

Excerpt from Gender & Minority Ethnic Strength and Progression (report number 13) presented to EODB on 5 February 2004

- “4. This report focuses on:
- a. Proportionality of police officer workforce with respect to minority ethnic and female police officers, including wastage issues and distribution among Operational Command Unit (OCUs); career progression of female and minority ethnic officers. The data in Appendix 14 (see **Annex B** to this report) and the analysis in Appendix 1 (see **Annex A** to this report) include reference to Acting Sergeants, as requested by members.
 - b. Ethnic proportionality of overall police staff workforce; career progression of female and minority ethnic police staff.
5. The gender proportionality of the police staff workforce is not, in itself, an issue of concern, and the PCSO workforce has always been, and continues to be, broadly proportionate in respect of women and minority ethnic groups. As at 30 September 2003, 29% of PCSOs were female and 35% were from minority ethnic groups, as compared with targets of 26% and 25% respectively.
6. **Appendix 1** contains detailed analysis of the data relating to 4a) and 4b) above. The main themes to emerge are:
- Improved overall gender and ethnic workforce proportionality among police officers and police staff;
 - Improved representation of women and minority ethnic police officers on boroughs.
 - More female and minority ethnic police officers working in specialist units in the Specialist Operations and Specialist Crime directorates and in most Territorial Policing non-borough units.
 - Progress on minority ethnic and female police officers’ progression through the rank structure.
 - Better representation of minority ethnic police staff in pay bands B, C and D.
 - Better representation of female police staff in pay bands B and C.”