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 2017 there were a total of 150,000 police officers operating within the United Kingdom. This was a reduction of 3.3% compared to 2003 and a decrease of 12.4% from 2010.[1]

Chart 1: Total Police Officers (England & Wales, Scotland and Northern Ireland), at 31 March
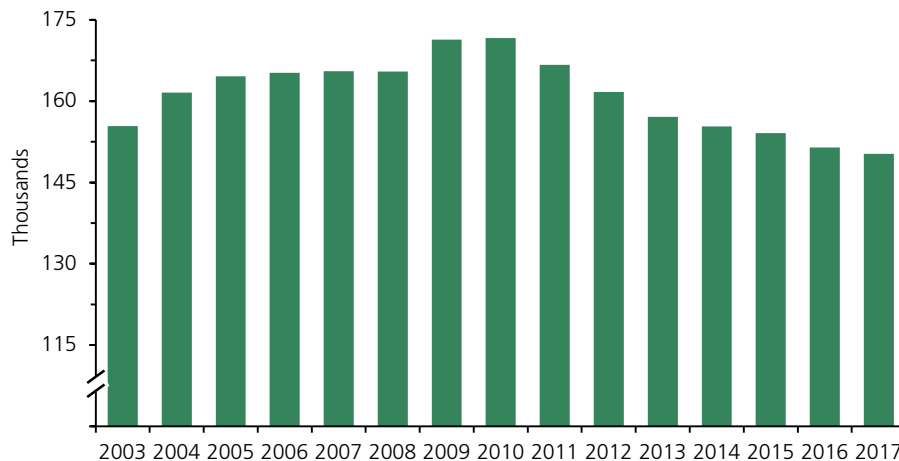
This briefing paper explores police service strength data from the Home Office, Scottish Government, and Police Service of Northern Ireland (PSNI). The paper analyses England and Wales, Scotland, and Northern Ireland in turn, and includes international comparisons where available.

Latest figures

- **England & Wales**: on 31 March 2017, there were 126,186 police officers in England and Wales. This represents a 1% decrease since March 2017

- **Scotland**: on 31 March 2017, there were 17,256 police officers in Scotland. This was approximately the same as the year before, when there were 17,317

- **Northern Ireland**: at the end of March 2017, there were 6,840 police officers in Northern Ireland. This was roughly the same number as in December 2015, when there were 6,827

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[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 31 March for 2017
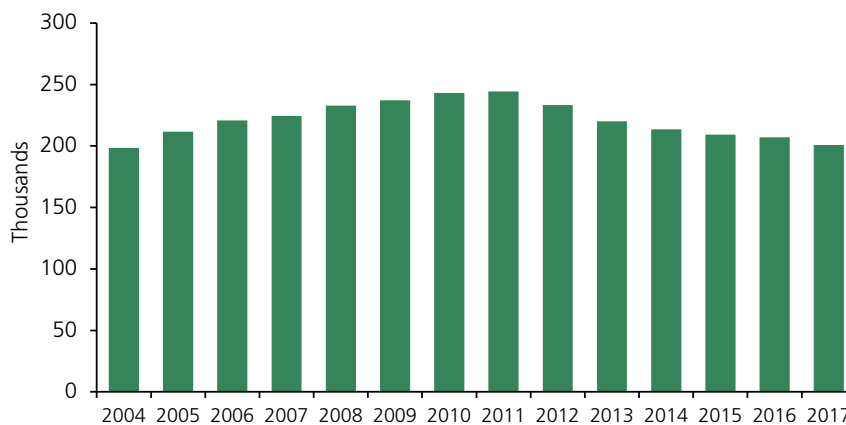
1. England & Wales

1.1 Police Workforce

Police service strength data is published by the Home Office biannually. 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.

Chart 2 below shows the trend in total police workforce strength from 2003. The police workforce in England & Wales increased year on year until a peak in 2011. Since then, the size of the police workforce has fallen year on year. At March 2017, there were just under 200,000 personnel, a reduction of 23% compared to 2010 and a 1% reduction compared to March 2016.[2]

Chart 2: Police Workforce in England & Wales, FTE, at 31 March
Excludes SC, SCS, and BTS

Of the full time equivalent (FTE) paid staff in the police service in England & Wales at the end of March 2017, 62% 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 absent staff, such as those taking career breaks or parental leave. At 31 March 2017 the total strength of the 43 police forces in England & Wales reached 123,142 FTE officers. This was the lowest number of police officers recorded under the current strength measure.

Chart 3, below, shows the trends in police officer strength between 2003 and 2016.

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

Chart 3: Police Officer Strength, FTE, at 31 March
Excludes CSS and BTP
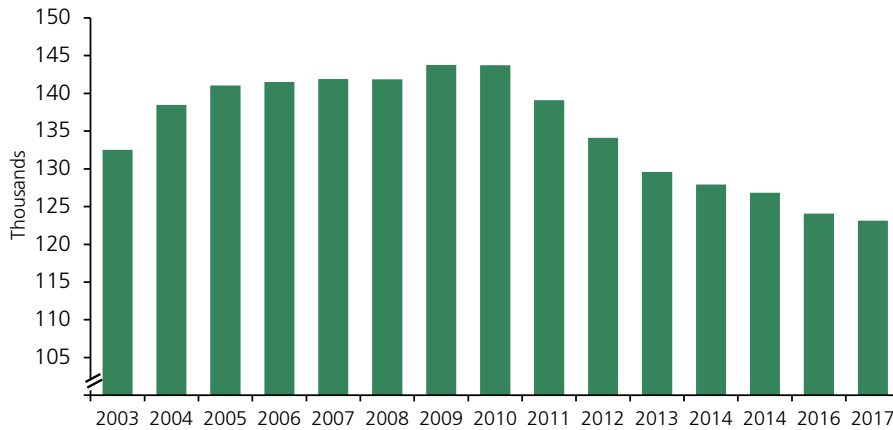
Between 31 March 2010 and 2017, police officer strength fell by 20,592 - a 17% fall. Police officer numbers fell by 924 between March 2016 and March 2017.

In March 2017, there were 365 officers in Central Service Secondment (CSS) and 2,679 working for the British Transport Police (BTP), in addition to the officers in the 43 police forces. BTP officer numbers rose by 1% between March 2010 and March 2017.

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

West Yorkshire police had a 5% increase in officer numbers between March 2016 and March 2017, the largest increase of any of the 39 police forces in England. Humberside police force also saw a notable increase in officer numbers (4%) between March 2016 and March 2017.

The force which saw the highest decrease in officer numbers in the year leading up to March 2017 was Nottinghamshire, which had a 7% drop. Wiltshire and Sussex police forces saw their officer numbers reduced by 4% each.

In Wales, there was a 4% increase in officers in the Gwent police force between March 2016 and March 2017. This followed an 8% reduction in Gwent police officer numbers between March 2015 and March 2016.

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 118,079 FTE police officers in the 43 police forces across England & Wales at 31 March 2017. This was the lowest figure since 1985. Figures for 31 March 2017 represent a drop of 20% compared to 2010. At 31 March 2017 there were approximately 5,130 police officers considered long-term absentees.[3]

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[3]   Figure calculated by subtracting 2016 figure for England & Wales in Table A2 from Table A1 in the appendix.

Chart 4 shows police officer strength from 1980 at 31 March each year.

Chart 4: Police Officer Strength, FTE, England & Wales, at 31 March (excludes CSS, BTP and long term absentees)
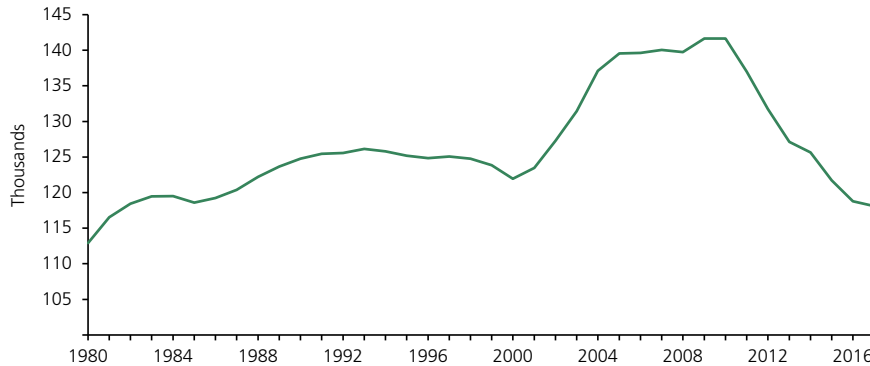
Police officer strength increased steadily through the 1980s, and the first part of the 1990s. By 1993 police officer strength was 126,128 – 15% higher than in 1979. From 1993 police strength fell in 6 of the 7 following years so that strength stood at 121,958 by 2000. Between 2000 and 2006 officer strength 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 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 2017.The map below shows the number of police officers[4] per 100,000 head of population in March 2017.[5] It is clear from the map that the areas of England & Wales that contain major centres of population have a greater rate of police officers per 100,000 head of population: the Metropolitan, Merseyside and West Midlands police forces had the highest ratio of police officers to civilians.

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[4]   Police officer numbers taken from Table A2. Metropolitan and City of London police numbers and population have been combined.
[5]   Population figures for police force areas are from: ONS, Crime in England & Wales: Police Force Area Data Tables, accessed 20 July 2017.

