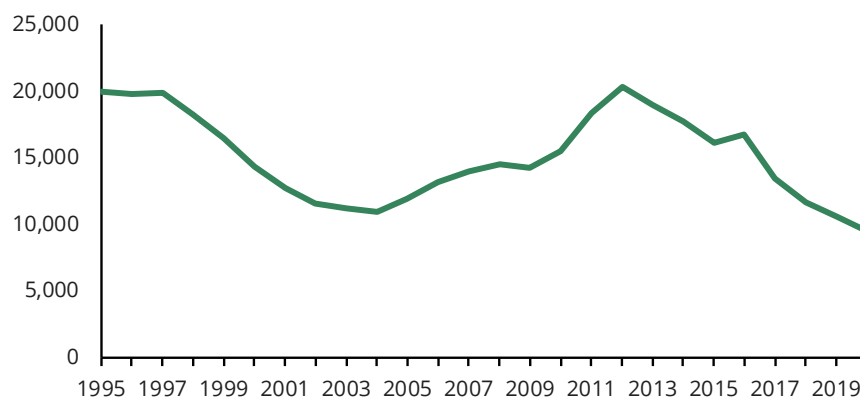
Special Constabulary

Special Constables are a force of volunteers who receive training from their local police force to work with and offer support to regular police officers. Further information relating to special constables can be found in Library Briefing Paper [Special Constables](#).

The chart below shows the trend in special constabulary strength from 1995 to 2020 (as at 31 March). As can be seen, between 1997 and 2004 special constabulary strength decreased year on year at an average rate of 2.1%. From 2004 special constabulary strength increased at an average rate of 9.4% until reaching the 2012 strength figure of 20,352. Between 2012 and 2015 special constabulary strength decreased at a rate of 5.2% per year. The number of Special Constables increased again in 2016, but then decreased further in 2017. At 31 March 2020 Special Constabulary figures were 9,571, a 10% decrease on the 31 March 2019 figure of 10,640.

SPECIAL CONSTABLES, HEADCOUNT, AT 31 MARCH

England and Wales



Source: Home Office, Police Workforce: England and Wales, (various editions)

In the 12 months to 31 March 2020, 2,493 special constables joined the special constabulary, while 3,168 left.¹⁰ A number of special constables leave their post to become police constables. In the year to March 2020, 5.0% of police officer joiners were previously special constables (including transfers).¹¹

Table A4 (appended) shows the trend in special constabulary strength in each police force area in England & Wales between 1995 and 2020.

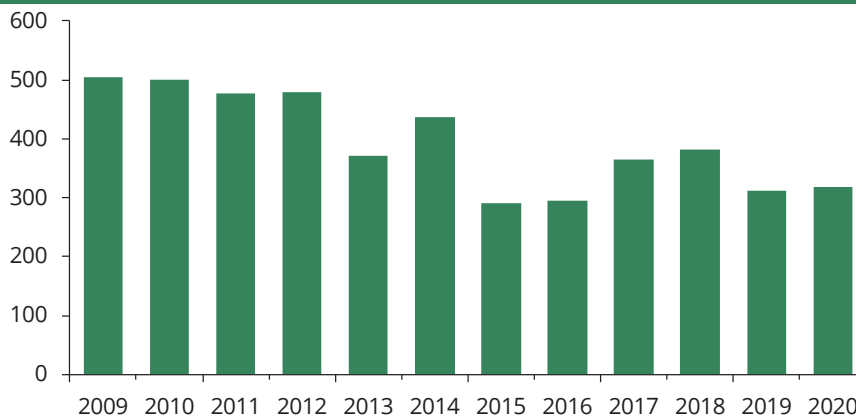
1.7 Central Service Secondments

Based on information published in the [Guidance on Police Officer and Staff Secondments](#) police staff can undertake one the following types of secondments:

- **UK secondments** – secondments under section 97 of the Police Act (police officers) or employment legislation and contracts of employment (police staff) to other police related UK organisations to meet the need for specific expertise
- **Mission deployments**, organised through the FCO – meeting the UK's international commitments to enhance its policing contribution to international missions across the range of conflict prevention and crisis management situations.
- **Overseas deployments** - requests for assistance from the Police Service to meet a specific local need.

The chart below shows the number of CSS between 2009 and 2020. The number of police officers on Central Service Secondments (CSS) decreased by 37% from 504 in March 2009 to 318 in March 2020.

CENTRAL SERVICE SECONDMENTS OF POLICE OFFICERS, FTE AT 31 MARCH
including long-term absentees, England and Wales



Source: Home Office, Police Workforce: England and Wales (various editions)

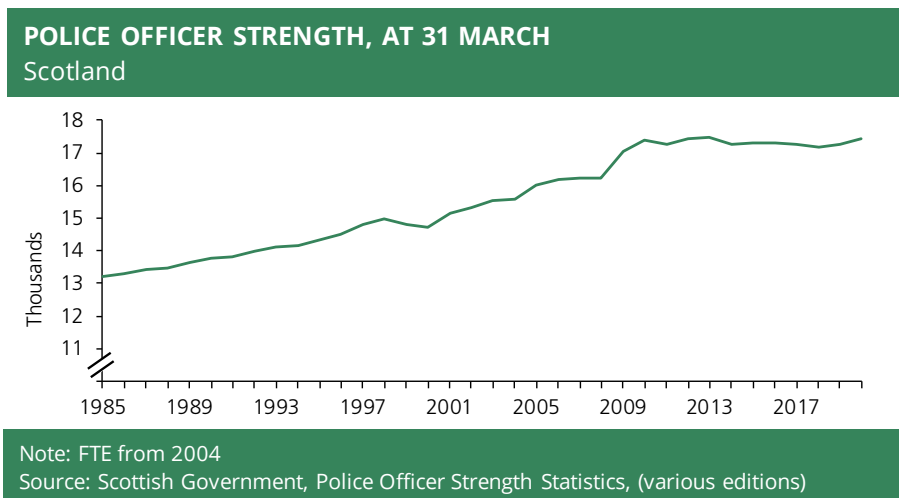
¹⁰ Home Office, [Police Workforce: England and Wales](#), Table H12, 13 August 2020

¹¹ Home Office, [Police Workforce: England and Wales](#), Table JL2, 18 July 2019

2. Scotland

Data on the total strength of the Scottish police is published quarterly by the Scottish Government.¹² From 1 April 2013 the 8 police forces of Scotland ceased to exist and were amalgamated under one command as per the [Police and Fire Reform \(Scotland\) Act 2012](#). As a result, it is no longer possible to produce time series strength statistics for each area of Scotland. Only total police figures are published.

The chart below shows total police officer strength for Scotland from 1985 to 2020.



Over the last 30 years, Scottish police strength has seen an almost continuous increase year on year. At 31 March 2020, police strength was 32% greater than in 1985.

Over the last few years there has been an occasional decrease in numbers, for example in 2010/11 and 2013/14, although these were always followed by increases the next year. Latest figures show that at 31 March 2020 there were 17,431 FTE police officers in Scotland – 0.4% lower than the 2013 high of 17,496 officers.

2.1 Police Officer Diversity

The most recent information on police diversity in Scotland comes from the [Police Scotland, Equality and Diversity Mainstreaming & Outcomes Progress Report 2019](#) although this uses information for the end of March 2018.

According to the report 30% of police officers in Scotland were female, the same as in 2016. There has been a two-percentage point drop in the proportion of female special constables (from 34% to 32%) since March 2016 and the proportion of female police staff in Scotland has remained the same (63%) since March 2016.

Only 1% of police officers considered themselves to be from an ethnic minority. This figure has remained static since 2010. Of those considering themselves to be from an ethnic minority, Pakistani was the most

¹² Scottish Government, [Police Strength Statistics for Scotland](#), 2019.

common ethnic origin. Of the overall Scottish population, 4% identified as being from an ethnic minority.

As of 31 March 2018, 27% of those officers that were in a promoted post (at sergeant or above) were female, an increase of four-percentage points on 2016. For more senior ranks, superintendent or above, 21% were female, a two-percentage point increase on 2017.

Less than 1% of officers in a promoted rank were from a BME background at 31 March 2018.

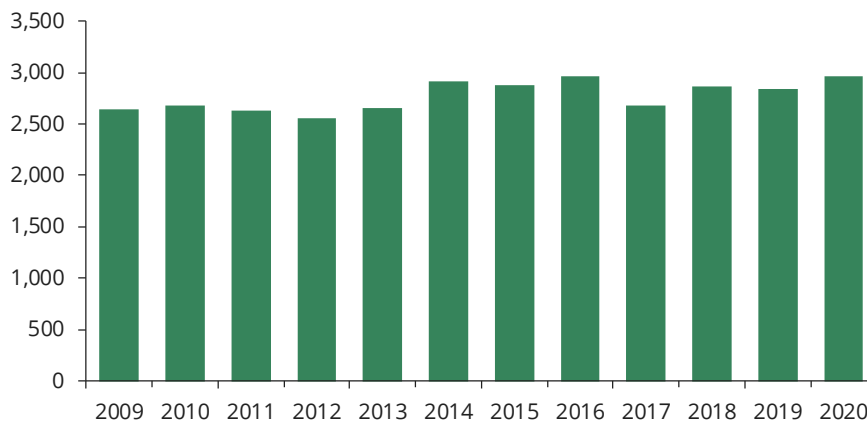
3. British Transport Police

The British Transport Police (BTP) staff works in railways, providing a service to rail operators, their staff and passengers across the country. They also police the London Underground, Docklands Light Railway, the Midland Metro tram system, Croydon Tramlink, Tyne and Wear Metro, Glasgow Subway and Emirates AirLine.¹³

BTP officer numbers increased by 11% between 31 March 2010 and 31 March 2020. 31 March 2020 statistics show an increase in BTP officer numbers to 2,964 – a 4% increase on March 2019 (2,844).

The chart below shows BTP police officer number between 2009 and 2020.

BRITISH TRANSPORT POLICE OFFICER STRENGTH, FTE AT 31 MARCH
including long-term absentees, England and Wales



Source: Home Office, Police Workforce: England and Wales (various editions)

At 31 March 2020, in addition to 2,964 FTE police officers, the BTP also employed:

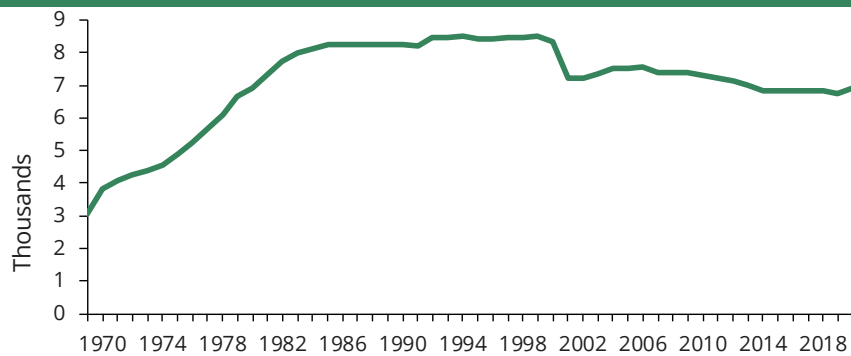
- 1,367 support staff and designated officers (combined), a 3% decrease from 1,403 in 2019
- 187 Police community support officers (PCSO), a 37% decrease compared to 299 in 2019
- 244 special constables, decreased by 15% from 287 in 2019

¹³ British Transport Police, [information on the website](#), accessed 3 March 2020

4. Northern Ireland

The chart below shows the trend in full time regular police officer strength in Northern Ireland from 1969 through to 2020, based on figures provided by the Police Service of Northern Ireland (PSNI).

