



TROUBLE IN THE NEIGHBOURHOOD



**GOVERNMENT CUTS TO NEIGHBOURHOOD
POLICING TAKE THEIR TOLL**

PUBLISHED APRIL 2014

1. Introduction

Claims that cuts to policing have been kept away from the front line are in tatters as new research by UNISON, the biggest union for police staff, shows that neighbourhood policing has taken more than its share of the Government's 20% cuts to police budgets.

In short, the Government has failed to protect the front line.

The UNISON research shows that:

- In September 2013, there were 3,585 fewer PCSOs in England than in March 2010
- The Welsh Government has bucked this trend by funding an additional 409 PCSOs, over the same period, in the four Welsh forces
- This equates to a 22% cut to PCSO numbers in England
- This is a higher figure than the overall 20% cut to police budgets, showing that neighbourhood policing has been cut harder than other police functions
- 61% of UNISON PCSO members report that neighbourhood policing teams in their force have been the subject of cuts in staffing or resources
- The impact of the cuts are being felt in the following key areas:
 - Falling numbers of neighbourhood police officers and PCSOs
 - Detrimental changes to overall resourcing for neighbourhood policing
 - PCSOs having to cover much larger beats and more lone working
 - Frustration that PCSOs can no longer provide the service to communities they want to
 - Cuts to transport, equipment, buildings and uniform

2. Synopsis

This short report:

- Provides background to the Neighbourhood Policing Cuts
- Documents with official Home Office figures how PCSO numbers have fallen dramatically since 2010
- Gives voice to our PCSO members who describe graphically how they are struggling to deliver neighbourhood policing as a result of Government cuts
- Summarises the official reaction to the cuts

3. Background to Neighbourhood Policing Cuts

3.1 History of PCSOs

PCSOs were created by the Labour Government as part of the reforms to policing brought in by the 2002 Police Reform Act. They have proved an enduring success.

The new role filled a void that had appeared in neighbourhood policing as police officers became unable, for a variety of operational reasons, to spend visible time on patrol in communities. PCSOs were created to focus on community engagement and problem solving to tackle low-level crime and anti-social behaviour.

The Home Office in its 2013 consultation paper on PCSO powers describes PCSOs as follows:

'Since their introduction in 2002, PCSOs have become a key component of our approach to neighbourhood policing and are now key to the public face of policing, providing an invaluable link between the police and the communities they serve. They bring key skills, values and diversity to policing.'

Providing a valuable uniformed presence in our communities, PCSOs focus on understanding and identifying local priorities, solving local problems, tackling low-level crime and engaging with the community. Their presence in communities means they are often best placed to engage with those who conduct, and are affected by, anti-social behaviour and disorder’.

PCSOs were introduced into every police force in England and Wales, but were not adopted in Scotland. This report therefore relates to England and Wales only.

3.2 PCSO Numbers

PCSO numbers in England and Wales grew slowly from the date of their introduction in 2002. However, numbers picked up significantly in 2007 and eventually grew to an all-time high of nearly 17,000 in 2010 before the election.

UNISON’s research shows that, since that time, under this Government, it has been downhill all the way for PCSO numbers (except in Wales and in a small number of English forces) and for neighbourhood policing in most of England. The following figures are for England only, and are taken from published Home Office police service strength data.

In 2010 there were: 16,019 PCSOs

In 2013 there were: 12,434 PCSOs

A reduction of: 3,585 PCSOs

A cut of: 22.38%

3.3 Wales Bucks the Trend: PCSO numbers up 57% overall

The Labour Welsh Government, in sharp contrast to the Conservative-led UK Government at Westminster, set out a positive plan to reinforce neighbourhood policing by pledging the money to put an additional 500 PCSOs on the streets of Wales by 2015. In the tables at the end of this report, UNISON has separated out the PCSO numbers for Welsh forces from the figures for their English counterparts. We have done this, because otherwise, the increase in PCSO numbers in Wales masks the true extent of the decline in numbers across English forces.

The latest Home Office figures show that the Welsh Government has delivered on 409 of its planned additional 500 PCSOs since 2010. Overall this shows that PCSO numbers in Wales have grown by 57%.

