



Annual Equality Monitoring Report

2020-21

FOR THE ATTENTION OF THE AUDIT COMMITTEE:

Please note that this is the first draft of the 2020-21 Equality Monitoring report for review and feedback to be provided to EDI Manager Jenni Salkeld.

Following further consultation with key stakeholders and approval at the Strategic EDI Board a final version will be submitted to the September meeting of the audit committee, with a target to make the final report available to the workforce and public in October.

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1. Messages from our Chief Constable and Acting Police and Crime Commissioner?

Message from the Chief Officer Team

To be requested when a final draft has been approved by COT.

Message from the Acting Police and Crime Commissioner

To be requested when a final draft has been approved by SMT.

2. Introduction

In Cleveland, our Police force and Police and Crime Commissioner collaborate to ensure residents of Hartlepool, Stockton, Middlesbrough and Redcar receive policing services that are accessible, responsive and needs led to ensure services meet the requirements of our communities, and that our workplace is inclusive and supportive.

The Equality Monitoring Report 2020-21 provides transparency on how the Force and OPCC have progressed this strategy to meet their responsibilities under the Equality Act 2010 over the course of the financial year.

Under the Equality Act 2010 both organisations have responsibility for carrying out their activities in a manner that respects their duties to:

- Elimination of unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advancement of equality of opportunity between people from different groups, with or without protected characteristics;
- Foster good relations between people from different groups.

The report presents the statistical data on the following protected characteristics of our workforce this will cover; age, disability, gender, ethnicity, and religion. It also summarises the key activities undertaken in the 2020-21 period to create a positive experience of services, and a working environment of mutual respect and dignity aligned to our vision.

People & Organisation

“A working environment that is supportive and inclusive of all, enabling officers and staff to develop, feel supported and able to be themselves at work.”

Communities

“Deliver policing services that are accessible, responsive and needs led to ensure services meet the requirements of all our communities.”

Partners

“Partners have confidence that Cleveland can have effective joint service delivery underpinned by equality and inclusion through improved opportunities for collaborative working.”

3. Cleveland Police Workforce Representation

3.1 Scope

The total number of staff at March 31st, 2021 is 2516, this is a rise of 326 people on our headcount at the same time in the previous year, and 623 people higher than the 2019 headcount.

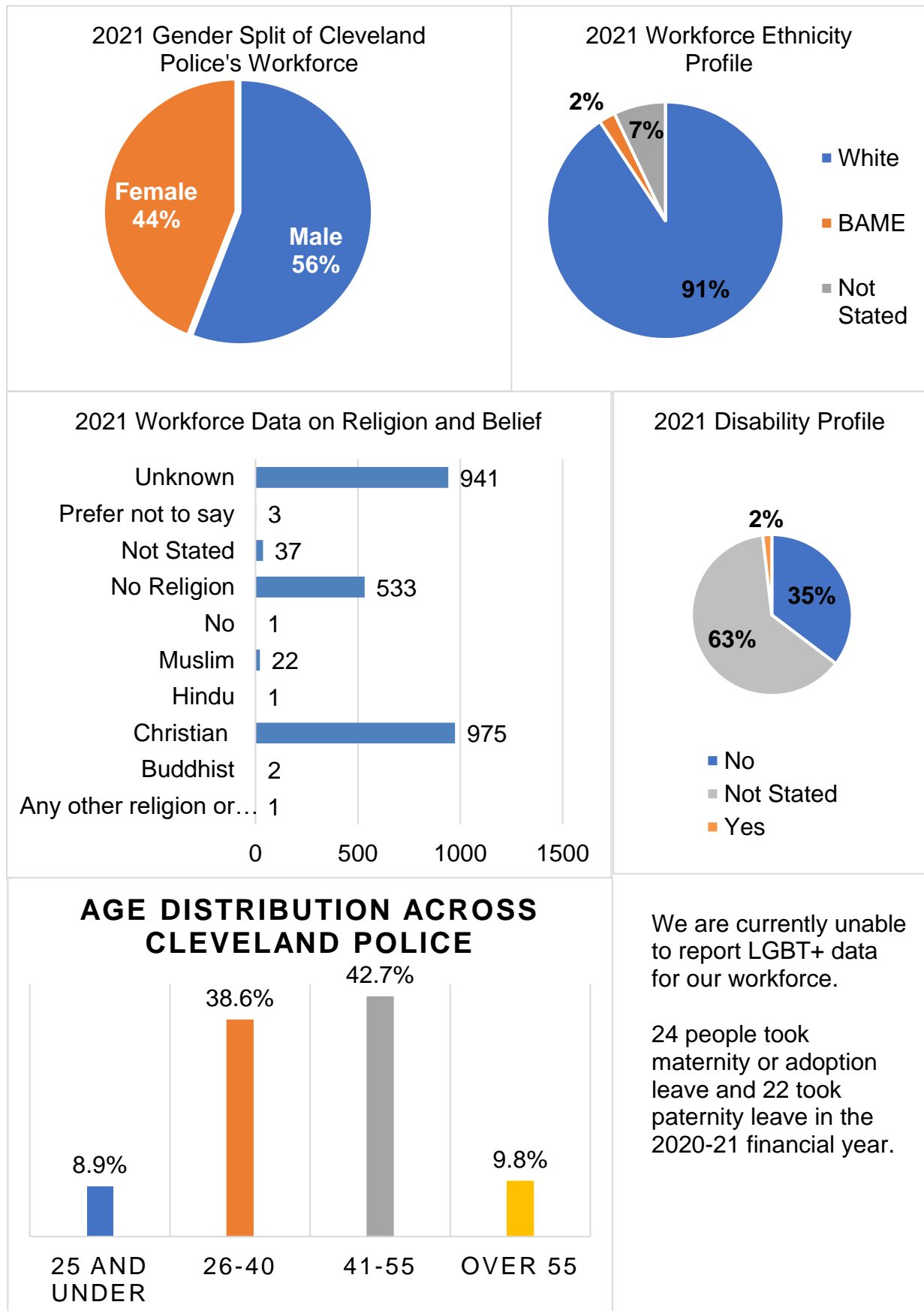
These increases have been created by three important projects; Operation Uplift, the programme to recruit an additional 20,000 officers nationally, the Force Control Room Project and Fusion which both brought police staff delivering outsourced services back into the direct employment of Cleveland Police. By having these teams as direct employees, we now have greater flexibility and control to implement changes that meet our workforce's needs and keep our communities safe.

The following workforce representation data is based upon our management information for employees that worked for Cleveland Police as of March 31st on over the course of the financial years described. The report will break each protected characteristic down into a profile that will include the data as both a chart/infographic and a table, supported by comparisons to previous years data, any national data or local data were available and brief contextualisation of the trends identified. Any totals stated for the whole organisation includes Police Officers, Police Community Support Officers, Special Constables, Police Staff and Police Staff Volunteers. People who deliver services employed by outsourced service contract providers, such as Mitie and Tascor, are not included in this report. The Office of the Police and Crime Commissioner's team will be broken down in its own section.

For some characteristics we have high rates of people choosing not to declare their personal information. To address this the Force has introduced a new feature on Oracle, our HR system, to enable individuals to update their own equality monitoring data directly rather than having to contact a member of the HR team (which has historically been required). This will be communicated to all staff in the 2021-22 financial year, alongside reassurance on how the data is used and stored.

