



# Employment Statistics

## Equality and Diversity Information - 2019

The City of London Police is committed to providing a policing service that is representative and meets the needs of our community. The City of London is a diverse place to live, work and visit and through the ongoing strategy we will strive to deliver a high quality policing service that builds and maintains public trust and confidence.

We will through our culture and by having in place the necessary processes and procedures listen, learn and strive to improve to meet the needs of our diverse communities.

We will also aim to make the City of London Police an employer of choice for people from all backgrounds and cultures, ensuring our workforce is representative and enhancing overall performance.

Our society continues to become richer in diversity and it is important that as a police service we are best placed to meet those varying needs. This strategy is our commitment to ensuring inclusivity and representativeness.

## **Force Mission**

As the police force for the nation's financial heart, our core mission is to protect the UK from economic crime and maintain the City of London as one of the safest places in the country. We will do this by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring the community; investigating crime and bringing offenders to justice.

We are an organisation that continually strives to deliver for our community, achieve excellence in everything we do, and in doing so, deliver an exceptional policing service. This is not just in relation to maintaining high performance but also being recognised as a centre of excellence for our policing services.

## **Force Values**

**Integrity:** Our behaviour, actions and decisions will always support the public interest and those we work in partnership with. We value public trust and confidence in policing and to earn this we will be open to scrutiny and transparent in our actions. We will respond to well-founded criticism with a willingness to learn and change. We will ensure that the public can have confidence in the integrity of the data used and published by us; we will make sure that all crime is recorded ethically and in accordance with all current guidance.

**Fairness:** We are an organisation that believes in openness, honesty and fairness. We believe in mutual trust and respect, and in valuing diversity in our role both as an employer and as a public service provider. We will support equality by creating an environment that maximises everyone's talents in order to meet the needs of the organisation and those of the community we serve.

**Professionalism:** Professionalism is a quality that we value highly. We will investigate crime professionally and thoroughly, doing everything in our power to protect those at the greatest risk of harm. We expect our staff to be dedicated to professional development, both for themselves and the people they are responsible for, and empowered to use discretion and common sense to make appropriate operational decisions. Our professionalism ensures that we meet the needs and demands of our customers to deliver high quality, fast, effective and efficient services

## National Police Code of Ethics

Our values, which encompass the Code's nine principles, underpin everything we do. Adhering to them enables us to demonstrate not only our commitment to the national Police Code of Ethics, but also to deliver it.

The Police Code of Ethics nine principles are –

- Being **accountable** for our actions, decisions and omissions
- Being **honest** and trustworthy
- Treating people **fairly**
- Acting with **integrity** by always doing the right thing
- Displaying **leadership** through leading by example
- Displaying **objectivity** by making choices based on evidence and best professional judgement
- Being **open** and transparent about our actions and decisions
- Treating everyone with **respect**
- Acting **selflessly** in the public interest

## Governance Oversight

### Assistant Commissioner

The Assistant Commissioner is the force Strategic Lead for Equality and Inclusion

and approves the force Strategy to drive through the organisation maintaining oversight of its implementation.

### **Police Authority Board**

The Police Authority Board hold Chief Officers accountable for force performance and will receive updates on the progress of strategy implementation.

### **Police Authority Board Lead**

The Police Authority Board appoints a Lead Member for Equality & Inclusion who sits on the force Equality & inclusion Board to retain oversight of this area of work.

### **Independent Advisory Group**

These are engaged to inform and develop the force work in Equality and Inclusion providing independent advice and guidance for the Force to consider.

### **Equality & Inclusion Board**

This board oversees the implementation of the force Equality & inclusion Strategy and is chaired by the Assistant Commissioner.

### **Equality & Inclusion Manager**

The force dedicated resource for implementing and embedding EDHR principles within all that we do.

### **Diversity Champions**

These are appointed within force to assist in the implementation of our Equality & Inclusion Dashboard.

### **Equality & Inclusion Directorate SPoCs**

Each Directorate has an appointed SPoC to act as a central point and assist our Equality & Inclusion officer in undertaking their duties.

### **Support Networks**

Our support networks will be engaged to capture how the work they do will support the implementation of our strategy and inform the development of our measures of success. The Networks usually inform policy and good practice at the force. The force has a number of Support Networks:

- Black Police Association
- Christian Police Association

- Disability Enabling Network
- LGBT Support Network
- Muslim Police Association (AMP)
- Women's Network
- Health and Wellbeing Network
- The Men's Network

## **Our Equality Duty**

As a public sector organisation the force has a duty set out within the Equality Act 2010 to protect people from discrimination in the workplace and within society in general. We are required to comply with this legislation and in particular section 149 of this Act that sets out the Public Sector Equality Duty. This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between different people when carrying out their activities.

The Equality Act 2010 sets out 9 protected characteristics that we must consider as part how we work and deliver our services.

- **Age**
- **Disability**
- **Sex**
- **Gender Reassignment**
- **Marriage & civil Partnership**
- **Pregnancy & Maternity**
- **Race**
- **Religion or Belief**
- **Sexual Orientation**

We have a duty to publish information on these characteristics to show compliance with the Equality Act 2010. Data on these will be captured within our Equality and Inclusion Dashboard and reported for senior managers to monitor and action before being published on our public website.