3.4 Reductions in PCSO numbers by force

The actual cut to PCSO numbers in England varies from force to force. Using official Home Office figures (from the Police Service Strength data published twice yearly in March and September) UNISON has built up a revealing picture of the nature and extent of the Government’s front-line PCSO cuts. Our report highlights the following:

- PCSO Cuts by Force: Highest to Lowest (Table A)
 - PCSO Cuts by Region: Highest to Lowest (Table B)
 - Forces listed alphabetically showing their PCSO cuts (Table C)
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3.5 Forces with the highest PCSO cuts

Table A, at the end of this report, shows that PCSO cuts have been 20% or higher in the following 9 police forces:

- City of London: -71.15%
- Met Police: -49.09%
- Merseyside: -31.41%
- Essex: -28.54%
- Cumbria: -22.52%
- Warwickshire: -22.46%
- Cambridgeshire: -21.05%
- Hertfordshire: -20.99%
- Northamptonshire: -20.73%

The majority of these forces are currently run by Conservative Police and Crime Commissioners; namely the Met Police, Essex, Cumbria, Cambridgeshire, Hertfordshire and Northamptonshire. As we identify below, the two forces in London and the three from the Eastern Region make up more than half of this top cuts list.

3.6 Forces that have increased PCSO numbers

Table A also shows that a small number of forces in England have increased PCSO numbers by the following figures:

- Wiltshire: 0.79%
 - Leicestershire: 1.29%
 - Nottinghamshire: 8.96%
 - Devon & Cornwall: 16.25%
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3.7 PCSO cuts by Region

UNISON has also analysed the PCSO cuts in England by region. **Table B** shows the following average cuts to PCSO numbers across forces in each Region (highest to lowest):

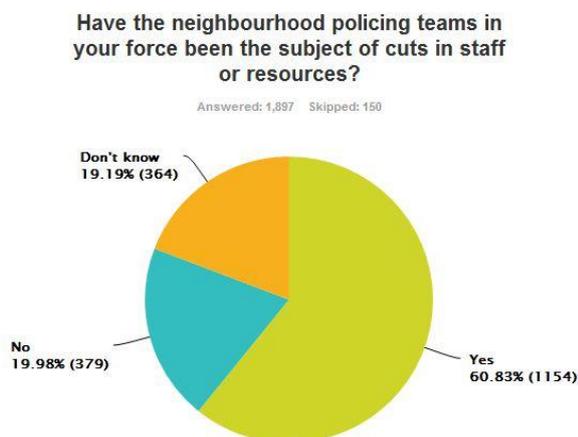
- London: -49.33%
- Eastern: -18.11%
- West Midlands: -17.27%
- North West: -16.16%
- Yorkshire & Humberside: -9.28%
- North East: -8.49%
- South East: -6.21%
- South West: -5.77%
- East Midlands: -2.31%
- English Region Average: -22.65%

The gains in PCSO numbers in Nottinghamshire and Leicestershire have clearly contributed to the better showing for the East Midlands region in this table, as has the increase in PCSOs in Devon and Cornwall for the South West region.

4. How the Cuts are Impacting on PCSOs: Voices from the Frontline

In December 2013, UNISON surveyed all our PCSO members in forces across England and Wales about their experience of cuts to neighbourhood policing. Nearly 1,900 PCSOs responded to the on-line survey; almost 30% of UNISON's total PCSO membership. The PCSOs who responded to the survey have sent the following very clear messages about the damage which the Government's police cuts are inflicting on neighbourhood policing.

4.1 Headline Results



We asked our PCSO members whether the neighbourhood policing teams in their force had been the subject of cuts in staff or resources. We received 1,897 responses. Over 60% said yes.

Nearly 20% said they had not seen any cuts, however, some of these members added comments indicating that they worked in Wales and that their forces had received funding from the Welsh Government to protect

neighbourhood policing. Some who said no cuts were happening did so because they did not define 'natural wastage' and non-replacement of staff as a direct cut.

4.2 The Experience of PCSOs in Detail

PCSOs responding to the survey were also asked to give more detail of how the cuts were impacting on their work in particular. Of those responding 923 members provided these more detailed comments about the effect of the cuts on neighbourhood policing in their force. The comments received, paint a graphic picture of neighbourhood policing being increasingly stretched and under-resourced, with PCSO members no longer feeling that they are able to carry out their jobs properly.

