



BRIEFING PAPER

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Police Service Strength

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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 2010 the number of police officers has fallen each year. At 31 March 2018 there were just under 150,000 police officers operating within the United Kingdom. This was a reduction of 3.7% compared to 2003 and a decrease of 12.8% 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 2018, there were 125,651 police officers in England and Wales. This is around the same number as at September 2017.
- **Scotland:** on 31 March 2018, there were 17,170 police officers in Scotland compared to 17,256 on the 31 March 2017.
- **Northern Ireland:** at the beginning of September 2018, there were 6,849 police officers in Northern Ireland. This was roughly the same number as in December 2017, when there were 6,840.

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 4 September for 2018

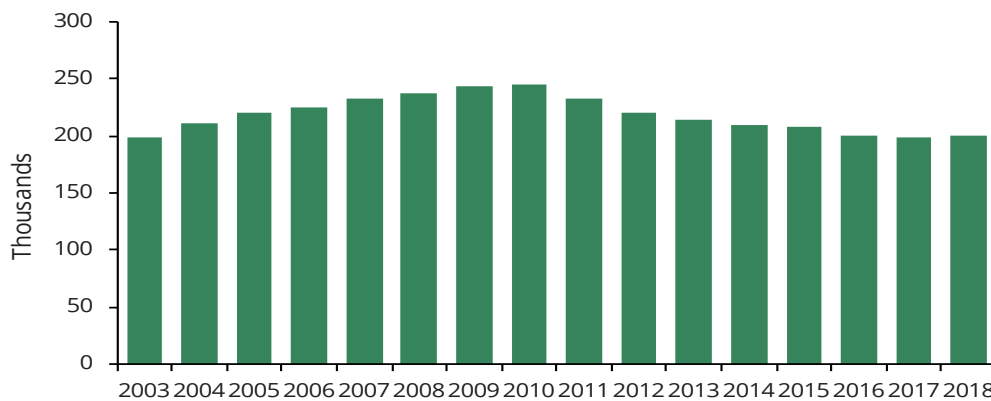
1. England & Wales

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 2018, there were just under 200,000 personnel, a reduction of 18% compared to 2010 and a 0.5% increase compared to 31 March 2017.²

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 2018, 61% were police officers of various ranks, 31% were support staff, 5% were Police Community and Support Officers (PCSOs), with the remainder designated officers or traffic wardens.

1.2 Police Officer Strength

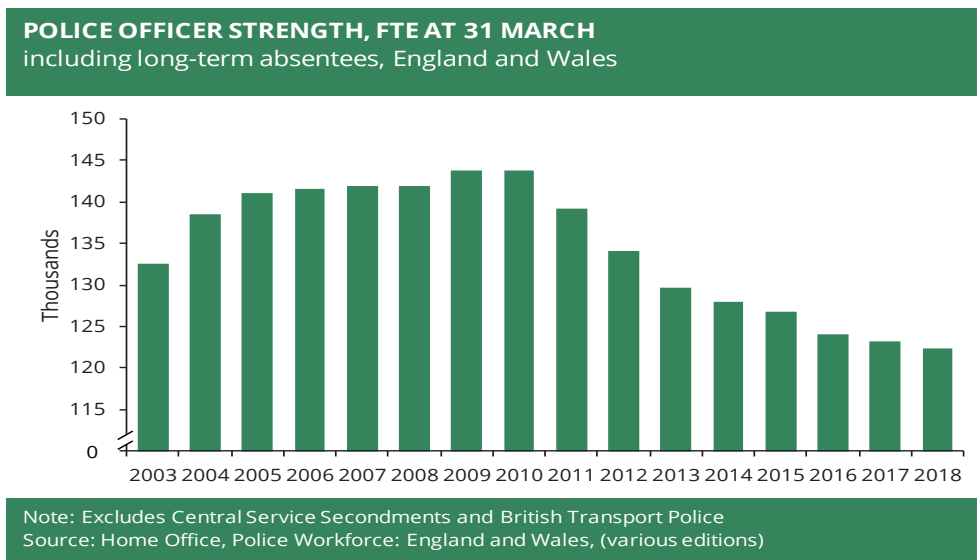
The current headline measure of police officer strength includes long-term absentee staff, such as those taking career breaks or parental leave. At 31 March 2018 the total strength of the 43 police forces in England & Wales was 122,404 FTE officers. This was the second lowest number of police officers recorded under the current strength measure (September 2017:121,930 police officers). Including those on Central Service

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

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Secondments (CSS) and British Transport Police (BTP) the total at 31 March 2018 was 125,651.

The chart below shows the trends in police officer strength as at 31st March between 2003 and 2018.



The latest statistics (as at 31 March 2018) show a decrease in police officer strength in the 43 police forces to 122,404 – a 0.6% decrease on levels at 31 March 2017 (123,142), but a 0.4% increase on levels at 30 September 2017. Between 31 March 2010 and 2018, police officer strength fell in the 43 forces by just over 21,330 - a 15% fall.

At 31 March 2018, in addition to the officers in the 43 police forces there were 382 officers in CSS and 2,865 working for the BTP. BTP officer numbers increased by 7.0% between 31 March 2010 and 31 March 2018.

31 March 2018 statistics show an increase in BTP officer numbers to 2,865 – a 7.0% increase on March 2017, but a 5.4% decrease on September 2017.

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

Humberside Police had a 9.3% increase in officer numbers between March 2017 and March 2018, the largest increase of the 39 police forces in England. West Yorkshire Police also saw a notable increase in officer numbers (6.2%) between March 2017 and March 2018.

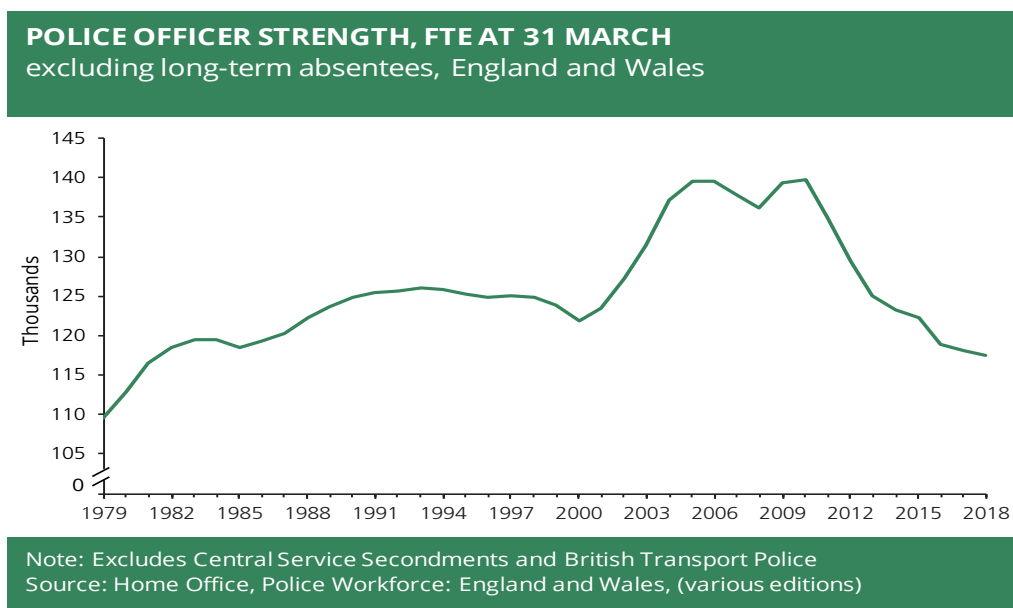
The force which saw the highest decrease in officer numbers in the year leading up to 31 March 2018 was West Mercia, which had a 4.0% decrease. The Metropolitan police service force saw officer numbers drop by 3.6%.

All police forces in Wales saw an increase in numbers. There was a 7.6% increase in officers in the Gwent police force the largest rise between March 2017 and March 2018.

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 the old definition, which allows a longer time series analysis.

Excluding absent staff, there were 110,827 FTE police officers in the 43 police forces across England & Wales at 31 March 2018. This was the lowest figure since 1981. Figures for 31 March 2018 represent a drop of 16% compared to 2010. At 31 March 2018 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 increased steadily 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 2009 at 141,647 police officer strength has decreased at 31 March 2018 in each subsequent year.

Table A2, appended, shows police officer strength for all 43 police forces in England & Wales, excluding long term absentees, between 1979 and 2018.