## Recruitment

As part of our efforts to increase the diversity of our workforce, we have ensured that our advertising reach is greater by advertising in more publications, social media and through our networks. In addition, we have reviewed our career website to ensure that it promotes the force in the best possible way using our online recruitment system that enhances the candidate experience.

The force is also offering application and interview sessions for officers and staff that are interested in applying for a promotion or recruitment campaign and we are currently working to implement a Recruitment and Selection course that will help train our force on good recruitment and selection practice.

We are working harder to ensure that we have a team to represent the force in open days or recruitment events as well as run positive action events.

We also offer a three tier mentoring scheme which is open to all staff.

## How is the information obtained?

Other than the statutory requirements and other business information collected as part of the application process, the workforce is invited to maintain personal information about themselves in a confidential area within the HR Self Service system. This data, which is only available to very few HR staff at the force, is analysed by our HR team on a regular basis. We are currently enhancing our HR Self Service system to enable all protective characteristics to be reported.

It should be noted that the submission of personal information is not compulsory. This means that within recruitment applications or when the force ask staff to update their personal information, for example, a person may choose to select '*prefer not to say*' or leave the section/question blank completely. This mainly includes data that is personal to staff and not easily obvious, such as marriage, disability and sexual orientation. These makes it more difficult for the force to report accurately. Please note, that those staff members who have left sections blank are not included in some parts of this report.

## How do we count the data?

With the specific exceptions described above, everyone is counted within the force. Officers who are performing at temporary rank are counted in their substantive rank e.g. Temporary Chief Inspectors are counted as Inspectors. Officers acting in a rank are counted in their substantive role e.g. an acting Sergeant is counted as a

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Constable. Also in these statistics we have not counted those officers and staff on career breaks as they do not form part of the overall working strength.

**The data extract is as of 31<sup>st</sup> December 2019. It is valid for the year 2019 with the next update due on 31<sup>st</sup> December 2020.**

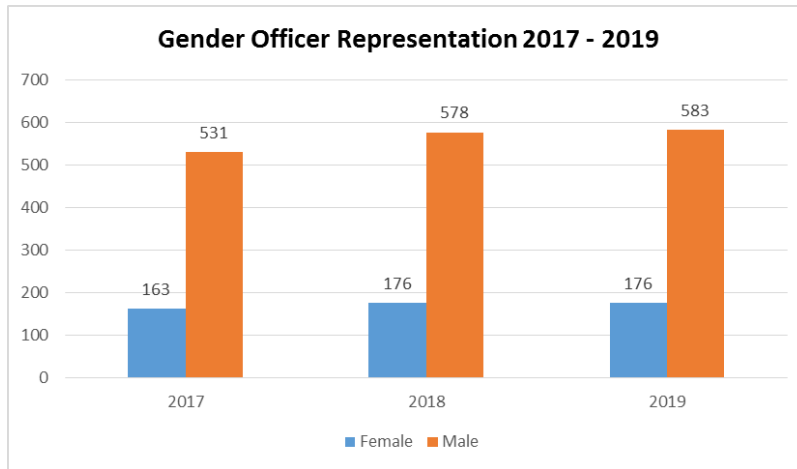
Some changes year on year may be very small and therefore a comparison is shown, where appropriate.

## Workforce Equality Statistics

### Gender Breakdown

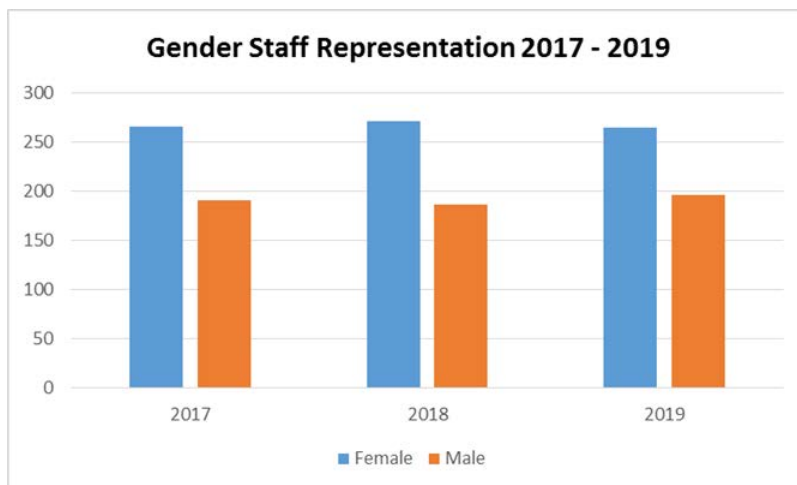
#### Police Officers

Year	Female	Male	Female % of workforce	Male % of workforce	Total
2017	163	531	23.5%	76.5%	694
2018	176	578	23.3%	76.7%	754
2019	176	583	23.2%	76.8%	759



