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# Police Service Strength

England and Wales

31 March 1977 to 30 September 2000

This paper summarises Home Office data on full time equivalent Police Service Strength (excluding secondments) at Police Force area level in England and Wales. This has been placed in the House of Commons Library since 31 March 1977.

Data between 31 March 1977 and 31 March 1997 has previously been available to Members upon request from the House of Commons Library or from the Home Office. Published data from Home Office Statistical Bulletins between 31 March 1998 and 30 September 2000 has also been included to provide comparisons with the earlier data.

The paper is primarily intended to provide reference data, although some analysis is presented and changes that have occurred over time in the variable definitions and Police Force areas are also included.

Grahame Allen

SOCIAL AND GENERAL STATISTICS SECTION

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## **Summary of main points**

- Since 31 March 1998, the Research Development and Statistics Directorate at the Home Office has published an annual statistical bulletin on Police Service personnel. Reasonably consistent previous data is however available back to 1977.
- Police Service strength (excluding secondments) in England and Wales has increased by 13% over the last 23 years, from just over 108,000 at 31 March 1977 to just over 122,000 at 30 September 2000.
- The proportion of women in the Police Service in England and Wales has increased from 7% at 31 March 1977 to 17% at 30 September 2000.
- Ethnic Minority strength as a proportion of total Police Service Strength has increased from 1.0% in 1989 to 2.3% at 30 September 2000.

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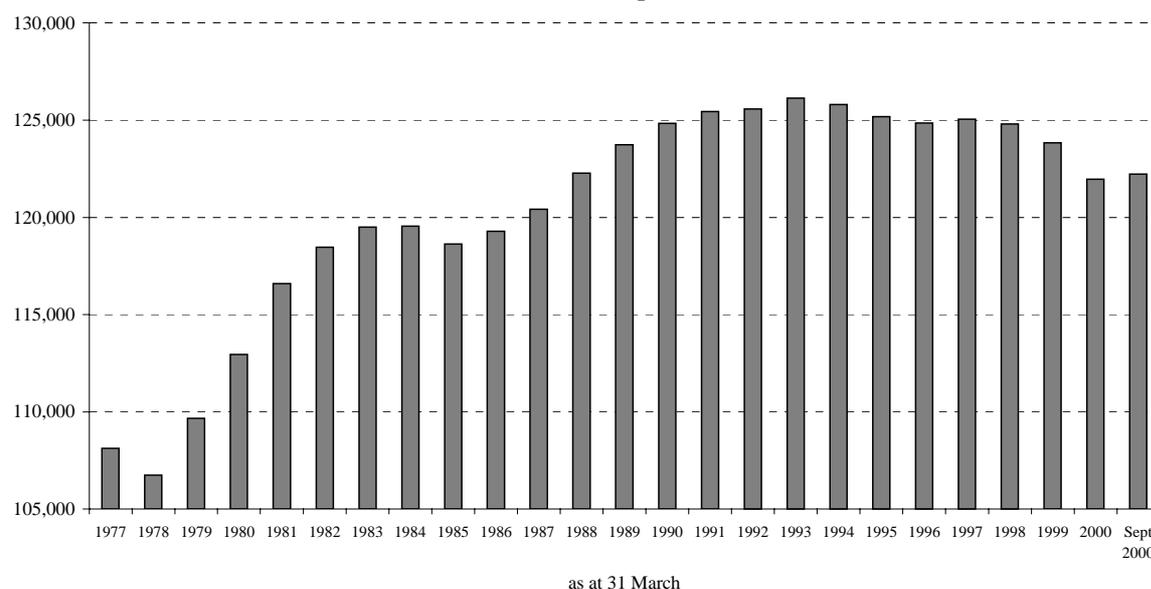
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## I England and Wales

### A. Total strength

Figure 1 below summarises total Police Service strength (excluding secondments) in England and Wales (the underlying data is shown in table 1 in **Appendix 1**) between 31 March 1977 and 30 September 2000.

**Figure 1: Police Service Strength (excluding secondments), England and Wales, 31 March 1977 to 30 September 2000**



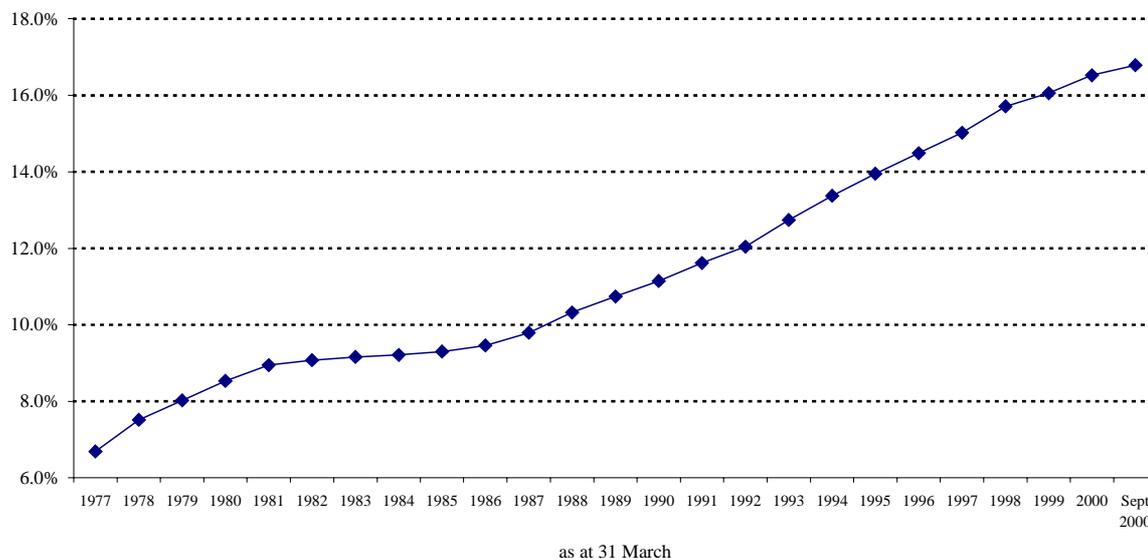
From 31 March 1977, after initially falling in 1978, Police Service strength (excluding secondments) in England and Wales generally increased until it peaked at just over 126,000 at 31 March 1993. It has since fallen, until at 31 March 2000 Police Service strength (excluding secondments) in England and Wales stood at just under 122,000. The latest available figures show that total Police Service strength (excluding secondments) increased between 31 March 2000 and 30 September 2000 by just under 300 officers or 0.2%.<sup>1</sup> However, Police Service strength (excluding secondments) in England and Wales at 30 September 2000 was just over 14,000 officers, or 13%, higher than at 31 March 1977.

### B. Women

Figure 2 below shows the proportion of women in the Police Service in England and Wales between 31 March 1977 and 30 September 2000. The proportion of women in the individual Police Forces is provided in **Appendix 2**.

<sup>1</sup> *Police Service Strength England and Wales* Home Office Statistical Bulletin, 2/01, 16 January 2001

**Figure 2: Female ranks as a proportion of Police Service Strength (excluding secondments), England and Wales, 31 March 1977 to 30 September 2000**

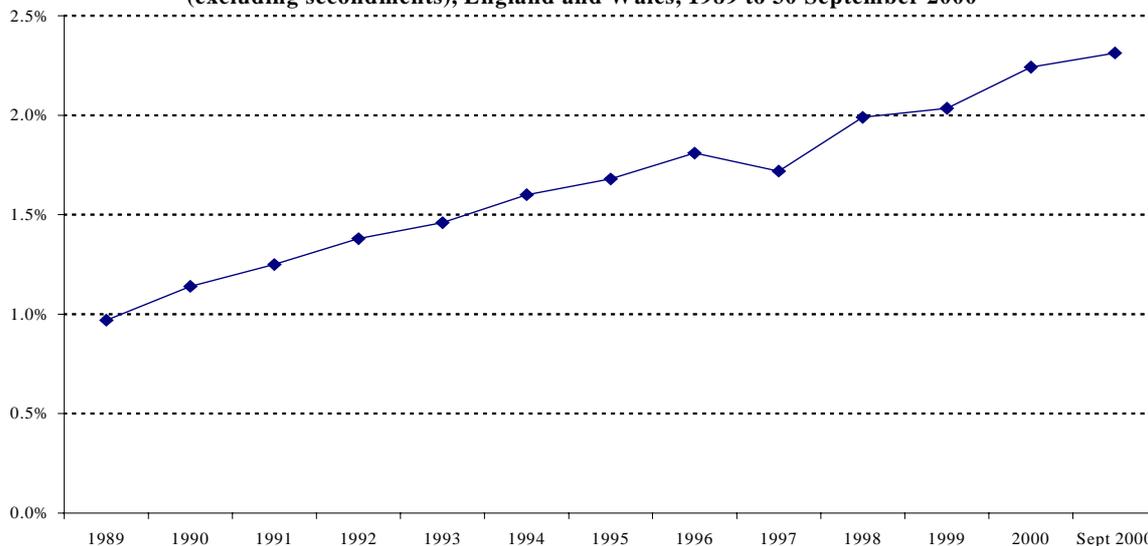


The proportion of women in the Police Service in England and Wales has steadily increased over the period. From 7% at 31 March 1977 to 17% at 30 September 2000.

### C. Ethnic Minorities

Figure 1 below shows Ethnic Minority strength as a proportion of total Police Service Strength has increased from 1.0% in 1989 to 2.3% at 30 September 2000.<sup>2</sup>

**Figure 3: Ethnic minority strength as a proportion of Police Service Strength (excluding secondments), England and Wales, 1989 to 30 September 2000**



<sup>2</sup> Figures between 1989 and 1995 are annual, based on tables from various years HM Inspector of Constabulary *Annual Report*. Figures between 31 March 1996 and 30 September 2000 are as shown in Appendix 1 of this paper.

## II Individual Police Force statistics

### A. England and Wales

#### 1. Sources

The House of Commons Library holds issues of *Monthly Returns of Strength and Vacancies*<sup>3</sup> bulletin, as supplied by the Home Office, dating back to 31 March 1977.

Between 31 March 1977 and 31 August 1990 the bulletin provided information on the: Authorised Establishment, Actual Strength broken down by gender, the number of Vacancies and the Percentage Deficiency between the reported Authorised Establishment and Total Actual Strength for each of the 43 Police Authorities in England and Wales. The data for the individual Police Forces is shown in the statistical tables in **Appendix 2**.

From 30 September 1990 the number of Vacancies variable was replaced by a variable that represented the number of Vacancies (-) or Overholds (+) in each Police Force. The definition of the Percentage Deficiency variable also changed to become the Percentage Difference (+/-Establishment). These changes were introduced to highlight periods when Police Force Strengths were above the Authorised Establishment values. For the sake of consistency and to aid further analysis employing the data here, Vacancies and Percentage Deficiency have been calculated on the old basis up to and including 31 March 1995.

Other variables have since been added to the bulletin. From 31 December 1990 the bulletin also included tables giving information on Actual Strength broken down by rank for each Police Force. For example, at 31 December 1990 there were 48 Chief Constables, all of whom were male, one in each of the 43 Police Forces and a further 5 in the Metropolitan Police Force. 31 January 1992 saw the inclusion of data for England and Wales on monthly increases and decreases in Police Strength, Resignations, Retirements, Transfers and Secondments (OUT) and Losses from Other Causes, Ethnic Minorities, and Civilian Strength.

At 31 March 1995 the bulletin ceased in this format. It was replaced by *Police Strength in England and Wales*<sup>4</sup> and has been received by the House of Commons Library every six months since 30 September 1995. The new format included the same range of information that had been provided since 31 January 1992 as well as data on Special Constables but also includes tables of data broken down to individual Police Force level.

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<sup>3</sup> *Monthly Returns of Strength and Vacancies* Home Office, various dates

<sup>4</sup> *Police Strength in England and Wales* Home Office, various dates

## **2. Home Office Statistical Bulletins**

Since 31 March 1998 *Police Service Personnel England and Wales*<sup>5</sup> has been published annually by the Research Development and Statistics Directorate (RDS), in the Home Office, in the form of a Statistical Bulletin, copies of which are available electronically on the RDS website<sup>6</sup>. Bulletins for the 12 months ending September each year have continued to be supplied to the House of Commons Library and were published in the form of a Statistical Bulletin for the first time as *Police Service Strength England and Wales*<sup>7</sup> at 30 September 2000.

## **3. Police Force annual reports**

All individual Police Forces in the UK produce annual reports that usually contain a statistical breakdown of their employees. Copies of these annual reports between 1988 and 1997 are available for viewing in the House of Commons Library. Hard copies of annual reports for some Police Forces, for years after 1997 are also available in the House of Commons Library and many are available in electronic format on individual Police Force websites<sup>8</sup>.

## **4. CIPFA**

The Statistical Service of the Chartered Institute of Public Finance and Accountancy (CIPFA) has published a series of booklets entitled *Police Service Statistics* annually since 1949/50. The publication includes statistical information on police officer numbers and financial information for all the Police Authorities in England and Wales. Information contained in the publication is based on returns from the individual police force Chief Constables and their staff. The publication is held by the House of Commons Library.

## **B. Scotland**

Police Service Strength in Scotland for each of the 8 Scottish police forces can be found in their annual reports. These can be accessed in electronic format through the individual police force web sites, found via the Scottish Police Forces web site<sup>9</sup>. Figures for police

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<sup>5</sup> *Police Service Personnel England and Wales* Home Office Statistical Bulletin, 17/98, 3 September 1998

<sup>6</sup> RDS Website as at 1 February 2001, [www.homeoffice.gov.uk/rds](http://www.homeoffice.gov.uk/rds)

<sup>7</sup> RDS Website as at 1 February 2001, [www.homeoffice.gov.uk/rds/pdfs/hosb201.pdf](http://www.homeoffice.gov.uk/rds/pdfs/hosb201.pdf)

<sup>8</sup> Those Forces that have websites can be accessed via the UK Police Services website [www.police.uk](http://www.police.uk)

<sup>9</sup> Scottish Police Forces web site [www.scottish.police.uk](http://www.scottish.police.uk)

strength at the beginning of each year 1994 to 2000 are also available from the Social and General Statistics Section of the House of Commons Library.

### **C. Northern Ireland**

Data on the establishment and strength of the Royal Ulster Constabulary (RUC) is available in the Report of the Chief Constable from 1995 on the RUC web site<sup>10</sup> from the RUC Central Statistics Unit and the Social and General Statistics Section of the House of Commons Library

### **D. Boundary Changes<sup>11</sup>**

Due to the reorganisation of Police Authorities in Wales on 1 April 1996<sup>12</sup>, jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Authorities. Care must therefore be taken when comparing data for these authorities as data for 31 March 1997 onwards is not comparable with data prior to this date<sup>13</sup>.

The boundaries of The Metropolitan Police Force were redrawn on 1 April 2000. As a result Police Strength data for the Metropolitan, Essex, Hertfordshire, and Surrey Police Forces at 30 September 2000 is not comparable with previous years' data.

