

1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023

		Start					
Ethnic Origin*	Rank Type	May-22	Aug-22	Oct-22	Jan-23	Apr-23	Grand Total
Asian - Pakistani	Substantive	1	0	0	0	0	1
Black - Any Other Black/African/Caribbean Background	Substantive	0	0	1	0	0	1
Mixed - White and Asian	Temporary	0	0	0	0	1	1
Mixed - White and Asian	Temporary (work based assessment)	0	0	0	1	0	1
Mixed - White and Black African	Temporary	0	1	0	0	0	1
Mixed - White and Black Caribbean	Substantive	0	0	1	0	0	1
Grand Total		1	1	2	1	1	6

2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?

	Date Started										
Ethnic Origin*	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Jan-23	Mar-23	Grand Total
Asian - Any Other Asian Background	0	1	0	0	0	0	0	0	0	0	1
Asian - Indian	1	0	1	0	0	1	0	0	1	0	4
Asian - Pakistani	0	0	1	1	1	0	0	1	2	0	6
Black - African	0	0		0	1	0	0	0	1	0	2
Black - Any Other Black/African/Caribbean Background	0	0	0	0	0	0	0	1	1	0	2

Black - Caribbean	0	0	0	0	0	0	0	1	0	0	1
Black/African/Caribbean/Black British - English/Welsh/Scottish/Nth Irish/British	0	0	0	0	0	0	0	0	0	1	1
Mixed - Any Other Mixed/Multiple Ethnic Background	0	0	0	0	0	1	0	1	1	1	4
Mixed - White and Asian	0	1	0	0	0	0	0	1	0	0	2
Mixed - White and Black Caribbean	0	1	1	0	0	0	1		1	1	5
Grand Total	1	3	3	1	2	2	1	5	7	3	28

* Please be advised we do not hold this data in calendar years. Therefore, this data is disclosed in financial years from April 2022 to March 2023. Similarly, data for Q1 and Q2 does not include white or prefer not to say ethnic origin. Furthermore, no promotions took place where the month is absent.