

Ethnicity by Grade - 31 March 2021

Ethnic origin	5&6 & apprentice	7&8	9,10&11	12 &13	14,15&16	Total staff no.	DG & Directors	Ungraded	Total
Asian Bangladeshi	0	5	6	4	0	15	0	0	15
Asian Indian	1	3	21	11	2	38	1	0	39
Asian other	0	0	8	0	1	9	0	0	9
Asian Pakistani	0	0	12	3	1	16	0	0	16
Black African	1	0	9	5	0	15	0	0	15
Black Caribbean	0	4	8	9	1	22	2	0	24
Black other	0	1	4	6	1	12	0	0	12
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	0	1	4	2	0	7	0	0	7
Mixed White Asian	1	0	3	1	0	5	0	0	5
Other	0	0	6	0	0	6	0	0	6
Other mixed background	0	1	9	2	0	12	0	0	12
Total Black and minority group	3 30.00%	15 14.29%	91 16.91%	43 16.80%	7 8.05%	159 15.96%	3 17.65%	0 0.00%	162 15.99%
Information refused	0	1	1	0	1	3	0	0	3
Not stated	0	0	5	0	0	5	0	0	5
Undefined	0	3	3	2	1	9	0	0	9
Undisclosed	0	1	5	2	0	8	0	0	8
Total unknown	0 0.00%	5 4.76%	14 2.60%	4 1.56%	2 2.30%	25 2.51%	0 0.00%	0 0.00%	25 2.47%
White	7	80	412	197	78	774	12	0	786
White other	0	4	8	8	0	20	2	0	22
White Irish	0	1	13	4	0	18	0	0	18
Total White/White other/White Irish	7 70.00%	85 80.95%	433 80.48%	209 81.64%	78 89.66%	812 81.53%	14 82.35%	0 0.00%	826 81.54%
Total	10	105	538	256	87	996	17	0	1013
Comparator figures for BME staff, March 2020	17.86%	19.57%	16.91%	16.60%	8.43%	16.40%	10.00%	0.00%	16.28%

Includes seconded in and seconded out (excludes temporary agency staff).
DG & Directors includes Non-Executive Directors

Ethnicity by Directorate - 31 March 2021

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 %
BAME	3	21.43%	20	28.57%	7	23.33%	97	15.09%	15	17.05%	20	11.90%	162	15.99%
Unknown	1	7.14%	2	2.86%	1	3.33%	15	2.33%	4	4.55%	2	1.19%	25	2.47%
White	8	57.14%	46	65.71%	20	66.67%	510	79.32%	65	73.86%	137	81.55%	786	77.59%
White Irish	0	0.00%	1	1.43%	1	3.33%	11	1.71%	1	1.14%	4	2.38%	18	1.78%
White other	2	14.29%	1	1.43%	1	3.33%	10	1.56%	3	3.41%	5	2.98%	22	2.17%
Total	14	1.38%	70	6.91%	30	2.96%	643	63.47%	88	8.69%	168	16.58%	1013	100.00%
<i>% BME staff (as % of all BME staff)</i>	3	1.85%	20	12.35%	7	4.32%	97	59.88%	15	9.26%	20	12.35%		

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

Ethnicity by Location - 31 March 2021

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 %
BAME	42	27.81%	6	5.45%	22	27.16%	63	25.93%	2	13.33%	20	8.47%	7	7.07%	0	0.00%	162	15.99%
Unknown	5	3.31%	3	2.73%	1	1.23%	5	2.06%	0	0.00%	5	2.12%	0	0.00%	6	7.69%	25	2.47%
White	101	66.89%	99	90.00%	52	64.20%	162	66.67%	13	86.67%	200	84.75%	90	90.91%	69	88.46%	786	77.59%
White Irish	2	1.32%	2	1.82%	4	4.94%	3	1.23%	0	0.00%	4	1.69%	0	0.00%	3	3.85%	18	1.78%
White other	1	0.66%	0	0.00%	2	2.47%	10	4.12%	0	0.00%	7	2.97%	2	2.02%	0	0.00%	22	2.17%
Total	151	98.01%	110	98.18%	81	92.59%	243	94.65%	15	100.00%	236	95.34%	99	97.98%	78	96.15%	1013	100.00%
BME comparator data end March 20	28.85%		5.31%		26.74%		25.77%		14.29%		7.39%		8.25%		0.00%		16.28%	

