



2023



**Public Sector Equality
Duty (PSED) Report**



Contents

Introduction.....	3
Public Sector Equality Duty.....	4
Gender Pay Gap report	5
City of London Police overview.....	6
Objectives.....	7
Workforce Equality Representation	10

Introduction

The City of London Police is committed to providing a local service with a national role, trusted by our communities to deliver values-driven policing, and become one of the most inclusive and community orientated police services in the UK.

We 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 our overall performance.

Here is a link to the [City of London Police's Policing plan](#) which encompasses our force operational priorities, values and organisational priorities.

Equity, Diversity & Inclusion strategy

Our [Equality & Inclusion Strategy](#), for the period 2020 – 2024, has been developed following external consultation in 2020 which reviewed the work undertaken by the Force regarding equality and inclusion. The strategy encompasses a number of stakeholders and takes into account national plans, internal exercises and wider research.

We work continuously to embed equality and inclusion as part of Force culture. An updated EDI strategy will be launched in 2024.

Our values of professionalism, integrity and compassion underpin our mission as a force, in line with the [National Police Code of Ethics](#).

Public Sector Equality Duty

This annual report will demonstrate how the City of London Police meets its Public Sector Equality Duty and continues to promote and deliver equality and inclusion against our objectives, in the period January 2023 to December 2023.

The City of London Police are committed to creating a strong sense of culture, belonging and equity in our working environment. In carrying out our functions, we have 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, in particular section 149 of this Act that sets out the Public Sector Equality Duty. This duty requires public bodies to:

- (a)** eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b)** advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c)** foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Act 2010 sets out 9 protected characteristics that we must consider as part of 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. In compliance to the specific duty regulations the City of London Police will publish equality objectives every four years and publish information annually to demonstrate compliance with the general equality duty.

Gender Pay Gap

In 2017, the UK became one of the first countries in the world to require gender pay gap reporting as part of the government's commitment to eliminate the gender pay gap. Any employer with 250 or more employees on a specific date each year, must report their gender pay gap data.

The Gender Pay Gap data below is from 01 April 2022 to 31 March 2023. Police officers' pay is determined in accordance with rank alone. Male and female 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, 76.2% of our officers are male and 23.8% are 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.

Police Gender pay gap 2023			
Pay rates	Gender pay gap - the difference between men's pay and women's pay as a percentage of men's pay		
Mean hourly rate	1%		
Median hourly rate	0%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the <u>upper quartile</u> (paid above the 75th percentile point)	22%	78%	100%
Proportion of women and men in the <u>upper middle quartile</u> (paid above the median and at or below the 75th percentile point)	36%	64%	100%
Proportion of women and men in the <u>lower middle quartile</u> (paid above the 25th percentile point and at or below the median)	10%	90%	100%
Proportion of women and men in the <u>lower quartile</u> (paid below the 25th percentile point)	27%	73%	100%
Bonus pay	Bonus Gender Pay Gap - the difference between men's bonus and women's bonus as a % of men's bonus		
Mean bonus	14.4%		
Median bonus	16.7%		
Bonuses paid	Women	Men	
Who received bonus pay	0.6%	7.7%	

In respect of the Gender Pay gap for contractual pay, City of London Police performs well but this is not reflected in the distribution of Bonus Payments.

Out of 956 officers, 80(8.4%) police officers received a bonus, of which 74 (92.5%) were male officers and 6 (7.5%) female officers. This means that 7.7% of all male police officers received a bonus compared to 0.6% of all female police officers.

The Gender Pay Gap, consider any contractual element relevant to pay (pay scale & rank), it includes:

- Basic Pay
- London Weighting
- London Allowance
- Housing Allowance/Rent
- Threshold
- Dog Handlers Allowance
- Central Services Allowance

Elements linked to expenses, such as car mileage or meals, and overtime are out-of-scope. The exception to this is for any pay elements that are a bonus related linked to performance. The only bonus payment the City of London Corporations Payroll Team are aware of is called 'Bonus – POL' on the system.

It should be noted that The City of London Corporation Payroll Team provide Gender Pay Gap Data for Race and Disability for their workforce, and the City of London Police do not therefore, any disproportionality issues cannot currently be explored.

In order to better understand the causal factors driving these gaps, there needs to be better capture of equality data in a number of areas including:

- training (supported to attend/passing/failing/extended probation etc)
- acting / temporary promotion
- allocation of projects
- mentoring
- exiting the force

We are working with HR and finance teams to understand how this data can start to be captured.

City of London Police overview

Governance

Below are the structures the City of London Police have in place to hold us accountable for equality and inclusion measures.

- External Governance & Scrutiny
- Internal Governance & Scrutiny



Police Authority Board (PAB) - The Police Authority Board is responsible for monitoring and reviewing the City of London Police's performance across a range of equality, diversity and inclusion measures and setting strategic objectives where appropriate.

Professional Standards & Integrity Committee (PSIC) – The Professional Standards & Integrity Committee scrutinise the City of London Police's handling of complaints; where appropriate, conduct reviews of complaints; monitor the Force's work in respect of conduct and appeals proceedings.

Objectives

Public bodies are required to prepare and publish one or more specific and measurable equality objectives which will help them to promote the aims of the equality duty.