### **E. Changes between General Elections**

Table 2 in **Appendix 1** shows the percentage change in Police Service Strength (excluding secondments) in each Police Force in England and Wales during each of the Parliaments that there have been since 1979 and the percentage change since the year of the last General Election. Table 2 uses data on 31 March of the year in which the General Election in question was held. For Example, to represent the last General Election, data from 31 March 1997 are used.

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<sup>10</sup> RUC web site [www.ruc.police.uk](http://www.ruc.police.uk)

<sup>11</sup> Where applicable, the break in these series is highlighted in the tables in the Appendices.

<sup>12</sup> HC Deb 30 November 1995 vol 267 c 91W

<sup>13</sup> *Police Statistics 1996/97 Actuals* CIPFA, November 1997.

### III Appendix 1 – Police Service strength England and Wales

**Table1: Police Service in England and Wales**

As at 31 March

Police Force	1977	1978	1979	1980	1981	1982	1983	1984	1985
Avon and Somerset	2,793	2,755	2,825	2,892	2,953	3,011	2,970	2,997	2,982
Bedfordshire	855	850	902	943	961	984	985	1,006	990
Cambridgeshire	1,048	1,007	1,064	1,081	1,091	1,131	1,137	1,138	1,137
Cheshire	1,759	1,725	1,778	1,789	1,839	1,847	1,839	1,830	1,799
Cleveland	1,317	1,290	1,334	1,420	1,478	1,474	1,454	1,470	1,446
Cumbria	1,013	1,005	1,056	1,093	1,108	1,121	1,107	1,114	1,092
Derbyshire	1,551	1,493	1,563	1,793	1,821	1,776	1,757	1,772	1,752
Devon and Cornwall	2,537	2,595	2,660	2,651	2,720	2,713	2,730	2,724	2,722
Dorset	1,081	1,091	1,128	1,154	1,169	1,166	1,174	1,175	1,160
Durham	1,293	1,276	1,312	1,324	1,334	1,342	1,328	1,302	1,279
Essex	2,330	2,337	2,461	2,567	2,596	2,631	2,641	2,624	2,650
Gloucestershire	1,058	1,045	1,076	1,105	1,123	1,129	1,137	1,143	1,132
Greater Manchester	6,237	6,277	6,419	6,713	6,929	6,957	6,996	6,917	6,736
Hampshire	2,836	2,816	2,949	3,039	3,052	3,062	3,075	3,073	3,057
Hertfordshire	1,466	1,471	1,462	1,487	1,534	1,559	1,554	1,562	1,562
Humberside	1,754	1,786	1,849	1,917	1,954	1,947	1,965	1,961	1,913
Kent	2,548	2,655	2,724	2,863	2,862	2,862	2,882	2,829	2,833
Lancashire	3,031	3,040	3,097	3,100	3,154	3,152	3,155	3,128	3,029
Leicestershire	1,671	1,631	1,701	1,702	1,717	1,728	1,723	1,729	1,695
Lincolnshire	1,151	1,139	1,171	1,176	1,179	1,179	1,178	1,182	1,146
London, City of	846	821	829	840	846	855	828	806	789
Merseyside	4,252	4,235	4,427	4,525	4,597	4,631	4,631	4,603	4,588
Metropolitan Police	22,295	21,859	22,214	22,804	24,066	25,429	26,499	26,706	26,751
Norfolk	1,211	1,214	1,223	1,249	1,246	1,268	1,261	1,268	1,248
North Yorkshire	1,300	1,269	1,342	1,352	1,355	1,354	1,366	1,359	1,332
Northamptonshire	909	876	905	920	982	1,006	1,003	1,019	1,015
Northumbria	3,214	3,172	3,272	3,317	3,339	3,329	3,325	3,349	3,295
Nottinghamshire	2,103	2,064	2,117	2,145	2,241	2,252	2,249	2,229	2,150
South Yorkshire	2,598	2,500	2,546	2,704	2,865	2,868	2,863	2,860	2,866
Staffordshire	2,005	1,941	1,978	2,051	2,096	2,086	2,080	2,090	2,066
Suffolk	1,037	1,010	1,064	1,130	1,119	1,120	1,123	1,123	1,129
Surrey	1,463	1,457	1,440	1,512	1,586	1,587	1,589	1,582	1,590
Sussex	2,707	2,648	2,758	2,782	2,820	2,829	2,810	2,800	2,803
Thames Valley	2,828	2,651	2,639	2,802	3,093	3,098	3,123	3,176	3,259
Warwickshire	860	849	841	895	915	922	919	910	921
West Mercia	1,658	1,620	1,743	1,847	1,925	1,926	1,916	1,920	1,919
West Midlands	5,777	5,748	5,981	6,243	6,549	6,679	6,673	6,679	6,544
West Yorkshire	4,734	4,588	4,727	4,805	5,084	5,147	5,145	5,109	4,991
Wiltshire	946	962	997	1,002	1,030	1,040	1,029	1,035	1,034
<b>Total England</b>	<b>102,072</b>	<b>100,768</b>	<b>103,574</b>	<b>106,734</b>	<b>110,328</b>	<b>112,197</b>	<b>113,219</b>	<b>113,299</b>	<b>112,402</b>
Gwent	956	945	965	967	972	964	963	962	964
Dyfed-Powys	909	909	910	926	932	920	927	921	910
North Wales	1,222	1,240	1,268	1,275	1,293	1,286	1,296	1,290	1,271
South Wales	2,956	2,870	2,936	3,056	3,065	3,103	3,091	3,071	3,073
<b>Total Wales</b>	<b>6,043</b>	<b>5,964</b>	<b>6,079</b>	<b>6,224</b>	<b>6,262</b>	<b>6,273</b>	<b>6,277</b>	<b>6,244</b>	<b>6,218</b>
<b>Total England and Wales</b>	<b>108,115</b>	<b>106,732</b>	<b>109,653</b>	<b>112,958</b>	<b>116,590</b>	<b>118,470</b>	<b>119,496</b>	<b>119,543</b>	<b>118,620</b>

**Table1 (continued): Police Service in England and Wales**

As at 31 March

Police Force	1986	1987	1988	1989	1990	1991	1992	1993
Avon and Somerset	2,958	3,009	3,013	3,014	3,094	3,092	3,081	3,068
Bedfordshire	985	984	999	1,025	1,050	1,105	1,093	1,168
Cambridgeshire	1,136	1,142	1,171	1,187	1,193	1,201	1,250	1,265
Cheshire	1,806	1,830	1,837	1,879	1,870	1,895	1,874	1,908
Cleveland	1,470	1,462	1,466	1,470	1,467	1,489	1,477	1,478
Cumbria	1,127	1,118	1,141	1,135	1,166	1,184	1,179	1,196
Derbyshire	1,753	1,777	1,790	1,784	1,795	1,741	1,706	1,830
Devon and Cornwall	2,739	2,774	2,787	2,849	2,852	2,873	2,898	2,910
Dorset	1,199	1,202	1,234	1,251	1,269	1,281	1,289	1,302
Durham	1,293	1,307	1,329	1,351	1,375	1,368	1,389	1,381
Essex	2,666	2,718	2,728	2,746	2,822	2,889	2,898	2,936
Gloucestershire	1,146	1,152	1,153	1,166	1,170	1,162	1,174	1,149
Greater Manchester	6,768	6,780	6,965	6,935	6,992	7,014	7,061	7,060
Hampshire	3,062	3,098	3,103	3,167	3,154	3,179	3,211	3,275
Hertfordshire	1,565	1,579	1,603	1,638	1,657	1,666	1,695	1,700
Humberside	1,933	1,964	1,953	1,992	1,995	1,998	2,026	2,032
Kent	2,870	2,879	2,908	2,985	2,984	3,005	3,074	3,146
Lancashire	3,021	3,134	3,139	3,177	3,201	3,212	3,198	3,207
Leicestershire	1,737	1,712	1,735	1,745	1,769	1,818	1,845	1,805
Lincolnshire	1,139	1,173	1,168	1,194	1,188	1,209	1,196	1,200
London, City of	774	771	787	801	799	813	808	825
Merseyside	4,543	4,598	4,647	4,689	4,714	4,689	4,621	4,669
Metropolitan Police	26,813	26,890	27,688	28,058	28,362	28,230	28,154	27,867
Norfolk	1,263	1,312	1,308	1,340	1,363	1,405	1,414	1,440
North Yorkshire	1,361	1,353	1,372	1,370	1,379	1,387	1,398	1,393
Northamptonshire	1,025	1,047	1,093	1,095	1,126	1,139	1,158	1,199
Northumbria	3,357	3,402	3,467	3,508	3,529	3,541	3,464	3,563
Nottinghamshire	2,210	2,226	2,252	2,298	2,316	2,336	2,331	2,327
South Yorkshire	2,848	2,862	2,912	2,940	2,923	2,991	3,008	3,032
Staffordshire	2,087	2,113	2,135	2,164	2,187	2,217	2,176	2,179
Suffolk	1,121	1,166	1,188	1,181	1,194	1,209	1,218	1,241
Surrey	1,614	1,609	1,649	1,636	1,645	1,657	1,706	1,693
Sussex	2,790	2,830	2,894	2,946	2,949	2,969	2,984	3,008
Thames Valley	3,297	3,421	3,490	3,600	3,659	3,714	3,772	3,840
Warwickshire	929	965	979	969	975	1,020	990	1,020
West Mercia	1,939	1,929	1,946	1,948	1,991	2,026	2,034	2,054
West Midlands	6,520	6,656	6,639	6,761	6,855	6,876	6,941	6,953
West Yorkshire	5,145	5,142	5,184	5,278	5,260	5,268	5,087	5,037
Wiltshire	1,043	1,044	1,095	1,101	1,130	1,165	1,221	1,265
<b>Total England</b>	<b>113,052</b>	<b>114,130</b>	<b>115,947</b>	<b>117,373</b>	<b>118,419</b>	<b>119,033</b>	<b>119,099</b>	<b>119,621</b>
Gwent	978	973	979	996	1,008	999	1,009	1,004
Dyfed-Powys	930	932	917	931	935	935	947	967
North Wales	1,253	1,286	1,300	1,327	1,337	1,349	1,347	1,360
South Wales	3,066	3,100	3,126	3,102	3,135	3,137	3,168	3,176
<b>Total Wales</b>	<b>6,227</b>	<b>6,291</b>	<b>6,322</b>	<b>6,356</b>	<b>6,415</b>	<b>6,420</b>	<b>6,471</b>	<b>6,507</b>
<b>Total England and Wales</b>	<b>119,279</b>	<b>120,421</b>	<b>122,269</b>	<b>123,729</b>	<b>124,834</b>	<b>125,453</b>	<b>125,570</b>	<b>126,128</b>

**Table1 (continued): Police Service in England and Wales**

As at 31 March

Police Force	1994	1995	1996	1997	1998	1999	2000	Sept 30 2000
Avon and Somerset	3,033	3,000	2,981	2,989	2,976	2,999	2,934	2,941
Bedfordshire	1,151	1,126	1,128	1,094	1,079	1,041	1,028	1,006
Cambridgeshire	1,263	1,261	1,238	1,302	1,292	1,274	1,237	1,266
Cheshire	1,902	1,932	1,998	2,046	2,042	2,071	2,011	2,000
Cleveland	1,429	1,438	1,420	1,459	1,484	1,416	1,404	1,421
Cumbria	1,174	1,167	1,115	1,144	1,164	1,126	1,084	1,048
Derbyshire	1,820	1,797	1,763	1,791	1,772	1,759	1,777	1,780
Devon and Cornwall	2,914	2,877	2,899	2,865	2,962	2,887	2,841	2,873
Dorset	1,297	1,288	1,263	1,284	1,310	1,279	1,306	1,299
Durham	1,383	1,353	1,401	1,461	1,515	1,568	1,558	1,581
Essex	(b) 2,937	2,921	2,884	2,961	2,929	2,891	2,806	2,780
Gloucestershire	1,159	1,163	1,133	1,133	1,104	1,104	1,114	1,142
Greater Manchester	6,967	7,037	6,938	6,922	6,948	6,810	6,795	6,767
Hampshire	3,270	3,256	3,347	3,452	3,490	3,473	3,419	3,435
Hertfordshire	(b) 1,682	1,703	1,712	1,759	1,740	1,724	1,767	1,961
Humberside	2,039	2,029	2,041	2,045	2,021	1,974	1,932	1,905
Kent	3,145	3,117	3,120	3,260	3,251	3,201	3,204	3,239
Lancashire	3,170	3,212	3,171	3,248	3,257	3,245	3,179	3,215
Leicestershire	1,825	1,839	1,908	1,949	1,983	1,993	1,993	2,010
Lincolnshire	1,205	1,199	1,145	1,196	1,191	1,140	1,115	1,162
London, City of	893	885	869	859	825	778	732	720
Merseyside	4,693	4,659	4,411	4,230	4,216	4,211	4,085	4,081
Metropolitan Police	(b) 27,699	27,480	27,343	26,677	26,093	26,073	25,485	24,695
Norfolk	1,447	1,395	1,401	1,432	1,430	1,381	1,381	1,387
North Yorkshire	1,318	1,300	1,324	1,338	1,367	1,337	1,283	1,293
Northamptonshire	1,170	1,156	1,153	1,177	1,168	1,137	1,117	1,166
Northumbria	3,598	3,606	3,668	3,677	3,768	3,840	3,788	3,885
Nottinghamshire	2,328	2,319	2,318	2,323	2,323	2,225	2,204	2,232
South Yorkshire	3,023	3,040	3,073	3,159	3,182	3,168	3,163	3,184
Staffordshire	2,208	2,231	2,209	2,211	2,292	2,238	2,170	2,157
Suffolk	1,208	1,191	1,138	1,174	1,186	1,190	1,145	1,115
Surrey	(b) 1,669	1,676	1,644	1,620	1,609	1,662	1,785	2,113
Sussex	3,009	2,931	3,074	3,085	3,038	2,847	2,822	2,812
Thames Valley	3,908	3,854	3,674	3,695	3,776	3,748	3,740	3,748
Warwickshire	1,046	1,013	979	926	924	908	900	912
West Mercia	2,059	2,046	2,017	2,040	2,010	2,025	1,887	1,906
West Midlands	7,014	7,019	7,145	7,113	7,156	7,321	7,194	7,350
West Yorkshire	5,046	5,050	5,142	5,209	5,155	4,982	4,822	4,806
Wiltshire	1,264	1,261	1,219	1,154	1,156	1,151	1,118	1,099
Total England	119,365	118,827	118,406	118,453	118,184	117,197	115,325	115,492
Gwent	(a) 993	997	1,044	1,243	1,233	1,247	1,264	1,271
Dyfed-Powys	965	976	991	1,005	1,002	1,026	1,040	1,045
North Wales	1,352	1,366	1,378	1,369	1,396	1,391	1,403	1,393
South Wales	(a) 3,131	3,014	3,027	2,976	2,986	2,981	2,926	3,029
Total Wales	6,441	6,353	6,440	6,592	6,617	6,645	6,633	6,738
Total England and Wales	125,806	125,180	124,844	125,051	124,798	123,841	121,956	122,230

