



## Police service strength

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This note summarises police service strength data from the Home Office, Scottish Government and Police Service of Northern Ireland.

Detailed police service strength data for England and Wales, at 31 March 2012, was published in July 2012. A headline update with data at 30 September 2012, will be published in January 2013

- [Police Service Strength, England and Wales, 31 March 2012, HOSB 09/12](#)
- [Police Service Strength, England and Wales, 30 September 2011, HOSB 03/12](#)

Further information for Scotland and Northern Ireland is available:

- [Police Strength Statistics for Scotland](#)
- [Police Service of Northern Ireland](#)

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## 1 Summary

- There were approximately 220,500 FTE staff working in the police service at the end of March 2012. 61% of these were police officers, 31% were police support staff, 7% were Community Support Officers and the remainder were either designated officers or Traffic Wardens. In addition, there were 20,343 special constables.
- There were 134,101 full-time equivalent (FTE) police officers in the 43 police forces of England and Wales as at 31 March 2012. This is the lowest number of police officers recorded since March 2003.
- Police officer numbers have fallen by over 5,000 compared with March 2011, a 3.6% reduction.
- Her Majesty's Inspectorate of Constabulary (HMIC) estimates that police officer strength will stand at 128,750 by March 2015, a 10% fall on the 2010 baseline figure.
- In addition to the officers in the 43 police forces there were 481 officers seconded to central service and 2,557 representing the British Transport Police.
- According to the HMIC definition 70% of all staff working the police service were in frontline roles on 31 March 2012. On this date 84% of police officers were in frontline roles.
- The proportion of police officers that are female has risen from 15% in 1997 to 27% by March 2012.
- The first female Chief Constable was appointed to Lancashire police force in 1995. There are currently five police forces in England and Wales with female Chief Constables and one with a temporary Chief Constable.
- The proportion of police officers that consider themselves to be from a minority ethnic background has risen from under 2% in 1997 to 5% in 2012.
- The only Chief Constable from a minority ethnic background took up his post in the Kent police force in January 2004. Mike Fuller held this post until April 2010.
- There were 17,373 police officers in Scottish police forces at the end of June 2012, slightly lower than the record high in March 2012.
- The FTE strength of the Police Service of Northern Ireland (PSNI) stood at 7,058 in September 2012.

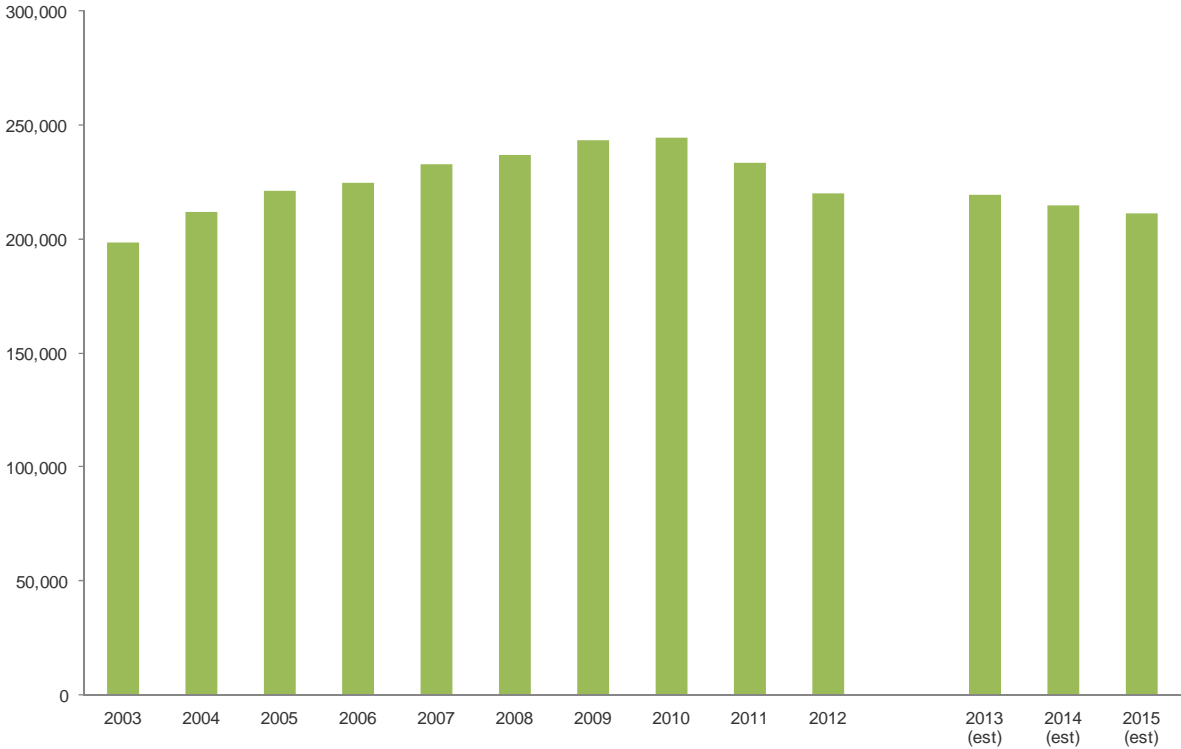
## 2 England and Wales

Police service strength data is published biannually. Detailed statistics are published in July showing the situation at 31 March, the following January headline statistics are released summarising the situation at 30 September.

There were approximately 220,500 FTE staff working in the police service at the end of March 2012. The majority of these (61%) were police officers, 31% were police support staff, 7% were Community Support Officers and the remainder were either designated officers or Traffic Wardens. In addition, there were 20,300 special constables.

Chart 1 below shows the trends since 2003 in total police service strength and includes Her Majesty’s Inspectorate of Constabulary (HMIC) estimates for the remainder of the current Spending Review period.

**Chart 1 - Total police service strength, full time equivalents at 31 March**



Based on the HMIC 2015 estimate total police service strength will fall by 13% from the 2010 baseline; however this will be returning police service strength to the level of March 2004. March 2010 is used as the baseline date as many forces started to reduce their workforce before the funding cut was implemented in March 2011, anticipating that they would have to make savings in the future.

**2.1 Police officer strength**

The current headline measure of police officer strength includes absent staff, such as those taking career breaks or on parental leave. This ‘all staff’ measure of police officer strength was first used to produce figures for March 2003. Prior to March 2003 these absent staff were excluded from the headline measure.

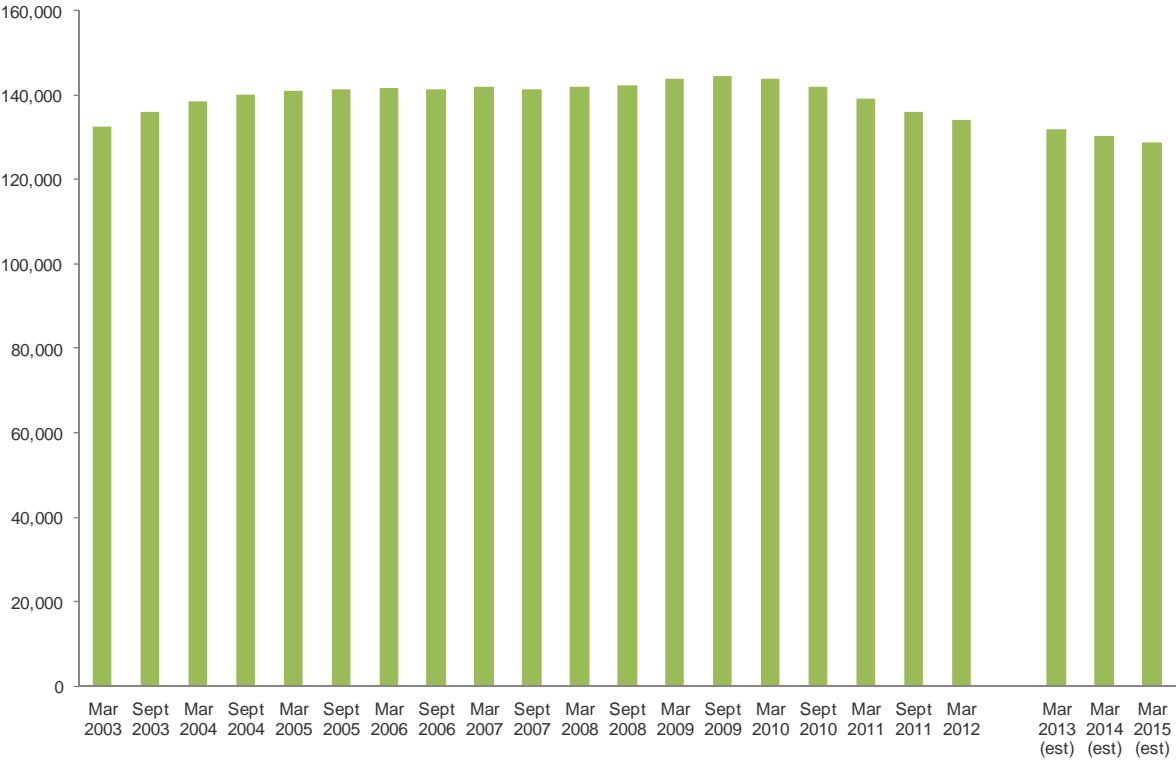
At 31 March 2012 total strength of the 43 police forces in England and Wales reached 134,101 full-time equivalent (FTE) officers. This is the lowest number of police officers recorded since March 2003. Police officer numbers have fallen by 5,000 compared with March 2011, a 3.6% fall.

In addition to the officers in the 43 police forces there were 481 officers seconded to central service and 2,557 representing the British Transport Police.

Chart 2 shows the trends in the ‘all staff’ measure of police officer strength since 2003 and includes the HMIC estimate of strength for the remainder of the current Spending Review period.

Figures provided to HMIC by the police forces suggest that police officer strength will fall to 128,750 by 2015, this is 10.4% below the 2010 baseline. Although the data is not directly comparable, due to the change to the ‘all staff’ measure in 2003, it appears that by 2015 strength will be at levels not seen since the early 2000s.

**Chart 2 - Police officer strength, full time equivalents**  
Full time equivalents excluding secondments and British Transport Police



Surrey Police, where strength increased by 4.7% between March 2011 and 2012, was the only force in England and Wales that saw an annual increase in police officers numbers. Surrey Police suggest this is because they underwent reductions in officer numbers between 2006 and 2009, several years before England and Wales as a whole.

Amongst the other 42 police forces in England and Wales the annual fall in officer strength ranged from less than 1% in Metropolitan Police and Thames Valley to 10% in Derbyshire.

By March 2015 police officer numbers in Surrey are expected to be 2.6% higher than they were in March 2010. They are the only force expected to increase officer numbers over this period. Reductions in officer strength range from 1% in Suffolk to over 20% in Humberside and Dorset.

See the appended table A1 for strength data for each police force in England and Wales.

**Long term trends**

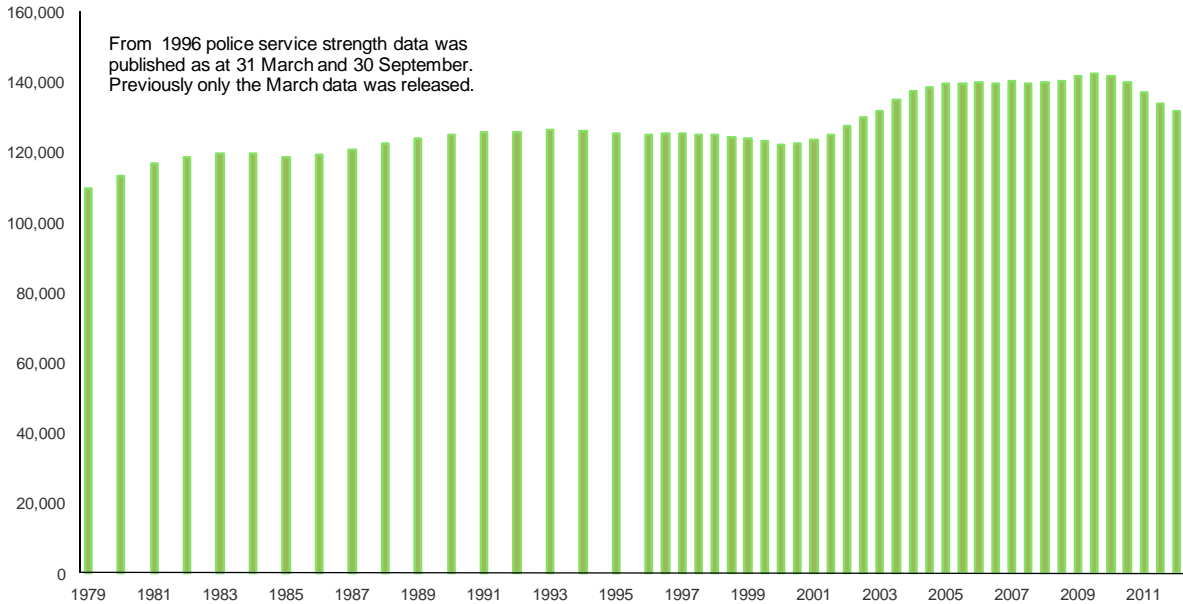
As discussed earlier the current headline measure of police officer strength includes absent staff, such as those taking career breaks or on parental leave. This measure was first used to produce figures for March 2003. Previously such staff were excluded from the strength figures, therefore the headline figures published in publications prior to March 2003 are not directly comparable with later publications.