The City of London Police aims to promote equality duties through the following objectives:-

Objective 1: Increase the number of ethnic minorities and female officers to be reflective of the London population.

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 careers website to ensure that it promotes the force in the best possible way using our online recruitment system to enhance the candidate experience.

The force is also offering application and interview training sessions for internal 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 practices.

There are various initiatives in force that have been put in place to support this objective including: Outreach work and entry pathways e.g. fast-track constable to inspector. A broader advertising strategy has been implemented which ensures wider and specific advertising for all campaigns to attract ethnic minority and female applicants. The City of London Police is using more social media advertising to target specific groups and to highlight the value that the City of London places on diversity. The City of London Police has agreed a number of contracts with advertising outlets to increase our reach.

In addition, all of our recruitment campaigns now have contact details for our Staff Support Networks where interested applicants can discuss any issues on the application process.

The City of London Police has recognised the importance of increased part-time, flexible and hybrid working in attracting and retaining female officers and will continue to review and develop processes which can support this.

The City of London Police has ensured that there are development programmes available for our ethnic minority colleagues and has introduced the Positive Action Leadership Scheme (PALS) to develop and retain officers and police staff from under-represented groups. The programme is currently open to ethnic minority officers and police staff (constables, sergeants, and equivalent grades). The aims of the scheme are to:

- Promote the development of under-represented groups
- Provide tools to progress their careers, whether for promotion or lateral development

- Develop a culture that is better at valuing and promoting wider inclusion

The City of London Police will continue to monitor the equality data for its workforce and promote positive action and inclusion for all.

Objective 2 - Increase the number of officers and staff self-declaring their protected characteristics.

In our efforts to increase the number of the workforce declaring their protective characteristics, the City of London Police has made a number of changes to the HR Self Service system. Officers and staff are able to change their information on the system during employment and all joiners are requested to complete an equality form during recruitment, which has resulted to the increase of the number of protected characteristics declared.

Our workforce will continue to benefit from consistent education through our inclusivity programme, and engagement on the varying lived experiences of our partners and people hosted by Professionalism & Trust.

Protected characteristics self-declaration year-to-date comparison

Protected characteristic	Disclosure rate (%)	
	31/12/2023	31/12/2022
Age (range)	100	100
Disability	24	20
Ethnicity	98	98
Gender	100	100
Religion or Belief	56	54
Sexual Orientation	55	54
Transgender	31	29

Although the number of staff who declare themselves as being covered by the Equality Act (2010) has slightly increased against , it is still acknowledged by the organisation that more work can be done to increase self-declaration / sharing rates.

Our ability to effectively understand and support our workforce, across all areas of protected characteristics continues to be reliant on our knowledge of the 'makeup' of the force. We actively promote members of the organisation being able to share their equality information. This continues to be a challenging area; we do however remain committed to building trust and confidence of staff to share. We also acknowledge that 'intersectionality' is integral and that protected characteristics are not just a 'one box fits all' category approach.

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 have recently enhanced our HR Self Service system to enable all protected characteristics to be reported.

It should be noted that the submission of personal information is not compulsory. This means that, for example, within recruitment applications or when the City of London Police ask staff to update their personal information, individuals may choose to select '*prefer not to say*' or leave the section/question blank. This mainly includes data that is personal to staff and not easily obvious, such as marriage, disability, and sexual orientation. This makes it more difficult for the force to report accurately.

Workforce Equality Representation

City of London Police workforce data

This section of the report looks at the general representation of the organisation.

At 31 December 2023, the City of London Police's workforce strength (which comprises permanent police staff and officers, those on fixed term contracts and secondments paid by CoLP and secondees in) was 1526 (headcount) which is an **increase of 2.8%** from 1485 at the end of 2022. The Specials headcount was 47, a **19% decrease** from 58 Specials in 2022.

The following sections provide a breakdown of staff, officers and specials by protected characteristic group, including: ethnicity, gender, age, sexual orientation, disability, religion or belief and transgender.

The workforce data report is for the year 2023 and presents data from 01 January 2023 to 31 December 2023.

Police Officer workforce breakdown

City of London Police - Workforce breakdown						
Category	Police Officers		Police Staff		Specials	
	31/12/2023	31/12/2022	31/12/2023	31/12/2022	31/12/2023	31/12/2022
Headcount (no.)	979	1015	547	470	47	58
Difference YTD	-36		77		-11	
Diversity as a % of overall workforce						
Ethnic Minorities ¹	10.0%	9.8%	24.3%	22.8%	17.0%	17.2%
Female	24.3%	23.6%	60.1%	59.4%	19.1%	22.4%
Disabled	3.1%	3.6%	4.9%	4.5%	2.1%	3.4%
LGBTQ+	3.9%	3.7%	4.2%	2.1%	2.1%	1.7%

		31 December 2023	31 December 2022
Officer Workforce	Headcount (No.)	979	1015
Officer Workforce Diversity (%)	Ethnic Minorities ¹	10.0	9.8
	Female	24.3	23.6
	Disabled	3.1	3.6
	LGBTQ+	3.9	3.7
Officer Diversity	Headcount (No.)	253	246
Diversity Sgt and above (%)	Ethnic Minorities	4.7	5.7
	Female	26.5	24.0
	Disabled	4.7	4.9
	LGBTQ+	3.2	3.3