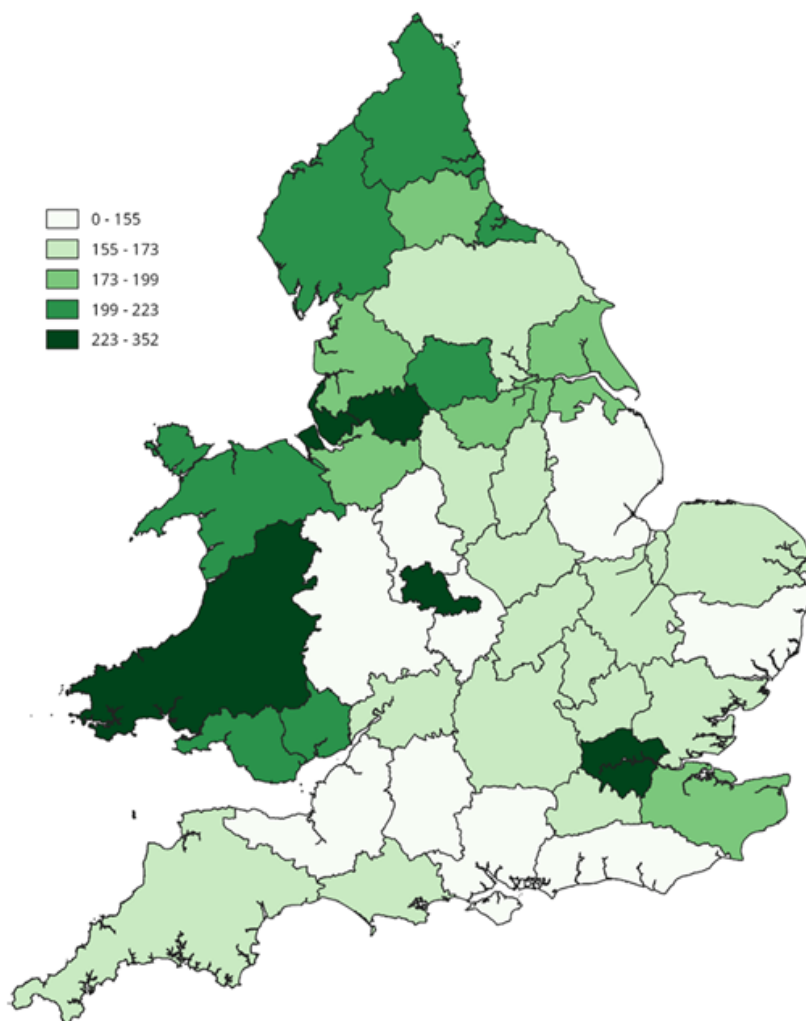
The map below shows the number of police officers per 100,000 head of population as at 31 March 2018.⁴ It is clear from the map that the areas

³ Figure calculated by subtracting 2018 figure for England & Wales in Table A2 from Table A1 in the appendix.
⁴ Police officer numbers taken from Table A2. Metropolitan and City of London police numbers and population have been combined. Population figures for police force areas are from: ONS, Crime in England & Wales: [Police Force Area Data Tables](#), accessed 19 July 2018

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of England & Wales that contain major population centres have a greater rate of police officers per 100,000 head of population such as the Metropolitan and Merseyside police forces had the highest ratio of police officers to civilians or in the case of Dyfed Powys covered the largest area.

ENGLAND AND WALES: POLICE OFFICERS PER 100,000 OF POPULATION, MARCH 2018



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

At 31 March 2018, including long term absentees

	Police officers	Population	Police per 100,000 population	Rank
Avon & Somerset	2,597	1,695,000	153	35
Bedfordshire	1,130	664,600	170	22
Cambridgeshire	1,383	847,200	163	32
Cheshire	2,020	1,054,100	192	15
Cleveland	1,257	566,200	222	6
Cumbria	1,095	498,400	220	8
Derbyshire	1,738	1,049,000	166	26
Devon & Cornwall	2,959	1,749,100	169	23
Dorset	1,263	770,700	164	31
Durham	1,141	630,000	181	16
Essex	2,958	1,820,400	162	33
Gloucestershire	1,073	628,100	171	20
Greater Manchester	6,349	2,798,800	227	5
Hampshire	2,835	1,978,800	143	39
Hertfordshire	1,952	1,180,900	165	27
Humberside	1,794	929,900	193	14
Kent	3,261	1,832,300	178	17
Lancashire	2,969	1,490,500	199	13
Leicestershire	1,777	1,083,200	164	29
Lincolnshire	1,087	751,200	145	38
Merseyside	3,450	1,416,800	244	2
Metropolitan Police	31,088	8,825,000	352	1
Norfolk	1,558	898,400	173	19
North Yorkshire	1,215	741,200	164	30
Northamptonshire	3,174	1,448,600	219	9
Northumberland	1,350	819,800	165	28
Nottinghamshire	1,917	1,147,100	167	25
South Yorkshire	2,459	1,393,400	176	18
Staffordshire	1,590	1,126,200	141	41
Suffolk	1,127	757,000	149	37
Surrey	1,994	1,185,300	168	24
Sussex	2,549	1,692,800	151	36
Thames Valley	4,067	2,391,700	170	21
Warwickshire	806	564,600	143	40
West Mercia	1,974	1,272,600	155	34
West Midlands	6,581	2,897,300	227	4
West Yorkshire	5,014	2,307,000	217	10
Wiltshire	994	716,400	139	42
Dyfed-Powys	1,186	516,800	229	3
Gwent	1,267	587,700	216	11
North Wales	1,490	696,300	214	12
South Wales	2,916	1,324,400	220	7
England	122,404	58,744,800	208	

Note:

Metropolitan and City of London police combined

Population figures are taken from the mid-year population estimates. Population data is mid-year 2017.

Population figures are rounded to the nearest 100

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

ONS, Annual mid-year population estimates (via Nomis) □ □

ONS, Local Authority District to Community Safety Partnerships to Police Force Areas (December 2016)

Lookup in England and Wales

1.3 Police Officer Diversity

Of the 122,404 police officers in England & Wales at 31 March 2018, 36,417 were female. This is lower than the number in 2010, as would be expected considering the reduction in police officer strength, although the third highest since 2007. The figure at the 31 March 2018 constituted the highest proportion of female officers (30%) since 2003.

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	Female		Total	Ethnic Minority	
	Strength	Number	% of total	Strength	Number	% of total
2007	141,892	33,117	23%	139,883	5,519	4%
2008	141,859	34,332	24%	139,784	5,793	4%
2009	143,770	36,121	25%	141,939	6,290	4%
2010	143,734	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	129,584	35,401	27%	127,623	6,537	5%
2014	127,909	35,653	28%	125,785	6,715	5%
2015	126,818	35,738	28%	124,739	6,979	6%
2016	124,066	35,498	29%	121,655	7,218	6%
2017	123,142	35,844	29%	120,516	7,572	6%
2018	122,404	36,417	30%	119,356	7,850	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 2018, 32% of police officers in England & Wales with the rank of Constable were female. The proportion of females holding more senior ranks was lower. 25% of those officers ranked Chief Inspector or higher were female, although this has increased from 14% in 2010 and from 23% in 2016. 260 out of every 10,000 males in the police were senior officers; 208 out of every 10,000 female police officers held senior ranks.

At 31 March 2018, 7,850 (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 (14%).⁵ Of those that identified as being from an ethnic minority, 29% were of mixed ethnicity, 18% from Black or Black British backgrounds, 42% were from Asian or Asian

⁵ 2011 Census – ethnic group by sex and age, available from Nomis.

British backgrounds, and 11% were from Chinese or “other” ethnicities.

Officers from ethnic minority backgrounds were also under-represented at senior ranks, accounting for 3.7% of officers at the rank of Chief Inspector or above. This proportion remained the same as in 2017.

The police force with the largest proportion of minority ethnic officers is the Metropolitan Police (14.2%). The force with the next highest proportion is Bedfordshire (10.3%), followed by West Midlands (10.0%), Leicestershire (7.8%) and Greater Manchester (6.9%). Cumbria and North Wales had the smallest proportion of BME officers (both 0.9%). 12 police forces in England & Wales in 2018 did not have any officers from a BME background ranked Chief Inspector or higher compared to 15 in 2017.⁶

1.4 Joiners and Leavers

In the year to 31 March 2018, the 43 police forces of England & Wales recruited 8,130 FTE police officers (up from 4,735 in 2016, a 72% increase, and 7,526 in 2017, an 8% increase), while 8,574 (Slightly up from 8,569 the previous year) left the service. Women accounted for 34% of joiners and 24% of leavers. The table below shows recruitment and leaving numbers.

POLICE OFFICER RECRUITMENT AND LEAVERS, ENGLAND AND WALES						
12 months to 31 March						
	Recruitment			Leavers		
	Total	Of which female		Total	Of which female	
		Number	%		Number	%
1998	6,543	1,753	27%	6,657	766	12%
1999	5,391	1,392	26%	6,104	889	15%
2000	4,535	1,258	28%	5,948	800	13%
2001	7,415	1,966	27%	5,849	860	15%
2002	10,215	2,740	27%	6,420	918	14%
2003	13,126	3,209	24%	7,783	1,029	13%
2004	13,137	3,967	30%	7,139	1,039	15%
2005	9,908	3,190	32%	7,367	1,039	14%
2006	8,400	2,736	33%	8,773	1,239	14%
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%

Note: 1998-2002 headcount figures, 2003 onwards FTE
Source: Home Office, *Police Workforce: England and Wales Tables J1.1 and J1.3*, (various editions).

⁶ Home Office, *Police Workforce: England and Wales*, 2018

The police force with the highest recruitment in proportion to their total strength was Humberside (14.8%), followed by both Essex & West Yorkshire (12.3%) and Northamptonshire (11.9%). The joiner rate across England and Wales was 6.6%. The wastage rate (leavers as a proportion of strength) was 7% across England & Wales. Both Bedfordshire & South Yorkshire police forces had the largest wastage (10.4%) and Lancashire had the lowest (4.3%).⁷

1.5 Other Police Service Staff

At 31 March 2018, there were 77,348 FTE staff in all supporting roles, a 2.4% 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 2018 there were 62,820 FTE civilian staff in supporting roles in the 43 police forces of England & Wales, an increase of 2.9% on the previous year and an 21% decrease compared to 2010.⁸

There were 4,380 designated officers, a 2.9% increase on the year before. There were 9 traffic wardens, down two from 2017. The small number of traffic wardens reflects the increasing role of local authorities in parking control and the abolishment of the role.

