

THE POLICE FEDERATION OF ENGLAND AND WALES

DIVERSITY DATA COLLECTION POLICY

BASELINE REPORT

AUTUMN 2025



Contents

| | | |
|----|---------------------------------|----|
| 1. | Executive Summary..... | 3 |
| 2. | Methodology | 4 |
| 3. | Context & Membership Scope..... | 6 |
| 4. | Tables | 6 |
| 5. | Key Findings..... | 9 |
| 6. | Recommendations/Next Steps..... | 10 |

1. Executive Summary

This baseline report sets out what we currently know about the protected characteristics of police officers in Federation ranks (Constables up to and including Chief Inspectors), as well as Special Constables. It provides a starting point for meeting the Employment Tribunal's Recommendation 7, <https://www.polfed.org/media/19789/f32077802020-broadbent-and-others-v-police-federation-of-ew-recommendations.pdf>, which requires the Police Federation of England and Wales (PFEW) to publish anonymised diversity data every two years.

The report uses the most recent available Home Office workforce statistics (31 March 2025). This data is available publicly and provided in open tables. These statistics allow us to describe the Federation-eligible workforce by sex, age and ethnicity, in each rank.

The Home Office does not publish rank-level data for other protected characteristics. Disability, religion or belief, and sexual orientation are only published for the police workforce as a whole, using the data stored on force level HR systems. Gender identity, gender reassignment, pregnancy/maternity and marriage/civil partnership are not published nationally at all.

To fill these gaps, PFEW will draw on data from our programme of member surveys, which we will use to collect information on several protected characteristics directly from members. This will allow us to form a more complete picture of the diversity of PFEW membership and to report on areas where national statistics are not available.

This report therefore provides:

- A clear summary of what the Home Office data tells us about the protected characteristics of Federation-eligible officers and special constables.
- An overview of where national data is missing detailed information on certain protected characteristics.
- A plan for how PFEW will close those gaps using member-reported data.

This baseline will form the foundation for future reports (which will be published at least every two years) and will improve in detail and accuracy as PFEW strengthens its data collection processes.

2. Methodology

2.1 Data sources

This baseline report uses one main source of information:

2.1.1 Home Office Police Workforce Statistics (31 March 2025)

These are official national statistics covering the police workforce in England and Wales. They provide detailed information on workforce size and composition. Importantly, they break down age, sex and ethnicity by rank and worker type, which allows us to extract data specifically for:

- Constables
- Sergeants
- Inspectors and Chief Inspectors
- Special Constables

These data points form the backbone of the baseline analysis because they are the only protected characteristics currently available with rank-level detail. It should be noted that the data points can be broken down into both headcount (the number of individual officers) and full time-equivalent (FTE). The FTE measure describes the number of full-time posts, which in practice could be multiple part-time officers. In our data analysis, we refer to headcount, as each officer is an individual member.

Available at: [Police workforce, England and Wales: 31 March 2025 \(second edition\) - GOV.UK](#)

2.2 What we can and cannot extract from national data

From the Home Office data, we extracted all available information for Federation-eligible ranks and Special Constables on:

- Workforce size (headcount and FTE)
- Age distribution
- Sex distribution
- Ethnicity distribution

Other protected characteristics are not available by rank nationally. These include disability, religion, sexual orientation, gender identity, gender reassignment, marriage/civil partnership and pregnancy/maternity. Therefore, the report uses national officer-level figures only for context, not for analysis of Federation ranks.

2.3 Extrapolating for the Federation-eligible workforce

Where the Home Office provides rank-level data (age, sex and ethnicity), we directly extracted the proportions for:

- Constables
- Sergeants
- Inspectors/Chief Inspectors
- Special Constables

These proportions were then used to describe the diversity profile of the Federation-eligible workforce. No modelling or assumptions were required.

Where rank-level data is not published (e.g. disability, religion, sexual orientation), we have not attempted to estimate or infer values from other sources. Instead, we will explain the gap and how we plan to fill it using PFEW survey data, captured through our member survey programme.

2.4 Combining national and PFEW data

- This report is based solely on Home Office Data, future reporting will look to combine PFEW Survey data to describe protected characteristics that only members can self-report. Home Office data is used for a structural overview of the Federation-eligible workforce (age, sex, ethnicity).
- PFEW survey data will be used to describe protected characteristics that only members can self-report.