Police Staff workforce breakdown

		31 December 2023	31 December 2022
Staff Workforce	Headcount (No.)	547	470
Staff Workforce Diversity (%)	Ethnic Minorities	24.3	22.8
	Female	60.1	59.4
	Disabled	4.9	4.5
	LGBTQ+	4.2	2.1
Diversity Grade D and above (%)	Headcount (No.)	362	312
	Ethnic Minorities	21.5	19.6
	Female	58.0	57.4
	Disabled	4.4	2.6
	LGBTQ+	4.4	3.5

Police Specials workforce breakdown

		31 December 2023	31 December 2022
Specials Workforce	Headcount (No.)	47	58
Specials Workforce Diversity (%)	Ethnic Minorities	17.0	17.2
	Female	19.1	22.4
	Disabled	2.1	3.4
	LGBTQ+	2.1	1.7

¹ Ethnic Minorities in the Force Workforce Breakdown tables exclude White Minorities

How do we count the data?

All officers, staff and specials are counted within the force, including those on career breaks, seconded in and seconded out of force paid by CoLP. Those seconded out of force and paid externally are not counted. Officers who are performing at temporary rank are counted in their substantive rank (unless the officer is temporary on promotion and completing a work-based assessment) e.g. Temporary Chief Inspectors are counted as Inspectors. Officers acting in a rank are counted in their substantive role also.

Data gaps

Work is currently being undertaken to ensure that the level of data completion continues to improve, there remain a number of gaps in the recording of personal data, particularly around disability, sexual orientation and religion and beliefs. These gaps should be taken into consideration when making any inferences based on the information contained within this report. Calculations of representation figures include known values of 'not disclosed/unknown/not stated' and blank data, this is to avoid artificially inflating figures, which can occur if blank data is excluded.

Protecting individuals

Due to the small workforce size, in some cases, breaking indicators down into protected characteristics may inadvertently identify individuals or suggest conclusions which cannot be made due to small numbers. Therefore, some elements in the report do not break down

protected characteristics beyond overall headcount. Some changes year on year may be very small and therefore a comparison is shown, where appropriate.

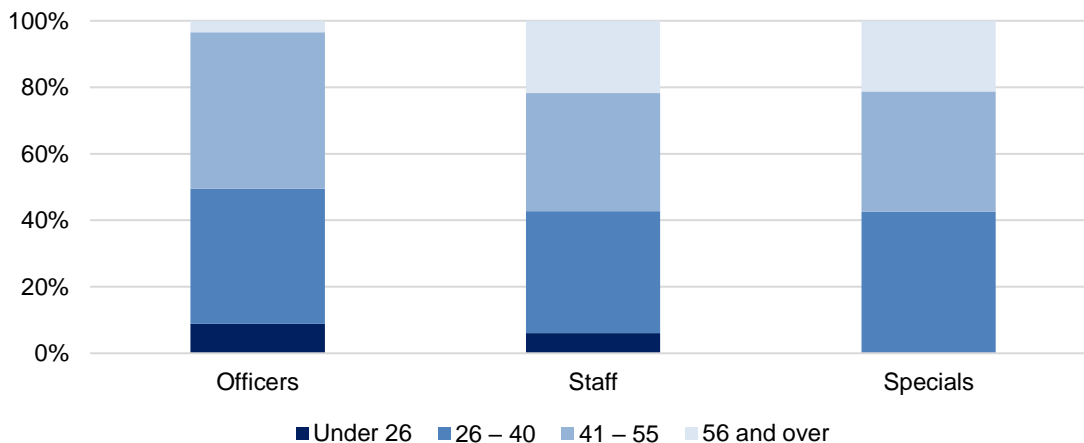
Age

The below figures are provided as percentages and headcount number, while ensuring individuals cannot be identified. The tables below show the age of the workforce as at 31 December 2023 (with comparison to 31 December 2022).

Almost half (49.4%) of all officers are aged 40 or under, a slight decrease from 2022 which reported 50.3% officers aged 40 and under. 57.2% of staff are aged 41 and over, with the national picture showing a figure of 60.6%. In contrast to the national picture³, specials in force tend to be older in age with none under 26 which is no change from last year. Although similarly to the national picture (44.5%), 42% of specials are aged between 26 and 40, and nationally 45% of specials are in the same age range.

Age	Officers %		Staff %		Specials %	
	2022	2023	2022	2023	2022	2023
Under 26	9.4	8.9	3.4	6.0	0.0	0.0
26 – 40	41.0	40.6	35.7	36.7	48.3	42.6
41 – 55	46.5	47.1	39.6	35.5	39.7	36.2
56 and over	3.2	3.5	21.3	21.8	12.1	21.3
	Officer (No.)		Staff (No.)		Specials (No.)	
Under 26	95	87	16	33	0	0
26 – 40	416	397	168	201	28	20
41 – 55	472	461	186	194	23	17
56 and over	32	34	100	119	7	10

Age breakdown by worker type (at 31 December 2023)