The Home Office still collects strength data based on the old definition, strength excluding absent staff, but no longer routinely publish it.

Excluding absent staff, to enable longer term comparison, there were 131,717 police officers in the 43 police forces in England and Wales in March 2012. This is 7% below the 142,209 strength as at September 2009, which is the highest recorded level.

The chart below uses the comparable strength series to highlight trends in police officer numbers.

**Chart 3 - Police officer strength, England and Wales 1979 - 2012**  
Full time equivalents excluding secondments and British Transport Police  
 Excludes staff on career break /parental leave to enable long-term comparisons



Police officer strength increased steadily throughout the 1980s and early 1990s. However, strength fell by over 4,000 in the seven years from 1993, falling in six of those years. Between March 2001 and September 2005 there were substantial increases in police officer strength, the numbers then stabilised before falling in the most recent years.

See the appended table A2 for trends in strength data, excluding absent staff, since 1979 for each police force in England and Wales.

## 2.2 Police officer diversity

Information on the gender and ethnicity of police service staff is only published once a year in the annual police service strength bulletin.

Of the 137,139 officers in England and Wales at 31 March 2012, 36,617 were female. This figure includes Central Service secondments and British Transport Police.

Table 1 shows that of the 134,101 police officers within the 43 forces, 35,962 (26.8%) were female. The proportion of female police officers has steadily increased from 15% in 1997.

Within the 43 police forces, 6,664 officers (5%) were from a minority ethnic group, compared to 9% in the general population.<sup>1</sup> The proportion of officers from a minority ethnic group has increased steadily from 2% in 1997. Figures are not collected on Central Service secondments by Minority Ethnic group.

**Table 1 - Total police officer strength<sup>1</sup> - England and Wales**

|      | Total strength | Female |            | Ethnic minority |            |
|------|----------------|--------|------------|-----------------|------------|
|      |                | Number | % of total | Number          | % of total |
| 2003 | 132,509        | 25,139 | 19.0%      | 3,868           | 2.9%       |
| 2004 | 138,468        | 27,925 | 20.2%      | 4,594           | 3.3%       |
| 2005 | 141,059        | 29,940 | 21.2%      | 4,971           | 3.5%       |
| 2006 | 141,523        | 31,520 | 22.3%      | 5,236           | 3.7%       |
| 2007 | 141,892        | 33,117 | 23.3%      | 5,519           | 3.9%       |
| 2008 | 141,859        | 34,332 | 24.2%      | 5,793           | 4.1%       |
| 2009 | 143,770        | 36,121 | 25.1%      | 6,290           | 4.4%       |
| 2010 | 143,734        | 36,988 | 25.7%      | 6,642           | 4.6%       |
| 2011 | 139,110        | 36,532 | 26.3%      | 6,615           | 4.8%       |
| 2012 | 134,101        | 35,962 | 26.8%      | 6,664           | 5.0%       |

1 - Includes staff on career breaks or maternity/paternity leave. Totals exclude Central Service Secondments and British Transport Police

Sources:

Police Service Strength, England & Wales, Home Office Statistical Bulletin,

Police Strengths in England and Wales, Home Office

Monthly Return of Strengths and Vacancies, Home Office

While 29% of constables in England and Wales are female, the proportion of female officers in more senior ranks is much lower. Only 16% of those officers ranked Chief Inspector or higher are female, although this has increased from 15% in 2010.

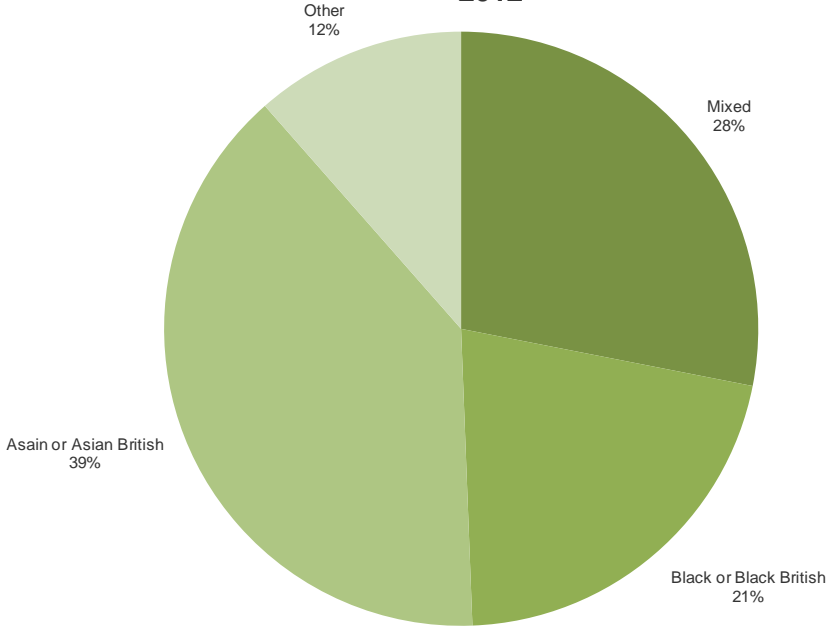
The first female Chief Constable in England and Wales was Pauline Clare, who was appointed to Lancashire police force on 14 June 1995. Her duties began on 31 July and she continued in her role until August 2002.

<sup>1</sup> <http://www.statistics.gov.uk/focuson/ethnicity/>

There are currently five police forces with a female Chief Constable: Dyfed Powys, Gwent, Northumbria, Surrey and Thames Valley. In addition Cleveland has a female temporary Chief Constable.<sup>2</sup>

Chart 4 shows that, of those officers who classified themselves as from a minority ethnic group 39% were Asian or Asian British. Black or Black British accounted for 21%, Mixed 28% and 'Other' 12%.

**Chart 4 - Minority ethnic police officers, by ethnic group, March 2012**



Minority ethnic officers were under-represented at senior ranks, accounting for 3.7% of officers at the rank of Chief Inspector or above compared with 5.4% of constables. On 31 March 2012 there were six minority ethnic police officers who held an ACPO rank<sup>3</sup>, up from two in March 2011.

The country's only minority ethnic Chief Constable, Mike Fuller, took up his post in the Kent police force in January 2004. He left this position in April 2010 to become the HM Crown Prosecution Service Chief Inspector.<sup>4</sup>

The police force with the largest proportion of minority ethnic officers is the Metropolitan police force (10%), although approximately 30% of the general population is from a minority ethnic group. The force with the next highest proportion is the West Midlands (8.3%), followed by Leicestershire (6.7%). The forces with the smallest proportion of minority ethnic officers are Dyfed-Powys, North Wales and Humberside (less than 1%).

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<sup>2</sup> Information provided by ACPO  
<sup>3</sup> ACPO ranks are those officers who hold the rank of Chief Constable, Deputy Chief Constable or Assistant Chief Constable, or their equivalents.  
<sup>4</sup> Information provided by the National Black Police Association



## 2.3 Leavers and Joiners

The Police Numbers Task Force (PNTF) recommended that from March 2003, unlike in previous years, all joiners and leavers in a police force should be recorded. Previous recruitment and wastage figures did not include transfers to and from other police forces and figures were published as headcount whereas the new data collection provides FTE data. Figures recorded post-PNTF are not comparable with those published under the pre-PNTF system.

In the year to March 2012 it is estimated that transfers between Home Office forces accounted for 10.2% of joiners and 4.6% of leavers.

**Table 2 - Police officer recruitment and wastage in the 12 months to March**

|   | Recruitment |                 |     | Wastage |                 |     |
|---|-------------|-----------------|-----|---------|-----------------|-----|
|   | Total       | Of which female |     | Total   | Of which female |     |
|   |             | Number          | %   |         | Number          | %   |
| Headcount (Pre-PNTF recommendation)             |             |                 |     |         |                 |     |
| 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 <sup>1</sup>                               | 11,104      | 2,665           | 24% | 5,862   | 703             | 12% |
| Full-Time Equivalent (Post-PNTF recommendation) |             |                 |     |         |                 |     |
| 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% |

Note: <sup>1</sup> - Home Office estimate

Source: Police Service Strength, England & Wales, Home Office Statistical Bulletin

In the year to March 2012, the 43 police forces recruited 2,394 FTE officers, while 6,965 left the service. Women accounted for 28% of those joining the police force and 15% of those leaving.

In the year to March 2012, Surrey had the highest proportion of joiners (10% of total strength). The wastage rate (leavers as a proportion of strength) was 5.2% across England and Wales. Gwent had the lowest rate (3.8%), while Warwickshire had the highest (8.2%).

## 2.4 Other Police Service Staff

As at 31 March 2012, there were 85,966 full-time equivalent staff in all supporting roles, a 9% reduction from the previous year. Staff in supporting roles is comprised of civilian staff Police community support officers (PCSOs), Designated officers and traffic wardens.

Females accounted for 69% of police staff and there were 6,408 Minority Ethnic staff, accounting for 7.5% of the total.

### Police civilian support staff

On 31 March 2012 there were 67,474 FTE police staff in supporting roles in the 43 police forces of England and Wales, a decrease of 8.8% on the previous year.<sup>5</sup>

At March 2012 there were 4,063 Designated officers, similar to the number in post a year earlier and only 36 FTE traffic wardens, an annual reduction of 85%. The Home Office suggests that the small number of traffic warden reflects the increasing role of local authorities in parking control..

### 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. The Government set a target for a total of 24,000 PCSOs by March 2008 mostly funded through the Neighbourhood Policing Fund. The Government subsequently announced that forces would no longer be expected to increase the number of PCSOs beyond 16,000.<sup>6</sup> Further information relating to PCSOs can be found in the Library note [Police Community Support Officers](#).

Table A3 shows the number of PCSOs in each police force area at the end of each March since the role was introduced.

At the end of March 2012 there were 14,393 FTE PCSOs, an annual decrease of 9%. PCSO strength has been falling since it peaked at almost 17,000 in March 2010. By March 2015 HMIC estimates that PCSO strength will stand at around 15,000.<sup>7</sup>

Of the PCSOs employed in March 2012 47% were female and 10% were from a minority ethnic group. Approximately one-fifth of the PCSOs are based in the Metropolitan police force area alone.

### Special Constabulary

Special Constabularies 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 [Special Constables](#), a separate Library note.

Chart 5 shows the trend in special constabulary strength between 1970 and 2012. Throughout the 1970s the strength of the special constabulary fell, ending the decade with half the number with which it started. Strength remained constant during the 1980s, while the early 1990s saw the number of specials rise to levels not seen for twenty years. The end of the decade saw a steep fall in strength, a trend that has recently been reversed.