We record here the heartfelt testimony from PCSOs from forces across England and Wales setting out their frustration and anger at the way in which the 20% cuts to neighbourhood policing have impacted on their ability to serve their communities as they were once able. The testimony explodes once and for all any illusion that police forces have been able to protect front line neighbourhood policing from significant damage due to the Government's police cuts.

One member commented:

"If neighbourhood policing were a person, the cuts received would have been fatal"

Another added:

"PCSOs have been asked to take voluntary redundancy; if numbers are not met then compulsory redundancies will follow. We also took a pay cut two years ago which saw my wage fall by £100 a month. I believe my force took every step to preserve our roles however yet more Government cuts in June forced us to take a hit."

Many respondents drew attention to the impact on workload, stress and morale:

“Because of cuts in Council funding the number of PCSOs on my “sector” has been cut by 50%. On my own Safer Community Team, numbers have been cut from 9 to 2; an 80% cut that makes it impossible to even staff our five shift system. All of the work we have done over the last decade is unravelling and we are powerless to stop it. Morale is at rock bottom.”

Here we set out the key headings which emerge from members’ testimony:

- Falling numbers of neighbourhood police officers and PCSOs
- Detrimental changes to overall resourcing for neighbourhood policing
- PCSOs having to cover much larger beats and more lone working
- Frustration that PCSOs can no longer provide the service to communities they want to
- Cuts to transport, equipment, buildings and uniform

4.2.1 Falling numbers of Neighbourhood Police Officers, PCSOs and Administrative Support

634 respondents said that falling numbers in the neighbourhood policing workforce was the biggest impact of the cuts. 168 cited fewer staff in general. 217 respondents said Police Officers and PCSOs were not being replaced when posts became vacant. 140 said Police Officer numbers were falling. 109 said that PCSO numbers were falling or being made redundant. Members commented as follows:

“Cuts are ongoing in all areas and at times it is difficult to keep track of which departments are being cut. We all work as one large team so if one particular department has cuts then

that will have a knock on effect on other departments.”

“We now have less staff and higher expectations from the public that cannot be met.”

“My Neighbourhood Policing Team is currently under threat of a 25% staff cut due to withdrawal of funding”

“At times there are very few officers on the street due to cuts. Struggle to deal with all the jobs that get called in.”

“The team I am on has reduced in size over the last couple of years. It is hard to get resources now for instance – school resources.”

“Less Police Constables and the area being bigger to manage”

“There have been cuts to Police Officers which have left PCSOs vulnerable in confrontational situations. This has meant that PCSOs have to deal with whatever comes their way with a shortfall in training”.

“PCSOs who have left the constabulary have not been replaced. This has drastically reduced the numbers over the last five years. PCSOs are spoken of as a ‘dying breed’ by their Community Beat Managers.”

“We have lost 50% of our PCSOs”

56 noted cuts to PCSO support staff and admin staff with many saying it had a direct impact on their work. Many respondents said that increased amounts of administrative work for them led to less time doing their job.

“Many of our back office functions have been cut and passed down to Police Constables and PCSOs so we have lost staff that would do most of the office work for us, but now it’s down to the frontline to take up the slack. Yes, we have saved frontline numbers but they are busy doing paperwork.”

“Lost 75% of our office team”

“We have certainly felt the cuts from the back office staff. Crime prevention teams and other resources we use to use all the time have now gone and the pressure is then onto us to pick up the work left behind.”

“Most back office staff have been taken away. So PCSO’s spend less time in the community”

4.2.2 Detrimental changes to overall resources for neighbourhood policing

The most common response received as to the whether they had been affected by cuts was to report that neighbourhood policing was no longer receiving adequate resourcing – 297 commented to say this. The most commonly cited reason was smaller teams, officers being abstracted for other operations and community beat manager posts no longer being staffed.

“Neighbourhood policing has been stretched to its limit soon it will be non-existent.”

“Due to cuts, structure of Safer Community Teams has changed. PCs can be sent anywhere now and no longer have any time to help deal with local community issues.”

“Less officers dedicated to community policing and are just now response officers”

“Crime prevention officers and practical resources have gone. Posts are not being filled when they become available”

“We no longer have community beat officers.”

“The amount of meetings at local level we can attend is now not common practice, thus losing trust and confidence. No overtime during peak times of year to discourage shoplifters, burglars and petty thieves.”

“Staff are being abstracted for other operations. Not seen a PC on foot patrol in at least 2 years.”