England and Wales: police officers per 100,000 head of population, March 2017

☐	139 - 159
☐	159 - 180
☐	180 - 208
☐	208 - 255
☐	255 - 385
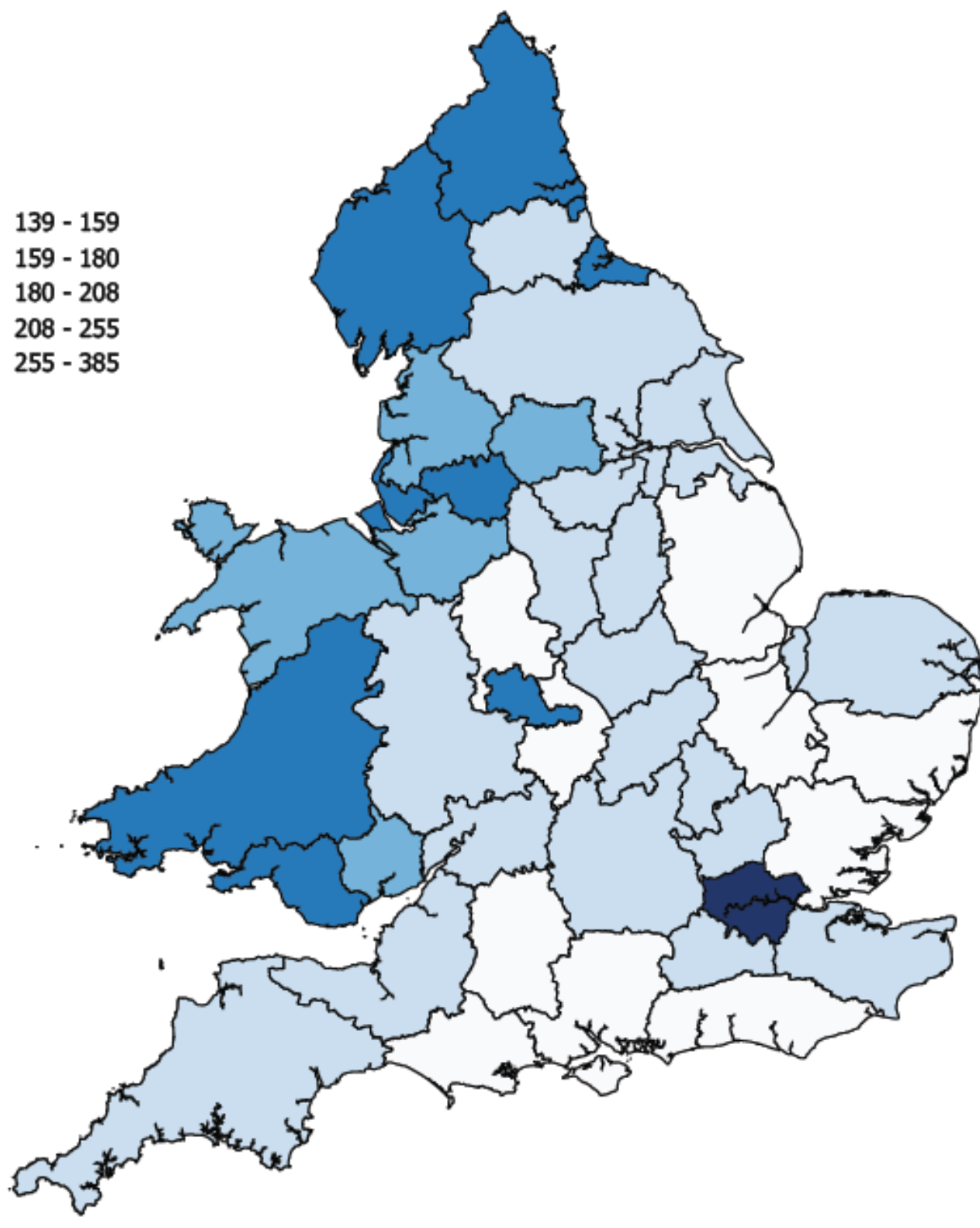
Table 1: Police officers per 100,000 head of population by police force area

At 31 March 2017

	Police officers	Population	100,000 population	Rank
Metropolitan Police	32,202	8,431,500	382	1
Merseyside	3,538	1,398,000	253	2
West Midlands	6,756	2,833,600	238	3
Greater Manchester	6,318	2,756,200	229	4
Northumberland	3,289	1,437,500	229	5
Cleveland	1,283	562,100	228	6
Dyfed-Powys	1,160	515,900	225	7
Cumbria	1,112	498,000	223	8
South Wales	2,908	1,307,000	222	9
North Wales	1,441	694,500	208	10
West Yorkshire	4,720	2,281,700	207	11
Gwent	1,178	581,800	202	12
Lancashire	2,850	1,478,100	193	13
Cheshire	2,008	1,043,500	192	14
Durham	1,144	625,100	183	15
Kent	3,259	1,801,200	181	16
South Yorkshire	2,483	1,374,700	181	17
Humberside	1,641	925,100	177	18
Gloucestershire	1,089	617,200	176	19
Thames Valley	4,096	2,358,600	174	20
Norfolk	1,515	885,000	171	21
Bedfordshire	1,119	655,000	171	22
Leicestershire	1,802	1,056,000	171	23
North Yorkshire	1,378	809,100	170	24
Surrey	1,986	1,168,800	170	25
Devon & Cornwall	2,914	1,720,900	169	26
Hertfordshire	1,952	1,166,300	167	27
Dorset	1,266	765,700	165	28
Derbyshire	1,710	1,036,600	165	29
West Mercia	2,055	1,249,200	165	30
Northamptonshire	1,188	723,000	164	31
Nottinghamshire	1,837	1,124,700	163	32
Avon & Somerset	2,667	1,664,200	160	33
Cambridgeshire	1,346	841,200	160	34
Essex	2,819	1,787,000	158	35
Sussex	2,587	1,665,600	155	36
Warwickshire	835	554,000	151	37
Suffolk	1,102	741,900	148	38
Hampshire	2,896	1,953,700	148	39
Lincolnshire	1,087	736,700	148	40
Staffordshire	1,626	1,114,200	146	41
Wiltshire	983	703,300	140	42
Average	**2,979**	**1,372,462**	**186**	

Note:

Police officer numbers for 2016 taken from Table A2

Metropolitan and City of London police combined

Population figures taken from Crime in England & Wales: Police Force Area Data Tables. Population data is mid-year 2015.

Sources:

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

ONS, Crime in England & Wales: Police Force Area Data Tables, accessed 20 July 2017

1.3 Police Officer Diversity

Of the 123,142 police officers in England & Wales at 31 March 2017, 35,844 were female. This is lower than the number in 2010, as would be expected considering the reduction in police officer strength, although still higher than any year between 2003 (25,139) and 2008 (34,332).

Table 2, below, shows a breakdown of police officer strength in England & Wales by gender and ethnicity.

Table 2: Police Officers in England & Wales, FTE at 31 March

	Total Strength	Female		Ethnic Minority	
		Number	% of total	Number	% of total
2003	132,509	25,139	19%	3,868	3%
2004	138,468	27,925	20%	4,594	3%
2005	141,059	29,940	21%	4,971	4%
2006	141,523	31,520	22%	5,236	4%
2007	141,892	33,117	23%	5,519	4%
2008	141,859	34,332	24%	5,793	4%
2009	143,770	36,121	25%	6,290	4%
2010	143,734	36,988	26%	6,642	5%
2011	139,110	36,532	26%	6,615	5%
2012	134,100	35,962	27%	6,664	5%
2013	129,584	35,401	27%	6,537	5%
2014	127,909	35,653	28%	6,715	5%
2015	126,818	35,738	28%	6,979	6%
2016	124,066	35,498	29%	7,218	6%
2017	123,142	35,844	29%	7,572	6%

Notes:

Includes staff on career breaks or maternity/paternity leave.

Excludes CSS and BTP.

Source:

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

At 31 March 2017, 7,572 (6%) police officers identified as being from an ethnic minority – an increase of 2 percentage points compared to 2005. However, this is still considerably lower than the proportion of the general population that is from an ethnic minority (14%).[6] Of those identifying as being from an ethnic minority, 29% were of mixed ethnicity, 19% from black or black British backgrounds, 41% were from Asian or Asian British backgrounds, and 11% were from "other" ethnicities.

At 31 March 2017, 31% of police officers in England & Wales with the rank of Constable were female. The proportion of females holding more senior ranks was much lower. Only 27% of those officers ranked Chief Inspector or higher were female, although this has increased from 15% in 2010 and from 23% in 2016. 262 out of every 10,000 males in the

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[6]   2011 Census – ethnic group by sex and age, available from Nomis.

police were senior officers; 207 out of every 10,000 female police officers held senior ranks.

Officers from ethnic minority backgrounds were also under-represented at senior ranks, accounting for 3.3% of officers at the rank of Chief Inspector or above. This proportion changed slightly (-0.1 percentage point) from the situation in 2016.

The police force with the largest proportion of minority ethnic officers is the Metropolitan Police (13.4%). The force with the next highest proportion is West Midlands (9.3%), followed by Bedfordshire (8.8%), Leicestershire (7.8%) and Greater Manchester (6%). 18 police forces in England & Wales did not have any officers from a BME background ranked Chief Inspector or higher.

1.4 Joiners and Leavers

In the year to 31 March 2017, the 43 police forces of England & Wales recruited 7,526 FTE police officers (up from 4,735 the year before, a 59% increase), while 8,569 (up from 7,701) left the service. Women accounted for 33% of joiners and 25% of leavers. Table 3, below, shows recruitment and leaving numbers.

Table 3: Police Officer recruitment and leavers
12 months to 31 March

	Recruitment			Leavers		
		Of which female			Of which female	
	Total	Number	%	Total	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%

Note: 1998-2002 headcount figures, 2003 onwards FTE

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

The police force with the highest recruitment in proportion to their total strength was Gwent (13.2%), followed by West Yorkshire (11.8%) and Humberside (11.5%). The wastage rate (leavers as a proportion of

strength) was 6.9% across England & Wales. Wiltshire police force had the largest wastage (9.8%) and Dyfed-Powys had the lowest (3.6%).

1.5 Other Police Service Staff

On 31 March 2017, there were 75,542 FTE staff in all supporting roles, a 0.2% increase on the previous year. Staff in supporting roles comprise civilian staff, PCSOs, designated officers, and traffic wardens.

Police Civilian Support Staff

On 31 March 2017 there were 61,063 FTE civilian staff in supporting roles in the 43 police forces of England & Wales, a decrease of 1.0% on the previous year and an 18.8% decrease compared to 2007.[7]

There were 4,255 designated officers, a 3.0% increase on the year before. There were 11 traffic wardens, down four from 2016. 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 2017 there were 10,213 FTE PCSOs, a 7.5% decrease on the year before. PCSO numbers have fallen year on year since the peak of 2010. 14.1% of the PCSOs are based in the Metropolitan police force area alone.

Of the PCSOs employed at the end of March 2017, 45% were female and 9% 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 1154 *Special Constables*.

Chart 5, below, shows the trend in special constabulary strength from 1995 to 2017. As can be seen, between 1997 and 2004 special constabulary strength decreased year on year at an average rate of 2.1%. From 2004 special constabulary strength increased at an average rate of 9.4% until reaching the 2012 strength figure of 20,352. Between 2012 and 2015 special constabulary strength decreased at a rate of 5.2% per year. The number of Special Constables increased again in 2016, but then decreased further in 2017.

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[7] Excluding PCSOs, designated officers, and traffic wardens.

