

Average Length of Service						
Category	Employment Type	Oct-20	Oct-21	Oct-22	Oct-23	Oct-24
Women	Officers	12.8	11.64	10.7	9.83	9.63
	Staff	12.33	13.11	12	11.7	11.45
Men	Officers	14.76	14.19	13.22	12.73	12.92
	Staff	11.03	12.09	11.46	10.25	10.66
Women - Black	Officers	0.11	0.77	1.77	2.05	1.84
	Staff	17.98	21.81	22.81	18.1	17.57
Men - Black	Officers	12.72	13.72	10.61	11.41	13.89
	Staff	1.89	1.77	4.1	5.1	4.36

Joiners and Leavers with Reasons								
Category	Emp Type	Death	Dismissal	Resignation	Retirement	Transfer	Other	Unknown
Women	Officers	0.18%	0.06%	4.37%	6.59%	1.23%	0.25%	0.00%
	Staff	0.18%	5.23%	21.67%	4.86%	0.43%	0.92%	0.06%
Men	Officers	0.25%	0.55%	9.11%	18.41%	4.00%	1.05%	0.00%
	Staff	0.25%	3.57%	10.59%	5.05%	0.25%	0.86%	0.00%
Women - Black	Officers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Staff	0.00%	0.00%	0.31%	0.00%	0.00%	0.00%	0.00%
Men - Black	Officers	0.00%	0.00%	0.06%	0.18%	0.06%	0.06%	0.00%
	Staff	0.00%	0.25%	0.06%	0.00%	0.00%	0.00%	0.00%

Joiner and Leavers Overall		
Category	Employment Type	Leavers %
Women	Officers	11.93%
	Staff	34.27%
Men	Officers	20.65%
	Staff	31.81%
Women - Black	Officers	0.00%
	Staff	80.00%
Men - Black	Officers	33.33%
	Staff	80.00%