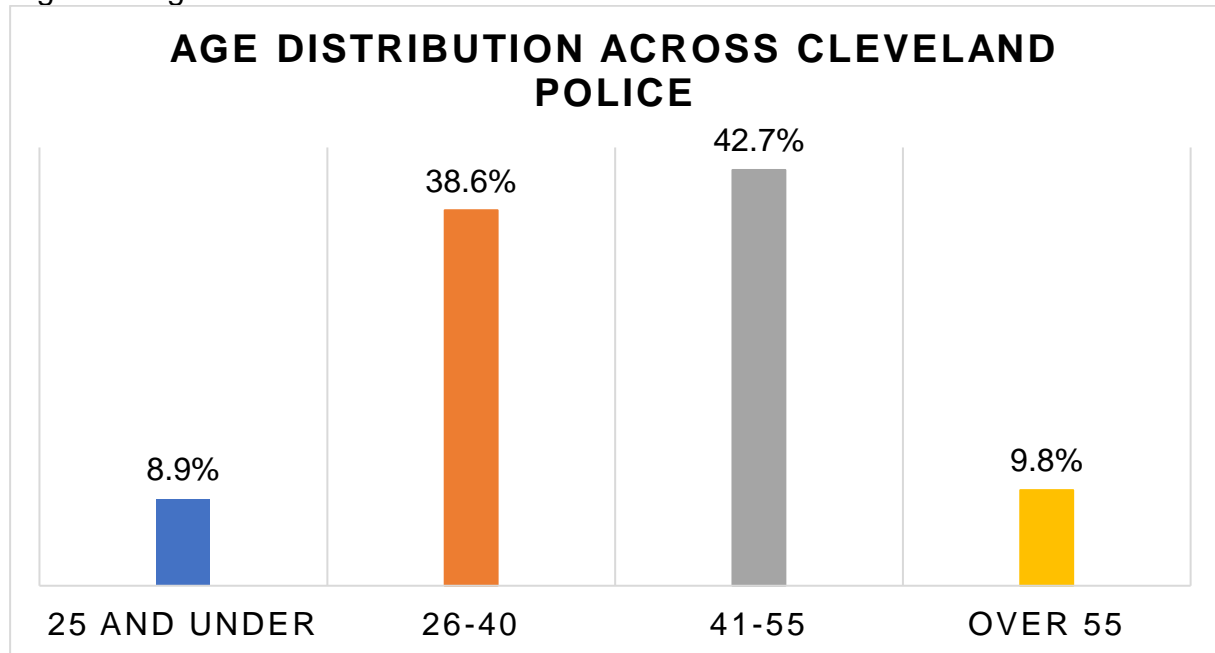
It is hoped that through introduction of this service the team will feel more empowered to change and update their protected characteristic information now they have the autonomy to change their records without involving a third party. It should be noted that the impacts of introducing this feature will not be seen until the 2021-22 Annual Equality Monitoring report.

3.2 Cleveland Police 2021 Workforce Key Statistics



3.3 Age Profile

Figure 1: Age Distribution Across Cleveland Police



Most of the team are aged between 26 and 55. Data on the national age profile of police officers has not been made available since 2014, so we are unable to compare the age profile of our team with the other 43 Forces with up-to-date data. We can compare with our local population estimates in table 2, however.

Figure 2: Area Age Profile Based on ONS 2019 Mid-Year Population Estimates

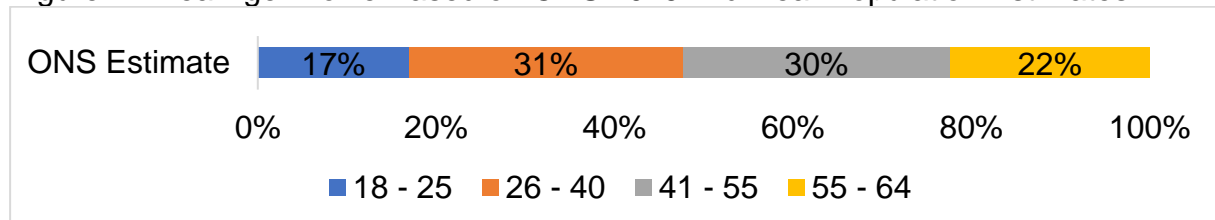


Table 2 indicates that younger people between 18 and 26 are underrepresented in our workforce by 8 percentage points. Currently we have a small number of over 55-64s compared to our population, however this is understandable given the historic retirement age of 55 or following 30 years' service for a police officer. Given the changes to state and police pension ages combined with increases in life expectancy it is likely people will remain in our workforce for longer than previous generations.

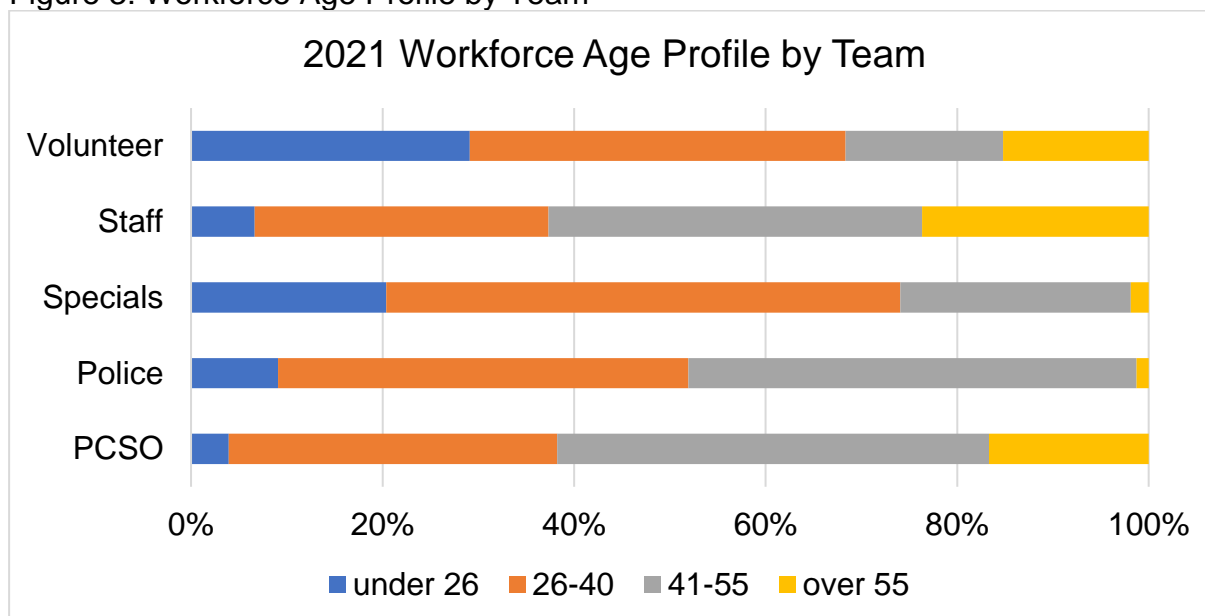
The College of Policing's Future Operating Environment report also suggests this, with one of the ten trends identified as playing an important role in driving and defining policing's operating environment over the next 20 years being a larger, older and more diverse population. It can be expected that the number of over 55s could increase between now and 2040. This will require the Force to ensure wellbeing and operational requirements can be balanced when planning to meet demand, as well as consider how technology development may increase the training requirements throughout our team's careers.