“The neighbourhood policing has gone and the role is completely different.”

“Neighbourhood policing is being dissolved. Neighbourhood Policing Teams are being stretched across the new 10 week shift pattern....there will not be enough staff on during shift and we will be covering other areas – losing our high visibility patrolling on our own beats.”

“Neighbourhood policing has declined to a degree that it is a rarity to see a police constable in the neighbourhood.”

“Our role has changed massively due to cuts. We seem to be plugging the gaps where people have been made redundant.”

“Neighbourhood policing has seen a massive reduction in some areas by half, leaving some officers to cover 2-3 beats on their own with little support.”

4.2.3 PCSOs having to cover bigger areas/lone working

91 respondents commented that the most notable impact of the cuts was them having to cover bigger areas with fewer numbers, often leading them to feel vulnerable, without backup and on their own.

“The number of police constables has been reduced and teams broken down into more and smaller teams. This has resulted in lone working – with any assistance sometimes being some distance away should it be needed.”

“Numbers of PCSOs and officers have fallen and beats are being merged with larger areas and smaller teams to cover the increase of workload.”

“Staff level is not enough to cover the area, some PCSOs have to cover over 4 beats as there are no other PCSOs on the relief.”

“I am a rural PCSO covering over 220 square miles. 12 months ago there were 2 PCSOs and now there is only me doing the same workload if not more! They have not replaced this member of staff despite rural policing being at the forefront and the need to be visible. I am getting less visible due to more time spent on admin and doing 2 people’s work.”

“Resources are constantly stretched and all local teams are operating on reduced numbers, often with a single officer for a large rural area. When such an officer is committed or detains a prisoner, often the PCSO can be single crewed and the only unit on duty when other officers can be 45 minutes travelling time away. “

“We no longer work as a team and are left to work alone on a late evening... there is no back up close by if anything should go wrong so this leaves the PCSO vulnerable.”

4.2.4 Frustration of not able to do the job properly

164 of those who responded said cuts meant they felt they were no longer able to do their jobs properly.

“We are spread so thin that we are dealing with issues and not given time to actually stop and prevent them. We as a force have become reactive and not proactive.”

“We have gone from 4 PCSO’s to 1 full time and 1 part time. Community beat managers have been reduced and the ones in place have to cover a bigger area. Many of our local Police stations have been closed and staff relocated affecting accessibility for the public and time spent on our areas due to travel. Many Community Beat Managers find

themselves on response due to staff levels, putting more strain on the others on the Neighbourhood Policing Team often resulting in jobs being missed or significant time lapses between jobs coming in and being dealt with.”

“Vast cuts to the neighbourhood policing team, our response will often cover an area of around 300,000 people with just 2 PCs on duty in 2 cars”

“Almost 80% of Police Officer strength down leaving teams ineffective”.

“The number of Police Officers have gone down and backroom staff. This leaves the demand on the force and the frontline staff overwhelming at times as there is never enough staff responding to jobs or appointments.”

4.2.5 Cuts to transport, uniform, equipment and stations

95 respondents cited cuts falling on vehicles, uniform and equipment and the closure of stations, often in addition to natural wastage policies or redundancies. Cuts to transport were reported as having a big impact on neighbourhood policing in particular.

“Significant cuts to transport, IT support, HR support, uniform and equipment.”

“Drastic reduction in vehicles which doesn’t directly impact on PCSOs, but means that warranted officers are further away should we require support. Larger Neighbourhoods means that PCSOs have to travel further on foot and operate more often as a solo foot patrol.”

“Rural beats that cover large percentages of force areas having only 1 vehicle for 5 staff.”

“Station closed, now have to travel from one side of town to the other to get to my patch.

The travelling time means that I am able to spend a couple of hours a week on my area.”

“Lack of vehicles is a massive problem, also the closure of local stations putting stress on commuting, family life and stress.”