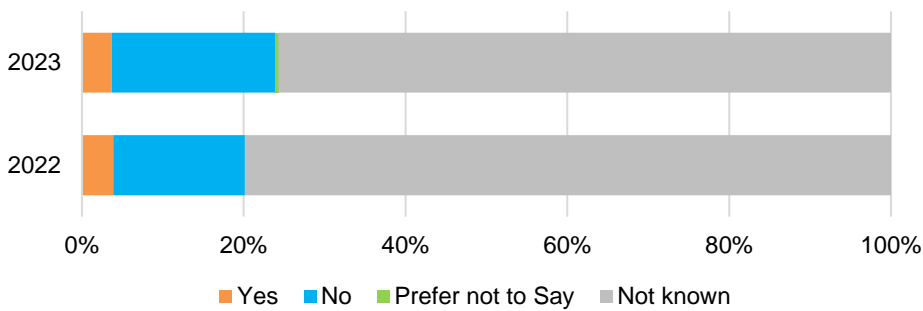
³ Home Office, Police Workforce, England and Wales: 31 March 2023, [Police workforce, England and Wales: 31 March 2023](https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2023) - GOV.UK (www.gov.uk)

Disability

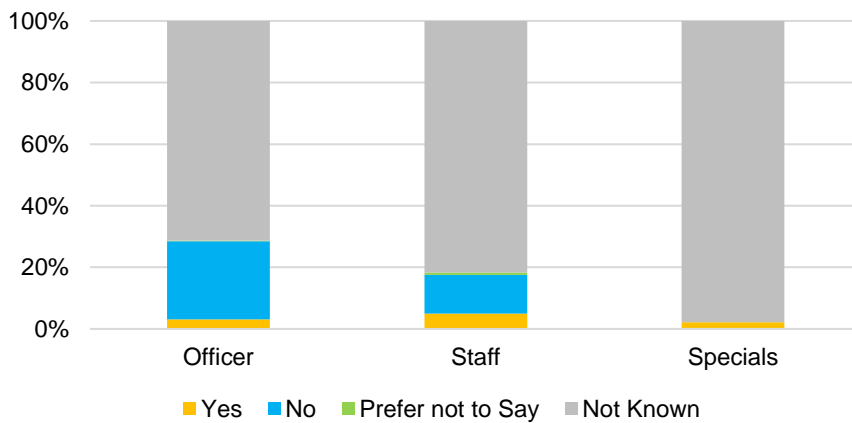
Disability affects all ranks and grades. We have used the definition of disability outlined in the Equality Act 2010, which defines a disability as having a physical or mental impairment that has a 'substantial' or 'long term' negative impact on your ability to do normal daily activities.

The graphs below show the proportion of the workforce who have declared a disability is 3.7% (58 headcount). A further breakdown by other protected characteristics or rank/grade is likely to identify individuals. There has been a small increase in disclosures since 2022, from 20% to 24% at 31 December 2023.

Disability - Total Workforce Comparison 2022 - 2023



Disability breakdown by worker type (at 31 December 2023)

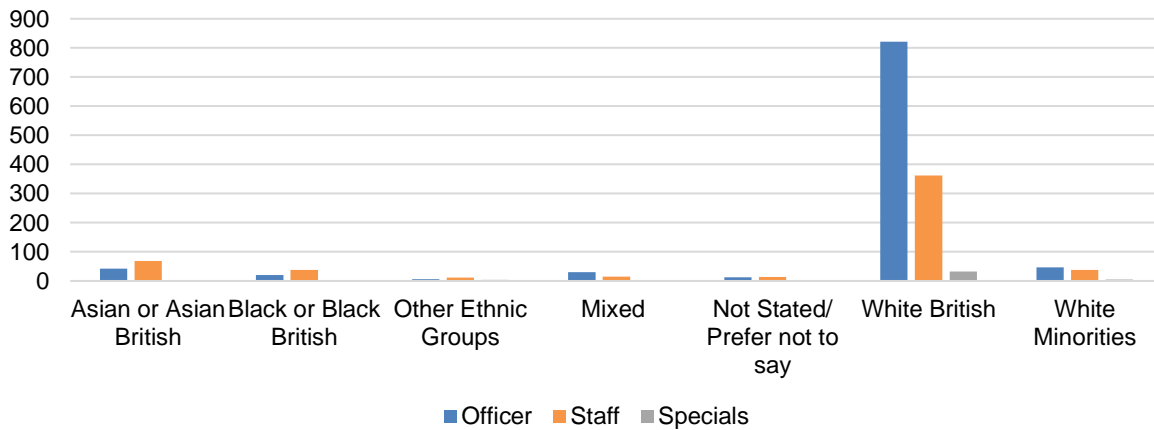


Ethnicity

The City of London Police records ethnicity based on the Home Office code scheme. This data looks at a comparison with the White group, including white minorities such as Gypsy and Irish Traveller groups and people with nationalities other than British.

Therefore, Ethnic Minorities in this report refer to all ethnic groups combined except the White groups. The data includes all those self-defining as Black, Asian, Mixed or Other ethnic groups.⁴

Workforce by Ethnicity (at 31 December 2023)



As of 31 December 2023, 239 out of 1573 officers, staff and specials were recorded as Ethnic Minorities, this is a representation of 15.1% of the workforce (up from 14% in 2022).

The table below shows ethnicity by headcount (no.) and as a percentage of each employee type at 31 December 2023.