This avoids mixing incompatible datasets and ensures transparency about what is known, what is unknown, and what PFEW needs to collect going forward.

2.5 Limitations

- Home Office data depends on accurate HR recording by forces.
- Some characteristics (disability, religion and sexual orientation) have high “prefer not to say” or “unknown” rates at national level.
- Gender identity, gender reassignment and pregnancy/maternity are particularly sensitive and may require careful future survey design.

Despite these limitations, the methodology provides a robust starting point for meeting the Tribunal’s requirements and improving PFEW’s understanding of member diversity over the coming two years.

3. Context & Membership Scope

- The Police Federation of England and Wales (PFEW) represents federated ranks (i.e., police officers up to and including Chief Inspector, though by practice predominantly constables, sergeants and inspectors, and special constables.
- The Home Office data covers all police officers (regular), police staff, designated officers, PCSOs, special constables and support volunteers across the 43 territorial forces in England & Wales plus the British Transport Police.
- For the purposes of PFEW membership analysis, only the data on police officers and special constables has been used for our data tables. The British Transport Police data has been excluded.
- There are additional tables of police officer numbers by protected characteristics at the Home Office website available at [Police workforce, England and Wales: 31 March 2025 \(second edition\) - GOV.UK](#). As described above, because of how this data is recorded by forces and reported by the Home Office, we are unable to break down the data by rank, which is why it is not included in this report. However, as the majority of respondents will be from the federated ranks, it provides some insight into the number that are likely to exist with protected characteristics. It also demonstrates the need to be more thorough in collecting this data in the future.

4. Tables

Table 1 – Federated Ranks and Special Constables (Headcount),
Home Office Data as at 31 March 2025

| Rank | Number of Police Officers | As % of the Total |
|-------------------|---------------------------|-------------------|
| Constable | 114,953 | 75.5% |
| Sergeant | 22,662 | 14.9% |
| Inspector | 6,939 | 4.6% |
| Chief Inspector | 2,204 | 1.4% |
| Special Constable | 5,534 | 3.6% |
| Total: | 152,292 | 100.0% |

Table 2 – Federated Ranks and Special Constables **by Sex** (Headcount), Home Office Data as at 31 March 2025

| Rank | Female | Male | Not stated | Total |
|---------------------|--------|--------|------------|---------|
| Constable | 44,710 | 70,240 | 3 | 114,953 |
| Sergeant | 6,699 | 15,962 | 1 | 22,662 |
| Inspector | 1,971 | 4,968 | - | 6,939 |
| Chief Inspector | 665 | 1,539 | - | 2,204 |
| Special Constable | 1,366 | 4,158 | 10 | 5,534 |
| Total: | 55,411 | 96,867 | 14 | 152,292 |
| As a % of the Total | | | | |
| Rank | Female | Male | Not stated | Total |
| Constable | 38.9% | 61.1% | 0.0% | 100.0% |
| Sergeant | 29.6% | 70.4% | 0.0% | 100.0% |
| Inspector | 28.4% | 71.6% | 0.0% | 100.0% |
| Chief Inspector | 30.2% | 69.8% | 0.0% | 100.0% |
| Special Constable | 24.7% | 75.1% | 0.2% | 100.0% |

As a percentage, the total PFEW membership is 36.4% female: 63.6% male.