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 2018 there were 10,139 FTE PCSOs, a 0.7% decrease on the year before. PCSO numbers have fallen year on year since the peak of 2010. 13% of the PCSOs are based in the Metropolitan police Service area alone.

Of the PCSOs employed at the end of March 2017, 45% 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 1996 to 2018 (as at 31 March). As can be seen, between 1997 and 2004 special constabulary strength decreased year on year at an average rate

⁷ Home Office, [Police Workforce England and Wales table JL1 & JL3, 19 July 2018](#)

⁸ Excluding PCSOs, designated officers, and traffic wardens.

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 2018 Special Constabulary figures were 11,690, a 13% decrease on the 31 March 2017 figure of 13,503.

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 2018, 2,803 special constables joined the special constabulary, while 4,182 left.⁹ A number of Special Constables often leave their post to become police constables, in the year to March 2018, 8.6% of police officer joiners were previously special constables.¹⁰

Table A4 (appended) shows the trend in special constabulary strength in each police force area in England & Wales between 1995 and 2018.

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.

⁹ Home Office, *Police Workforce: England and Wales Table H14*, 19 July 2018

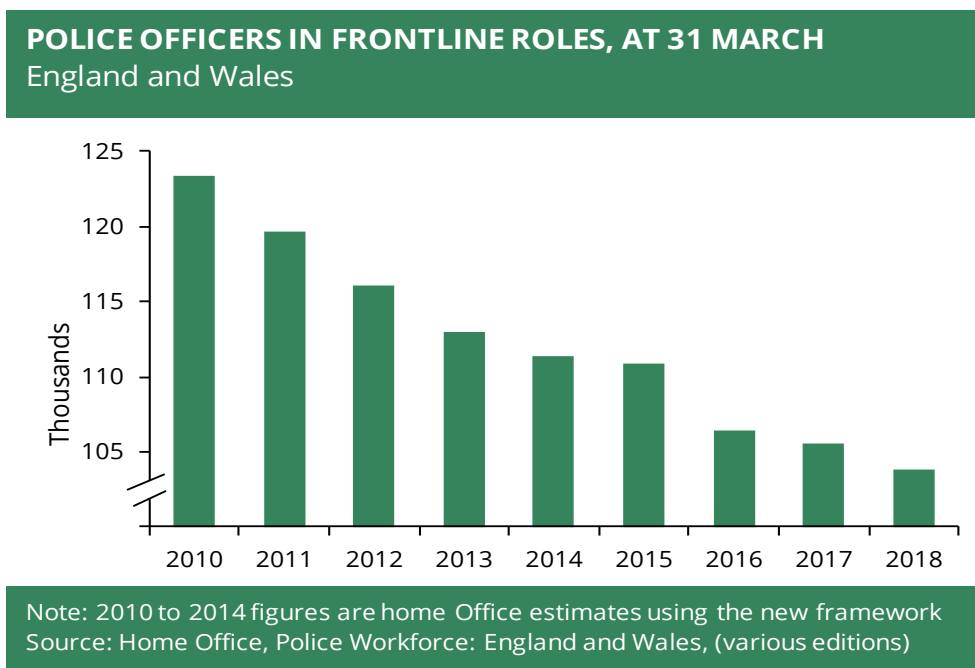
¹⁰ Home Office, *Police Workforce: England and Wales Table JL2*, 19 July 2018

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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.¹¹

The chart below shows the number of police officers in frontline roles for 2015 to 2018 along with Home Office estimates for previous years calculated under the new framework.

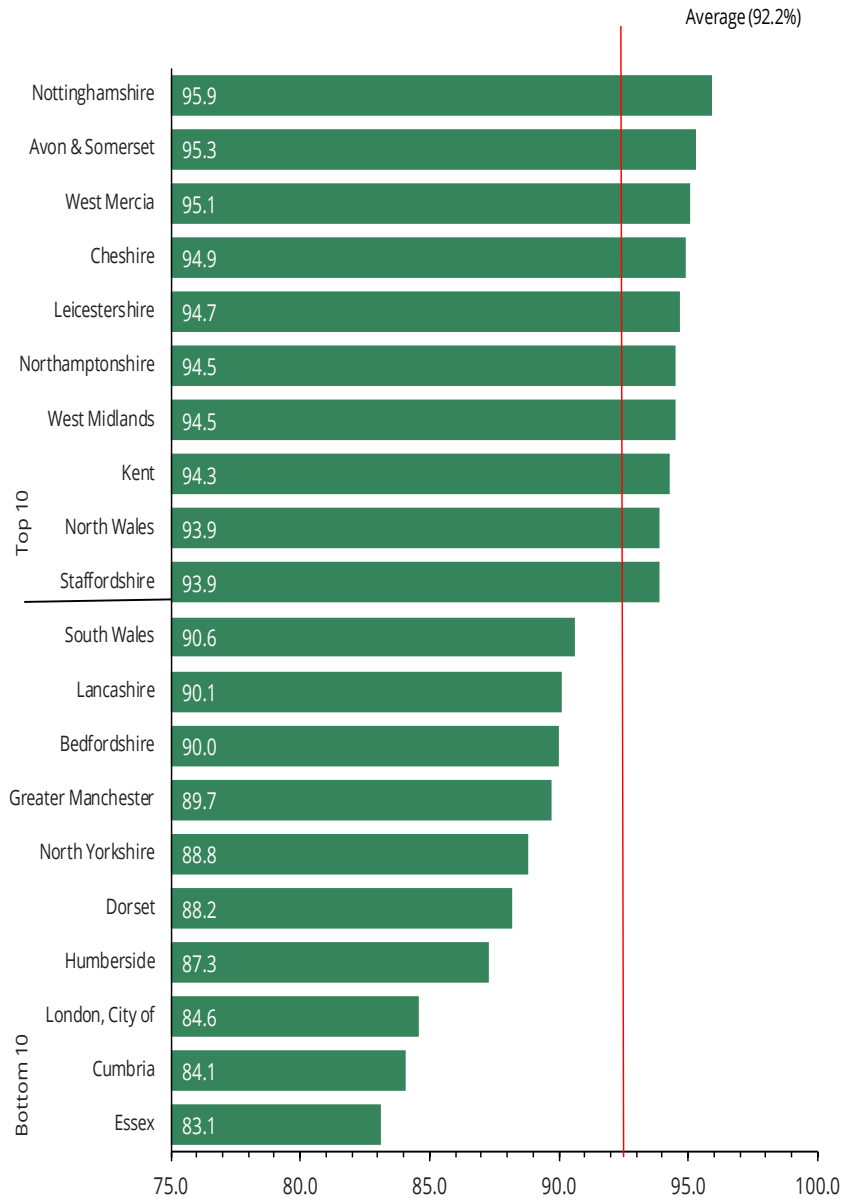


At 31 March 2018 there were 103,836 police officers in frontline roles - this was the lowest level under the new framework. The number of police officers in frontline roles fell by 16% between 2010 and 2018, and by 1.6% between 2017 and 2018.

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 2018. Nottinghamshire police force had the highest proportion of its police officers in frontline roles (95.9%), closely followed by Avon & Somerset (95.3%) and West Mercia (95.1%).

¹¹ 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.

PROPORTION OF POLICE OFFICERS IN FRONTLINE ROLES BY POLICE FORCE
 England and Wales, as at 31st March 2018



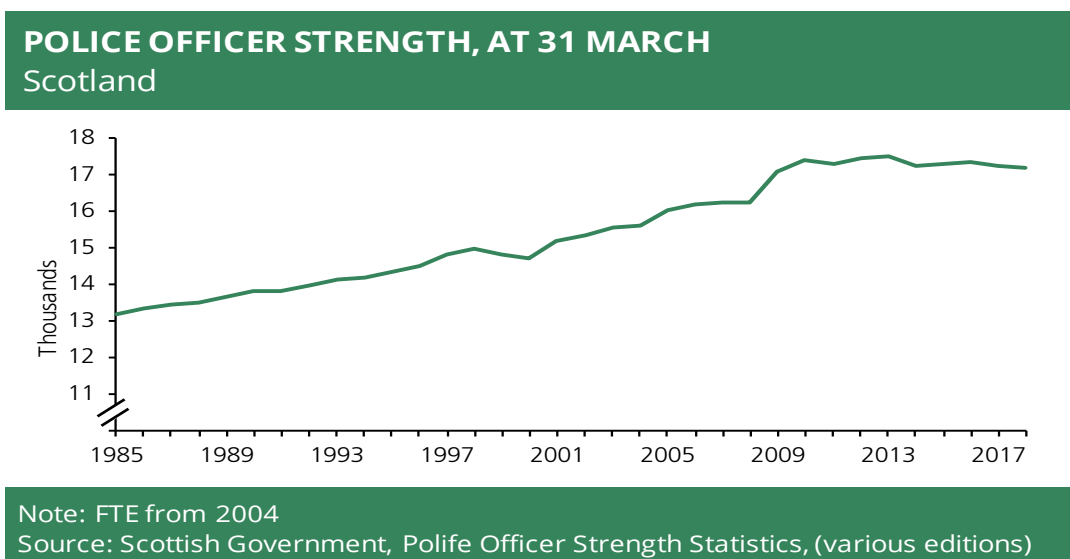
Source: Home Office, England and Wales: 31st March 2018, July 2018

2. Scotland

2.1 Police Officer Strength

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 2018.