Chart 5: Special Constables, England & Wales, at 31 March
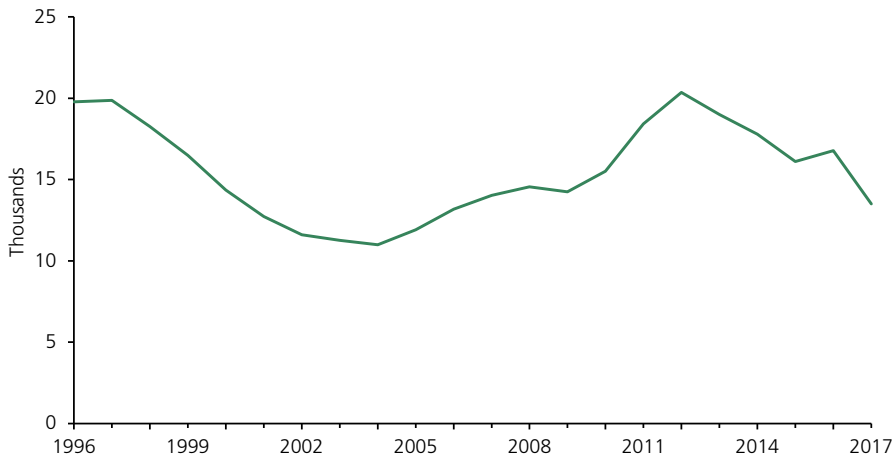
In the 12 months to 31 March 2016, 3,169 special constables joined the special constabulary, while 5,105 left. A number of Special Constables often leave their post to become police constables, in the year to March 2017, 11.5% of police officer joiners were previously special constables.

Table A4 (appended) shows the trend in special constabulary strength in each police force area in England & Wales between 1995 and 2017.

1.6 Measuring the Frontline

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

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

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

Appendix 2 contains further detail on the methodology of measuring the frontline. Table A5, in Appendix 1, shows the number of police officers in frontline roles in accordance with the new framework.[8] Table A7, in Appendix 2, shows the distribution of police service staff in frontline/non-frontline roles under the old framework.

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[8]   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.

Chart 6, below, shows the number of police officers in frontline roles for 2017 along with Home Office estimates for previous years calculated under the new framework.

Chart 6: Police officers in front line roles, at 31st March

Figures for 2010-14 are Home Office estimates using the new framework
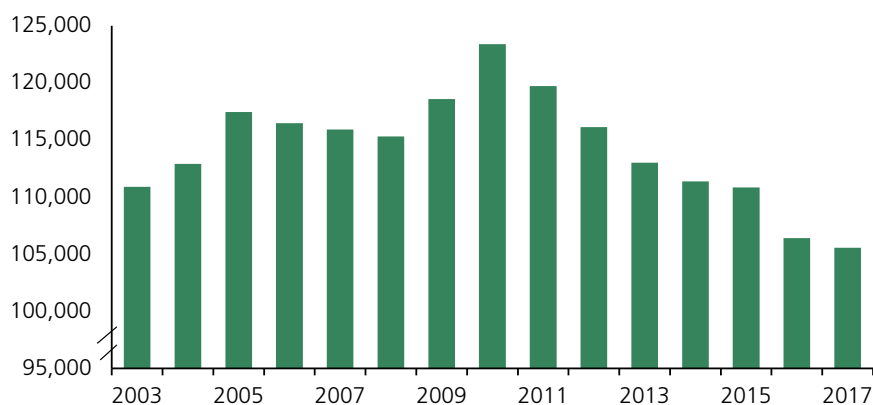
At 31 March 2017 there were 105,571 police officers in frontline roles - this was the lowest level since March 2010 under the new framework. The number of police officers in frontline roles fell by 14.4% between 2010 and 2017, and by 0.8% between 2016 and 2017.

Chart 7: Proportion of police officers in front line roles by police force

At 31st March 2017
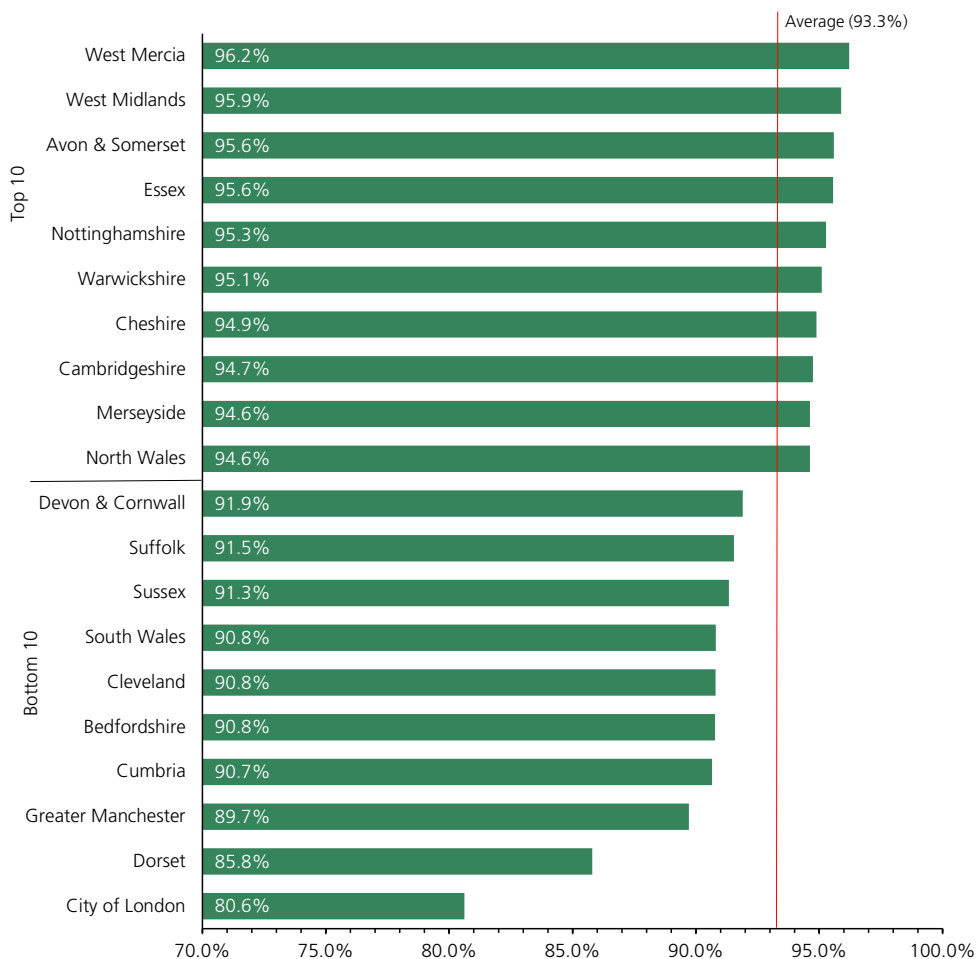
Chart 7, above, shows police forces ranked by the proportion of their police officers in frontline roles according to the new framework at 31 March 2017. West Mercia police force had the highest proportion of its police officers in frontline roles (96.2%), closely followed by West Midlands (95.9%) and Avon & Somerset (95.6%).

2. Scotland

2.1 Police Officer Strength

Data on the total strength of Scottish police is published quarterly by the Scottish Government.[9] 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.

Chart 8, below, shows total police officer strength for Scotland from 1985 to 2017.

Chart 8: Police Officer Strength, Scotland, at 31 March
FTE from 2004
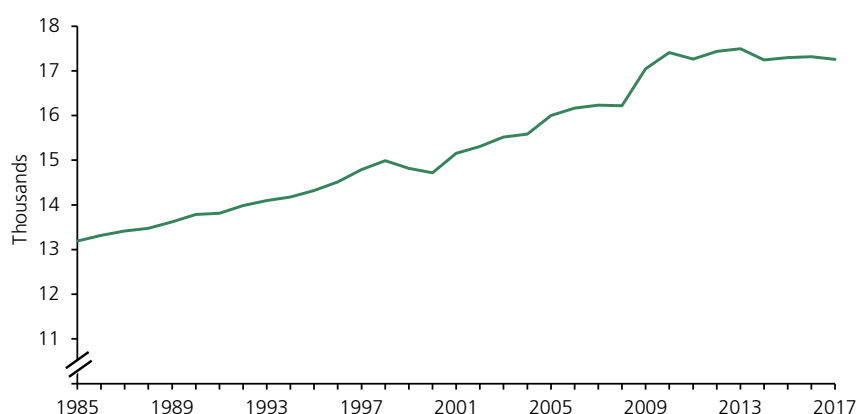
Over the last 30 years, Scottish police strength has seen an almost continuous increase year on year. At 31 March 2017 police strength was 31% greater than in 1985.

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. At 31 March 2017 strength stood at 17,256 police officers which was 1% 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 point on 2013. There was a three percentage point drop in the number of female Special Constables (34%) since February 2013 and the proportion of female Police Staff in Scotland 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

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9   Police Strength Statistics for Scotland, Scottish Government.

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

Chart 9, 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 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.[10]

Chart 9: Police Officer Strength, Northern Ireland 1969-2017
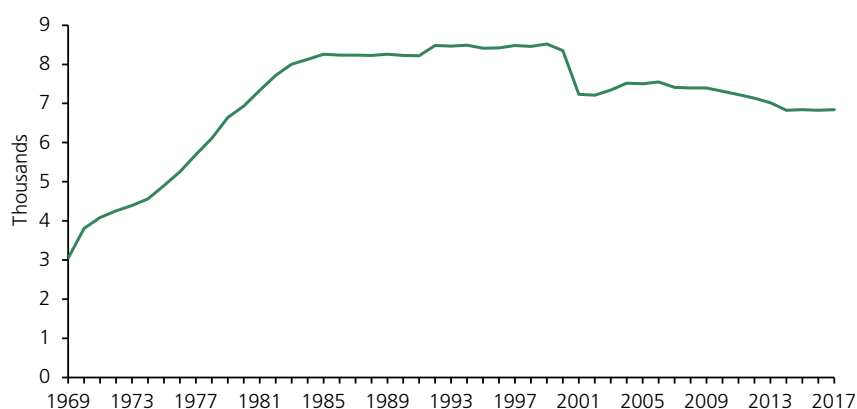
3.2 Police Officer Diversity

In January 2016 there were 1,910 female full time regular police officers in Northern Ireland – this represents a 2% increase on the previous year. Since 2009 the number of female police officers has increased by 10%.