Notes: (a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

(b) Due to boundary changes introduced 1 April 2000, 30 September 2000 figures for Essex, Hertfordshire, Surrey and the Metropolitan Police are not comparable with the data presented prior to 30 September 2000

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies* Home Office

**Table2: Police Service in England and Wales**

Percentage change 31 March

Police Force	1979 to 1983	1983 to 1987	1987 to 1992	1992 to 1997	1997 to Sept 30 2000	1977 to Sept 30 2000
Avon and Somerset	5.1%	1.3%	2.4%	-3.0%	-1.6%	5.3%
Bedfordshire	9.2%	-0.1%	11.1%	0.1%	-8.0%	17.7%
Cambridgeshire	6.9%	0.4%	9.5%	4.2%	-2.8%	20.8%
Cheshire	3.4%	-0.5%	2.4%	9.2%	-2.2%	13.7%
Cleveland	9.0%	0.5%	1.0%	-1.2%	-2.6%	7.9%
Cumbria	4.8%	1.0%	5.5%	-3.0%	-8.4%	3.5%
Derbyshire	12.4%	1.1%	-4.0%	5.0%	-0.6%	14.8%
Devon and Cornwall	2.6%	1.6%	4.5%	-1.2%	0.3%	13.2%
Dorset	4.1%	2.3%	7.2%	-0.4%	1.2%	20.2%
Durham	1.2%	-1.6%	6.3%	5.1%	8.3%	22.3%
Essex	7.3%	2.8%	6.6%	2.2%	-5.2% (a)	20.4% (a)
Gloucestershire	5.7%	1.3%	1.9%	-3.5%	0.8%	7.9%
Greater Manchester	9.0%	-3.2%	4.1%	-2.0%	-2.2%	8.5%
Hampshire	4.3%	0.7%	3.6%	7.5%	-0.5%	21.1%
Hertfordshire	6.3%	1.6%	7.3%	3.8%	0.4% (a)	20.5% (a)
Humberside	6.3%	-0.1%	3.2%	0.9%	-6.8%	8.6%
Kent	5.8%	-0.1%	6.8%	6.1%	-0.6%	27.1%
Lancashire	1.9%	-0.7%	2.0%	1.5%	-1.0%	6.1%
Leicestershire	1.3%	-0.6%	7.8%	5.6%	3.1%	20.3%
Lincolnshire	0.6%	-0.4%	2.0%	0.0%	-2.9%	1.0%
London, City of	-0.1%	-7.4%	4.8%	6.3%	-16.2%	-14.9%
Merseyside	4.6%	-0.7%	0.5%	-8.5%	-3.5%	-4.0%
Metropolitan Police	19.3%	1.5%	4.7%	-5.2%	-4.5% (a)	14.3% (a)
Norfolk	3.1%	3.9%	7.8%	1.2%	-3.1%	14.5%
North Yorkshire	1.8%	-1.0%	3.3%	-4.3%	-3.3%	-0.5%
Northamptonshire	10.8%	4.2%	10.6%	1.6%	-0.9%	28.3%
Northumbria	1.6%	2.3%	1.8%	6.1%	5.7%	20.9%
Nottinghamshire	6.2%	-1.0%	4.7%	-0.3%	-3.9%	6.1%
South Yorkshire	12.5%	0.0%	5.1%	5.0%	0.8%	22.6%
Staffordshire	5.2%	1.6%	3.0%	1.6%	-2.4%	7.6%
Suffolk	5.5%	3.7%	4.5%	-3.6%	-5.0%	7.5%
Surrey	10.3%	1.2%	6.0%	-5.1%	10.2% (a)	22.0% (a)
Sussex	1.9%	0.7%	5.4%	3.4%	-8.8%	3.9%
Thames Valley	18.3%	8.7%	10.3%	-2.0%	1.4%	32.5%
Warwickshire	9.3%	4.8%	2.6%	-6.5%	-1.5%	6.0%
West Mercia	9.9%	0.7%	5.4%	0.3%	-6.6%	15.0%
West Midlands	11.6%	-0.3%	4.3%	2.5%	3.3%	27.2%
West Yorkshire	8.8%	-0.1%	-1.1%	2.4%	-7.7%	1.5%
Wiltshire	3.2%	1.4%	17.0%	-5.5%	-4.8%	16.2%
Total England	9.3%	0.8%	4.4%	-0.5%	-2.5%	13.1%
Gwent	-0.2%	1.0%	3.7%	n.a.	2.3%	32.9%
Dyfed-Powys	1.9%	0.5%	1.6%	6.1%	4.0%	15.0%
North Wales	2.2%	-0.8%	4.7%	1.6%	1.8%	14.0%
South Wales	5.3%	0.3%	2.2%	n.a.	1.8%	2.5%
Total Wales	3.3%	0.2%	2.9%	1.9%	2.2%	11.5%
Total England and Wales	9.0%	0.8%	4.3%	-0.4%	-2.3%	13.1%

Notes:

(a) to 31 March 2000, due to reorganisation of the Metropolitan Police Force

n.a. not available

## IV Appendix 2 – Individual Police Force statistics

### Police Service in England and Wales

As at 31 March 1977

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	2,851	2,663	130	2,793	58	2.0%
Bedfordshire	941	805	50	855	86	9.1%
Cambridgeshire	1,090	978	70	1,048	42	3.9%
Cheshire	1,805	1,627	132	1,759	46	2.5%
Cleveland	1,411	1,214	103	1,317	94	6.7%
Cumbria	1,079	973	40	1,013	66	6.1%
Derbyshire	1,709	1,402	149	1,551	158	9.2%
Devon and Cornwall	2,673	2,424	113	2,537	136	5.1%
Dorset	1,108	999	82	1,081	27	2.4%
Durham	1,349	1,207	86	1,293	56	4.2%
Essex	2,511	2,181	149	2,330	181	7.2%
Gloucestershire	1,100	993	65	1,058	42	3.8%
Greater Manchester	6,735	5,653	584	6,237	498	7.4%
Hampshire	2,935	2,715	121	2,836	99	3.4%
Hertfordshire	1,483	1,349	117	1,466	17	1.1%
Humberside	1,939	1,638	116	1,754	185	9.5%
Kent	2,615	2,369	179	2,548	67	2.6%
Lancashire	3,080	2,860	171	3,031	49	1.6%
Leicestershire	1,705	1,560	111	1,671	34	2.0%
Lincolnshire	1,182	1,083	68	1,151	31	2.6%
London, City of	1,022	782	64	846	176	17.2%
Merseyside	4,342	3,832	420	4,252	90	2.1%
Metropolitan Police	26,628	20,974	1,321	22,295	4,333	16.3%
Norfolk	1,264	1,162	49	1,211	53	4.2%
North Yorkshire	1,328	1,221	79	1,300	28	2.1%
Northamptonshire	950	853	56	909	41	4.3%
Northumbria	3,322	3,010	204	3,214	108	3.3%
Nottinghamshire	2,145	1,985	118	2,103	42	2.0%
South Yorkshire	2,752	2,393	205	2,598	154	5.6%
Staffordshire	2,066	1,879	126	2,005	61	3.0%
Suffolk	1,086	973	64	1,037	49	4.5%
Surrey	1,503	1,348	115	1,463	40	2.7%
Sussex	2,785	2,538	169	2,707	78	2.8%
Thames Valley	2,995	2,674	154	2,828	167	5.6%
Warwickshire	876	796	64	860	16	1.8%
West Mercia	1,670	1,512	146	1,658	12	0.7%
West Midlands	6,509	5,275	502	5,777	732	11.2%
West Yorkshire	5,104	4,335	399	4,734	370	7.2%
Wiltshire	994	889	57	946	48	4.8%
<b>Total England</b>	<b>110,642</b>	<b>95,124</b>	<b>6,948</b>	<b>102,072</b>	<b>8,570</b>	<b>7.7%</b>
Gwent	964	913	43	956	8	0.8%
Dyfed-Powys	916	859	50	909	7	0.8%
North Wales	1,276	1,153	69	1,222	54	4.2%
South Wales	3,069	2,837	119	2,956	113	3.7%
<b>Total Wales</b>	<b>6,225</b>	<b>5,762</b>	<b>281</b>	<b>6,043</b>	<b>182</b>	<b>2.9%</b>
<b>Total England and Wales</b>	<b>116,867</b>	<b>100,886</b>	<b>7,229</b>	<b>108,115</b>	<b>8,752</b>	<b>7.5%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1977* Home Office

**Police Service in England and Wales**

As at 31 March 1978

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	2,851	2,599	156	2,755	96	3.4%
Bedfordshire	941	789	61	850	91	9.9%
Cambridgeshire	1,090	934	73	1,007	83	7.6%
Cheshire	1,805	1,570	155	1,725	80	4.4%
Cleveland	1,411	1,162	128	1,290	121	8.6%
Cumbria	1,082	953	52	1,005	77	7.1%
Derbyshire	1,709	1,337	156	1,493	216	12.6%
Devon and Cornwall	2,673	2,440	155	2,595	78	2.9%
Dorset	1,114	1,000	91	1,091	23	2.1%
Durham	1,349	1,187	89	1,276	73	5.4%
Essex	2,511	2,163	174	2,337	174	6.9%
Gloucestershire	1,100	972	73	1,045	55	5.0%
Greater Manchester	6,735	5,577	700	6,277	458	6.8%
Hampshire	2,935	2,678	138	2,816	119	4.1%
Hertfordshire	1,483	1,338	133	1,471	12	0.8%
Humberside	1,939	1,647	139	1,786	153	7.9%
Kent	2,703	2,425	230	2,655	48	1.8%
Lancashire	3,080	2,856	184	3,040	40	1.3%
Leicestershire	1,705	1,507	124	1,631	74	4.3%
Lincolnshire	1,182	1,068	71	1,139	43	3.6%
London, City of	1,022	756	65	821	201	19.7%
Merseyside	4,451	3,766	469	4,235	216	4.9%
Metropolitan Police	26,628	20,434	1,425	21,859	4,769	17.9%
Norfolk	1,264	1,153	61	1,214	50	4.0%
North Yorkshire	1,328	1,192	77	1,269	59	4.4%
Northamptonshire	950	822	54	876	74	7.8%
Northumbria	3,322	2,964	208	3,172	150	4.5%
Nottinghamshire	2,144	1,927	137	2,064	80	3.7%
South Yorkshire	2,752	2,287	213	2,500	252	9.2%
Staffordshire	2,066	1,804	137	1,941	125	6.1%
Suffolk	1,087	943	67	1,010	77	7.1%
Surrey	1,503	1,340	117	1,457	46	3.1%
Sussex	2,799	2,470	178	2,648	151	5.4%
Thames Valley	2,996	2,492	159	2,651	345	11.5%
Warwickshire	876	785	64	849	27	3.1%
West Mercia	1,671	1,465	155	1,620	51	3.1%
West Midlands	6,509	5,197	551	5,748	761	11.7%
West Yorkshire	5,104	4,174	414	4,588	516	10.1%
Wiltshire	995	891	71	962	33	3.3%
<b>Total England</b>	<b>110,865</b>	<b>93,064</b>	<b>7,704</b>	<b>100,768</b>	<b>10,097</b>	<b>9.1%</b>
Gwent	964	888	57	945	19	2.0%
Dyfed-Powys	916	853	56	909	7	0.8%
North Wales	1,276	1,155	85	1,240	36	2.8%
South Wales	3,069	2,751	119	2,870	199	6.5%
<b>Total Wales</b>	<b>6,225</b>	<b>5,647</b>	<b>317</b>	<b>5,964</b>	<b>261</b>	<b>4.2%</b>
<b>Total England and Wales</b>	<b>117,090</b>	<b>98,711</b>	<b>8,021</b>	<b>106,732</b>	<b>10,358</b>	<b>8.8%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1978* Home Office

**Police Service in England and Wales**

As at 31 March 1979

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	2,853	2,660	165	2,825	28	1.0%
Bedfordshire	947	825	77	902	45	4.8%
Cambridgeshire	1,090	975	89	1,064	26	2.4%
Cheshire	1,805	1,612	166	1,778	27	1.5%
Cleveland	1,411	1,198	136	1,334	77	5.5%
Cumbria	1,088	995	61	1,056	32	2.9%
Derbyshire	1,709	1,407	156	1,563	146	8.5%
Devon and Cornwall	2,673	2,482	178	2,660	13	0.5%
Dorset	1,164	1,031	97	1,128	36	3.1%
Durham	1,349	1,226	86	1,312	37	2.7%
Essex	2,525	2,259	202	2,461	64	2.5%
Gloucestershire	1,116	999	77	1,076	40	3.6%
Greater Manchester	6,735	5,687	732	6,419	316	4.7%
Hampshire	2,954	2,779	170	2,949	5	0.2%
Hertfordshire	1,533	1,315	147	1,462	71	4.6%
Humberside	1,939	1,693	156	1,849	90	4.6%
Kent	2,820	2,451	273	2,724	96	3.4%
Lancashire	3,118	2,888	209	3,097	21	0.7%
Leicestershire	1,706	1,550	151	1,701	5	0.3%
Lincolnshire	1,182	1,099	72	1,171	11	0.9%
London, City of	1,022	763	66	829	193	18.9%
Merseyside	4,451	3,925	502	4,427	24	0.5%
Metropolitan Police	26,589	20,670	1,544	22,214	4,375	16.5%
Norfolk	1,265	1,167	56	1,223	42	3.3%
North Yorkshire	1,328	1,249	93	1,342	0	0.0%
Northamptonshire	950	846	59	905	45	4.7%
Northumbria	3,325	3,064	208	3,272	53	1.6%
Nottinghamshire	2,145	1,970	147	2,117	28	1.3%
South Yorkshire	2,752	2,299	247	2,546	206	7.5%
Staffordshire	2,066	1,834	144	1,978	88	4.3%
Suffolk	1,088	986	78	1,064	24	2.2%
Surrey	1,599	1,321	119	1,440	159	9.9%
Sussex	2,802	2,563	195	2,758	44	1.6%
Thames Valley	2,997	2,468	171	2,639	358	12.0%
Warwickshire	876	779	62	841	35	4.0%
West Mercia	1,834	1,588	155	1,743	91	5.0%
West Midlands	6,509	5,305	676	5,981	528	8.1%
West Yorkshire	5,104	4,275	452	4,727	377	7.4%
Wiltshire	1,022	912	85	997	25	2.5%
<b>Total England</b>	<b>111,441</b>	<b>95,115</b>	<b>8,459</b>	<b>103,574</b>	<b>7,881</b>	<b>7.1%</b>
Gwent	975	908	57	965	10	1.0%
Dyfed-Powys	916	847	63	910	6	0.7%
North Wales	1,276	1,178	90	1,268	8	1.6%
South Wales	3,069	2,809	127	2,936	133	4.3%
<b>Total Wales</b>	<b>6,236</b>	<b>5,742</b>	<b>337</b>	<b>6,079</b>	<b>157</b>	<b>2.5%</b>
<b>Total England and Wales</b>	<b>117,677</b>	<b>100,857</b>	<b>8,796</b>	<b>109,653</b>	<b>8,038</b>	<b>6.8%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1979* Home Office