Over the last 30 years, Scottish police strength has seen an almost continuous increase year on year. At 31 March 2018 police strength was 30% greater than in 1985.

Over the last few years there has been an occasional decrease in numbers, for example between 2010/11 and 2013/14, although these were always followed by increases the next year. Latest figures show that at 31 March 2018 there were 17,170 FTE police officers in Scotland which was 2% lower than the 2013 high of 17,496 officers.

2.2 Police Officer Diversity

The most recent information on police diversity in Scotland comes from the *Police Scotland, Equality and Diversity Mainstreaming Progress Report, April 2017* although this uses information for the end of March 2016.

According to the report 30% of police officers in Scotland were female, an increase of two percentage points on 2013. There has been a three percentage point drop in the number of female Special Constables (from

¹² Scottish Government, *Police Strength Statistics for Scotland, 2017*.

37% to 34%) since February 2013 and the proportion of female Police Staff in Scotland has increased by one percentage point (to 63%) since March 2014.

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

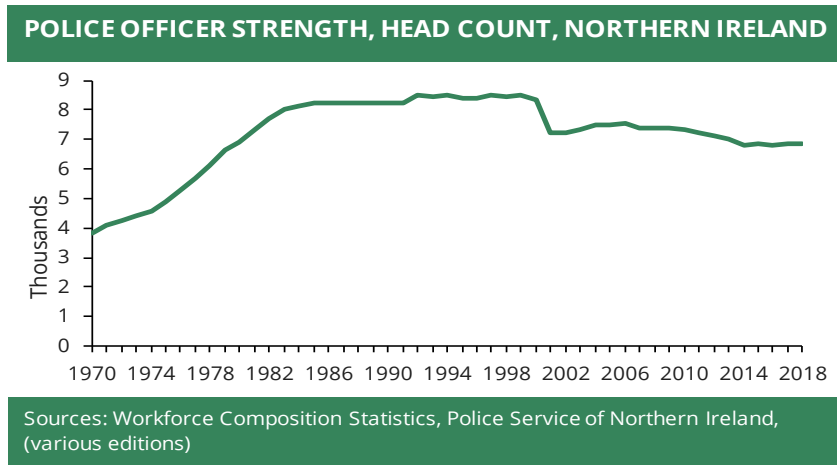
As of 31 March 2016, 23% of those officers that were in a promoted post (at sergeant or above) were female, an increase of 3 percentage points on 2014. For more senior ranks, superintendent or above, 20% were female, a 4 percentage point increase on 2014.

Only 1% of officers in a promoted rank were from a BME minority background at 31 March 2016.

3. Northern Ireland

3.1 Police Officer Strength

The chart below shows the trend in full time regular police officer strength in Northern Ireland from 1969 through to 2017, based on figures provided by the Police Service of Northern Ireland (PSNI).

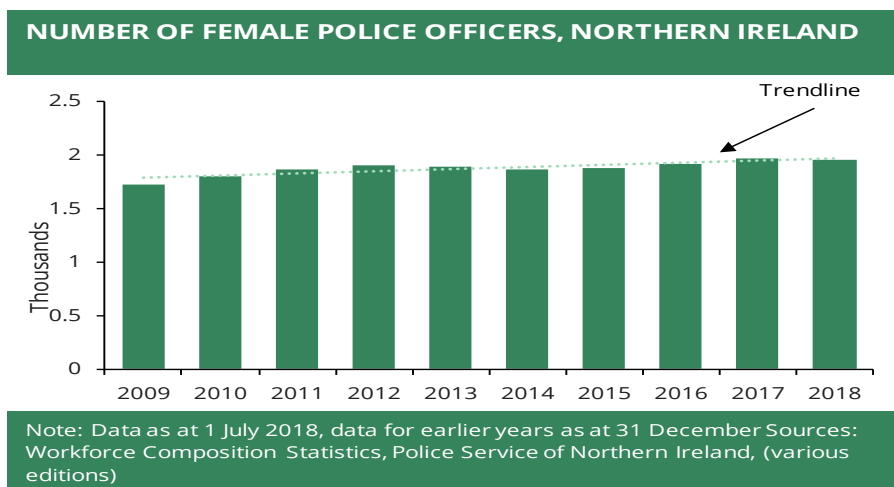


Since 2000, there has been an overall decrease in the number of full time regular police officers, although numbers increased slightly in 2017. As of March 2017, full time regular police officer strength in Northern Ireland stood at 6,840 – a 6.4% decrease on 2010.¹³

The latest statistics for September 2018 stated that there were 6,849 Police Officers and 2,178 Police Staff.¹⁴

3.2 Police Officer Diversity

In July 2018 there were 1,956 female full time regular police officers in Northern Ireland – this represents a 0.5% decrease on the previous year.

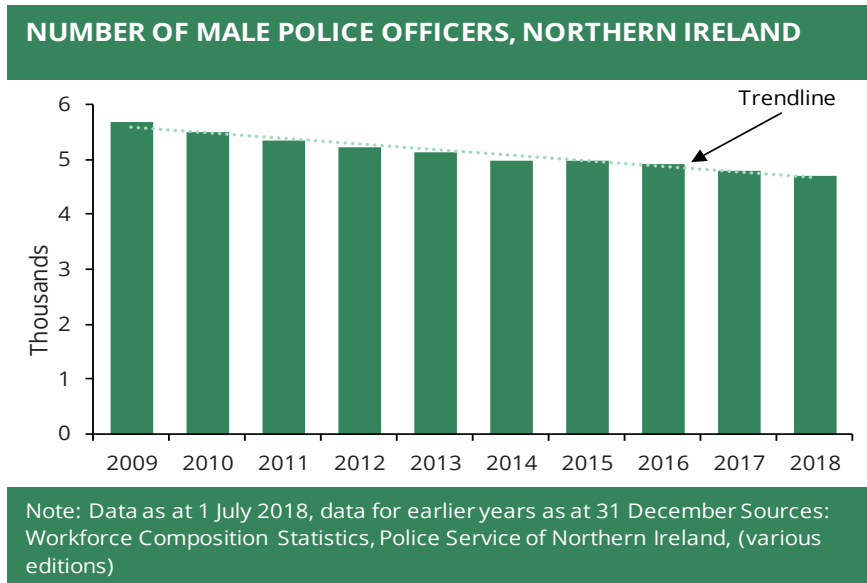


¹³ Data for 2018 is for 4 September, data for earlier years is at 31 December

¹⁴ Police Service of Northern Ireland, *Workforce Composition Statistics*, [Accessed: 18th September 2018]

Since 2009 the number of female police officers has increased by 14%.

The number of female police officers increased and then fell for two consecutive years in 2013 and 2014. Male police officer numbers decreased year on year between 2009 and 2014. Since then, until 2017, the number of male police officers increased almost 4% (from 4,965 in 2015 to 4,791 in 2017). In 2018 the number declined to 4,688. This is a 2% decrease on 2017 and a 17% decrease on the number of male police officers in 2009.

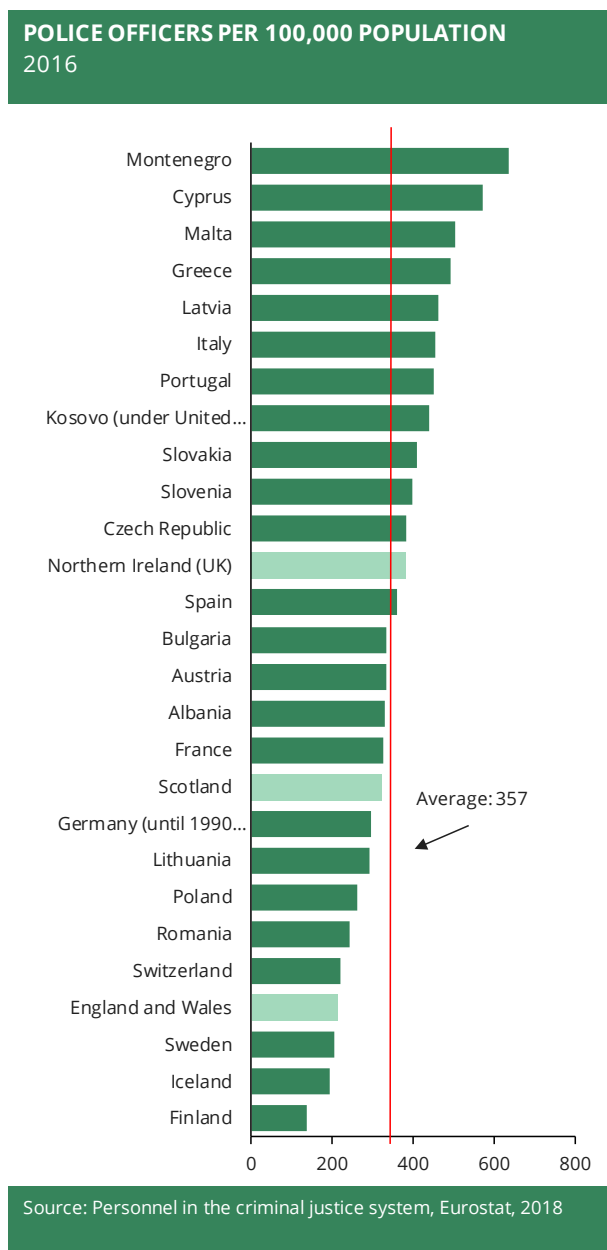


Throughout the period the proportion of full time regular police officers identifying as coming from an ethnic minority has consistently been below 1%. Despite this, the proportion of ethnic minority officers has been increasing year on year since 2009 and currently stands at 0.5%. According to the 2011 Census 0.8% of the general Northern Ireland population comes from an ethnic minority background.