5. Official Reaction to the Neighbourhood Policing Cuts

5.1 Her Majesty's Inspectorate of Constabulary

In its July 2013 Report 'Policing in Austerity: Rising to the Challenge', Her Majesty's Inspectorate of Constabulary looked into the effect of the Government's police cuts on the front line. HMIC claimed that:

'Forces have also taken material steps to protect their frontline (i.e. crime-fighting) capability as they have made decisions about which posts to cut. As a result, the proportion of the total workforce on the front line, according to force plans, will grow to 78% by March 2015 compared to 74% in March 2010'

This does not seem to accurately reflect the clear facts that have now emerged regarding the 22% cut to PCSO numbers in England. However, HMIC did go on to highlight that cuts to neighbourhood policing were leading to neighbourhood police officers being abstracted onto response and other investigative work at the expense of proactive neighbourhood policing. HMIC warned:

*'HMIC therefore has some concerns about the potential for a return to basic beat policing by neighbourhood policing teams, and believes that adopting a more reactive approach (i.e. by focusing on answering calls and investigating crimes which have already taken place) risks eroding neighbourhood policing.'*ⁱⁱ

The results of UNISON's PCSO survey show that this prediction from HMIC is now coming true.

In making our response to the HMIC consultation prior to publication of the 'Annual Assessment of Policing in England and Wales 2012/13', UNISON called on the inspectorate to undertake a thematic inspection of the impact of austerity on the composition of the police workforce.

5.2 Home Office Ministers

Home Office Ministers stopped making any claims in their speeches or statements about the ability of forces to protect the 'front line', while making the enormous cuts to police budgets required by the Home Secretary, around the end of 2011. Officials had presumably advised that such talk was likely to land ministers in hot water and they duly quietened down on the subject. Given the results of UNISON's PCSO survey, Home Office Ministers have every reason to stay silent.

5.3 Association of Chief Police Officers (ACPO)

Commenting on the HMIC 'Policing in Austerity' Report Steve Finnigan of the Association of Chief Police Officers (ACPO) said in 2013:

"The big concern articulated by HMIC, which ACPO shares, is the sustainability of our current model of policing in the UK, which has inevitably been reduced as a result of cuts so far. Because further cuts in the future are expected, we will work really hard to transform the way we deliver policing services in this country"

Nick Gargan, ACPO lead for Finance and Resources, commented in early 2014:

"Despite the financial pressures, Forces up and down the country continue to do amazingly well at serving the public whilst simultaneously dealing with the increasing effect of austerity on the Police, its partners and the general public. 2014/15 and 2015/16 will be challenging years for the Police. So far, forces have largely restricted the impact of cuts on the public"

The results of UNISON's PCSO survey show very clearly that most police forces have not been able to protect neighbourhood policing.

6. Conclusion

UNISON's research shows very clearly that Government cuts to police force budgets are now having a damaging impact on the ability of forces to deliver on the original vision of neighbourhood policing. Forces in England have cut PCSO numbers by an average of 22% and have removed PCSOs, police officers and other police staff from neighbourhood policing teams. The front line has not been protected.

UNISON's PCSO members tell a heartfelt story of their attempts to continue to provide a service to their communities under these impossible circumstances.

This is the result of a Government which has put financial targets above the safety and security of local communities, and above the welfare of those who deliver neighbourhood policing. The Government cuts to our police service are set to continue and yet Ministers remain silent on the damage being done to the jewel in the crown of British policing.

Neighbourhood policing is dying on the beat. Unless the leaders of the police service respond to this crisis immediately we stand to lose everything good that has been built in local policing over the last ten years. UNISON calls on all those who share our concerns to act now before it is too late. In particular we call upon:

- **The Government** to follow the example of the Welsh Government and provide dedicated resources to reinstate 2010 levels of funding for neighbourhood policing
- **HMIC** to undertake a thematic inspection of neighbourhood policing to fully determine the extent of the cuts, the damage to provision, the impact on equality and diversity and the way in which some forces in England have successfully acted to

protect their safer neighbourhood teams. The HMIC's independence from Government and from police forces gives it the authority to undertake such an inspection.

- **Police and Crime Commissioners** to consult properly with communities on local peoples' priorities for neighbourhood policing; ensure that these wishes are met, and reverse neighbourhood policing cuts as necessary following this consultation. Police and Crime Commissioners can expect to be held to account on these matters the next time they face the electorate.
- **Chief Constables and ACPO** to speak out against the attack on neighbourhood policing before it is too late and show supportive leadership to all those working in safer neighbourhood teams
- **The College of Policing** to take responsibility for developing the professional model for neighbourhood policing and to provide those who deliver it with accredited training, development and career opportunities
- **Police forces** to undertake a risk assessment of the cuts to their neighbourhood policing teams, with respect to both community safety and to the health, safety and well-being of the PCSOs and police constables who are now struggling to deliver local policing to local communities.