**Police Service in England and Wales**

As at 31 March 1980

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	2,953	2,716	176	2,892	61	2.1%
Bedfordshire	947	858	85	943	4	0.4%
Cambridgeshire	1,140	995	86	1,081	59	5.2%
Cheshire	1,805	1,606	183	1,789	16	0.9%
Cleveland	1,419	1,275	145	1,420	0	0.0%
Cumbria	1,113	1,018	75	1,093	20	1.8%
Derbyshire	1,712	1,621	172	1,793	0	0.0%
Devon and Cornwall	2,707	2,465	186	2,651	56	2.1%
Dorset	1,164	1,052	102	1,154	10	0.9%
Durham	1,349	1,231	93	1,324	25	1.9%
Essex	2,603	2,349	218	2,567	36	1.4%
Gloucestershire	1,116	1,023	82	1,105	11	1.0%
Greater Manchester	6,766	5,893	820	6,713	53	0.8%
Hampshire	3,034	2,833	206	3,039	0	0.0%
Hertfordshire	1,533	1,327	160	1,487	46	3.0%
Humberside	1,939	1,753	164	1,917	22	1.1%
Kent	2,871	2,568	295	2,863	8	0.3%
Lancashire	3,138	2,887	213	3,100	38	1.2%
Leicestershire	1,727	1,547	155	1,702	25	1.4%
Lincolnshire	1,182	1,104	72	1,176	6	0.5%
London, City of	1,022	770	70	840	182	17.8%
Merseyside	4,452	4,027	498	4,525	0	0.0%
Metropolitan Police	26,589	20,973	1,831	22,804	3,785	14.2%
Norfolk	1,265	1,181	68	1,249	16	1.3%
North Yorkshire	1,368	1,252	100	1,352	16	1.2%
Northamptonshire	978	874	46	920	58	5.9%
Northumbria	3,325	3,103	214	3,317	8	0.2%
Nottinghamshire	2,260	2,001	144	2,145	115	5.1%
South Yorkshire	2,752	2,440	264	2,704	48	1.7%
Staffordshire	2,066	1,888	163	2,051	15	0.7%
Suffolk	1,123	1,042	88	1,130	0	0.0%
Surrey	1,602	1,371	141	1,512	90	5.6%
Sussex	2,823	2,584	198	2,782	41	1.5%
Thames Valley	3,005	2,592	210	2,802	203	6.8%
Warwickshire	877	820	75	895	0	0.0%
West Mercia	1,921	1,671	176	1,847	74	3.9%
West Midlands	6,509	5,486	757	6,243	266	4.1%
West Yorkshire	5,104	4,346	459	4,805	299	5.9%
Wiltshire	1,033	908	94	1,002	31	3.0%
<b>Total England</b>	<b>112,292</b>	<b>97,450</b>	<b>9,284</b>	<b>106,734</b>	<b>5,743</b>	<b>5.1%</b>
Gwent	975	911	56	967	8	0.8%
Dyfed-Powys	934	863	63	926	8	0.9%
North Wales	1,309	1,178	97	1,275	34	2.6%
South Wales	3,069	2,918	138	3,056	13	0.4%
<b>Total Wales</b>	<b>6,287</b>	<b>5,870</b>	<b>354</b>	<b>6,224</b>	<b>63</b>	<b>1.0%</b>
<b>Total England and Wales</b>	<b>118,579</b>	<b>103,320</b>	<b>9,638</b>	<b>112,958</b>	<b>5,806</b>	<b>4.9%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1980* Home Office

**Police Service in England and Wales**

As at 31 March 1981

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,769	184	2,953	67	2.2%
Bedfordshire	960	882	79	961	0	0.0%
Cambridgeshire	1,140	1,003	88	1,091	49	4.3%
Cheshire	1,845	1,641	198	1,839	6	0.3%
Cleveland	1,471	1,327	151	1,478	0	0.0%
Cumbria	1,128	1,034	74	1,108	20	1.8%
Derbyshire	1,767	1,638	183	1,821	0	0.0%
Devon and Cornwall	2,734	2,514	206	2,720	14	0.5%
Dorset	1,164	1,061	108	1,169	0	0.0%
Durham	1,349	1,250	84	1,334	15	1.1%
Essex	2,633	2,371	225	2,596	37	1.4%
Gloucestershire	1,131	1,030	93	1,123	8	0.7%
Greater Manchester	6,941	6,076	853	6,929	12	0.2%
Hampshire	3,084	2,848	204	3,052	32	1.0%
Hertfordshire	1,568	1,361	173	1,534	34	2.2%
Humberside	1,972	1,789	165	1,954	18	0.9%
Kent	2,871	2,564	298	2,862	9	0.3%
Lancashire	3,158	2,931	223	3,154	4	0.1%
Leicestershire	1,727	1,543	174	1,717	10	0.6%
Lincolnshire	1,182	1,111	68	1,179	3	0.3%
London, City of	1,022	768	78	846	176	17.2%
Merseyside	4,607	4,098	499	4,597	10	0.2%
Metropolitan Police	26,577	21,929	2,137	24,066	2,511	9.4%
Norfolk	1,265	1,177	69	1,246	19	1.5%
North Yorkshire	1,368	1,266	89	1,355	13	1.0%
Northamptonshire	1,006	926	56	982	24	2.4%
Northumbria	3,355	3,122	217	3,339	16	0.5%
Nottinghamshire	2,259	2,099	142	2,241	18	0.8%
South Yorkshire	2,872	2,587	278	2,865	7	0.2%
Staffordshire	2,099	1,908	188	2,096	3	0.1%
Suffolk	1,123	1,029	90	1,119	4	0.4%
Surrey	1,602	1,427	159	1,586	16	1.0%
Sussex	2,823	2,600	220	2,820	3	0.1%
Thames Valley	3,103	2,830	263	3,093	10	0.3%
Warwickshire	920	838	77	915	5	0.5%
West Mercia	1,921	1,726	199	1,925	0	0.0%
West Midlands	6,684	5,687	862	6,549	135	2.0%
West Yorkshire	5,154	4,574	510	5,084	70	1.4%
Wiltshire	1,035	937	93	1,030	5	0.5%
<b>Total England</b>	<b>113,640</b>	<b>100,271</b>	<b>10,057</b>	<b>110,328</b>	<b>3,383</b>	<b>3.0%</b>
Gwent	975	911	61	972	3	0.3%
Dyfed-Powys	934	863	69	932	2	0.2%
North Wales	1,312	1,189	104	1,293	19	1.4%
South Wales	3,099	2,930	135	3,065	34	1.1%
<b>Total Wales</b>	<b>6,320</b>	<b>5,893</b>	<b>369</b>	<b>6,262</b>	<b>58</b>	<b>0.9%</b>
<b>Total England and Wales</b>	<b>119,960</b>	<b>106,164</b>	<b>10,426</b>	<b>116,590</b>	<b>3,441</b>	<b>2.9%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1981* Home Office

**Police Service in England and Wales**

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,815	196	3,011	9	0.3%
Bedfordshire	975	905	79	984	0	0.0%
Cambridgeshire	1,140	1,041	90	1,131	9	0.8%
Cheshire	1,845	1,641	206	1,847	0	0.0%
Cleveland	1,474	1,323	151	1,474	0	0.0%
Cumbria	1,128	1,047	74	1,121	7	0.6%
Derbyshire	1,767	1,600	176	1,776	0	0.0%
Devon and Cornwall	2,734	2,501	212	2,713	21	0.8%
Dorset	1,176	1,054	112	1,166	10	0.9%
Durham	1,355	1,257	85	1,342	13	1.0%
Essex	2,633	2,398	233	2,631	2	0.1%
Gloucestershire	1,140	1,029	100	1,129	11	1.0%
Greater Manchester	6,941	6,111	846	6,957	0	0.0%
Hampshire	3,084	2,860	202	3,062	22	0.7%
Hertfordshire	1,568	1,384	175	1,559	9	0.6%
Humberside	1,972	1,788	159	1,947	25	1.3%
Kent	2,875	2,562	300	2,862	13	0.5%
Lancashire	3,158	2,920	232	3,152	6	0.2%
Leicestershire	1,727	1,557	171	1,728	0	0.0%
Lincolnshire	1,182	1,106	73	1,179	3	0.3%
London, City of	1,022	775	80	855	167	16.3%
Merseyside	4,607	4,120	511	4,631	0	4.5%
Metropolitan Police	26,615	23,074	2,355	25,429	1,186	0.0%
Norfolk	1,265	1,189	79	1,268	0	1.0%
North Yorkshire	1,368	1,263	91	1,354	14	0.0%
Northamptonshire	1,006	941	65	1,006	0	0.8%
Northumbria	3,357	3,121	208	3,329	28	0.3%
Nottinghamshire	2,259	2,110	142	2,252	7	0.1%
South Yorkshire	2,872	2,593	275	2,868	4	0.6%
Staffordshire	2,099	1,900	186	2,086	13	0.1%
Suffolk	1,124	1,032	88	1,120	4	0.9%
Surrey	1,602	1,424	163	1,587	15	0.0%
Sussex	2,823	2,599	230	2,829	0	0.3%
Thames Valley	3,107	2,828	270	3,098	9	0.0%
Warwickshire	920	838	84	922	0	0.0%
West Mercia	1,921	1,726	200	1,926	0	0.1%
West Midlands	6,684	5,794	885	6,679	5	0.1%
West Yorkshire	5,154	4,634	513	5,147	7	0.0%
Wiltshire	1,035	957	83	1,040	0	
<b>Total England</b>	<b>113,734</b>	<b>101,817</b>	<b>10,380</b>	<b>112,197</b>	<b>1,619</b>	<b>1.4%</b>
Gwent	975	898	66	964	11	1.1%
Dyfed-Powys	934	858	62	920	14	1.5%
North Wales	1,313	1,184	102	1,286	27	2.1%
South Wales	3,105	2,964	139	3,103	2	0.1%
<b>Total Wales</b>	<b>6,327</b>	<b>5,904</b>	<b>369</b>	<b>6,273</b>	<b>54</b>	<b>0.9%</b>
<b>Total England and Wales</b>	<b>120,061</b>	<b>107,721</b>	<b>10,749</b>	<b>118,470</b>	<b>1,673</b>	<b>1.4%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1982* Home Office

**Police Service in England and Wales**

As at 31 March 1983

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,786	184	2,970	50	1.7%
Bedfordshire	980	899	86	985	0	0.0%
Cambridgeshire	1,140	1,041	96	1,137	3	0.3%
Cheshire	1,845	1,630	209	1,839	6	0.3%
Cleveland	1,474	1,313	141	1,454	20	1.4%
Cumbria	1,128	1,034	73	1,107	21	1.9%
Derbyshire	1,767	1,581	176	1,757	10	0.6%
Devon and Cornwall	2,734	2,486	244	2,730	4	0.1%
Dorset	1,183	1,057	117	1,174	9	0.8%
Durham	1,357	1,247	81	1,328	29	2.1%
Essex	2,643	2,410	231	2,641	2	0.1%
Gloucestershire	1,140	1,040	97	1,137	3	0.3%
Greater Manchester	6,943	6,154	842	6,996	0	0.0%
Hampshire	3,084	2,855	220	3,075	9	0.3%
Hertfordshire	1,568	1,383	171	1,554	14	0.9%
Humberside	1,972	1,812	153	1,965	7	0.4%
Kent	2,875	2,580	302	2,882	0	0.0%
Lancashire	3,158	2,921	234	3,155	3	0.1%
Leicestershire	1,733	1,547	176	1,723	10	0.6%
Lincolnshire	1,182	1,107	71	1,178	4	0.3%
London, City of	1,022	749	79	828	194	19.0%
Merseyside	4,607	4,134	497	4,631	0	0.0%
Metropolitan Police	26,615	24,014	2,485	26,499	116	0.4%
Norfolk	1,273	1,181	80	1,261	12	0.9%
North Yorkshire	1,368	1,277	89	1,366	2	0.1%
Northamptonshire	1,006	934	69	1,003	3	0.3%
Northumbria	3,357	3,119	206	3,325	32	1.0%
Nottinghamshire	2,259	2,105	144	2,249	10	0.4%
South Yorkshire	2,872	2,592	271	2,863	9	0.3%
Staffordshire	2,099	1,888	192	2,080	19	0.9%
Suffolk	1,124	1,029	94	1,123	1	0.1%
Surrey	1,602	1,423	166	1,589	13	0.8%
Sussex	2,822	2,593	217	2,810	12	0.4%
Thames Valley	3,124	2,830	293	3,123	1	0.0%
Warwickshire	925	841	78	919	6	0.6%
West Mercia	1,923	1,711	205	1,916	7	0.4%
West Midlands	6,684	5,782	891	6,673	11	0.2%
West Yorkshire	5,154	4,635	510	5,145	9	0.2%
Wiltshire	1,042	943	86	1,029	13	1.2%
Total England	113,804	102,663	10,556	113,219	674	0.6%
Gwent	978	894	69	963	15	1.5%
Dyfed-Powys	934	861	66	927	7	0.7%
North Wales	1,313	1,197	99	1,296	17	1.3%
South Wales	3,105	2,938	153	3,091	14	0.5%
Total Wales	6,330	5,890	387	6,277	53	0.8%
Total England and Wales	120,134	108,553	10,943	119,496	727	0.6%

