



# Diversity and Inclusion Report

January 2024



**Kent  
Police**

# The Equality Act 2010

Like other public bodies, we have a legal responsibility to tackle discrimination and promote equality on the grounds of nine protected characteristics. We must consider these in everything we do. These responsibilities are referred to as the public sector equality duty.

## Objectives:

The general equality duty requires us to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not share it.

In addition to these general duties, the police service and some other public bodies have a number of specific duties which require public bodies to publish information to show their compliance with the Equality Duty, at least annually. We are also required to publish equality objectives at least every four years. This report highlights some of the activity that has been undertaken working towards our objectives.

Kent Police is committed to core objectives to further the aims of the Equality Duty:

- Increase the number of officers, staff and volunteers with protected characteristics to be more reflective of the population in Kent in line with the 2021 Census.
- Increase the number of officers, staff and volunteers self-declaring their diversity status to identify barriers to progression for under-represented groups.
- The Positive Action Team will identify, monitor and review processes to ensure the recruitment, retention and progression of staff across the organisation. This will include focussing on increasing members of our workforce who are in specialist roles and leadership positions. This will help us to ensure that we are more representative of our diverse communities and help us to ensure we continue to meet the needs of the widest communities.
- Through the force governance of the Diversity and Inclusion Board the force will utilise equality data and monitoring to assist with identifying trends, gaps and provide analysis.

This report provides an overview of some of the activity we have undertaken, set against our objectives for the calendar year of 2023.

We are legally required to publish Equality Data. Our diversity data report (financial year 2022-2023), to evidence our progress on the objectives, is found at the end of this report.



# Diversity & Inclusion Strategy 2021-2024

## Our culture is everyone's responsibility

**We will be an employer of choice** for all communities in Kent

- Reflect our community
- Enhance attraction, recruitment, retention and progression
- Remove barriers and promote flexibility
- Listen to the workforce and empower everyone to be their authentic self

**We will be bold and confident as an inclusive workplace** where everyone has a sense of belonging

- Use lived experiences to raise awareness
- Ensure policies are inclusive
- Promote wellbeing and fulfilment
- Work with Staff Support Associations

**We will take positive action** where appropriate and support everyone's career development

- Engage, encourage and empower our workforce to be ambitious with their progression, whether laterally or promotionally
- Identify new and innovative ways to support recruitment from our communities and remove barriers
- Support staff to identify and overcome barriers and provide opportunities for progression

**We will develop our own culture of continual professional development** around diversity and inclusion

- Continually reflect, educate, learn and develop best practice
- Build equality into organisational processes
- Recognise and reward innovative approaches to enhancing our culture
- Increase the declaration of protected characteristics

**We will work with all Kent Communities, partners and stakeholders** to provide an accessible and inclusive first-class service

- Build strong community relations
- Provide equality of opportunity
- Work with public services to promote a shared inclusive culture
- Build trust and confidence through an open and transparent independent process examining police powers and procedures
- Work with the Independent Advisory Group to build strong community relations

### Enablers

Leadership Communications Data quality Education Environment

"In order to improve we need to have open and honest conversations, whilst remaining respectful and aware that our language and behaviour can sometimes cause offence. We need to be open to feedback, acknowledge our mistakes and reflect on our behaviour, without being defensive."

**Police Race Action Plan**  
As a force we are committed to working to deliver our commitments as part of the Race Action Plan and will ensure we continue to strengthen trust and confidence throughout our workforce and our communities.

## Diversity and Inclusion Command (D&I)

The Diversity and Inclusion Command has overall responsibility for setting the Diversity and Inclusion strategy and ensuring the organisational delivery of the strategy.

The command is driven to build on the work already started to make Kent Police an inclusive organisation, where every person feels valued, has both the opportunity and environment to contribute to the successes of the organisation and their teams. Where barriers are identified and removed, to ensure everyone has the chance to develop and progress.