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

Gender by Grade - 31 March 2021

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	8	80.00%	80	76.19%	336	62.45%	156	60.94%	43	49.43%	623	62.55%	9	52.94%	0	100.00%	632	62.39%
Male	2	20.00%	25	23.81%	202	37.55%	100	39.06%	44	50.57%	373	37.45%	8	47.06%	0	0.00%	381	37.61%
Total	10	100.00%	105	100.00%	538	100.00%	256	100.00%	87	100.00%	996	100.00%	17	100.00%	0	100.00%	1013	100.00%
Female comparator data end March 2020	67.86%		77.17%		63.13%		57.71%		51.81%		62.25%		45.00%		None		61.92%	

Includes seconded in and seconded out (excludes temporary agency staff)
 DG & Directors includes Non-executive Directors

Gender by Directorate - 31 March 2021

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	10	71.43%	55	78.57%	22	73.33%	394	61.28%	43	48.86%	108	64.29%	632	62.39%
Male	4	28.57%	15	21.43%	8	26.67%	249	38.72%	45	51.14%	60	35.71%	381	37.61%
Total	14	100.00%	70	100.00%	30	100.00%	643	100.00%	88	100.00%	168	100.00%	1013	100.00%

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

Gender by Location - 31 March 2021

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	100	66.23%	66	60.00%	57	70.37%	157	64.61%	13	86.67%	144	61.02%	60	60.61%	35	44.87%	632	62.39%
Male	51	33.77%	44	40.00%	24	29.63%	86	35.39%	2	13.33%	92	38.98%	39	39.39%	43	55.13%	381	37.61%
Total	151	100.00%	110	100.00%	81	100.00%	243	100.00%	15	100.00%	236	100.00%	99	100.00%	78	100.00%	1013	100.00%
Female comparator data end March 2020	67.31%		61.95%		68.60%		62.69%		85.71%		60.43%		58.76%		44.74%		61.92%	

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

Age by Grade - 31 March 2021

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	1	10.00%	4	3.81%	2	0.37%	0	0.00%	0	0.00%	7	0.70%	0	0.00%	0	0.00%	7	0.69%
20 to 24	3	30.00%	30	28.57%	51	9.48%	7	2.73%	0	0.00%	91	9.14%	0	0.00%	0	0.00%	91	8.98%
25 to 29	1	10.00%	22	20.95%	113	21.00%	27	10.55%	3	3.45%	166	16.67%	0	0.00%	0	0.00%	166	16.39%
30 to 34	0	0.00%	11	10.48%	97	18.03%	47	18.36%	6	6.90%	161	16.16%	0	0.00%	0	0.00%	161	15.89%
35 to 39	1	10.00%	7	6.67%	84	15.61%	62	24.22%	25	28.74%	179	17.97%	2	11.76%	0	0.00%	181	17.87%
40 to 44	0	0.00%	9	8.57%	36	6.69%	28	10.94%	15	17.24%	88	8.84%	5	29.41%	0	0.00%	93	9.18%
45 to 49	1	10.00%	5	4.76%	44	8.18%	29	11.33%	17	19.54%	96	9.64%	3	17.65%	0	0.00%	99	9.77%
50 to 54	0	0.00%	11	10.48%	53	9.85%	38	14.84%	10	11.49%	112	11.24%	3	17.65%	0	0.00%	115	11.35%
55 to 59	1	10.00%	3	2.86%	42	7.81%	14	5.47%	8	9.20%	68	6.83%	3	17.65%	0	0.00%	71	7.01%
60 to 64	1	10.00%	2	1.90%	15	2.79%	4	1.56%	2	2.30%	24	2.41%	0	0.00%	0	0.00%	24	2.37%
Over 65	1	10.00%	1	0.95%	1	0.19%	0	0.00%	1	1.15%	4	0.40%	1	5.88%	0	0.00%	5	0.49%
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%
Total	10	100.00%	105	100.00%	538	100.00%	256	100.00%	87	100.00%	996	100.00%	17	100.00%	0	0.00%	1013	100.00%