In July 2018 (latest statistics), 67% of police officers considered themselves to be Protestant, 32% Roman Catholic, and 1% did not consider themselves either.

4. 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 some 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 other bodies.



Out of 27 nations where data was available for 2016, England & Wales was ranked 24th for the number of police officers per 100,000 head of population. Northern Ireland was ranked 12th and Scotland 18th.

Table A6, appended, shows the number of police per 100,000 head of population in selected European countries between 2008 and 2016.

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

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

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

	2011	2012	2013	2014	2015	2016	2017	2018	% change 17-18
England									
Avon & Somerset	3,210	3,039	2,873	2,800	2,707	2,692	2,667	2,597	-2.6%
Bedfordshire	1,214	1,157	1,092	1,019	1,073	1,083	1,119	1,130	+1.0%
Cambridgeshire	1,398	1,377	1,384	1,370	1,362	1,349	1,346	1,383	+2.8%
Cheshire	2,079	2,011	2,013	1,925	1,952	2,011	2,008	2,020	+0.6%
Cleveland	1,655	1,529	1,463	1,382	1,326	1,259	1,283	1,257	-2.0%
Cumbria	1,180	1,125	1,121	1,150	1,143	1,118	1,112	1,095	-1.5%
Derbyshire	2,021	1,819	1,827	1,788	1,863	1,766	1,710	1,738	+1.6%
Devon & Cornwall	3,436	3,225	3,082	3,096	3,068	2,959	2,914	2,959	+1.5%
Dorset	1,452	1,378	1,301	1,217	1,272	1,223	1,266	1,263	-0.2%
Durham	1,431	1,363	1,362	1,288	1,169	1,115	1,144	1,141	-0.3%
Essex	3,577	3,408	3,311	3,196	3,069	2,894	2,819	2,958	+4.9%
Gloucestershire	1,262	1,207	1,198	1,188	1,165	1,090	1,089	1,073	-1.4%
Greater Manchester	7,791	7,498	7,202	6,997	6,703	6,297	6,318	6,349	+0.5%
Hampshire	3,658	3,434	3,397	3,247	3,064	2,883	2,896	2,835	-2.1%
Hertfordshire	2,048	1,984	1,953	1,927	1,911	1,929	1,952	1,952	-0.0%
Humberside	1,952	1,856	1,771	1,701	1,614	1,582	1,641	1,794	+9.3%
Kent	3,668	3,498	3,323	3,268	3,188	3,182	3,259	3,261	+0.1%
Lancashire	3,448	3,323	3,200	3,074	2,919	2,860	2,850	2,969	+4.2%
Leicestershire	2,211	2,142	2,089	2,043	1,955	1,859	1,802	1,777	-1.4%
Lincolnshire	1,202	1,142	1,130	1,091	1,100	1,073	1,087	1,087	+0.0%
London, City of	878	831	774	746	739	702	684	697	+1.8%
Merseyside	4,297	4,083	3,909	3,954	3,794	3,554	3,538	3,450	-2.5%
Metropolitan Police	32,441	32,140	30,398	30,932	31,877	32,125	31,517	30,390	-3.6%
Norfolk	1,598	1,547	1,544	1,582	1,569	1,515	1,515	1,558	+2.8%
Northamptonshire	1,306	1,234	1,268	1,239	1,229	1,214	1,188	1,215	+2.3%
Northumbria	4,102	3,920	3,750	3,646	3,514	3,336	3,289	3,174	-3.5%
North Yorkshire	1,458	1,402	1,370	1,408	1,395	1,341	1,378	1,350	-2.0%
Nottinghamshire	2,319	2,168	2,095	2,158	2,102	1,973	1,837	1,917	+4.3%
South Yorkshire	2,888	2,772	2,767	2,722	2,587	2,494	2,483	2,459	-1.0%
Staffordshire	2,079	1,948	1,829	1,729	1,714	1,660	1,626	1,590	-2.2%
Suffolk	1,244	1,175	1,195	1,226	1,147	1,087	1,102	1,127	+2.3%
Surrey	1,885	1,974	1,970	1,938	1,863	1,938	1,986	1,994	+0.4%
Sussex	3,102	2,959	2,847	2,805	2,810	2,666	2,587	2,549	-1.5%
Thames Valley	4,375	4,355	4,322	4,346	4,365	4,244	4,096	4,067	-0.7%
Warwickshire	919	844	805	802	828	836	835	806	-3.5%
West Mercia	2,251	2,191	2,087	1,966	2,014	2,079	2,055	1,974	-4.0%
West Midlands	8,149	7,826	7,615	7,288	7,133	6,944	6,756	6,581	-2.6%
West Yorkshire	5,536	5,219	5,062	4,857	4,748	4,501	4,720	5,014	+6.2%
Wiltshire	1,099	1,056	1,050	1,020	1,015	1,019	983	994	+1.1%
England Total	131,822	127,160	122,751	121,131	120,062	117,450	116,456	115,544	-0.8%
Wales									
Dyfed-Powys	1,157	1,132	1,112	1,123	1,176	1,149	1,160	1,186	+2.3%
Gwent	1,501	1,446	1,377	1,330	1,229	1,127	1,178	1,267	+7.6%
North Wales	1,530	1,454	1,483	1,464	1,487	1,458	1,441	1,490	+3.4%
South Wales	3,100	2,907	2,862	2,861	2,864	2,883	2,908	2,916	+0.3%
Wales Total	7,288	6,940	6,833	6,778	6,756	6,616	6,687	6,859	+2.6%
E&W 43 Forces Total	139,110	134,099	129,584	127,909	126,818	124,066	123,143	122,404	-0.6%
Central Service Secondments	476	479	372	437	292	296	361	382	+5.8%
British Transport Police	2,631	2,557	2,652	2,912	2,877	2,968	2,679	2,865	+7.0%
Total (E&W, CSS, BTP)	142,217	137,135	132,608	131,258	129,987	127,329	126,183	125,651	-0.4%

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
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
North Yorkshire	905	920	982	1,006	1,003	1,019	1,015	1,025	1,047	1,093
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
England										
Avon & Somerset	3,014	3,094	3,092	3,081	3,068	3,033	3,000	2,981	2,989	2,976
Bedfordshire (c)	1,025	1,050	1,105	1,093	1,168	1,151	1,126	1,128	1,094	1,079
Cambridgeshire	1,187	1,193	1,201	1,250	1,265	1,263	1,261	1,238	1,302	1,291
Cheshire	1,879	1,870	1,895	1,874	1,908	1,902	1,932	1,998	2,046	2,042
Cleveland (c)	1,470	1,467	1,489	1,477	1,478	1,429	1,438	1,420	1,459	1,483
Cumbria	1,135	1,166	1,184	1,179	1,196	1,174	1,167	1,115	1,144	1,164
Derbyshire	1,784	1,795	1,741	1,706	1,830	1,820	1,797	1,763	1,791	1,772
Devon & Cornwall	2,849	2,852	2,873	2,898	2,910	2,914	2,877	2,899	2,865	2,962
Dorset	1,251	1,269	1,281	1,289	1,302	1,297	1,288	1,263	1,284	1,310
Durham	1,351	1,375	1,368	1,389	1,381	1,383	1,353	1,401	1,461	1,515
Essex (a)	2,746	2,822	2,889	2,898	2,936	2,937	2,921	2,884	2,961	2,928
Gloucestershire	1,166	1,170	1,162	1,174	1,149	1,159	1,163	1,133	1,133	1,104
Greater Manchester	6,935	6,992	7,014	7,061	7,060	6,967	7,037	6,938	6,922	6,949
Hampshire	3,167	3,154	3,179	3,211	3,275	3,270	3,256	3,347	3,452	3,490
Hertfordshire (a)	1,638	1,657	1,666	1,695	1,700	1,682	1,703	1,712	1,759	1,740
Humberside	1,992	1,995	1,998	2,026	2,032	2,039	2,029	2,041	2,045	2,021
Kent	2,985	2,984	3,005	3,074	3,146	3,145	3,117	3,120	3,260	3,251
Lancashire	3,177	3,201	3,212	3,198	3,207	3,170	3,212	3,171	3,247	3,257
Leicestershire	1,745	1,769	1,818	1,845	1,805	1,825	1,839	1,908	1,949	1,983
Lincolnshire	1,194	1,188	1,209	1,196	1,200	1,205	1,199	1,145	1,196	1,191
London, City of	801	799	813	808	825	893	885	869	859	825
Merseyside	4,689	4,714	4,689	4,621	4,669	4,693	4,659	4,411	4,230	4,216
Metropolitan Police (a)	27,988	28,287	28,230	28,154	27,867	27,699	27,480	27,343	26,677	26,094
Norfolk	1,340	1,363	1,405	1,414	1,440	1,447	1,395	1,401	1,432	1,430
Northamptonshire	1,370	1,379	1,387	1,398	1,393	1,318	1,300	1,324	1,338	1,367
Northumbria	3,508	3,529	3,541	3,464	3,563	3,598	3,606	3,668	3,677	3,769
North Yorkshire	1,095	1,126	1,139	1,158	1,199	1,170	1,156	1,153	1,177	1,169
Nottinghamshire	2,298	2,316	2,336	2,331	2,327	2,328	2,319	2,318	2,323	2,323
South Yorkshire	2,940	2,923	2,991	3,008	3,032	3,023	3,040	3,073	3,159	3,182
Staffordshire	2,164	2,187	2,217	2,176	2,179	2,208	2,231	2,209	2,211	2,292
Suffolk	1,181	1,194	1,209	1,218	1,241	1,208	1,191	1,138	1,180	1,186
Surrey (a)	1,636	1,645	1,657	1,706	1,693	1,669	1,676	1,644	1,620	1,608
Sussex	2,946	2,949	2,969	2,984	3,008	3,009	2,931	3,074	3,085	2,996
Thames Valley	3,600	3,659	3,714	3,772	3,840	3,908	3,854	3,674	3,695	3,776
Warwickshire	969	975	1,020	990	1,020	1,046	1,013	979	926	924
West Mercia (c)	1,948	1,991	2,026	2,034	2,054	2,059	2,046	2,017	2,040	2,010
West Midlands	6,761	6,855	6,876	6,941	6,953	7,014	7,019	7,145	7,113	7,156
West Yorkshire	5,278	5,260	5,268	5,087	5,037	5,046	5,050	5,142	5,209	5,155
Wiltshire	1,101	1,130	1,165	1,221	1,265	1,264	1,261	1,218	1,154	1,156
England Total	117,303	118,344	119,033	119,099	119,621	119,365	118,827	118,405	118,459	118,142
Wales										
Dyfed-Powys (b)	996	1,008	999	1,009	1,004	993	997	1,044	1,243	1,233
Gwent	931	935	935	947	967	965	976	991	1,005	1,002
North Wales	1,327	1,337	1,349	1,347	1,360	1,352	1,366	1,378	1,369	1,396
South Wales (b)	3,102	3,135	3,137	3,168	3,176	3,131	3,014	3,027	2,976	2,986
Wales Total	6,356	6,415	6,420	6,471	6,507	6,441	6,353	6,440	6,593	6,617
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

