

Ethnicity by Grade - 31 March 2020

Ethnic Origin	5&6 & Apprentices	7&8	9,10&11	12 &13	14,15&16	Total Staff No.	DG & Directors	Ungraded	Total
Asian Bangladeshi	0	5	7	4	0	16	0	0	16
Asian Indian	2	4	21	11	2	40	1	0	41
Asian Other	0	0	9	0	1	10	0	0	10
Asian Pakistani	0	3	10	3	1	17	0	0	17
Black African	1	1	8	6	0	16	0	0	16
Black Caribbean	0	4	8	8	1	21	1	0	22
Black Other	0	1	8	3	1	13	0	0	13
Chinese or other Chinese Ethnic Background	0	0	1	0	0	1	0	0	1
Mixed - White and Black African	0	0	0	0	1	1	0	0	1
Mixed White and Black Caribbean	1	0	3	2	0	6	0	0	6
Mixed White Asian	1	0	3	2	0	6	0	0	6
Other	0	0	7	1	0	8	0	0	8
Other Mixed Background	0	0	9	2	0	11	0	0	11
<b>Total Black and Minority Group</b>	<b>5</b> 17.86%	<b>18</b> 19.57%	<b>94</b> 16.91%	<b>42</b> 16.60%	<b>7</b> 8.43%	<b>166</b> 16.40%	<b>2</b> 10.00%	<b>0</b> #DIV/0!	<b>168</b> 16.28%
Information Refused	0	1	1	0	1	3	0	0	3
Not Stated	0	0	5	0	0	5	0	0	5
Undefined	0	2	4	1	1	8	0	0	8
Undisclosed	0	1	5	2	0	8	6	0	14
<b>Total Unknown</b>	<b>0</b> 0.00%	<b>4</b> 4.35%	<b>15</b> 2.70%	<b>3</b> 1.19%	<b>2</b> 2.41%	<b>24</b> 2.37%	<b>6</b> 30.00%	<b>0</b> #DIV/0!	<b>30</b> 2.91%
White	23	66	428	196	74	787	12	0	799
White Other	0	1	11	4	0	16	0	0	16
White Irish	0	3	8	8	0	19	0	0	19
<b>Total White/White Other/White Irish</b>	<b>23</b> 82.14%	<b>70</b> 76.09%	<b>447</b> 80.40%	<b>208</b> 82.21%	<b>74</b> 89.16%	<b>822</b> 81.23%	<b>12</b> 60.00%	<b>0</b> #DIV/0!	<b>834</b> 80.81%
<b>Total</b>	<b>28</b>	<b>92</b>	<b>556</b>	<b>253</b>	<b>83</b>	<b>1012</b>	<b>20</b>	<b>0</b>	<b>1032</b>
Comparator figures for BME staff, March 2019	<b>6.25%</b>	<b>18.00%</b>	<b>16.43%</b>	<b>16.17%</b>	<b>8.97%</b>	<b>15.63%</b>	<b>5.26%</b>	<b>0.00%</b>	<b>15.44%</b>

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

Ethnicity by Directorate - 31 March 2020

Ethnic Origin	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total Staff No.	
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
Black and Minority Group	2	11.76%	22	30.99%	6	20.69%	104	15.59%	18	20.22%	16	10.06%	168	16.28%
Unknown	7	41.18%	2	2.82%	1	3.45%	14	2.10%	4	4.49%	2	1.26%	30	2.91%
White/White Other/White Irish	8	47.06%	47	66.20%	22	75.86%	549	82.31%	67	75.28%	141	88.68%	834	80.81%
<b>Total</b>	<b>17</b>	<b>1.65%</b>	<b>71</b>	<b>6.88%</b>	<b>29</b>	<b>2.81%</b>	<b>667</b>	<b>64.63%</b>	<b>89</b>	<b>8.62%</b>	<b>159</b>	<b>15.41%</b>	<b>1032</b>	<b>100.00%</b>
<i>% BME staff (as % of all BME staff)</i>	2	1.19%	22	13.10%	6	3.57%	104	61.90%	18	10.71%	16	9.52%		

Includes seconded in and seconded out (excludes temporary agency staff)