Includes seconded in and seconded out (excludes temporary agency staff).
 DG & Directors includes Non-Executive Directors

Age by Directorate - 31 March 2021

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%	0	0.00%	0	0.00%	5	0.78%	0	0.00%	2	1.19%	7	0.69%
20 to 24	0	0.00%	5	7.14%	1	3.33%	71	11.04%	6	6.82%	8	4.76%	91	8.98%
25 to 29	2	14.29%	10	14.29%	2	6.67%	110	17.11%	11	12.50%	31	18.45%	166	16.39%
30 to 34	1	7.14%	15	21.43%	4	13.33%	98	15.24%	14	15.91%	29	17.26%	161	15.89%
35 to 39	4	28.57%	14	20.00%	9	30.00%	93	14.46%	18	20.45%	43	25.60%	181	17.87%
40 to 44	2	14.29%	7	10.00%	6	20.00%	48	7.47%	5	5.68%	25	14.88%	93	9.18%
45 to 49	1	7.14%	8	11.43%	3	10.00%	58	9.02%	14	15.91%	15	8.93%	99	9.77%
50 to 54	2	14.29%	5	7.14%	3	10.00%	82	12.75%	10	11.36%	13	7.74%	115	11.35%
55 to 59	1	7.14%	6	8.57%	2	6.67%	54	8.40%	7	7.95%	1	0.60%	71	7.01%
60 to 64	0	0.00%	0	0.00%	0	0.00%	21	3.27%	2	2.27%	1	0.60%	24	2.37%
Over 65	1	7.14%	0	0.00%	0	0.00%	3	0.47%	1	1.14%	0	0.00%	5	0.49%
Undefined	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	14	100.00%	70	100.00%	30	100.00%	643	100.00%	88	100.00%	168	100.00%	1013	100.00%

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

Leavers by Ethnicity & Grade 1st April 2020 - 31 March 2021

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%	0	0.00%	2	4.88%	0	0.00%	0	0.00%	2	2.38%	0	0.00%	0	0.00%	2	2.27%
Asian Indian	1	16.67%	0	0.00%	3	7.32%	1	5.26%	0	0.00%	5	5.95%	0	0.00%	0	0.00%	5	5.68%
Asian Other	0	0.00%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
Asian Pakistani	0	0.00%	2	15.38%	0	0.00%	0	0.00%	0	0.00%	2	2.38%	0	0.00%	0	0.00%	2	2.27%
Black African	0	0.00%	1	7.69%	1	2.44%	0	0.00%	0	0.00%	2	2.38%	0	0.00%	0	0.00%	2	2.27%
Black Caribbean	0	0.00%	1	7.69%	0	0.00%	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
Black Other	0	0.00%	0	0.00%	2	4.88%	0	0.00%	0	0.00%	2	2.38%	0	0.00%	0	0.00%	2	2.27%
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	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
Mixed White Asian	0	0.00%	0	0.00%	0	0.00%	1	5.26%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
Other	0	0.00%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
Other Mixed background	0	0.00%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	1	1.19%	0	0.00%	0	0.00%	1	1.14%
White	4	66.67%	9	69.23%	29	70.73%	17	89.47%	5	100.00%	64	76.19%	1	0.00%	0	0.00%	65	73.86%
White Irish	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 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%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	1	1.19%	3	0.00%	0	0.00%	4	4.55%
Total	6	100.00%	13	100.00%	41	100.00%	19	100.00%	5	100.00%	84	100.00%	4	0.00%	0	0.00%	88	100.00%

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

Performance Management - formal disciplinary, grievance and capability cases opened 1st April 2020 - 31 March 2021

