

MERSEYSIDE POLICE EQUALITY DUTY REPORT 24/25



MERSEYSIDE
POLICE



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Introduction

Everyone, regardless of their life experiences, race, belief, sexual orientation, gender, or disability, should be treated equally in terms of their access to opportunities and their value to society.

Merseyside Police serves a diverse community of 1.5 million people, covering an area of 647 km² and we believe in putting our communities first and at the heart of everything that we do.

It is vital that our police officers and staff can engage with and understand different people in our communities, to deliver a policing service that meets their needs, ensuring everyone has fair access to all of our services and feels respected and supported.

Our activities and guidelines are reviewed regularly to make sure they take account of changing needs in the communities we serve. We also work with trade unions, staff associations and others to make sure our actions meet the needs of the whole community.

Our commitment to inclusion, equity and diversity runs throughout our organisation. We employ people in a variety of roles including Police Officers, Police Community Support Officers (PCSO's), Police Staff, Special Police Officers and Volunteers.

Inclusion is the golden thread throughout our culture and is embedded throughout the employee lifecycle from the moment anyone joins the force and throughout their time with us. This document demonstrates the work that we do to ensure that inclusivity in the golden thread, in line with meeting the requirements under the Equality Act 2010 and Public Sector Equality Duty and Specific Duty. This report provides equality data for the financial year 24/25 as an appendix. Further statistical information is available from:

www.gov.uk

www.police.uk

www.ons.gov.uk

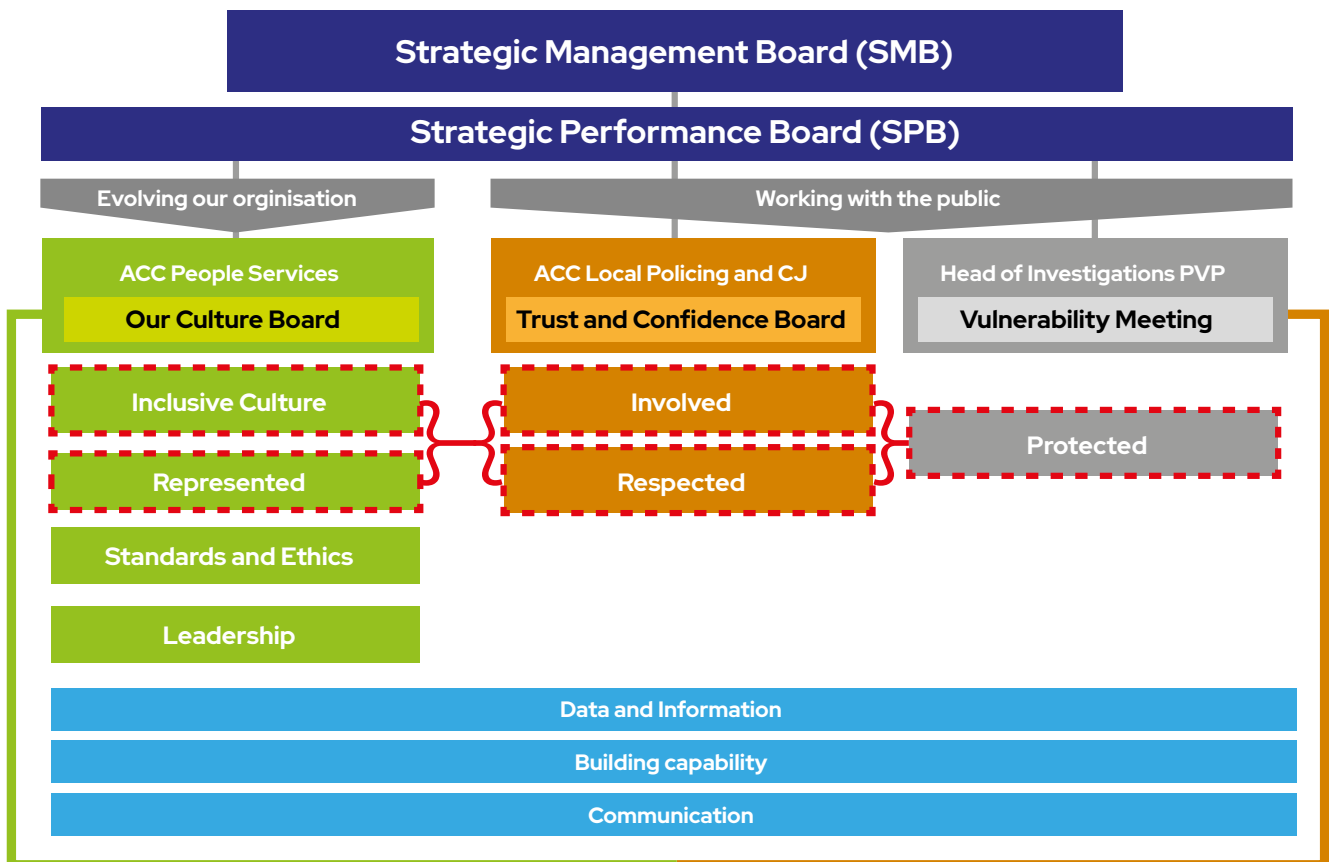
Equality Objectives 2020-2024

Our equality objectives were refreshed in 2024. They support and are aligned to the National Culture & Inclusion Strategy, Police Race Action Plan (PRAP) and our Force Strategy:

- Ensuring people from all backgrounds are engaged & involved and contribute into the governance of policing
- Providing a respected police service that is fair, respectful and equitable in all that it says and does
- Protect people from crime and seek justice for victims
- We are representative of the communities that we serve, that it advances equity of opportunity, eliminates discrimination, and fosters inclusive relations in its officers, staff and volunteers
- Embed an Inclusive Culture where people feel comfortable and confident to be themselves in work.

