

LPU/Department	Headcount	Employee Type					Total	% of respondents LPU/Dept
		Police Officer	Police Staff	PCSO	Special Constable	Prefer not disclose Employee Type		
Birmingham East LPU	681	185	26	20	1	8	240	35.2%
Birmingham North LPU	384	87	19	16	1	9	132	34.4%
Birmingham South LPU	542	145	18	15	1	9	188	34.7%
Birmingham West and Central LPU	856	165	29	15	1	12	222	25.9%
Coventry LPU	679	192	28	29	1	16	266	39.2%
Dudley LPU	503	94	8	21	2	9	134	26.6%
Sandwell LPU	582	149	10	12	1	4	176	30.2%
Solihull LPU	355	103	16	9	5	15	148	41.7%
Walsall LPU	506	106	11	6		8	131	25.9%
Wolverhampton LPU	568	104	14	7		7	132	23.2%
Central Justice Services	590	56	70			18	144	24.4%
Motorway Policing	141	75	19			3	97	68.8%
Corporate Communications	33		21				21	63.6%
Corporate Services	54		15			1	16	29.6%
Counter Terrorism Unit	460	83	26			14	123	26.7%
DCC Task Force	45	6	1				7	15.6%
Finance and Procurement	65		38			2	40	61.5%
Fleet Services	88		21			1	22	25.0%
Force CID	935	158	61			18	237	25.3%
Force Contact	1183	109	202			35	346	29.2%
Human Resources	74	1	32				33	44.6%
Information Services	224	1	51			3	55	24.6%
Intelligence	555	105	55			7	167	30.1%
Learning and Development	133	39	22			7	68	51.1%
Legal Services	20		8			1	9	45.0%
Operations	556	135	2	2	2	13	154	27.7%
Organisation and Service Development	67	12	18			7	37	55.2%
West Midlands Office for Policing and Crime	24		1				1	4.2%
Professional Standards	63	14	7			2	23	36.5%
Property Services	207	1	16				17	8.2%
Public Protection	474	100	2			2	104	21.9%
Shared Services	305	1	46			5	52	17.0%
Other	56	22	14			6	42	75.0%
Prefer not to say		78	37	4	1	78	198	
Total	12008	2326	964	156	16	320	3782	31.5%

* 5.2% of respondents preferred not to disclose their LPU/Department

Respondents (Gender and Ethnicity) against Headcount

Gender	Headcount	Responses	%
Male	6882	1947	28.3%
Female	5126	1128	22.0%
Prefer not to say		671	
Missing		36	
Total	12008	3782	31.5%

Ethnicity	Headcount	Responses	%
Non BME	10742	2807	26.1%
BME	1178	188	16.0%
Not Stated	88	673	
Missing		114	
Total	12008	3782	

*Headcount data as of 1st July 2013

Gender by Employee Type of Respondents to Staff Survey 2013

Gender	Employee Type					TOTAL
	Police Officer	Police Staff	PCSO	Special Constable	Prefer not to say	
Male	1476	327	90	13	35	1941
Female	524	518	56	3	19	1120
Prefer not to say	313	116	10	0	227	666
Total	2313	961	156	16	281	3727

*55 respondents did not respond to the question on employee type

Ethnicity by Employee Type of Respondents to Staff Survey 2013

Ethnicity	Employee Type					Total
	Police Officer	Police Staff	PCSO	Special Constable	Prefer not to say	
Non BME	1784	771	133	14	91	2793
BME	108	60	13	2	4	187
Prefer not to say	387	113	10	0	162	672
Total	2279	944	156	16	257	3652

*130 respondents did not respond to the question on ethnicity