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1983* Home Office

**Police Service in England and Wales**

As at 31 March 1984

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,802	195	2,997	23	0.8%
Bedfordshire	1,000	908	98	1,006	0	0.0%
Cambridgeshire	1,140	1,041	97	1,138	2	0.2%
Cheshire	1,845	1,624	206	1,830	15	0.8%
Cleveland	1,474	1,324	146	1,470	4	0.0%
Cumbria	1,128	1,036	78	1,114	14	0.3%
Derbyshire	1,767	1,596	176	1,772	0	1.2%
Devon and Cornwall	2,734	2,472	252	2,724	10	0.0%
Dorset	1,183	1,066	109	1,175	8	0.4%
Durham	1,357	1,227	75	1,302	55	0.7%
Essex	2,653	2,389	235	2,624	29	4.1%
Gloucestershire	1,164	1,045	98	1,143	21	1.1%
Greater Manchester	6,943	6,101	816	6,917	26	1.8%
Hampshire	3,084	2,843	230	3,073	11	0.4%
Hertfordshire	1,568	1,391	171	1,562	6	0.4%
Humberside	1,972	1,805	156	1,961	11	0.4%
Kent	2,875	2,541	288	2,829	46	0.6%
Lancashire	3,158	2,894	234	3,128	30	1.6%
Leicestershire	1,733	1,558	171	1,729	4	1.0%
Lincolnshire	1,183	1,108	74	1,182	1	0.2%
London, City of	798	729	77	806	0	0.1%
Merseyside	4,607	4,102	501	4,603	4	0.1%
Metropolitan Police	26,915	24,213	2,493	26,706	209	0.8%
Norfolk	1,273	1,178	90	1,268	5	0.4%
North Yorkshire	1,368	1,273	86	1,359	9	0.7%
Northamptonshire	1,018	938	81	1,019	0	0.0%
Northumbria	3,357	3,123	226	3,349	8	0.2%
Nottinghamshire	2,259	2,086	143	2,229	30	1.3%
South Yorkshire	2,872	2,585	275	2,860	12	0.4%
Staffordshire	2,099	1,882	208	2,090	9	0.4%
Suffolk	1,136	1,035	88	1,123	13	1.1%
Surrey	1,602	1,419	163	1,582	20	1.3%
Sussex	2,830	2,581	219	2,800	30	1.1%
Thames Valley	3,267	2,863	313	3,176	91	2.8%
Warwickshire	925	834	76	910	15	1.6%
West Mercia	1,923	1,710	210	1,920	3	0.2%
West Midlands	6,684	5,799	880	6,679	5	0.1%
West Yorkshire	5,154	4,609	500	5,109	45	0.9%
Wiltshire	1,042	952	83	1,035	7	0.7%
<b>Total England</b>	<b>114,110</b>	<b>102,682</b>	<b>10,617</b>	<b>113,299</b>	<b>831</b>	<b>0.7%</b>
Gwent	978	896	66	962	16	1.6%
Dyfed-Powys	934	853	68	921	13	1.4%
North Wales	1,316	1,193	97	1,290	26	2.0%
South Wales	3,109	2,909	162	3,071	38	1.2%
<b>Total Wales</b>	<b>6,337</b>	<b>5,851</b>	<b>393</b>	<b>6,244</b>	<b>93</b>	<b>1.5%</b>
<b>Total England and Wales</b>	<b>120,447</b>	<b>108,533</b>	<b>11,010</b>	<b>119,543</b>	<b>924</b>	<b>0.8%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1984* Home Office

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,793	189	2,982	38	1.3%
Bedfordshire	1,000	887	103	990	10	1.0%
Cambridgeshire	1,140	1,034	103	1,137	3	0.3%
Cheshire	1,845	1,590	209	1,799	46	2.5%
Cleveland	1,474	1,300	146	1,446	28	1.9%
Cumbria	1,128	1,019	73	1,092	36	3.2%
Derbyshire	1,767	1,575	177	1,752	15	0.9%
Devon and Cornwall	2,734	2,463	259	2,722	12	0.4%
Dorset	1,183	1,056	104	1,160	23	1.9%
Durham	1,357	1,201	78	1,279	78	5.8%
Essex	2,663	2,402	248	2,650	13	0.5%
Gloucestershire	1,164	1,038	94	1,132	32	2.8%
Greater Manchester	6,943	5,948	788	6,736	207	3.0%
Hampshire	3,084	2,819	238	3,057	27	0.9%
Hertfordshire	1,578	1,395	167	1,562	16	1.0%
Humberside	1,972	1,762	151	1,913	59	3.0%
Kent	2,875	2,542	291	2,833	42	1.5%
Lancashire	3,158	2,810	219	3,029	129	4.1%
Leicestershire	1,733	1,521	174	1,695	38	2.2%
Lincolnshire	1,183	1,078	68	1,146	37	3.1%
London, City of	798	713	76	789	9	1.1%
Merseyside	4,607	4,092	496	4,588	19	0.4%
Metropolitan Police	27,115	24,246	2,505	26,751	364	1.3%
Norfolk	1,278	1,159	89	1,248	30	2.4%
North Yorkshire	1,368	1,239	93	1,332	36	2.6%
Northamptonshire	1,025	930	85	1,015	10	1.0%
Northumbria	3,378	3,071	224	3,295	83	2.5%
Nottinghamshire	2,259	2,020	130	2,150	109	4.8%
South Yorkshire	2,872	2,583	283	2,866	6	0.2%
Staffordshire	2,104	1,840	226	2,066	38	1.8%
Suffolk	1,136	1,040	89	1,129	7	0.6%
Surrey	1,616	1,424	166	1,590	26	1.6%
Sussex	2,830	2,563	240	2,803	27	1.0%
Thames Valley	3,267	2,951	308	3,259	8	0.2%
Warwickshire	925	845	76	921	4	0.4%
West Mercia	1,923	1,703	216	1,919	4	0.2%
West Midlands	6,684	5,685	859	6,544	140	2.1%
West Yorkshire	5,154	4,510	481	4,991	163	3.2%
Wiltshire	1,045	949	85	1,034	11	1.1%
<b>Total England</b>	<b>114,385</b>	<b>101,796</b>	<b>10,606</b>	<b>112,402</b>	<b>1,983</b>	<b>1.7%</b>
Gwent	978	895	69	964	14	1.4%
Dyfed-Powys	934	839	71	910	24	2.6%
North Wales	1,316	1,171	100	1,271	45	3.4%
South Wales	3,109	2,890	183	3,073	36	1.2%
<b>Total Wales</b>	<b>6,337</b>	<b>5,795</b>	<b>423</b>	<b>6,218</b>	<b>119</b>	<b>1.9%</b>
<b>Total England and Wales</b>	<b>120,722</b>	<b>107,591</b>	<b>11,029</b>	<b>118,620</b>	<b>2,102</b>	<b>1.7%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1985* Home Office

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,764	194	2,958	62	2.1%
Bedfordshire	1,000	877	108	985	15	1.5%
Cambridgeshire	1,140	1,025	111	1,136	4	0.4%
Cheshire	1,845	1,595	211	1,806	39	2.1%
Cleveland	1,474	1,321	149	1,470	4	0.3%
Cumbria	1,130	1,042	85	1,127	3	0.3%
Derbyshire	1,767	1,578	175	1,753	14	0.8%
Devon and Cornwall	2,757	2,470	269	2,739	18	0.7%
Dorset	1,203	1,090	109	1,199	4	0.3%
Durham	1,357	1,205	88	1,293	64	4.7%
Essex	2,673	2,429	237	2,666	7	0.3%
Gloucestershire	1,164	1,042	104	1,146	18	1.6%
Greater Manchester	6,943	5,968	800	6,768	175	2.5%
Hampshire	3,084	2,821	241	3,062	22	0.7%
Hertfordshire	1,578	1,394	171	1,565	13	0.8%
Humberside	1,972	1,784	149	1,933	39	2.0%
Kent	2,875	2,575	295	2,870	5	0.0%
Lancashire	3,158	2,797	224	3,021	137	4.3%
Leicestershire	1,733	1,555	182	1,737	0	0.0%
Lincolnshire	1,183	1,059	80	1,139	44	3.7%
London, City of	798	696	78	774	24	3.0%
Merseyside	4,607	4,035	508	4,543	64	1.4%
Metropolitan Police	27,165	24,247	2,566	26,813	352	1.3%
Norfolk	1,278	1,171	92	1,263	15	1.2%
North Yorkshire	1,368	1,256	105	1,361	7	0.5%
Northamptonshire	1,054	936	89	1,025	29	2.8%
Northumbria	3,378	3,121	236	3,357	21	0.6%
Nottinghamshire	2,259	2,067	143	2,210	49	2.2%
South Yorkshire	2,872	2,575	273	2,848	24	0.8%
Staffordshire	2,104	1,860	227	2,087	17	0.8%
Suffolk	1,136	1,031	90	1,121	15	1.3%
Surrey	1,626	1,438	176	1,614	12	0.7%
Sussex	2,830	2,549	241	2,790	40	1.4%
Thames Valley	3,317	2,991	306	3,297	20	0.6%
Warwickshire	937	854	75	929	8	0.9%
West Mercia	1,953	1,715	224	1,939	14	0.7%
West Midlands	6,684	5,668	852	6,520	164	2.5%
West Yorkshire	5,154	4,651	494	5,145	9	0.2%
Wiltshire	1,049	953	90	1,043	6	0.6%
<b>Total England</b>	<b>114,625</b>	<b>102,205</b>	<b>10,847</b>	<b>113,052</b>	<b>1,577</b>	<b>1.4%</b>
Gwent	978	909	69	978	0	0.0%
Dyfed-Powys	934	846	84	930	4	0.4%
North Wales	1,316	1,160	93	1,253	63	4.8%
South Wales	3,109	2,877	189	3,066	43	1.4%
<b>Total Wales</b>	<b>6,337</b>	<b>5,792</b>	<b>435</b>	<b>6,227</b>	<b>110</b>	<b>1.7%</b>
<b>Total England and Wales</b>	<b>120,962</b>	<b>107,997</b>	<b>11,282</b>	<b>119,279</b>	<b>1,687</b>	<b>1.4%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1986* Home Office

**Police Service in England and Wales**

As at 31 March 1987

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,020	2,797	212	3,009	11	0.4%
Bedfordshire	1,000	872	112	984	16	1.6%
Cambridgeshire	1,140	1,031	111	1,142	0	0.0%
Cheshire	1,845	1,608	222	1,830	15	0.8%
Cleveland	1,474	1,311	151	1,462	12	0.8%
Cumbria	1,136	1,029	89	1,118	18	1.6%
Derbyshire	1,793	1,598	179	1,777	16	0.9%
Devon and Cornwall	2,774	2,496	278	2,774	0	0.0%
Dorset	1,226	1,088	114	1,202	24	2.0%
Durham	1,357	1,224	83	1,307	50	3.7%
Essex	2,722	2,482	236	2,718	4	0.2%
Gloucestershire	1,164	1,049	103	1,152	12	1.0%
Greater Manchester	6,943	5,968	812	6,780	163	2.4%
Hampshire	3,105	2,844	254	3,098	7	0.2%
Hertfordshire	1,596	1,402	177	1,579	17	1.1%
Humberside	1,972	1,810	154	1,964	8	0.4%
Kent	2,911	2,578	301	2,879	32	1.1%
Lancashire	3,158	2,871	263	3,134	24	0.8%
Leicestershire	1,733	1,534	178	1,712	21	1.2%
Lincolnshire	1,183	1,080	93	1,173	10	0.9%
London, City of	798	685	86	771	27	3.4%
Merseyside	4,679	4,067	531	4,598	81	1.7%
Metropolitan Police	27,515	24,235	2,655	26,890	625	2.3%
Norfolk	1,318	1,213	99	1,312	6	0.5%
North Yorkshire	1,368	1,248	105	1,353	15	1.1%
Northamptonshire	1,054	948	99	1,047	7	0.7%
Northumbria	3,413	3,142	260	3,402	11	0.3%
Nottinghamshire	2,259	2,068	158	2,226	33	1.5%
South Yorkshire	2,881	2,583	279	2,862	19	0.7%
Staffordshire	2,131	1,874	239	2,113	18	0.8%
Suffolk	1,186	1,058	108	1,166	20	1.7%
Surrey	1,639	1,428	181	1,609	30	1.8%
Sussex	2,830	2,569	261	2,830	0	0.0%
Thames Valley	3,417	3,070	351	3,421	0	0.0%
Warwickshire	967	878	87	965	2	0.2%
West Mercia	1,953	1,705	224	1,929	24	1.2%
West Midlands	6,684	5,747	909	6,656	28	0.4%
West Yorkshire	5,154	4,658	484	5,142	12	0.2%
Wiltshire	1,049	955	89	1,044	5	0.5%
<b>Total England</b>	<b>115,547</b>	<b>102,803</b>	<b>11,327</b>	<b>114,130</b>	<b>1,423</b>	<b>1.2%</b>
Gwent	978	902	71	973	5	0.5%
Dyfed-Powys	935	850	82	932	3	0.3%
North Wales	1,316	1,174	112	1,286	30	2.3%
South Wales	3,109	2,897	203	3,100	9	0.3%
<b>Total Wales</b>	<b>6,338</b>	<b>5,823</b>	<b>468</b>	<b>6,291</b>	<b>47</b>	<b>0.7%</b>
<b>Total England and Wales</b>	<b>121,885</b>	<b>108,626</b>	<b>11,795</b>	<b>120,421</b>	<b>1,470</b>	<b>1.2%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1987* Home Office

**Police Service in England and Wales**

As at 31 March 1988

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,031	2,777	236	3,013	18	0.6%
Bedfordshire	1,022	882	117	999	23	2.3%
Cambridgeshire	1,172	1,050	121	1,171	1	0.1%
Cheshire	1,847	1,611	226	1,837	10	0.5%
Cleveland	1,484	1,322	144	1,466	18	1.2%
Cumbria	1,148	1,042	99	1,141	7	0.6%
Derbyshire	1,796	1,615	175	1,790	6	0.3%
Devon and Cornwall	2,810	2,518	269	2,787	23	0.8%
Dorset	1,242	1,110	124	1,234	8	0.6%
Durham	1,357	1,236	93	1,329	28	2.1%
Essex	2,745	2,482	246	2,728	17	0.6%
Gloucestershire	1,167	1,051	102	1,153	14	1.2%
Greater Manchester	6,947	6,110	855	6,965	0	0.0%
Hampshire	3,111	2,838	265	3,103	8	0.3%
Hertfordshire	1,637	1,412	191	1,603	34	2.1%
Humberside	1,976	1,805	148	1,953	23	1.2%
Kent	2,921	2,595	313	2,908	13	0.5%
Lancashire	3,168	2,859	280	3,139	29	0.9%
Leicestershire	1,739	1,548	187	1,735	4	0.2%
Lincolnshire	1,186	1,071	97	1,168	18	1.5%
London, City of	805	695	92	787	18	2.2%
Merseyside	4,690	4,100	547	4,647	43	0.9%
Metropolitan Police	27,815	24,621	3,067	27,688	127	0.5%
Norfolk	1,323	1,207	101	1,308	15	1.1%
North Yorkshire	1,371	1,262	110	1,372	0	0.0%
Northamptonshire	1,087	986	107	1,093	0	0.0%
Northumbria	3,476	3,195	272	3,467	9	0.3%
Nottinghamshire	2,259	2,077	175	2,252	7	0.3%
South Yorkshire	2,931	2,633	279	2,912	19	0.7%
Staffordshire	2,162	1,895	240	2,135	27	1.3%
Suffolk	1,186	1,077	111	1,188	0	0.0%
Surrey	1,655	1,442	207	1,649	6	0.4%
Sussex	2,928	2,615	279	2,894	34	1.2%
Thames Valley	3,509	3,102	388	3,490	19	0.5%
Warwickshire	984	884	95	979	5	0.5%
West Mercia	1,967	1,718	228	1,946	21	1.1%
West Midlands	6,701	5,727	912	6,639	62	0.9%
West Yorkshire	5,221	4,682	502	5,184	37	0.7%
Wiltshire	1,109	1,001	94	1,095	14	1.3%
<b>Total England</b>	<b>116,685</b>	<b>103,853</b>	<b>12,094</b>	<b>115,947</b>	<b>765</b>	<b>0.7%</b>
Gwent	987	905	74	979	8	0.8%
Dyfed-Powys	937	834	83	917	20	2.1%
North Wales	1,317	1,179	121	1,300	17	1.3%
South Wales	3,111	2,882	244	3,126	0	0.0%
<b>Total Wales</b>	<b>6,352</b>	<b>5,800</b>	<b>522</b>	<b>6,322</b>	<b>45</b>	<b>0.7%</b>
<b>Total England and Wales</b>	<b>123,037</b>	<b>109,653</b>	<b>12,616</b>	<b>122,269</b>	<b>810</b>	<b>0.7%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1988* Home Office