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

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
England											
Avon & Somerset	2,999	2,934	2,994	3,096	3,149	3,401	3,384	3,389	3,344	3,271	3,245
Bedfordshire (c)	1,041	1,028	1,036	1,069	1,106	1,181	1,215	1,198	1,173	1,153	1,206
Cambridgeshire	1,274	1,237	1,296	1,362	1,384	1,400	1,395	1,430	1,368	1,316	1,392
Cheshire	2,071	2,011	2,002	2,059	2,119	2,179	2,186	2,174	2,168	2,102	2,104
Cleveland (c)	1,416	1,404	1,407	1,461	1,582	1,687	1,676	1,677	1,739	1,663	1,756
Cumbria	1,126	1,084	1,048	1,100	1,140	1,222	1,232	1,230	1,211	1,168	1,240
Derbyshire	1,759	1,777	1,823	1,848	2,003	2,070	2,070	2,046	1,991	2,049	2,079
Devon & Cornwall	2,887	2,841	2,934	3,053	3,202	3,298	3,369	3,493	3,400	3,428	3,473
Dorset	1,279	1,306	1,354	1,381	1,416	1,433	1,450	1,485	1,472	1,439	1,425
Durham	1,568	1,558	1,595	1,614	1,651	1,685	1,718	1,699	1,657	1,583	1,539
Essex (a)	2,891	2,806	2,897	2,946	2,989	3,098	3,190	3,279	3,251	2,601	3,449
Gloucestershire	1,104	1,114	1,173	1,183	1,227	1,284	1,291	1,289	1,275	1,324	1,354
Greater Manchester	6,810	6,795	6,909	7,217	7,343	8,042	8,041	7,959	7,743	7,779	7,999
Hampshire	3,473	3,419	3,438	3,480	3,668	3,706	3,725	3,707	3,719	3,726	3,651
Hertfordshire (a)	1,724	1,767	1,922	1,825	1,957	2,086	2,104	2,126	2,126	2,095	2,100
Humberside	1,974	1,932	1,917	2,058	2,105	2,213	2,230	2,224	2,197	2,195	2,075
Kent	3,201	3,204	3,319	3,355	3,487	3,576	3,586	3,599	3,621	3,609	3,681
Lancashire	3,245	3,179	3,255	3,304	3,339	3,550	3,551	3,583	3,518	3,562	3,620
Leicestershire	1,993	1,993	2,032	2,100	2,114	2,277	2,284	2,250	2,188	2,179	2,319
Lincolnshire	1,140	1,115	1,202	1,198	1,221	1,228	1,221	1,213	1,191	1,141	1,176
London, City of	778	732	703	764	808	853	876	869	842	802	792
Merseyside	4,211	4,085	4,081	4,125	4,099	4,122	4,317	4,269	4,324	4,351	4,380
Metropolitan Police (a)	26,073	25,485	24,878	26,223	27,984	29,735	30,710	30,536	30,312	30,078	31,260
Norfolk	1,381	1,381	1,420	1,468	1,499	1,510	1,541	1,557	1,525	1,516	1,627
Northamptonshire	1,337	1,283	1,305	1,417	1,444	1,529	1,553	1,636	1,276	1,260	1,295
Northumbria	3,840	3,788	3,857	3,929	3,943	4,040	4,048	3,983	3,823	3,875	3,987
North Yorkshire	1,137	1,117	1,157	1,214	1,210	1,239	1,267	1,317	1,619	1,531	1,411
Nottinghamshire	2,225	2,204	2,275	2,330	2,411	2,484	2,502	2,477	2,363	2,294	2,323
South Yorkshire	3,168	3,163	3,197	3,199	3,183	3,279	3,265	3,255	3,260	3,169	3,013
Staffordshire	2,238	2,170	2,129	2,133	2,202	2,266	2,280	2,272	2,281	2,206	2,171
Suffolk	1,190	1,145	1,133	1,203	1,253	1,304	1,313	1,300	1,323	1,276	1,241
Surrey (a)	1,662	1,785	2,066	1,992	1,906	1,913	1,915	1,922	1,895	1,880	1,799
Sussex	2,847	2,822	2,855	2,893	2,989	3,039	3,096	3,092	3,016	2,994	3,120
Thames Valley	3,748	3,740	3,703	3,762	3,833	4,034	4,114	4,229	4,128	4,051	4,196
Warwickshire	908	900	926	969	997	1,008	1,011	1,032	1,039	972	929
West Mercia (c)	2,025	1,887	1,951	2,018	2,256	2,355	2,367	2,351	2,307	2,353	2,356
West Midlands	7,321	7,194	7,423	7,681	7,751	7,887	8,056	8,097	8,004	8,186	8,458
West Yorkshire	4,982	4,822	4,815	4,889	5,029	5,275	5,631	5,644	5,582	5,657	5,721
Wiltshire	1,151	1,118	1,120	1,157	1,158	1,217	1,222	1,219	1,159	1,176	1,181
England Total	117,197	115,325	116,547	120,075	124,157	129,705	132,002	132,107	130,431	129,006	132,142
Wales											
Dyfed-Powys (b)	1,247	1,264	1,274	1,333	1,341	1,372	1,438	1,467	1,162	1,159	1,172
Gwent	1,026	1,040	1,055	1,132	1,149	1,160	1,174	1,182	1,457	1,448	1,404
North Wales	1,391	1,403	1,444	1,506	1,539	1,603	1,645	1,617	1,599	1,558	1,563
South Wales (b)	2,981	2,926	3,154	3,222	3,239	3,279	3,281	3,263	3,210	3,100	3,031
Wales Total	6,645	6,633	6,927	7,193	7,268	7,414	7,538	7,529	7,428	7,265	7,171
E&W 43 Forces Total	123,842	121,958	123,474	127,268	131,425	137,119	139,540	139,636	137,858	136,271	139,313