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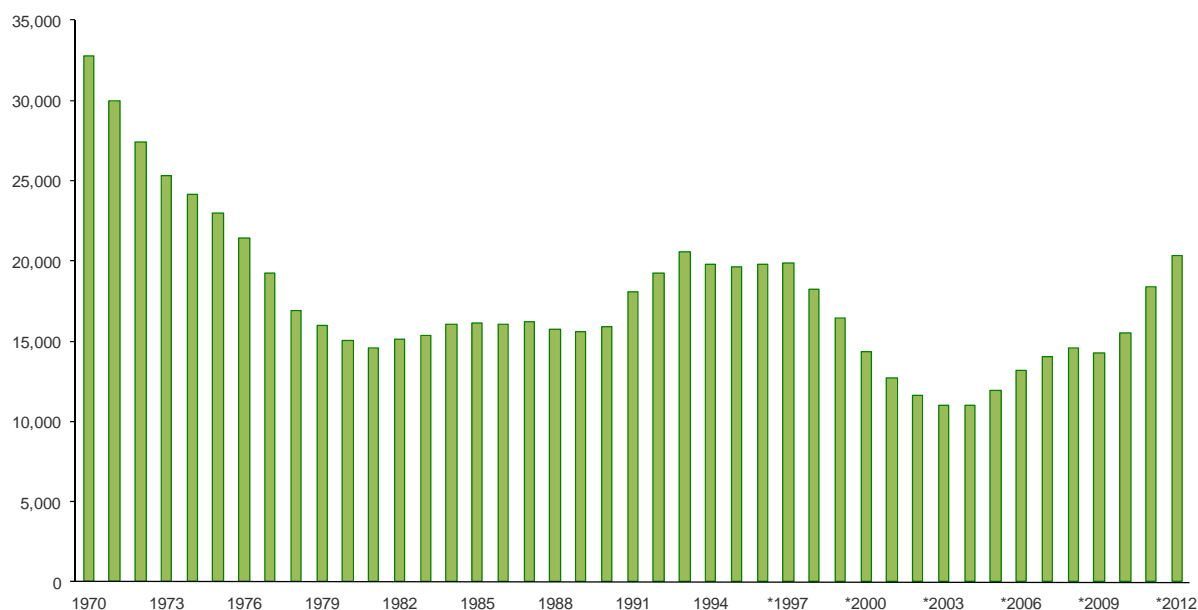
<sup>5</sup> Excluding Police Community Support Officers, other designated officers and Traffic Wardens.

<sup>6</sup> HC Deb 27 November 2006 c82-84WS

<sup>7</sup> Policing in austerity: One year on, HMIC, July 2012

**Chart 5 - Special constable strength in E&W at year end 1970-2012**

\*from 1996 data is at end of March each year



HMIC has reported that most forces have plans to increase the size their special constabulary over the next few years. It is suggested that the strength of the special constabulary will grow to 24,500 by March 2015 which would be the highest figure for almost 40 years.<sup>8</sup>

There were 20,343 special constables on 31 March 2012, a 10% increase on the previous year and the highest number since 1993. The strength of the special constabulary has increased in eight of the past nine years.

Of the special constables in post in March 2012 31% were female and 11% from a minority ethnic group. Both of these rates are higher than the proportion of police officers.

In the 12 months to 31 March 2012, 6,263 special constables joined the special constabulary, while 3,983 left. The wastage rate increased to 20% in the year to March 2012 from 17% in the previous year. A number of specials leave their post to become police constables, in the year to March 2012 16% of police officer joiners were previously special constables.

Table A4 provides a trend in special constabulary strength in each police force area in England and Wales for selected years from 1995.

<sup>8</sup> Policing in austerity: One year on, HMIC, July 2012

**2.5 Measuring the frontline**

Until recently 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 look for agreement as to what constitutes the frontline.

Using a working definition of frontline staffing HMIC estimated the number of staff on the frontline based on detailed Home Office data which provides statistics on the number of staff assigned to specific roles at 31 March. This role level data was first collected for March 2003 and this is, therefore, the earliest date that comparable frontline data is available.

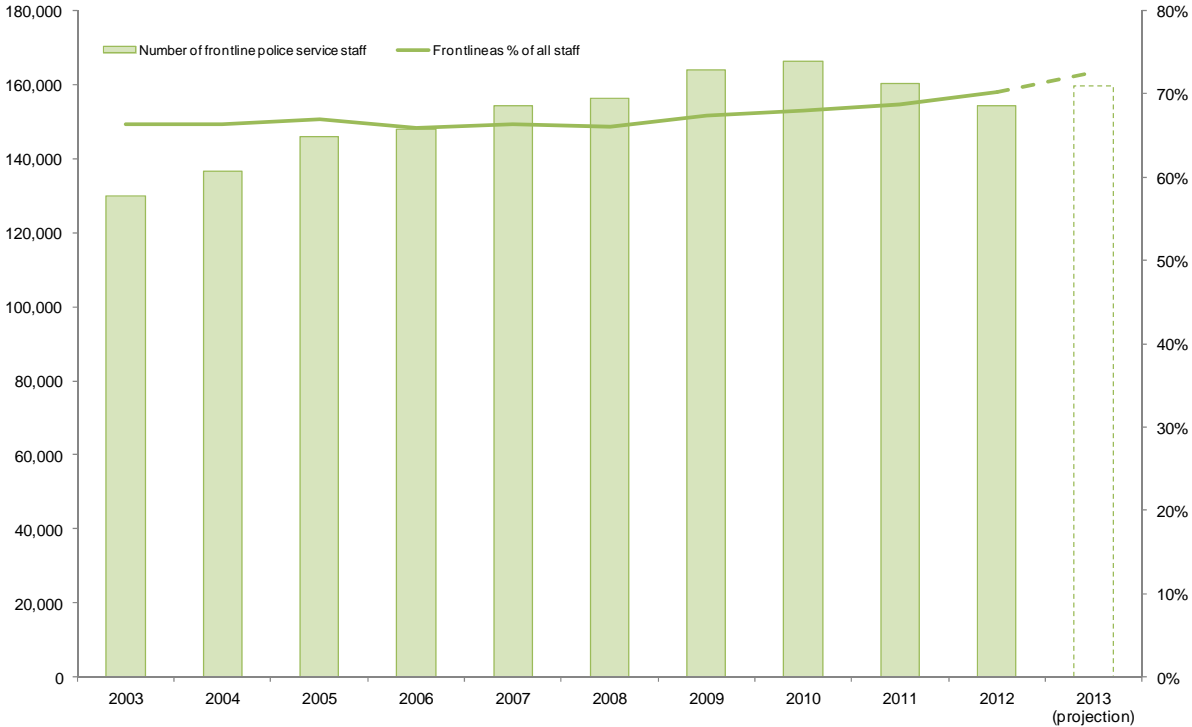
The attached table A5 shows the number of police officers, PCSOs and police staff in frontline roles in each year since March 2003 with projections for 2013 and 2015 also shown.

**Total police service breakdown**

At 31 March 2012 there were 154,100 police service staff in frontline roles. As chart 6 shows, this is the lowest level since March 2006, but the proportion of police service staff that are in frontline roles (70%) is the highest recorded since the information was first available for March 2003.<sup>9</sup>

The number of frontline police service staff fell by 7% between March 2010 and March 2012, while the number of non-frontline staff fell by 16%.

**Chart 6 - Police service staff in frontline roles at 31 March**



<sup>9</sup> It should be noted that forces that outsource some of their support functions will have fewer people, generally police staff, in the back and middle office. Outsourced staff are not included in the police service strength data, so estimates of the number of people working in these categories will be an under-estimate of the actual number performing these functions. An increase in the proportion of staff on the frontline may therefore be a consequence of outsourcing rather than a transfer of staff to frontline roles.

The number of police service staff in frontline roles is projected to increase by 3.5% to 159,500 between March 2012 and March 2013. Over the same period the number of police service staff in non-frontline roles is planned to fall by 5,500 (8.4%).

The proportion of police service staff in frontline roles is expected to increase from 70% in March 2012 to 73% in March 2013.

Frontline projections for March 2015 were provided by all forces with the exception of the Metropolitan and Cheshire police services. By March 2015 frontline police service staff levels are projected to be 6% lower and non-frontline levels 33% lower than the 2010 baseline.

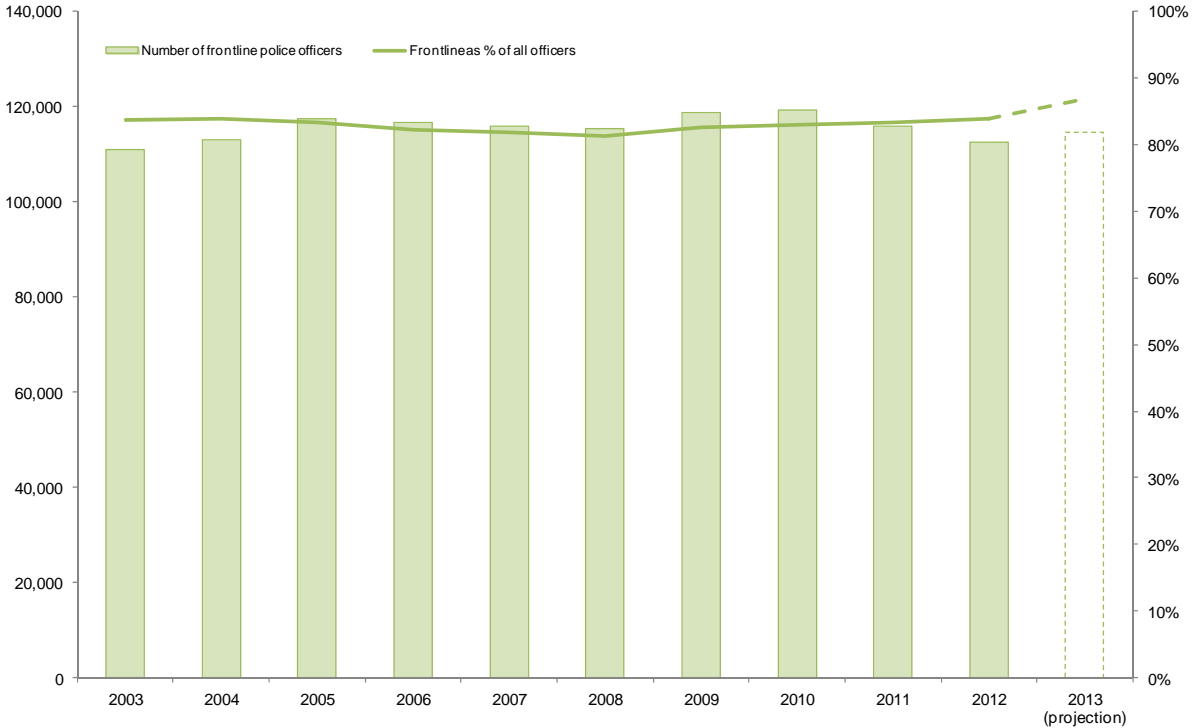
The proportion of police service staff in frontline roles for these forces is expected to increase from 67% in 2010 to 74% in 2015.

**Police officers**

At 31 March 2012 there were 112,400 police officers in frontline roles, the lowest since 2003. However at 84% the proportion of officers in frontline roles is the highest since 2004.

The number of police officers in frontline roles fell by 6% between March 2010 and 2012, while the number in non-frontline roles fell by 12%.

**Chart 7 - Police officers in frontline roles at 31 March**



The number of police officers in frontline roles is projected to increase by 2% to 114,500 between March 2012 and March 2013. Over the same period the number of police officers in non-frontline roles is planned to fall by approximately 4,500 (20%).

The proportion of police officers in frontline roles is expected to increase from 84% in March 2012 to 87% in March 2013.

By March 2015 frontline police officer levels, for those forces that provided estimates, are projected to be 6% lower and non-frontline levels 42% lower than the 2010 baseline.

As table A5 shows the number of officers in frontline roles in March 2012 was below the March 2015 projection. The number of officers in non-frontline roles in March 2012 was 50% higher than the March 2015 projection.

The proportion of police officers in frontline roles, for the forces that provided data, is expected to increase from 83% in 2010 to 89% in 2015.

## **Methodology**

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.

HMIC grouped the different roles that comprise policing into four categories, which they defined as follows:

- Visible - Roles that involve an officer or PCSO undertaking work that is likely to be seen by the public: for instance, patrolling or responding to 999 calls.
- Specialist – Roles that may involve direct contact with the public, but whose work is not generally visible to the public. Many officers in this category, such as those working in CID, will not wear uniforms and some roles may be carried out by staff rather than officers, for example collecting forensic evidence.
- Middle office – Where operational and support functions overlap in carrying out police-specific processes. Its work comprises process management (decision making and tasking work) and process support (processing information in support of police decision making).
- Back office – Roles that are necessary to the running of large organisations including finance, IT and HR.