ⁱ Policing in Austerity: Rising to the Challenge
HMIC July 2013 p16

ⁱⁱ Ibid p18

TABLE A PCSO Cuts by Force: Highest to Lowest

English region and Wales	Police force area	Mar-10	Mar-11	Mar-12	Mar-13	Sep-13	Change March 2010 to September 2013	
							Number	%
London	London, City of	52	44	38	39	15	-37	-71.15
London	Metropolitan Police	4645	4009	2760	2684	2365	-2,280	-49.09
North West	Merseyside	468	440	426	378	321	-147	-31.41
Eastern	Essex	445	404	380	331	318	-127	-28.54
North West	Cumbria	111	104	102	76	86	-25	-22.52
West Midlands	Warwickshire	138	136	109	113	107	-31	-22.46
Eastern	Cambridgeshire	209	200	193	174	165	-44	-21.05
Eastern	Hertfordshire	262	252	257	238	207	-55	-20.99
East Midlands	Northamptonshire	164	166	161	127	130	-34	-20.73
West Midlands	West Midlands	811	758	711	681	656	-155	-19.11
South West	Dorset	164	164	153	140	133	-31	-18.90
North East	Cleveland	193	178	167	161	158	-35	-18.13
North West	Lancashire	428	386	411	368	353	-75	-17.52
South West	Avon & Somerset	430	416	365	356	355	-75	-17.44
South West	Gloucestershire	148	139	133	138	123	-25	-16.89
North West	Cheshire	237	221	218	208	202	-35	-14.77
South East	Kent	387	364	333	297	332	-55	-14.21
West Midlands	West Mercia	279	273	271	248	240	-39	-13.98
Yorkshire and the Humber	West Yorkshire	763	713	728	689	666	-97	-12.71
Yorkshire and the Humber	North Yorkshire	198	182	186	173	174	-24	-12.12
West Midlands	Staffordshire	237	228	209	213	209	-28	-11.81
Eastern	Bedfordshire	116	125	112	94	103	-13	-11.21
South East	Surrey	224	229	228	210	199	-25	-11.16
North East	Durham	175	174	173	171	157	-18	-10.29

English region and Wales	Police force area	Mar-10	Mar-11	Mar-12	Mar-13	Sep-13	Change March 2010 to September 2013	
							Number	%
Yorkshire and the Humber	Humberside	317	309	290	298	290	-27	-8.52
Eastern	Norfolk	275	264	254	250	252	-23	-8.36
North West	Greater Manchester	842	837	818	793	787	-55	-6.53
East Midlands	Derbyshire	181	177	171	183	172	-9	-4.97
East Midlands	Lincolnshire	149	144	152	151	142	-7	-4.70
Eastern	Suffolk	173	162	164	163	167	-6	-3.47
South East	Hampshire	347	344	340	341	335	-12	-3.46
South East	Thames Valley	500	506	508	483	484	-16	-3.20
South East	Sussex	377	351	335	358	371	-6	-1.59
Yorkshire and the Humber	South Yorkshire	328	311	290	335	327	-1	-0.30
North East	Northumbria*	256	256	256	256	256	0	0.00
South West	Wiltshire	126	133	152	140	127	1	0.79
East Midlands	Leicestershire	233	232	236	222	236	3	1.29
East Midlands	Nottinghamshire	268	273	264	300	292	24	8.96
South West	Devon & Cornwall	363	353	357	421	422	59	16.25
English regions totals		16019	14957	13411	13001	12434	-3,585	-22.38
Wales	Dyfed-Powys	83	80	97	143	142	59	71.08
Wales	Gwent	143	142	191	234	213	70	48.95
Wales	North Wales	157	159	219	262	266	109	69.43
Wales	South Wales	335	304	308	430	506	171	51.04
Wales totals		718	685	815	1069	1127	409	56.96

