

### ***Diversity Data Collection from Police Federation Members – Practice Note***

- 1. The purpose of this practice note is to confirm the Police Federation of England and Wales's (PFEW) approach to diversity data collection.*
- 2. From Autumn 2025, the PFEW will collect data on the protected characteristics of PFEW members on at least a two-yearly basis. The data collected will be anonymised, so whether a PFEW member has a protected characteristic or not will not be shared with any representative or member of the PFEW. Instead, the purpose of the data is to record the percentage of PFEW members who have a protected characteristic.*
- 3. Once the data has been collected, it will be communicated (on an anonymised and at least two-yearly basis) to the members of the PFEW via the PFEW's website. The purpose of this practice is to ensure that the PFEW provides a greater level of transparency in respect of the diversity of members.*
- 4. PFEW will review this practice note on an annual basis and update it where appropriate. Updates to any details within this practice note can be made at any time and without prior notice.*
- 5. This practice note constitutes a written practice of the PFEW but does not form part of the PFEW rules.*