**Police Service in England and Wales**

As at 31 March 1989

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,051	2,758	256	3,014	37	1.2%
Bedfordshire	1,032	896	129	1,025	7	0.7%
Cambridgeshire	1,185	1,065	122	1,187	0	0.0%
Cheshire	1,864	1,655	224	1,879	0	0.0%
Cleveland	1,480	1,324	146	1,470	10	0.7%
Cumbria	1,150	1,040	95	1,135	15	1.3%
Derbyshire	1,796	1,606	178	1,784	12	0.7%
Devon and Cornwall	2,833	2,577	272	2,849	0	0.0%
Dorset	1,243	1,116	135	1,251	0	0.0%
Durham	1,357	1,249	102	1,351	6	0.4%
Essex	2,766	2,496	250	2,746	20	0.7%
Gloucestershire	1,167	1,064	102	1,166	1	0.1%
Greater Manchester	6,948	6,073	862	6,935	13	0.2%
Hampshire	3,134	2,883	284	3,167	0	0.0%
Hertfordshire	1,637	1,433	205	1,638	0	0.0%
Humberside	1,976	1,836	156	1,992	0	0.0%
Kent	2,957	2,641	344	2,985	0	0.0%
Lancashire	3,170	2,881	296	3,177	0	0.0%
Leicestershire	1,737	1,554	191	1,745	0	0.0%
Lincolnshire	1,186	1,097	97	1,194	0	0.0%
London, City of	804	705	96	801	3	0.4%
Merseyside	4,692	4,113	576	4,689	3	0.1%
Metropolitan Police	28,115	24,797	3,261	28,058	57	0.2%
Norfolk	1,343	1,236	104	1,340	3	0.2%
North Yorkshire	1,371	1,255	115	1,370	1	0.1%
Northamptonshire	1,107	987	108	1,095	12	1.1%
Northumbria	3,503	3,200	308	3,508	0	0.0%
Nottinghamshire	2,294	2,113	185	2,298	0	0.0%
South Yorkshire	2,955	2,647	293	2,940	15	0.5%
Staffordshire	2,172	1,901	263	2,164	8	0.4%
Suffolk	1,186	1,071	110	1,181	5	0.4%
Surrey	1,672	1,427	209	1,636	36	2.2%
Sussex	2,924	2,656	290	2,946	0	0.0%
Thames Valley	3,599	3,162	438	3,600	0	0.0%
Warwickshire	982	878	91	969	13	1.3%
West Mercia	1,967	1,714	234	1,948	19	1.0%
West Midlands	6,771	5,786	975	6,761	10	0.2%
West Yorkshire	5,229	4,725	553	5,278	0	0.0%
Wiltshire	1,104	1,012	89	1,101	3	0.3%
<b>Total England</b>	<b>117,459</b>	<b>104,629</b>	<b>12,744</b>	<b>117,373</b>	<b>309</b>	<b>0.3%</b>
Gwent	995	912	84	996	0	0.0%
Dyfed-Powys	937	847	84	931	6	0.4%
North Wales	1,330	1,195	132	1,327	3	0.2%
South Wales	3,112	2,855	247	3,102	10	0.3%
<b>Total Wales</b>	<b>6,374</b>	<b>5,809</b>	<b>547</b>	<b>6,356</b>	<b>19</b>	<b>0.3%</b>
<b>Total England and Wales</b>	<b>123,833</b>	<b>110,438</b>	<b>13,291</b>	<b>123,729</b>	<b>328</b>	<b>0.3%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1989* Home Office

**Police Service in England and Wales**

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,074	2,810	284	3,094	0	0.0%
Bedfordshire	1,051	912	138	1,050	1	0.1%
Cambridgeshire	1,198	1,072	121	1,193	5	0.4%
Cheshire	1,871	1,651	219	1,870	1	0.1%
Cleveland	1,489	1,321	146	1,467	22	1.5%
Cumbria	1,161	1,055	111	1,166	0	0.0%
Derbyshire	1,796	1,602	193	1,795	1	0.1%
Devon and Cornwall	2,854	2,572	280	2,852	2	0.1%
Dorset	1,265	1,127	142	1,269	0	0.0%
Durham	1,377	1,262	113	1,375	2	0.2%
Essex	2,806	2,543	279	2,822	0	0.0%
Gloucestershire	1,167	1,061	109	1,170	0	0.0%
Greater Manchester	6,991	6,116	876	6,992	0	0.0%
Hampshire	3,156	2,847	307	3,154	2	0.1%
Hertfordshire	1,655	1,432	225	1,657	0	0.0%
Humberside	1,994	1,840	155	1,995	0	0.0%
Kent	2,982	2,634	350	2,984	0	0.0%
Lancashire	3,184	2,886	315	3,201	0	0.0%
Leicestershire	1,764	1,568	201	1,769	0	0.0%
Lincolnshire	1,186	1,084	104	1,188	0	0.0%
London, City of	815	707	92	799	16	2.0%
Merseyside	4,711	4,138	576	4,714	0	0.0%
Metropolitan Police	28,415	24,898	3,464	28,362	53	0.1%
Norfolk	1,367	1,253	110	1,363	4	0.3%
North Yorkshire	1,383	1,257	122	1,379	4	0.3%
Northamptonshire	1,122	1,014	112	1,126	0	0.0%
Northumbria	3,530	3,201	328	3,529	1	0.0%
Nottinghamshire	2,318	2,125	191	2,316	2	0.1%
South Yorkshire	2,980	2,626	297	2,923	57	1.9%
Staffordshire	2,193	1,917	270	2,187	6	0.3%
Suffolk	1,187	1,075	119	1,194	0	0.0%
Surrey	1,674	1,425	220	1,645	29	1.7%
Sussex	2,942	2,667	282	2,949	0	0.0%
Thames Valley	3,638	3,197	462	3,659	0	0.0%
Warwickshire	1,020	880	95	975	45	4.4%
West Mercia	1,995	1,747	244	1,991	4	0.2%
West Midlands	6,833	5,871	984	6,855	0	0.0%
West Yorkshire	5,275	4,674	586	5,260	15	0.3%
Wiltshire	1,136	1,025	105	1,130	6	0.5%
<b>Total England</b>	<b>118,555</b>	<b>105,092</b>	<b>13,327</b>	<b>118,419</b>	<b>278</b>	<b>0.2%</b>
Gwent	1,007	914	94	1,008	0	0.0%
Dyfed-Powys	937	850	85	935	2	0.2%
North Wales	1,346	1,201	136	1,337	9	0.7%
South Wales	3,140	2,867	268	3,135	5	0.2%
<b>Total Wales</b>	<b>6,430</b>	<b>5,832</b>	<b>583</b>	<b>6,415</b>	<b>16</b>	<b>0.2%</b>
<b>Total England and Wales</b>	<b>124,985</b>	<b>110,924</b>	<b>13,910</b>	<b>124,834</b>	<b>294</b>	<b>0.2%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1990* Home Office

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,086	2,788	304	3,092	0	0.0%
Bedfordshire	1,086	948	157	1,105	0	0.0%
Cambridgeshire	1,247	1,073	128	1,201	46	3.7%
Cheshire	1,891	1,675	220	1,895	0	0.0%
Cleveland	1,502	1,329	160	1,489	13	0.9%
Cumbria	1,179	1,053	131	1,184	0	0.0%
Derbyshire	1,815	1,561	180	1,741	74	4.1%
Devon and Cornwall	2,870	2,585	288	2,873	0	0.0%
Dorset	1,277	1,132	149	1,281	0	0.0%
Durham	1,378	1,253	115	1,368	10	0.7%
Essex	2,889	2,563	326	2,889	0	0.0%
Gloucestershire	1,167	1,052	110	1,162	5	0.4%
Greater Manchester	7,021	6,128	886	7,014	7	0.1%
Hampshire	3,181	2,849	330	3,179	2	0.1%
Hertfordshire	1,669	1,424	242	1,666	3	0.2%
Humberside	2,008	1,834	164	1,998	10	0.5%
Kent	3,022	2,626	379	3,005	17	0.6%
Lancashire	3,211	2,866	346	3,212	0	0.0%
Leicestershire	1,817	1,603	215	1,818	0	0.0%
Lincolnshire	1,198	1,090	119	1,209	0	0.0%
London, City of	811	718	95	813	0	0.0%
Merseyside	4,712	4,113	576	4,689	23	0.5%
Metropolitan Police	28,412	24,645	3,585	28,230	182	0.6%
Norfolk	1,413	1,287	118	1,405	8	0.6%
North Yorkshire	1,408	1,247	140	1,387	21	1.5%
Northamptonshire	1,142	1,029	110	1,139	3	0.3%
Northumbria	3,562	3,191	350	3,541	21	0.6%
Nottinghamshire	2,344	2,126	210	2,336	8	0.3%
South Yorkshire	3,000	2,667	324	2,991	9	0.3%
Staffordshire	2,206	1,926	291	2,217	0	0.0%
Suffolk	1,205	1,082	127	1,209	0	0.0%
Surrey	1,680	1,454	203	1,657	23	1.4%
Sussex	2,965	2,674	295	2,969	0	0.0%
Thames Valley	3,703	3,213	501	3,714	0	0.0%
Warwickshire	1,029	902	118	1,020	9	0.9%
West Mercia	2,027	1,775	251	2,026	1	0.0%
West Midlands	6,904	5,889	987	6,876	28	0.4%
West Yorkshire	5,294	4,650	618	5,268	26	0.5%
Wiltshire	1,196	1,045	120	1,165	31	2.6%
<b>Total England</b>	<b>119,527</b>	<b>105,065</b>	<b>13,968</b>	<b>119,033</b>	<b>580</b>	<b>0.5%</b>
Gwent	1,009	905	94	999	10	1.0%
Dyfed-Powys	945	844	91	935	10	1.1%
North Wales	1,356	1,208	141	1,349	7	0.5%
South Wales	3,171	2,859	278	3,137	34	1.1%
<b>Total Wales</b>	<b>6,481</b>	<b>5,816</b>	<b>604</b>	<b>6,420</b>	<b>61</b>	<b>0.9%</b>
<b>Total England and Wales</b>	<b>126,008</b>	<b>110,881</b>	<b>14,572</b>	<b>125,453</b>	<b>641</b>	<b>0.5%</b>

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Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,088	2,769	312	3,081	7	-0.2%
Bedfordshire	1,117	940	153	1,093	24	-2.1%
Cambridgeshire	1,269	1,107	143	1,250	19	-1.5%
Cheshire	1,903	1,649	225	1,874	29	-1.5%
Cleveland	1,502	1,319	158	1,477	25	-1.7%
Cumbria	1,184	1,041	138	1,179	5	-0.4%
Derbyshire	1,825	1,531	175	1,706	119	-6.5%
Devon and Cornwall	2,886	2,587	311	2,898	0	0.0%
Dorset	1,288	1,135	154	1,289	0	0.0%
Durham	1,391	1,264	125	1,389	2	-0.1%
Essex	2,892	2,554	344	2,898	0	0.0%
Gloucestershire	1,185	1,046	128	1,174	11	-0.9%
Greater Manchester	7,057	6,142	919	7,061	0	0.0%
Hampshire	3,207	2,852	359	3,211	0	0.0%
Hertfordshire	1,680	1,446	249	1,695	0	0.0%
Humberside	2,026	1,840	186	2,026	0	0.0%
Kent	3,055	2,660	414	3,074	0	0.0%
Lancashire	3,229	2,833	365	3,198	31	-1.0%
Leicestershire	1,831	1,626	219	1,845	0	0.0%
Lincolnshire	1,206	1,078	118	1,196	10	-0.8%
London, City of	822	713	95	808	14	-1.8%
Merseyside	4,712	4,038	583	4,621	91	-1.9%
Metropolitan Police	28,391	24,416	3,738	28,154	237	-0.8%
Norfolk	1,422	1,288	126	1,414	8	-0.6%
North Yorkshire	1,414	1,249	149	1,398	16	-1.1%
Northamptonshire	1,168	1,044	114	1,158	10	-0.9%
Northumbria	3,587	3,117	347	3,464	123	-3.4%
Nottinghamshire	2,344	2,103	228	2,331	13	-0.6%
South Yorkshire	3,016	2,676	332	3,008	8	-0.3%
Staffordshire	2,213	1,883	293	2,176	37	-1.7%
Suffolk	1,216	1,084	134	1,218	0	0.0%
Surrey	1,687	1,491	215	1,706	0	0.0%
Sussex	2,983	2,665	319	2,984	0	0.0%
Thames Valley	3,739	3,252	520	3,772	0	0.0%
Warwickshire	1,037	883	107	990	47	-4.6%
West Mercia	2,027	1,783	251	2,034	0	0.0%
West Midlands	6,966	5,934	1,007	6,941	25	-0.4%
West Yorkshire	5,298	4,490	597	5,087	211	-4.0%
Wiltshire	1,211	1,080	141	1,221	0	0.0%
<b>Total England</b>	<b>120,074</b>	<b>104,608</b>	<b>14,491</b>	<b>119,099</b>	<b>1,122</b>	<b>0.9%</b>
Gwent	1,009	905	104	1,009	0	0.0%
Dyfed-Powys	945	844	103	947	0	0.0%
North Wales	1,353	1,203	144	1,347	6	-0.4%
South Wales	3,171	2,886	282	3,168	3	-0.1%
<b>Total Wales</b>	<b>6,478</b>	<b>5,838</b>	<b>633</b>	<b>6,471</b>	<b>9</b>	<b>0.1%</b>
<b>Total England and Wales</b>	<b>126,552</b>	<b>110,446</b>	<b>15,124</b>	<b>125,570</b>	<b>1,131</b>	<b>0.9%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1992* Home Office