POLICE OFFICER STRENGTH, NORTHERN IRELAND



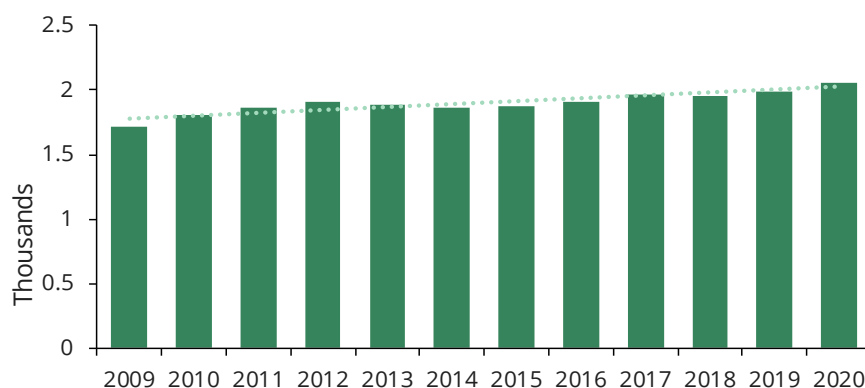
Sources: Workforce Composition Statistics, Police Service of Northern Ireland, (various editions)

Since 2000, there has been an overall decrease in the number of full-time regular police officers, although numbers increased slightly in 2020. As of 1 July 2020, the FTE police officer strength in Northern Ireland stood at 6,917 – a 5.4% decrease on 2010.¹⁴ These figures also stated that there were 2,391 FTE police staff.¹⁵

4.1 Police Officer Diversity

On 1 May 2019, 29.7% of full-time regular police officers in Northern Ireland were female – this represents a 0.2 percentage point increase on the previous year.¹⁶

NUMBER OF FEMALE POLICE OFFICERS, NORTHERN IRELAND



Note: Figure for 2020 calculated using officer numbers at 1 July and diversity data at 1 May. Data for 2017 and prior as at 31 December. Sources: Workforce Composition Statistics, Police Service of Northern Ireland, (various editions)

¹⁴ Data since 2019 is for 1 July, data for 2018 and prior is at 31 December

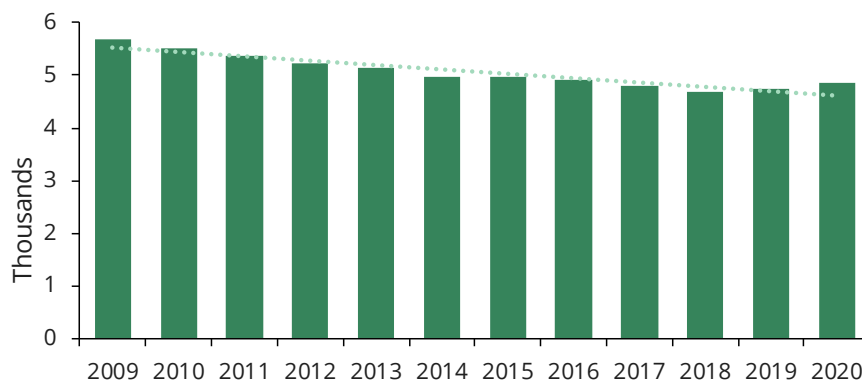
¹⁵ Police Service of Northern Ireland, [Strength of Police Service Statistics](#), updated 1 July 2020, accessed 21 August 2020

¹⁶ Police Service of Northern Ireland, [Workforce Composition Statistics](#), updated 1 May 2020, accessed 21 August 2020

Since 2009, the number of female police officers has increased by 20%. The number of female police officers increased year on year from this point, and then fell for two consecutive years in 2013 and 2014. It has increased every year since, with the exception of 2018, to around 2,000 female police officers in 2020.

Male police officer numbers decreased year on year between 2009 and 2014 (from 5,674 to 4,965). After a slight increase in 2015, numbers continued to decline again until they reached a low of 4,688 in 2018. Numbers have since increased, although this is still a 14% decrease on the number of male police officers in 2009.

NUMBER OF MALE POLICE OFFICERS, NORTHERN IRELAND



Note: Figure for 2020 calculated using officer numbers at 1 July and diversity data at 1 May. Data for 2017 and prior as at 31 December. Sources: Workforce Composition Statistics, Police Service of Northern Ireland, (various editions)

Throughout the period the proportion of full-time regular police officers identifying as coming from an ethnic minority has consistently been below 1%. Despite this, the proportion of ethnic minority officers has been increasing year on year since 2009 and currently stands at 0.6%. According to the 2011 Census, 0.8% of the general Northern Ireland population comes from an ethnic minority background.¹⁷

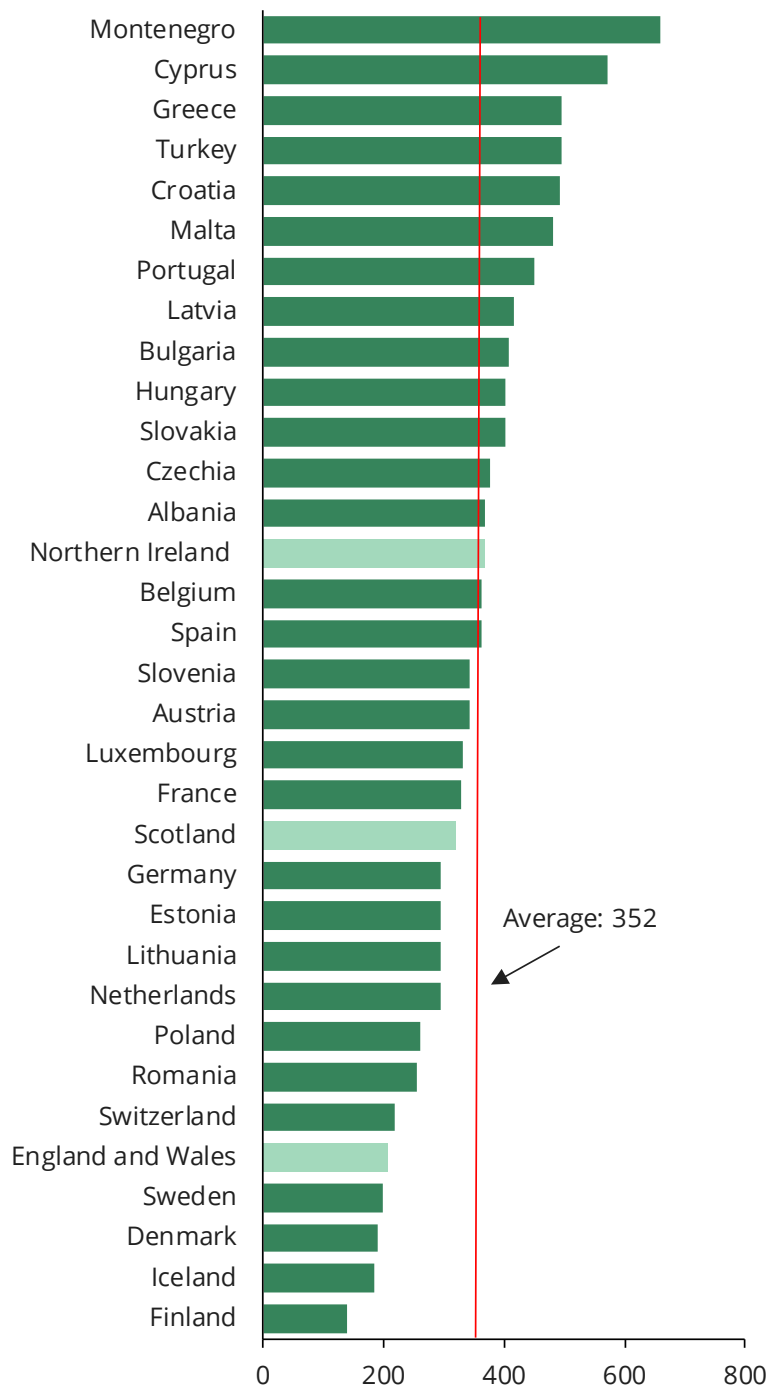
In May 2019, 67% of police officers considered themselves to be Protestant, 32% Roman Catholic, and 1% did not consider themselves either.

¹⁷ Data from the 2011 Census has been used for Northern Ireland as the sample size for Northern Ireland in 2019 Annual Population Survey is very small.

5. International Comparisons

Police forces are organised in different ways in different countries. Some countries have more than one 'police force', for example state police, communal or municipal police, judicial police or gendarmerie, all of which perform policing duties. These differences should be borne in mind when making comparisons between countries, as there is no information available on the percentage of policing duties carried out by these bodies.

POLICE OFFICERS PER 100,000 POPULATION 2018



Source: Personnel in the criminal justice system, Eurostat, 14 July 2020

In 2018, data was available for 33 nations.¹⁸ England & Wales ranked 29th for the number of police officers per 100,000 head of population. Northern Ireland was ranked 14th and Scotland 21st.¹⁹

Table A6, appended, shows the number of police per 100,000 head of population in selected European countries between 2008 and 2018.

¹⁸ Excludes Kosovo and Liechtenstein.

¹⁹ Eurostat figures for England and Wales are not available for 2017 or 2018. The figures provided are based on police officer numbers in the 43 Police forces in England & Wales at 31st March 2017 and 2018, including long-term absentees, available from the Home Office's *Police Workforce Statistics*. Eurostat figures for Scotland and Northern Ireland are not available for 2018. The figures provided are based on police officer numbers available from the Scottish Government's *Police Service Strength Statistics* and PSNI's *Strength of Police Service Statistics*. The rate of police officers per 100,000 was calculated using ONS *Mid-year population estimates*.

6. Appendix 1: Statistical Tables

TABLE A1: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH.
full time equivalents; including long term absentees