Table 1: Age Profile by Year

Year	Under 26		26-40		41-55		Over 55		Total
	No.	%	No.	%	No.	%	No.	%	No
2019	129	7%	789	42%	893	47%	128	7%	1893
2020	197	9%	887	41%	989	45%	171	8%	2190
2021	225	9%	970	39%	1074	43%	247	10%	2516

It can be seen in Table 1 that the entire workforce continues to grow, with each age group rising consistently. When viewed for the full organisation overall proportions show slightly faster growth in the under 26 and over 55 categories. When broken down by teams however, it becomes clear that there have been changes at team levels that have balanced each other out when aggregated.

Figure 3: Workforce Age Profile by Team



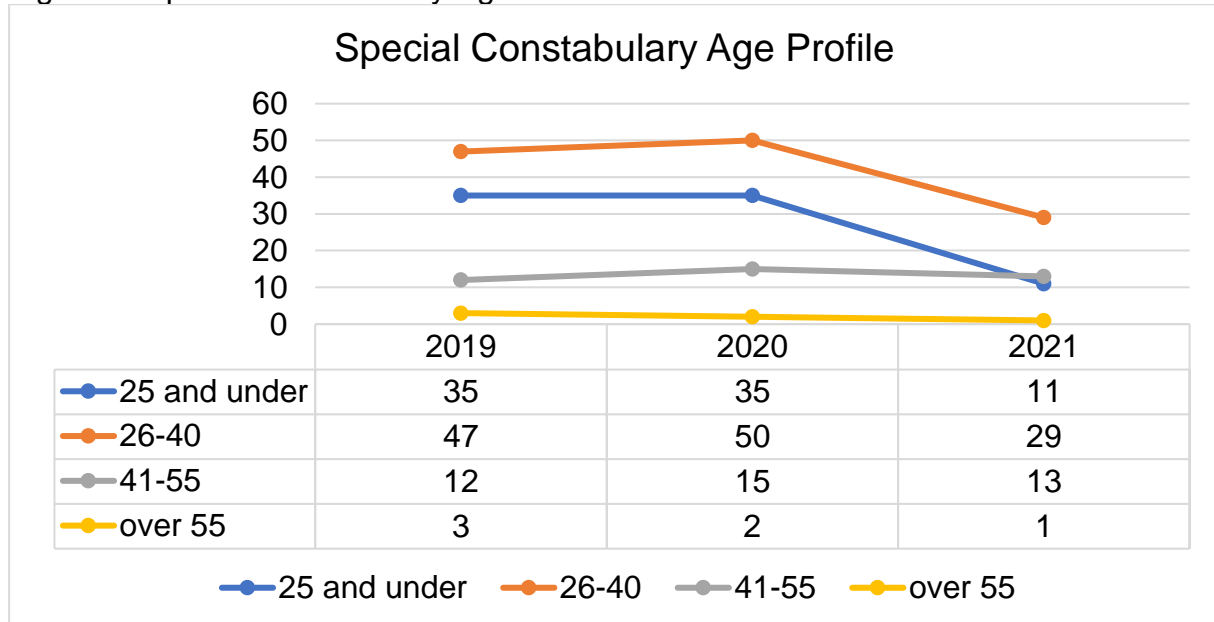
The age ranges of Force volunteers remain stable with little change, as does the age range of our PCSOs. The staff team saw a slight decrease of five percentage points this year in the 41-55-year-old category paired with a 4% rise in the number of over 55s employed.

The most significant changes can be seen in our Special Constabulary and police officer teams. The number of Special Constables has almost halved, dropping to 54 from 102 the previous year. A slight rise was seen in the number of over 41s, with the high attrition of under 40s.

This can be considered as part of the attrition rate trend that the Association of Special Constabulary Officers (ASCO) has raised as a challenge, with three in ten Special Constables leaving each year nationally. Last year the Cleveland Police was one of the few Forces who did not experience this trend. Operation Uplift has enabled those motivated to join policing as their paid career if they choose to do so, resulting Special Constables having much shorter voluntary careers before joining as officers. This has had a knock-on effect for many Forces, in which recruitment for

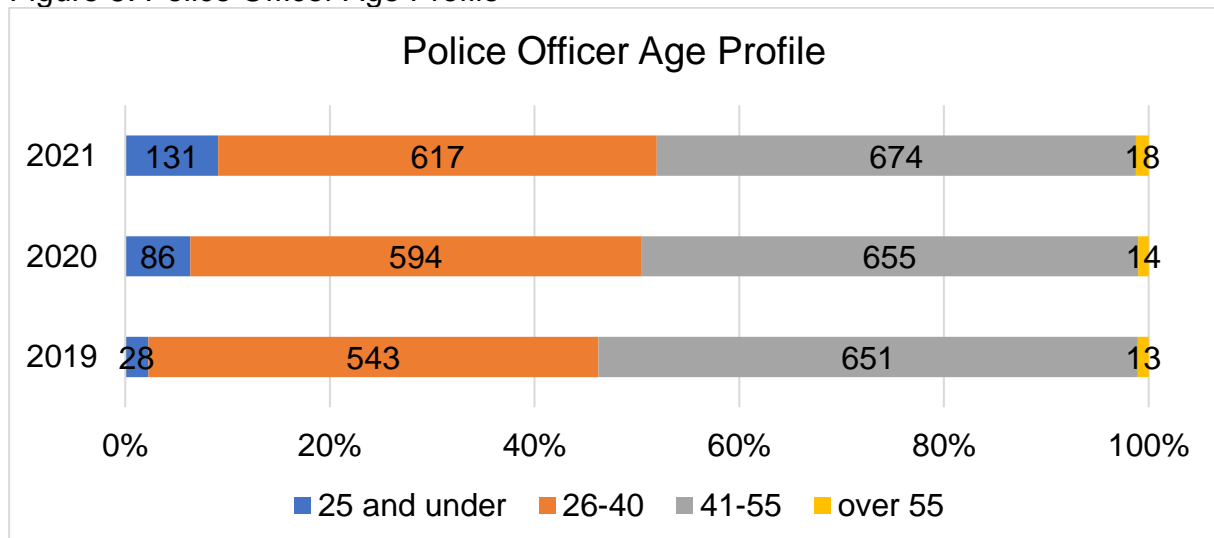
Special Constables has slowed, or even frozen, so Forces have enough resources to recruit and train Police Constables. Cleveland Police began recruitment for Special Constables in 2021, this will complete in the 2022-22 financial year.

Figure 4: Special Constabulary Age Profile



At the same time as the Special Constabulary numbers dropping in the under 25 group, they have accelerated in our police officer category, rising from 28 officers in 2019 (2%) to 86 in 2020 (6%) and 131 in 2021 (9%). The number of people in the 41-55 group has remained stable with a slight increase of people but making up a smaller proportion of the workforce as the percentage they represent decreased from 651 in 2019 (53%), 655 in 2020 (49%) and 674 in 2021 (47%).