In some cases roles cut across more than one category, and in these cases HMIC allocated a proportion of the relevant roles to each category. These weightings were assigned using HMICs professional judgment and are meant to represent the national picture.

As an example, CID is split 70% 'Specialist' and 30% 'Middle office', which HMIC suggests is a reasonable judgement to make at the national level, although may not be valid for individual forces.

Of the four categories all the 'Visible' and 'Specialist' roles were considered to be frontline, while all 'Back office' roles were thought to be non-frontline. The 'Middle office' category has roles considered to be frontline and others considered to be non-frontline.

Using the agreed definition of frontline staffing HMIC estimated the number of staff on the frontline based on the strength figures from the Annual Data Return (ADR) of police forces to the Home Office. The ADR601 return provides statistics on the number of staff assigned to specific roles at 31 March.

The ADR was introduced in 2002/03 and provided strength data at March 2003. This is the earliest date that comparable frontline data would be available from.

In July 2011, the HMIC [Adapting to Austerity](#) report contained estimates of the actual number of officers, PCSOs and staff in frontline or non-frontline roles at 31 March 2010 and 2011. Data for the period before March 2010 has been provided by the Home Office.

In supplementary tables, released alongside the Police Service Strength bulletin, the Home Office published a breakdown of police officers, staff and PCSOs by type of function. This has enabled the calculation of frontline/support strength data for March 2012.

In its July 2012 report [Policing in austerity: One year on](#) HMIC published the most recent estimates on the number of police service staff planned to be in frontline or non-frontline roles at March of each year to 2015, broken down by type of staff.

### 3 Scotland

Data on the total strength of Scottish police forces is published quarterly by the Scottish Government.<sup>10</sup> An annual publication by the Association of Chief Police Officers in Scotland contains more in depth information, for example on the gender and ethnicity of officers.<sup>11</sup>

At the end of March 2012 there were 17,436 full time equivalent police officers in Scotland. This total comprises 16,903 police officers deployed in the eight Scottish police forces (including Additional Regular Police), and 533 on secondment or central service.

Chart 8 shows that Scottish police strength at 31 March 2012 was at a record high level, although the most recent headline quarterly data shows strength had fallen slightly to 17,373 by 30 June 2012.

**Chart 8 - Police officer strength, Scotland**  
Including secondments at 31st March



Almost one-half of Scottish police officers are based within the Strathclyde area.

Table 3 shows that the proportion of female officers in Scottish police forces increased from 15% in March 1998 to 28% in March 2012.

The proportion of Scottish police officers from a minority ethnic background has risen from 0.3% in 1998 to 1.2% in 2012. Approximately 2% of the Scottish population is from a minority ethnic background.<sup>12</sup>

<sup>10</sup> [Police Officer Quarterly Strength Statistics](#), Scottish Government

<sup>11</sup> [The Police Service in Scotland Performance Report](#), ACPOS

<sup>12</sup> [Focus on Ethnicity and Identity, Summary Report](#), ONS



**Table 3 - Police Officer Strength, Scotland**

at 31st March

|      | Total            |           | Female    |            | Ethnic minority |            |
|------|------------------|-----------|-----------|------------|-----------------|------------|
|      | FTE <sup>1</sup> | Headcount | Headcount | % of total | Headcount       | % of total |
| 1998 |                  | 14,989    | 2,226     | 14.9%      | 51              | 0.3%       |
| 1999 |                  | 14,814    | 2,265     | 15.3%      | 55              | 0.4%       |
| 2000 |                  | 14,716    | 2,325     | 15.8%      | 70              | 0.5%       |
| 2001 |                  | 15,155    | 2,600     | 17.2%      | 91              | 0.6%       |
| 2002 |                  | 15,307    | 2,723     | 17.8%      | 94              | 0.6%       |
| 2003 |                  | 15,517    | 2,903     | 18.7%      | 100             | 0.6%       |
| 2004 | 15,583           | 15,745    | 3,109     | 19.7%      | 185             | 0.7%       |
| 2005 | 16,001           | 16,175    | 3,360     | 20.8%      | 184             | 1.2%       |
| 2006 | 16,164           | 16,368    | 3,560     | 21.7%      | 187             | 1.2%       |
| 2007 | 16,234           | 16,463    | 3,733     | 22.7%      | 205             | 1.3%       |
| 2008 | 16,222           | 16,436    | 3,844     | 23.4%      | 205             | 1.3%       |
| 2009 | 17,048           | 17,294    | 4,320     | 25.0%      | 184             | 1.1%       |
| 2010 | 17,409           | 17,724    | n/a       | 26.4%      | n/a             | 1.1%       |
| 2011 | 17,263           | 17,561    | 4,760     | 27.1%      | 210             | 1.2%       |
| 2012 | 17,436           | 17,731    | n/a       | 27.8%      | n/a             | 1.2%       |

Note:

1 Full-time equivalent (FTE) data first published with September 2003 figures

Sources

Source: *Police Officer Quarterly Strength Statistics Scotland*, Scottish Government[Her Majesty's Chief Inspector of Constabulary for Scotland, Staffing Data](#)

The Police Service in Scotland Performance Report, ACPOS

At March 2012 Central had the highest proportion of female officers (29.2%), while Lothian and Borders police force had the lowest proportion of female officers (25.5%).

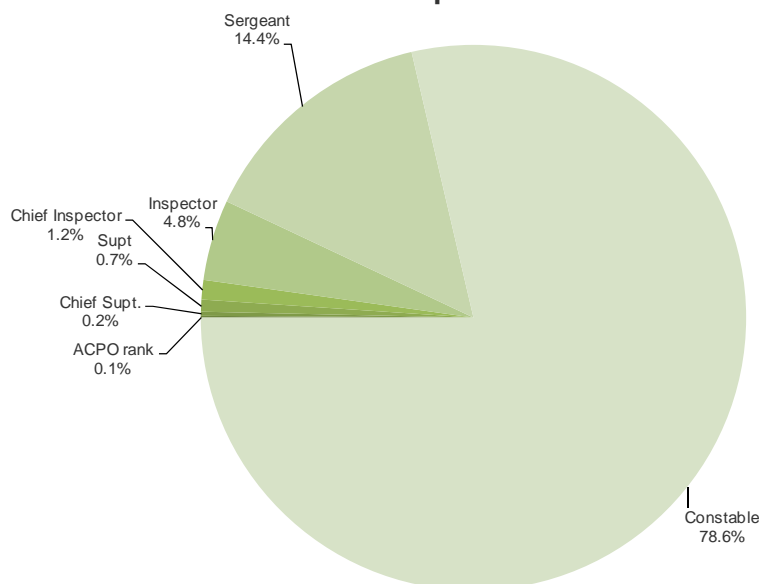
The Strathclyde police force had the highest proportion of minority ethnic officers (1.5%) in 2012, while Dumfries and Galloway and Grampian had the lowest proportion of minority ethnic officers (0.2%).

See the appended tables A6 and A7 for detailed officer strength data for each police force area.

## 4 Northern Ireland<sup>13</sup>

The actual strength of the Police Service of Northern Ireland (PSNI), as of September 2012, is 7,058. Chart 9 provides a breakdown of the PSNI strength by rank. These figures include secondments and temporary transfers to other ranks.

**Chart 9 - Breakdown of actual PSNI strength, by rank as at September 2012**



- Approximately one-quarter of PSNI police officers (27%) are female, a similar percentage as that in England, Wales and Scotland.
- The majority of police officers in Northern Ireland perceive themselves as Protestant, 67%, with 30% perceiving themselves as Roman Catholic. In the remaining cases religion was not determined. The proportion of officers who are Roman Catholic has doubled over the past six years.
- The proportion of police officers that are from a minority ethnic background is 0.47%. According to Census 2001 0.75% of the population of Northern Ireland are from a minority ethnic background.<sup>14</sup>

<sup>13</sup> [http://www.psni.police.uk/index/updates/updates\\_statistics.htm](http://www.psni.police.uk/index/updates/updates_statistics.htm)

<sup>14</sup> Focus on Ethnicity and Identity, Summary Report, ONS

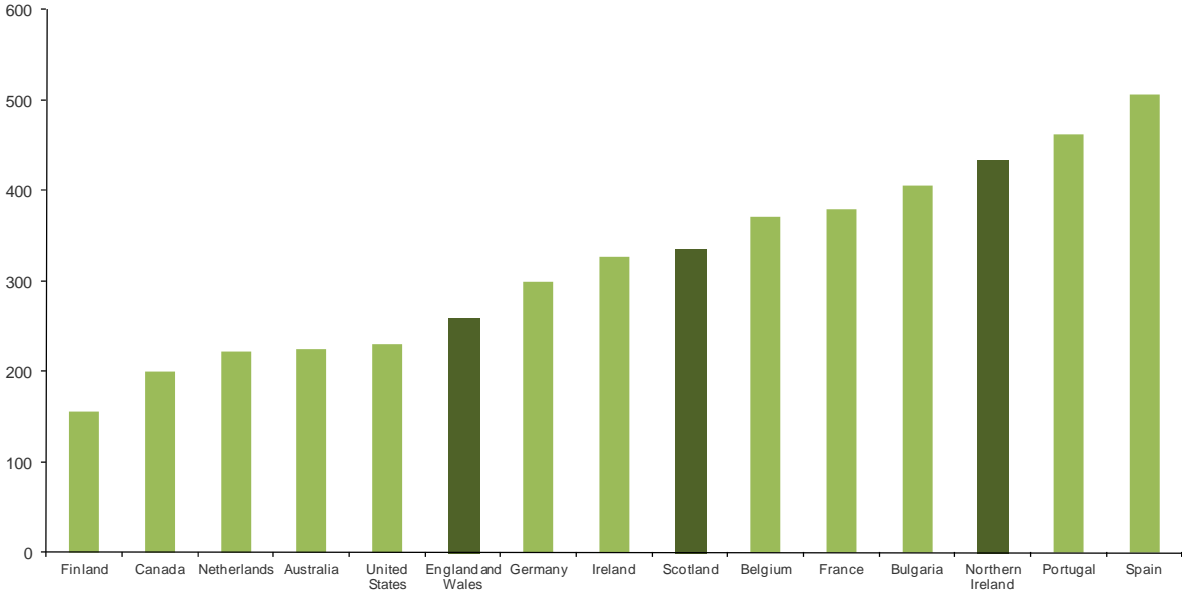
## 5 International comparisons

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.

International data on the number of police officers is available from the [Eurostat database](#).

Chart 10 shows police officer per capita figures in 2009 in selected countries.

Chart 10 - Police officers per 100,000 population, 2009



Source: Eurostat

Table A8 provides further details for all of the nations covered within the Eurostat database.