**Ethnicity by Location - 31 March 2020**

Ethnic Origin	Birmingham		Cardiff		Croydon		Canary Wharf		Home		Sale		Wakefield		Warrington		Total	
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
Black and Minority Group	45	28.85%	6	5.31%	23	26.74%	67	25.77%	2	14.29%	17	7.39%	8	8.25%	0	0.00%	168	16.28%
Unknown	6	3.85%	3	2.65%	1	1.16%	10	3.85%	0	0.00%	5	2.17%	0	0.00%	5	6.58%	30	2.91%
White/White Other/White Irish	105	67.31%	104	92.04%	62	72.09%	183	70.38%	12	85.71%	208	90.43%	89	91.75%	71	93.42%	834	80.81%
<b>Total</b>	<b>156</b>	<b>100.00%</b>	<b>113</b>	<b>100.00%</b>	<b>86</b>	<b>100.00%</b>	<b>260</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>	<b>230</b>	<b>100.00%</b>	<b>97</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>	<b>1032</b>	<b>100.00%</b>
BME comparator data end March 19	30.57%		5.88%		23.40%		24.51%		15.38%		6.10%		3.92%		1.27%		15.44%	

Includes seconded in and seconded out (excludes temporary agency staff)

Gender by Grade - 31 March 2020

Gender	5&6 & Apprentices		7&8		9,10&11		12&13		14,15&16		Total Staff No.		DG & Directors		Ungraded		Totals	
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
Female	19	67.86%	71	77.17%	351	63.13%	146	57.71%	43	51.81%	630	62.25%	9	45.00%	0	100.00%	639	61.92%
Male	9	32.14%	21	22.83%	205	36.87%	107	42.29%	40	48.19%	382	37.75%	11	55.00%	0	0.00%	393	38.08%
<b>Total</b>	<b>28</b>	<b>100.00%</b>	<b>92</b>	<b>100.00%</b>	<b>556</b>	<b>100.00%</b>	<b>253</b>	<b>100.00%</b>	<b>83</b>	<b>100.00%</b>	<b>1012</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>0</b>	<b>100.00%</b>	<b>1032</b>	<b>100.00%</b>
Female comparator data end March 19	68.75%		80.00%		62.54%		56.60%		51.28%		62.22%		47.37%		None		61.94%	

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

**Gender by Directorate - 31 March 2020**

Gender	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total	%
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
Female	11	64.71%	54	76.06%	21	72.41%	408	61.17%	41	46.07%	104	65.41%	639	61.92%
Male	6	35.29%	17	23.94%	8	27.59%	259	38.83%	48	53.93%	55	34.59%	393	38.08%
<b>Total</b>	<b>17</b>	<b>100.00%</b>	<b>71</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>	<b>667</b>	<b>100.00%</b>	<b>89</b>	<b>100.00%</b>	<b>159</b>	<b>100.00%</b>	<b>1032</b>	<b>100.00%</b>

Includes seconded in and seconded out (excludes temporary agency staff)

Gender by Location - 31 March 2020

Gender	Birmingham		Cardiff		Croydon		Canary Wharf		Home		Sale		Wakefield		Warrington		Total	%
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
Female	105	67.31%	70	61.95%	59	68.60%	163	62.69%	12	85.71%	139	60.43%	57	58.76%	34	44.74%	639	61.92%
Male	51	32.69%	43	38.05%	27	31.40%	97	37.31%	2	14.29%	91	39.57%	40	41.24%	42	55.26%	393	38.08%
<b>Total</b>	<b>156</b>	<b>100.00%</b>	<b>113</b>	<b>100.00%</b>	<b>86</b>	<b>100.00%</b>	<b>260</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>	<b>230</b>	<b>100.00%</b>	<b>97</b>	<b>100.00%</b>	<b>76</b>	<b>100.00%</b>	<b>1032</b>	<b>100.00%</b>
Female comparator data end March 19	68.15%		59.66%		63.83%		64.43%		92.31%		60.09%		52.94%		54.43%		61.94%	

Includes seconded in and seconded out (excludes temporary agency staff)