The command has responsibility for overseeing the delivery of the D&I Strategy and to support the entire force with its D&I delivery. The D&I Senior Leadership Team leads co-ordinate activity on a local basis with Heads of Command now running their own D&I Boards making D&I a county wide responsibility. Training leaders in the Equality Impact Assessment process ensured all were compliant and fit for purpose in relation to equality. There has been the introduction of D&I single points of contact onto teams who promulgate information from the centre and feedback issues of concern from staff or area where increased learning is needed, they are also supported by over 200 D&I Allies.

### **Objective 1 – We will be an employer of choice for all communities in Kent.**

The staff network chairs now meet every two months to co-ordinate activity, identify common themes and ensure intersectionality is at the core of their efforts. This is evident by event such as the Men's forum – Menopause awareness for men training. Our intranet site has been totally rebuilt now featuring a knowledge hub and training materials for all to self-serve.

In house PICO dyslexia assessing has meant all new police recruits are assessed on appointment for dyslexia to ensure workplace adjustments are in place immediately and while they are in initial training. The assessment is open to all staff who feel they may be dyslexic.

There has been an increase in training to staff with the inclusion of new bespoke training for teams and departments who feel they have a particular knowledge gap or who have had failings.

Disability Confident Leader status has been achieved this year and as a result we focused our annual D&I conference on Disability running workshops to really understand staff knowledge and feelings.

Joining Inclusive Companies this year provides the opportunity to learn and improve. This has been promoted internally encouraging staff to use the resources.

Attendance at diverse community events, and numerous outreach events, to promote Kent Police as an employer of choice and improve trust and confidence have continued throughout the year.





## Objective 2 – We will be an inclusive workplace that is bold, confident and culturally aware so that everyone has a sense of belonging.

The Kent Police Pledge is known to all officers and staff.

The Pledge states:

- We will treat everyone with dignity and respect, without prejudice, whatever the circumstances. We will not discriminate or abuse our position of trust.
- We will respect and support each other.
- We will proactively root out racism, misogyny and sexism in our Force.

The D&I Strategy is advertised at all police sites as a plan on a page for ease of viewing. Each division and directorate have a Diversity and Culture board where policies and provisions are discussed, then circulated to ensure staff are involved and consulted.



To further enable our officers, staff and volunteers to feel a sense of belonging we regularly mark key dates and weeks in relation to D&I and all promotion links back to our D&I Command internal pages to highlight the appropriate policies and provisions.

In new builds and refurbishment, accessibility and future proofing is at the forefront. New design has and will incorporate all wide doors, low switches, riser desks, accessible and gender-neutral toilets etc. Our intranet site 'inSite' is accessible and adheres to The Public Sector Bodies (Website and Mobile Applications) accessibility regulations and where possible we write to plain English standards. This means aiming to write for the average UK reading age which is age 9.

The force advertise the NPCC Workplace Adjustment Toolkit, providing some context and links to the toolkit and 'Access to Work' requests are strongly encouraged and regularly utilised by staff and officers.

The force has implemented a 'Personal Wellbeing Document' that allows individuals to have adjustments documented and can be shared with new line managers as required.

Kent Police has a suicide prevention policy, the policy is wide ranging to provide officers, staff and their managers tools to identify, prevent and support those considering suicide. A suicide prevention toolkit is available to all staff.

Supervisors and Managers are able to refer a member of their team to Occupational Health to gain individual advice for workplace capacity. The Kent Force Physiotherapist provides acupuncture, electrotherapy, traction, pilates, mobilisations, manipulations, soft tissue release, back rehabilitation and exercise prescription.

Counselling and Wellbeing support is routinely offered. Virtual wellbeing sessions are undertaken and since the sessions started in April 2020, we have run 305 sessions which were attended by 9609 individuals.

The force has '16 Police Care Rooms' (quiet rooms) that provide religious text, mats etc to enable prayer, meditation and reflection across the estate. These are equipped in non-corporate furniture and decoration and the locations are included on induction.

Staff can request duty changes for religious observance or change of rest day for religious celebrations. Police officers and staff may request to work on the three bank holidays related to the Christian calendar to take the time off on their own personal religious festivals.

Duty hours can be adjusted to allow for fasting and staff can attend prayers or religious events in the working day (operationally dependant) and uniform stores can supply uniform hijabs and turbans and policy allows and caters for religious needs. Where police officers and staff are deployed in non-uniform roles, traditional clothing may be worn in the workplace. When jewellery has a religious or cultural significance this can be permitted provided there is no unacceptable risk to health and safety.