## 6 Appended Tables

**Table A1 - Police officer strength in England and Wales (including staff on career break/parental leave)**

|                          | 2003           | 2004           | 2005           | 2006           | 2007           | 2008           | 2009           | 2010           | 2011           | 2012           | HMIC forecasts |                |                | % change<br>2010 - 2015 |
|--------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------------------|
|                          |                |                |                |                |                |                |                |                |                |                | 2013           | 2014           | 2015           |                         |
| Avon & Somerset          | 3,160          | 3,417          | 3,398          | 3,439          | 3,430          | 3,407          | 3,355          | 3,302          | 3,210          | 3,039          | 3,075          | 2,991          | 2,897          | -12.3%                  |
| Bedfordshire             | 1,119          | 1,199          | 1,232          | 1,225          | 1,204          | 1,207          | 1,244          | 1,246          | 1,214          | 1,157          | 1,148          | 1,148          | 1,124          | -9.8%                   |
| Cambridgeshire           | 1,391          | 1,412          | 1,418          | 1,449          | 1,402          | 1,379          | 1,450          | 1,471          | 1,398          | 1,377          | 1,344          | 1,325          | 1,325          | -9.9%                   |
| Cheshire                 | 2,137          | 2,204          | 2,207          | 2,218          | 2,235          | 2,181          | 2,180          | 2,155          | 2,079          | 2,011          | 1,973          | 1,942          | 1,914          | -11.2%                  |
| Cleveland                | 1,592          | 1,697          | 1,689          | 1,702          | 1,739          | 1,692          | 1,756          | 1,724          | 1,655          | 1,529          | 1,459          | 1,458          | 1,458          | -15.4%                  |
| Cumbria                  | 1,154          | 1,241          | 1,260          | 1,265          | 1,273          | 1,246          | 1,284          | 1,238          | 1,180          | 1,125          | 1,150          | 1,150          | 1,150          | -7.1%                   |
| Derbyshire               | 2,010          | 2,084          | 2,082          | 2,073          | 2,049          | 2,095          | 2,137          | 2,074          | 2,021          | 1,819          | 1,900          | 1,900          | 1,900          | -8.4%                   |
| Devon & Cornwall         | 3,215          | 3,311          | 3,399          | 3,540          | 3,523          | 3,529          | 3,556          | 3,556          | 3,436          | 3,225          | 3,155          | 3,063          | 2,940          | -17.3%                  |
| Dorset                   | 1,422          | 1,453          | 1,475          | 1,512          | 1,526          | 1,518          | 1,512          | 1,486          | 1,452          | 1,378          | 1,294          | 1,236          | 1,178          | -20.8%                  |
| Durham                   | 1,662          | 1,701          | 1,738          | 1,716          | 1,705          | 1,632          | 1,588          | 1,507          | 1,431          | 1,363          | 1,370          | 1,370          | 1,370          | -9.1%                   |
| Essex                    | 3,007          | 3,120          | 3,230          | 3,322          | 3,341          | 3,385          | 3,484          | 3,606          | 3,577          | 3,408          | 3,321          | 3,281          | 3,281          | -9.0%                   |
| Gloucestershire          | 1,237          | 1,298          | 1,308          | 1,303          | 1,319          | 1,353          | 1,372          | 1,309          | 1,262          | 1,208          | 1,184          | 1,184          | 1,184          | -9.5%                   |
| Greater Manchester       | 7,391          | 8,111          | 8,119          | 8,071          | 7,992          | 8,034          | 8,232          | 8,148          | 7,791          | 7,498          | 7,179          | 6,914          | 6,628          | -18.7%                  |
| Hampshire                | 3,707          | 3,780          | 3,803          | 3,800          | 3,887          | 3,912          | 3,811          | 3,748          | 3,658          | 3,434          | 3,368          | 3,361          | 3,361          | -10.3%                  |
| Hertfordshire            | 1,977          | 2,117          | 2,145          | 2,166          | 2,202          | 2,162          | 2,172          | 2,130          | 2,048          | 1,984          | 1,930          | 1,912          | 1,894          | -11.1%                  |
| Humberside               | 2,123          | 2,231          | 2,252          | 2,232          | 2,235          | 2,243          | 2,110          | 2,058          | 1,952          | 1,856          | 1,706          | 1,655          | 1,622          | -21.2%                  |
| Kent                     | 3,488          | 3,621          | 3,630          | 3,648          | 3,720          | 3,718          | 3,799          | 3,787          | 3,668          | 3,498          | 3,363          | 3,217          | 3,217          | -15.1%                  |
| Lancashire               | 3,380          | 3,579          | 3,586          | 3,635          | 3,628          | 3,675          | 3,753          | 3,649          | 3,448          | 3,323          | 3,143          | 3,118          | 3,099          | -15.1%                  |
| Leicestershire           | 2,147          | 2,300          | 2,311          | 2,277          | 2,255          | 2,241          | 2,363          | 2,317          | 2,211          | 2,142          | 2,094          | 2,094          | 2,004          | -13.5%                  |
| Lincolnshire             | 1,236          | 1,241          | 1,234          | 1,236          | 1,243          | 1,201          | 1,229          | 1,206          | 1,202          | 1,142          | 1,108          | 1,088          | 1,068          | -11.5%                  |
| London, City of          | 811            | 856            | 881            | 875            | 861            | 830            | 813            | 852            | 878            | 831            | 802            | 765            | 717            | -15.9%                  |
| Merseyside               | 4,112          | 4,129          | 4,339          | 4,302          | 4,441          | 4,477          | 4,494          | 4,516          | 4,297          | 4,083          | 3,964          | 3,964          | 3,964          | -12.2%                  |
| Metropolitan Police      | 28,231         | 30,035         | 31,073         | 30,948         | 31,128         | 31,460         | 32,610         | 33,367         | 32,441         | 32,140         | 31,957         | 31,957         | 31,957         | -4.2%                   |
| Norfolk                  | 1,509          | 1,524          | 1,554          | 1,575          | 1,577          | 1,578          | 1,668          | 1,662          | 1,598          | 1,547          | 1,520          | 1,500          | 1,500          | -9.8%                   |
| Northamptonshire         | 1,222          | 1,261          | 1,289          | 1,338          | 1,301          | 1,309          | 1,326          | 1,343          | 1,306          | 1,234          | 1,280          | 1,245          | 1,209          | -10.0%                  |
| Northumbria              | 4,018          | 4,061          | 4,088          | 4,066          | 3,981          | 3,983          | 4,111          | 4,187          | 4,102          | 3,921          | 3,765          | 3,617          | 3,457          | -17.4%                  |
| North Yorkshire          | 1,452          | 1,534          | 1,560          | 1,653          | 1,671          | 1,581          | 1,460          | 1,486          | 1,458          | 1,402          | 1,394          | 1,336          | 1,319          | -11.2%                  |
| Nottinghamshire          | 2,426          | 2,507          | 2,522          | 2,512          | 2,445          | 2,369          | 2,408          | 2,409          | 2,319          | 2,168          | 2,068          | 2,054          | 2,104          | -12.7%                  |
| South Yorkshire          | 3,194          | 3,307          | 3,307          | 3,305          | 3,289          | 3,201          | 3,053          | 2,953          | 2,888          | 2,772          | 2,772          | 2,712          | 2,647          | -10.3%                  |
| Staffordshire            | 2,224          | 2,286          | 2,309          | 2,302          | 2,315          | 2,269          | 2,211          | 2,161          | 2,079          | 1,948          | 1,883          | 1,825          | 1,766          | -18.3%                  |
| Suffolk                  | 1,258          | 1,314          | 1,323          | 1,307          | 1,358          | 1,319          | 1,291          | 1,246          | 1,244          | 1,175          | 1,186          | 1,225          | 1,232          | -1.1%                   |
| Surrey                   | 1,933          | 1,942          | 1,959          | 1,967          | 1,963          | 1,944          | 1,872          | 1,890          | 1,885          | 1,974          | 1,940          | 1,940          | 1,939          | 2.6%                    |
| Sussex                   | 3,037          | 3,090          | 3,094          | 3,127          | 3,113          | 3,075          | 3,196          | 3,213          | 3,102          | 2,959          | 2,863          | 2,834          | 2,746          | -14.5%                  |
| Thames Valley            | 3,899          | 4,103          | 4,189          | 4,288          | 4,260          | 4,186          | 4,317          | 4,434          | 4,375          | 4,355          | 4,288          | 4,314          | 4,314          | -2.7%                   |
| Warwickshire             | 1,000          | 1,011          | 1,012          | 1,040          | 1,061          | 1,036          | 994            | 973            | 919            | 844            | 803            | 803            | 803            | -17.5%                  |
| West Mercia              | 2,267          | 2,365          | 2,380          | 2,385          | 2,428          | 2,486          | 2,471          | 2,391          | 2,251          | 2,191          | 2,147          | 2,123          | 2,156          | -9.8%                   |
| West Midlands            | 7,832          | 8,008          | 8,154          | 8,192          | 8,245          | 8,412          | 8,637          | 8,626          | 13,398         | 12,808         | 7,957          | 7,765          | 7,566          | -12.3%                  |
| West Yorkshire           | 5,037          | 5,313          | 5,671          | 5,685          | 5,713          | 5,822          | 5,854          | 5,758          | 5,536          | 5,219          | 5,042          | 4,994          | 4,945          | -14.1%                  |
| Wiltshire                | 1,169          | 1,225          | 1,228          | 1,230          | 1,208          | 1,210          | 1,229          | 1,181          | 1,099          | 1,057          | 1,062          | 1,062          | 1,062          | -10.1%                  |
| Dyfed-Powys              | 1,156          | 1,167          | 1,183          | 1,194          | 1,190          | 1,194          | 1,197          | 1,195          | 1,157          | 1,131          | 1,140          | 1,140          | 1,140          | -4.6%                   |
| Gwent                    | 1,347          | 1,376          | 1,438          | 1,467          | 1,493          | 1,487          | 1,438          | 1,437          | 1,501          | 1,446          | 1,403          | 1,357          | 1,311          | -8.8%                   |
| North Wales              | 1,553          | 1,625          | 1,676          | 1,634          | 1,608          | 1,579          | 1,586          | 1,590          | 1,530          | 1,454          | 1,447          | 1,429          | 1,428          | -10.2%                  |
| South Wales              | 3,269          | 3,312          | 3,316          | 3,303          | 3,336          | 3,244          | 3,146          | 3,148          | 3,100          | 2,907          | 2,905          | 2,855          | 2,855          | -9.3%                   |
| <b>England and Wales</b> | <b>132,509</b> | <b>138,468</b> | <b>141,060</b> | <b>141,523</b> | <b>141,892</b> | <b>141,859</b> | <b>143,770</b> | <b>143,734</b> | <b>139,110</b> | <b>134,101</b> | <b>131,852</b> | <b>130,223</b> | <b>128,751</b> | <b>-10.4%</b>           |

Note: England and Wales total excludes central service secondments and British Transport Police

Sources:

Police Service Strength, Home Office Statistical Bulletin

Policing in austerity: One year on - Data, HMIC

**Table A2 - Police officer strength in England and Wales (excluding staff on career break/parental leave)  
at 31 March (unless otherwise stated)**