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
England										
Avon & Somerset	3,160	3,417	3,398	3,439	3,430	3,407	3,355	3,302	3,210	3,039
Bedfordshire	1,119	1,199	1,232	1,225	1,204	1,207	1,244	1,246	1,214	1,157
Cambridgeshire	1,391	1,412	1,418	1,449	1,402	1,379	1,450	1,471	1,398	1,377
Cheshire	2,137	2,204	2,207	2,218	2,235	2,181	2,180	2,155	2,079	2,011
Cleveland	1,592	1,697	1,689	1,702	1,739	1,692	1,756	1,724	1,655	1,529
Cumbria	1,154	1,241	1,260	1,265	1,273	1,246	1,284	1,238	1,180	1,125
Derbyshire	2,010	2,084	2,082	2,073	2,049	2,095	2,137	2,074	2,021	1,819
Devon & Cornwall	3,215	3,311	3,399	3,540	3,523	3,529	3,556	3,556	3,436	3,225
Dorset	1,422	1,453	1,475	1,512	1,526	1,518	1,512	1,486	1,452	1,378
Durham	1,662	1,701	1,738	1,716	1,705	1,632	1,588	1,507	1,431	1,363
Essex	3,007	3,120	3,230	3,322	3,341	3,385	3,484	3,606	3,577	3,408
Gloucestershire	1,237	1,298	1,308	1,303	1,319	1,353	1,372	1,309	1,262	1,207
Greater Manchester	7,391	8,111	8,119	8,071	7,992	8,034	8,232	8,148	7,791	7,498
Hampshire	3,707	3,780	3,803	3,800	3,887	3,912	3,811	3,748	3,658	3,434
Hertfordshire	1,977	2,117	2,145	2,166	2,202	2,162	2,172	2,130	2,048	1,984
Humberside	2,123	2,231	2,252	2,232	2,235	2,243	2,110	2,058	1,952	1,856
Kent	3,488	3,621	3,630	3,648	3,720	3,718	3,799	3,787	3,668	3,498
Lancashire	3,380	3,579	3,586	3,635	3,628	3,675	3,753	3,649	3,448	3,323
Leicestershire	2,147	2,300	2,311	2,277	2,255	2,241	2,363	2,317	2,211	2,142
Lincolnshire	1,236	1,241	1,234	1,236	1,243	1,201	1,229	1,206	1,202	1,142
London, City of	811	856	881	875	861	830	813	852	878	831
Merseyside	4,112	4,129	4,339	4,302	4,441	4,477	4,494	4,516	4,297	4,083
Metropolitan Police	28,231	30,035	31,073	30,948	31,128	31,460	32,610	33,367	32,441	32,140
Norfolk	1,509	1,524	1,554	1,575	1,577	1,578	1,668	1,662	1,598	1,547
Northamptonshire	1,222	1,261	1,289	1,338	1,301	1,309	1,326	1,343	1,306	1,234
Northumbria	4,018	4,061	4,088	4,066	3,981	3,983	4,111	4,187	4,102	3,920
North Yorkshire	1,452	1,534	1,560	1,653	1,671	1,581	1,460	1,486	1,458	1,402
Nottinghamshire	2,426	2,507	2,522	2,512	2,445	2,369	2,408	2,409	2,319	2,168
South Yorkshire	3,194	3,307	3,307	3,305	3,289	3,201	3,053	2,953	2,888	2,772
Staffordshire	2,224	2,286	2,309	2,302	2,315	2,269	2,211	2,161	2,079	1,948
Suffolk	1,258	1,314	1,323	1,307	1,358	1,319	1,291	1,246	1,244	1,175
Surrey	1,933	1,942	1,959	1,967	1,963	1,944	1,872	1,890	1,885	1,974
Sussex	3,037	3,090	3,094	3,127	3,113	3,075	3,196	3,213	3,102	2,959
Thames Valley	3,899	4,103	4,189	4,288	4,260	4,186	4,317	4,434	4,375	4,355
Warwickshire	1,000	1,011	1,012	1,040	1,061	1,036	994	973	919	844
West Mercia	2,267	2,365	2,380	2,385	2,428	2,486	2,471	2,391	2,251	2,191
West Midlands	7,832	8,008	8,154	8,192	8,245	8,412	8,637	8,626	8,149	7,826
West Yorkshire	5,037	5,313	5,671	5,685	5,713	5,822	5,854	5,758	5,536	5,219
Wiltshire	1,169	1,225	1,228	1,230	1,208	1,210	1,229	1,181	1,099	1,056
England Total	125,183	130,988	133,447	133,925	134,265	134,355	136,403	136,365	131,822	127,160
Wales										
Dyfed-Powys	1,156	1,167	1,183	1,194	1,190	1,194	1,197	1,195	1,157	1,132
Gwent	1,347	1,376	1,438	1,467	1,493	1,487	1,438	1,437	1,501	1,446
North Wales	1,553	1,625	1,676	1,634	1,608	1,579	1,586	1,590	1,530	1,454
South Wales	3,269	3,312	3,316	3,303	3,336	3,244	3,146	3,148	3,100	2,907
Wales Total	7,326	7,480	7,613	7,599	7,627	7,503	7,367	7,369	7,288	6,940
E&W 43 Forces Total	132,509	138,468	141,060	141,523	141,892	141,859	143,770	143,734	139,110	134,099
Central Service Secondments	..	..	..	..	..	..	504	501	476	479
British Transport Police	..	..	..	..	..	..	2,638	2,677	2,631	2,557
Total (E&W, CSS, BTP)	132,509	138,468	141,060	141,523	141,892	141,859	146,911	146,912	142,217	137,135

Source: Home Office, Police Workforce: England and Wales, (various editions).

TABLE A1: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH.
full time equivalents; including long term absentees

	2013	2014	2015	2016	2017	2018	2019	2020	% change 19-20
England									
Avon & Somerset	2,873	2,800	2,707	2,692	2,667	2,597	2,676	2,803	+4.8%
Bedfordshire	1,092	1,019	1,073	1,083	1,119	1,130	1,164	1,262	+8.4%
Cambridgeshire	1,384	1,370	1,362	1,349	1,346	1,383	1,447	1,545	+6.8%
Cheshire	2,013	1,925	1,952	2,011	2,008	2,020	2,006	2,088	+4.1%
Cleveland	1,463	1,382	1,326	1,259	1,283	1,257	1,198	1,325	+10.6%
Cumbria	1,121	1,150	1,143	1,118	1,112	1,095	1,160	1,221	+5.3%
Derbyshire	1,827	1,788	1,863	1,766	1,710	1,738	1,767	1,849	+4.7%
Devon & Cornwall	3,082	3,096	3,068	2,959	2,914	2,959	3,000	3,100	+3.3%
Dorset	1,301	1,217	1,272	1,223	1,266	1,263	1,223	1,238	+1.2%
Durham	1,362	1,288	1,169	1,115	1,144	1,141	1,118	1,141	+2.1%
Essex	3,311	3,196	3,069	2,894	2,819	2,958	3,071	3,298	+7.4%
Gloucestershire	1,198	1,188	1,165	1,090	1,089	1,073	1,073	1,176	+9.6%
Greater Manchester	7,202	6,997	6,703	6,297	6,318	6,349	6,444	6,866	+6.6%
Hampshire	3,397	3,247	3,064	2,883	2,896	2,835	2,697	2,692	-0.2%
Hertfordshire	1,953	1,927	1,911	1,929	1,952	1,952	2,009	2,086	+3.8%
Humberside	1,771	1,701	1,614	1,582	1,641	1,794	1,889	1,966	+4.1%
Kent	3,323	3,268	3,188	3,182	3,259	3,261	3,553	3,780	+6.4%
Lancashire	3,200	3,074	2,919	2,860	2,850	2,969	2,895	2,999	+3.6%
Leicestershire	2,089	2,043	1,955	1,859	1,802	1,777	1,829	1,979	+8.2%
Lincolnshire	1,130	1,091	1,100	1,073	1,087	1,087	1,096	1,067	-2.6%
London, City of	774	746	739	702	684	697	739	759	+2.6%
Merseyside	3,909	3,954	3,794	3,554	3,538	3,450	3,396	3,629	+6.9%
Metropolitan Police	30,398	30,932	31,877	32,125	31,517	30,390	30,435	32,199	+5.8%
Norfolk	1,544	1,582	1,569	1,515	1,515	1,558	1,609	1,665	+3.5%
Northamptonshire	1,268	1,239	1,229	1,214	1,188	1,215	1,187	1,272	+7.2%
Northumbria	3,750	3,646	3,514	3,336	3,289	3,174	3,081	3,155	+2.4%
North Yorkshire	1,370	1,408	1,395	1,341	1,378	1,350	1,377	1,481	+7.6%
Nottinghamshire	2,095	2,158	2,102	1,973	1,837	1,917	1,936	2,072	+7.0%
South Yorkshire	2,767	2,722	2,587	2,494	2,483	2,459	2,370	2,437	+2.8%
Staffordshire	1,829	1,729	1,714	1,660	1,626	1,590	1,567	1,666	+6.3%
Suffolk	1,195	1,226	1,147	1,087	1,102	1,127	1,172	1,219	+4.0%
Surrey	1,970	1,938	1,863	1,938	1,986	1,994	1,882	1,928	+2.4%
Sussex	2,847	2,805	2,810	2,666	2,587	2,549	2,629	2,717	+3.3%
Thames Valley	4,322	4,346	4,365	4,244	4,096	4,067	4,149	4,310	+3.9%
Warwickshire	805	802	828	836	835	806	817	1,035	+26.7%
West Mercia	2,087	1,966	2,014	2,079	2,055	1,974	1,989	2,219	+11.6%
West Midlands	7,615	7,288	7,133	6,944	6,756	6,581	6,495	6,516	+0.3%
West Yorkshire	5,062	4,857	4,748	4,501	4,720	5,014	5,137	5,342	+4.0%
Wiltshire	1,050	1,020	1,015	1,019	983	994	992	1,007	+1.5%
England Total	122,751	121,131	120,062	117,450	116,456	115,544	116,274	122,112	+5.0%
Wales									
Dyfed-Powys	1,112	1,123	1,176	1,149	1,160	1,186	1,145	1,165	+1.7%
Gwent	1,377	1,330	1,229	1,127	1,178	1,267	1,308	1,311	+0.2%
North Wales	1,483	1,464	1,487	1,458	1,441	1,490	1,458	1,510	+3.6%
South Wales	2,862	2,861	2,864	2,883	2,908	2,916	2,986	3,012	+0.9%
Wales Total	6,833	6,778	6,756	6,616	6,687	6,859	6,897	6,998	+1.5%
E&W 43 Forces Total	129,584	127,909	126,818	124,066	123,143	122,404	123,171	129,110	+4.8%
Central Service Secondments	372	437	292	296	365	382	311	318	+2.3%
British Transport Police	2,652	2,912	2,877	2,968	2,679	2,865	2,844	2,964	+4.2%
Total (E&W, CSS, BTP)	132,608	131,258	129,987	127,329	126,187	125,651	126,326	132,392	+4.8%

Source: Home Office, Police Workforce: England and Wales, (various editions).

TABLE A2: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH.
full time equivalents; excluding long term absentees

		1979	1980	1981	1982	1983	1984	1985	1986	1987	1988
England											
Avon & Somerset		2,825	2,892	2,953	3,011	2,970	2,997	2,982	2,958	3,009	3,013
Bedfordshire (c)		902	943	961	984	985	1,006	990	985	984	999
Cambridgeshire		1,064	1,081	1,091	1,131	1,137	1,138	1,137	1,136	1,142	1,171
Cheshire		1,778	1,789	1,839	1,847	1,839	1,830	1,799	1,806	1,830	1,837
Cleveland (c)		1,334	1,420	1,478	1,474	1,454	1,470	1,446	1,470	1,462	1,466
Cumbria		1,056	1,093	1,108	1,121	1,107	1,114	1,092	1,127	1,118	1,141
Derbyshire		1,563	1,793	1,821	1,776	1,757	1,772	1,752	1,753	1,777	1,790
Devon & Cornwall		2,660	2,651	2,720	2,713	2,730	2,724	2,722	2,739	2,774	2,787
Dorset		1,128	1,154	1,169	1,166	1,174	1,175	1,160	1,199	1,202	1,234
Durham		1,312	1,324	1,334	1,342	1,328	1,302	1,279	1,293	1,307	1,329
Essex	(a)	2,461	2,567	2,596	2,631	2,641	2,624	2,650	2,666	2,718	2,728
Gloucestershire		1,076	1,105	1,123	1,129	1,137	1,143	1,132	1,146	1,152	1,153
Greater Manchester		6,419	6,713	6,929	6,957	6,996	6,917	6,736	6,768	6,780	6,965
Hampshire		2,949	3,039	3,052	3,062	3,075	3,073	3,057	3,062	3,098	3,103
Hertfordshire	(a)	1,462	1,487	1,534	1,559	1,554	1,562	1,562	1,565	1,579	1,603
Humberside		1,849	1,917	1,954	1,947	1,965	1,961	1,913	1,933	1,964	1,953
Kent		2,724	2,863	2,862	2,862	2,882	2,829	2,833	2,870	2,879	2,908
Lancashire		3,097	3,100	3,154	3,152	3,155	3,128	3,029	3,021	3,134	3,139
Leicestershire		1,701	1,702	1,717	1,728	1,723	1,729	1,695	1,737	1,712	1,735
Lincolnshire		1,171	1,176	1,179	1,179	1,178	1,182	1,146	1,139	1,173	1,168
London, City of		829	840	846	855	828	806	789	774	771	787
Merseyside		4,427	4,525	4,597	4,631	4,631	4,603	4,588	4,543	4,598	4,647
Metropolitan Police	(a)	22,168	22,757	24,020	25,384	26,453	26,660	26,706	26,762	26,829	27,627
Norfolk		1,223	1,249	1,246	1,268	1,261	1,268	1,248	1,263	1,312	1,308
North Yorkshire		905	920	982	1,006	1,003	1,019	1,015	1,025	1,047	1,093
Northamptonshire		1,342	1,352	1,355	1,354	1,366	1,359	1,332	1,361	1,353	1,372
Northumbria		3,272	3,317	3,339	3,329	3,325	3,349	3,295	3,357	3,402	3,467
Nottinghamshire		2,117	2,145	2,241	2,252	2,249	2,229	2,150	2,210	2,226	2,252
South Yorkshire		2,546	2,704	2,865	2,868	2,863	2,860	2,866	2,848	2,862	2,912
Staffordshire		1,978	2,051	2,096	2,086	2,080	2,090	2,066	2,087	2,113	2,135
Suffolk		1,064	1,130	1,119	1,120	1,123	1,123	1,129	1,121	1,166	1,188
Surrey	(a)	1,440	1,512	1,586	1,587	1,589	1,582	1,590	1,614	1,609	1,649
Sussex		2,758	2,782	2,820	2,829	2,810	2,800	2,803	2,790	2,830	2,894
Thames Valley		2,639	2,802	3,093	3,098	3,123	3,176	3,259	3,297	3,421	3,490
Warwickshire		841	895	915	922	919	910	921	929	965	979
West Mercia (c)		1,743	1,847	1,925	1,926	1,916	1,920	1,919	1,939	1,929	1,946
West Midlands		5,981	6,243	6,549	6,679	6,673	6,679	6,544	6,520	6,656	6,639
West Yorkshire		4,727	4,805	5,084	5,147	5,145	5,109	4,991	5,145	5,142	5,184
Wiltshire		997	1,002	1,030	1,040	1,029	1,035	1,034	1,043	1,044	1,095
England Total		103,528	106,687	110,282	112,152	113,173	113,253	112,357	113,001	114,069	115,886
Wales											
Dyfed-Powys	(b)	965	967	972	964	963	962	964	978	973	979
Gwent		910	926	932	920	927	921	910	930	932	917
North Wales		1,268	1,275	1,293	1,286	1,296	1,290	1,271	1,253	1,286	1,300
South Wales	(b)	2,936	3,056	3,065	3,103	3,091	3,071	3,073	3,066	3,100	3,126
Wales Total		6,079	6,224	6,262	6,273	6,277	6,244	6,218	6,227	6,291	6,322
E&W 43 Forces Total		109,607	112,911	116,544	118,425	119,450	119,497	118,575	119,228	120,360	122,208