#### Police Staff

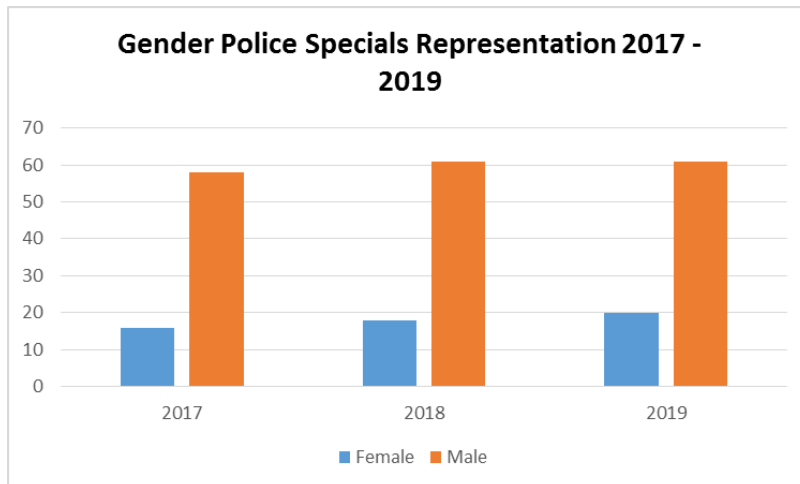
Year	Female	Male	Female % of workforce	Male % of workforce	Total
2017	265	191	58.1%	41.9%	456
2018	271	186	59.3%	40.7%	457
2019	264	196	57.4%	42.6%	460





**Special Constabulary**

Year	Female	Male	Female % of workforce	Male % of workforce	Total
2017	16	58	21.6%	78.4%	74
2018	18	61	22.8%	77.2%	79
2019	20	61	24.7%	75.3%	81



**Police Officer Gender Rank Profile as a percentage of the respective rank**

Vacancies are usually advertised both internally and externally. Candidates are interviewed against the Competency Values Framework (CVF).

In order to progress through the ranks from Constable to Sergeant and from Sergeant to Inspector, officers must pass a national exam before applying for an interview selection process. Inspectors and above participate in an interview and assessment process.

**Staff Gender Grade Profile as a percentage of the respective grade**

In the case of staff vacancies, these are advertised both internally and externally. Candidates are interviewed against agreed and tested job evaluation criteria set by the City of London. Progression within the organisation is not dependent on previous service at a lower grade.

The table below gives a comparative representation of male and female members of police staff, based on a head count. The grade hierarchy starts at grade A and progresses to grade J.

**Gender – by Grade/Rank****Police Officers**

<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>% of Females</b>	<b>Total</b>
<b>ACPO</b>	1	2	33.3%	<b>3</b>
<b>Chief Superintendent</b>	1	4	20.0%	<b>5</b>
<b>Superintendent</b>	4	12	25.0%	<b>16</b>
<b>Chief Inspector</b>	6	10	28.6%	<b>16</b>
<b>Inspector</b>	16	42	28.8%	<b>58</b>
<b>Sergeant</b>	27	89	19.8%	<b>116</b>
<b>Constable</b>	121	424	23.0%	<b>545</b>
<b>Total</b>	<b>176</b>	<b>583</b>	<b>23.2%</b>	<b>759</b>

**Police Staff**

<b>Grade</b>	<b>Female</b>	<b>Male</b>	<b>% of Females</b>	<b>Total</b>
<b>J</b>	1	0	100.0%	<b>1</b>
<b>H</b>	2	3	40.0%	<b>5</b>
<b>G</b>	9	4	69.2%	<b>13</b>
<b>F</b>	11	13	45.8%	<b>24</b>
<b>E</b>	51	49	51.0%	<b>100</b>
<b>D</b>	89	56	61.4%	<b>145</b>
<b>C</b>	89	64	58.2%	<b>153</b>
<b>B</b>	11	6	64.7%	<b>17</b>
<b>A</b>	1	1	50.0%	<b>2</b>
<b>Total</b>	<b>264</b>	<b>196</b>	<b>57.4%</b>	<b>460</b>

**Special Constabulary**

<b>Rank</b>	<b>Female</b>	<b>Male</b>	<b>% of Females</b>	<b>Total</b>
<b>ACPO</b>	0	2	0.0%	<b>2</b>
<b>Chief Superintendent</b>	0	0	0.0%	<b>0</b>
<b>Superintendent</b>	0	4	0.0%	<b>4</b>
<b>Chief Inspector</b>	0	2	0.0%	<b>2</b>
<b>Inspector</b>	1	5	16.7%	<b>6</b>
<b>Sergeant</b>	1	9	10.0%	<b>10</b>
<b>Constable</b>	18	39	31.6%	<b>57</b>
<b>Total</b>	<b>20</b>	<b>61</b>	<b>24.7%</b>	<b>81</b>

## Ethnicity Breakdown

The tables give a comparative representation based on a headcount.