Figure 5: Police Officer Age Profile



Cleveland's current entry route into policing is the Police Constable Degree Apprenticeship (PCDA), which came in during 2020. When the entry route was equality impact assessed consultation revealed that those in the 18-24 age band

viewed the route as offering a good way to earn a fair wage, learn and achieve a degree. The impact assessment also indicated that this group would find meeting the eligibility criteria easiest, as it is a more recent requirement for school leavers to have achieved a level 2 in English and maths. A rise in younger officers was forecast due to this. To ensure we do not miss out on older candidates due to the qualification eligibility requirements we took mitigating actions, such as providing additional links to level 2 qualification providers on our external careers website has been taken, so that any individual thinking about joining the PCDA scheme can directly get in touch with providers and gain the right qualifications before applying.

3.4 Disability Profile

Figure 6: 2021 Workforce Disability Profile

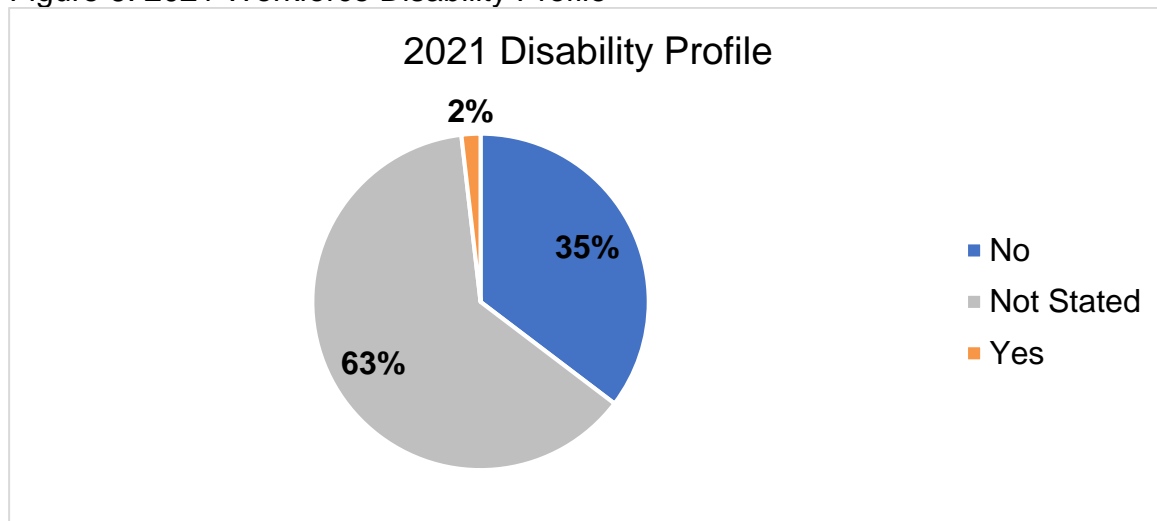


Table 2: Disability Profile by Year

Year	Disabled		No Known Disability		Not Stated		Total
	No.	%	No.	%	No.	%	No.
2019	33	2%	794	42%	1066	56%	1893
2020	36	2%	633	29%	1521	69%	2190
2021	46	2%	889	35%	1581	63%	2516

Employees with disabilities still seem to be reluctant to declare this, which makes it difficult for the Force to ensure that the right support or adjustments are in place to assist them in their roles.

The Force has 46 team members who have declared a disability as of March 31st, 2021; this is 2% of all people, with 35% of the team stating they have no disability and 63% not stating either way. There has been a slight improvement in disclosure, with 256 more people confirming they have no known disability and 10 more people declaring that they do. It is estimated that approximately 18% of working age adults identify as disabled in the United Kingdom, so the Force has a notably lower known proportion of disabled employees when compared to the population. Again, up to date comparator data for disabled representation within policing was not available for comparison with other Forces.

Improvement work is in progress to improve performance, confidence and trust to declare disabilities and access the right support/adjustments. Assistant Chief Constable Lisa Orchard has been appointed as executive sponsor of our Disability Support Network, and Assistant Chief Constable Steven Graham has been appointed as executive sponsor of our Autism Association. These networks will continue to provide peer support, insight to the force on live issues, raise awareness on priorities and act as a critical friend with Chief Officer sponsorship. The Force has begun to review the standards required for the government Disability Confident Employer scheme. This is a framework used to benchmark performance on accessibility and processes used by employers, the Force currently holds Disability Confident Employer (level 2). It is proposed that the Force will carry out a full self-assessment against the standards for level 2 and 3, with a view to submitting evidence for a full assessment for level 3 in 2021-22. This assessment will enable the Force to understand where it needs to improve its processes and support for disabled staff.

In conclusion, overall numbers of employees declaring a disability remains low, with action required to understand and eliminate reasons of non-disclosure. It is hoped when combined with the above activities over the course of the next year that all employees will feel more empowered to change their protected characteristic information relating to disability now they have the autonomy to change the record themselves without involving a third party.

3.5 Ethnicity Profile

When monitoring ethnicity, we use the Home Office 18+1 data set descriptors for race. It aligns directly to the recognised code schemes utilised by forces and agencies nationally. This is the recognised standard recommended by ONS, but due to small numbers we will for the most part in this section we will focus on aggregating the descriptors and comparing White representation with Black, Asian and Minority Ethnicity (BAME) to enable clear presentation.

Figure 7 and table 3 confirm that as of March 31st, 2021 2% of our workforce are from black, Asian or minority ethnicity backgrounds only with 3% of our police officers from these backgrounds. Whilst this is the highest number of black, Asian and minority employees that the Force has employed to date, it is still below the national average for police forces and our own local population estimates of 5.5% .