Notes:

(a) Due to PFA reorganisation, on the 1st April 2000, the officer strength series after this date is not comparable with the data prior to 31st March 2000

(b) Due to PFA reorganisation, on the 1st April 1997, the officer strength series after this date is not comparable with the data prior to 31st March 1997

(c) Bedfordshire and West Mercia did not provide absences in 2010. Cleveland did not provide absences in 2009.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A2: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH CONT.
full time equivalents; excluding long term absentees

		1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
England												
Avon & Somerset		3,014	3,094	3,092	3,081	3,068	3,033	3,000	2,981	2,989	2,976	2,999
Bedfordshire (c)		1,025	1,050	1,105	1,093	1,168	1,151	1,126	1,128	1,094	1,079	1,041
Cambridgeshire		1,187	1,193	1,201	1,250	1,265	1,263	1,261	1,238	1,302	1,291	1,274
Cheshire		1,879	1,870	1,895	1,874	1,908	1,902	1,932	1,998	2,046	2,042	2,071
Cleveland (c)		1,470	1,467	1,489	1,477	1,478	1,429	1,438	1,420	1,459	1,483	1,416
Cumbria		1,135	1,166	1,184	1,179	1,196	1,174	1,167	1,115	1,144	1,164	1,126
Derbyshire		1,784	1,795	1,741	1,706	1,830	1,820	1,797	1,763	1,791	1,772	1,759
Devon & Cornwall		2,849	2,852	2,873	2,898	2,910	2,914	2,877	2,899	2,865	2,962	2,887
Dorset		1,251	1,269	1,281	1,289	1,302	1,297	1,288	1,263	1,284	1,310	1,279
Durham		1,351	1,375	1,368	1,389	1,381	1,383	1,353	1,401	1,461	1,515	1,568
Essex (a)		2,746	2,822	2,889	2,898	2,936	2,937	2,921	2,884	2,961	2,928	2,891
Gloucestershire		1,166	1,170	1,162	1,174	1,149	1,159	1,163	1,133	1,133	1,104	1,104
Greater Manchester		6,935	6,992	7,014	7,061	7,060	6,967	7,037	6,938	6,922	6,949	6,810
Hampshire		3,167	3,154	3,179	3,211	3,275	3,270	3,256	3,347	3,452	3,490	3,473
Hertfordshire (a)		1,638	1,657	1,666	1,695	1,700	1,682	1,703	1,712	1,759	1,740	1,724
Humberside		1,992	1,995	1,998	2,026	2,032	2,039	2,029	2,041	2,045	2,021	1,974
Kent		2,985	2,984	3,005	3,074	3,146	3,145	3,117	3,120	3,260	3,251	3,201
Lancashire		3,177	3,201	3,212	3,198	3,207	3,170	3,212	3,171	3,247	3,257	3,245
Leicestershire		1,745	1,769	1,818	1,845	1,805	1,825	1,839	1,908	1,949	1,983	1,993
Lincolnshire		1,194	1,188	1,209	1,196	1,200	1,205	1,199	1,145	1,196	1,191	1,140
London, City of		801	799	813	808	825	893	885	869	859	825	778
Merseyside		4,689	4,714	4,689	4,621	4,669	4,693	4,659	4,411	4,230	4,216	4,211
Metropolitan Police (a)		27,988	28,287	28,230	28,154	27,867	27,699	27,480	27,343	26,677	26,094	26,073
Norfolk		1,340	1,363	1,405	1,414	1,440	1,447	1,395	1,401	1,432	1,430	1,381
North Yorkshire		1,095	1,126	1,139	1,158	1,199	1,170	1,156	1,153	1,177	1,169	1,137
Northamptonshire		1,370	1,379	1,387	1,398	1,393	1,318	1,300	1,324	1,338	1,367	1,337
Northumbria		3,508	3,529	3,541	3,464	3,563	3,598	3,606	3,668	3,677	3,769	3,840
Nottinghamshire		2,298	2,316	2,336	2,331	2,327	2,328	2,319	2,318	2,323	2,323	2,225
South Yorkshire		2,940	2,923	2,991	3,008	3,032	3,023	3,040	3,073	3,159	3,182	3,168
Staffordshire		2,164	2,187	2,217	2,176	2,179	2,208	2,231	2,209	2,211	2,292	2,238
Suffolk		1,181	1,194	1,209	1,218	1,241	1,208	1,191	1,138	1,180	1,186	1,190
Surrey (a)		1,636	1,645	1,657	1,706	1,693	1,669	1,676	1,644	1,620	1,608	1,662
Sussex		2,946	2,949	2,969	2,984	3,008	3,009	2,931	3,074	3,085	2,996	2,847
Thames Valley		3,600	3,659	3,714	3,772	3,840	3,908	3,854	3,674	3,695	3,776	3,748
Warwickshire		969	975	1,020	990	1,020	1,046	1,013	979	926	924	908
West Mercia (c)		1,948	1,991	2,026	2,034	2,054	2,059	2,046	2,017	2,040	2,010	2,025
West Midlands		6,761	6,855	6,876	6,941	6,953	7,014	7,019	7,145	7,113	7,156	7,321
West Yorkshire		5,278	5,260	5,268	5,087	5,037	5,046	5,050	5,142	5,209	5,155	4,982
Wiltshire		1,101	1,130	1,165	1,221	1,265	1,264	1,261	1,218	1,154	1,156	1,151
England Total		117,303	118,344	119,033	119,099	119,621	119,365	118,827	118,405	118,459	118,142	117,197
Wales												
Dyfed-Powys (b)		996	1,008	999	1,009	1,004	993	997	1,044	1,243	1,233	1,247
Gwent		931	935	935	947	967	965	976	991	1,005	1,002	1,026
North Wales		1,327	1,337	1,349	1,347	1,360	1,352	1,366	1,378	1,369	1,396	1,391
South Wales (b)		3,102	3,135	3,137	3,168	3,176	3,131	3,014	3,027	2,976	2,986	2,981
Wales Total		6,356	6,415	6,420	6,471	6,507	6,441	6,353	6,440	6,593	6,617	6,645
E&W 43 Forces Total		123,659	124,759	125,453	125,570	126,128	125,806	125,180	124,845	125,052	124,759	123,842

Notes:

(a) Due to PFA reorganisation, on the 1st April 2000, the officer strength series after this date is not comparable with the data prior to 31st March 2000

(b) Due to PFA reorganisation, on the 1st April 1997, the officer strength series after this date is not comparable with the data prior to 31st March 1997

(c) Bedfordshire and West Mercia did not provide absences in 2010. Cleveland did not provide absences in 2009.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A2: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH CONT.
full time equivalents; excluding long term absentees