**Table 3 – Federated Ranks and Special Constables by Ethnicity (Headcount),
Home Office Data as at 31 March 2025**

| Rank | White | Asian or Asian British | Mixed | Black or Black British | Other Ethnic Group | Not stated | Total |
|----------------------------|---------|------------------------|-------|------------------------|--------------------|------------|---------|
| Constable | 101,703 | 4,557 | 3,049 | 1,548 | 880 | 3216 | 114,953 |
| Sergeant | 20,465 | 686 | 507 | 230 | 109 | 665 | 22,662 |
| Inspector | 6,336 | 190 | 129 | 47 | 32 | 205 | 6,939 |
| Chief Inspector | 1,989 | 72 | 58 | 12 | 10 | 63 | 2,204 |
| Special Constable | 4,508 | 366 | 128 | 101 | 74 | 357 | 5,534 |
| Total | 135,001 | 5,871 | 3,871 | 1,938 | 1,105 | 4,506 | 152,292 |
| As a % of the Total | | | | | | | |
| Rank | White | Asian or Asian British | Mixed | Black or Black British | Other Ethnic Group | Not stated | Total |
| Constable | 90.2% | 3.3% | 2.6% | 0.5% | 0.5% | 2.9% | 100.0% |
| Sergeant | 88.5% | 4.0% | 2.7% | 1.3% | 0.8% | 2.8% | 100.0% |
| Inspector | 91.3% | 2.7% | 1.9% | 0.7% | 0.5% | 3.0% | 100.0% |
| Chief Inspector | 90.3% | 3.0% | 2.2% | 1.0% | 0.5% | 2.9% | 100.0% |
| Special Constable | 81.5% | 6.6% | 2.3% | 1.8% | 1.3% | 6.5% | 100.0% |

As a percentage, the total PFEW membership 88.6% White; 3.9% Asian or Asian British; 2.5% Mixed; 1.3% Black or Black British; 0.7% Other Ethnic Group; and 3% not stated.

**Table 4 – Federated Ranks and Special Constables by Age Distribution (Headcount),
Home Office Data as at 31 March 2025**

| Rank | 25 and under | 26 to 40 | 41 to 55 | Over 55 | Not stated | Total |
|----------------------------|--------------|----------|----------|---------|------------|---------|
| Constable | 18,552 | 57,767 | 36,036 | 2,545 | 53 | 114,953 |
| Sergeant | 70 | 7,980 | 13,980 | 616 | 16 | 22,662 |
| Inspector | 1 | 1,345 | 5,303 | 271 | 19 | 6,939 |
| Chief Inspector | - | 276 | 1,847 | 68 | 13 | 2,204 |
| Special Constable | 1,015 | 2,339 | 1,602 | 576 | 2 | 5,534 |
| Total | 19,638 | 69,707 | 58,768 | 4,076 | 103 | 152,292 |
| As a % of the Total | | | | | | |
| Rank | 25 and under | 26 to 40 | 41 to 55 | Over 55 | Not stated | Total |
| Constable | 16.1% | 50.3% | 31.3% | 2.2% | 0.0% | 100.0% |
| Sergeant | 0.3% | 35.2% | 61.7% | 2.7% | 0.1% | 100.0% |
| Inspector | 0.0% | 19.4% | 76.4% | 3.9% | 0.3% | 100.0% |
| Chief Inspector | 0.0% | 12.5% | 83.8% | 3.1% | 0.6% | 100.0% |
| Special Constable | 18.3% | 42.3% | 28.9% | 10.4% | 0.0% | 100.0% |

As a percentage of the PFEW membership, 12.9% of our membership is under 25 years old; 45.8% is between the ages of 26-40; 38.6% of members are between the ages of 41-55; and 2.7% of members are above the age of 55.

5. Key Findings

The baseline analysis shows that PFEW can report reliably on age, sex and ethnicity for federated ranks and special constables using Home Office data. These characteristics are the only ones published at rank level nationally.

However, the Home Office does not publish rank-level information on disability, religion, sexual orientation, gender identity, gender reassignment, marriage/civil partnership, or pregnancy/maternity. These gaps mean that PFEW cannot yet present a complete diversity profile of its membership across all protected characteristics.

Overall, this baseline confirms that while we have a strong starting point for some characteristics, additional member-reported data is essential to meet the full intent of Recommendation 7.

6. Recommendations/Next Steps

1. **Use the Federation's survey programme to fill data gaps:** Incorporate missing protected characteristics into the survey so PFEW can report on characteristics such as disability, religion/belief, sexual orientation and gender identity where members choose to disclose.
2. **Maintain a clear separation of data sources:** Continue using Home Office data for age, sex and ethnicity, and member survey data for other characteristics, ensuring transparency about what each source can and cannot provide.
3. **Publish the first full report within the two-year cycle:** Build on this baseline by producing a more complete two-yearly report combining national and member-reported data.
4. **Build insights from this report into Equality, Diversity and Inclusion at the Federation:** use the data to inform our equality impact assessments for member-facing decisions.
5. **Improve communication with members:** Explain why diversity data is collected, how it will be used, and how anonymity is protected, to support higher participation and better data quality.