Ethnic Origin					
Ethnic Origin	Officers	Staff	Specials	Total no.	Total as % of workforce
Asian or Asian British	42	69	3	114	7.2
Black or Black British	20	38	0	58	3.7
Other Ethnic Groups	6	11	4	21	1.3
Mixed	30	15	1	46	2.9
Not Stated/Prefer not to Say	13	14	2	29	1.8
White British	821	362	32	1215	77.2
White Minorities	47	38	5	90	5.7
Total	979	547	47	1573	

⁴ [Writing about ethnicity - GOV.UK \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/ethnicity-facts-figures)

The tables below give an overview of headcount looking at ethnic origin by rank/grade and employee type, and provides an ethnic minority percentage of the respective rank, as at 31 December 2023 (with comparison to 31 December 2022).

Police Officer Rank	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Rank	
	2022	2023	2022	2023	2022	2023	2022	2023
Constable	85	86	15	13	669	633	11.1	11.7
Sergeant	6	7	1	0	133	131	4.3	5.1
Inspector	3	2	1	0	43	57	6.4	3.4
Chief Inspector	1	1	0	0	35	27	2.8	3.6
Superintendent	2	1	1	0	8	11	18.2	8.3
Chief Superintendent	1	0	0	0	6	5	14.3	0.0
Chief Officers	1	1	0	0	4	4	20.0	20.0
Total	99	98	18	13	898	868	9.8	10.0

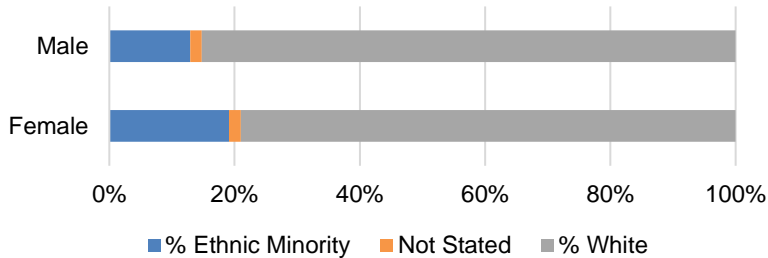
Police Staff Grade	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Grade	
	2022	2023	2022	2023	2022	2023	2022	2023
A	1	0	0	0	1	1	50.0	0.0
B	5	7	1	1	12	13	27.8	33.3
C – C+	40	48	4	4	95	111	28.8	29.4
D	40	45	3	2	113	129	25.6	25.6
E – E+	14	26	3	3	89	101	13.2	20.0
F	5	5	2	2	19	24	19.2	16.1
G	2	2	0	0	10	10	16.7	16.7
H - J			2	2	9	11	0.0	0.0
Total	107	133	15	14	348	400	22.8	24.3

Specials Rank	Ethnic Minorities		Not Stated		White		% Ethnic Minority by Rank	
	2022	2023	2022	2023	2022	2023	2022	2023
Constable	8	8	2	2	33	29	18.6	20.5
Sergeant	1	0	0	0	5	5	16.7	0.0
Inspector	0	0	0	0	3	2	0.0	0.0
Chief Inspector	1	0	0	0	0	1	100.0	0.0
Superintendent	0	0	0	0	3	0	0.0	0.0
Chief Superintendent	0	0	0	0	0	0	0.0	0.0
Chief Officers	0	0	0	0	2	0	0.0	0.0
Total	10	8	2	2	46	37	17.2	17.0

Ethnic Origin and Gender Representation

The tables and graphs below show the workforce and their ethnicity and gender headcount and as a percentage at 31 December 2023, with comparison to 31 December 2022.

Total Workforce Ethnic Minorities by Gender 2023



Officer Gender	Ethnic Minority %		Not Stated %		White %	
	2022	2023	2022	2023	2022	2023
Female	2.1	2.5	0.4	0.2	21.5	21.7
Male	7.7	7.6	1.4	1.1	67.0	67.0
Total	9.8	10.0	1.8	1.3	88.5	88.7
	Ethnic Minority (No.)		Not Stated (No.)		White (No.)	
Female	21	24	4	2	218	212
Male	78	74	14	11	680	656
Total	99	98	18	13	898	868

Staff Gender	Ethnic Minority %		Not Stated %		White %	
	2022	2023	2022	2023	2022	2023
Female	14.5	15.5	1.9	1.5	43.0	43.1
Male	8.3	8.8	1.3	1.1	31.3	30.0
Total	22.8	24.3	3.2	2.6	74.0	73.1
	Ethnic Minority (No.)		Not Stated (No.)		White (No.)	
Female	68	85	9	8	202	236
Male	39	48	6	6	146	164
Total	107	133	15	14	348	400

Special Gender	Ethnic Minority %		Not Stated %		White %	
	2022	2023	2022	2023	2022	2023
Female	1.7	2.1	1.7	2.1	19.0	14.9
Male	15.5	14.9	1.7	2.1	60.3	63.8
Total	17.2	17.0	3.4	4.3	79.3	78.7
	Ethnic Minority (No.)		Not Stated (No.)		White (No.)	
Female	1	1	1	1	11	7
Male	9	7	1	1	35	30
Total	10	8	2	2	46	37

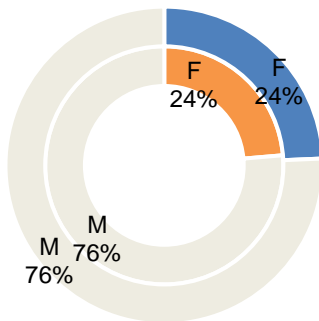
Gender

As at 31 December 2023, 24.3% of the officer workforce was female, previously 23.6% in 2022. Staff female representation was 60.1%, this is an increase from 59.4%. Specials female representation was 19.1% in 2023, which is a decrease from 22.4% in 2022.