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
England												
Avon & Somerset		2,934	2,994	3,096	3,149	3,401	3,384	3,389	3,375	3,339	3,245	3,225
Bedfordshire (c)		1,028	1,036	1,069	1,106	1,181	1,215	1,198	1,185	1,174	1,206	1,246
Cambridgeshire		1,237	1,296	1,362	1,384	1,400	1,395	1,430	1,381	1,358	1,392	1,422
Cheshire		2,011	2,002	2,059	2,119	2,179	2,186	2,174	2,192	2,124	2,104	2,095
Cleveland (c)		1,404	1,407	1,461	1,582	1,687	1,676	1,677	1,713	1,663	1,756	1,652
Cumbria		1,084	1,048	1,100	1,140	1,222	1,232	1,230	1,244	1,228	1,240	1,147
Derbyshire		1,777	1,823	1,848	2,003	2,070	2,070	2,046	2,023	2,076	2,079	2,017
Devon & Cornwall		2,841	2,934	3,053	3,202	3,298	3,369	3,493	3,476	3,486	3,473	3,451
Dorset		1,306	1,354	1,381	1,416	1,433	1,450	1,485	1,492	1,482	1,425	1,447
Durham		1,558	1,595	1,614	1,651	1,685	1,718	1,699	1,683	1,605	1,539	1,458
Essex (a)		2,806	2,897	2,946	2,989	3,098	3,190	3,279	3,297	3,346	3,449	3,509
Gloucestershire		1,114	1,173	1,183	1,227	1,284	1,291	1,289	1,303	1,338	1,354	1,278
Greater Manchester		6,795	6,909	7,217	7,343	8,042	8,041	7,959	7,887	7,931	7,999	7,899
Hampshire		3,419	3,438	3,480	3,668	3,706	3,725	3,707	3,796	3,807	3,651	3,585
Hertfordshire (a)		1,767	1,922	1,825	1,957	2,086	2,104	2,126	2,159	2,137	2,100	2,033
Humberside		1,932	1,917	2,058	2,105	2,213	2,230	2,224	2,227	2,216	2,075	2,015
Kent		3,204	3,319	3,355	3,487	3,576	3,586	3,599	3,664	3,644	3,681	3,682
Lancashire		3,179	3,255	3,304	3,339	3,550	3,551	3,583	3,566	3,609	3,620	3,519
Leicestershire		1,993	2,032	2,100	2,114	2,277	2,284	2,250	2,225	2,212	2,319	2,278
Lincolnshire		1,115	1,202	1,198	1,221	1,228	1,221	1,213	1,221	1,178	1,176	1,162
London, City of		732	703	764	808	853	876	869	854	817	792	834
Merseyside		4,085	4,081	4,125	4,099	4,122	4,317	4,269	4,413	4,449	4,380	4,402
Metropolitan Police (a)		25,485	24,878	26,223	27,984	29,735	30,710	30,536	30,710	31,014	31,260	32,487
Norfolk		1,381	1,420	1,468	1,499	1,510	1,541	1,557	1,565	1,526	1,627	1,609
North Yorkshire		1,117	1,157	1,214	1,210	1,239	1,267	1,317	1,281	1,264	1,411	1,449
Northamptonshire		1,283	1,305	1,417	1,444	1,529	1,553	1,636	1,654	1,560	1,295	1,318
Northumbria		3,788	3,857	3,929	3,943	4,040	4,048	3,983	3,917	3,928	3,987	4,081
Nottinghamshire		2,204	2,275	2,330	2,411	2,484	2,502	2,477	2,410	2,334	2,323	2,347
South Yorkshire		3,163	3,197	3,199	3,183	3,279	3,265	3,255	3,254	3,172	3,013	2,911
Staffordshire		2,170	2,129	2,133	2,202	2,266	2,280	2,272	2,288	2,229	2,171	2,084
Suffolk		1,145	1,133	1,203	1,253	1,304	1,313	1,300	1,342	1,308	1,241	1,196
Surrey (a)		1,785	2,066	1,992	1,906	1,913	1,915	1,922	1,914	1,904	1,799	1,803
Sussex		2,822	2,855	2,893	2,989	3,039	3,096	3,092	3,077	3,032	3,120	3,141
Thames Valley		3,740	3,703	3,762	3,833	4,034	4,114	4,229	4,197	4,112	4,196	4,303
Warwickshire		900	926	969	997	1,008	1,011	1,032	1,059	1,017	929	928
West Mercia (c)		1,887	1,951	2,018	2,256	2,355	2,367	2,351	2,400	2,433	2,356	2,391
West Midlands		7,194	7,423	7,681	7,751	7,887	8,056	8,097	8,173	8,315	8,458	8,413
West Yorkshire		4,822	4,815	4,889	5,029	5,275	5,631	5,644	5,655	5,744	5,721	5,646
Wiltshire		1,118	1,120	1,157	1,158	1,217	1,222	1,219	1,204	1,202	1,181	1,162
England Total		115,325	116,547	120,075	124,157	129,705	132,002	132,107	132,474	132,313	132,142	132,623
Wales												
Dyfed-Powys (b)		1,264	1,274	1,333	1,341	1,372	1,438	1,467	1,493	1,474	1,172	1,163
Gwent		1,040	1,055	1,132	1,149	1,160	1,174	1,182	1,177	1,181	1,404	1,394
North Wales		1,403	1,444	1,506	1,539	1,603	1,645	1,617	1,591	1,566	1,563	1,568
South Wales (b)		2,926	3,154	3,222	3,239	3,279	3,281	3,263	3,297	3,194	3,031	3,022
Wales Total		6,633	6,927	7,193	7,268	7,414	7,538	7,529	7,557	7,414	7,171	7,147
E&W 43 Forces Total		121,958	123,474	127,268	131,425	137,119	139,540	139,636	140,032	139,727	139,313	139,771

Notes:

(a) Due to PFA reorganisation, on the 1st April 2000, the officer strength series after this date is not comparable with the data prior to 31st March 2000

(b) Due to PFA reorganisation, on the 1st April 1997, the officer strength series after this date is not comparable with the data prior to 31st March 1997

(c) Bedfordshire and West Mercia did not provide absences in 2010. Cleveland did not provide absences in 2009.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A2: POLICE OFFICER STRENGTH IN ENGLAND AND WALES, AT 31 MARCH CONT.

full time equivalents; excluding long term absentees

											% change 2019 to 2020	
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
England												
Avon & Somerset		3,128	2,951	2,760	2,725	2,598	2,571	2,601	2,522	2,599	2,729	+5.0%
Bedfordshire (c)		1,176	1,108	1,047	963	1,040	1,030	1,056	1,088	1,114	1,234	+10.8%
Cambridgeshire		1,365	1,326	1,339	1,324	1,320	1,308	1,308	1,354	1,403	1,494	+6.5%
Cheshire		2,026	1,930	1,938	1,849	1,892	1,926	1,919	1,945	1,921	2,010	+4.6%
Cleveland (c)		1,440	1,260	1,316	1,235	1,177	1,118	1,226	1,196	1,150	1,267	+10.1%
Cumbria		1,137	1,089	1,083	1,120	1,101	1,067	1,076	1,049	1,110	1,183	+6.6%
Derbyshire		1,968	1,766	1,778	1,717	1,813	1,685	1,643	1,689	1,723	1,791	+4.0%
Devon & Cornwall		3,372	3,154	3,006	3,033	2,990	2,901	2,840	2,879	2,931	2,901	-1.0%
Dorset		1,391	1,316	1,245	1,159	1,230	1,153	1,205	1,210	1,171	1,183	+1.0%
Durham		1,382	1,316	1,312	1,247	1,131	1,077	1,113	1,110	1,089	1,099	+0.9%
Essex	(a)	3,518	3,281	3,180	3,071	2,943	2,750	2,724	2,853	2,997	3,200	+6.8%
Gloucestershire		1,226	1,178	1,159	1,151	1,123	1,043	1,053	1,048	1,049	1,162	+10.7%
Greater Manchester		7,548	7,245	6,913	6,744	6,378	5,954	5,971	6,051	6,177	6,582	+6.6%
Hampshire		3,487	3,112	3,267	3,124	2,869	2,718	2,754	2,713	2,573	2,570	-0.1%
Hertfordshire	(a)	1,963	1,895	1,880	1,833	1,820	1,828	1,850	1,858	1,924	2,010	+4.5%
Humberside		1,899	1,804	1,717	1,647	1,548	1,522	1,591	1,746	1,849	1,899	+2.7%
Kent		3,576	3,404	3,200	3,163	3,081	3,090	3,180	3,170	3,455	3,704	+7.2%
Lancashire		3,297	3,168	3,058	2,933	2,763	2,749	2,708	2,835	2,752	2,844	+3.3%
Leicestershire		2,161	2,084	2,020	1,975	1,877	1,776	1,715	1,681	1,754	1,915	+9.2%
Lincolnshire		1,163	1,097	1,092	1,038	1,023	1,028	1,062	1,063	1,059	1,025	-3.2%
London, City of		862	810	752	724	718	680	673	678	722	742	+2.8%
Merseyside		4,181	3,931	3,764	3,828	3,660	3,400	3,374	3,327	3,255	3,482	+7.0%
Metropolitan Police	(a)	31,601	31,133	29,340	29,800	30,663	30,778	30,083	28,953	29,073	30,898	+6.3%
Norfolk		1,557	1,486	1,497	1,531	1,522	1,473	1,464	1,516	1,551	1,617	+4.3%
North Yorkshire		1,406	1,350	1,320	1,362	1,341	1,290	1,309	1,266	1,303	1,425	+9.4%
Northamptonshire		1,290	1,214	1,244	1,204	1,202	1,167	1,135	1,179	1,163	1,207	+3.8%
Northumbria		3,978	3,767	3,630	3,523	3,382	3,221	3,201	3,095	2,986	3,069	+2.8%
Nottinghamshire		2,230	2,072	2,012	2,088	1,963	1,910	1,764	1,860	1,874	2,012	+7.3%
South Yorkshire		2,847	2,725	2,691	2,664	2,488	2,385	2,362	2,351	2,290	2,351	+2.7%
Staffordshire		2,015	1,919	1,782	1,686	1,676	1,610	1,585	1,544	1,518	1,613	+6.2%
Suffolk		1,212	1,146	1,165	1,198	1,120	1,054	1,066	1,092	1,134	1,168	+3.0%
Surrey	(a)	1,815	1,889	1,891	1,851	1,774	1,835	1,884	1,877	1,785	1,833	+2.7%
Sussex		3,039	2,867	2,764	2,710	2,708	2,563	2,470	2,424	2,528	2,621	+3.7%
Thames Valley		4,266	4,233	4,167	4,206	4,193	4,084	3,940	3,893	4,002	4,143	+3.5%
Warwickshire		879	784	767	764	777	807	786	769	777	993	+27.8%
West Mercia (c)		2,185	2,120	1,995	1,886	1,876	2,009	1,968	1,879	1,901	2,128	+11.9%
West Midlands		7,936	7,592	7,394	7,024	6,838	6,636	6,565	6,259	6,225	6,264	+0.6%
West Yorkshire		5,433	5,101	4,905	4,660	4,561	4,296	4,539	4,857	4,987	5,194	+4.1%
Wiltshire		1,063	1,026	1,014	990	966	959	951	949	954	956	+0.2%
England Total		128,019	122,650	118,403	116,750	115,145	112,451	111,714	110,827	111,828	117,518	+5.1%
Wales												
Dyfed-Powys	(b)	1,113	1,102	1,075	1,094	1,141	1,103	1,115	1,145	1,103	1,104	+0.1%
Gwent		1,451	1,385	1,328	1,286	1,165	1,062	1,117	1,241	1,269	1,251	-1.5%
North Wales		1,513	1,386	1,460	1,436	1,451	1,418	1,403	1,441	1,410	1,459	+3.5%
South Wales	(b)	2,977	2,806	2,737	2,765	2,799	2,745	2,729	2,802	2,846	2,921	+2.7%
Wales Total		7,053	6,678	6,601	6,580	6,557	6,327	6,365	6,629	6,628	6,735	+1.6%
E&W 43 Forces Total		135,072	129,328	125,004	123,329	121,702	118,779	118,079	117,456	118,456	124,253	+4.9%

Notes:

(a) Due to PFA reorganisation, on the 1st April 2000, the officer strength series after this date is not comparable with the data prior to 31st March 2000

(b) Due to PFA reorganisation, on the 1st April 1997, the officer strength series after this date is not comparable with the data prior to 31st March 1997

(c) Bedfordshire and West Mercia did not provide absences in 2010. Cleveland did not provide absences in 2009.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A3: POLICE COMMUNITY SUPPORT OFFICER STRENGTH IN ENGLAND AND WALES
Full time equivalents at 31 March