GOVERNANCE

The below diagram shows how our Culture & Inclusion plan is delivered and tracked against, where key stakeholders are held accountable for the metrics within the plan.



Our Progress



FIFTEEN

people are qualified to deliver in-house workplace needs assessments, providing personal support for reasonable adjustments



200

in-house workplace needs assessments completed



83%

people feel encouraged to speak up when they see something go wrong



83%

are treated with respect by the people that they work with*

82%

feel confident to challenge inappropriate behaviour in the workplace



35

people have taken part in our PeDALS programme this year, building their confidence and achieving their personal goals

81%

trust their line manager



17

volunteer chaplains who offer wellbeing pastoral support across a broad range of religion and faith

97%

of our staff and officers have completed anti-racism training provided by The Anthony Walker Foundation



50 years

of Merseyside Police!
We celebrated with an open day for family and friends

1,145

hours volunteered by our Chaplaincy service to provide wellbeing and pastoral support to colleagues



21

Healthy Workforce Champions

50

different languages spoken within our force

"527"

recorded language skills across our force meaning we can better meet the diverse needs of our communities



450

active flexible working requests across the force*



77%

feel that Merseyside Police is committed to creating an inclusive workplace



5,000

female students engaged with, showcasing the different employment opportunities available with Merseyside Police

Level 2



disability confident status achieved

APPENDIX - Workforce Statistics

Workforce Data

Workforce Profile Annual Headcount by Rank/Grade	
	24/25
Officer	4219
Staff	2527
PCSO	192
Special	109
Total	7047

Data does not include volunteers, agency staff and pending workers.

Annual Establishment by Sex	24/25
Male Total	3887
Female Total	3160
Male Officers	2742
Female Officers	1477
Male Staff	974
Female Staff	1553
Male PCSO	103
Female PCSO	89
Male Special	68
Female Special	41
Female PCSO	90
Male Specials	75
Female Specials	44

Workforce Sex Profile by Rank/Grade 24/25					
Rank/Grade	Total	Male	Female	%Male	%Female
Constable	3237	2062	1175	64%	36%
Sergeant	641	444	197	69%	31%
Inspector	220	155	65	70%	30%
Chief Inspector	70	50	20	71%	29%
Superintendent	29	20	9	69%	31%
Chief Superintendent	12	5	7	42%	58%
Chief Officers	9	5	4	56%	44%
Officer Total	4219	2742	1477	65%	35%
Grade AA	188	56	132	30%	70%
Grade B	103	60	43	58%	42%
Grade C	687	199	488	29%	71%
Grade D	519	172	347	33%	67%
Grade E	518	237	281	46%	54%
Grade F	278	142	136	51%	49%
Grade G	87	43	44	49%	51%
Grade H	82	35	47	43%	57%
Grade I	12	6	6	50%	50%
Grade J	21	13	8	62%	38%
Grade K+	14	8	6	57%	43%
Staff Total	2527	974	1553	39%	61%
Special	109	68	41	62%	38%
PCSO	192	103	89	54%	46%
Grand Total	7047	3887	3160	55%	45%

Workforce Sexual Orientation Profile					
Rank/Grade	Total	Hetrosexual	L/G/B	Undisclosed	%
Con - Sgt	3878	2597	269	1012	6.94%
Insp - Cins	290	176	22	92	7.59%
Sup - CO	50	32	4	14	8.00%
Officer Total	4219	2806	295	1118	6.99%

Workforce Disability Profile 2021/22				
Rank/Grade	Total	Disability	Undisclosed	Disability %
Constable - Sgt	3891	198	3693	5
Inspector - Ch Insp	295	15	274	5
Supt - Chief Officer	49	0	49	0
Officer Total	4229	213	4016	5
Grade A-D	1516	95	1421	6
Grade E-G	879	61	818	7
Grade H+	139	7	132	5
Staff Total	2535	163	2370	6
Special	119	6	113	5
PCSO	195	17	178	9
Grand Total	7078	399	6677	6

Workforce Ethnicity Profile by Rank/Grade							
Rank/Grade	Total	White	Mixed	Asian	Black	Undisclosed	Minority %
Constable	3246	3079	66	34	13	47	3.48
Sergeant	645	614	17	4	2	7	3.56
Inspector	219	205	4	1	1	7	5.93
Chief Inspector	76	64	4	0	0	1	2.73
Superintendent	30	26	1	0	0	1	3.33
Chief Superintendent	11	9	0	1	0	1	9.09
Chief Officer	9	9	0	0	0	0	0
Police Officer Total	4229	4006	92	40	16	64	3.49%
Grade AA	190	184	1	0	1	2	1.05
Grade B	102	98	2	0	1	2	2.94
Grade C	695	663	6	10	6	7	3.16
Grade D	529	511	6	5	1	5	2.26
Grade E	516	489	7	11	1	8	3.68
Grade F	279	268	1	2	2	6	1.79
Grade G	84	78	2	1	2	1	5.95
Grade H+	140	133	2	2	0	3	2.85
Police Staff Total	2535	2424	27	31	14	34	2.84%
Special	119	102	1	7	3	5	9.24
PCSO	195	181	3	7	2	0	6.14
Grand Total	7078	6430	119	71	30	98	3.10%