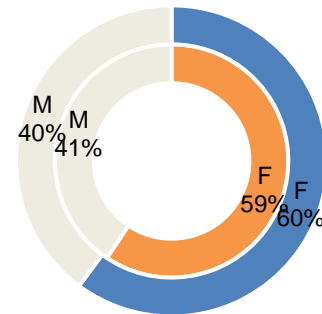
Graph Key:

- 2023
- 2022

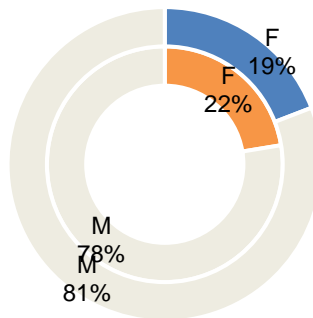
Police Officer Gender Profile 2022 - 2023



Police Staff Gender Profile 2022 - 2023



Specials Gender Profile 2022 - 2023



Gender					
Police Staff Grade		2022		2023	
A	M	0	0.00%	0	0.00%
	F	2	0.43%	1	0.18%
B	M	7	1.49%	6	1.10%
	F	11	2.34%	15	2.74%
C - C+	M	51	10.85%	60	10.97%
	F	88	18.72%	103	18.83%
D	M	57	12.13%	66	12.07%
	F	99	21.06%	110	20.11%
E - E+	M	48	10.21%	54	9.87%
	F	58	12.34%	76	13.89%
F	M	15	3.19%	17	3.11%
	F	11	2.34%	14	2.56%
G	M	6	1.28%	7	1.28%
	F	6	1.28%	5	0.91%
H - J	M	7	1.49%	8	1.46%
	F	4	0.85%	5	0.91%
Total		470		547	

The tables below shows the force's workforce gender representation (headcount and percentage) as at 31 December 2023, with comparison to 31 December 2022.

Gender					
Police Officer rank		2022		2023	
Constable	M	588	57.93%	560	57.20%
	F	181	17.83%	172	17.57%
Sergeant	M	111	10.94%	105	10.73%
	F	29	2.86%	33	3.37%
Inspector	M	35	3.45%	43	4.39%
	F	12	1.18%	16	1.63%
Chief Inspector	M	23	2.27%	19	1.94%
	F	13	1.28%	9	0.92%
Superintendent	M	8	0.79%	6	0.61%
	F	3	0.30%	6	0.61%
Chief Superintendent	M	6	0.59%	4	0.41%
	F	1	0.10%	1	0.10%
Chief Officers	M	4	0.39%	4	0.41%
	F	1	0.10%	1	0.10%
Total		1015		979	

Gender					
Specials rank		2022		2023	
Constable	M	30	51.72%	31	65.96%
	F	13	22.41%	8	17.02%
Sergeant	M	6	10.34%	4	8.51%
	F	0	0.00%	1	2.13%
Inspector	M	3	5.17%	2	4.26%
	F	0	0.00%	0	0.00%
Chief Inspector	M	1	1.72%	1	2.13%
	F	0	0.00%	0	0.00%
Superintendent	M	3	5.17%	0	0.00%
	F	0	0.00%	0	0.00%
Chief Superintendent	M	0	0.00%	0	0.00%
	F	0	0.00%	0	0.00%
Chief Officers	M	2	3.45%	0	0.00%
	F	0	0.00%	0	0.00%
Total		58		47	

We are proud to have a police service populated with a diverse range of skilled and talented people, including that, as a force, we employ the fifth largest percentage of Ethnic Minority police officers, 10% and the third highest percentage of Ethnic Minority staff, 24%, nationally. Additionally, 60% of our police staff are female, disappointingly, however, we have one of the lowest representations of female police officers nationally, 24%.

Maternity and Pregnancy

During the reporting period, 14 officers and 11 staff took maternity leave. Numbers represent the instances of maternity leave, so for example, if an individual were to have more than one period of maternity leave during the calendar year, this would be counted as two instances within the reporting period.

Married/Civil Partnerships

During the reporting period, 673 declared that they are married or in a civil partnership within officers, staff and specials.

Religion or Belief

This report uses the recognised Home Office religion and belief coding. It should be noted that it is not mandatory for individuals to disclose their religious status.

The table below shows the religion and beliefs for the workforce as a percentage of the headcount at 31 December 2023 (compared to 31 December 2022). Overall, there has been a

decrease in those that have not declared a religion or belief among all employees between 2022 (46%) and 2023 (43%).