There are a number of procedures available to report matters of discrimination. Firstly, there is the option of overt reporting to a line manager, colleague or senior officer where appropriate. Our network of allies makes themselves available to be a conduit for reporting as do our nine staff support networks, Unison and the Police Federation. Internal communication regarding Standards of Professional Behaviour and a Whistle-blowing policy coupled with effective supervisory support encourage this approach to support our colleagues, there is also the ability to submit a grievance via the grievance procedure – this would be to line management or HR. The Professional Standards Department (PSD) also has a direct email that staff can email along with the anonymous 'Speak Up' tool which staff can use in confidence to report discrimination and allows for anonymous communication between PSD and the anonymous staff member.

There is also the option of the Police Integrity Line which again is anonymous and specifically set up for staff to call.

The Police Integrity Line is managed by Crimestoppers and is implemented to provide staff the option to use an external procedure if there is a lack of trust or confidence that inhibits their desire to use internal reporting mechanisms.

There is also the option to utilise the standard Crimestoppers reporting line where any relevant information is passed to PSD to investigate.



## Staff Support Groups



Each group has a Chief Officer Sponsor who champion their work. The groups meet with the Chief Constable every six months and detail what work they are undertaking; their ambitions and what support is required from the force. There is no hierarchy of groups, each have an equal weight, setting and place.

Each group has a constitution and a set of aims and publish their ambitions for the year.

The networks are promoted to all new starters in the organisation along with 'market places' around the county on a regular basis where staff can meet all the networks.

### **Kent Network of Women (KNOW)**

The KNOW was set up in 2004 to provide a voice for women and women's issues, offer advice and support to colleagues, and provide guidance and best practice to the wider organisation.

They have over 1100 members and have expanded their remit of work into women's health and wellbeing as well as progression. They work closely with other support groups, such as the Men's Forum, as well as external partners to ensure they provide the best and most holistic service possible to members. They also share good practice with other organisations and frequently speak at a regional and national level to discuss our learning. The KNOW have five sub groups – Circle of Parents, Endometriosis Support Group, Migraine Support Group, Menopause Action Group and Fertility Support Group.

Their current aims focus on recruitment, progression, personal and professional development, health and continual review and restructure to meet current needs.

### **Enable**

Enable is the staff network for disabled officers and staff or someone caring for a disabled person. They have a membership of several hundred. They provide a support network for new and existing members of staff with a disability or to those caring for dependents with disabilities. They work towards equality of opportunity for staff affected by disability, raise awareness of the issues surrounding disability within Kent Police and assist in developing policies and procedures.

### **LGBT+ Network**

The LGBT+ Network had a membership of approximately 250 and has been in existence since 2000. They are a network for all officers, staff and volunteers regardless of their sexual orientation or gender identity. They aim to provide a visible and supportive network who can provide reassurance, guidance, mentoring and advice to both visible and non-visible officers, staff, volunteers and their families. The network offers advice and support to all Kent Police staff and employees. They work towards equal opportunities for LGBT+ Kent Police employees and continue to work towards better relations between the police service and the LGBTQ+ community within Kent.

## **Race Equality Network (REN)**

Race Equality Network (REN) promotes awareness, support and education to Kent Police and its staff in areas relating to race and ethnic diversity. They ensure a visible presence and a voice for individuals from underrepresented racial and ethnic groups across the force. Recently REN have grown their digital footprint and online presence on Yammer and SharePoint exponentially. They have welcomed guests from around the UK to deliver workshops, training and talks.

## **Men's Forum**

The Kent Police Men's Forum seeks to develop awareness of male concerns and issues in both personal and professional lives and is a gateway to the sharing of good practice which resonates with men. Their current priority areas to address are male suicide, PTSD and trauma exposure/reactions, general mental health and challenging traditional male gender roles and emphasising the need for and expressing emotions without shame and understanding there is strength in vulnerability and self-awareness.

