**Table 1: BME percentages in officer, staff and PCSO workforce (England and Wales)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Officers** | **Staff** | **PCSOs** |
| 2005 | 3.5% | 7.0% | 14.0% |
| 2006 | 3.6% | 7.0% | 15.0% |
| 2007 | 3.9% | 7.0% | 12.0% |
| 2008 | 4.1% | 7.0% | 11.0% |
| 2009 | 4.4% | 7.4% | 11.5% |
| 2010 | 4.6% | 7.4% | 11.0% |
| 2011 | 4.8% | 7.4% | 10.7% |
| 2012 | 5.0% | 7.5% | 10.0% |
| 2013 | 5.0% | 7.5% | 9.5% |
| 2014 | 5.2% | 7.0% | 9.1% |
| 2015 | 5.5% | 7.1% | 9.1% |
| 2016 | 5.9% | 7.1% | 9.5% |
| 2017 | 6.3% | 6.9% | 9.6% |
| 2018 | 6.6% | 6.8% | 9.5% |

**Table 2: BME numbers in total police workforce (England and Wales)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Officers** | **Staff** | **PCSO** | **Total** |
| **2005** | 4,998 | 5,040 | 869 | 10,907 |
| **2006** | 5,157 | 5,165 | 1,015 | 11,337 |
| **2007** | 5,534 | 5,262 | 1,610 | 12,406 |
| **2008** | 5,816 | 5,386 | 1,739 | 12,941 |
| **2009** | 6,326 | 5,350 | 1,898 | 13,574 |
| **2010** | 6,515 | 5,765 | 1,835 | 14,115 |
| **2011** | 6,677 | 5,477 | 1,693 | 13,847 |
| **2012** | 6,705 | 5,060 | 1,439 | 13,204 |
| **2013** | 6,479 | 4,918 | 1,349 | 12,746 |
| **2014** | 6,651 | 4,487 | 1,188 | 12,326 |
| **2015** | 6,975 | 4,524 | 1,122 | 12,621 |
| **2016** | 7,319 | 4,378 | 1,049 | 12,746 |
| **2017** | 7,758 | 4,213 | 970 | 12,941 |
| **2018** | 8,078 | 4,271 | 963 | 13,312 |