Figure 7: Aggregated Workforce Ethnicity Profile

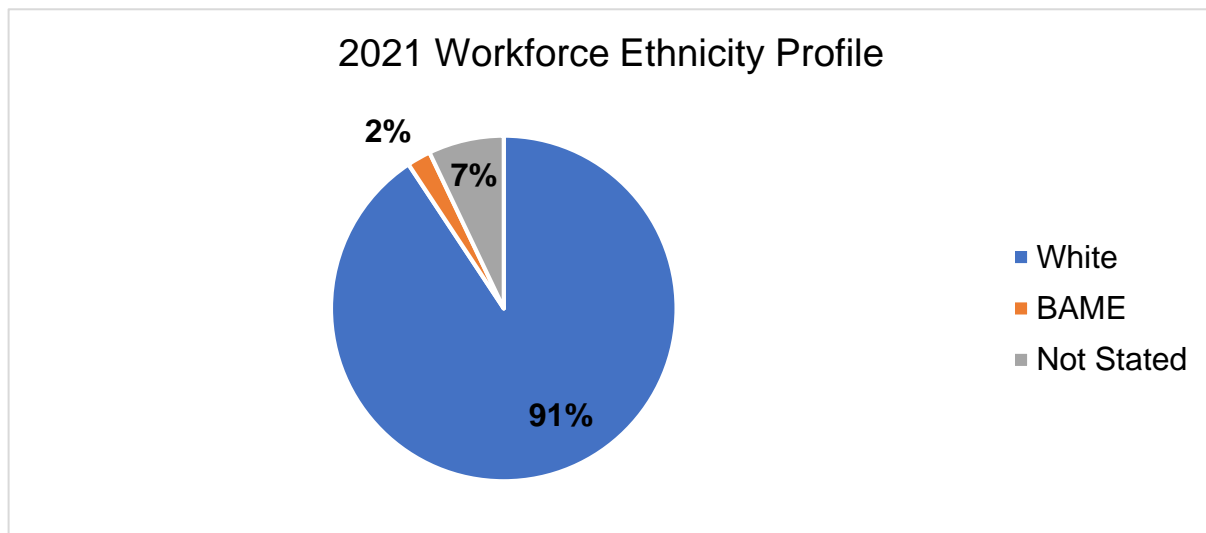


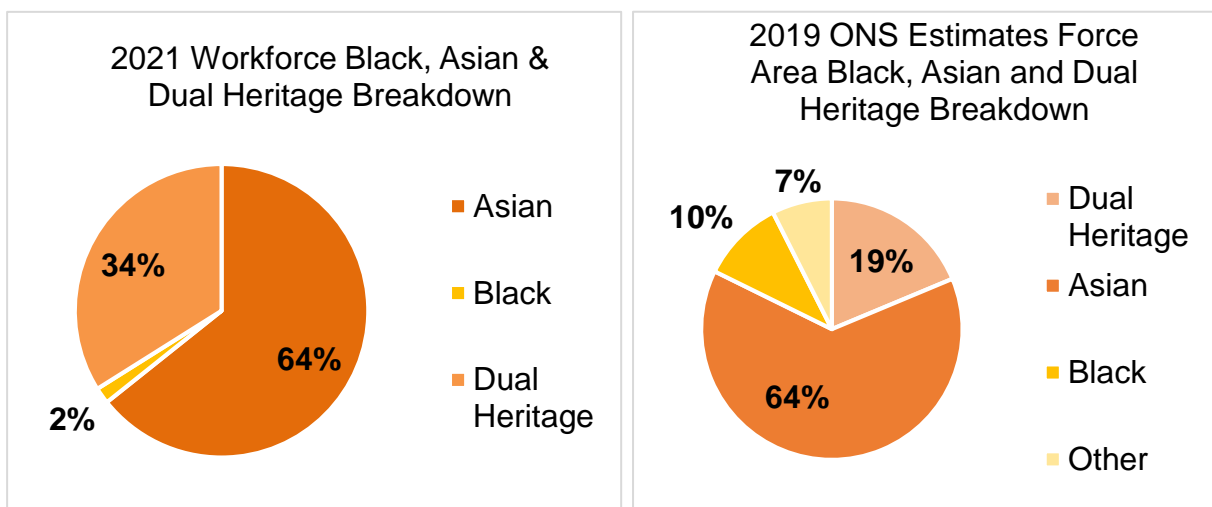
Table 3: Disaggregated Ethnicity Profile by Year

Ethnicity	2019		2020		2021	
	No.	%	No.	%	No.	%
Asian - Any other Asian background	1	0%	1	0%	1	0%
Asian - Bangladeshi	0	0%	1	0%	1	0%
Asian - Chinese	3	0%	3	0%	4	0%
Asian - Indian	4	0%	7	0%	7	0%
Asian - Pakistani	14	1%	20	1%	23	1%
Black - Caribbean	1	0%	0	0%	1	0%
Mixed - Any other mixed / multiple ethnic background	2	0%	2	0%	3	0%
Mixed - White and Asian	6	0%	8	0%	10	0%
Mixed - White and Black African	2	0%	2	0%	2	0%
Mixed - White and Black Caribbean	1	0%	2	0%	4	0%
Prefer not to say	61	3%	111	5%	178	7%
White - Any other white background	19	1%	47	2%	101	4%

White - English / Welsh / Scottish / Northern Irish / British	1773	94%	1980	90%	2173	86%
White - Irish	6	0%	6	0%	8	0%
Total Headcount	1893	100%	2190	100%	2516	100%

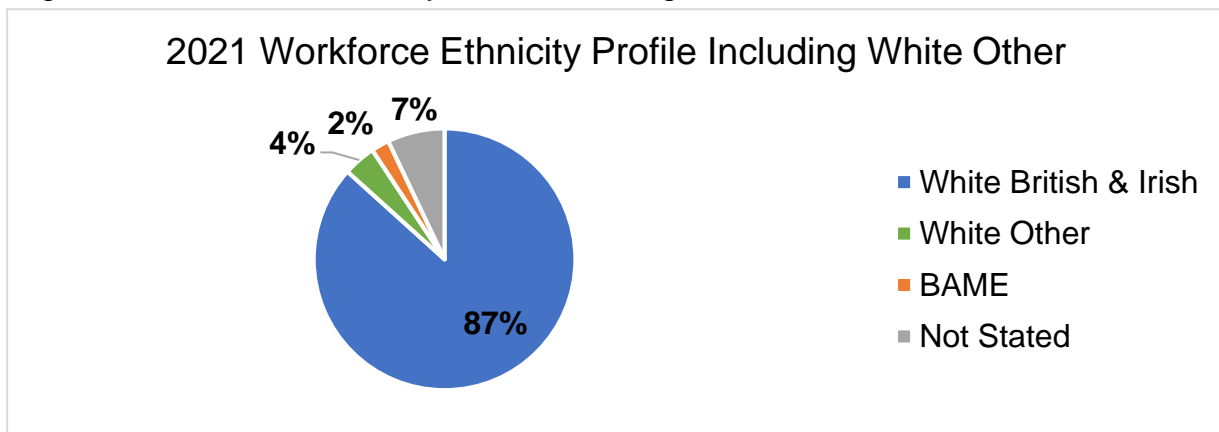
Pakistani and dual heritage Asian representation has been increasing year on year – but not at a rate that helps effectively close our representation gap. It should be noted that whilst our local black community is estimated to be particularly small, this is an area we are particularly missing representation within. Comparing Figure 8 and 9 contextualises this further.

Figure 8: 2021 Workforce Black, Asian & Dual Heritage Breakdown. Figure 9: 2019: ONS Estimates Force Area Black, Asian and Dual Heritage Breakdown



Whilst the force has built BAME positive action into each bulk recruitment campaign to attract and empower candidates from these back grounds throughout 2020-21 they have been limited in their impact. There have been several factors, such as the pandemic limiting face to face engagement opportunities, operational demand and changes in assessment centre processes that are believed to have contributed to this. 2021-22 will see an enhanced focus to attract diverse candidates, build community partnerships, understand and remove any emerging barriers from our pandemic impacted recruitment process.

Figure 10: Workforce Ethnicity Profile Including White Other



It should also be noted that our “White Other” Category has grown over the 3 year period. This category has grown from 19 people (1%) in 2019, to 47 people (2%) in 2020 to 101 people (4%) in 2021, this will require further exploration in 2021-22 to understand the trend and ensure needs of this group are understood and met through collaboration with the SAME network.

The SAME network's purpose is to give Black, Asian and Minority Ethnic staff and officers a platform to discuss and raise issues in relation to their experiences working for Cleveland Police, access the support of peers and provide views on policies and procedures to help the force improve services for our communities. This year Deputy Chief Constable Helen McMillan confirmed her chief officer sponsorship of the network to support them to achieve the network to achieve their goals and champion race equality issues at chief officer level.