## **Kent Police Agile Community (KPAC)**

KPAC aims to support those working more flexibly, providing a forum to hear, understand and champion the needs of agile workers - now and in the future. KPAC champion the fact that it is essential that our people feel empowered, engaged and supported by the force – no matter where they are working from. Their role is to act as a 'voice' for our agile workforce. They provide a support network and policy framework for all staff and officers who work remotely or adopt agile working to ensure a consistent and fair approach for everyone within Kent Police. They encourage all staff and managers to understand and consider the needs of those working remotely or agilely moving forward and ensure a strong sense of force culture is embedded from the outset in those who are new to the organisation, to reinforce a sense of 'belonging'.

## **Armed Forces Network**

The Armed Forces network is for veterans, serving members and their families or carers of the Armed Forces and to support the public of Kent. The wider Kent armed forces network is NHS led and was instigated as part of the Murrison report, where it was identified that there was insufficient support nationally, in place for members or their families of the armed forces. Service champions receive training and are volunteers to be able to signpost veterans and their families to various charities and treatment services and can access the network for advice or guidance. The network was key in Kent Police achieving the Armed Forces Covenant Gold Award.

The network will support and advocate the Armed Forces Covenant, support staff who are veterans and/or reservists and those who are family and carers and support veterans and their families within the community.

## **Christian Police Association**

The Christian Police Association is non-denominational. They have members who are Baptist, Church of England, Methodist, Episcopalians and Presbyterians and from many of the other mainstream traditions. What unites them is belief in the principles found in the Bible. They arrange the annual Force Carol Service at Headquarters and work with all the staff networks. Their aim is to offer support to all police employees and volunteers regardless of faith or none. They provide non-judgemental support when experiencing difficult life events, prayer support and provide



encouragement and fellowship for Christians working in Kent Police. The Christian Police Association provide the link between police and churches together to reduce crime and provide additional support for vulnerable people.

### **Gypsy Roma Traveller Police Association (GRTPA)**

The Gypsy Roma Traveller Police Association (GRTPA) was established to challenge negative stereotypes and discrimination and change the way of thinking around the Gypsy Roma Traveller Community. It's founding purpose has been to support Gypsy, Roma and Traveller Police Officers and Police staff across the United Kingdom in the work environment and this will always remain its primary purpose. The GRTPA since its inception has created a place where education and awareness around GRT culture is key. This has ensured that members of the policing family have a better awareness of the key issues the GRT face and helped to reduce the incidences of prejudice and racism. Not only has GRTPA achieved this within the Police, but also through external work and publicity we have engendered a mutual trust and confidence with members of our community through the positive work we are doing.

### **Objective 3 – We will take Positive Action where appropriate to support everyone's career development.**

The Positive Action Team work with Corporate Recruitment, Corporate Communications, Learning and Development, People Development, Staff Groups and Recruitment Ambassadors to target recruitment advertising into diverse groups.

The force's advertising campaign 'more than the badge' incorporated imagery from people from diverse backgrounds and looked at the county demographic to understand representation and as result the force performs regular review of marketing campaigns and Positive Action to ensure they are targeted to our communities.

The force Positive Action Team offer support and guidance to those from underrepresented groups, this includes:

- Positive Action Engagement Programme
- Fitness preparation workshop
- Interview skills workshop.
- 1-2-1 support/guidance.
- Recruitment information session - virtual career event tailored for underrepresentation groups.
- Recruitment buddy scheme – open to all offering support and guidance from application stage.
- Bespoke online recruitment events during key dates and celebrations within diverse communities such as Black History Month, International Women Day and LGBT+ History month.

Additionally, the team conduct outreach within educational establishments, attracting people from underrepresented groups to Kent Police as an employer of choice. Community events are also attended for the same reason such as Vaisakhi and Pride celebrations.

The organisation is also focused on ensuring that those with protected characteristics who may have barriers to progression, are supported. The designated Positive Action Team has a serving officer, who has the full-time responsibility to work on the retention and progression of those within the organisation.

This team has led on the upskilling of mentors and improving the number of mentors who have protected characteristics. They are focused on progression of those from underrepresented groups as this continues to be challenging, particularly into supervisory and senior ranks. Reverse Mentoring is now being used more widely across other commands.