### Police Officer - Ethnic Origin Rank Profile as a percentage of the respective rank

Rank	BAME	Not Stated	White	% of BAME	Total
ACPO	0	0	3	0.0%	3
Chief Superintendent	0	0	5	0.0%	5
Superintendent	3	0	13	18.8%	16
Chief Inspector	2	0	12	14.3%	14
Inspector	1	0	58	1.7%	59
Sergeant	6	0	105	5.4%	111
Constable	40	2	509	7.3%	551
<b>Total</b>	<b>52</b>	<b>2</b>	<b>705</b>	<b>6.9%</b>	<b>759</b>

	White	BAME	Not Stated	Total
ACPO	4	0	0	4
CHIEF SUPERINTENDENT	5	0	0	5
SUPERINTENDENT	10	3	0	13
CHIEF INSPECTOR	20	3	0	23
INSPECTOR	58	1	0	59
SERGEANT	122	3	0	125
CONSTABLE	428	37	3	465

### Special Constabulary - Ethnic Origin Rank Profile as a percentage of the respective rank

Rank	BAME	Not Stated	White	% of BAME	Total
ACPO	0	0	2	0.0%	2
Chief Superintendent	0	0	0	0.0%	0
Superintendent	0	0	4	0.0%	4
Chief Inspector	1	0	1	50.0%	2
Inspector	0	0	6	0.0%	6
Sergeant	1	1	8	10.0%	10
Constable	12	4	41	21.0%	57
<b>Total</b>	<b>14</b>	<b>5</b>	<b>62</b>	<b>17.3%</b>	<b>81</b>

**Police Staff - Ethnic Origin Grade Profile as a percentage of the respective Grade**

Rank / Grade	BAME	Not Stated	White	% of BAME	Total
J	0	0	1	0.0%	1
H	0	1	4	0.0%	5
G	1	0	12	7.7%	13
F	3	4	17	12.5%	24
E	13	2	85	13.0%	100
D	39	4	102	26.9%	145
C	39	7	107	25.5%	153
B	6	1	10	35.3%	17
A	0	0	2	0.0%	2
<b>Total</b>	<b>101</b>	<b>19</b>	<b>340</b>	<b>21.9%</b>	<b>460</b>

**Female Police Officers – Ethnic Origin by Rank**

The table below shows the ethnicity for female officers by Rank, with the percentage of BAME females compared to the total female officer population.

Female Officers Ranks	BAME	White	% of BAME	Total
ACPO	0	1	0.0%	1
Chief Superintendent	0	1	0.0%	1
Superintendent	1	3	25.0%	4
Chief Inspector	0	6	0.0%	6
Inspector	0	16	0.0%	16
Sergeant	1	26	3.7%	27
Constable	10	111	8.3%	121
<b>Total</b>	<b>12</b>	<b>164</b>	<b>6.8%</b>	<b>176</b>

**Female Police Special Constabulary – Ethnic Origin by Rank**

The table below shows the ethnicity for female Specials by Rank, with the percentage of BAME females compared to the total female Specials population.

Female Specials Ranks	BAME	White	Not Stated	% of BAME	Total
ACPO	0	0	0	0.0%	0
Chief Superintendent	0	0	0	0.0%	0
Superintendent	0	0	0	0.0%	0
Chief Inspector	0	0	0	0.0%	0
Inspector	0	1	0	0.0%	1
Sergeant	0	1	0	0.0%	1
Constable	3	14	1	16.7%	18
<b>Total</b>	<b>3</b>	<b>16</b>	<b>1</b>	<b>15.0%</b>	<b>20</b>

**Female Police Staff – Ethnic Origin by Grade**

The table below shows the ethnicity for female staff by Rank, with the percentage of BAME females compared to the total female staff population.

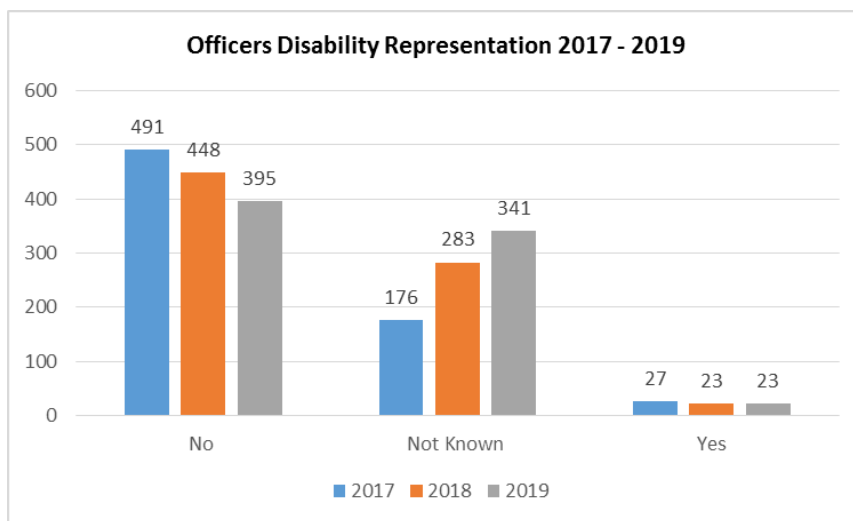
<b>Ethnicity by Rank for Female Staff</b>	<b>BAME</b>	<b>White</b>	<b>Not Stated</b>	<b>% of BAME</b>	<b>Total</b>
<b>J</b>	0	1	0	0.0%	1
<b>H</b>	0	2	0	0.0%	2
<b>G</b>	1	8	0	11.1%	9
<b>F</b>	1	9	1	9.0%	11
<b>E</b>	7	43	1	13.7%	51
<b>D</b>	27	60	2	30.3%	89
<b>C</b>	24	60	5	26.9%	89
<b>B</b>	5	5	1	45.5%	11
<b>A</b>	0	1	0	0.0%	1
<b>Total</b>	<b>65</b>	<b>189</b>	<b>10</b>	<b>24.6%</b>	<b>264</b>