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

	2010	2011	2012	2013	2014	2015	2016	2017	2018	% change 2017 to 2018
England										
Avon & Somerset	3,225	3,128	2,951	2,760	2,725	2,598	2,581	2,587	2,522	-2.5%
Bedfordshire (c)	1,246	1,176	1,108	1,047	963	1,040	1,030	1,056	1,088	+3.0%
Cambridgeshire	1,422	1,365	1,326	1,339	1,324	1,320	1,308	1,308	1,354	+3.5%
Cheshire	2,095	2,026	1,930	1,938	1,849	1,892	1,926	1,919	1,945	+1.4%
Cleveland (c)	1,652	1,440	1,260	1,316	1,235	1,177	1,118	1,226	1,196	-2.4%
Cumbria	1,147	1,137	1,089	1,083	1,120	1,094	1,067	1,076	1,049	-2.5%
Derbyshire	2,017	1,968	1,766	1,778	1,717	1,813	1,685	1,643	1,689	+2.8%
Devon & Cornwall	3,451	3,372	3,154	3,006	3,033	2,975	2,901	2,840	2,879	+1.4%
Dorset	1,447	1,391	1,316	1,245	1,159	1,230	1,171	1,205	1,210	+0.4%
Durham	1,458	1,382	1,316	1,312	1,247	1,131	1,077	1,113	1,110	-0.3%
Essex (a)	3,509	3,518	3,281	3,180	3,071	2,943	2,750	2,724	2,853	+4.7%
Gloucestershire	1,278	1,226	1,178	1,159	1,151	1,123	1,043	1,053	1,048	-0.5%
Greater Manchester	7,899	7,548	7,245	6,913	6,744	6,378	5,954	5,971	6,051	+1.3%
Hampshire	3,585	3,487	3,112	3,267	3,124	2,869	2,718	2,754	2,713	-1.5%
Hertfordshire (a)	2,033	1,963	1,895	1,880	1,833	1,820	1,828	1,850	1,858	+0.4%
Humberside	2,015	1,899	1,804	1,717	1,647	1,548	1,511	1,591	1,746	+9.7%
Kent	3,682	3,576	3,404	3,200	3,163	3,081	3,090	3,180	3,170	-0.3%
Lancashire	3,519	3,297	3,168	3,058	2,933	2,763	2,749	2,708	2,835	+4.7%
Leicestershire	2,278	2,161	2,084	2,020	1,975	1,877	1,776	1,715	1,681	-2.0%
Lincolnshire	1,162	1,163	1,097	1,092	1,038	1,023	1,028	1,062	1,063	+0.1%
London, City of	834	862	810	752	724	718	680	673	678	+0.7%
Merseyside	4,402	4,181	3,931	3,764	3,828	3,660	3,400	3,374	3,327	-1.4%
Metropolitan Police (a)	32,487	31,601	31,133	29,340	29,800	31,038	30,778	30,083	28,953	-3.8%
Norfolk	1,609	1,557	1,486	1,497	1,531	1,522	1,464	1,464	1,516	+3.6%
Northamptonshire	1,318	1,290	1,214	1,244	1,204	1,204	1,167	1,135	1,179	+3.9%
Northumbria	4,081	3,978	3,767	3,630	3,523	3,382	3,221	3,201	3,095	-3.3%
North Yorkshire	1,449	1,406	1,350	1,320	1,362	1,341	1,290	1,309	1,266	-3.3%
Nottinghamshire	2,347	2,230	2,072	2,012	2,088	2,024	1,910	1,764	1,860	+5.4%
South Yorkshire	2,911	2,847	2,725	2,691	2,664	2,488	2,378	2,362	2,351	-0.5%
Staffordshire	2,084	2,015	1,919	1,782	1,686	1,676	1,610	1,585	1,544	-2.6%
Suffolk	1,196	1,212	1,146	1,165	1,198	1,120	1,054	1,066	1,092	+2.4%
Surrey (a)	1,803	1,815	1,889	1,891	1,851	1,774	1,835	1,884	1,877	-0.4%
Sussex	3,141	3,039	2,867	2,764	2,710	2,708	2,563	2,470	2,424	-1.9%
Thames Valley	4,303	4,266	4,233	4,167	4,206	4,193	4,084	3,940	3,893	-1.2%
Warwickshire	928	879	784	767	764	777	807	786	769	-2.2%
West Mercia (c)	2,391	2,185	2,120	1,995	1,886	1,926	2,009	1,968	1,879	-4.5%
West Midlands	8,413	7,936	7,592	7,394	7,024	6,838	6,636	6,565	6,259	-4.7%
West Yorkshire	5,646	5,433	5,101	4,905	4,660	4,561	4,296	4,539	4,857	+7.0%
Wiltshire	1,162	1,063	1,026	1,014	990	966	974	951	949	-0.2%
England Total	132,623	128,019	122,650	118,403	116,750	115,612	112,468	111,699	110,827	-0.8%
Wales										
Dyfed-Powys (b)	1,163	1,113	1,102	1,075	1,094	1,141	1,103	1,115	1,145	+2.7%
Gwent	1,394	1,451	1,385	1,328	1,286	1,165	1,062	1,117	1,241	+11.1%
North Wales	1,568	1,513	1,386	1,460	1,436	1,451	1,418	1,403	1,441	+2.7%
South Wales (b)	3,022	2,977	2,806	2,737	2,765	2,799	2,745	2,729	2,802	+2.7%
Wales Total	7,147	7,053	6,678	6,601	6,580	6,557	6,327	6,365	6,629	+4.1%
E&W 43 Forces Total	139,771	135,072	129,328	125,004	123,329	122,169	118,795	118,064	117,456	-0.5%

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

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

	2012	2013	2014	2015	2016	2017	2018	% change 2017 to 2018
England								
Avon & Somerset	365	356	334	331	325	316	325	2.9%
Bedfordshire	112	94	96	105	33	46	56	22.5%
Cambridgeshire	193	174	141	148	135	136	111	-18.4%
Cheshire	218	208	190	225	198	178	168	-5.4%
Cleveland	167	161	150	123	125	125	140	11.7%
Cumbria	102	76	83	86	85	89	98	10.2%
Derbyshire	171	183	160	163	149	152	161	5.8%
Devon & Cornwall	357	421	382	346	347	311	257	-17.4%
Dorset	153	140	154	163	137	135	123	-8.8%
Durham	173	171	152	157	150	142	134	-5.6%
Essex	380	331	298	262	219	96	92	-4.7%
Gloucestershire	133	138	118	128	118	102	107	5.3%
Greater Manchester	818	793	789	804	748	600	646	7.7%
Hampshire	340	341	323	302	368	385	334	-13.2%
Hertfordshire	257	238	190	210	221	219	203	-7.4%
Humberside	290	298	294	273	220	250	256	2.4%
Kent	333	297	345	352	289	287	321	11.9%
Lancashire	411	368	301	331	297	275	297	8.2%
Leicestershire	236	222	235	234	210	240	239	-0.3%
Lincolnshire	152	151	145	138	136	105	124	17.9%
London, City of	38	39	12	11	15	13	8	-37.5%
Merseyside	426	378	316	353	292	260	266	2.4%
Metropolitan Police	2,760	2,684	2,087	1,787	1,626	1,442	1,315	-8.8%
Norfolk	254	250	247	197	171	149	79	-46.9%
North Yorkshire	186	173	185	196	185	181	93	-48.7%
Northamptonshire	161	127	134	122	98	87	173	98.4%
Northumbria	424	391	234	211	196	163	195	19.9%
Nottinghamshire	264	300	332	318	214	175	185	5.8%
South Yorkshire	290	335	334	314	219	208	221	6.1%
Staffordshire	209	213	215	208	220	230	227	-1.4%
Suffolk	164	163	181	167	108	95	85	-10.6%
Surrey	228	210	153	123	119	120	106	-11.5%
Sussex	335	358	349	325	249	180	203	12.6%
Thames Valley	508	483	485	459	466	425	368	-13.5%
Warwickshire	109	113	95	86	87	100	81	-19.1%
West Mercia	271	248	237	209	221	239	210	-12.3%
West Midlands	711	681	676	620	506	397	473	19.1%
West Yorkshire	728	689	679	625	533	551	611	10.9%
Wiltshire	152	140	132	129	115	106	113	6.2%
England Total	13,579	13,136	11,966	11,345	10,149	9,312	9,205	-1.1%
Wales								
Dyfed-Powys	97	143	150	147	135	143	145	1.2%
Gwent	191	234	206	185	151	122	143	17.2%
North Wales	219	262	267	243	220	224	232	3.8%
South Wales	308	430	477	411	388	413	414	0.2%
Wales Total	815	1,069	1,100	986	894	902	934	3.6%
E&W 43 Forces Total	14,394	14,205	13,066	12,331	11,043	10,213	10,139	-0.7%

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	2004
England										
Avon & Somerset	651	688	759	621	547	459	400	364	345	305
Bedfordshire	189	189	182	186	154	151	115	118	98	146
Cambridgeshire	279	275	303	320	310	274	218	207	189	193
Cheshire	321	274	475	459	407	350	290	191	181	173
Cleveland	212	195	160	164	126	128	93	85	102	85
Cumbria	241	201	189	198	204	176	156	102	94	77
Derbyshire	434	413	428	380	317	282	275	260	249	301
Devon & Cornwall	1,142	1,102	1,148	1,024	918	870	796	689	645	602
Dorset	221	254	289	315	305	298	267	253	214	210
Durham	200	187	184	144	159	157	146	134	94	81
Essex	674	608	634	638	544	483	445	381	371	349
Gloucestershire	320	330	297	276	233	206	183	154	157	155
Greater Manchester	768	746	685	598	523	457	367	338	340	345
Hampshire	598	564	621	698	760	615	454	444	373	346
Hertfordshire	320	315	297	306	238	216	198	206	193	206
Humberside	427	391	340	324	269	246	212	207	157	209
Kent	569	555	589	592	526	436	392	327	286	341
Lancashire	608	553	483	489	449	382	360	363	351	336
Leicestershire	356	360	415	406	316	247	162	143	149	159
Lincolnshire	322	299	271	260	216	195	166	155	139	156
London, City of	83	77	86	76	64	56	43	36	42	54
Merseyside	384	333	401	419	458	476	541	468	503	371
Metropolitan Police	1,550	1,850	1,714	1,282	1,138	758	774	680	892	742
Norfolk	345	319	402	337	336	285	259	244	239	241
North Yorkshire	381	360	362	358	276	217	182	185	177	160
Northamptonshire	303	289	316	288	230	199	188	177	189	197
Northumbria	506	471	533	400	342	332	300	256	221	169
Nottinghamshire	552	537	620	558	461	411	335	341	261	295
South Yorkshire	452	381	308	281	246	205	188	206	204	200
Staffordshire	725	702	685	595	468	482	402	384	391	376
Suffolk	409	407	379	397	420	391	349	308	275	266
Surrey	238	260	297	235	224	175	149	187	212	255
Sussex	527	511	472	442	393	352	306	306	303	181
Thames Valley	679	744	656	609	569	472	418	356	369	341
Warwickshire	352	340	381	345	261	260	221	209	190	169
West Mercia	582	613	582	512	515	476	399	339	309	280
West Midlands	818	897	945	889	731	680	617	598	637	715
West Yorkshire	777	709	690	589	559	484	415	349	374	403
Wiltshire	318	233	154	149	184	173	152	147	154	169
England Total	18,833	18,532	18,732	17,159	15,396	13,512	11,933	10,897	10,669	10,359
Wales										
Dyfed-Powys	302	314	283	254	237	202	191	157	152	151
Gwent	126	136	157	119	113	119	137	142	130	136
North Wales	288	332	341	358	400	247	207	125	133	124
South Wales	477	461	361	366	338	267	254	277	173	218
Wales Total	1,193	1,243	1,142	1,097	1,088	835	789	701	588	629
E&W 43 Forces Total	20,026	19,775	19,874	18,256	16,484	14,347	12,722	11,598	11,257	10,988

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.