|                                | 1979           | 1980           | 1990           | 2000           | 2005           | 2006           | 2007           | 2008           | 2009           | 2010           | 2011           | 2012           |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Avon and Somerset              | 2,825          | 2,892          | 3,094          | 2,934          | 3,384          | 3,389          | 3,375          | 3,339          | 3,303          | 3,248          | 3,157          | 2,982          |
| Bedfordshire                   | 902            | 943            | 1,050          | 1,028          | 1,215          | 1,198          | 1,185          | 1,174          | 1,219          | 1,225          | 1,193          | 1,137          |
| Cambridgeshire                 | 1,064          | 1,081          | 1,193          | 1,237          | 1,395          | 1,430          | 1,381          | 1,358          | 1,414          | 1,444          | 1,378          | 1,348          |
| Cheshire                       | 1,778          | 1,789          | 1,870          | 2,011          | 2,186          | 2,174          | 2,192          | 2,124          | 2,123          | 2,117          | 2,049          | 1,959          |
| Cleveland                      | 1,334          | 1,420          | 1,467          | 1,404          | 1,676          | 1,677          | 1,713          | 1,663          | 1,756          | 1,700          | 1,614          | 1,484          |
| Cumbria                        | 1,056          | 1,093          | 1,166          | 1,084          | 1,232          | 1,230          | 1,244          | 1,228          | 1,257          | 1,214          | 1,158          | 1,108          |
| Derbyshire                     | 1,563          | 1,793          | 1,795          | 1,777          | 2,070          | 2,046          | 2,023          | 2,076          | 2,119          | 2,049          | 2,000          | 1,793          |
| Devon and Cornwall             | 2,660          | 2,651          | 2,852          | 2,841          | 3,369          | 3,493          | 3,476          | 3,486          | 3,518          | 3,525          | 3,382          | 3,193          |
| Dorset                         | 1,128          | 1,154          | 1,269          | 1,306          | 1,450          | 1,485          | 1,492          | 1,482          | 1,463          | 1,447          | 1,413          | 1,341          |
| Durham                         | 1,312          | 1,324          | 1,375          | 1,558          | 1,718          | 1,699          | 1,683          | 1,605          | 1,566          | 1,486          | 1,405          | 1,338          |
| Essex (a)                      | 2,461          | 2,567          | 2,822          | 2,806          | 3,190          | 3,279          | 3,297          | 3,346          | 3,454          | 3,556          | 3,527          | 3,355          |
| Gloucestershire                | 1,076          | 1,105          | 1,170          | 1,114          | 1,291          | 1,289          | 1,303          | 1,338          | 1,370          | 1,291          | 1,244          | 1,192          |
| Greater Manchester             | 6,419          | 6,713          | 6,992          | 6,795          | 8,041          | 7,959          | 7,887          | 7,931          | 8,124          | 8,043          | 7,672          | 7,377          |
| Hampshire                      | 2,949          | 3,039          | 3,154          | 3,419          | 3,725          | 3,707          | 3,796          | 3,807          | 3,700          | 3,640          | 3,560          | 3,335          |
| Hertfordshire (a)              | 1,462          | 1,487          | 1,657          | 1,767          | 2,104          | 2,126          | 2,159          | 2,137          | 2,117          | 2,078          | 1,988          | 1,924          |
| Humberside                     | 1,849          | 1,917          | 1,995          | 1,932          | 2,230          | 2,224          | 2,227          | 2,216          | 2,078          | 2,028          | 1,918          | 1,830          |
| Kent                           | 2,724          | 2,863          | 2,984          | 3,204          | 3,586          | 3,599          | 3,664          | 3,644          | 3,716          | 3,710          | 3,597          | 3,445          |
| Lancashire                     | 3,097          | 3,100          | 3,201          | 3,179          | 3,551          | 3,583          | 3,566          | 3,609          | 3,653          | 3,561          | 3,357          | 3,220          |
| Leicestershire                 | 1,701          | 1,702          | 1,769          | 1,993          | 2,284          | 2,250          | 2,225          | 2,212          | 2,338          | 2,295          | 2,183          | 2,111          |
| Lincolnshire                   | 1,171          | 1,176          | 1,188          | 1,115          | 1,221          | 1,213          | 1,221          | 1,178          | 1,204          | 1,190          | 1,178          | 1,117          |
| London, City of                | 829            | 840            | 799            | 732            | 876            | 869            | 854            | 817            | 804            | 844            | 869            | 819            |
| Merseyside                     | 4,427          | 4,525          | 4,714          | 4,085          | 4,317          | 4,269          | 4,413          | 4,449          | 4,462          | 4,473          | 4,255          | 4,020          |
| Metropolitan (a)               | 22,168         | 22,757         | 28,287         | 25,485         | 30,710         | 30,536         | 30,710         | 31,014         | 32,121         | 32,904         | 31,999         | 31,563         |
| Norfolk                        | 1,223          | 1,249          | 1,363          | 1,381          | 1,541          | 1,557          | 1,565          | 1,526          | 1,644          | 1,631          | 1,574          | 1,511          |
| North Yorkshire                | 1,342          | 1,352          | 1,379          | 1,283          | 1,553          | 1,636          | 1,654          | 1,560          | 1,435          | 1,461          | 1,415          | 1,387          |
| Northamptonshire               | 905            | 920            | 1,126          | 1,117          | 1,267          | 1,317          | 1,281          | 1,264          | 1,301          | 1,323          | 1,295          | 1,214          |
| Northumbria                    | 3,272          | 3,317          | 3,529          | 3,788          | 4,048          | 3,983          | 3,917          | 3,928          | 4,028          | 4,104          | 4,033          | 3,845          |
| Nottinghamshire                | 2,117          | 2,145          | 2,316          | 2,204          | 2,502          | 2,477          | 2,410          | 2,334          | 2,380          | 2,383          | 2,293          | 2,141          |
| South Yorkshire                | 2,546          | 2,704          | 2,923          | 3,163          | 3,265          | 3,255          | 3,254          | 3,172          | 3,017          | 2,915          | 2,850          | 2,734          |
| Staffordshire                  | 1,978          | 2,051          | 2,187          | 2,170          | 2,280          | 2,272          | 2,288          | 2,229          | 2,189          | 2,129          | 2,050          | 1,920          |
| Suffolk                        | 1,064          | 1,130          | 1,194          | 1,145          | 1,313          | 1,300          | 1,342          | 1,308          | 1,280          | 1,234          | 1,233          | 1,160          |
| Surrey (a)                     | 1,440          | 1,512          | 1,645          | 1,785          | 1,915          | 1,922          | 1,914          | 1,904          | 1,824          | 1,847          | 1,838          | 1,928          |
| Sussex                         | 2,758          | 2,782          | 2,949          | 2,822          | 3,096          | 3,092          | 3,077          | 3,032          | 3,163          | 3,181          | 3,065          | 2,910          |
| Thames Valley                  | 2,639          | 2,802          | 3,659          | 3,740          | 4,114          | 4,229          | 4,197          | 4,112          | 4,251          | 4,371          | 4,307          | 4,279          |
| Warwickshire                   | 841            | 895            | 975            | 900            | 1,011          | 1,032          | 1,059          | 1,017          | 975            | 954            | 898            | 825            |
| West Mercia                    | 1,743          | 1,847          | 1,991          | 1,887          | 2,367          | 2,351          | 2,400          | 2,433          | 2,436          | 2,355          | 2,210          | 2,150          |
| West Midlands                  | 5,981          | 6,243          | 6,855          | 7,194          | 8,056          | 8,097          | 8,173          | 8,315          | 8,559          | 8,536          | 8,070          | 7,718          |
| West Yorkshire                 | 4,727          | 4,805          | 5,260          | 4,822          | 5,631          | 5,644          | 5,655          | 5,744          | 5,787          | 5,701          | 5,483          | 5,135          |
| Wiltshire                      | 997            | 1,002          | 1,130          | 1,118          | 1,222          | 1,219          | 1,204          | 1,202          | 1,212          | 1,170          | 1,082          | 1,038          |
| Gwent (b)                      | 965            | 967            | 1,008          | 1,264          | 1,438          | 1,467          | 1,493          | 1,474          | 1,432          | 1,426          | 1,484          | 1,435          |
| Dyfed-Powys                    | 910            | 926            | 935            | 1,040          | 1,174          | 1,182          | 1,177          | 1,181          | 1,176          | 1,176          | 1,139          | 1,110          |
| North Wales                    | 1,268          | 1,275          | 1,337          | 1,403          | 1,645          | 1,617          | 1,591          | 1,566          | 1,578          | 1,573          | 1,521          | 1,424          |
| South Wales (b)                | 2,936          | 3,056          | 3,135          | 2,926          | 3,281          | 3,263          | 3,297          | 3,194          | 3,103          | 3,092          | 3,059          | 2,864          |
| <b>England &amp; Wales (c)</b> | <b>109,607</b> | <b>112,911</b> | <b>124,759</b> | <b>121,956</b> | <b>139,543</b> | <b>139,633</b> | <b>140,032</b> | <b>139,728</b> | <b>141,647</b> | <b>141,631</b> | <b>136,994</b> | <b>131,717</b> |

Notes:

(a) Due to PFA reorganisation, on the 1st April 2000, the officer strength series after this date is not comparable with the data prior to 31st March 2000

(b) Due to PFA reorganisation, on the 1st April 1997, the officer strength series after this date is not comparable with the data prior to 31st March 1997

(c) England and Wales total excludes central service secondments and British Transport Police. Figures may not sum due to rounding

Source: Police Service Strength, England & Wales, Home Office Statistical Bulletin

**Table A3 - Police Community Support Officer Strength by Force, at 31 March**

|                            | 2003         | 2004         | 2005         | 2006         | 2007          | 2008          | 2009          | 2010          | 2011          | 2012          |
|----------------------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Avon and 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 and 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           | 132           |
| 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               | 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           |
| Northamptonshire           | 12           | 10           | 75           | 40           | 129           | 159           | 168           | 164           | 166           | 161           |
| Northumbria                | 0            | 51           | 39           | 129          | 248           | 254           | 259           | 438           | 433           | 424           |
| North Yorkshire            | 0            | 52           | 130          | 71           | 147           | 180           | 173           | 198           | 182           | 186           |
| 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           |
| 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           |
| <b>England &amp; Wales</b> | <b>1,176</b> | <b>3,418</b> | <b>6,261</b> | <b>6,769</b> | <b>13,497</b> | <b>15,805</b> | <b>16,507</b> | <b>16,918</b> | <b>15,820</b> | <b>14,393</b> |

Note: Figures may not sum due to rounding

Source: Police Service Strength, England & Wales, Home Office Statistical Bulletin

**Table A4 - Special Constabulary Strength by Force, at 31 March**

Headcount

|                    | 1995   | 2000   | 2005   | 2006   | 2007   | 2008   | 2009   | 2010   | 2011   | 2012   |
|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Avon and Somerset  | 651    | 459    | 396    | 408    | 404    | 444    | 428    | 449    | 497    | 578    |
| Bedfordshire       | 189    | 151    | 209    | 181    | 166    | 142    | 145    | 210    | 222    | 204    |
| Cambridgeshire     | 279    | 274    | 199    | 185    | 202    | 210    | 164    | 167    | 203    | 267    |
| Cheshire           | 321    | 350    | 192    | 225    | 291    | 282    | 262    | 300    | 401    | 426    |
| Cleveland          | 212    | 128    | 66     | 138    | 179    | 195    | 180    | 238    | 192    | 150    |
| Cumbria            | 241    | 176    | 126    | 152    | 166    | 142    | 119    | 115    | 143    | 174    |
| Derbyshire         | 434    | 282    | 369    | 429    | 506    | 445    | 360    | 302    | 298    | 373    |
| Devon and Cornwall | 1,142  | 870    | 582    | 572    | 549    | 505    | 564    | 592    | 634    | 609    |
| Dorset             | 221    | 298    | 230    | 264    | 295    | 295    | 310    | 300    | 302    | 257    |
| Durham             | 200    | 157    | 91     | 109    | 117    | 126    | 122    | 131    | 128    | 118    |
| Essex              | 674    | 483    | 363    | 439    | 451    | 559    | 696    | 682    | 617    | 565    |
| Gloucestershire    | 320    | 206    | 146    | 157    | 133    | 143    | 154    | 167    | 180    | 203    |
| Greater Manchester | 768    | 457    | 380    | 424    | 403    | 350    | 332    | 400    | 549    | 695    |
| Hampshire          | 598    | 615    | 369    | 388    | 439    | 457    | 433    | 449    | 496    | 593    |
| Hertfordshire      | 320    | 216    | 226    | 232    | 268    | 266    | 289    | 344    | 403    | 403    |
| Humberside         | 427    | 246    | 328    | 330    | 344    | 344    | 384    | 341    | 336    | 349    |
| Kent               | 569    | 436    | 338    | 306    | 293    | 349    | 298    | 310    | 320    | 394    |
| Lancashire         | 608    | 382    | 319    | 366    | 379    | 393    | 448    | 470    | 447    | 387    |
| Leicestershire     | 356    | 247    | 181    | 168    | 178    | 202    | 206    | 240    | 239    | 271    |
| Lincolnshire       | 322    | 195    | 179    | 166    | 171    | 165    | 122    | 163    | 205    | 209    |
| London, City of    | 83     | 56     | 52     | 70     | 74     | 72     | 85     | 79     | 85     | 99     |
| Merseyside         | 384    | 476    | 259    | 345    | 392    | 456    | 420    | 446    | 453    | 585    |
| Metropolitan       | 1,550  | 758    | 697    | 1,221  | 1,741  | 2,510  | 2,606  | 3,177  | 4,944  | 5,752  |
| Norfolk            | 345    | 285    | 253    | 262    | 271    | 271    | 243    | 266    | 281    | 325    |
| Northamptonshire   | 303    | 199    | 242    | 237    | 214    | 180    | 190    | 180    | 246    | 311    |
| Northumbria        | 506    | 332    | 240    | 198    | 191    | 123    | 129    | 178    | 235    | 288    |
| North Yorkshire    | 381    | 217    | 173    | 189    | 184    | 178    | 164    | 184    | 169    | 166    |
| Nottinghamshire    | 552    | 411    | 333    | 361    | 382    | 378    | 309    | 298    | 322    | 357    |
| South Yorkshire    | 452    | 205    | 204    | 270    | 298    | 264    | 236    | 227    | 269    | 284    |
| Staffordshire      | 725    | 482    | 409    | 406    | 380    | 371    | 354    | 334    | 437    | 512    |
| Suffolk            | 409    | 391    | 267    | 293    | 305    | 360    | 333    | 328    | 318    | 305    |
| Surrey             | 238    | 175    | 289    | 280    | 275    | 278    | 314    | 327    | 337    | 345    |
| Sussex             | 527    | 352    | 200    | 197    | 204    | 199    | 216    | 240    | 293    | 348    |
| Thames Valley      | 679    | 472    | 375    | 327    | 286    | 246    | 310    | 408    | 534    | 719    |
| Warwickshire       | 352    | 260    | 190    | 211    | 200    | 208    | 196    | 212    | 238    | 266    |
| West Mercia        | 582    | 476    | 263    | 284    | 274    | 251    | 232    | 233    | 260    | 296    |
| West Midlands      | 818    | 680    | 959    | 1,021  | 937    | 769    | 611    | 591    | 649    | 569    |
| West Yorkshire     | 777    | 484    | 417    | 440    | 494    | 403    | 388    | 421    | 483    | 568    |
| Wiltshire          | 318    | 173    | 174    | 180    | 185    | 149    | 135    | 250    | 294    | 299    |
| Dyfed-Powys        | 302    | 202    | 167    | 194    | 190    | 169    | 176    | 171    | 186    | 190    |
| Gwent              | 126    | 119    | 144    | 137    | 145    | 204    | 192    | 144    | 134    | 146    |
| North Wales        | 288    | 247    | 124    | 136    | 164    | 160    | 152    | 193    | 231    | 199    |
| South Wales        | 477    | 267    | 198    | 281    | 301    | 334    | 244    | 248    | 211    | 189    |
| England & Wales    | 20,026 | 14,347 | 11,918 | 13,179 | 14,021 | 14,547 | 14,251 | 15,505 | 18,421 | 20,343 |