The team have developed the 'Achieve' program which seeks to work with those from under presented groups through four key development stages personal, lateral, promotional, and ongoing. The programme will run over 12 months through four distinct modules.

The Positive Action Team have delivered Inclusive Leadership training across several commands this year and our new recruits all receive training on positive action.

The force has a Succession Planning framework in place that is designed to identify talent for all of our workforce however it also enables the force to ensure better representation.

To promote inclusivity and fairness the HR People Development continue to work jointly with the Positive Action Team and Learning and Development to focus on the importance of the career conversations and how to encourage and support all staff whilst ensuring correct application of the grading.

Our Pay Gap report focuses on Ethnicity, Gender and Disability, the results of the reports are available on the Kent Police website.

Positive action activity is not limited to the Positive Action Team and activity is undertaken across Commands for example specific focus has been given to role adverts, job descriptions and role profiles to ensure they are inclusive to all. These roles have been additionally advertised within the staff support networks to encourage applications. 'Taster sessions' for Roads Policing and Firearms have been held for under-represented groups.

## **Objective 4 – We will develop our own culture of continual professional development in relation to diversity and inclusion.**

On induction, officers are provided with D&I input that covers policy to ensure all are aware and leadership training and promotion courses highlight the need for managers to be aware of the policies and provision.

Mandated training is provided to all officers on recruitment including an input on our staff support association and how we implement Positive action. Further mandated training takes place on promotion in leadership training. Command training, Family liaison and many other roles have mandated D&I training tailored to role, on role change.

Training delivered by our Learning & Development and Leadership Training has elements of D&I within various course such as cultural competence in stop & search, autism awareness in alcohol breath testing, mental health in custody. D&I training is undertaken by the provision of a D&I Knowledge hub with personal testimonies, lived experience films, links to staff networks and cultural / community guidance documents. An intranet page for inclusive companies has been created and promoted to encourage all staff to access to Inclusive Companies resources in order to self-educate.

Hate crime CPD is regular and includes non-government organisation such as Community Security Trust on Jewish holy high day, Tell MAMA on Strategies to tackle Anti-Muslim hatred and Pride of Romany on The Patrín Promise.

The annual D&I Conference is filmed and training packages made available with breakout sessions to commands and teams who could not attend. The conference has an overarching protected characteristic theme, but intersectionality is embraced.

'District Diversity Profiles' were created following census and partner data to enable local officers to understand key diverse community locations, demography and the needs of their wards and be equipped with cultural competence.

Family liaison officers are provided with bespoke training on death within diverse communities and every member of the county's neighbourhood policing teams is trained in diverse community engagement, societal barriers to policing, cultural competence, IAGs.

Key dates and anniversaries are utilised to provide voluntary CPD on matters such a Windrush, Pride, Ramadan, Hajj, Holocaust Memorial Day, disability – via events and linking learning materials. The Staff networks lead on certain training in their areas of expertise such as LGBTQ+ terminology, gender identity, parenting neurodiverse children, cancer awareness, menopause, mental health etc.

Health services undertake numerous training sessions on mental health, physical wellbeing and mindfulness and diverse community members are invited into police stations to provide lived experiences to officers and staff such as black community members and our staff attend places of worship for cultural training by the community.

## **Objective 5 – We will work with all Kent Communities, partners and stakeholders to provide an accessible and inclusive first-class service that meets their needs.**

There are Community Liaison officers (CLOs) on each district in Kent. Their role is to foster good relations with diverse communities and individuals to build and maintain confidence and trust in Kent Police and support local community relations initiatives.

Scrutiny panels for policing powers and stop/search now independently chaired, open meetings where members of the public view body worn video to get an accurate picture of policing. The public feedback is collated and informs officer training now.

The Independent Advisory Group (IAG) has been redesigned, rebranded and membership extended. New district chairs across the protected characteristics have been recruited. The aim of IAGs is to advise and work with us to improve the service provided to minority communities and the relationship between those communities and us. Strategic IAG membership has been extended for members with specialist skills such as domestic violence, business crime and academics to enhance the quality of challenge and feedback. This year the IAGs have consulted with the organisation on numerous subjects including violence against women and girls, suicide prevention, neighbourhood policing, hate crime, stalking and domestic abuse.