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
England										
Avon & Somerset	0	45	139	130	302	377	381	430	416	365
Bedfordshire	0	12	37	41	83	120	122	116	125	112
Cambridgeshire	6	57	87	101	184	197	195	209	200	193
Cheshire	2	50	81	75	176	231	234	237	221	218
Cleveland	37	77	98	100	114	170	198	193	178	167
Cumbria	0	0	17	17	85	99	107	111	104	102
Derbyshire	0	0	43	42	181	166	205	181	177	171
Devon & Cornwall	19	51	74	74	317	354	362	363	353	357
Dorset	6	8	47	61	122	151	156	164	164	153
Durham	10	28	69	67	142	162	171	175	174	173
Essex	10	86	179	192	388	436	446	445	404	380
Gloucestershire	0	54	72	72	169	162	161	148	139	133
Greater Manchester	160	173	269	251	763	773	782	842	837	818
Hampshire	0	0	26	30	296	324	325	347	344	340
Hertfordshire	14	46	98	139	223	246	256	262	252	257
Humberside	0	0	20	20	194	318	321	317	309	290
Kent	0	59	105	97	203	377	390	387	364	333
Lancashire	77	110	161	181	374	400	437	428	386	411
Leicestershire	28	41	103	136	216	212	228	233	232	236
Lincolnshire	29	38	75	78	147	165	153	149	144	152
London, City of	0	0	14	11	36	46	48	52	44	38
Merseyside	40	72	170	196	332	407	442	468	440	426
Metropolitan Police	513	1,463	2,144	2,315	3,694	4,247	4,594	4,645	4,009	2,760
Norfolk	12	33	68	65	176	274	277	275	264	254
North Yorkshire	0	52	130	71	147	180	173	198	182	186
Northamptonshire	12	10	75	40	129	159	168	164	166	161
Northumbria	0	51	39	129	248	254	259	438	433	424
Nottinghamshire	10	56	113	112	217	259	243	268	273	264
South Yorkshire	14	59	125	121	302	334	328	328	311	290
Staffordshire	0	7	63	70	203	209	236	237	228	209
Suffolk	0	15	34	30	123	140	160	173	162	164
Surrey	21	56	115	126	203	211	206	224	229	228
Sussex	22	83	228	257	352	372	399	377	351	335
Thames Valley	0	7	98	130	213	521	517	500	506	508
Warwickshire	11	25	56	64	127	133	143	138	136	109
West Mercia	8	57	81	85	217	272	272	279	273	271
West Midlands	0	39	219	252	644	748	812	811	758	711
West Yorkshire	70	265	394	462	690	757	761	763	713	728
Wiltshire	15	23	41	57	121	147	135	126	133	152
England Total	1,146	3,308	6,007	6,497	12,856	15,108	15,802	16,200	15,134	13,579
Wales										
Dyfed-Powys	0	5	25	26	77	73	82	83	80	97
Gwent	30	45	77	76	105	139	139	143	142	191
North Wales	0	0	46	58	145	159	159	157	159	219
South Wales	0	59	107	111	314	327	325	335	304	308
Wales Total	30	109	255	271	641	698	705	717	686	815
E&W 43 Forces Total	1,176	3,417	6,261	6,768	13,497	15,805	16,507	16,918	15,820	14,394

Note:

Figures may not sum due to rounding

Strength figures as at 31 March 2005 onwards include those staff on career breaks or maternity/paternity leave.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A3: POLICE COMMUNITY SUPPORT OFFICER STRENGTH IN ENGLAND AND WALES CONT.

Full time equivalents at 31 March

	2013	2014	2015	2016	2017	2018	2019	2020	% change 2019 to 2020
England									
Avon & Somerset	356	334	331	325	316	325	306	319	+4.3%
Bedfordshire	94	96	105	33	46	56	54	50	-7.5%
Cambridgeshire	174	141	148	135	136	111	83	73	-11.9%
Cheshire	208	190	225	198	178	168	189	168	-10.8%
Cleveland	161	150	123	125	125	140	130	95	-26.8%
Cumbria	76	83	86	85	89	98	84	71	-15.7%
Derbyshire	183	160	163	149	152	161	155	182	+17.7%
Devon & Cornwall	421	382	346	347	311	257	211	192	-8.9%
Dorset	140	154	163	137	135	123	108	125	+16.2%
Durham	171	152	157	150	142	134	148	127	-13.9%
Essex	331	298	262	219	96	92	108	112	+3.6%
Gloucestershire	138	118	128	118	102	107	113	100	-12.0%
Greater Manchester	793	789	804	748	600	646	620	560	-9.7%
Hampshire	341	323	302	368	385	334	248	231	-6.8%
Hertfordshire	238	190	210	221	219	203	225	200	-11.3%
Humberside	298	294	273	220	250	256	224	159	-28.9%
Kent	297	345	352	289	287	321	289	320	+10.9%
Lancashire	368	301	331	297	275	297	286	234	-17.9%
Leicestershire	222	235	234	210	240	239	181	183	+0.6%
Lincolnshire	151	145	138	136	105	124	122	97	-20.4%
London, City of	39	12	11	15	13	8	6	5	-17.3%
Merseyside	378	316	353	292	260	266	251	201	-19.7%
Metropolitan Police	2,684	2,087	1,787	1,626	1,442	1,315	1,255	1,264	+0.7%
Norfolk	250	247	197	171	149	79	0	-	-
North Yorkshire	173	185	196	185	181	93	92	230	+149.4%
Northamptonshire	127	134	122	98	87	173	194	92	-52.4%
Northumbria	391	234	211	196	163	195	183	204	+11.4%
Nottinghamshire	300	332	318	214	175	185	177	169	-4.6%
South Yorkshire	335	334	314	219	208	221	205	87	-57.3%
Staffordshire	213	215	208	220	230	227	225	194	-13.5%
Suffolk	163	181	167	108	95	85	41	41	+0.9%
Surrey	210	153	123	119	120	106	126	111	-11.7%
Sussex	358	349	325	249	180	203	216	294	+36.1%
Thames Valley	483	485	459	466	425	368	385	368	-4.6%
Warwickshire	113	95	86	87	100	81	79	89	+12.0%
West Mercia	248	237	209	221	239	210	227	222	-2.1%
West Midlands	681	676	620	506	397	473	419	494	+18.0%
West Yorkshire	689	679	625	533	551	611	599	590	-1.4%
Wiltshire	140	132	129	115	106	113	141	119	-15.4%
England Total	13,136	11,966	11,345	10,149	9,312	9,205	8,702	8,373	-3.8%
Wales									
Dyfed-Powys	143	150	147	135	143	145	146	143	-1.8%
Gwent	234	206	185	151	122	143	115	118	+2.7%
North Wales	262	267	243	220	224	232	211	182	-13.7%
South Wales	430	477	411	388	413	414	374	364	-2.6%
Wales Total	1,069	1,100	986	894	902	934	845	807	-4.5%
E&W 43 Forces Total	14,205	13,066	12,331	11,043	10,213	10,139	9,547	9,180	-3.8%

Note:

Figures may not sum due to rounding

Strength figures as at 31 March 2005 onwards include those staff on career breaks or maternity/paternity leave.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A4: SPECIAL CONSTABULARY STRENGTH BY FORCE, AT 31 MARCH.

	1995	1996	1997	1998	1999	2000	2001	2002	2003
England									
Avon & Somerset	651	688	759	621	547	459	400	364	345
Bedfordshire	189	189	182	186	154	151	115	118	98
Cambridgeshire	279	275	303	320	310	274	218	207	189
Cheshire	321	274	475	459	407	350	290	191	181
Cleveland	212	195	160	164	126	128	93	85	102
Cumbria	241	201	189	198	204	176	156	102	94
Derbyshire	434	413	428	380	317	282	275	260	249
Devon & Cornwall	1,142	1,102	1,148	1,024	918	870	796	689	645
Dorset	221	254	289	315	305	298	267	253	214
Durham	200	187	184	144	159	157	146	134	94
Essex	674	608	634	638	544	483	445	381	371
Gloucestershire	320	330	297	276	233	206	183	154	157
Greater Manchester	768	746	685	598	523	457	367	338	340
Hampshire	598	564	621	698	760	615	454	444	373
Hertfordshire	320	315	297	306	238	216	198	206	193
Humberside	427	391	340	324	269	246	212	207	157
Kent	569	555	589	592	526	436	392	327	286
Lancashire	608	553	483	489	449	382	360	363	351
Leicestershire	356	360	415	406	316	247	162	143	149
Lincolnshire	322	299	271	260	216	195	166	155	139
London, City of	83	77	86	76	64	56	43	36	42
Merseyside	384	333	401	419	458	476	541	468	503
Metropolitan Police	1,550	1,850	1,714	1,282	1,138	758	774	680	892
Norfolk	345	319	402	337	336	285	259	244	239
North Yorkshire	381	360	362	358	276	217	182	185	177
Northamptonshire	303	289	316	288	230	199	188	177	189
Northumbria	506	471	533	400	342	332	300	256	221
Nottinghamshire	552	537	620	558	461	411	335	341	261
South Yorkshire	452	381	308	281	246	205	188	206	204
Staffordshire	725	702	685	595	468	482	402	384	391
Suffolk	409	407	379	397	420	391	349	308	275
Surrey	238	260	297	235	224	175	149	187	212
Sussex	527	511	472	442	393	352	306	306	303
Thames Valley	679	744	656	609	569	472	418	356	369
Warwickshire	352	340	381	345	261	260	221	209	190
West Mercia	582	613	582	512	515	476	399	339	309
West Midlands	818	897	945	889	731	680	617	598	637
West Yorkshire	777	709	690	589	559	484	415	349	374
Wiltshire	318	233	154	149	184	173	152	147	154
England Total	18,833	18,532	18,732	17,159	15,396	13,512	11,933	10,897	10,669
Wales									
Dyfed-Powys	302	314	283	254	237	202	191	157	152
Gwent	126	136	157	119	113	119	137	142	130
North Wales	288	332	341	358	400	247	207	125	133
South Wales	477	461	361	366	338	267	254	277	173
Wales Total	1,193	1,243	1,142	1,097	1,088	835	789	701	588
E&W 43 Forces Total	20,026	19,775	19,874	18,256	16,484	14,347	12,722	11,598	11,257

Note:

All figures presented are on headcount basis

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A4: SPECIAL CONSTABULARY STRENGTH BY FORCE, AT 31 MARCH CONT.

	2004	2005	2006	2007	2008	2009	2010	2011	2012
England									
Avon & Somerset	305	396	408	404	444	428	449	497	578
Bedfordshire	146	209	181	166	142	145	210	222	204
Cambridgeshire	193	199	185	202	210	164	167	203	267
Cheshire	173	192	225	291	282	262	300	401	426
Cleveland	85	66	138	179	195	180	238	192	150
Cumbria	77	126	152	166	142	119	115	143	174
Derbyshire	301	369	429	506	445	360	302	298	373
Devon & Cornwall	602	582	572	549	505	564	592	634	609
Dorset	210	230	264	295	295	310	300	302	257
Durham	81	91	109	117	126	122	131	128	118
Essex	349	363	439	451	559	696	682	617	565
Gloucestershire	155	146	157	133	143	154	167	180	202
Greater Manchester	345	380	424	403	350	332	400	549	695
Hampshire	346	369	388	439	457	433	449	496	593
Hertfordshire	206	226	232	268	266	289	344	403	403
Humberside	209	328	330	344	344	384	341	336	349
Kent	341	338	306	293	349	298	310	320	394
Lancashire	336	319	366	379	393	448	470	447	387
Leicestershire	159	181	168	178	202	206	240	239	271
Lincolnshire	156	179	166	171	165	122	163	205	209
London, City of	54	52	70	74	72	85	79	85	99
Merseyside	371	259	345	392	456	420	446	453	585
Metropolitan Police	742	697	1,221	1,741	2,510	2,606	3,177	4,944	5,752
Norfolk	241	253	262	271	271	243	266	281	325
North Yorkshire	160	173	189	184	178	164	184	169	166
Northamptonshire	197	242	237	214	180	190	180	246	311
Northumbria	169	240	198	191	123	129	178	235	288
Nottinghamshire	295	333	361	382	378	309	298	322	357
South Yorkshire	200	204	270	298	264	236	227	269	284
Staffordshire	376	409	406	380	371	354	334	437	512
Suffolk	266	267	293	305	360	333	328	318	305
Surrey	255	289	280	275	278	314	327	337	345
Sussex	181	200	197	204	199	216	240	293	348
Thames Valley	341	375	327	286	246	310	408	534	719
Warwickshire	169	190	211	200	208	196	212	238	276
West Mercia	280	263	284	274	251	232	233	260	296
West Midlands	715	959	1,021	937	769	611	591	649	569
West Yorkshire	403	417	440	494	403	388	421	483	568
Wiltshire	169	174	180	185	149	135	250	294	299
England Total	10,359	11,285	12,431	13,221	13,680	13,487	14,749	17,659	19,628
Wales									
Dyfed-Powys	151	167	194	190	169	176	171	186	190
Gwent	136	144	137	145	204	192	144	134	146
North Wales	124	124	136	164	160	152	193	231	199
South Wales	218	198	281	301	334	244	248	211	189
Wales Total	629	633	748	800	867	764	756	762	724
E&W 43 Forces Total	10,988	11,918	13,179	14,021	14,547	14,251	15,505	18,421	20,352

Note:

All figures presented are on headcount basis

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A4: SPECIAL CONSTABULARY STRENGTH BY FORCE, AT 31 MARCH CONT.