**Police Service in England and Wales**

As at 31 March 1993

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,089	2,750	318	3,068	21	0.7%
Bedfordshire	1,178	996	172	1,168	10	0.8%
Cambridgeshire	1,279	1,113	152	1,265	14	1.1%
Cheshire	1,923	1,676	232	1,908	15	0.8%
Cleveland	1,502	1,302	176	1,478	24	1.6%
Cumbria	1,188	1,047	149	1,196	0	0.0%
Derbyshire	1,850	1,615	215	1,830	20	1.1%
Devon and Cornwall	2,933	2,572	338	2,910	23	0.8%
Dorset	1,304	1,142	160	1,302	2	0.2%
Durham	1,390	1,242	139	1,381	9	0.6%
Essex	2,950	2,555	381	2,936	14	0.5%
Gloucestershire	1,184	1,022	127	1,149	35	3.0%
Greater Manchester	7,077	6,114	946	7,060	17	0.2%
Hampshire	3,271	2,871	404	3,275	0	0.0%
Hertfordshire	1,684	1,437	263	1,700	0	0.0%
Humberside	2,035	1,830	202	2,032	3	0.1%
Kent	3,164	2,689	457	3,146	18	0.6%
Lancashire	3,233	2,803	404	3,207	26	0.8%
Leicestershire	1,857	1,581	224	1,805	52	2.8%
Lincolnshire	1,206	1,070	130	1,200	6	0.5%
London, City of	858	726	99	825	33	3.8%
Merseyside	4,709	4,046	623	4,669	40	0.8%
Metropolitan Police	28,118	24,025	3,842	27,867	251	0.9%
Norfolk	1,447	1,297	143	1,440	7	0.5%
North Yorkshire	1,418	1,241	152	1,393	25	1.8%
Northamptonshire	1,191	1,064	135	1,199	0	0.0%
Northumbria	3,613	3,175	388	3,563	50	1.4%
Nottinghamshire	2,357	2,075	252	2,327	30	1.3%
South Yorkshire	3,031	2,670	362	3,032	0	0.0%
Staffordshire	2,217	1,870	309	2,179	38	1.7%
Suffolk	1,234	1,093	148	1,241	0	0.0%
Surrey	1,690	1,466	227	1,693	0	0.0%
Sussex	3,015	2,668	340	3,008	7	0.2%
Thames Valley	3,882	3,293	547	3,840	42	1.1%
Warwickshire	1,045	891	129	1,020	25	2.4%
West Mercia	2,056	1,796	258	2,054	2	0.1%
West Midlands	6,978	5,886	1,067	6,953	25	0.4%
West Yorkshire	5,298	4,406	631	5,037	261	4.9%
Wiltshire	1,289	1,108	157	1,265	24	1.9%
<b>Total England</b>	<b>120,743</b>	<b>104,223</b>	<b>15,398</b>	<b>119,621</b>	<b>1,169</b>	<b>1.0%</b>
Gwent	1,013	893	111	1,004	9	0.9%
Dyfed-Powys	970	852	115	967	3	0.3%
North Wales	1,371	1,205	155	1,360	11	0.8%
South Wales	3,171	2,888	288	3,176	0	0.0%
<b>Total Wales</b>	<b>6,525</b>	<b>5,838</b>	<b>669</b>	<b>6,507</b>	<b>23</b>	<b>0.4%</b>
<b>Total England and Wales</b>	<b>127,268</b>	<b>110,061</b>	<b>16,067</b>	<b>126,128</b>	<b>1,192</b>	<b>0.9%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies at 31 March 1993* Home Office

**Police Service in England and Wales**

As at 31 March 1994

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,090	2,688	345	3,033	57	1.8%
Bedfordshire	1,178	978	173	1,151	27	2.3%
Cambridgeshire	1,279	1,110	153	1,263	16	1.3%
Cheshire	1,921	1,660	242	1,902	19	1.0%
Cleveland	1,502	1,253	176	1,429	73	4.9%
Cumbria	1,191	1,022	152	1,174	17	1.4%
Derbyshire	1,850	1,607	213	1,820	30	1.6%
Devon and Cornwall	2,931	2,556	358	2,914	17	0.6%
Dorset	1,303	1,135	162	1,297	6	0.5%
Durham	1,389	1,226	157	1,383	6	0.4%
Essex	2,950	2,539	398	2,937	13	0.4%
Gloucestershire	1,184	1,017	142	1,159	25	2.1%
Greater Manchester	7,077	5,988	979	6,967	110	1.6%
Hampshire	3,269	2,844	426	3,270	0	0.0%
Hertfordshire	1,693	1,414	268	1,682	11	0.6%
Humberside	2,034	1,811	228	2,039	0	0.0%
Kent	3,188	2,690	455	3,145	43	1.4%
Lancashire	3,232	2,743	427	3,170	62	1.9%
Leicestershire	1,854	1,574	251	1,825	29	1.6%
Lincolnshire	1,206	1,064	141	1,205	1	0.1%
London, City of	918	773	120	893	25	3.1%
Merseyside	4,709	4,022	671	4,693	16	0.3%
Metropolitan Police	27,821	23,798	3,901	27,699	122	0.4%
Norfolk	1,447	1,291	156	1,447	0	0.0%
North Yorkshire	1,418	1,167	151	1,318	100	7.1%
Northamptonshire	1,191	1,030	140	1,170	21	1.8%
Northumbria	3,613	3,179	419	3,598	15	0.4%
Nottinghamshire	2,344	2,049	279	2,328	16	0.7%
South Yorkshire	3,031	2,629	394	3,023	8	0.3%
Staffordshire	2,217	1,873	335	2,208	9	0.4%
Suffolk	1,234	1,052	156	1,208	26	2.1%
Surrey	1,690	1,435	234	1,669	21	1.3%
Sussex	3,015	2,649	360	3,009	6	0.2%
Thames Valley	3,883	3,334	574	3,908	0	0.0%
Warwickshire	1,045	899	147	1,046	0	0.2%
West Mercia	2,070	1,794	265	2,059	11	0.5%
West Midlands	6,977	5,843	1,171	7,014	0	0.0%
West Yorkshire	5,295	4,379	667	5,046	249	4.7%
Wiltshire	1,289	1,107	157	1,264	25	2.1%
<b>Total England</b>	<b>120,528</b>	<b>103,222</b>	<b>16,143</b>	<b>119,365</b>	<b>1,232</b>	<b>1.0%</b>
Gwent	1,010	879	114	993	17	1.7%
Dyfed-Powys	970	846	119	965	5	0.5%
North Wales	1,371	1,192	160	1,352	19	1.4%
South Wales	3,171	2,845	286	3,131	40	1.3%
<b>Total Wales</b>	<b>6,522</b>	<b>5,762</b>	<b>679</b>	<b>6,441</b>	<b>81</b>	<b>1.2%</b>
<b>Total England and Wales</b>	<b>127,050</b>	<b>108,984</b>	<b>16,822</b>	<b>125,806</b>	<b>1,313</b>	<b>1.0%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies for 31 March 1994* Home Office

**Police Service in England and Wales**

As at 31 March 1995

Police Force	Authorised Establishment	Actual Strength			Vacancies	Percentage Deficiency
		Male ranks	Female ranks	Total ranks		
Avon and Somerset	3,090	2,643	357	3,000	90	2.9%
Bedfordshire	1,162	949	177	1,126	34	3.1%
Cambridgeshire	1,280	1,105	156	1,261	19	1.5%
Cheshire	1,921	1,672	260	1,932	0	0.0%
Cleveland	1,502	1,253	185	1,438	64	4.3%
Cumbria	1,190	1,008	159	1,167	23	1.9%
Derbyshire	1,850	1,572	225	1,797	53	2.9%
Devon and Cornwall	2,931	2,510	367	2,877	54	1.8%
Dorset	1,303	1,122	166	1,288	15	1.2%
Durham	1,389	1,187	166	1,353	36	2.6%
Essex	2,950	2,500	421	2,921	29	1.0%
Gloucestershire	1,184	1,019	144	1,163	21	1.8%
Greater Manchester	7,109	5,978	1,059	7,037	72	1.0%
Hampshire	3,269	2,808	448	3,256	13	0.4%
Hertfordshire	1,700	1,427	276	1,703	0	0.0%
Humberside	2,034	1,787	242	2,029	5	0.2%
Kent	3,188	2,662	455	3,117	71	2.3%
Lancashire	3,229	2,736	476	3,212	17	0.5%
Leicestershire	1,868	1,566	273	1,839	29	1.6%
Lincolnshire	1,206	1,059	140	1,199	7	0.6%
London, City of	919	760	125	885	34	4.2%
Merseyside	4,708	3,936	723	4,659	49	1.0%
Metropolitan Police	27,618	23,500	3,980	27,480	138	0.5%
Norfolk	1,447	1,245	150	1,395	52	3.6%
North Yorkshire	1,418	1,153	147	1,300	118	8.3%
Northamptonshire	1,191	1,003	153	1,156	35	2.9%
Northumbria	3,613	3,165	441	3,606	7	0.2%
Nottinghamshire	2,344	2,033	286	2,319	25	1.1%
South Yorkshire	3,031	2,627	413	3,040	0	0.0%
Staffordshire	2,217	1,875	356	2,231	0	0.0%
Suffolk	1,234	1,034	157	1,191	43	3.5%
Surrey	1,702	1,438	238	1,676	26	1.5%
Sussex	3,015	2,568	363	2,931	84	2.8%
Thames Valley	3,883	3,278	576	3,854	29	0.8%
Warwickshire	1,045	869	144	1,013	32	3.1%
West Mercia	2,070	1,764	282	2,046	24	1.2%
West Midlands	6,991	5,777	1,242	7,019	0	0.0%
West Yorkshire	5,295	4,364	686	5,050	245	4.6%
Wiltshire	1,278	1,101	160	1,261	17	1.4%
<b>Total England</b>	<b>120,374</b>	<b>102,053</b>	<b>16,774</b>	<b>118,827</b>	<b>1,610</b>	<b>1.3%</b>
Gwent	1,010	883	114	997	13	1.3%
Dyfed-Powys	974	852	124	976	0	0.0%
North Wales	1,371	1,193	173	1,366	5	0.4%
South Wales	3,169	2,735	279	3,014	155	4.9%
<b>Total Wales</b>	<b>6,524</b>	<b>5,663</b>	<b>690</b>	<b>6,353</b>	<b>173</b>	<b>2.7%</b>
<b>Total England and Wales</b>	<b>126,898</b>	<b>107,716</b>	<b>17,464</b>	<b>125,180</b>	<b>1,783</b>	<b>1.4%</b>

Source: *Police Service in England and Wales Monthly Return of Strength and Vacancies for 31 March 1995* Home Office

**Police Service in England and Wales**

As at 31 March 1996

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,613	368	2,981	12%	30	1.0%
Bedfordshire	942	186	1,128	16%	34	3.0%
Cambridgeshire	1,089	149	1,238	12%	26	2.1%
Cheshire	1,718	280	1,998	14%	4	0.2%
Cleveland	1,227	193	1,420	14%	17	1.2%
Cumbria	962	153	1,115	14%	3	1.5%
Derbyshire	1,544	219	1,763	12%	32	0.2%
Devon and Cornwall	2,506	393	2,899	14%	4	1.1%
Dorset	1,097	166	1,263	13%	5	0.3%
Durham	1,210	191	1,401	14%	9	0.4%
Essex	2,455	429	2,884	15%	28	0.3%
Gloucestershire	988	145	1,133	13%	13	2.5%
Greater Manchester	5,839	1,099	6,938	16%	154	0.2%
Hampshire	2,862	485	3,347	14%	32	4.6%
Hertfordshire	1,419	293	1,712	17%	18	1.9%
Humberside	1,765	276	2,041	14%	15	0.9%
Kent	2,644	476	3,120	15%	19	0.5%
Lancashire	2,689	482	3,171	15%	37	0.6%
Leicestershire	1,607	301	1,908	16%	74	1.9%
Lincolnshire	1,009	136	1,145	12%	6	6.5%
London, City of	750	119	869	14%	17	0.7%
Merseyside	3,729	682	4,411	15%	74	1.7%
Metropolitan Police	23,365	3,978	27,343	15%	801	2.9%
Norfolk	1,236	165	1,401	12%	4	0.3%
North Yorkshire	1,165	159	1,324	12%	25	1.9%
Northamptonshire	989	164	1,153	14%	24	2.1%
Northumbria	3,178	491	3,668	13%	8	0.2%
Nottinghamshire	2,006	311	2,318	13%	61	2.6%
South Yorkshire	2,635	438	3,073	14%	68	2.2%
Staffordshire	1,846	363	2,209	16%	27	1.2%
Suffolk	982	156	1,138	14%	8	0.7%
Surrey	1,407	237	1,644	14%	20	1.2%
Sussex	2,647	427	3,074	14%	21	0.7%
Thames Valley	3,115	559	3,674	15%	69	1.9%
Warwickshire	837	142	979	15%	20	2.0%
West Mercia	1,731	286	2,017	14%	25	1.2%
West Midlands	5,819	1,326	7,145	19%	279	3.9%
West Yorkshire	4,398	745	5,142	14%	115	2.2%
Wiltshire	1,065	154	1,219	13%	11	0.9%
Total England	101,085	17,322	118,406	15%	2,237	1.9%
Gwent	901	143	1,044	14%	12	1.1%
Dyfed-Powys	865	126	991	13%	2	0.2%
North Wales	1,191	187	1,378	14%	1	0.1%
South Wales	2,714	313	3,027	10%	25	0.8%
Total Wales	5,671	769	6,440	12%	40	0.6%
Total England and Wales	106,756	18,087	124,844	14%	2,277	1.8%

Note: Totals may not add due to rounding

Source: *Police Strength in England and Wales for 31 March 1996* Home Office

**Police Service in England and Wales**

As at 31 March 1997

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,622	367	2,989	12%	30	1.0%
Bedfordshire	911	183	1,094	17%	12	1.1%
Cambridgeshire	1,119	183	1,302	14%	28	2.2%
Cheshire	1,759	287	2,046	14%	5	0.2%
Cleveland	1,251	209	1,459	14%	17	1.2%
Cumbria	970	174	1,144	15%	2	0.2%
Derbyshire	1,564	227	1,791	13%	37	2.1%
Devon and Cornwall	2,458	407	2,865	14%	4	0.1%
Dorset	1,105	179	1,284	14%	5	0.4%
Durham	1,229	232	1,461	16%	8	0.5%
Essex	2,493	468	2,961	16%	31	1.0%
Gloucestershire	979	154	1,133	14%	12	1.1%
Greater Manchester	5,774	1,148	6,922	17%	161	2.3%
Hampshire	2,917	535	3,452	15%	31	0.9%
Hertfordshire	1,453	306	1,759	17%	19	1.1%
Humberside	1,761	284	2,045	14%	11	0.5%
Kent	2,734	526	3,260	16%	18	0.6%
Lancashire	2,722	526	3,248	16%	33	1.0%
Leicestershire	1,630	319	1,949	16%	77	4.0%
Lincolnshire	1,047	149	1,196	12%	5	0.4%
London, City of	739	120	859	14%	19	2.2%
Merseyside	3,561	669	4,230	16%	76	1.8%
Metropolitan Police	22,779	3,899	26,677	15%	825	3.1%
Norfolk	1,239	193	1,432	13%	8	0.6%
North Yorkshire	1,160	178	1,338	13%	8	0.6%
Northamptonshire	1,006	171	1,177	15%	30	2.5%
Northumbria	3,160	517	3,677	14%	26	0.7%
Nottinghamshire	2,006	318	2,323	14%	61	2.6%
South Yorkshire	2,684	475	3,159	15%	69	2.2%
Staffordshire	1,839	372	2,211	17%	27	1.2%
Suffolk	990	184	1,174	16%	12	1.0%
Surrey	1,386	234	1,620	14%	20	1.2%
Sussex	2,633	452	3,085	15%	22	0.7%
Thames Valley	3,106	589	3,695	16%	73	2.0%
Warwickshire	800	126	926	14%	20	2.2%
West Mercia	1,740	301	2,040	15%	26	1.3%
West Midlands	5,742	1,371	7,113	19%	96	1.3%
West Yorkshire	4,403	806	5,209	15%	130	2.5%
Wiltshire	1,001	153	1,154	13%	13	1.1%
Total England	100,468	17,986	118,453	15%	2,107	1.8%
Gwent (a)	1,073	171	1,243	14%	14	1.1%
Dyfed-Powys	883	121	1,005	12%	2	0.2%
North Wales	1,197	172	1,369	13%	2	0.1%
South Wales (a)	2,645	331	2,976	11%	25	0.8%
Total Wales	5,797	795	6,592	12%	43	0.7%
Total England and Wales	106,271	18,781	125,051	15%	2,150	1.7%