Source: Police Service Strength, England & Wales, Home Office Statistical Bulletin

**Table A5 - Police service staff in frontline/non-frontline roles, at 31 March, England and Wales**

|   | Officers  |         |             | PCSOs     |         |             | Staff     |         |             | Total police service |         |             |
|---|-----------|---------|-------------|-----------|---------|-------------|-----------|---------|-------------|----------------------|---------|-------------|
|   | Frontline | Support | % frontline | Frontline | Support | % frontline | Frontline | Support | % frontline | Frontline            | Support | % frontline |
| 2003  | 110,910   | 21,635  | 84%         | 1,052     | 50      | 95%         | 17,864    | 44,072  | 29%         | 129,826              | 65,757  | 66%         |
| 2004  | 112,913   | 21,934  | 84%         | 3,222     | 84      | 97%         | 20,243    | 47,341  | 30%         | 136,378              | 69,359  | 66%         |
| 2005  | 117,454   | 23,582  | 83%         | 5,893     | 17      | 100%        | 22,500    | 48,423  | 32%         | 145,846              | 72,022  | 67%         |
| 2006  | 116,485   | 25,155  | 82%         | 6,642     | 127     | 98%         | 24,719    | 51,503  | 32%         | 147,846              | 76,785  | 66%         |
| 2007  | 115,919   | 25,974  | 82%         | 13,321    | 175     | 99%         | 25,038    | 52,461  | 32%         | 154,277              | 78,611  | 66%         |
| 2008  | 115,325   | 26,501  | 81%         | 15,265    | 402     | 97%         | 25,624    | 53,666  | 32%         | 156,214              | 80,569  | 66%         |
| 2009  | 118,580   | 25,244  | 82%         | 16,110    | 391     | 98%         | 29,051    | 53,610  | 35%         | 163,741              | 79,245  | 67%         |
| 2010  | 119,154   | 24,603  | 83%         | 16,682    | 236     | 99%         | 30,271    | 53,280  | 36%         | 166,107              | 78,119  | 68%         |
| 2011  | 115,907   | 23,203  | 83%         | 15,547    | 272     | 98%         | 28,668    | 49,354  | 37%         | 160,122              | 72,829  | 69%         |
| 2012  | 112,381   | 21,718  | 84%         | 14,128    | 266     | 98%         | 27,593    | 43,706  | 39%         | 154,102              | 65,690  | 70%         |
| 2013  | 114,516   | 17,338  | 87%         | 15,600    | 48      | 100%        | 29,338    | 42,770  | 41%         | 159,454              | 60,156  | 73%         |
| <i>Excluding Metropolitan and Cheshire Police Service</i> |           |         |             |           |         |             |           |         |             |                      |         |             |
| 2010  | 90,312    | 17,922  | 83%         | 11,845    | 193     | 98%         | 23,786    | 43,302  | 35%         | 125,943              | 61,417  | 67%         |
| 2012  | 84,096    | 15,851  | 84%         | 11,165    | 251     | 98%         | 21,479    | 35,214  | 38%         | 116,741              | 51,316  | 69%         |
| 2013  | 86,528    | 11,396  | 88%         | 11,953    | 29      | 100%        | 23,080    | 33,227  | 41%         | 121,561              | 44,652  | 73%         |
| 2015  | 84,537    | 10,346  | 89%         | 11,506    | 29      | 100%        | 21,794    | 30,756  | 41%         | 117,837              | 41,131  | 74%         |

Note:

2011 data show s the position follow ing revisions made by the Metropolitan police w hich w ere submitted after HMIC published its data.

This table contain full-time equivalent figures that have been rounded to the nearest w hole number.

Definitions of frontline policing are based on the HMIC definition for 2011 w ithin the Adapting to Austerity report.

Data for previous years have reflected any changes to function categories and these functions have been reconciled w ith the 2011 definition.

Staff figures include designated officers section 38 and traffic w ardens.

The follow ing forces have not provided staff figures, for 2003 - Lancashire and West Mercia, 2004 - Kent, 2005 - Gw ent, Leicestershire and North Wales.



**Table A6 - Police Officer Strength (including secondments), Scotland**

at 31st March

|           | Central | Dumfries &<br>Galloway | Fife  | Grampian | Lothian &<br>Borders | Northern | Strathclyde | Tayside | Total         |
|-----------|---------|------------------------|-------|----------|----------------------|----------|-------------|---------|---------------|
| Headcount |         |                        |       |          |                      |          |             |         |               |
| 1985      | 548     | 309                    | 659   | 954      | 2,386                | 604      | 6,778       | 951     | <b>13,189</b> |
| 1986      | 550     | 336                    | 694   | 976      | 2,404                | 604      | 6,782       | 971     | <b>13,317</b> |
| 1987      | 552     | 334                    | 740   | 1,002    | 2,434                | 608      | 6,741       | 1,006   | <b>13,417</b> |
| 1988      | 579     | 343                    | 757   | 1,011    | 2,419                | 600      | 6,775       | 991     | <b>13,475</b> |
| 1989      | 594     | 349                    | 755   | 1,059    | 2,444                | 622      | 6,788       | 1,008   | <b>13,619</b> |
| 1990      | 630     | 337                    | 755   | 1,076    | 2,461                | 631      | 6,886       | 1,007   | <b>13,783</b> |
| 1991      | 638     | 360                    | 756   | 1,137    | 2,452                | 629      | 6,792       | 1,047   | <b>13,811</b> |
| 1992      | 645     | 385                    | 790   | 1,161    | 2,534                | 653      | 6,763       | 1,053   | <b>13,984</b> |
| 1993      | 653     | 385                    | 790   | 1,190    | 2,563                | 649      | 6,768       | 1,097   | <b>14,095</b> |
| 1994      | 658     | 386                    | 791   | 1,193    | 2,558                | 658      | 6,860       | 1,070   | <b>14,174</b> |
| 1995      | 656     | 391                    | 789   | 1,194    | 2,539                | 649      | 7,014       | 1,091   | <b>14,323</b> |
| 1996      | 657     | 390                    | 790   | 1,172    | 2,534                | 640      | 7,216       | 1,113   | <b>14,512</b> |
| 1997      | 686     | 412                    | 831   | 1,173    | 2,691                | 649      | 7,231       | 1,116   | <b>14,789</b> |
| 1998      | 703     | 437                    | 855   | 1,202    | 2,693                | 657      | 7,299       | 1,143   | <b>14,989</b> |
| 1999      | 719     | 437                    | 846   | 1,249    | 2,615                | 660      | 7,135       | 1,153   | <b>14,814</b> |
| 2000      | 721     | 451                    | 837   | 1,217    | 2,584                | 653      | 7,116       | 1,137   | <b>14,716</b> |
| 2001      | 730     | 478                    | 852   | 1,273    | 2,670                | 668      | 7,327       | 1,157   | <b>15,155</b> |
| 2002      | 733     | 483                    | 930   | 1,281    | 2,700                | 683      | 7,327       | 1,170   | <b>15,307</b> |
| 2003      | 744     | 481                    | 935   | 1,285    | 2,715                | 691      | 7,476       | 1,190   | <b>15,517</b> |
| 2004      | 760     | 489                    | 980   | 1,338    | 2,748                | 683      | 7,430       | 1,156   | <b>15,583</b> |
| 2005      | 832     | 480                    | 996   | 1,354    | 2,803                | 702      | 7,668       | 1,166   | <b>16,001</b> |
| 2006      | 826     | 505                    | 1,037 | 1,352    | 2,818                | 699      | 7,767       | 1,159   | <b>16,164</b> |
| 2007      | 828     | 497                    | 1,059 | 1,374    | 2,793                | 707      | 7,822       | 1,154   | <b>16,234</b> |
| 2008      | 833     | 510                    | 1,061 | 1,470    | 2,836                | 724      | 7,619       | 1,169   | <b>16,222</b> |
| 2009      | 842     | 519                    | 1,074 | 1,513    | 2,928                | 772      | 8,204       | 1,197   | <b>17,048</b> |
| 2010      | 865     | 508                    | 1,077 | 1,550    | 3,009                | 798      | 8,391       | 1,210   | <b>17,409</b> |
| 2011      | 871     | 503                    | 1,107 | 1,516    | 2,959                | 782      | 8,290       | 1,236   | <b>17,263</b> |
| 2012      | 872     | 512                    | 1,104 | 1,485    | 3,000                | 777      | 8,447       | 1,238   | <b>17,436</b> |

Source: *Police Officer Quarterly Strength Statistics Scotland*, Scottish Government