With over 450 diverse community contacts CLOs support local events and projects such as working with a school to deliver hate crime workshops in partnership with Diverse youth groups. CLOs led engagement with communities with a focus during celebratory events such Chinese New Year, Vaisakhi, Thai New Year and Ramadan.

Safety workshops have been run for people with Learning Disabilities and anti-bullying inputs across the county. These Keeping Safe Groups have been a project for several years.

CLOs in partnership with Social Services have a long-standing project where they meet all new arrivals from Syria, Ukraine and Afghanistan to support them in understanding Kent culture, tradition, UK law and educate them that the police are here to assist them.

A long-term project with Bluewater Shopping Centre is our Engagement Shop. Bluewater was identified as the area in Kent with the most diverse footfall and so engagement at the location was key. We have a shop staffed by police and volunteers where diverse groups are directed to get advice, support or just simply engage with the police to problem solve.

Working with Kent County Cricket Trust a project for cricket matches between Kent Police officers and under 18s Asylum seekers took place. This was because of the boys telling foster carers they were scared of the police and authority. The first cricket match took place with local policing and D&I Academy staff also present. The boys were encouraged to talk to the uniform officers, sit in police cars, try on uniform and their understanding of policing was transformed in that short time form a position of fear to a position of trust. These matches are to continue next year in the new cricket season.

Kent Police Open Days is a project undertaken for 10 years now. All Kent Police teams showcase their work at the Kent Police College over three days. One day is specifically for year 8 school children and a key part of the attendance is to invite schools who teach children with additional needs to attend. The whole site is independently accessibility checked. All displays are accessibility checked, autism and neurodiverse friendly and a fully accessible 'mobiloo' so it was ensured children who required hoists to use the toilet could still participate each year.

Kent Police attend Pride events in Kent to engage with our LGBTQ+ community. Pride has been a project for the organisation since being the first Police service to attend Brighton Pride in 2001 in order to proactively recruit to our ranks. Having participated in Pride events every year since 2001, attendance is fully support from the Chief Constable downwards.

A four-year project has been improving our services to the Deaf Community, working with them. In partnership with the community the organisation have improved access points, created 'Deaf

Champions', undertaken a new interpreters contract, instigated a new 'text service', live chat and relay interpreting for 999 calls. There is still much to do and this project will continue.

A minority ethnic Domestic Abuse Forum is in place to enable women suffering abuse from diverse backgrounds to share experiences and advise us on tailored approaches.

Quarterly hate crime forums are run with members of the IAG, voluntary and statutory agencies to advise on the response to hate crime to provide the best victim care.

Continued close working takes place with the Jewish Community Security Trust and Tell MAMA sharing data around antisemitic and Islamophobic crimes and incidents. They have provided officers and staff training and in partnership have worked with the Jewish and Muslim communities to increase safety in partnership with the CST and Tell MAMA. To extend this work Kent Police work extensively every year with the Jewish Community Summer Camp that is held in Canterbury throughout the summer. Providing inputs on personal safety, reporting hate crime etc.



## Equality Data

### Kent Police: Workforce Distribution – Data as at 31 March 2023

Figures provided for workforce distribution do not include those on secondment or career break.

Figures for the workforce are for Kent employees only and do not include Essex employees who are working in collaborative roles, these will be included in the Essex submission.

#### Workforce by gender – as at 31 March 2023

	Female	Male	Total	% Female	
				31.03.2022	31.03.2023
Police officer	1,456	2,749	4,205	33.69%	34.63%
Police staff	1,606	769	2,375	66.67%	67.62%
PCSO	89	59	148	49.34%	60.14%
Special Constable	44	159	203	26.16%	21.67%
<b>Total</b>	<b>3,195</b>	<b>3,736</b>	<b>6,931</b>	<b>45.63%</b>	<b>46.10%</b>