Note: Totals may not add due to rounding

(a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

**Police Service in England and Wales**

As at 31 March 1998

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,586	390	2,976	13%	34	1.1%
Bedfordshire	889	190	1,079	18%	37	3.4%
Cambridgeshire	1,100	192	1,292	15%	31	2.4%
Cheshire	1,733	309	2,042	15%	6	0.3%
Cleveland	1,258	226	1,484	15%	18	1.2%
Cumbria	977	187	1,164	16%	2	0.2%
Derbyshire	1,546	226	1,772	13%	37	2.1%
Devon and Cornwall	2,507	455	2,962	15%	5	0.2%
Dorset	1,104	206	1,310	16%	5	0.4%
Durham	1,252	263	1,515	17%	7	0.5%
Essex	2,453	476	2,929	16%	36	1.2%
Gloucestershire	938	166	1,104	15%	12	1.1%
Greater Manchester	5,723	1,225	6,948	18%	164	2.4%
Hampshire	2,920	570	3,490	16%	27	0.8%
Hertfordshire	1,429	311	1,740	18%	20	1.1%
Humberside	1,731	290	2,021	14%	13	0.6%
Kent	2,704	547	3,251	17%	34	1.0%
Lancashire	2,721	536	3,257	16%	39	1.2%
Leicestershire	1,663	320	1,983	16%	89	4.5%
Lincolnshire	1,040	151	1,191	13%	6	0.5%
London, City of	704	121	825	15%	20	2.4%
Merseyside	3,549	667	4,216	16%	72	1.7%
Metropolitan Police	22,185	3,908	26,093	15%	861	3.3%
Norfolk	1,221	209	1,430	15%	9	0.6%
North Yorkshire	1,174	193	1,367	14%	7	0.5%
Northamptonshire	987	181	1,168	15%	31	2.7%
Northumbria	3,205	563	3,768	15%	33	0.9%
Nottinghamshire	1,985	338	2,323	15%	61	2.6%
South Yorkshire	2,685	497	3,182	16%	70	2.2%
Staffordshire	1,853	439	2,292	19%	33	1.4%
Suffolk	997	189	1,186	16%	13	1.1%
Surrey	1,366	243	1,609	15%	20	1.2%
Sussex	2,566	472	3,038	16%	23	0.8%
Thames Valley	3,143	633	3,776	17%	78	2.1%
Warwickshire	785	139	924	15%	23	2.5%
West Mercia	1,709	301	2,010	15%	26	1.3%
West Midlands	5,713	1,443	7,156	20%	294	4.1%
West Yorkshire	4,346	809	5,155	16%	133	2.6%
Wiltshire	990	166	1,156	14%	10	0.9%
Total England	99,437	18,747	118,184	16%	2,439	2.1%
Gwent (a)	1,054	179	1,233	15%	13	1.1%
Dyfed-Powys	873	129	1,002	13%	1	0.1%
North Wales	1,198	198	1,396	14%	1	0.1%
South Wales (a)	2,632	354	2,986	12%	29	1.0%
Total Wales	5,757	860	6,617	13%	44	0.7%
Total England and Wales	105,192	19,606	124,798	16%	2,483	2.0%

Note: (a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

Source: *Police Service Personnel England and Wales as at 31 March 1998* Home Office Statistical Bulletin 17/98 3 September 1998

**Police Service in England and Wales**

As at 31 March 1999

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,588	412	2,999	14%	33	1.1%
Bedfordshire	856	185	1,041	18%	36	3.5%
Cambridgeshire	1,089	185	1,274	15%	28	2.2%
Cheshire	1,742	329	2,071	16%	8	0.4%
Cleveland	1,194	222	1,416	16%	9	0.6%
Cumbria	945	181	1,126	16%	2	0.2%
Derbyshire	1,526	232	1,759	13%	35	2.0%
Devon and Cornwall	2,439	448	2,887	16%	6	0.2%
Dorset	1,075	204	1,279	16%	6	0.5%
Durham	1,296	272	1,568	17%	10	0.6%
Essex	2,414	477	2,891	16%	32	1.1%
Gloucestershire	919	185	1,104	17%	12	1.1%
Greater Manchester	5,590	1,220	6,810	18%	166	2.4%
Hampshire	2,895	578	3,473	17%	27	0.8%
Hertfordshire	1,411	313	1,724	18%	18	1.0%
Humberside	1,682	293	1,974	15%	11	0.6%
Kent	2,658	543	3,201	17%	37	1.2%
Lancashire	2,702	543	3,245	17%	39	1.2%
Leicestershire	1,669	325	1,993	16%	89	4.5%
Lincolnshire	993	147	1,140	13%	7	0.6%
London, City of	665	113	778	15%	17	2.2%
Merseyside	3,530	681	4,211	16%	76	1.8%
Metropolitan Police	22,092	3,981	26,073	15%	884	3.4%
Norfolk	1,186	196	1,381	14%	12	0.9%
North Yorkshire	1,148	189	1,337	14%	4	0.3%
Northamptonshire	967	170	1,137	15%	32	2.8%
Northumbria	3,257	583	3,840	15%	32	0.8%
Nottinghamshire	1,912	313	2,225	14%	60	2.7%
South Yorkshire	2,639	529	3,168	17%	68	2.1%
Staffordshire	1,803	435	2,238	19%	32	1.4%
Suffolk	994	196	1,190	16%	15	1.3%
Surrey	1,394	268	1,662	16%	21	1.3%
Sussex	2,396	451	2,847	16%	23	0.8%
Thames Valley	3,133	615	3,748	16%	81	2.2%
Warwickshire	775	133	908	15%	22	2.4%
West Mercia	1,700	325	2,025	16%	25	1.2%
West Midlands	5,793	1,527	7,321	21%	313	4.3%
West Yorkshire	4,198	784	4,982	16%	131	2.6%
Wiltshire	972	179	1,151	16%	10	0.9%
Total England	98,237	18,962	117,197	16%	2,469	2.1%
Gwent (a)	1,057	190	1,247	15%	14	1.1%
Dyfed-Powys	887	139	1,026	14%	2	0.2%
North Wales	1,175	216	1,391	16%	3	0.2%
South Wales (a)	2,602	380	2,981	13%	32	1.1%
Total Wales	5,721	925	6,645	14%	51	0.8%
Total England and Wales	103,956	19,885	123,841	16%	2,520	2.0%

Note: (a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

Source: *Police Service Personnel England and Wales as at 31 March 1999* Home Office Statistical Bulletin 14/99 26 August 1999

**Police Service in England and Wales**

As at 31 March 2000

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,520	414	2,934	14%	32	1.1%
Bedfordshire	841	187	1,028	18%	37	3.6%
Cambridgeshire	1,052	185	1,237	15%	32	2.6%
Cheshire	1,685	326	2,011	16%	8	0.4%
Cleveland	1,174	230	1,404	16%	17	1.2%
Cumbria	906	178	1,084	16%	3	0.3%
Derbyshire	1,524	253	1,777	14%	40	2.3%
Devon and Cornwall	2,380	461	2,841	16%	8	0.3%
Dorset	1,093	213	1,306	16%	7	0.5%
Durham	1,278	280	1,558	18%	12	0.8%
Essex	2,337	468	2,806	17%	35	1.2%
Gloucestershire	911	203	1,114	18%	15	1.3%
Greater Manchester	5,551	1,244	6,795	18%	170	2.5%
Hampshire	2,830	590	3,419	17%	29	0.8%
Hertfordshire	1,424	343	1,767	19%	25	1.4%
Humberside	1,638	294	1,932	15%	14	0.7%
Kent	2,619	585	3,204	18%	38	1.2%
Lancashire	2,641	537	3,179	17%	42	1.3%
Leicestershire	1,678	315	1,993	16%	88	4.4%
Lincolnshire	976	139	1,115	12%	12	1.1%
London, City of	633	99	732	14%	17	2.3%
Merseyside	3,426	659	4,085	16%	72	1.8%
Metropolitan Police	21,505	3,980	25,485	16%	1,009	4.0%
Norfolk	1,170	212	1,381	15%	12	0.9%
North Yorkshire	1,101	182	1,283	14%	5	0.4%
Northamptonshire	944	173	1,117	15%	33	3.0%
Northumbria	3,197	591	3,788	16%	32	0.8%
Nottinghamshire	1,886	319	2,204	14%	65	2.9%
South Yorkshire	2,612	551	3,163	17%	72	2.3%
Staffordshire	1,745	424	2,170	20%	33	1.5%
Suffolk	959	187	1,145	16%	15	1.3%
Surrey	1,482	304	1,785	17%	25	1.4%
Sussex	2,362	460	2,822	16%	24	0.9%
Thames Valley	3,100	641	3,740	17%	82	2.2%
Warwickshire	769	131	900	15%	20	2.2%
West Mercia	1,584	303	1,887	16%	25	1.3%
West Midlands	5,645	1,549	7,194	22%	330	4.6%
West Yorkshire	4,047	776	4,822	16%	127	2.6%
Wiltshire	929	189	1,118	17%	10	0.9%
Total England	96,154	19,175	115,325	17%	2,672	2.3%
Gwent (a)	1,067	197	1,264	16%	17	1.3%
Dyfed-Powys	889	151	1,040	15%	4	0.4%
North Wales	1,180	223	1,403	16%	5	0.4%
South Wales (a)	2,514	412	2,926	14%	36	1.2%
Total Wales	5,650	983	6,633	15%	62	0.9%
Total England and Wales	101,801	20,155	121,956	17%	2,734	2.2%

Note: Totals may not add due to rounding

(a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

Source: *Police Service Personnel England and Wales as at 31 March 2000* Home Office Statistical Bulletin 15/00 30 August 2000

**Police Service in England and Wales**

As at 30 September 2000

Police Force	Actual Strength			Female Ranks as Percentage of Total Ranks	Ethnic Minority Strength (EMS)	EMS as Percentage of Actual Strength
	Male ranks	Female ranks	Total ranks			
Avon and Somerset	2,523	418	2,941	14%	33	1.1%
Bedfordshire	825	181	1,006	18%	35	3.5%
Cambridgeshire	1,079	187	1,266	15%	38	3.0%
Cheshire	1,670	330	2,000	17%	10	0.5%
Cleveland	1,181	241	1,421	17%	17	1.2%
Cumbria	875	172	1,048	16%	3	0.3%
Derbyshire	1,526	255	1,780	14%	41	2.3%
Devon and Cornwall	2,387	486	2,873	17%	11	0.4%
Dorset	1,080	220	1,299	17%	7	0.5%
Durham	1,285	296	1,581	19%	13	0.8%
Essex (b)	2,326	454	2,780	16%	34	1.2%
Gloucestershire	927	215	1,142	19%	17	1.5%
Greater Manchester	5,533	1,234	6,767	18%	175	2.6%
Hampshire	2,841	594	3,435	17%	32	0.9%
Hertfordshire (b)	1,583	378	1,961	19%	31	1.6%
Humberside	1,611	294	1,905	15%	13	0.7%
Kent	2,636	603	3,239	19%	37	1.1%
Lancashire	2,660	555	3,215	17%	48	1.5%
Leicestershire	1,684	326	2,010	16%	94	4.7%
Lincolnshire	1,008	154	1,162	13%	8	0.7%
London, City of	622	99	720	14%	16	2.2%
Merseyside	3,417	664	4,081	16%	73	1.8%
Metropolitan Police (b)	20,836	3,859	24,695	16%	1,013	4.1%
Norfolk	1,180	206	1,387	15%	12	0.9%
North Yorkshire	1,108	185	1,293	14%	6	0.5%
Northamptonshire	964	202	1,166	17%	32	2.7%
Northumbria	3,280	605	3,885	16%	31	0.8%
Nottinghamshire	1,902	330	2,232	15%	65	2.9%
South Yorkshire	2,605	580	3,184	18%	79	2.5%
Staffordshire	1,727	431	2,157	20%	32	1.5%
Suffolk	931	184	1,115	17%	15	1.3%
Surrey (b)	1,748	365	2,113	17%	29	1.4%
Sussex	2,340	472	2,812	17%	25	0.9%
Thames Valley	3,097	652	3,748	17%	86	2.3%
Warwickshire	777	135	912	15%	20	2.2%
West Mercia	1,591	315	1,906	17%	30	1.6%
West Midlands	5,738	1,612	7,350	22%	354	4.8%
West Yorkshire	4,007	799	4,806	17%	131	2.7%
Wiltshire	910	190	1,099	17%	11	1.0%
Total England	96,020	19,478	115,492	17%	2,757	2.4%
Gwent (a)	1,075	196	1,271	15%	19	1.5%
Dyfed-Powys	896	149	1,045	14%	5	0.5%
North Wales	1,170	223	1,393	16%	4	0.3%
South Wales (a)	2,554	475	3,029	16%	42	1.4%
Total Wales	5,695	1,043	6,738	15%	70	1.0%
Total England and Wales	101,710	20,520	122,230	17%	2,827	2.3%

Note: Totals may not add due to rounding

(a) Due to the reorganisation of Police Authorities in Wales, when jurisdiction for the Rhymney Valley DC area changed from South Wales to Gwent Police Forces, police strength data for these two police forces is not comparable with the data prior to 31 March 1997.

(b) Due to boundary changes introduced 1 April 2000, 30 September 2000 figures for Essex, Hertfordshire, Surrey and the Metropolitan Police are not comparable with the data presented prior to 30 September 2000

Source: *Police Service Personnel England and Wales* Home Office Statistical Bulletin 2/01 16 January 2001