**Table A7**  
**Female and Minority Ethnic police force strength, Scotland (% of total strength), 31st March**

*Female Officers*

|      | Central |       | Dumfries & Galloway |       | Fife |       | Grampian |       | Lothian & Borders |       | Northern |       | Strathclyde |       | Tayside |       | Scotland     |              |
|------|---------|-------|---------------------|-------|------|-------|----------|-------|-------------------|-------|----------|-------|-------------|-------|---------|-------|--------------|--------------|
| 1998 | 97      | 13.8% | 73                  | 16.7% | 127  | 14.9% | 191      | 15.9% | 401               | 14.9% | 74       | 11.3% | 1,083       | 14.8% | 180     | 15.7% | <b>2,226</b> | <b>14.9%</b> |
| 1999 | 100     | 13.9% | 76                  | 17.4% | 128  | 15.1% | 209      | 16.7% | 393               | 15.0% | 82       | 12.4% | 1,085       | 15.2% | 192     | 16.7% | <b>2,265</b> | <b>15.3%</b> |
| 2000 | 99      | 13.7% | 83                  | 18.4% | 128  | 15.3% | 209      | 17.2% | 391               | 15.1% | 87       | 13.3% | 1,126       | 15.8% | 202     | 17.8% | <b>2,325</b> | <b>15.8%</b> |
| 2001 | 108     | 14.8% | 95                  | 19.9% | 139  | 16.3% | 236      | 18.5% | 444               | 16.6% | 107      | 16.0% | 1,249       | 17.0% | 222     | 19.2% | <b>2,600</b> | <b>17.2%</b> |
| 2002 | 106     | 14.5% | 95                  | 19.7% | 162  | 17.4% | 236      | 18.4% | 470               | 17.4% | 113      | 16.5% | 1,302       | 17.8% | 239     | 20.4% | <b>2,723</b> | <b>17.8%</b> |
| 2003 | 125     | 16.8% | 94                  | 19.5% | 172  | 18.4% | 247      | 19.2% | 481               | 17.7% | 125      | 18.1% | 1,412       | 18.9% | 247     | 20.8% | <b>2,903</b> | <b>18.7%</b> |
| 2004 | 140     | 18.3% | 102                 | 20.7% | 196  | 19.9% | 281      | 21.6% | 509               | 18.2% | 133      | 19.4% | 1,502       | 19.9% | 246     | 21.1% | <b>3,109</b> | <b>19.7%</b> |
| 2005 | 166     | 20.3% | 101                 | 20.9% | 204  | 20.3% | 302      | 21.5% | 548               | 19.2% | 149      | 21.1% | 1,627       | 21.1% | 263     | 22.2% | <b>3,360</b> | <b>20.8%</b> |
| 2006 | 182     | 21.3% | 112                 | 22.0% | 217  | 20.9% | 300      | 21.9% | 580               | 20.2% | 147      | 20.9% | 1,743       | 22.2% | 279     | 23.7% | <b>3,560</b> | <b>21.7%</b> |
| 2007 | 196     | 22.8% | 120                 | 23.8% | 235  | 22.0% | 321      | 22.8% | 602               | 21.1% | 156      | 21.9% | 1,819       | 23.0% | 284     | 24.3% | <b>3,733</b> | <b>22.7%</b> |
| 2008 | 212     | 25.2% | 128                 | 24.8% | 249  | 23.1% | 354      | 23.8% | 637               | 21.9% | 158      | 21.6% | 1,815       | 23.6% | 291     | 24.7% | <b>3,844</b> | <b>23.4%</b> |
| 2009 | 222     | 26.1% | 135                 | 25.6% | 269  | 24.6% | 390      | 25.3% | 693               | 23.1% | 183      | 23.5% | 2,119       | 25.6% | 309     | 25.5% | <b>4,320</b> | <b>25.0%</b> |
| 2010 | n/a     | 27.3% | n/a                 | 26.6% | n/a  | 26.1% | n/a      | 26.4% | n/a               | 24.3% | n/a      | 25.2% | n/a         | 27.3% | n/a     | 26.8% | <b>n/a</b>   | <b>26.4%</b> |
| 2011 | 250     | 28.3% | 142                 | 27.8% | 299  | 26.5% | 421      | 26.8% | 754               | 24.9% | 205      | 25.7% | 2,342       | 27.9% | 347     | 27.6% | <b>4,760</b> | <b>27.1%</b> |
| 2012 | n/a     | 29.2% | n/a                 | 28.5% | n/a  | 28.4% | n/a      | 27.1% | n/a               | 25.5% | n/a      | 26.0% | n/a         | 28.5% | n/a     | 28.9% | <b>n/a</b>   | <b>27.8%</b> |

*Black & Minority Ethnic Officers*

|      | Central |      | Dumfries & Galloway |      | Fife |      | Grampian |      | Lothian & Borders |      | Northern |      | Strathclyde |      | Tayside |      | Scotland   |             |
|------|---------|------|---------------------|------|------|------|----------|------|-------------------|------|----------|------|-------------|------|---------|------|------------|-------------|
| 1998 | 2       | 0.3% | 0                   | 0.0% | 2    | 0.2% | 2        | 0.2% | 6                 | 0.2% | 1        | 0.2% | 35          | 0.5% | 3       | 0.3% | <b>51</b>  | <b>0.3%</b> |
| 1999 | 2       | 0.3% | 0                   | 0.0% | 2    | 0.2% | 3        | 0.2% | 6                 | 0.2% | 1        | 0.2% | 38          | 0.5% | 3       | 0.3% | <b>55</b>  | <b>0.4%</b> |
| 2000 | 2       | 0.3% | 1                   | 0.2% | 3    | 0.4% | 4        | 0.3% | 11                | 0.4% | 1        | 0.2% | 45          | 0.6% | 3       | 0.3% | <b>70</b>  | <b>0.5%</b> |
| 2001 | 2       | 0.3% | 1                   | 0.2% | 4    | 0.5% | 4        | 0.3% | 18                | 0.7% | 3        | 0.4% | 55          | 0.8% | 4       | 0.3% | <b>91</b>  | <b>0.6%</b> |
| 2002 | 2       | 0.3% | 1                   | 0.2% | 3    | 0.3% | 5        | 0.4% | 21                | 0.8% | 2        | 0.3% | 56          | 0.8% | 4       | 0.3% | <b>94</b>  | <b>0.6%</b> |
| 2003 | 2       | 0.3% | 1                   | 0.2% | 5    | 0.5% | 4        | 0.3% | 23                | 0.8% | 2        | 0.3% | 58          | 0.8% | 5       | 0.4% | <b>100</b> | <b>0.6%</b> |
| 2004 | 3       | 0.4% | 1                   | 0.2% | 4    | 0.4% | 3        | 0.2% | 30                | 1.1% | 2        | 0.3% | 136         | 1.8% | 6       | 0.5% | <b>185</b> | <b>1.2%</b> |
| 2005 | 4       | 0.5% | 1                   | 0.2% | 6    | 0.6% | 5        | 0.4% | 32                | 1.1% | 2        | 0.3% | 129         | 1.7% | 5       | 0.4% | <b>184</b> | <b>1.1%</b> |
| 2006 | 4       | 0.5% | 2                   | 0.4% | 5    | 0.5% | 5        | 0.4% | 38                | 1.3% | 2        | 0.3% | 126         | 1.6% | 5       | 0.4% | <b>187</b> | <b>1.1%</b> |
| 2007 | 4       | 0.5% | 2                   | 0.4% | 5    | 0.5% | 5        | 0.4% | 43                | 1.5% | 2        | 0.3% | 137         | 1.7% | 7       | 0.6% | <b>205</b> | <b>1.2%</b> |
| 2008 | 6       | 0.7% | 2                   | 0.4% | 4    | 0.4% | 5        | 0.3% | 42                | 1.4% | 2        | 0.3% | 131         | 1.7% | 13      | 1.1% | <b>205</b> | <b>1.2%</b> |
| 2009 | 5       | 0.6% | 1                   | 0.2% | 7    | 0.6% | 4        | 0.3% | 42                | 1.4% | 2        | 0.3% | 108         | 1.3% | 15      | 1.2% | <b>184</b> | <b>1.1%</b> |
| 2010 | n/a     | 0.8% | n/a                 | n/a  | n/a  | 0.6% | n/a      | n/a  | n/a               | 1.5% | n/a      | n/a  | n/a         | 1.4% | n/a     | 1.1% | <b>n/a</b> | <b>1.1%</b> |
| 2011 | 8       | 0.9% | 1                   | 0.2% | 7    | 0.6% | 3        | 0.2% | 44                | 1.5% | 6        | 0.8% | 126         | 1.5% | 15      | 1.2% | <b>210</b> | <b>1.2%</b> |
| 2012 | n/a     | 1.0% | n/a                 | 0.2% | n/a  | 0.9% | n/a      | 0.2% | n/a               | 1.4% | n/a      | 0.8% | n/a         | 1.5% | n/a     | 1.1% | <b>n/a</b> | <b>1.2%</b> |

Sources:

Her Majesty's Chief Inspector of Constabulary for Scotland, Staffing Data

The Police Service in Scotland Performance Report, ACPOS

**Table A8 - Police officers per 100,000 population**

|                    | 2000   | 2005  | 2006  | 2007  | 2008  | 2009  |
|--------------------|--------|-------|-------|-------|-------|-------|
| England and Wales  | 238.1  | 264.4 | 263.2 | 259.8 | 257.5 | 259.4 |
| Scotland           | 295.2  | 318.4 | 317.3 | 315.3 | 329.8 | 335.2 |
| Northern Ireland   | 648.0  | 497.5 | 479.7 | 349.0 | 411.4 | 433.7 |
| Australia          | 211.7  | 221.5 | 222.0 | 224.4 | 223.2 | 224.8 |
| Austria            | 362.1  | 330.6 | 322.5 | 321.4 | 320.0 | 318.6 |
| Belgium            | 360.7  | 372.5 | 370.7 | 365.8 | 361.7 | 370.7 |
| Bulgaria           | ..     | ..    | ..    | ..    | 442.4 | 405.0 |
| Canada             | 182.5  | 189.0 | 191.4 | 194.5 | 195.9 | 200.2 |
| Croatia            | 495.0  | 447.8 | 445.4 | 459.9 | 446.8 | 455.6 |
| Cyprus             | 646.2  | 667.3 | 668.7 | 660.0 | 669.0 | 671.7 |
| Czech Republic     | 436.2  | 445.2 | 449.0 | 428.7 | 405.7 | 415.3 |
| Denmark            | 191.3  | 198.2 | 199.3 | 199.0 | 196.2 | 196.9 |
| Estonia            | 264.8  | 253.2 | 240.8 | 241.9 | 240.0 | 237.5 |
| Finland            | 157.9  | 157.3 | 158.2 | 154.6 | 154.5 | 156.0 |
| France             | 385.6  | 374.3 | 382.7 | 374.7 | 356.8 | 378.9 |
| Germany            | 304.5  | 300.8 | 303.6 | 304.1 | 301.2 | 299.7 |
| Greece             | 468.5  | 448.4 | 436.1 | 457.9 | 453.0 | ..    |
| Hungary            | 282.5  | 283.5 | 284.2 | 261.6 | 335.5 | 333.8 |
| Iceland            | ..     | 231.3 | 229.4 | 222.0 | 204.8 | 208.8 |
| Ireland            | 308.1  | 298.3 | 307.8 | 319.0 | 327.4 | 326.9 |
| Italy              | 480.0  | 426.5 | 420.0 | 418.6 | 411.2 | ..    |
| Japan              | 183.5  | 196.6 | 199.2 | ..    | ..    | ..    |
| Latvia             | 447.1  | 430.1 | 417.0 | 360.4 | 370.3 | 314.6 |
| Liechtenstein      | 228.2  | 265.9 | 275.0 | 264.4 | 234.8 | 247.3 |
| Lithuania          | 362.5  | 327.4 | 332.1 | 330.1 | 327.3 | 327.1 |
| Luxembourg         | 275.8  | 304.2 | 308.5 | 319.0 | 321.4 | 324.8 |
| Macedonia (FYR of) | 376.3  | 482.3 | 479.6 | 470.1 | 484.3 | ..    |
| Malta              | 451.9  | 444.3 | 433.3 | 474.0 | 459.2 | 446.6 |
| Montenegro         | ..     | ..    | ..    | ..    | ..    | 865.5 |
| Netherlands        | 210.5  | 216.4 | 216.3 | 216.2 | 216.2 | 221.4 |
| New Zealand        | ..     | 178.6 | 181.1 | 186.4 | 191.6 | 201.3 |
| Norway             | 179.3  | 162.5 | 161.8 | 159.2 | 158.4 | 159.2 |
| Poland             | 260.5  | 263.7 | 259.7 | 257.9 | 264.1 | 259.5 |
| Portugal           | 474.0  | 445.7 | 450.1 | 446.0 | 447.5 | 462.5 |
| Romania            | 205.3  | 216.4 | 232.6 | 234.4 | 233.8 | 212.9 |
| Russia             | 1211.2 | ..    | ..    | ..    | ..    | ..    |
| Serbia             | ..     | ..    | ..    | ..    | ..    | 443.9 |
| Slovakia           | 266.2  | 266.4 | 266.5 | 262.0 | 260.3 | 267.9 |
| Slovenia           | 346.2  | 394.5 | 392.2 | 396.5 | 387.0 | 385.9 |
| South Africa       | ..     | 248.2 | ..    | 271.9 | 300.8 | ..    |
| Spain              | 472.3  | 470.2 | 478.0 | 483.3 | 494.9 | 505.8 |
| Sweden             | 181.6  | 189.5 | 192.6 | 196.0 | 199.5 | 206.8 |
| Switzerland        | 202.4  | 221.8 | 223.2 | 215.7 | 215.0 | 221.5 |
| Turkey             | 520.0  | 461.3 | 449.2 | 472.9 | 484.2 | ..    |
| United States      | 231.7  | 226.8 | 228.1 | 231.5 | 232.3 | 229.7 |

.. Indicates data not available.

Sources:

Eurostat

World Population Prospects 2010 Revision, UN Population Division