Chart 10: Number of Female Police Officers, Northern Ireland, 2009-2017
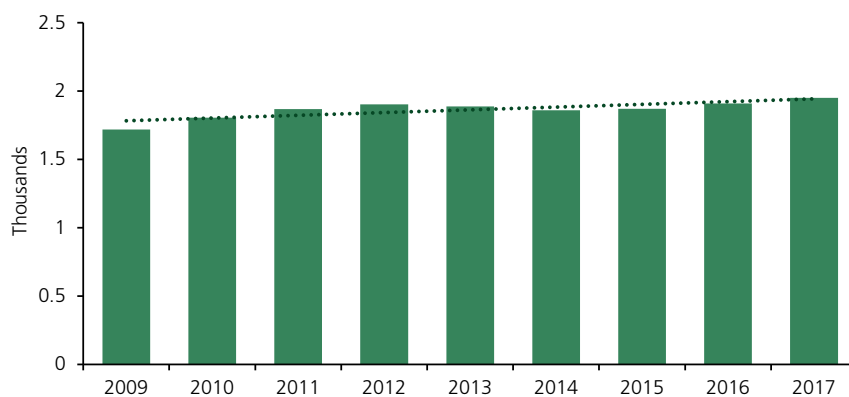
Whereas the number of female police officers increased and then fell for a couple of years between 2012 and 2014, male police officer numbers have decreased year on year since 2009 with the exception of an increase

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[10] Data for 2017 is for 31 March, data for earlier years is at 31 December

of 4 in 2015. At March 2017, the number of male police officers stood at 4,889, which represented a 14% decrease from 2009.

Chart 11: Number of Male Police Officers, Northern Ireland, 2009-2017
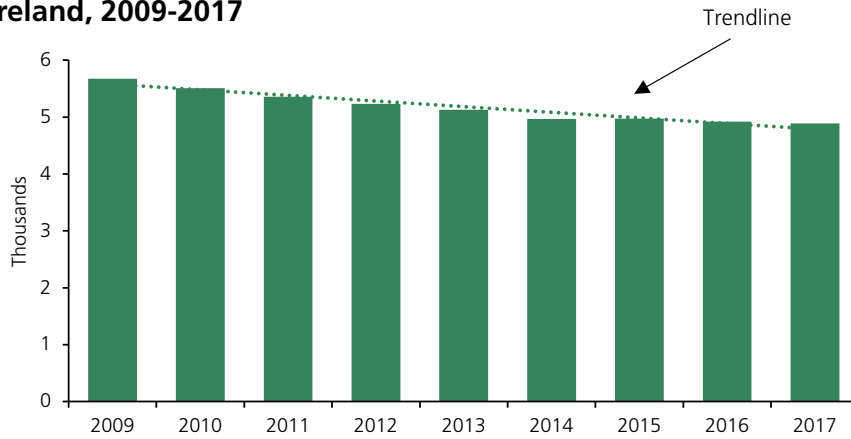
Throughout the period the proportion of full time regular police officers identifying as coming from an ethnic minority has consistently been below 1%. Despite this the proportion of ethnic minority officers has been increasing year on year since 2009 and currently stands at 0.5%. According to the 2011 Census 0.8% of the general Northern Ireland population comes from an ethnic minority background.

In March 2017, 67% of police officers considered themselves to be Protestant, 31% 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.

Chart 12: Police Officers per 100,000 population, 2014
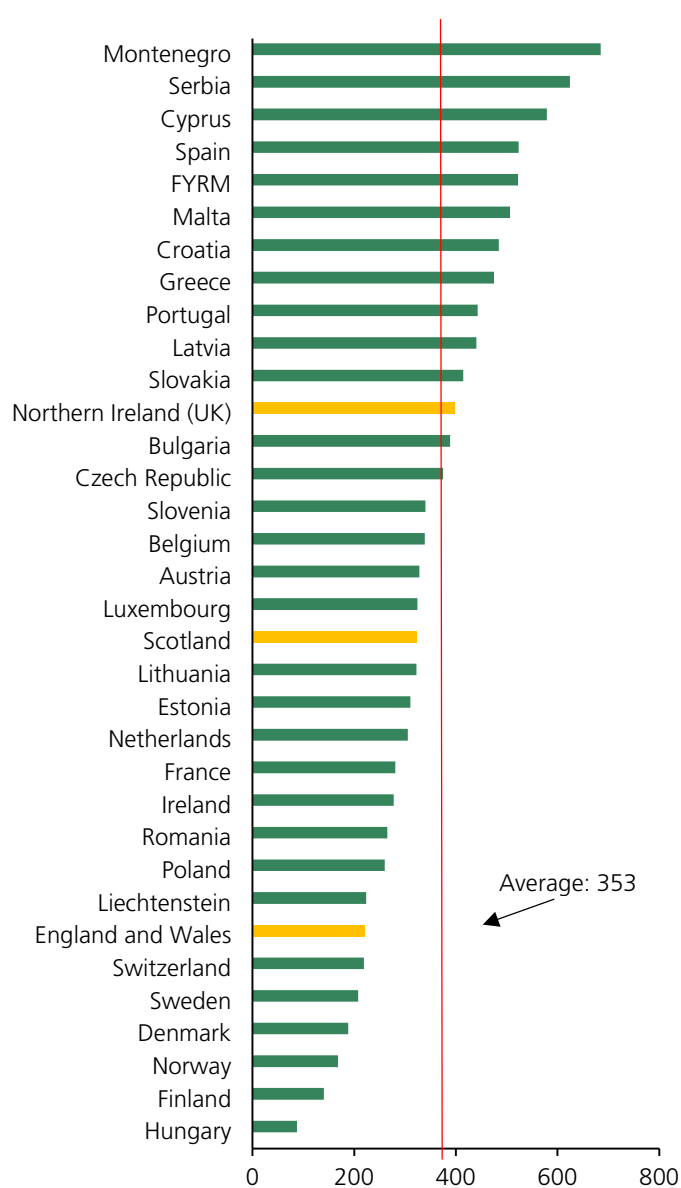
Out of 34 nations where data was available for 2014, England & Wales was ranked 28th for the number of police officers per 100,000 head of population. Northern Ireland was ranked 11th and Scotland 19th.

Table A6, appended, shows the number of police per 100,000 head of population in selected European countries between 2008 and 2014.

5. Appendix 1: Statistical Tables

Table A1: Police Officer Strength in England & Wales (full time equivalents; including long term absentees), at 31 March

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

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

Table A1: Police Officer Strength in England & Wales (full time equivalents; including long term absentees), at 31 March, continued

		2013	2014	2015	2016	2017	% change 16-17
England							
	Avon & Somerset	2,873	2,800	2,707	2,692	2,667	-1%
	Bedfordshire	1,092	1,019	1,073	1,083	1,119	3%
	Cambridgeshire	1,384	1,370	1,362	1,349	1,346	0%
	Cheshire	2,013	1,925	1,952	2,011	2,008	0%
	Cleveland	1,463	1,382	1,326	1,259	1,283	2%
	Cumbria	1,121	1,150	1,143	1,118	1,112	-1%
	Derbyshire	1,827	1,788	1,863	1,766	1,710	-3%
	Devon & Cornwall	3,082	3,096	3,068	2,959	2,914	-2%
	Dorset	1,301	1,217	1,272	1,223	1,266	3%
	Durham	1,362	1,288	1,169	1,115	1,144	3%
	Essex	3,311	3,196	3,069	2,894	2,819	-3%
	Gloucestershire	1,198	1,188	1,165	1,090	1,089	0%
	Greater Manchester	7,202	6,997	6,703	6,297	6,318	0%
	Hampshire	3,397	3,247	3,064	2,883	2,896	0%
	Hertfordshire	1,953	1,927	1,911	1,929	1,952	1%
	Humberside	1,771	1,701	1,614	1,582	1,641	4%
	Kent	3,323	3,268	3,188	3,182	3,259	2%
	Lancashire	3,200	3,074	2,919	2,860	2,850	0%
	Leicestershire	2,089	2,043	1,955	1,859	1,802	-3%
	Lincolnshire	1,130	1,091	1,100	1,073	1,087	1%
	London, City of	774	746	739	702	684	-3%
	Merseyside	3,909	3,954	3,794	3,554	3,538	0%
	Metropolitan Police	30,398	30,932	31,877	32,125	31,517	-2%
	Norfolk	1,544	1,582	1,569	1,515	1,515	0%
	Northamptonshire	1,268	1,239	1,229	1,214	1,188	-2%
	Northumbria	3,750	3,646	3,514	3,336	3,289	-1%
	North Yorkshire	1,370	1,408	1,395	1,341	1,378	3%
	Nottinghamshire	2,095	2,158	2,102	1,973	1,837	-7%
	South Yorkshire	2,767	2,722	2,587	2,494	2,483	0%
	Staffordshire	1,829	1,729	1,714	1,660	1,626	-2%
	Suffolk	1,195	1,226	1,147	1,087	1,102	1%
	Surrey	1,970	1,938	1,863	1,938	1,986	2%
	Sussex	2,847	2,805	2,810	2,666	2,587	-3%
	Thames Valley	4,322	4,346	4,365	4,244	4,096	-4%
	Warwickshire	805	802	828	836	835	0%
	West Mercia	2,087	1,966	2,014	2,079	2,055	-1%
	West Midlands	7,615	7,288	7,133	6,944	6,756	-3%
	West Yorkshire	5,062	4,857	4,748	4,501	4,720	5%
	Wiltshire	1,050	1,020	1,015	1,019	983	-4%
	England Total	**122,751**	**121,131**	**120,062**	**117,450**	**116,455**	**-1%**
Wales							
	Dyfed-Powys	1,112	1,123	1,176	1,149	1,160	1%
	Gwent	1,377	1,330	1,229	1,127	1,178	4%
	North Wales	1,483	1,464	1,487	1,458	1,441	-1%
	South Wales	2,862	2,861	2,864	2,883	2,908	1%
	Wales Total	**6,833**	**6,778**	**6,756**	**6,616**	**6,687**	**1%**
E&W 43 Forces Total		**129,584**	**127,909**	**126,818**	**124,066**	**123,142**	**-1%**
Central Service Secondments		372	437	292	296	365	19%
British Transport Police		2,652	2,912	2,877	2,968	2,679	-11%
Total (E&W, CSS, BTP)		**132,608**	**131,258**	**129,987**	**127,329**	**126,186**	**-1%**

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

Table A2: Police Officer Strength in England & Wales (full time equivalents; excluding long term absentees), at 31 March