## Disability

Disability affects all ranks and grades; any further breakdown by gender, rank/grade or ethnicity is likely to identify individuals. It is not mandatory for staff/officer/specials to disclose if they have a disability.

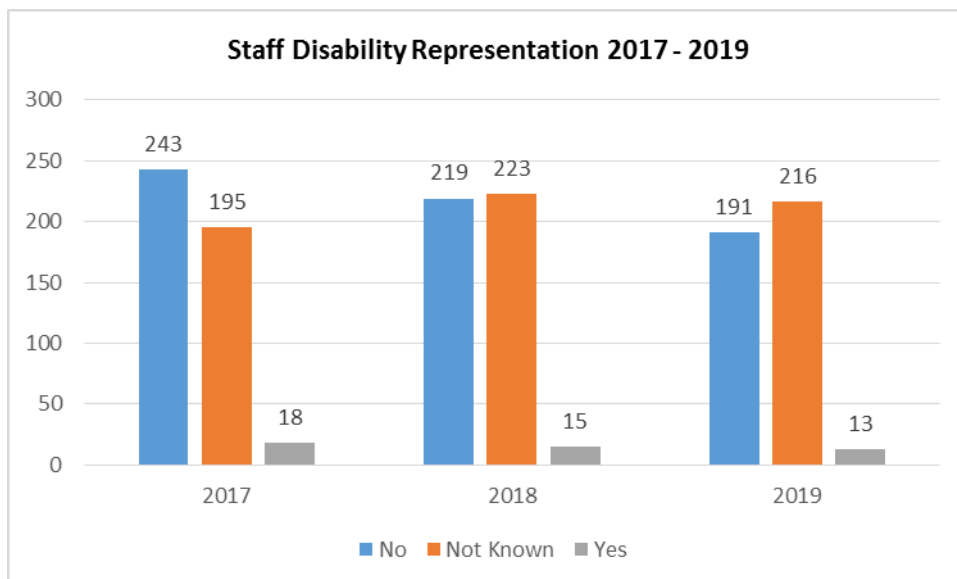
### Police Officers

Year	No	Not Known	Yes	% with a Disability	Total
2017	491	176	27	3.9%	694
2018	448	283	23	3.0%	754
2019	395	341	23	3.0%	759



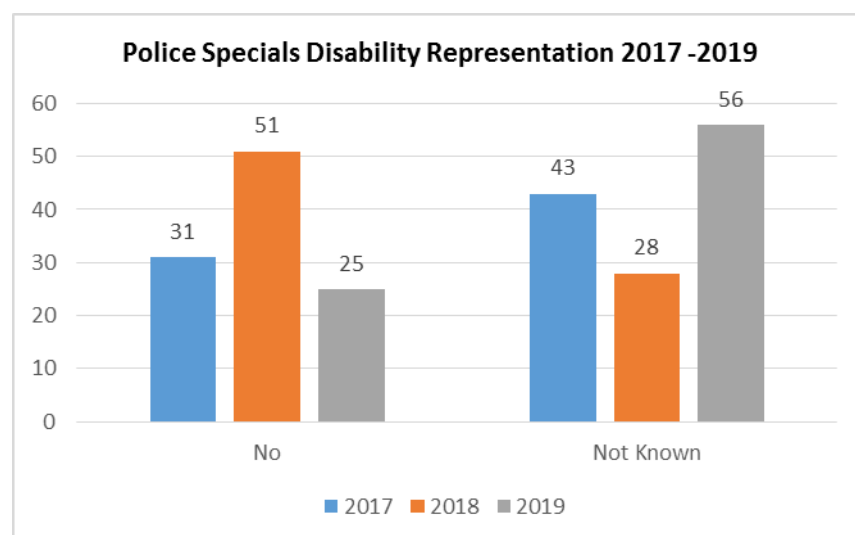
### Police Staff

Year	No	Not Known	Yes	% with a Disability	Total
2017	243	195	18	3.9%	456
2018	219	223	15	3.3%	457
2019	204	241	15	3.0%	460



**Special Constabulary**

Year	No	Not Known	Yes	% with a Disability	Total
2017	31	43	0	0.0%	74
2018	51	28	0	0.0%	79
2019	25	56	0	0.0%	81



**Religion**

It is not mandatory for staff/officer/specials to disclose their religious status.