	2013	2014	2015	2016	2017	2018	2019	2020	% change 2019 to 2020
England									
Avon & Somerset	568	529	453	394	343	329	314	289	-8.0%
Bedfordshire	196	196	227	228	211	177	173	132	-23.7%
Cambridgeshire	245	284	277	258	236	229	222	197	-11.3%
Cheshire	331	363	390	421	435	332	331	281	-15.1%
Cleveland	102	82	93	72	72	65	97	101	4.1%
Cumbria	135	126	119	108	88	78	56	53	-5.4%
Derbyshire	291	271	212	212	229	223	195	155	-20.5%
Devon & Cornwall	598	627	673	564	469	397	318	324	1.9%
Dorset	209	211	227	198	125	109	119	117	-1.7%
Durham	76	85	110	92	77	75	75	52	-30.7%
Essex	507	426	366	372	368	427	517	521	0.8%
Gloucestershire	176	122	115	132	118	167	169	133	-21.3%
Greater Manchester	702	730	703	865	661	460	365	325	-11.0%
Hampshire	597	576	456	352	364	381	366	283	-22.7%
Hertfordshire	410	413	303	258	235	260	296	245	-17.2%
Humberside	351	401	416	381	253	177	157	143	-8.9%
Kent	364	289	248	302	332	277	268	284	6.0%
Lancashire	401	490	376	480	482	347	274	222	-19.0%
Leicestershire	304	307	254	295	317	329	280	207	-26.1%
Lincolnshire	225	250	229	195	165	143	135	132	-2.2%
London, City of	81	82	61	61	58	70	75	75	0.0%
Merseyside	566	420	309	329	225	231	249	184	-26.1%
Metropolitan Police	5,303	4,587	3,659	3,271	2,661	2,246	1,860	1,841	-1.0%
Norfolk	291	240	257	251	218	188	198	193	-2.5%
North Yorkshire	158	155	184	184	126	130	114	99	-13.2%
Northamptonshire	248	311	412	722	474	338	285	254	-10.9%
Northumbria	322	308	248	208	180	182	161	125	-22.4%
Nottinghamshire	381	319	252	287	239	175	199	156	-21.6%
South Yorkshire	306	410	443	383	271	161	153	126	-17.6%
Staffordshire	469	402	318	292	259	239	226	205	-9.3%
Suffolk	249	233	234	255	215	173	136	137	0.7%
Surrey	273	182	122	109	118	135	155	116	-25.2%
Sussex	350	366	393	387	301	212	133	101	-24.1%
Thames Valley	741	667	562	506	503	423	397	345	-13.1%
Warwickshire	300	280	257	178	225	189	134	92	-31.3%
West Mercia	319	313	299	320	410	364	175	110	-37.1%
West Midlands	511	422	374	303	205	155	179	220	22.9%
West Yorkshire	493	452	824	1,030	527	409	416	319	-23.3%
Wiltshire	296	318	176	164	163	220	225	193	-14.2%
England Total	18,445	17,245	15,631	16,209	12,958	11,222	10,197	9,087	-10.9%
Wales									
Dyfed-Powys	193	196	147	171	163	98	87	87	0.0%
Gwent	138	143	124	126	92	51	45	70	55.6%
North Wales	136	126	131	183	201	191	208	170	-18.3%
South Wales	99	79	68	97	89	128	105	157	49.5%
Wales Total	566	544	470	577	545	468	445	484	8.8%
E&W 43 Forces Total	19,011	17,789	16,101	16,786	13,503	11,690	10,642	9,571	-10.1%

Note:

All figures presented are on headcount basis

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A5: POLICE OFFICERS EMPLOYED, BY ROLE TYPE AT 31 MARCH.

	2010 (estimated)			2011 (estimated)			2012 (estimated)		
	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support
England									
Avon & Somerset	2,849	201	95	2,787	184	89	2,669	162	71
Bedfordshire	1,029	42	74	998	48	53	941	48	41
Cambridgeshire	1,359	30	50	1,294	29	54	1,283	28	37
Cheshire	1,908	100	86	1,881	97	54	1,821	94	64
Cleveland	1,512	92	63	1,428	89	66	1,362	78	50
Cumbria	1,077	96	27	1,029	87	20	984	88	18
Derbyshire	1,935	57	41	1,890	55	37	1,688	55	32
Devon & Cornwall	3,191	63	146	3,156	64	94	2,943	56	105
Dorset	1,251	54	56	1,219	51	48	1,147	54	47
Durham	1,279	83	75	1,218	87	51	1,154	87	49
Essex	3,092	88	219	3,173	100	155	3,010	71	97
Gloucestershire	1,127	50	50	1,071	59	57	1,015	73	39
Greater Manchester	6,924	644	336	6,533	716	289	6,304	660	282
Hampshire	3,193	142	151	3,137	137	113	3,239	78	102
Hertfordshire	1,891	123	75	1,843	110	58	1,770	99	43
Humberside	1,814	91	78	1,786	81	56	1,693	81	52
Kent	3,138	202	121	2,975	252	117	2,964	145	90
Lancashire	3,086	197	125	2,904	171	124	2,801	161	116
Leicestershire	2,044	120	64	1,934	124	49	1,925	114	42
Lincolnshire	1,092	51	18	1,100	48	18	1,013	62	10
London, City of	532	98	47	550	101	45	522	95	39
Merseyside	3,955	141	154	3,800	126	122	3,614	123	100
Metropolitan Police	27,011	1,491	1,223	26,524	1,411	1,015	26,510	1,338	904
Norfolk	1,498	66	42	1,403	69	30	1,348	56	35
North Yorkshire	1,383	65	18	1,353	56	29	1,328	40	31
Northamptonshire	1,112	108	67	1,085	107	50	1,070	98	25
Northumbria	3,702	220	139	3,622	199	146	3,382	222	117
Nottinghamshire	2,340	59	51	2,263	54	45	2,049	67	35
South Yorkshire	2,712	113	75	2,632	107	75	2,608	99	63
Staffordshire	1,882	45	119	1,831	42	109	1,705	43	93
Suffolk	1,128	47	57	1,101	48	48	1,060	42	27
Surrey	1,585	128	69	1,570	130	93	1,796	40	48
Sussex	2,718	93	237	2,619	92	212	2,473	76	259
Thames Valley	3,660	231	218	3,592	243	204	3,686	200	142
Warwickshire	1,317	79	95	1,309	67	21	1,150	85	27
West Mercia	2,090	94	68	1,988	82	48	1,953	67	52
West Midlands	7,708	183	506	7,145	251	544	6,838	301	373
West Yorkshire	4,866	285	202	4,721	261	178	4,444	221	157
Wiltshire	1,019	39	63	950	41	47	947	33	27
England Total	117,009	6,111	5,400	113,414	6,076	4,663	110,209	5,540	3,941
Wales									
Dyfed-Powys	1,032	49	49	992	54	47	972	58	33
Gwent	1,282	69	22	1,336	75	22	1,277	69	38
North Wales	1,394	77	65	1,353	66	57	1,286	66	51
South Wales	2,667	193	134	2,634	198	123	2,378	238	98
Wales Total	6,375	388	270	6,315	393	249	5,913	431	220
E&W 43 Forces Total	123,384	6,499	5,670	119,729	6,469	4,912	116,122	5,971	4,161

Note:

Figures for March 2015 and 2016 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model which can be found in Annex 4 of their Value for Money Profiles

Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A5: POLICE OFFICERS EMPLOYED, BY ROLE TYPE AT 31 MARCH CONT.

	2013 (estimated)			2014 (estimated)			2015 (actual)		
	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support
England									
Avon & Somerset	2,565	138	51	2,394	121	61	2,449	84	79
Bedfordshire	870	54	38	838	28	45	900	29	56
Cambridgeshire	1,304	25	32	1,296	24	38	1,280	25	43
Cheshire	1,808	95	75	1,777	95	31	1,764	105	44
Cleveland	1,245	100	17	1,240	56	18	1,209	56	24
Cumbria	982	85	18	1,021	78	17	988	78	29
Derbyshire	1,667	55	30	1,656	41	22	1,752	45	26
Devon & Cornwall	2,734	57	174	2,805	59	126	2,752	57	127
Dorset	1,088	44	37	1,033	34	35	1,094	29	39
Durham	1,157	83	46	1,110	77	33	1,048	64	33
Essex	2,957	55	97	2,785	73	93	2,683	66	100
Gloucestershire	1,027	50	33	1,013	45	45	972	59	45
Greater Manchester	6,518	389	268	6,159	343	248	5,790	330	276
Hampshire	3,132	43	89	3,023	41	81	2,747	48	83
Hertfordshire	1,771	79	41	1,714	87	49	1,667	75	59
Humberside	1,626	74	41	1,560	71	39	1,470	70	49
Kent	2,772	137	100	2,721	140	104	2,696	116	98
Lancashire	2,678	169	113	2,652	117	91	2,502	104	103
Leicestershire	1,893	106	34	1,866	92	32	1,782	89	31
Lincolnshire	1,024	55	8	994	35	9	997	49	13
London, City of	507	65	19	500	60	16	473	63	43
Merseyside	3,483	112	81	3,491	121	97	3,362	109	97
Metropolitan Police	25,407	1,116	841	25,454	1,072	633	26,776	852	706
Norfolk	1,366	51	35	1,398	50	38	1,406	45	29
North Yorkshire	1,249	65	26	1,282	71	23	1,258	75	25
Northamptonshire	1,085	109	24	1,050	93	26	1,060	118	28
Northumbria	3,305	205	81	3,250	180	71	3,121	174	59
Nottinghamshire	1,904	91	29	1,967	93	45	1,892	94	42
South Yorkshire	2,539	86	52	2,551	87	60	2,398	92	61
Staffordshire	1,624	38	83	1,510	24	57	1,556	26	60
Suffolk	1,084	38	27	1,116	36	32	1,045	35	26
Surrey	1,783	53	46	1,740	56	41	1,632	65	64
Sussex	2,403	70	242	2,419	60	135	2,446	59	106
Thames Valley	3,685	182	84	3,748	165	89	3,738	168	77
Warwickshire	1,140	61	20	1,199	21	22	1,218	25	32
West Mercia	1,880	61	32	1,784	43	50	1,830	36	59
West Midlands	6,652	296	345	6,399	273	298	6,306	239	294
West Yorkshire	4,325	186	129	4,105	180	146	4,035	132	148
Wiltshire	936	37	24	912	36	20	893	34	27
England Total	107,175	4,815	3,562	105,532	4,378	3,116	104,988	4,015	3,339
Wales									
Dyfed-Powys	978	45	25	990	40	34	1,026	51	35
Gwent	1,216	70	29	1,108	78	39	1,059	66	30
North Wales	1,326	52	52	1,319	49	42	1,348	43	41
South Wales	2,314	233	94	2,434	161	78	2,432	148	83
Wales Total	5,834	400	200	5,851	328	193	5,865	309	189
E&W 43 Forces Total	113,009	5,215	3,762	111,383	4,706	3,309	110,853	4,324	3,528

Note:

Figures for March 2015 and 2016 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model which can be found in Annex 4 of their Value for Money Profiles

Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A5: POLICE OFFICERS EMPLOYED, BY ROLE TYPE AT 31 MARCH CONT.