3.6 Gender Profile

The gender split across the full team is female: 1109 (44%); male: 1407 (56%). Whilst we support and welcome team members with diverse gender identities, we do not currently report on genders other than female or male as individuals may be identifiable.

Figure 11: Gender Split of Cleveland Police's Workforce

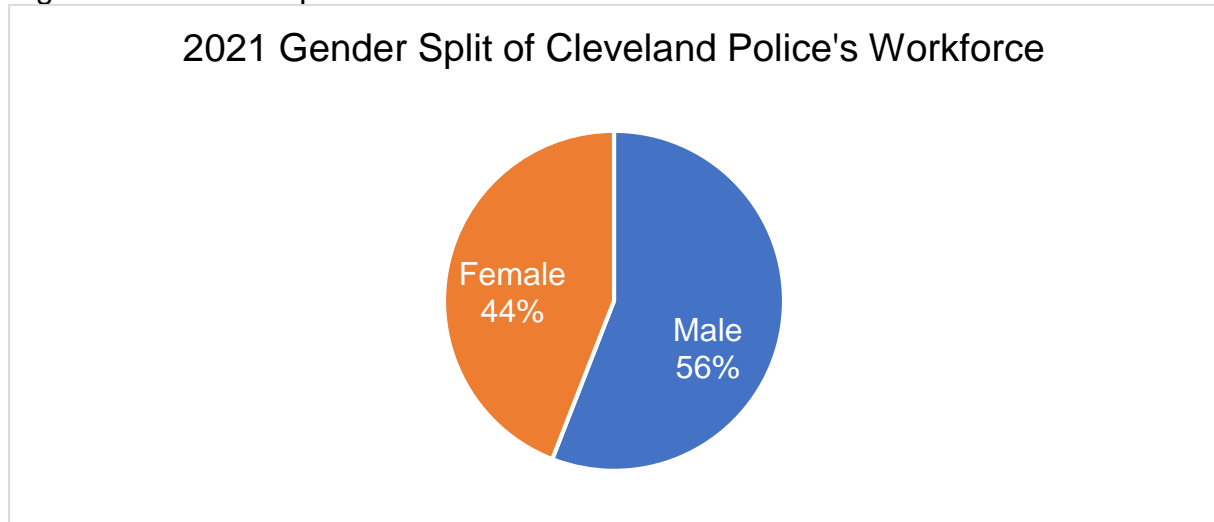


Figure 12: Proportion of Females Across Role Categories

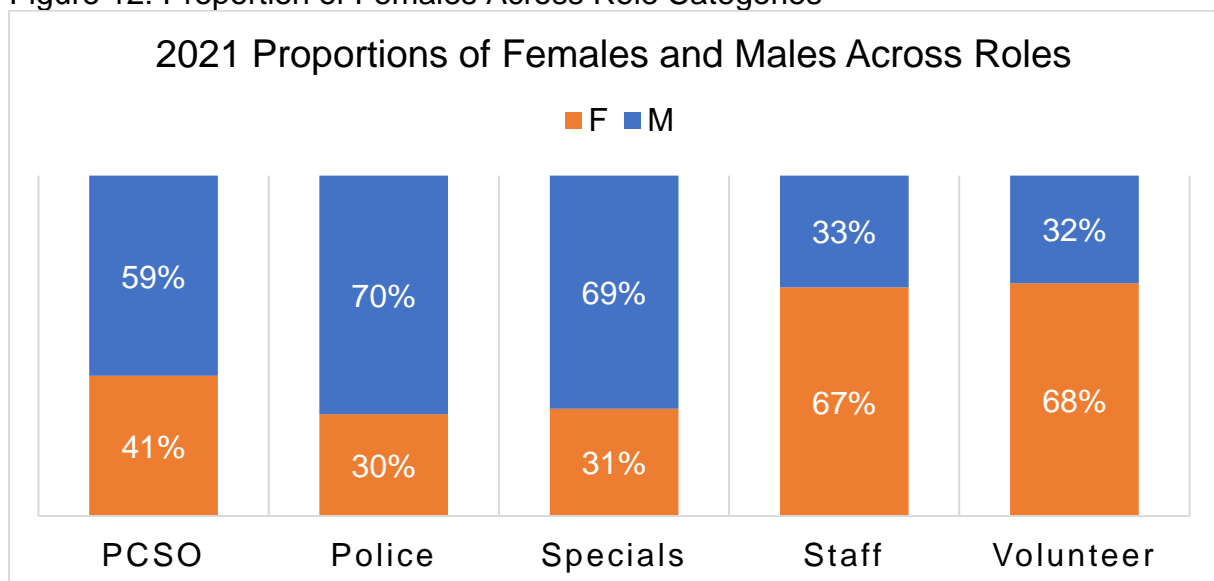


Table 5: Gender Profile by Year

Year	Male		Female		Total
	No.	%	No.	%	No.
2019	1185	63%	708	37%	1893
2020	1295	59%	895	41%	2190
2021	1407	56%	1109	44%	2516

Table 5 shows how the Force's gender profile has changed over the past 3 years. In

this period the workforce has increased by 623 people; 401 females and 222 males. Whilst the Force is headed toward a more positive overall balance between male and females in the workforce there is still under-representation of women overall with a gap of 6%, and significant 20% gap of under-representation of women in operational roles. ONS population estimates indicate that the gender spilt of the force area is 49% male, 51% female however isn't available in enough detail to provide insight into intersectionality such as age, race or participation in the local labour market.

Figure 10 shows the how gender representation breaks down across role categories. Female representation of PCSOs has dropped a further percentage point in 2021, as did special constables. Staff and volunteers continue to have the highest proportion of women in their teams, with no changes in the number of volunteers but an increase in the number of staff following the return of the staff in our Force Control Room team from outsourced services.

Although the police officer team has the highest headcount of women of all the Force teams it also has the lowest overall representation percentage due to the overall size of this team. Female representation police officer team has increased 3 percentage points since Uplift began in 2019, with a rise of 103 females and 102 males joining the team between 2019 and 2021. The police officer joiner rate of females is higher than the representation of the established workforce but still requires further action to attract female applicants to close the representation gap.

3.7 Religion Profile

Figure 11 below indicates over one third of the work force identifies as Christian (39%), whilst another third did not declare any with any religion (37%). There was low affiliation with other faiths, the most common after Christianity being Islam (1%).