		1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
England																					
Avon & Somerset		2,825	2,892	2,953	3,011	2,970	2,997	2,982	2,958	3,009	3,013	3,014	3,094	3,092	3,081	3,068	3,033	3,000	2,981	2,989	2,976
Bedfordshire		902	943	961	984	985	1,006	990	985	984	999	1,025	1,050	1,105	1,093	1,168	1,151	1,126	1,128	1,094	1,079
Cambridgeshire		1,064	1,081	1,091	1,131	1,137	1,138	1,137	1,136	1,142	1,171	1,187	1,193	1,201	1,250	1,265	1,263	1,261	1,238	1,302	1,291
Cheshire		1,778	1,789	1,839	1,847	1,839	1,830	1,799	1,806	1,830	1,837	1,879	1,870	1,895	1,874	1,908	1,902	1,932	1,998	2,046	2,042
Cleveland		1,334	1,420	1,478	1,474	1,454	1,470	1,446	1,470	1,462	1,466	1,470	1,467	1,489	1,477	1,478	1,429	1,438	1,420	1,459	1,483
Cumbria		1,056	1,093	1,108	1,121	1,107	1,114	1,092	1,127	1,118	1,141	1,135	1,166	1,184	1,179	1,196	1,174	1,167	1,115	1,144	1,164
Derbyshire		1,563	1,793	1,821	1,776	1,757	1,772	1,752	1,753	1,777	1,790	1,784	1,795	1,741	1,706	1,830	1,820	1,797	1,763	1,791	1,772
Devon & Cornwall		2,660	2,651	2,720	2,713	2,730	2,724	2,722	2,739	2,774	2,787	2,849	2,852	2,873	2,898	2,910	2,914	2,877	2,899	2,865	2,962
Dorset		1,128	1,154	1,169	1,166	1,174	1,175	1,160	1,199	1,202	1,234	1,251	1,269	1,281	1,289	1,302	1,297	1,288	1,263	1,284	1,310
Durham		1,312	1,324	1,334	1,342	1,328	1,302	1,279	1,293	1,307	1,329	1,351	1,375	1,368	1,389	1,381	1,383	1,353	1,401	1,461	1,515
Essex	(a)	2,461	2,567	2,596	2,631	2,641	2,624	2,650	2,666	2,718	2,728	2,746	2,822	2,889	2,898	2,936	2,937	2,921	2,884	2,961	2,928
Gloucestershire		1,076	1,105	1,123	1,129	1,137	1,143	1,132	1,146	1,152	1,153	1,166	1,170	1,162	1,174	1,149	1,159	1,163	1,133	1,133	1,104
Greater Manchester		6,419	6,713	6,929	6,957	6,996	6,917	6,736	6,768	6,780	6,965	6,935	6,992	7,014	7,061	7,060	6,967	7,037	6,938	6,922	6,949
Hampshire		2,949	3,039	3,052	3,062	3,075	3,073	3,057	3,062	3,098	3,103	3,167	3,154	3,179	3,211	3,275	3,270	3,256	3,347	3,452	3,490
Hertfordshire	(a)	1,462	1,487	1,534	1,559	1,554	1,562	1,562	1,565	1,579	1,603	1,638	1,657	1,666	1,695	1,700	1,682	1,703	1,712	1,759	1,740
Humberside		1,849	1,917	1,954	1,947	1,965	1,961	1,913	1,933	1,964	1,953	1,992	1,995	1,998	2,026	2,032	2,039	2,029	2,041	2,045	2,021
Kent		2,724	2,863	2,862	2,862	2,882	2,829	2,833	2,870	2,879	2,908	2,985	2,984	3,005	3,074	3,146	3,145	3,117	3,120	3,260	3,251
Lancashire		3,097	3,100	3,154	3,152	3,155	3,128	3,029	3,021	3,134	3,139	3,177	3,201	3,212	3,198	3,207	3,170	3,212	3,171	3,247	3,257
Leicestershire		1,701	1,702	1,717	1,728	1,723	1,729	1,695	1,737	1,712	1,735	1,745	1,769	1,818	1,845	1,805	1,825	1,839	1,908	1,949	1,983
Lincolnshire		1,171	1,176	1,179	1,179	1,178	1,182	1,146	1,139	1,173	1,168	1,194	1,188	1,209	1,196	1,200	1,205	1,199	1,145	1,196	1,191
London, City of		829	840	846	855	828	806	789	774	771	787	801	799	813	808	825	893	885	869	859	825
Merseyside		4,427	4,525	4,597	4,631	4,631	4,603	4,588	4,543	4,598	4,647	4,689	4,714	4,689	4,621	4,669	4,693	4,659	4,411	4,230	4,216
Metropolitan Police	(a)	22,168	22,757	24,020	25,384	26,453	26,660	26,706	26,762	26,829	27,627	27,988	28,287	28,230	28,154	27,867	27,699	27,480	27,343	26,677	26,094
Norfolk		1,223	1,249	1,246	1,268	1,261	1,268	1,248	1,263	1,312	1,308	1,340	1,363	1,405	1,414	1,440	1,447	1,395	1,401	1,432	1,430
Northamptonshire		1,342	1,352	1,355	1,354	1,366	1,359	1,332	1,361	1,353	1,372	1,370	1,379	1,387	1,398	1,393	1,318	1,300	1,324	1,338	1,367
Northumbria		905	920	982	1,006	1,003	1,019	1,015	1,025	1,047	1,093	1,095	1,126	1,139	1,158	1,199	1,170	1,156	1,153	1,177	1,169
North Yorkshire		3,272	3,317	3,339	3,329	3,325	3,349	3,295	3,357	3,402	3,467	3,508	3,529	3,541	3,464	3,563	3,598	3,606	3,668	3,677	3,769
Nottinghamshire		2,117	2,145	2,241	2,252	2,249	2,229	2,150	2,210	2,226	2,252	2,298	2,316	2,336	2,331	2,327	2,328	2,319	2,318	2,323	2,323
South Yorkshire		2,546	2,704	2,865	2,868	2,863	2,860	2,866	2,848	2,862	2,912	2,940	2,923	2,991	3,008	3,032	3,023	3,040	3,073	3,159	3,182
Staffordshire		1,978	2,051	2,096	2,086	2,080	2,090	2,066	2,087	2,113	2,135	2,164	2,187	2,217	2,176	2,179	2,208	2,231	2,209	2,211	2,292
Suffolk		1,064	1,130	1,119	1,120	1,123	1,123	1,129	1,121	1,166	1,188	1,181	1,194	1,209	1,218	1,241	1,208	1,191	1,138	1,180	1,186
Surrey	(a)	1,440	1,512	1,586	1,587	1,589	1,582	1,590	1,614	1,609	1,649	1,636	1,645	1,657	1,706	1,693	1,669	1,676	1,644	1,620	1,608
Sussex		2,758	2,782	2,820	2,829	2,810	2,800	2,803	2,790	2,830	2,894	2,946	2,949	2,969	2,984	3,008	3,009	2,931	3,074	3,085	2,996
Thames Valley		2,639	2,802	3,093	3,098	3,123	3,176	3,259	3,297	3,421	3,490	3,600	3,659	3,714	3,772	3,840	3,908	3,854	3,674	3,695	3,776
Warwickshire		841	895	915	922	919	910	921	929	965	979	969	975	1,020	990	1,020	1,046	1,013	979	926	924
West Mercia		1,743	1,847	1,925	1,926	1,916	1,920	1,919	1,939	1,929	1,946	1,948	1,991	2,026	2,034	2,054	2,059	2,046	2,017	2,040	2,010
West Midlands		5,981	6,243	6,549	6,679	6,673	6,679	6,544	6,520	6,656	6,639	6,761	6,855	6,876	6,941	6,953	7,014	7,019	7,145	7,113	7,156
West Yorkshire		4,727	4,805	5,084	5,147	5,145	5,109	4,991	5,145	5,142	5,184	5,278	5,260	5,268	5,087	5,037	5,046	5,050	5,142	5,209	5,155
Wiltshire		997	1,002	1,030	1,040	1,029	1,035	1,034	1,043	1,044	1,095	1,101	1,130	1,165	1,221	1,265	1,264	1,261	1,218	1,154	1,156
England Total		**103,528**	**106,687**	**110,282**	**112,152**	**113,173**	**113,253**	**112,357**	**113,001**	**114,069**	**115,886**	**117,303**	**118,344**	**119,033**	**119,099**	**119,621**	**119,365**	**118,827**	**118,405**	**118,459**	**118,142**
Wales																					
Dyfed-Powys	(b)	965	967	972	964	963	962	964	978	973	979	996	1,008	999	1,009	1,004	993	997	1,044	1,243	1,233
Gwent		910	926	932	920	927	921	910	930	932	917	931	935	935	947	967	965	976	991	1,005	1,002
North Wales		1,268	1,275	1,293	1,286	1,296	1,290	1,271	1,253	1,286	1,300	1,327	1,337	1,349	1,347	1,360	1,352	1,366	1,378	1,369	1,396
South Wales	(b)	2,936	3,056	3,065	3,103	3,091	3,071	3,073	3,066	3,100	3,126	3,102	3,135	3,137	3,168	3,176	3,131	3,014	3,027	2,976	2,986
Wales Total		**6,079**	**6,224**	**6,262**	**6,273**	**6,277**	**6,244**	**6,218**	**6,227**	**6,291**	**6,322**	**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		**109,607**	**112,911**	**116,544**	**118,425**	**119,450**	**119,497**	**118,575**	**119,228**	**120,360**	**122,208**	**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

Table A2: Police Officer Strength in England & Wales (full time equivalents; excluding long term absentees), at 31 March, continued