**Police Officers**

Religion	2017	2018	2019
Christianity	137	126	188
Islam	12	11	11
Hinduism	1	2	2
Sikhism	2	1	1
Judaism	3	2	2
Buddhism	1	1	1
No Religion	156	143	134
Other	113	101	7
Not stated	269	375	413

**Police Staff**

Religion	2017	2018	2019
Christianity	81	71	85
Islam	17	16	16
Hinduism	5	6	5
Sikhism	3	3	2
Judaism	0	0	0
Buddhism	2	2	3
No Religion	83	78	69
Other	26	23	6
Not stated	239	260	274

**Special Constabulary**

Religion	2017	2018	2019
Christianity	13	10	16
Islam	2	2	2
Hinduism	1	1	1
Sikhism	0	0	0
Judaism	0	0	0
Buddhism	0	0	0
No Religion	7	6	6
Other	7	7	0
Not stated	44	53	56



**Sexual Orientation**

It is not mandatory for staff/officer/specials to disclose their sexual orientation. The below figures are in percentages to ensure that officers/staff and specials cannot be identified.

**Police Officers**

Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2017	0.3%	0.7%	34.3%	43.5%	21.2%
2018	0.3%	0.7%	29.2%	53.3%	16.6%
2019	0.26%	0.79%	26.5%	58.5%	13.9%

**Police Staff**

Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2017	0%	0.2%	17.5%	72.4%	9.9%
2018	0%	0.2%	16.0%	75.3%	8.5%
2019	0%	0.2%	15.2%	76.5%	8.0%

**Special Constabulary**

Year	Bisexual	Gay/Lesbian	Heterosexual	Not known	Prefer Not to Say
2017	1.4%	2.7%	12.2%	75.7%	8.1%
2018	1.2%	2.5%	8.8%	79.7%	7.5%
2019	1.2%	1.2%	8.6%	81.5%	7.4%

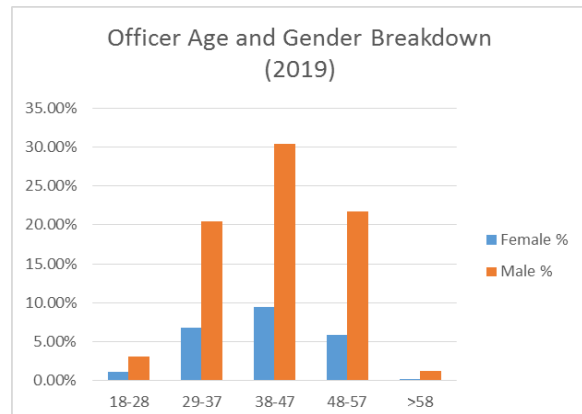
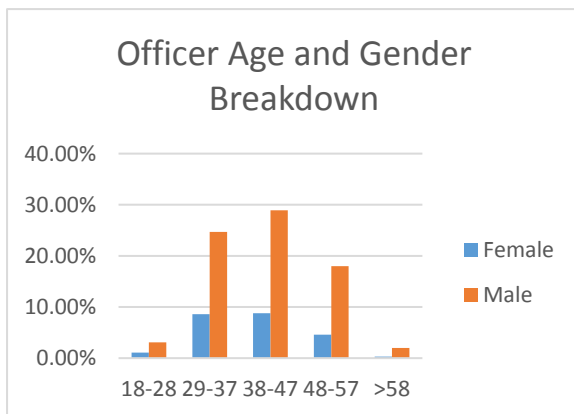
**Age**

The below figures are in percentages to ensure that officers/staff/specials cannot be identified.

**Police Officers**

2018		
Age	Female	Male
18-28	1.1%	3.1%
29-37	8.6%	24.7%
38-47	8.8%	28.9%
48-57	4.6%	18.0%
>58	0.3%	2.0%

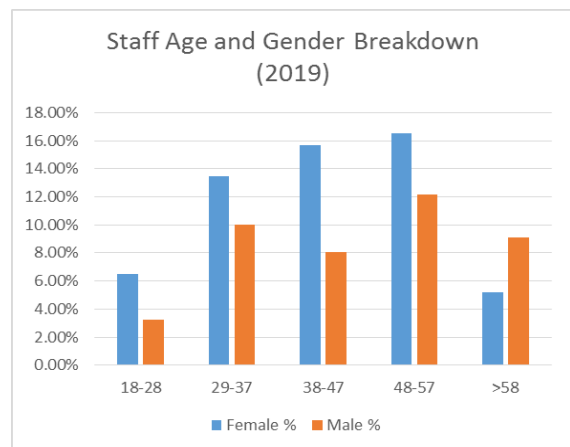
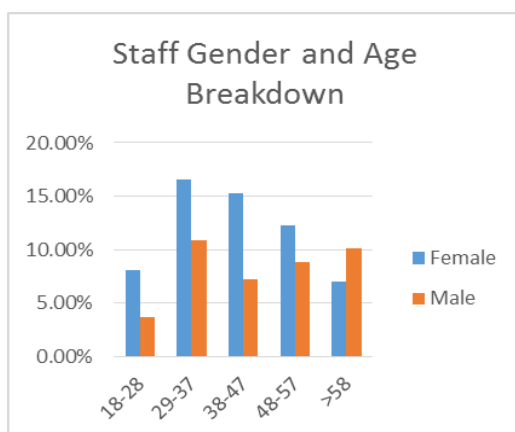
2019		
Age	Female	Male
18-28	1.1%	3.0%
29-37	6.7%	20.4%
38-47	9.5%	30.4%
48-57	5.8%	21.7%
>58	0.1%	1.2%



