

PCC BME Progression report - Appendix A

Police Officers			
Year	Male	Female	Overall
2001	3.5%	1.5%	5.0%
2002	3.4%	1.3%	4.7%
2003	4.0%	1.6%	5.6%
2004	4.4%	1.7%	6.1%
2005	4.4%	1.9%	6.3%
2006	4.8%	2.0%	6.8%
2007	5.0%	2.2%	7.2%
2008	5.2%	2.2%	7.4%
2009	5.4%	2.2%	7.6%
2010	5.7%	2.3%	8.0%
2011	5.9%	2.3%	8.2%
2012	6.0%	2.4%	8.4%
2013	6.0%	2.4%	8.4%

Police Staff			
Year	Male	Female	Overall
2001	1.9%	5.3%	7.2%
2002	1.7%	5.3%	7.0%
2003	2.0%	5.8%	7.8%
2004	2.6%	6.0%	8.6%
2005	2.3%	6.1%	8.4%
2006	2.4%	6.1%	8.5%
2007	2.7%	6.5%	9.2%
2008	2.7%	7.1%	9.2%
2009	2.9%	7.1%	10.0%
2010	2.8%	7.1%	9.9%
2011	3.2%	7.5%	10.7%
2012	3.3%	7.8%	11.1%
2013	3.4%	7.9%	11.3%

PCSO's			
Year	Male	Female	Overall
2001	0.0%	0.0%	0.0%
2002	0.0%	0.0%	0.0%
2003	0.0%	0.0%	0.0%
2004	0.0%	0.0%	0.0%
2005	10.6%	6.6%	17.2%
2006	10.2%	6.3%	16.5%
2007	9.2%	5.6%	14.8%
2008	8.6%	5.9%	14.5%
2009	7.2%	6.0%	13.2%
2010	6.2%	6.0%	12.2%
2011	6.5%	5.9%	12.4%
2012	6.2%	5.9%	12.1%
2013	6.2%	5.9%	12.1%

Specials			
Year	Male	Female	Overall
2001	10.5%	3.6%	14.1%
2002	9.4%	3.4%	12.8%
2003	14.9%	5.1%	20.0%
2004	14.2%	5.4%	19.6%
2005	13.0%	5.7%	18.7%
2006	14.3%	6.3%	20.6%
2007	14.9%	5.9%	20.8%
2008	14.8%	5.8%	20.6%
2009	15.4%	5.2%	20.6%
2010	14.2%	4.7%	18.9%
2011	15.4%	4.8%	20.2%
2012	15.0%	5.0%	20.0%
2013	15.2%	4.8%	20.0%