Figure 13: Workforce Data on Religion and Belief

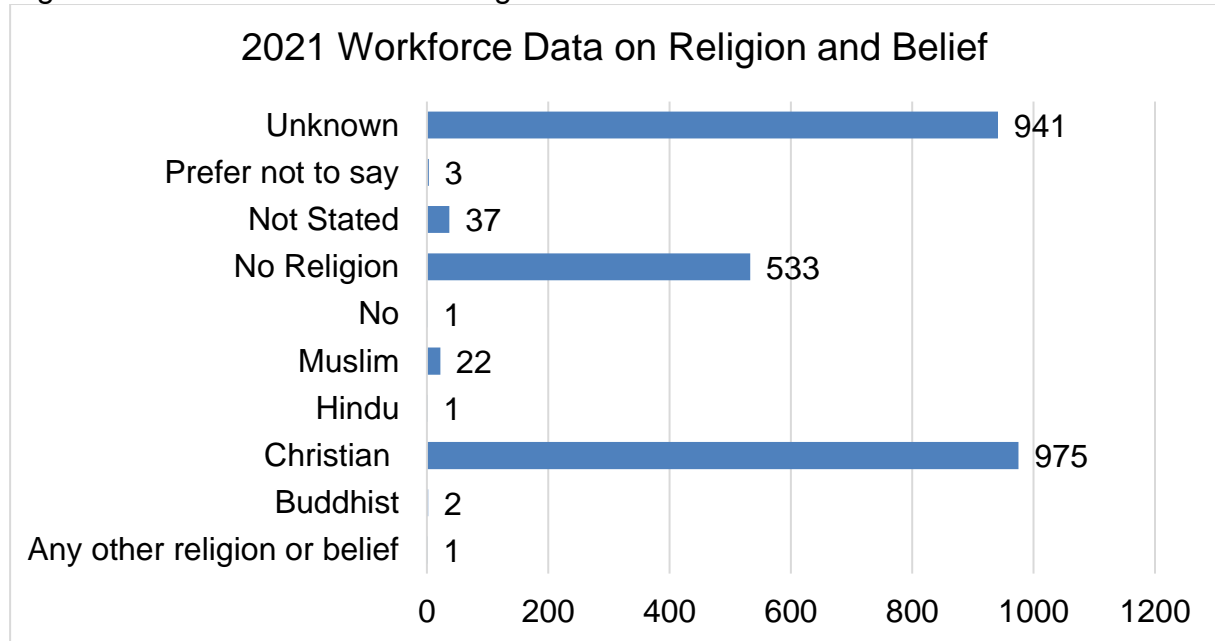


Table 7: Religion Profile by Year

Religion	2019		2020		2021	
	No	%	No	%	No	%
Any other religion or belief	1	0%	1	0%	1	0%
Buddhist	2	0%	2	0%	2	0%
Christian	807	43%	883	40%	975	39%
Hindu	1	0%	1	0%	1	0%
Muslim	11	1%	18	1%	22	1%
No	0	0%	0	0%	1	0%
No Religion	312	16%	400	18%	533	21%
Not Stated	96	5%	107	5%	37	1%
Prefer not to say	5	0%	7	0%	3	0%
Unknown	658	35%	771	35%	941	37%

Whilst there has been a slight improvement in declaration with those choosing not to state a religion reducing from 5% to 1% despite the increase in the size of the team, however 37% of the team did not engage with religion/belief declaration.

The Cleveland branch of the Christian Police Association (CPA) offer provides spiritual support and networking opportunities to Christian police officers and staff and provides an avenue to work with our local Christian communities too. CPA provide a listening ear to officers and staff of any faith or none who may be struggling

or who just wants to talk things through. Our Support Association for Minority Ethnicity staff (SAME) provide similar support to members and the Force, particularly during Ramadan. They helping to drive improvements in the way the Force engages with its communities and workforce through sharing their lived experience and understanding.

With over one in three people choosing to not declare if they celebrate a religion or belief system the Force cannot be confident that the right spiritual support is available for the team. This is another area we hope to see improvement in through introduction of the self-service feature for the workforce to declare their characteristics.

3.8 Sexual Orientation Profile

We are currently unable to report sexual orientation data for our workforce, it is hoped that introduction of the self-service feature for the workforce will enable us to report on this in our 2021-22 report.

The Cleveland Police LGBT+ Network plays a key role in supporting LGBT+ team members. The network is staff led; they offer confidential support to colleagues on any issues they may be facing, act as a visible presence, supporting strategically with policies, attending meetings and being a critical friend to help drive improvements in LGBT+ issues in policing. The network distributes rainbow epaulettes that can be worn by any officer who wishes to wear them as part of their uniform. These act as a symbol to community members who have found it harder to engage with police due to historic mistrust. Epaulettes and membership are open to the entire workforce regardless of if a member of the team is LGBT+; anyone is welcome to declare themselves an ally to their LGBT+ colleagues and communities

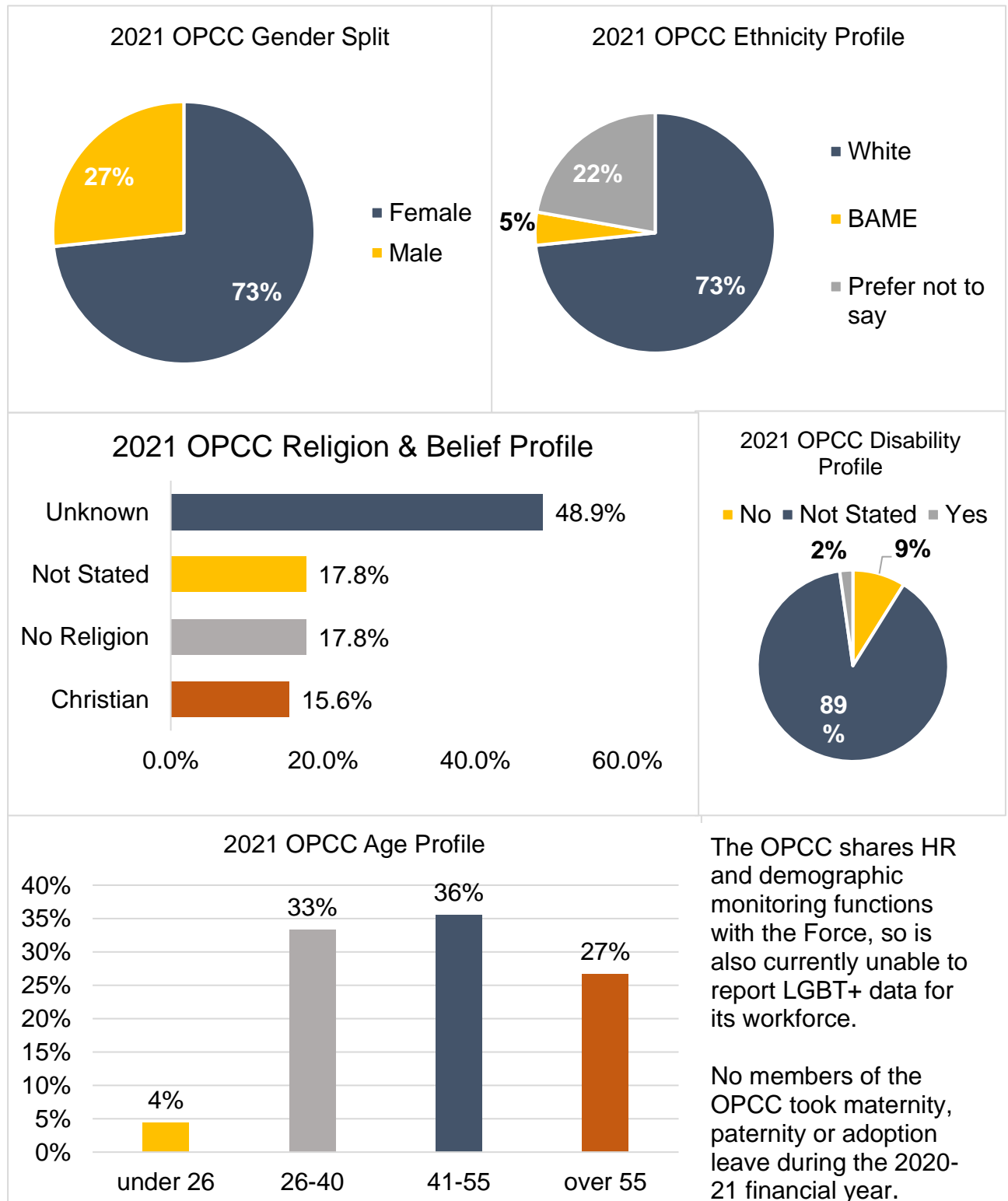
This year Deputy Chief Constable Ian Arundale confirmed his chief officer sponsorship of the network to support them to achieve the network to achieve their goals and champion LGBT+ issues at chief officer level.