**Police Staff**

2018		
Age	Female	Male
18-28	8.1%	3.7%
29-37	16.6%	10.9%
38-47	15.3%	7.2%
48-57	12.3%	8.8%
>58	7.0%	10.1%

2019		
Age	Female	Male
18-28	6.5%	3.3%
29-37	13.5%	10.0%
38-47	15.7%	8.0%
48-57	16.5%	12.2%
>58	5.2%	9.1%



## Marriage and Civil Partnership

### Police Officers

Divorced / Dissolved Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
28	46	416	36	210	25

### Police Staff

Divorced / Dissolved Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
14	9	177	27	134	94

### Special Constabulary

Divorced / Dissolved Civil Partnership	Living together	Married / Civil Partnership	Other	Single	Not Stated
1	4	11	2	25	37

## Type of Work: Part time / Full Time

Below is a breakdown of employees, full time versus part time. City of London Police fully supports flexible working among our employees which could result to a part-time arrangement.

### Police Officers

Part time	Full time
42	717

### Police Staff

Part time	Full time
51	409

## Maternity and Pregnancy

During the period 1<sup>st</sup> January 2019 – 31<sup>st</sup> December 2019 the following officers/staff took Maternity Leave:

Officers	6
Staff	8

## **Retention**

### **Leavers**

Reasons for leaving are recorded in three different ways; Home Office reason (clustering), reason given on leaving and exit interview reason. Please note that not all leavers opt to complete an exit interview.

Police officers may retire after completing 30\* years pensionable service. Previous pensionable service may include reckonable (e.g. 10 years military service converts to approximately 7 years police pension service) service from another pension provider.

\*Recent changes to police pension rules have changed 30 years to 35 years for new recruits.

This leaver information is based on a 12 month period to 31 December 2019.

### **Police Officers**

<b>Reason for Leaving/Ethnicity</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Death in Service	0	0	0	0
Dismissal	1	0	0	1
Medical Retirement	1	1	0	2
Normal Retirement	31	0	1	32
Transfer to Non Home Office Force	1	0	0	1
Transfer to Other Home Office Force	21	0	0	21
Voluntary Resignation	16	1	0	17

<b>Reason for Leaving/Gender</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Death in Service	0	0	0
Dismissal	0	1	1
Medical Retirement	1	1	2
Normal Retirement	2	30	32
Transfer to Non Home Office Force	0	1	1
Transfer to Other Home Office Force	5	16	21
Voluntary Resignation	7	10	17

### **Police Staff**

**CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY**

<b>Reason for Leaving/Ethnicity</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Dismissal	0	0	1	1
Death	0	0	0	0
Medical Retirement	0	0	0	0
Normal Retirement	6	0	0	6
Voluntary Resignation	31	10	6	47

<b>Reason for Leaving/Gender</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Dismissal	1	0	1
Death	0	0	0
Medical Retirement	0	0	0
Normal Retirement	3	3	6
Outsourced	0	0	0
Voluntary Resignation	30	17	47

**Special Constabulary**

<b>Reasons for Leaving/Diversity</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Voluntary Resignation	9	1	0	10

<b>Reason for Leaving/Gender</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Voluntary Resignation	2	8	10

**Starters**

This starter's information is based on a 12 month period to 31<sup>st</sup> December 2019.

<b>Starter Status/Gender</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Officer New Recruit	3	11	14
Officer Transfer	10	43	53
Police Staff New Recruit	27	27	54
Police Staff Re-joining	1	0	1
Special Constabulary	4	8	12

<b>Starter Status/Ethnicity</b>	<b>White</b>	<b>Ethnic Minority</b>	<b>Not Stated</b>	<b>Total</b>
Officer New Recruit	12	2	0	14
Officer Transfer	51	2	0	53
Police Staff New Recruit	39	12	3	54
Police Staff Re-joining	1	0	0	1
Special Constabulary	8	3	1	12

## **Recruitment**

The staff recruitment data refers to recruitment campaigns during the period of **1<sup>st</sup> January 2019 to 31<sup>st</sup> December 2019**. The data doesn't include activities from previous campaigns that extended or ran into this period. Not all campaigns are complete. Data includes numbers of people who might have been offered a post at the force but haven't accepted the offer at a later stage.

The short listing process weeds out those applications that either haven't been completed in sufficient detail or have identified that the applicant is ineligible. Processes are ongoing and therefore some applicants may still be waiting to be shortlisted and some to be interviewed.