		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	change 16/17
England																					
Avon & Somerset		2,999	2,934	2,994	3,096	3,149	3,401	3,384	3,389	3,375	3,339	3,303	3,248	3,157	2,982	2,812	2,803	2,598	2,571	2,601	+1.2%
Bedfordshire		1,041	1,028	1,036	1,069	1,106	1,181	1,215	1,198	1,185	1,174	1,219	1,225	1,193	1,137	1,067	981	1,040	1,030	1,056	+2.4%
Cambridgeshire		1,274	1,237	1,296	1,362	1,384	1,400	1,395	1,430	1,381	1,358	1,414	1,444	1,378	1,348	1,353	1,349	1,320	1,308	1,308	+0.0%
Cheshire		2,071	2,011	2,002	2,059	2,119	2,179	2,186	2,174	2,192	2,124	2,123	2,117	2,049	1,959	1,966	1,876	1,892	1,926	1,919	-0.4%
Cleveland		1,416	1,404	1,407	1,461	1,582	1,687	1,676	1,677	1,713	1,663	1,756	1,700	1,614	1,484	1,426	1,252	1,177	1,118	1,226	+8.8%
Cumbria		1,126	1,084	1,048	1,100	1,140	1,222	1,232	1,230	1,244	1,228	1,257	1,214	1,158	1,108	1,101	1,148	1,101	1,067	1,076	+0.8%
Derbyshire		1,759	1,777	1,823	1,848	2,003	2,070	2,070	2,046	2,023	2,076	2,119	2,049	2,000	1,793	1,827	1,754	1,813	1,685	1,643	-2.6%
Devon & Cornwall		2,887	2,841	2,934	3,053	3,202	3,298	3,369	3,493	3,476	3,486	3,518	3,525	3,382	3,193	3,038	3,115	2,990	2,901	2,840	-2.1%
Dorset		1,279	1,306	1,354	1,381	1,416	1,433	1,450	1,485	1,492	1,482	1,463	1,447	1,413	1,341	1,263	1,204	1,230	1,153	1,205	+4.3%
Durham		1,568	1,558	1,595	1,614	1,651	1,685	1,718	1,699	1,683	1,605	1,566	1,486	1,405	1,338	1,338	1,267	1,131	1,077	1,113	+3.2%
Essex	(a)	2,891	2,806	2,897	2,946	2,989	3,098	3,190	3,279	3,297	3,346	3,454	3,556	3,527	3,355	3,262	3,152	2,943	2,750	2,724	-0.9%
Gloucestershire		1,104	1,114	1,173	1,183	1,227	1,284	1,291	1,289	1,303	1,338	1,370	1,291	1,244	1,192	1,169	1,186	1,123	1,043	1,053	+0.9%
Greater Manchester		6,810	6,795	6,909	7,217	7,343	8,042	8,041	7,959	7,887	7,931	8,124	8,043	7,672	7,377	7,073	6,806	6,378	5,954	5,971	+0.3%
Hampshire		3,473	3,419	3,438	3,480	3,668	3,706	3,725	3,707	3,796	3,807	3,700	3,640	3,560	3,335	3,307	3,201	2,869	2,718	2,754	+1.3%
Hertfordshire	(a)	1,724	1,767	1,922	1,825	1,957	2,086	2,104	2,126	2,159	2,137	2,117	2,078	1,988	1,924	1,902	1,872	1,820	1,828	1,850	+1.2%
Humberside		1,974	1,932	1,917	2,058	2,105	2,213	2,230	2,224	2,227	2,216	2,078	2,028	1,918	1,830	1,741	1,689	1,548	1,522	1,591	+4.4%
Kent		3,201	3,204	3,319	3,355	3,487	3,576	3,586	3,599	3,664	3,644	3,716	3,710	3,597	3,445	3,257	3,234	3,081	3,090	3,180	+2.8%
Lancashire		3,245	3,179	3,255	3,304	3,339	3,550	3,551	3,583	3,566	3,609	3,653	3,561	3,357	3,220	3,111	2,984	2,763	2,749	2,708	-1.5%
Leicestershire		1,993	1,993	2,032	2,100	2,114	2,277	2,284	2,250	2,225	2,212	2,338	2,295	2,183	2,111	2,063	2,020	1,877	1,776	1,715	-3.6%
Lincolnshire		1,140	1,115	1,202	1,198	1,221	1,228	1,221	1,213	1,221	1,178	1,204	1,190	1,178	1,117	1,114	1,048	1,023	1,028	1,062	+3.2%
London, City of		778	732	703	764	808	853	876	869	854	817	804	844	869	819	760	732	718	680	673	-1.1%
Merseyside		4,211	4,085	4,081	4,125	4,099	4,122	4,317	4,269	4,413	4,449	4,462	4,473	4,255	4,020	3,845	3,869	3,660	3,400	3,374	-0.8%
Metropolitan Police	(a)	26,073	25,485	24,878	26,223	27,984	29,735	30,710	30,536	30,710	31,014	32,121	32,904	31,999	31,563	29,755	30,266	30,663	30,778	30,083	-2.3%
Norfolk		1,381	1,381	1,420	1,468	1,499	1,510	1,541	1,557	1,565	1,526	1,644	1,631	1,574	1,511	1,513	1,576	1,522	1,473	1,464	-0.6%
Northamptonshire		1,337	1,283	1,305	1,417	1,444	1,529	1,553	1,636	1,654	1,560	1,435	1,461	1,415	1,387	1,262	1,242	1,202	1,167	1,135	-2.8%
Northumbria		1,137	1,117	1,157	1,214	1,210	1,239	1,267	1,317	1,281	1,264	1,301	1,323	1,295	1,214	1,354	1,387	1,341	1,290	1,309	+1.5%
North Yorkshire		3,840	3,788	3,857	3,929	3,943	4,040	4,048	3,983	3,917	3,928	4,028	4,104	4,033	3,845	3,674	3,567	3,382	3,221	3,201	-0.6%
Nottinghamshire		2,225	2,204	2,275	2,330	2,411	2,484	2,502	2,477	2,410	2,334	2,380	2,383	2,293	2,141	2,061	2,125	1,963	1,910	1,764	-8.3%
South Yorkshire		3,168	3,163	3,197	3,199	3,183	3,279	3,265	3,255	3,254	3,172	3,017	2,915	2,850	2,734	2,722	2,677	2,488	2,385	2,362	-1.0%
Staffordshire		2,238	2,170	2,129	2,133	2,202	2,266	2,280	2,272	2,288	2,229	2,189	2,129	2,050	1,920	1,796	1,715	1,676	1,610	1,585	-1.6%
Suffolk		1,190	1,145	1,133	1,203	1,253	1,304	1,313	1,300	1,342	1,308	1,280	1,234	1,233	1,160	1,182	1,228	1,120	1,054	1,066	+1.1%
Surrey	(a)	1,662	1,785	2,066	1,992	1,906	1,913	1,915	1,922	1,914	1,904	1,824	1,847	1,838	1,928	1,926	1,911	1,774	1,835	1,884	+2.6%
Sussex		2,847	2,822	2,855	2,893	2,989	3,039	3,096	3,092	3,077	3,032	3,163	3,181	3,065	2,910	2,803	2,783	2,708	2,563	2,470	-3.8%
Thames Valley		3,748	3,740	3,703	3,762	3,833	4,034	4,114	4,229	4,197	4,112	4,251	4,371	4,307	4,279	4,220	4,289	4,193	4,084	3,940	-3.7%
Warwickshire		908	900	926	969	997	1,008	1,011	1,032	1,059	1,017	975	954	898	825	781	780	777	807	786	-2.7%
West Mercia		2,025	1,887	1,951	2,018	2,256	2,355	2,367	2,351	2,400	2,433	2,436	2,355	2,210	2,150	2,051	1,954	1,876	2,009	1,968	-2.1%
West Midlands		7,321	7,194	7,423	7,681	7,751	7,887	8,056	8,097	8,173	8,315	8,559	8,536	8,070	7,718	7,485	7,162	6,838	6,636	6,565	-1.1%
West Yorkshire		4,982	4,822	4,815	4,889	5,029	5,275	5,631	5,644	5,655	5,744	5,787	5,701	5,483	5,135	4,971	4,768	4,561	4,296	4,539	+5.4%
Wiltshire		1,151	1,118	1,120	1,157	1,158	1,217	1,222	1,219	1,204	1,202	1,212	1,170	1,082	1,038	1,036	1,001	966	959	951	-0.9%
England Total		**117,197**	**115,325**	**116,547**	**120,075**	**124,157**	**129,705**	**132,002**	**132,107**	**132,474**	**132,313**	**134,359**	**134,364**	**129,791**	**124,884**	**120,389**	**118,973**	**115,145**	**112,452**	**111,714**	**-0.7%**
Wales																					
Dyfed-Powys	(b)	1,247	1,264	1,274	1,333	1,341	1,372	1,438	1,467	1,493	1,474	1,432	1,426	1,484	1,435	1,091	1,111	1,141	1,103	1,115	+1.1%
Gwent		1,026	1,040	1,055	1,132	1,149	1,160	1,174	1,182	1,177	1,181	1,176	1,176	1,139	1,110	1,362	1,305	1,165	1,062	1,117	+4.9%
North Wales		1,391	1,403	1,444	1,506	1,539	1,603	1,645	1,617	1,591	1,566	1,578	1,573	1,521	1,424	1,469	1,452	1,451	1,418	1,403	-1.0%
South Wales	(b)	2,981	2,926	3,154	3,222	3,239	3,279	3,281	3,263	3,297	3,194	3,103	3,092	3,059	2,864	2,811	2,804	2,799	2,745	2,729	-0.6%
Wales Total		**6,645**	**6,633**	**6,927**	**7,193**	**7,268**	**7,414**	**7,538**	**7,529**	**7,557**	**7,414**	**7,289**	**7,267**	**7,203**	**6,833**	**6,734**	**6,672**	**6,557**	**6,327**	**6,365**	**+0.6%**
E&W 43 Forces Total		**123,842**	**121,958**	**123,474**	**127,268**	**131,425**	**137,119**	**139,540**	**139,636**	**140,032**	**139,727**	**141,647**	**141,631**	**136,994**	**131,717**	**127,123**	**125,645**	**121,702**	**118,779**	**118,079**	**-0.6%**

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 offcer strength series after this date is not comparable with the data prior to 31st March 1997

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

Table A3: Police Community Support Officer Strength in England & Wales, at 31 March

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

Note:

Figures may not sum due to rounding

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

Source:

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

Table A3: Police Community Support Officer Strength in England & Wales, at 31 March, continued