	2016 (actual)			2017 (actual)			2018 (actual)		
	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support
England									
Avon & Somerset	2,475	34	92	2,449	30	83	2,319	29	86
Bedfordshire	900	31	40	910	56	36	941	65	39
Cambridgeshire	1,273	25	37	1,194	28	39	1,249	24	63
Cheshire	1,884	49	58	1,889	46	56	1,901	60	43
Cleveland	1,150	50	39	1,102	55	56	1,099	58	35
Cumbria	983	51	24	966	56	44	882	70	96
Derbyshire	1,616	94	25	1,535	92	30	1,533	73	47
Devon & Cornwall	2,652	84	125	2,578	69	158	2,623	64	151
Dorset	1,073	30	62	1,018	42	126	1,054	41	100
Durham	975	59	27	1,010	57	29	1,000	63	28
Essex	2,534	42	82	2,520	40	77	2,286	30	433
Gloucestershire	931	49	35	859	50	30	916	51	40
Greater Manchester	5,050	337	235	5,110	312	273	5,112	279	310
Hampshire	2,504	108	83	2,634	110	67	2,499	98	104
Hertfordshire	1,697	79	72	1,682	82	61	1,674	63	69
Humberside	1,334	60	85	1,454	61	51	1,502	65	153
Kent	2,711	105	85	2,879	102	97	2,812	77	94
Lancashire	2,491	96	109	2,404	91	99	2,508	181	94
Leicestershire	1,679	71	38	1,643	72	26	1,620	66	24
Lincolnshire	960	44	14	986	52	15	975	60	14
London, City of	449	73	42	434	59	46	492	49	41
Merseyside	3,160	78	88	3,138	87	92	3,031	141	89
Metropolitan Police	26,141	923	710	25,308	982	629	24,394	1,118	893
Norfolk	1,328	55	41	1,338	66	42	1,398	66	45
North Yorkshire	1,208	65	25	1,231	76	29	1,163	116	30
Northamptonshire	1,057	64	37	1,076	46	33	1,098	33	30
Northumbria	2,978	146	68	2,938	150	85	2,826	139	96
Nottinghamshire	1,741	85	50	1,656	46	36	1,761	32	43
South Yorkshire	2,230	75	55	2,178	76	78	2,135	73	91
Staffordshire	1,536	26	42	1,482	35	53	1,440	45	49
Suffolk	970	49	24	966	64	25	1,022	54	25
Surrey	1,677	36	108	1,754	45	71	1,741	48	77
Sussex	2,301	66	91	2,187	61	147	2,160	55	135
Thames Valley	3,657	136	79	3,472	136	87	3,523	146	107
Warwickshire	768	16	20	792	22	19	717	25	23
West Mercia	1,889	37	61	1,954	38	39	1,763	35	56
West Midlands	6,003	210	120	6,196	170	96	5,630	195	132
West Yorkshire	3,809	129	133	3,996	126	181	4,251	135	188
Wiltshire	868	46	32	870	39	31	862	36	34
England Total	100,642	3,817	3,190	99,788	3,826	3,272	97,914	4,058	4,207
Wales									
Dyfed-Powys	967	35	47	983	39	41	1,022	38	41
Gwent	1,033	54	30	1,016	54	34	1,107	51	37
North Wales	1,324	34	45	1,281	36	37	1,315	37	48
South Wales	2,445	147	90	2,435	159	87	2,480	164	95
Wales Total	5,769	270	211	5,714	288	199	5,923	290	221
E&W 43 Forces Total	106,411	4,087	3,401	105,502	4,114	3,471	103,837	4,348	4,428

Note:

Figures for March 2015 and 2016 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMICs) frontline policing model which can be found in Annex 4 of their Value for Money Profiles

Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A5: POLICE OFFICERS EMPLOYED, BY ROLE TYPE AT 31 MARCH.

	2019 (actual)			2020 (actual)		
	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support
England						
Avon & Somerset	2,277	34	73	2,380	94	113
Bedfordshire	985	52	38	1,066	50	48
Cambridgeshire	1,296	25	62	1,376	28	39
Cheshire	1,884	61	44	1,884	65	52
Cleveland	1,051	56	28	1,159	68	24
Cumbria	977	65	47	1,091	25	37
Derbyshire	1,505	87	92	1,596	38	114
Devon & Cornwall	2,695	61	140	2,764	63	149
Dorset	1,053	43	64	1,066	42	64
Durham	988	59	27	1,004	52	29
Essex	2,772	38	98	2,994	44	86
Gloucestershire	929	45	43	1,007	60	47
Greater Manchester	5,217	315	330	5,624	312	340
Hampshire	2,393	81	86	2,361	105	83
Hertfordshire	1,737	63	67	1,828	63	69
Humberside	1,699	63	57	1,749	62	58
Kent	3,091	81	89	3,340	102	96
Lancashire	2,499	112	87	2,568	115	106
Leicestershire	1,584	66	37	1,733	70	46
Lincolnshire	969	59	21	940	54	21
London, City of	521	50	58	540	53	58
Merseyside	2,960	122	93	3,192	116	95
Metropolitan Police	23,106	1,045	1,302	25,126	888	1,076
Norfolk	1,427	64	42	1,479	61	45
North Yorkshire	1,141	127	80	2,724	136	166
Northamptonshire	1,044	28	73	1,239	129	79
Northumbria	2,704	137	114	1,093	41	117
Nottinghamshire	1,775	35	45	1,903	30	59
South Yorkshire	2,090	69	104	2,186	63	74
Staffordshire	1,377	95	34	1,457	68	71
Suffolk	1,052	51	19	1,076	50	29
Surrey	1,643	55	69	1,661	62	88
Sussex	2,231	54	183	2,292	64	201
Thames Valley	3,533	107	103	3,615	133	123
Warwickshire	718	13	45	932	15	45
West Mercia	1,721	27	134	1,950	28	134
West Midlands	5,627	177	123	5,570	219	146
West Yorkshire	4,332	127	217	4,529	129	243
Wiltshire	835	31	33	865	37	28
England Total	97,441	3,882	4,397	#####	3,835	4,497
Wales						
Dyfed-Powys	994	37	30	986	39	40
Gwent	1,148	50	57	1,030	49	157
North Wales	1,288	34	47	1,338	40	38
South Wales	2,476	172	114	2,545	177	115
Wales Total	5,906	294	248	5,899	305	349
E&W 43 Forces Total	103,347	4,176	4,645	#####	4,140	4,846

Note:

Figures for March 2015 and 2016 have been calculated using Her

Figures for March 2010 to March 2014 have been estimated and are rounded to the nearest whole number or 0.1 per cent.

Source:

Home Office, Police Workforce: England and Wales, (various editions).

TABLE A6: EUROPEAN POLICE OFFICERS PER 100,000 POPULATION

Ranked highest to lowest in 2018

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Montenegro	801	:	697	665	679	668	685	645	635	658	660
Cyprus	690	672	650	632	611	580	579	581	573	585	570
Greece	355	508	481	496	493	486	478	484	492	494	495
Turkey	:	515	512	503	506	:	:	:	:	490	494
Croatia	460	469	484	493	499	487	484	490	488	493	492
Malta	462	449	463	463	456	461	507	504	487	493	481
Kosovo (under United Nations Security Council Resolution 1244/99)	325	332	328	402	:	:	:	:	439	491	480
Portugal	458	474	448	453	445	437	443	452	451	449	451
Latvia	409	448	459	:	420	405	458	458	461	426	416
Bulgaria	450	411	397	398	384	368	389	337	425	398	408
Hungary	336	333	344	366	367	368	373	378	392	406	403
Slovakia	374	406	400	393	402	414	415	413	410	405	403
Czechia	413	419	394	372	365	369	375	377	378	381	377
Albania	302	290	:	343	:	:	332	337	367	370	368
Northern Ireland	493	470	454	434	416	401	373	370	364	360	368
Belgium	362	371	368	344	346	345	339	336	333	362	363
Spain	361	374	384	388	383	376	372	366	361	360	363
Slovenia	387	386	380	372	359	350	392	345	347	347	343
Austria	320	319	330	330	330	329	328	326	333	334	343
Luxembourg	321	325	330	333	331	328	324	337	336	309	330
France	303	297	290	284	284	282	317	315	320	328	329
Scotland	322	331	328	328	329	324	323	323	320	319	321
Liechtenstein	235	253	248	249	233	231	224	225	:	312	315
Germany	301	300	298	303	304	304	303	302	297	299	296
Estonia	240	238	341	337	334	320	311	298	299	296	295
Lithuania	343	344	342	325	317	317	322	305	290	289	294
Netherlands	216	301	300	304	308	308	362	352	352	295	293
Poland	264	259	257	256	253	257	260	260	263	260	260
Romania	244	250	243	232	264	268	265	263	242	243	256
Switzerland	215	221	221	219	222	222	219	220	221	218	217
England and Wales	263	261	251	240	230	225	222	215	212	210	207
Sweden	200	207	217	217	210	208	202	204	203	198	198
Denmark	196	197	200	195	193	192	188	186	186	188	191
Iceland	260	261	209	202	203	203	191	199	194	192	185
Finland	154	155	151	151	148	142	141	141	137	137	139
North Macedonia	:	:	:	:	554	450	450	467	463	471	:
Italy	384	498	467	469	466	463	:	450	453	:	:
Serbia	436	444	458	469	476	472	625	596	:	:	:
Ireland	323	322	316	304	293	285	278	:	:	:	:
Norway	158	159	158	158	159	163	168	:	:	:	:
Bosnia and Herzegovina	:	:	433	438	436	:	:	:	:	:	:

Note:

: denotes not available

a) Figures for England & Wales, Scotland and Northern Ireland may differ as EU collection methods differ

b) Eurostat figures for England & Wales are not available for 2017 or 2018 so figures provided are based on the Home Office's FTE police officer numbers, including long-term absentees. Figures for Scotland and Northern Ireland are not available for 2018 so figures provided are based on police officer numbers available from the Scottish Government and the Police Service of Northern Ireland. The rate of police officers per 100,000 were calculated using ONS mid-year population estimates.

Source:Eurostat, *Personnel in the criminal justice system*, 2020Home Office, *Police Workforce: England and Wales (various editions)*Scottish Government, *Police Service Strength Statistics*Police Service of Northern Ireland, *Strength of Police Service Statistics*ONS, *Annual mid-year population estimates*

7. Appendix 2: Methodology, Frontline Policing

In March 2011, following an analysis of the approximately 60 police functions/roles and a consultation with police sector representatives and the public, HMIC published a working definition of the policing frontline in [Police Visibility: Demanding Times](#):

The police front line comprises those who are in everyday contact with the public and who directly intervene to keep people safe and enforce the law.

However, in July 2013, HMIC revised the model used for the division of the police into frontline and non-frontline roles but it is based on the overall definition first used in 2011.

HMIC grouped the different roles that comprise policing into three categories, which they defined as follows:

- Operational front line functions include things like patrolling neighbourhoods, responding to 999 calls, roads policing and protecting vulnerable people.
- Operational support functions include things like intelligence to support investigations or direct patrol and scientific support to process forensic evidence.
- Business support functions include things like facilities management, training, and finance departments, without which forces could not operate, but which are not operational policing functions.

Using the agreed definition of frontline staffing from HMIC, the Home Officer estimated the number of staff on the frontline based on the strength figures from the Annual Data Return (ADR) of police forces.

From 31 March 2016 the police functions framework (which was used to calculate the number of staff in frontline/non-frontline roles) was replaced with a new framework based on the Police Objective Analysis (POA) categories. The new categories are not directly comparable with the previous framework.

The intention behind changing the police functions definitions was to ensure that functions remained relevant and reflected current policing structures.

To calculate the frontline with the new police function definitions, the Home Office used a new definition of the frontline by HMIC (this can be found in Annex 4 of HMIC's [Value for Money Profiles](#)).

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