The Force has proactively collaborated with Hart Gables, and LGBT+ support service, for over a decade to reach and serve our LGBT+ communities. During Hart Gables 2021 LGBT+ Alliance Awards the Force's Community Safety Team won an award for their commitment to "Continuous commitment to tackling hate crime". The team were nominated for their determination to prevent hate crimes towards LGBT+ people, their response to victims, their dedication to restorative justice and their Inspector's contributions at the multiagency hate crime partnership to improve outcomes for victims. The Community and Diversity Officers, alongside one of the Community Engagement PCSOs were named for finding new ways of working during the pandemic, moving to digital engagement with LGBT+ community members through contributing to digital sessions during lockdown to maintain contact and continue to develop trust with the community.

The Force is also committed to the National Police Chief Council's LGBT+ Action Plan, by introducing monitoring data we will be better able to measure the impact of this ongoing work.

3.9 Office of the Police and Crime Commissioner Profile

The following data is based upon our management information for employees that worked for the OPCC as of March 31st, 2021. Totals stated for the organisation include OPCC staff and volunteers; the team comprises of 45 people, 29 staff and 16 volunteers. Due to the small size of the team only percentages will be provided to indicate representation whilst protecting individual's privacy.



4. 2020-21 Equality, Diversity and Inclusion Achievements

This section highlights further strategic achievements the Force and OPCC have accomplished in the 2020-21 financial year that strengthen our abilities to fulfil our Public Sector Equality Duties.

Staff Networks

Our Staff Networks support people who are underrepresented in policing to provide peer support, insight to the force on live issues, raise awareness on priorities and act as a critical friend in the change process. Networks welcome staff from the OPCC, Force and contracted services. We have a range of established EDI focused staff networks including Cleveland Police Women's Network, Support Association for Minority Ethnic Staff, LGBT+ Network, Christian Police Association, Disability Support Network, Autism Association and a Vegan Network. We have supported a new Armed Forces Network to stand up as part of our commitment to the Armed Forces Covenant.

In our 2019-20 report we committed to implementing a Staff Network Policy to maximise the impacts of our staff networks. We have implemented the new Staff Network Policy and collaborated with network leaders to achieve compliance. This has included: confirming sponsors and contacts in key teams, developing terms of references, developing intranet sites, providing support to achieve accessible intranet pages with a force wide membership recruitment campaign for all networks in 2021-22.

Policy Development and Equality Impact Assessments

We have reviewed and reinvigorated our Equality Impact Assessment Process to ensure that all parties leading changes and developments are able to confidently eliminate unlawful discrimination or victimisation.

Since implementation in September 2020 the force has assessed 47 products (policies, business cases, strategies and processes) for EIA requirements. As of March 2021, this has resulted in: 17 completed EIAs and products implemented, 3 colleagues advised that there is no further assessment requirement based on their initial assessment findings and 27 undergoing further development and receiving support from the EDI team. 25 leaders from Cleveland Police and Office of the Police and Crime Commissioner (OPCC) have participated in the EIA briefing pilot which is now ready for force wide roll out in 2021-22.

Community Scrutiny & Independent Insight Improvements

Cross team collaboration is ongoing to understand the current position and future development requirements of community involvement and scrutiny, with the aim of supporting the Force and OPCC to understand and improve performance on the fair, ethical and inclusive treatment of staff and communities. This has included:

- Implementing a development action plan to strengthen our Strategic Independent Advisory Group.

- Independent Advisory Groups in each local authority area are being developed, which includes alignment into the Strategic Independent Advisory Group and ongoing recruitment activities to attract diverse membership.
- The Independent Ethics Committee improvement plan is almost complete and has resulted in; uplifting the lay membership from 7 to 12, and improving the governance resulting in members reviewing 12 dilemmas and providing recommendations and insights that have been actioned within the OPCC and force (compared to 3 dilemmas reviewed in the previous year).
- Implementation of the Youth Commission, which enables young people aged between 14 and 25 to support, challenge and inform the work of the OPCC and Force.

Autism Awareness Alert Cards

The OPCC staff and most of the Community Engagement team are now trained Autism Champions, and members of the Cleveland Police Autism Association. Through collaborating together and with partners, the Cleveland Police's Community Engagement Team and the OPCC are developing autism awareness cards for community members with autism, which will be rolled out post Covid-19 recovery. These cards will explain a holder's autism symptoms and how to best engage with them with the aim of assisting our officers in to confidently meet the communication needs of both victims and perpetrators who have autism. The cards will be rolled out through autism support charities in 2021-2022.

Training and Development

Initial plans to further develop our cultural awareness development model was impacted by Covid-19 response requirements. We still sought opportunities to improve workforce cultural competencies and inclusive leadership skills through the following training and development:

- Senior Leadership Team Meeting input on inclusive behaviour.
- New initial briefing product on EDI & Staff Networks for police staff inductions
- 62 Officers assigned to the reformed neighbourhood team trained on community engagement.
- Our new Force Contact Officers introduced to EDI in their first week.
- During the summer's Black Lives Matters protests following the murder of George Floyd the OPCC's Engagement Officer commissioned training for 280 North side Response Officers Show Racism the Red Card's anti-racism training, with train the trainer sessions planned in the new financial year as part of our ongoing response to progress race equality.
- Ongoing support to develop products for Police Community Support Officers, Family Liaison Officers and newly promoted Sergeants and Inspectors.
- Successful delivery of the Inspire programme, a talent management programme for 15 colleagues from underrepresented back grounds to develop inclusive management skills and achieve a Chartered Management Institute level 5 qualification.

5. 2021-2022 Equality Goals

To be added following confirmation at EDI strategy delivery meeting on 11/06/2021.

6. Referenced Publications

1. [Population estimates for the UK, England and Wales, Scotland and Ireland: mid 2019, using April 2020 local authority codes](#) – last accessed 01/06/2021
2. [Taking the long view: Policing into 2040](#) – last accessed 04/06/2021
3. [Age range and disabled police officers by region in England and Wales as at 31 March 2014](#) – last accessed 04/06/2021
4. [Analysis of national Special Constable statistics for England and Wales](#) – last accessed 03/06/2021
5. [Police officer uplift, England and Wales, quarterly update to 30 September 2020: data tables](#) – last accessed 04/06/2021
6. [Papworth Trust Fact and Figures 2018 – Disability in the United Kingdom](#) – last accessed 04/06/2021
7. [Police workforce, England and Wales: 30 September 2020](#) – last accessed 04/06/2021