Age by Grade - 31 March 2020

Age Category	5&6 & Apprentices		7&8		9,10&11		12&13		14,15&16		Total Staff No.		DG & Directors		Ungraded		Total No.	
	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %	Staff Number	Staff %
16 to 19	2	7.14%	3	3.26%	3	0.54%	1	0.40%	0	0.00%	9	0.89%	0	0.00%	0	0.00%	9	0.87%
20 to 24	10	35.71%	29	31.52%	53	9.53%	4	1.58%	0	0.00%	96	9.49%	0	0.00%	0	0.00%	96	9.30%
25 to 29	2	7.14%	19	20.65%	117	21.04%	29	11.46%	3	3.61%	170	16.80%	0	0.00%	0	0.00%	170	16.47%
30 to 34	1	3.57%	11	11.96%	95	17.09%	45	17.79%	6	7.23%	158	15.61%	0	0.00%	0	0.00%	158	15.31%
35 to 39	0	0.00%	9	9.78%	89	16.01%	60	23.72%	24	28.92%	182	17.98%	2	10.00%	0	0.00%	184	17.83%
40 to 44	2	7.14%	6	6.52%	44	7.91%	24	9.49%	17	20.48%	93	9.19%	4	20.00%	0	0.00%	97	9.40%
45 to 49	1	3.57%	4	4.35%	42	7.55%	31	12.25%	13	15.66%	91	8.99%	2	10.00%	0	0.00%	93	9.01%
50 to 54	3	10.71%	6	6.52%	54	9.71%	39	15.42%	10	12.05%	112	11.07%	4	20.00%	0	0.00%	116	11.24%
55 to 59	2	7.14%	3	3.26%	41	7.37%	15	5.93%	8	9.64%	69	6.82%	5	25.00%	0	0.00%	74	7.17%
60 to 64	3	10.71%	1	1.09%	17	3.06%	5	1.98%	1	1.20%	27	2.67%	1	5.00%	0	0.00%	28	2.71%
Over 65	2	7.14%	1	1.09%	1	0.18%	0	0.00%	1	1.20%	5	0.49%	2	10.00%	0	0.00%	7	0.68%
Undefined	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>28</b>	<b>100.00%</b>	<b>92</b>	<b>100.00%</b>	<b>556</b>	<b>100.00%</b>	<b>253</b>	<b>100.00%</b>	<b>83</b>	<b>100.00%</b>	<b>1012</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1032</b>	<b>100.00%</b>

Includes seconded in and seconded out (excludes temporary agency staff)

DG & Directors includes Non-executive Directors

Age by Directorate - 31 March 2020

Age Category	DG and Private Office		People		Legal		Operations		Resources		Strategy & Impact		Total Staff No.	
	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %	Staff Number	Staff Number %
16 to 19	0	0.00%	1	1.41%	0	0.00%	5	0.75%	0	0.00%	3	1.89%	9	0.87%
20 to 24	1	5.88%	3	4.23%	1	3.45%	78	11.69%	8	8.99%	5	3.14%	96	9.30%
25 to 29	2	11.76%	12	16.90%	2	6.90%	116	17.39%	12	13.48%	26	16.35%	170	16.47%
30 to 34	1	5.88%	13	18.31%	5	17.24%	100	14.99%	11	12.36%	28	17.61%	158	15.31%
35 to 39	3	17.65%	18	25.35%	9	31.03%	92	13.79%	18	20.22%	44	27.67%	184	17.83%
40 to 44	2	11.76%	7	9.86%	5	17.24%	52	7.80%	7	7.87%	24	15.09%	97	9.40%
45 to 49	0	0.00%	7	9.86%	3	10.34%	56	8.40%	13	14.61%	14	8.81%	93	9.01%
50 to 54	3	17.65%	7	9.86%	2	6.90%	83	12.44%	8	8.99%	13	8.18%	116	11.24%
55 to 59	3	17.65%	3	4.23%	2	6.90%	57	8.55%	7	7.87%	2	1.26%	74	7.17%
60 to 64	1	5.88%	0	0.00%	0	0.00%	23	3.45%	4	4.49%	0	0.00%	28	2.71%
Over 65	1	5.88%	0	0.00%	0	0.00%	5	0.75%	1	1.12%	0	0.00%	7	0.68%
Undefined	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>17</b>	<b>100.00%</b>	<b>71</b>	<b>100.00%</b>	<b>29</b>	<b>100.00%</b>	<b>667</b>	<b>100.00%</b>	<b>89</b>	<b>100.00%</b>	<b>159</b>	<b>100.00%</b>	<b>1032</b>	<b>100.00%</b>