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	% change 2017 to 2018
England															
Avon & Somerset	396	408	404	444	428	449	497	578	568	529	453	394	343	329	-4.1%
Bedfordshire	209	181	166	142	145	210	222	204	196	196	227	228	211	177	-16.1%
Cambridgeshire	199	185	202	210	164	167	203	267	245	284	277	258	236	229	-3.0%
Cheshire	192	225	291	282	262	300	401	426	331	363	390	421	435	332	-23.7%
Cleveland	66	138	179	195	180	238	192	150	102	82	93	72	72	65	-9.7%
Cumbria	126	152	166	142	119	115	143	174	135	126	119	108	88	78	-11.4%
Derbyshire	369	429	506	445	360	302	298	373	291	271	212	212	229	223	-2.6%
Devon & Cornwall	582	572	549	505	564	592	634	609	598	627	673	564	469	397	-15.4%
Dorset	230	264	295	295	310	300	302	257	209	211	227	198	125	109	-12.8%
Durham	91	109	117	126	122	131	128	118	76	85	110	92	77	75	-2.6%
Essex	363	439	451	559	696	682	617	565	507	426	366	372	368	427	16.0%
Gloucestershire	146	157	133	143	154	167	180	202	176	122	115	132	118	167	41.5%
Greater Manchester	380	424	403	350	332	400	549	695	702	730	703	865	661	460	-30.4%
Hampshire	369	388	439	457	433	449	496	593	597	576	456	352	364	381	4.7%
Hertfordshire	226	232	268	266	289	344	403	403	410	413	303	258	235	260	10.6%
Humberside	328	330	344	344	384	341	336	349	351	401	416	381	253	177	-30.0%
Kent	338	306	293	349	298	310	320	394	364	289	248	302	332	277	-16.6%
Lancashire	319	366	379	393	448	470	447	387	401	490	376	480	482	347	-28.0%
Leicestershire	181	168	178	202	206	240	239	271	304	307	254	295	317	329	3.8%
Lincolnshire	179	166	171	165	122	163	205	209	225	250	229	195	165	143	-13.3%
London, City of	52	70	74	72	85	79	85	99	81	82	61	61	58	70	20.7%
Merseyside	259	345	392	456	420	446	453	585	566	420	309	329	225	231	2.7%
Metropolitan Police	697	1,221	1,741	2,510	2,606	3,177	4,944	5,752	5,303	4,587	3,659	3,271	2,661	2,246	-15.6%
Norfolk	253	262	271	271	243	266	281	325	291	240	257	251	218	188	-13.8%
North Yorkshire	173	189	184	178	164	184	169	166	158	155	184	184	126	130	3.2%
Northamptonshire	242	237	214	180	190	180	246	311	248	311	412	722	474	338	-28.7%
Northumbria	240	198	191	123	129	178	235	288	322	308	248	208	180	182	1.1%
Nottinghamshire	333	361	382	378	309	298	322	357	381	319	252	287	239	175	-26.8%
South Yorkshire	204	270	298	264	236	227	269	284	306	410	443	383	271	161	-40.6%
Staffordshire	409	406	380	371	354	334	437	512	469	402	318	292	259	239	-7.7%
Suffolk	267	293	305	360	333	328	318	305	249	233	234	255	215	173	-19.5%
Surrey	289	280	275	278	314	327	337	345	273	182	122	109	118	135	14.4%
Sussex	200	197	204	199	216	240	293	348	350	366	393	387	301	212	-29.6%
Thames Valley	375	327	286	246	310	408	534	719	741	667	562	506	503	423	-15.9%
Warwickshire	190	211	200	208	196	212	238	276	300	280	257	178	225	189	-16.0%
West Mercia	263	284	274	251	232	233	260	296	319	313	299	320	410	364	-11.2%
West Midlands	959	1,021	937	769	611	591	649	569	511	422	374	303	205	155	-24.4%
West Yorkshire	417	440	494	403	388	421	483	568	493	452	824	1,030	527	409	-22.4%
Wiltshire	174	180	185	149	135	250	294	299	296	318	176	164	163	220	35.0%
England Total	11,285	12,431	13,221	13,680	13,487	14,749	17,659	19,628	18,445	17,245	15,631	16,209	12,958	11,222	-13.4%
Wales															
Dyfed-Powys	167	194	190	169	176	171	186	190	193	196	147	171	163	98	-39.9%
Gwent	144	137	145	204	192	144	134	146	138	143	124	126	92	51	-44.6%
North Wales	124	136	164	160	152	193	231	199	136	126	131	183	201	191	-5.0%
South Wales	198	281	301	334	244	248	211	189	99	79	68	97	89	128	43.8%
Wales Total	633	748	800	867	764	756	762	724	566	544	470	577	545	468	-14.1%
E&W 43 Forces Total	11,918	13,179	14,021	14,547	14,251	15,505	18,421	20,352	19,011	17,789	16,101	16,786	13,503	11,690	-13.4%

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
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
North Yorkshire	1,383	65	18	1,353	56	29	1,328	40	31
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
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
North Yorkshire	1,249	65	26	1,282	71	23	1,258	75	25
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	928	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
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
North Yorkshire	1,208	65	25	1,231	76	29	1,163	116	30
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	99,857	3,826	3,272	97,912	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	5,924	290	221
E&W 43 Forces Total	106,411	4,087	3,401	105,571	4,114	3,471	103,836	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 A6: EUROPEAN POLICE OFFICERS PER 100,000 POPULATION

Ranked highest to lowest on 2016

	2008	2009	2010	2011	2012	2013	2014	2015	2016
Montenegro	801	:	697	665	679	668	685	645	635
Cyprus	690	672	650	632	611	580	579	581	573
Malta	462	449	463	463	456	461	507	504	505
Greece	355	508	481	496	493	486	478	484	492
Latvia	409	448	459	:	420	405	458	458	461
Italy	384	498	467	469	466	463	:	450	453
Portugal	458	474	448	453	445	437	443	452	451
Kosovo (under United Nations Security Council Resolution 1244/99)	325	332	328	402	:	:	:	:	439
Slovakia	374	406	400	393	402	414	415	413	410
Slovenia	387	386	380	372	359	350	392	396	398
Czech Republic	413	419	394	372	365	369	375	377	383
Northern Ireland (UK)	493	470	454	434	416	401	399	392	382
Spain	361	374	384	388	383	376	372	366	361
Bulgaria	450	411	397	398	384	368	389	337	335
Austria	320	319	330	330	330	329	328	326	333
Albania	302	290	:	343	:	:	332	337	330
France	303	297	290	284	284	282	325	322	326
Scotland	322	331	328	328	329	324	323	323	322
Germany (until 1990 former territory of the FRG)	301	300	298	303	304	304	303	:	297
Lithuania	343	344	342	325	317	317	322	305	290
Poland	264	259	257	256	253	257	260	260	263
Romania	244	250	243	232	264	268	265	263	242
Switzerland	215	221	221	219	222	222	219	220	221
England and Wales	263	261	251	240	230	225	222	215	212
Sweden	200	207	217	217	210	208	202	204	203
Iceland	260	261	209	202	203	203	201	198	194
Finland	154	155	151	151	148	142	141	141	137
Belgium	362	371	368	344	346	345	345	342	:
Denmark	196	197	200	195	193	192	188	186	:
Estonia	240	238	341	337	334	320	311	298	:
Ireland	323	322	316	304	293	285	278	:	:
Croatia	460	469	484	493	499	487	484	490	:
Luxembourg	321	325	330	333	331	328	324	320	:
Hungary	89	91	87	87	87	85	88	90	:
Netherlands	216	301	300	304	308	308	306	299	:
Liechtenstein	235	253	248	249	233	231	224	225	:
Norway	158	159	158	158	159	163	168	:	:
Former Yugoslav Republic of Macedonia, the	:	:	:	:	554	450	522	:	:
Serbia	436	444	458	469	476	472	625	596	:
Turkey	:	515	512	503	506	:	:	:	:
Bosnia and Herzegovina	:	:	433	438	436	:	:	:	:

Note:

: denotes not available

Figures for England & Wales, Scotland and Northern Ireland may differ as EU collect methods differ

Source:

Eurostat, Personnel in the criminal justice system, 2018

6. 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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