Religion	Officers %		Staff %		Specials %	
	2022	2023	2022	2023	2022	2023
Buddhism	0.5	0.4	0.2	0.2	0.0	0.0
Christianity	25.5	25.5	22.6	22.7	20.7	21.3
Hinduism	0.4	0.3	1.5	1.5	0.0	0.0
Judaism	0.4	0.3	0.0	0.0	0.0	0.0
Muslim	1.7	1.7	4.3	5.1	3.4	4.3
No Religion	27.1	28.1	19.6	23.8	5.2	6.4
Other	1.3	1.2	1.3	1.5	1.7	2.1
Sikhism	0.3	0.2	1.3	1.1	0.0	0.0
Not stated	42.9	42.2	49.4	44.2	69.0	66.0

Religion	Officers (No.)		Staff (No.)		Specials (No.)	
	2022	2023	2022	2023	2022	2023
Buddhism	5	4	1	1	0	0
Christianity	259	250	106	124	12	10
Hinduism	4	3	7	8	0	0
Judaism	4	3	0	0	0	0
Muslim	17	17	20	28	2	2
No Religion	275	275	92	130	3	3
Other	13	12	6	8	1	1
Sikhism	3	2	6	6	0	0
Not stated	435	413	232	242	40	31

Sexual Orientation

It is not mandatory for staff/officers/specials to disclose their sexual orientation.. There has been a small decrease in non-disclosures with 55.2% of individuals providing information on sexual orientation, compared to 53.5% in 2022.

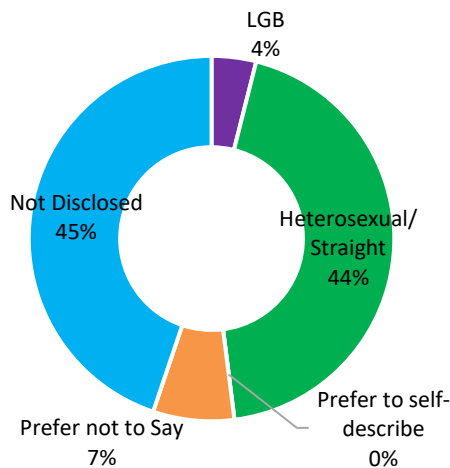
Police Officers/Staff/ Specials (Headcount)	LGB	Heterosexual/ Straight	Prefer to Self-Describe	Prefer Not to Say	Not Disclosed
2022	49	650	1	125	718
2023	62	693	0	113	705

Police Officers	LGB	Heterosexual/ Straight	Prefer to Self-Describe	Prefer Not to Say	Not Disclosed
2022 (%)	3.7	48.3	0.1	8.6	39.3
2023 (%)	3.9	47.1	0.0	7.7	41.4

Police Staff	LGB	Heterosexual/ Straight	Prefer to Self-Describe	Prefer Not to Say	Not Disclosed
2022 (%)	2.1	32.8	0.0	6.8	58.3
2023 (%)	4.2	41.3	0.0	6.0	48.4

Specials	LGB	Heterosexual/ Straight	Prefer to Self-Describe	Prefer Not to Say	Not Disclosed
2022 (%)	1.7	10.3	0.0	10.3	77.6
2023 (%)	2.1	12.8	0.0	10.6	74.5

Total Workforce by Sexual Orientation (31 December 2023)

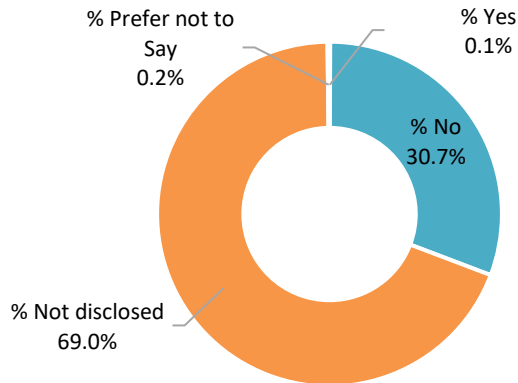


Transgender

It is not mandatory for staff/officer/specials to disclose their gender assignment. The below figures show the force data as of 31 December 2023 (compared to 31 December 2022).

Employee Type	Yes (%)		No (%)		Prefer not to Say (%)		Not Disclosed (%)	
	2022	2023	2022	2023	2022	2023	2022	2023
Police Officers	0.0	0.0	32.9	30.0	0.2	0.2	66.9	69.8
Police Staff	0.0	0.2	22.8	33.5	0.0	0.2	77.2	66.2
Specials	0.0	0.0	12.1	12.8	0.0	0.0	87.9	87.2

Total Workforce by Transgender (31 December 2023)



New joiners

This section looks at the protected characteristics of those joining the organisation during the 12-month period to 31 December 2023 (see tables below). According to the data, a total of 190 officers and staff joined the City of London Police during this period (75 officers, 1 special and 114 staff). Specials are included in the officer numbers in the tables below to provide anonymity.

New Joiners - Gender

	Female	Male	Female %	Male %
Officers/Specials	23	53	30.3	69.7
Staff	77	37	67.5	32.5

New Joiners - Ethnicity

	Ethnic Minority	Not Stated	White	% Ethnic Minority
Officers/Specials	11	1	64	14.5
Staff	31	4	79	27.2

New Joiners - Age

	Under 26	26 – 40	41 – 55	56 and over
Officers/Specials	18	43	15	0
Staff	25	55	23	11

New Joiners – Disability Disclosed

	Yes	No	Not Stated
Officers/Specials	2	45	29
Staff	8	65	41

New Joiners – Sexual Orientation

	Gay/ Bisexual	Lesbian/ Straight	Heterosexual/ Straight	Prefer to Self- Describe	Prefer not to Say	Not Disclosed
Officers/Specials	4	33	0	2	37	
Staff	14	86	0	3	11	