TABLE B PCSO Cuts by Region: Highest to Lowest

English regions and Wales	Mar-10	Mar-11	Mar-12	Mar-13	Sep-13	Change March 2010 to September 2013 Number	Change March 2010 to September 2013 %
London Totals	4697	4053	2798	2723	2380	-2317	-49.33
Eastern Totals	1480	1407	1360	1250	1212	-268	-18.11
West Midlands Totals	1465	1395	1300	1255	1212	-253	-17.27
North West Totals	2086	1988	1975	1823	1749	-337	-16.16
Yorks. & Humb. Totals	1606	1515	1494	1495	1457	-149	-9.28
North East Totals	624	608	596	588	571	-53	-8.49
South East Totals	1835	1794	1744	1689	1721	-114	-6.21
South West Totals	1231	1205	1160	1195	1160	-71	-5.77
East Midlands Totals	995	992	984	983	972	-23	-2.31
Wales Totals	718	685	815	1069	1127	409	56.96

TABLE C Forces listed alphabetically showing their PCSO cuts

English region and Wales	Police force area	Mar-10	Mar-11	Mar-12	Mar-13	Sep-13	Change March 2010 to September 2013	
							Number	%
South West	Avon & Somerset	430	416	365	356	355	-75	-17.44
Eastern	Bedfordshire	116	125	112	94	103	-13	-11.21
Eastern	Cambridgeshire	209	200	193	174	165	-44	-21.05
North West	Cheshire	237	221	218	208	202	-35	-14.77
North East	Cleveland	193	178	167	161	158	-35	-18.13
North West	Cumbria	111	104	102	76	86	-25	-22.52
East Midlands	Derbyshire	181	177	171	183	172	-9	-4.97
South West	Devon & Cornwall	363	353	357	421	422	59	16.25
South West	Dorset	164	164	153	140	133	-31	-18.90
North East	Durham	175	174	173	171	157	-18	-10.29
Eastern	Essex	445	404	380	331	318	-127	-28.54
South West	Gloucestershire	148	139	133	138	123	-25	-16.89
North West	Greater Manchester	842	837	818	793	787	-55	-6.53
South East	Hampshire	347	344	340	341	335	-12	-3.46
Eastern	Hertfordshire	262	252	257	238	207	-55	-20.99
Yorkshire and the Humber	Humberside	317	309	290	298	290	-27	-8.52
South East	Kent	387	364	333	297	332	-55	-14.21
North West	Lancashire	428	386	411	368	353	-75	-17.52
East Midlands	Leicestershire	233	232	236	222	236	3	1.29
East Midlands	Lincolnshire	149	144	152	151	142	-7	-4.70
London	London, City of	52	44	38	39	15	-37	-71.15
North West	Merseyside	468	440	426	378	321	-147	-31.41
London	Metropolitan Police	4645	4009	2760	2684	2365	-2,280	-49.09
Eastern	Norfolk	275	264	254	250	252	-23	-8.36
Yorkshire and the Humber	North Yorkshire	198	182	186	173	174	-24	-12.12
East Midlands	Northamptonshire	164	166	161	127	130	-34	-20.73
North East	Northumbria*	256	256	256	256	256	0	0.00

English region and Wales	Police force area	Mar-10	Mar-11	Mar-12	Mar-13	Sep-13	Change March 2010 to September 2013	
							Number	%
East Midlands	Nottinghamshire	268	273	264	300	292	24	8.96
Yorkshire and the Humber	South Yorkshire	328	311	290	335	327	-1	-0.30
West Midlands	Staffordshire	237	228	209	213	209	-28	-11.81
Eastern	Suffolk	173	162	164	163	167	-6	-3.47
South East	Surrey	224	229	228	210	199	-25	-11.16
South East	Sussex	377	351	335	358	371	-6	-1.59
South East	Thames Valley	500	506	508	483	484	-16	-3.20
West Midlands	Warwickshire	138	136	109	113	107	-31	-22.46
West Midlands	West Mercia	279	273	271	248	240	-39	-13.98
West Midlands	West Midlands	811	758	711	681	656	-155	-19.11
Yorkshire and the Humber	West Yorkshire	763	713	728	689	666	-97	-12.71
South West	Wiltshire	126	133	152	140	127	1	0.79
English Regions Totals		16019	14957	13411	13001	12434	-3,585	-22.38
Wales	Dyfed-Powys	83	80	97	143	142	59	71.08
Wales	Gwent	143	142	191	234	213	70	48.95
Wales	North Wales	157	159	219	262	266	109	69.43
Wales	South Wales	335	304	308	430	506	171	51.04
Wales Totals		718	685	815	1069	1127	409	56.96
* Figures provided by Force								

Source for all data: Police Service Strength, England and Wales, Home Office Statistical Bulletin