	2013	2014	2015	2016	2017	% change 16-17
England						
Avon & Somerset	356	334	331	325	316	-3%
Bedfordshire	94	96	105	33	46	39%
Cambridgeshire	174	141	148	135	136	1%
Cheshire	208	190	225	198	178	-10%
Cleveland	161	150	123	125	125	1%
Cumbria	76	83	86	85	89	5%
Derbyshire	183	160	163	149	152	2%
Devon & Cornwall	421	382	346	347	311	-10%
Dorset	140	154	163	137	135	-2%
Durham	171	152	157	150	142	-6%
Essex	331	298	262	219	96	-56%
Gloucestershire	138	118	128	118	102	-14%
Greater Manchester	793	789	804	748	600	-20%
Hampshire	341	323	302	368	385	5%
Hertfordshire	238	190	210	221	219	-1%
Humberside	298	294	273	220	250	14%
Kent	297	345	352	289	287	-1%
Lancashire	368	301	331	297	275	-8%
Leicestershire	222	235	234	210	240	14%
Lincolnshire	151	145	138	136	105	-23%
London, City of	39	12	11	15	13	-14%
Merseyside	378	316	353	292	260	-11%
Metropolitan Police	2,684	2,087	1,787	1,626	1,442	-11%
Norfolk	250	247	197	171	149	-13%
North Yorkshire	173	185	196	185	181	-2%
Northamptonshire	127	134	122	98	87	-11%
Northumbria	391	234	211	196	163	-17%
Nottinghamshire	300	332	318	214	175	-18%
South Yorkshire	335	334	314	219	208	-5%
Staffordshire	213	215	208	220	230	4%
Suffolk	163	181	167	108	95	-12%
Surrey	210	153	123	119	120	1%
Sussex	358	349	325	249	180	-27%
Thames Valley	483	485	459	466	425	-9%
Warwickshire	113	95	86	87	100	14%
West Mercia	248	237	209	221	239	8%
West Midlands	681	676	620	506	397	-22%
West Yorkshire	689	679	625	533	551	3%
Wiltshire	140	132	129	115	106	-7%
England Total	**13,136**	**11,966**	**11,345**	**10,149**	**9,312**	**-8%**
Wales						
Dyfed-Powys	143	150	147	135	143	6%
Gwent	234	206	185	151	122	-19%
North Wales	262	267	243	220	224	2%
South Wales	430	477	411	388	413	7%
Wales Total	**1,069**	**1,100**	**986**	**894**	**902**	**1%**
E&W 43 Forces Total	**14,205**	**13,066**	**12,331**	**11,043**	**10,213**	**-8%**

Note:

Figures may not sum due to rounding

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

Source:

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

Table A4: Special Constabulary Strength by Force, at 31 March

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
England																
Avon & Somerset	651	688	759	621	547	459	400	364	345	305	396	408	404	444	428	449
Bedfordshire	189	189	182	186	154	151	115	118	98	146	209	181	166	142	145	210
Cambridgeshire	279	275	303	320	310	274	218	207	189	193	199	185	202	210	164	167
Cheshire	321	274	475	459	407	350	290	191	181	173	192	225	291	282	262	300
Cleveland	212	195	160	164	126	128	93	85	102	85	66	138	179	195	180	238
Cumbria	241	201	189	198	204	176	156	102	94	77	126	152	166	142	119	115
Derbyshire	434	413	428	380	317	282	275	260	249	301	369	429	506	445	360	302
Devon & Cornwall	1,142	1,102	1,148	1,024	918	870	796	689	645	602	582	572	549	505	564	592
Dorset	221	254	289	315	305	298	267	253	214	210	230	264	295	295	310	300
Durham	200	187	184	144	159	157	146	134	94	81	91	109	117	126	122	131
Essex	674	608	634	638	544	483	445	381	371	349	363	439	451	559	696	682
Gloucestershire	320	330	297	276	233	206	183	154	157	155	146	157	133	143	154	167
Greater Manchester	768	746	685	598	523	457	367	338	340	345	380	424	403	350	332	400
Hampshire	598	564	621	698	760	615	454	444	373	346	369	388	439	457	433	449
Hertfordshire	320	315	297	306	238	216	198	206	193	206	226	232	268	266	289	344
Humberside	427	391	340	324	269	246	212	207	157	209	328	330	344	344	384	341
Kent	569	555	589	592	526	436	392	327	286	341	338	306	293	349	298	310
Lancashire	608	553	483	489	449	382	360	363	351	336	319	366	379	393	448	470
Leicestershire	356	360	415	406	316	247	162	143	149	159	181	168	178	202	206	240
Lincolnshire	322	299	271	260	216	195	166	155	139	156	179	166	171	165	122	163
London, City of	83	77	86	76	64	56	43	36	42	54	52	70	74	72	85	79
Merseyside	384	333	401	419	458	476	541	468	503	371	259	345	392	456	420	446
Metropolitan Police	1,550	1,850	1,714	1,282	1,138	758	774	680	892	742	697	1,221	1,741	2,510	2,606	3,177
Norfolk	345	319	402	337	336	285	259	244	239	241	253	262	271	271	243	266
Northamptonshire	303	289	316	288	230	199	188	177	189	197	242	237	214	180	190	180
Northumbria	506	471	533	400	342	332	300	256	221	169	240	198	191	123	129	178
North Yorkshire	381	360	362	358	276	217	182	185	177	160	173	189	184	178	164	184
Nottinghamshire	552	537	620	558	461	411	335	341	261	295	333	361	382	378	309	298
South Yorkshire	452	381	308	281	246	205	188	206	204	200	204	270	298	264	236	227
Staffordshire	725	702	685	595	468	482	402	384	391	376	409	406	380	371	354	334
Suffolk	409	407	379	397	420	391	349	308	275	266	267	293	305	360	333	328
Surrey	238	260	297	235	224	175	149	187	212	255	289	280	275	278	314	327
Sussex	527	511	472	442	393	352	306	306	303	181	200	197	204	199	216	240
Thames Valley	679	744	656	609	569	472	418	356	369	341	375	327	286	246	310	408
Warwickshire	352	340	381	345	261	260	221	209	190	169	190	211	200	208	196	212
West Mercia	582	613	582	512	515	476	399	339	309	280	263	284	274	251	232	233
West Midlands	818	897	945	889	731	680	617	598	637	715	959	1,021	937	769	611	591
West Yorkshire	777	709	690	589	559	484	415	349	374	403	417	440	494	403	388	421
Wiltshire	318	233	154	149	184	173	152	147	154	169	174	180	185	149	135	250
England Total	**18,833**	**18,532**	**18,732**	**17,159**	**15,396**	**13,512**	**11,933**	**10,897**	**10,669**	**10,359**	**11,285**	**12,431**	**13,221**	**13,680**	**13,487**	**14,749**
Wales																
Dyfed-Powys	302	314	283	254	237	202	191	157	152	151	167	194	190	169	176	171
Gwent	126	136	157	119	113	119	137	142	130	136	144	137	145	204	192	144
North Wales	288	332	341	358	400	247	207	125	133	124	124	136	164	160	152	193
South Wales	477	461	361	366	338	267	254	277	173	218	198	281	301	334	244	248
Wales Total	**1,193**	**1,243**	**1,142**	**1,097**	**1,088**	**835**	**789**	**701**	**588**	**629**	**633**	**748**	**800**	**867**	**764**	**756**
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**	**11,918**	**13,179**	**14,021**	**14,547**	**14,251**	**15,505**

Table A4: Special Constabulary Strength by Force, at 31 March, continued

	2011	2012	2013	2014	2015	2016	2017	change 16-17
England								
Avon & Somerset	497	578	568	529	453	394	343	-13%
Bedfordshire	222	204	196	196	227	228	211	-7%
Cambridgeshire	203	267	245	284	277	258	236	-9%
Cheshire	401	426	331	363	390	421	435	3%
Cleveland	192	150	102	82	93	72	72	0%
Cumbria	143	174	135	126	119	108	88	-19%
Derbyshire	298	373	291	271	212	212	229	8%
Devon & Cornwall	634	609	598	627	673	564	469	-17%
Dorset	302	257	209	211	227	198	125	-37%
Durham	128	118	76	85	110	92	77	-16%
Essex	617	565	507	426	366	372	368	-1%
Gloucestershire	180	202	176	122	115	132	118	-11%
Greater Manchester	549	695	702	730	703	865	661	-24%
Hampshire	496	593	597	576	456	352	364	3%
Hertfordshire	403	403	410	413	303	258	235	-9%
Humberside	336	349	351	401	416	381	253	-34%
Kent	320	394	364	289	248	302	332	10%
Lancashire	447	387	401	490	376	480	482	0%
Leicestershire	239	271	304	307	254	295	317	7%
Lincolnshire	205	209	225	250	229	195	165	-15%
London, City of	85	99	81	82	61	61	58	-5%
Merseyside	453	585	566	420	309	329	225	-32%
Metropolitan Police	4,944	5,752	5,303	4,587	3,659	3,271	2,661	-19%
Norfolk	281	325	291	240	257	251	218	-13%
North Yorkshire	169	166	158	155	184	184	126	-32%
Northamptonshire	246	311	248	311	412	722	474	-34%
Northumbria	235	288	322	308	248	208	180	-13%
Nottinghamshire	322	357	381	319	252	287	239	-17%
South Yorkshire	269	284	306	410	443	383	271	-29%
Staffordshire	437	512	469	402	318	292	259	-11%
Suffolk	318	305	249	233	234	255	215	-16%
Surrey	337	345	273	182	122	109	118	8%
Sussex	293	348	350	366	393	387	301	-22%
Thames Valley	534	719	741	667	562	506	503	-1%
Warwickshire	238	276	300	280	257	178	225	26%
West Mercia	260	296	319	313	299	320	410	28%
West Midlands	649	569	511	422	374	303	205	-32%
West Yorkshire	483	568	493	452	824	1,030	527	-49%
Wiltshire	294	299	296	318	176	164	163	-1%
England Total	**17,659**	**19,628**	**18,445**	**17,245**	**15,631**	**16,209**	**12,958**	**-20%**
Wales								
Dyfed-Powys	186	190	193	196	147	171	163	-5%
Gwent	134	146	138	143	124	126	92	-27%
North Wales	231	199	136	126	131	183	201	10%
South Wales	211	189	99	79	68	97	89	-8%
Wales Total	**762**	**724**	**566**	**544**	**470**	**577**	**545**	**-6%**
E&W 43 Forces Total	**18,421**	**20,352**	**19,011**	**17,789**	**16,101**	**16,786**	**13,503**	**-20%**

Note:

All figures presented are on headcount basis

Source:

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

Table A5: Police officers employed in frontline, frontline support and business support roles, at 31 March