Includes seconded in and seconded out (excludes temporary agency staff)



Leavers by Ethnicity & Grade 1st April 2019 - 31 March 2020

Ethnic Origin	5&6 & Apprentices		7&8		9,10&11		12&13		14, 15&16		Total		DG & Directors		Ungraded		Total	
	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Leaver Number	Leaver %	Staff Number	Staff %	Leaver Number	Leaver %
Asian Bangladeshi	0	0.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	1	1.11%	0	0.00%	0	0.00%	1	1.09%
Asian Indian	0	0.00%	2	20.00%	2	3.70%	1	4.76%	0	0.00%	5	5.56%	0	0.00%	0	0.00%	5	5.43%
Asian Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Asian Pakistani	0	0.00%	0	0.00%	3	5.56%	0	0.00%	1	50.00%	4	4.44%	0	0.00%	0	0.00%	4	4.35%
Black African	0	0.00%	0	0.00%	2	3.70%	1	4.76%	0	0.00%	3	3.33%	0	0.00%	0	0.00%	3	3.26%
Black Caribbean	0	0.00%	0	0.00%	1	1.85%	1	4.76%	0	0.00%	2	2.22%	0	0.00%	0	0.00%	2	2.17%
Black Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chinese or other Chinese Ethnic Background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed - White and Black African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Mixed White and Black Caribbean	0	0.00%	0	0.00%	2	3.70%	0	0.00%	0	0.00%	2	2.22%	0	0.00%	0	0.00%	2	2.17%
Mixed White Asian	0	0.00%	0	0.00%	1	1.85%	0	0.00%	0	0.00%	1	1.11%	0	0.00%	0	0.00%	1	1.09%
Other	0	0.00%	0	0.00%	0	0.00%	1	4.76%	0	0.00%	1	1.11%	0	0.00%	0	0.00%	1	1.09%
Other Mixed background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	3	100.00%	5	50.00%	43	79.63%	17	80.95%	0	0.00%	68	75.56%	2	0.00%	0	0.00%	70	76.09%
White Irish	0	0.00%	1	10.00%	0	0.00%	0	0.00%	1	50.00%	2	2.22%	0	0.00%	0	0.00%	2	2.17%
White Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Unknown	0	0.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%	1	1.11%	0	0.00%	0	0.00%	1	1.09%
<b>Total</b>	<b>3</b>	<b>100.00%</b>	<b>10</b>	<b>100.00%</b>	<b>54</b>	<b>100.00%</b>	<b>21</b>	<b>100.00%</b>	<b>2</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>2</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>92</b>	<b>100.00%</b>

Excludes temporary agency workers (includes fixed term and non-voluntary leavers)

**Performance Management - formal disciplinary, grievance and capability cases opened 1st April 2019 - 31 March 2020**

	Disciplinary		Grievance		Capability	
	Number	% of total	Number	% of total	Number	% of total
White/White Other/White Irish	8	89%	4	100%	1	100%
BME	1	11%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%
<b>Total</b>	<b>9</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>
Male	5	56%	2	50%	0	0%
Female	4	44%	2	50%	1	100%
<b>Total</b>	<b>9</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>1</b>	<b>100%</b>

**Number of Ex Police Officers**

Date	Ex Police Officer*	Non Ex Police Officer	% of total workforce
31st March 2010	55	378	12.7
31st March 2011	47	368	11.3
31st March 2012	43	335	11.4
30th Sept 2012	46	320	12.6
31st March 2013	31	349	8.5
31st March 2014	80	480	14.3
30th Sept 2014	98	568	14.7
31st March 2015	107	697	13.3
30th Sept 2015	115	740	13.5
31st Dec 2015	102	782	11.9
31st March 2016	96	781	10.9
30th June 2016	96	809	10.4
30th September 2016	92	816	9.9
31st December 2016	98	834	10.3
31st March 2017	115	819	12.1
30th June 2017	118	849	12.0
30th September 2017	125	887	12.1
31st December 2017	130	881	12.6
31st March 2018	131	890	12.5
30th June 2018	120	866	11.9
30th September 2018	119	859	11.9
31st December 2018	120	874	11.8
31st March 2019	124	883	12.0
30th June 2019	119	866	11.8
30th September 2019	118	879	11.6
31st December 2019	119	879	11.6
31st March 2020	119	890	11.5