	Disciplinary		Grievance		Capability	
	Number	% of total	Number	% of total	Number	% of total
White/White Other/White Irish	4	80%	9	82%	1	100%
BME	1	20%	2	18%	0	0%
Unknown	0	0%	0	0%	0	0%
Total	5	100%	11	100%	1	100%
Male	2	40%	6	55%	1	100%
Female	3	60%	5	45%	0	0%
Total	5	100%	11	100%	1	100%

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
30th June 2020	114	894	11.1
30th September 2020	113	903	10.9
31st December 2020	112	894	10.9
31st March 2021	108	884	10.7

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
30th June 2020	95	913	9.2
30th September 2020	96	920	9.2
31st December 2020	96	910	9.3
31st March 2021	96	896	9.5

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
30th June 2020	23
30th September 2020	22
31st December 2020	21
31st March 2021	21

Total headcount to date 1013

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

Our staff by career background - 31 March 2021

Job title	Total staff	Ex police officer*	%	Ex police civilian*	%	Ex-police both	%
Investigator	280	51	18%	32	11%	8	3%
Operations Team Leader/Deputy Senior Investigator	58	16	28%	4	7%	1	2%
Operations Manager/Senior Investigator	25	8	32%	1	4%	1	4%
Operations Casework & Contact and Assessment	105	2	2%	9	9%	0	0%
Other	545	31	6%	50	9%	11	2%
Total staff	1013	108	11%	96	9%	21	2%

*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 2021

	Headcount	Ex-police officer*	% Ex-police officer	Ex-police civilian*	% Ex-police civilian	Ex-police both	% Ex police both
Operations (excl. Hillsborough)							
Investigator	267	41	15.4%	32	12.0%	6	2.2%
Operations Team Leader/Deputy Senior Investigator	51	13	25.5%	4	7.8%	1	2.0%
Operations Manager/Senior Investigator	21	6	28.6%	1	4.8%	0	0.0%
Other Investigations/Operations	237	14	5.9%	24	10.1%	5	2.1%
Operations total	576	74	12.8%	61	10.6%	12	2.1%
Hillsborough							
Investigator	13	10	76.9%	0	0.0%	2	15.4%
Operations Team Leader/Deputy Senior Investigator	3	2	66.7%	0	0.0%	0	0.0%
Operations Manager/Senior Investigator	4	2	50.0%	0	0.0%	1	25.0%
Other Hillsborough	47	10	21.3%	7	14.9%	1	2.1%
Hillsborough total	67	24	35.8%	7	10.4%	4	6.0%

*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 2021

Job title	Total Staff	Ex police officer*	%	Ex police civilian*	%	Ex police both	%
Investigator - Core	267	41	15%	32	12%	6	2%
Investigator - Hillsborough	13	10	77%	0	0%	2	15%
Operations Team Leader/Deputy Senior Investigator - Core	51	13	25%	4	8%	1	2%
Operations Team Leader/Deputy Senior Investigator - Hillsborough	3	2	67%	0	0%	0	0%
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	237	14	6%	24	10%	5	2%
Hillsborough Other	47	10	21%	7	15%	1	2%
Non Operations Other	370	10	3%	28	8%	5	1%
Total staff	1013	108	11%	96	9%	21	2%

*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 2021

Directorate	Total staff	Ex police officer*	%	Ex police civilian*	%	Ex police both	%
Resources	88	0	0.0%	2	2.3%	0	0.0%
Operations Casework	105	2	1.9%	9	8.6%	0	0.0%
Dg & Private Office	14	0	0.0%	0	0.0%	0	0.0%
People	70	4	5.7%	7	10.0%	2	2.9%
Operations Hillsborough	67	24	35.8%	7	10.4%	4	6.0%
Operations	471	72	15.3%	52	11.0%	12	2.5%
Strategy and Impact	168	6	3.6%	18	10.7%	3	1.8%
Legal	30	0	0.0%	1	3.3%	0	0.0%
Total staff	1013	108	11%	96	9%	21	2%

*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 2020 - 31 March 2021

	Total	BAME	BAME%	Female	Female %	Ex-police	Ex-police %
Investigations staff	16	2	13%	12	75%	4	25%
Operations	38	5	13%	29	76%	10	26%
All IOPC	77	9	12%	46	60%	12	16%

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.