Retention

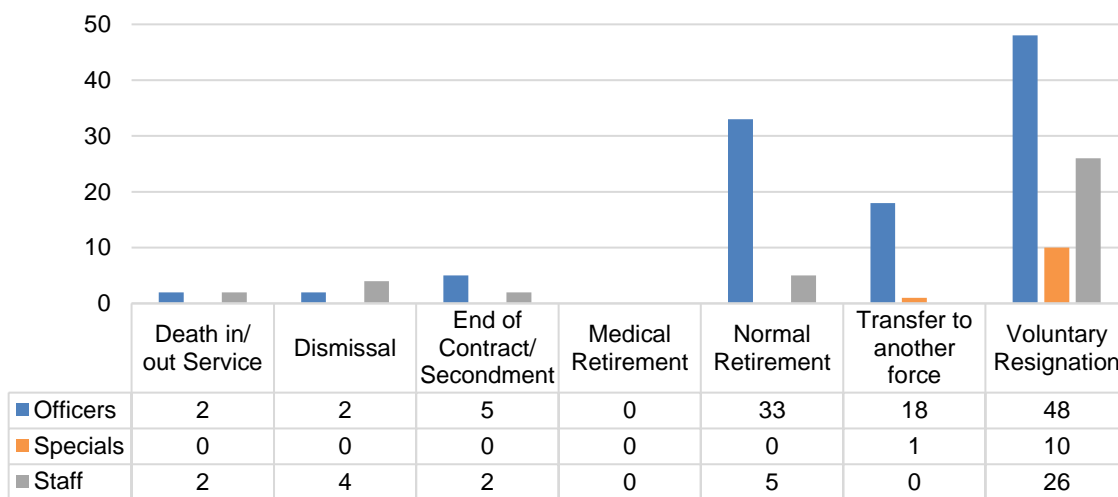
This section looks at the gender, ethnicity, age, disability, and sexual orientation of those leaving the organisation during the 12-month period to 31 December 2023.

158 individuals left the City of London Police from the three employee groups (108 officers, 39 staff and 11 specials) during this reporting period. The tables below represent information as headcount. The tables below use the Home Office categories for leaving reasons.

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.

*Police pension rules have changed 30 years to 35 years for new recruits.

Leaving Reasons by Employee Type (Calendar Year 2023)



The tables below look in more detail at leaver's reasons by employee group and protected characteristics (other includes: dismissals, end of contract/secondments and death in/out of service). Medical retirements have been amalgamated with normal retirement to provide anonymity where smaller numbers are presented.

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reasons for Leaving - Gender

	Police Officers		Police Staff		Specials	
	Female	Male	Female	Male	Female	Male
Other	1	8	6	2	0	0
Normal Retirement (incl. Medical)	4	29	3	2	0	0
Transfer to another Home Office force	3	15	0	0	0	1
Voluntary Resignation	14	34	19	7	4	6

Reasons for Leaving – Ethnicity

	Police Officers			Police Staff			Specials		
	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White	Ethnic Minority	Not Disclosed	White
Other	2	2	5	2	2	4	0	0	0
Normal Retirement (incl. Medical)	3	0	30	0	0	5	0	0	0
Transfer to another Home Office force	1	0	17	0	0	0	0	0	1
Voluntary Resignation	5	2	41	5	1	20	2	0	8

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reason for Leaving - Age

	Police Officers				Police Staff				Specials			
	Under 26	26 – 40	41 – 55	56 and over	Under 26	26 – 40	41 – 55	56 and over	Under 26	26 – 40	41 – 55	56 and over
Other	0	2	6	1	0	3	3	2	0	0	0	0
Normal Retirement (incl. Medical)	0	0	25	8	0	0	0	5	0	0	0	0
Transfer to another Home Office force	0	10	8	0	0	0	0	0	0	1	0	0
Voluntary Resignation	10	22	15	1	1	13	10	2	0	7	3	0

Reasons for Leaving – Disability

	Police Officers			Police Staff			Specials		
	Yes	No	Not Disclosed	Yes	No	Not Disclosed	Yes	No	Not Disclosed
Other	0	2	7	1	1	6	0	0	0
Normal Retirement (incl. Medical)	2	26	5	0	2	3	0	0	0
Transfer to another Home Office force	0	4	14	0	0	0	0	0	1
Voluntary Resignation	1	3	44	1	5	20	0	0	10

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Reasons for Leaving - Sexual Orientation

Police Officers	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Describe Self	Prefer not to Say	Not Disclosed
Other	0	3	0	1	5
Normal Retirement (incl. Medical)	0	17	0	12	4
Transfer to another Home Office force	1	7	0	3	7
Voluntary Resignation	3	30	1	2	12

Police Staff	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Describe Self	Prefer not to Say	Not Disclosed
Other	0	2	0	0	6
Normal Retirement (incl. Medical)	0	3	0	0	2
Transfer to another Home Office force	0	0	0	0	0
Voluntary Resignation	1	11	0	2	12

Specials	Gay/ Lesbian/ Bisexual	Heterosexual/ Straight	Prefer to Describe Self	Prefer not to Say	Not Disclosed
Other	0	0	0	0	0
Normal Retirement (incl. Medical)	0	0	0	0	0
Transfer to another Home Office force	0	0	0	0	1
Voluntary Resignation	0	1	0	1	8