### **Staff – Applicants by Ethnicity**

<b>Ethnicity</b>	<b>White</b>	<b>BAME</b>	<b>Not Stated</b>	<b>Total</b>
Total Applied	376	201	102	679
Offered or Accepted	47	20	32	99
Offered or Accepted as percentage of Total Applied	6.9%	2.9%	4.7%	14.6%

### **Staff – Applicants by Gender**

<b>Gender</b>	<b>Female</b>	<b>Male</b>	<b>Not Stated</b>	<b>Total</b>
Total Applied	290	337	52	679
Offered or Accepted	43	32	24	99
Offered or Accepted as percentage of Total Applied	6.3%	4.7%	3.5%	14.6%

### **Staff – Applicants by Religion or Belief**

<b>Religion or Belief</b>	<b>Christian</b>	<b>Islam</b>	<b>No Religion</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Total</b>
Total Applied	217	82	213	62	105	679
Offered or Accepted	27	6	24	31	11	99
Offered or Accepted as percentage of Total Applied	4.0%	0.9%	3.5%	4.6%	1.6%	14.6%

**Staff – Applicants by Age**

Age	18 - 24	25 - 34	35– 60+	Not Known	Total
Total Applied	46	281	275	77	679
Offered or Accepted	15	39	25	20	99
Offered or Accepted as percentage of Total Applied	2.2%	5.7%	3.7%	2.9%	14.6%

**Officers – Applicants by Ethnicity**

Ethnicity	White	BAME	Not Stated	Total
Total Applied	380	111	88	579
Offered or Accepted	3	2	60	65
Offered or Accepted as percentage of Total Applied	0.5%	0.3%	10.4%	11.2%

**Officers– Applicants by Gender**

Gender	Female	Male	Not Stated	Total
Total Applied	136	429	14	579
Offered or Accepted	19	42	4	65
Offered or Accepted as percentage of Total Applied	3.3%	7.3%	0.7%	11.2%

**Officers – Applicants by Religion or Belief**

Religion or Belief	Christian	Islam	No Religion	Not Disclosed	Other	Total
Total Applied	205	36	217	83	38	579
Offered or Accepted	2	2	0	45	16	65
Offered or Accepted as percentage of Total Applied	0.3%	0.3%	0.0%	7.8%	2.8%	11.2%

**Officer – Applicants by Age**

Age	18 - 24	25 - 34	35– 60+	Not Known	Total
Total Applied	10	196	342	31	579
Offered or Accepted	4	2	12	47	65
Offered or Accepted as percentage of Total Applied	0.7%	0.3%	2.0%	8.1%	11.2%

## **Gender Pay Gap Data (for Police Officers)**

Police officers' pay is determined in accordance with rank, with no reference to gender. Female and male officers who undertake the same role, have the same length of service and work the same hours receive the same pay. Their terms and conditions are set nationally by the government based on recommendations from the independent Police Remuneration Review Body (PRRB) and are bound by police regulations.

At the City of London Police, 77% of our officers are male and 23% are female, meaning every 1 in 4 Police officers is female. Factors such as sickness, part-time working, maternity pay, paternity pay, over-time payments, length of service and unsocial hour's payment will impact an individual's pay. Length of service also influences base pay rates in respect of the position on pay scales.

<b>Police Gender pay gap 2019</b>			
<b>Pay rates</b>	<b>Gender pay gap - the difference between men's pay and women's pay as a percentage of men's pay</b>		
<b>Mean hourly rate</b>	<b>-1.5%</b>		
<b>Median hourly rate</b>	<b>0%</b>		
<b>Pay quartiles</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Proportion of women and men in the <u>upper quartile</u> (paid above the 75th percentile point)</b>	<b>22%</b>	<b>78%</b>	<b>100%</b>
<b>Proportion of women and men in the <u>upper middle quartile</u> (paid above the median and at or below the 75th percentile point)</b>	<b>40%</b>	<b>60%</b>	<b>100%</b>
<b>Proportion of women and men in the <u>lower middle quartile</u> (paid above the 25th percentile point and at or below the median)</b>	<b>10%</b>	<b>90%</b>	<b>100%</b>



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Proportion of women and men in the <u>lower quartile</u> (paid below the 25th percentile point)	21%	79%	100%
Bonus pay	Bonus Gender Pay Gap - the difference men's bonus and women's bonus as a % of men's bonus		
Mean bonus	-16.7%		
Median bonus	0%		
Bonuses paid	Women	Men	
Who received bonus pay	1.2%	2.3%	

**Gender Pay Gap data for City of London Police Staff only**

The Gender Pay Gap Data for Police Staff can be found by clicking the link below which takes you the UK Gov.UK Gender Pay Gap Reporting site for the City of London Corporation. The webpage also has a link to the City of London Corporation website on Gender Pay Gap reporting. Both links can be found below.

**Please note:** Civilian support staff of the City of London Police are employees of the City of London Corporation. The data relates to all Corporation staff, of which Police staff only make up a proportion.

- [UK Gov.UK Gender Pay Gap Reporting](#)
- [The City of London Corporation Gender Pay Gap report](#)