	2010 (estimated)			2011 (estimated)			2012 (estimated)			2013 (estimated)			2014 (estimated)			2015 (actual)			2016 (actual)			2017 (actual)		
	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	Frontline	Frontline Support	Business Support	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	2,565	138	51	2,394	121	61	2,449	84	79	2,475	34	92	2,449	30	83
Bedfordshire	1,029	42	74	998	48	53	941	48	41	870	54	38	838	28	45	900	29	56	900	31	40	910	56	36
Cambridgeshire	1,359	30	50	1,294	29	54	1,283	28	37	1,304	25	32	1,296	24	38	1,280	25	43	1,273	25	37	1,194	28	39
Cheshire	1,908	100	86	1,881	97	54	1,821	94	64	1,808	95	75	1,777	95	31	1,764	105	44	1,884	49	58	1,889	46	56
Cleveland	1,512	92	63	1,428	89	66	1,362	78	50	1,245	100	17	1,240	56	18	1,209	56	24	1,150	50	39	1,102	55	56
Cumbria	1,077	96	27	1,029	87	20	984	88	18	982	85	18	1,021	78	17	988	78	29	983	51	24	966	56	44
Derbyshire	1,935	57	41	1,890	55	37	1,688	55	32	1,667	55	30	1,656	41	22	1,752	45	26	1,616	94	25	1,535	92	30
Devon & Cornwall	3,191	63	146	3,156	64	94	2,943	56	105	2,734	57	174	2,805	59	126	2,752	57	127	2,652	84	125	2,578	69	158
Dorset	1,251	54	56	1,219	51	48	1,147	54	47	1,088	44	37	1,033	34	35	1,094	29	39	1,073	30	62	1,018	42	126
Durham	1,279	83	75	1,218	87	51	1,154	87	49	1,157	83	46	1,110	77	33	1,048	64	33	975	59	27	1,010	57	29
Essex	3,092	88	219	3,173	100	155	3,010	71	97	2,957	55	97	2,785	73	93	2,683	66	100	2,534	42	82	2,520	40	77
Gloucestershire	1,127	50	50	1,071	59	57	1,015	73	39	1,027	50	33	1,013	45	45	972	59	45	931	49	35	928	50	30
Greater Manchester	6,924	644	336	6,533	716	289	6,304	660	282	6,518	389	268	6,159	343	248	5,790	330	276	5,050	337	235	5,110	312	273
Hampshire	3,193	142	151	3,137	137	113	3,239	78	102	3,132	43	89	3,023	41	81	2,747	48	83	2,504	108	83	2,634	110	67
Hertfordshire	1,891	123	75	1,843	110	58	1,770	99	43	1,771	79	41	1,714	87	49	1,667	75	59	1,697	79	72	1,682	82	61
Humberside	1,814	91	78	1,786	81	56	1,693	81	52	1,626	74	41	1,560	71	39	1,470	70	49	1,334	60	85	1,454	61	51
Kent	3,138	202	121	2,975	252	117	2,964	145	90	2,772	137	100	2,721	140	104	2,696	116	98	2,711	105	85	2,879	102	97
Lancashire	3,086	197	125	2,904	171	124	2,801	161	116	2,678	169	113	2,652	117	91	2,502	104	103	2,491	96	109	2,404	91	99
Leicestershire	2,044	120	64	1,934	124	49	1,925	114	42	1,893	106	34	1,866	92	32	1,782	89	31	1,679	71	38	1,643	72	26
Lincolnshire	1,092	51	18	1,100	48	18	1,013	62	10	1,024	55	8	994	35	9	997	49	13	960	44	14	986	52	15
London, City of	532	98	47	550	101	45	522	95	39	507	65	19	500	60	16	473	63	43	449	73	42	434	59	46
Merseyside	3,955	141	154	3,800	126	122	3,614	123	100	3,483	112	81	3,491	121	97	3,362	109	97	3,138	78	88	3,138	87	92
Metropolitan Police	27,011	1,491	1,223	26,524	1,411	1,015	26,510	1,338	904	25,407	1,116	841	25,454	1,072	633	26,776	852	706	26,141	923	710	25,308	982	629
Norfolk	1,498	66	42	1,403	69	30	1,348	56	35	1,366	51	35	1,398	50	38	1,406	45	29	1,328	55	41	1,338	66	42
Northamptonshire	1,112	108	67	1,085	107	50	1,070	98	25	1,085	109	24	1,050	93	26	1,060	118	28	1,057	64	37	1,076	46	33
Northumbria	3,702	220	139	3,622	199	146	3,382	222	117	3,305	205	81	3,250	180	71	3,121	174	59	2,978	146	68	2,938	150	85
North Yorkshire	1,383	65	18	1,353	56	29	1,328	40	31	1,249	65	26	1,282	71	23	1,258	75	25	1,208	65	25	1,231	76	29
Nottinghamshire	2,340	59	51	2,263	54	45	2,049	67	35	1,904	91	29	1,967	93	45	1,892	94	42	1,741	85	50	1,656	46	36
South Yorkshire	2,712	113	75	2,632	107	75	2,608	99	63	2,539	86	52	2,551	87	60	2,398	92	61	2,230	75	55	2,178	76	78
Staffordshire	1,882	45	119	1,831	42	109	1,705	43	93	1,624	38	83	1,510	24	57	1,556	26	60	1,536	26	42	1,482	35	53
Suffolk	1,128	47	57	1,101	48	48	1,060	42	27	1,084	38	27	1,116	36	32	1,045	35	26	970	49	24	966	64	25
Surrey	1,585	128	69	1,570	130	93	1,796	40	48	1,783	53	46	1,740	56	41	1,632	65	64	1,677	36	108	1,754	45	71
Sussex	2,718	93	237	2,619	92	212	2,473	76	259	2,403	70	242	2,419	60	135	2,446	59	106	2,301	66	91	2,187	61	147
Thames Valley	3,660	231	218	3,592	243	204	3,686	200	142	3,685	182	84	3,748	165	89	3,738	168	77	3,657	136	79	3,472	136	87
Warwickshire	1,317	79	95	1,309	67	21	1,150	85	27	1,140	61	20	1,199	21	22	1,218	25	32	768	16	20	792	22	19
West Mercia	2,090	94	68	1,988	82	48	1,953	67	52	1,880	61	32	1,784	43	50	1,830	36	59	1,889	37	61	1,954	38	39
West Midlands	7,708	183	506	7,145	251	544	6,838	301	373	6,652	296	345	6,399	273	298	6,306	239	294	6,003	210	120	6,196	170	96
West Yorkshire	4,866	285	202	4,721	261	178	4,444	221	157	4,325	186	129	4,105	180	146	4,035	132	148	3,809	129	133	3,996	126	181
Wiltshire	1,019	39	63	950	41	47	947	33	27	936	37	24	912	36	20	893	34	27	868	46	32	870	39	31
England Total	**117,009**	**6,111**	**5,400**	**113,414**	**6,076**	**4,663**	**110,209**	**5,540**	**3,941**	**107,175**	**4,815**	**3,562**	**105,532**	**4,378**	**3,116**	**104,988**	**4,015**	**3,339**	**100,642**	**3,817**	**3,190**	**99,857**	**3,826**	**3,272**
Wales																								
Dyfed-Powys	1,032	49	49	992	54	47	972	58	33	978	45	25	990	40	34	1,026	51	35	967	35	47	983	39	41
Gwent	1,282	69	22	1,336	75	22	1,277	69	38	1,216	70	29	1,108	78	39	1,059	66	30	1,033	54	30	1,016	54	34
North Wales	1,394	77	65	1,353	66	57	1,286	66	51	1,326	52	52	1,319	49	42	1,348	43	41	1,324	34	45	1,281	36	37
South Wales	2,667	193	134	2,634	198	123	2,378	238	98	2,314	233	94	2,434	161	78	2,432	148	83	2,445	147	90	2,435	159	87
Wales Total	**6,375**	**388**	**270**	**6,315**	**393**	**249**	**5,913**	**431**	**220**	**5,834**	**400**	**200**	**5,851**	**328**	**193**	**5,865**	**309**	**189**	**5,769**	**270**	**211**	**5,714**	**288**	**199**
E&W 43 Forces Total	**123,384**	**6,499**	**5,670**	**119,729**	**6,469**	**4,912**	**116,122**	**5,971**	**4,161**	**113,009**	**5,215**	**3,762**	**111,383**	**4,706**	**3,309**	**110,853**	**4,324**	**3,528**	**106,411**	**4,087**	**3,401**	**105,571**	**4,114**	**3,471**

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 A6: European Police Officers per 100,000

Ranked highest to lowest on 2014

	2008	2009	2010	2011	2012	2013	2014
Montenegro	801	:	697	665	679	668	685
Serbia	436	444	458	469	476	472	625
Cyprus	690	672	650	632	611	580	579
Spain	361	374	384	388	383	528	523
Former Yugoslav Republic of Macedonia	:	:	:	:	554	450	522
Malta	462	449	463	463	456	461	507
Croatia	460	469	484	493	499	487	484
Greece	355	508	481	496	493	486	475
Portugal	458	474	448	453	445	437	443
Latvia	409	448	459	:	420	405	440
Slovakia	374	406	400	393	402	414	415
Northern Ireland (UK)	493	470	454	434	416	401	399
Bulgaria	450	411	397	398	384	368	389
Czech Republic	413	419	394	372	365	369	375
Slovenia	387	386	380	372	359	350	340
Belgium	362	371	368	344	339	340	339
Austria	320	319	330	330	330	329	328
Luxembourg	321	325	330	333	331	328	324
Scotland	322	331	328	328	329	324	323
Lithuania	343	344	342	325	317	317	322
Estonia	240	238	341	337	334	320	311
Netherlands	216	301	300	304	308	308	306
France	303	297	290	284	284	282	281
Ireland	323	322	316	304	293	285	278
Romania	244	250	257	246	264	268	265
Poland	264	259	257	256	253	257	260
Liechtenstein	235	253	248	249	233	231	224
England and Wales	263	261	251	240	230	225	222
Switzerland	215	221	221	219	222	222	219
Sweden	200	207	217	217	210	208	208
Denmark	196	197	200	195	193	192	188
Norway	158	159	158	158	159	163	168
Finland	154	155	151	151	148	142	141
Hungary	89	91	87	87	87	85	88
Albania	302	290	:	343	:	:	:
Bosnia and Herzegovina	:	:	433	438	436	:	:
Germany	301	300	298	297	298	299	:
Iceland	260	261	230	225	238	212	:
Italy	384	498	467	469	466	463	:
Kosovo	325	332	328	402	:	:	:
Turkey	:	515	512	503	506	:	:

Note:

: denotes not available

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

Source:

Eurostat, Personnel in the criminal justice system, 2016

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).

Table A5 (p. 29)