**Number of Ex Police Civilians**

Date	Ex Police Civilian*	Non Ex Police Civilian	% of total workforce
31st March 2010	51	384	11.8
31st March 2011	50	365	12.0
31st March 2012	38	340	10.1
30th Sept 2012	40	326	10.9
31st March 2013	25	355	6.8
31st March 2014	71	489	12.7
30th Sept 2014	90	576	13.5
31st March 2015	102	702	12.7
30th Sept 2015	105	750	12.3
31st Dec 2015	88	796	10.3
31st March 2016	86	791	9.8
30th June 2016	90	815	9.7
30th September 2016	88	820	9.5
31st December 2016	91	841	9.5
31st March 2017	92	842	9.7
30th June 2017	92	875	9.4
30th September 2017	94	918	9.1
31st December 2017	94	916	9.1
31st March 2018	96	925	9.2
30th June 2018	94	892	9.3
30th September 2018	94	884	9.4
31st December 2018	97	897	9.5
31st March 2019	98	909	9.5
30th June 2019	92	891	9.1
30th September 2019	92	905	9.0
31st December 2019	92	905	9.0
31st March 2020	92	917	8.9

**Number of Staff who worked both as Ex Police Officer & Civilian**

Date	Both*
31st March 2010	9
31st March 2011	8
31st March 2012	4
30th Sept 2012	4
31st March 2013	3
31st March 2014	10
30th Sept 2014	13
31st March 2015	15
30th Sept 2015	18
31st Dec 2015	18
31st March 2016	18
30th June 2016	20
30th September 2016	21
31st December 2016	21
31st March 2017	19
30th June 2017	16
30th September 2017	19
31st December 2017	19
31st March 2018	23
30th June 2018	23
30th September 2018	23
31st December 2018	24
31st March 2019	23
30th June 2019	22
30th September 2019	22
31st December 2019	23
31st March 2020	24

**Total headcount to date** 1032

\*Ex Police data excludes Temps and Seconded in. Headcount includes Seconded in, but excludes Temps.

Our Staff by Career Background - 31 March 2020

Job title	Total Staff	Ex police officer*	%	Ex police civilian*	%	Ex-Police Both	%
Investigator	300	56	19%	32	11%	9	3%
Operations Team Leader/Deputy Senior Investigator	62	17	27%	5	8%	2	3%
Operations Manager/Senior Investigator	25	8	32%	1	4%	1	4%
Operations Casework & Contact and Assessment	110	5	5%	7	6%	0	0%
Other	535	33	6%	47	9%	11	2%
<b>Total Staff</b>	<b>1032</b>	<b>119</b>	<b>12%</b>	<b>92</b>	<b>9%</b>	<b>23</b>	<b>2%</b>

\*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Investigator' includes all grades i.e. Trainee Investigator, Investigator and Lead Investigator

Includes seconded in and seconded out (excludes temporary agency staff)

Contact and Assessment includes Assessment Unit, Contact and Assessment and Contact Centre

Investigations and Hillsborough Directorate by Career Background - 31 March 2020

	Headcount	Ex-Police Officer*	% Ex-Police Officer	Ex-Police Civilian*	% Ex-Police Civilian	Ex-Police Both	% Ex police Both
<b>Operations (excl. Hillsborough)</b>							
Investigator	284	45	15.8%	31	10.9%	7	2.5%
Operations Team Leader/Deputy Senior Investigator	53	14	26.4%	5	9.4%	0	0.0%
Operations Manager/Senior Investigator	21	6	28.6%	1	4.8%	0	0.0%
Other Investigations/Operations	241	17	7.1%	18	7.5%	5	2.1%
<b>Operations total</b>	<b>599</b>	<b>82</b>	<b>13.7%</b>	<b>55</b>	<b>9.2%</b>	<b>12</b>	<b>2.0%</b>
<b>Hillsborough</b>							
Investigator	16	11	68.8%	1	6.3%	2	12.5%
Operations Team Leader/Deputy Senior Investigator	4	2	50.0%	0	0.0%	1	25.0%
Operations Manager/Senior Investigator	4	2	50.0%	0	0.0%	1	25.0%
Other Hillsborough	44	11	25.0%	8	18.2%	1	2.3%
<b>Hillsborough total</b>	<b>68</b>	<b>26</b>	<b>38.2%</b>	<b>9</b>	<b>13.2%</b>	<b>5</b>	<b>7.4%</b>

\*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Investigator' includes all grades i.e. Trainee Investigator, Investigator and Lead Investigator. For Hillsborough Investigator includes Investigator, Lead Investigator and Senior Lead Investigator.

Includes seconded in and seconded out (excludes temporary agency staff)

Contact and Assessment includes Assessment Unit, Contact and Assessment and Contact Centre

**Our staff by Career Background - 31 March 2020**

<b>Job title</b>	<b>Total Staff</b>	<b>Ex police officer*</b>	<b>%</b>	<b>Ex police civilian*</b>	<b>%</b>	<b>Ex police both</b>	<b>%</b>
Investigator - Core	284	45	16%	31	11%	7	2%
Investigator - Hillsborough	16	11	69%	1	6%	2	13%
Operations Team Leader/Deputy Senior Investigator - Core	53	14	26%	5	9%	0	0%
Operations Team Leader/Deputy Senior Investigator - Hillsborough	4	2	50%	0	0%	1	25%
Operations Manager/Senior Investigator - Core	21	6	29%	1	5%	0	0%
Operations Manager/Senior Investigator - Hillsborough	4	2	50%	0	0%	1	25%
Operations Other	241	17	7%	18	7%	5	2%
Hillsborough Other	44	11	25%	8	18%	1	2%
Non Operations Other	365	11	3%	28	8%	6	2%
<b>Total Staff</b>	<b>1032</b>	<b>119</b>	<b>12%</b>	<b>92</b>	<b>9%</b>	<b>23</b>	<b>2%</b>

\*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Our Staff by Career Background and Directorate - 31 March 2020

Directorate	Total Staff	Ex police officer*	%	Ex police civilian*	%	Ex Police Both	%
Resources	89	0	0.0%	4	4.5%	1	1.1%
Operations Casework	110	5	4.5%	7	6.4%	0	0.0%
Dg & Private Office	17	0	0.0%	0	0.0%	0	0.0%
People	71	5	7.0%	6	8.5%	1	1.4%
Operations Hillsborough	68	26	38.2%	9	13.2%	5	7.4%
Operations	489	77	15.7%	48	9.8%	12	2.5%
Strategy and Impact	159	6	3.8%	17	10.7%	4	2.5%
Legal	29	0	0.0%	1	3.4%	0	0.0%
<b>Total Staff</b>	<b>1032</b>	<b>119</b>	<b>12%</b>	<b>92</b>	<b>9%</b>	<b>23</b>	<b>2%</b>

\*Ex police officer and ex police civilian figures do not include those that were both ex police officer and civilian

Includes seconded in and seconded out (excludes temporary agency staff)

**New Starters - 1 April 2019 - 31 March 2020**

	<b>Total</b>	<b>BME</b>	<b>BME%</b>	<b>Female</b>	<b>Female %</b>	<b>Ex-police</b>	<b>Ex-police %</b>
<b>Investigations Staff</b>	22	5	23%	9	41%	12	55%
<b>Operations</b>	55	13	24%	33	60%	18	33%
<b>All IOPC</b>	<b>101</b>	<b>19</b>	<b>19%</b>	<b>56</b>	<b>55%</b>	<b>25</b>	<b>25%</b>

Includes seconded in and seconded out (excludes temporary agency staff)

Please note for the figures above: All IOPC is inclusive of Operations. Operations is inclusive of Investigations Staff

Ex-police includes Ex-police Officer, Civilian or both