#### Workforce by age – as at 31 March 2023

	25 & under	26-40	41-55	Over 55	Total
Police officer	733	2,068	1,338	66	4,205
Police staff	258	837	765	515	2,375
PCSO	8	56	53	31	148
Special Constable	38	96	48	21	203
<b>Total</b>	<b>1,037</b>	<b>3,057</b>	<b>2,204</b>	<b>633</b>	<b>6,931</b>
% as at 31.03.2022	15.31%	43.55%	32.37%	8.77%	
% as at 31.03.2023	14.96%	44.11%	31.80%	9.13%	

#### Workforce by ethnicity – as at 31 March 2023

	White	Ethnic minority	Declined to state	Total	% ethnic minority	
					31.03.2022	31.03.2023
Police officer	3,959	160	86	4,205	3.89%	3.80%
Police staff	2,253	91	31	2,375	3.46%	3.83%
PCSO	141	5	2	148	2.65%	3.38%
Special Constable	187	13	3	203	6.95%	6.40%
<b>Total</b>	<b>6,540</b>	<b>269</b>	<b>122</b>	<b>6,931</b>	<b>3.82%</b>	<b>3.88%</b>

### Disability – as at 31 March 2023

	Police Officer	Police Staff	PCSO	Special Constable	Total
Yes	368	261	15	5	649
No	2107	1044	55	97	3303
Prefer not to say	65	26	3	0	94
Yes	368	261	15	5	649
<b>Total</b>	<b>4205</b>	<b>2375</b>	<b>148</b>	<b>203</b>	<b>6931</b>
% declaring a disability as at 31.03.2022	6.98%	9.34%	6.29%	1.66%	7.56%
% declaring a disability as at 31.03.2023	8.75%	10.99%	10.14%	2.46%	9.36%

### Sexual Orientation – as at 31 March 2023

	Police Officer	Police Staff	PCSO	Special Constable	Total	% of Total
Bisexual	90	58	1	5	154	2.22%
Gay/Lesbian	117	60	2	9	188	2.71%
Heterosexual	2920	1708	81	141	4850	
Prefer not to say	183	89	3	8	283	
Prefer to Self-describe	12	6	0	0	18	
Not Stated	883	454	61	40	1438	
<b>Total</b>	<b>4205</b>	<b>2375</b>	<b>148</b>	<b>203</b>	<b>6931</b>	
% Gay, Lesbian or Bisexual as at 31.03.2022	4.35%	4.27%	1.66%	4.64%	4.22%	
% Gay, Lesbian or Bisexual as at 31.03.2023	4.92%	4.97%	2.03%	6.90%	4.93%	

## Religion/Belief – as at 31 March 2023

	Police Officer	Police Staff	PCSO	Special Constable	Total	% 31.03.22	% 31.03.23
Buddhist	11	6	0	2	19	0.21%	0.27%
Christian	1053	748	37	64	1902	26.39%	27.44%
Hindu	6	3	1	1	11	0.17%	0.16%
Jewish	4	4	0	0	8	0.10%	0.12%
Muslim	30	8	0	2	40	0.57%	0.58%
Sikh	12	27	1	0	40	0.55%	0.58%
None	1867	962	34	83	2946		
Other	71	36	2	2	111		
Prefer not to say	187	84	7	5	283		
Declined to state	964	497	66	44	1571		
<b>Total</b>	<b>4205</b>	<b>2375</b>	<b>148</b>	<b>203</b>	<b>6931</b>		

## Distribution of Workforce by Rank/Grade (including, temporary (at Temp role) and detective roles) – as at 31 March 2023

Please note the below figures do not include Officers on secondment or Career Break.

Police Officers	Total	% Male	% Female	% Ethnic Minority	% Part-Time
Chief Officer	8	87.50%	12.50%	0.00%	0.00%
Chief Superintendent	14	71.43%	28.57%	7.14%	0.00%
Superintendent	25	64.00%	36.00%	4.00%	0.00%
Chief Inspector	54	66.67%	33.33%	5.56%	3.70%
Inspector	192	73.96%	26.04%	4.17%	2.60%
Sergeant	566	73.50%	26.50%	3.00%	6.89%
Constable	2792	64.00%	36.00%	3.58%	6.52%
<b>Total</b>	<b>3651</b>	<b>66.12%</b>	<b>33.88%</b>	<b>3.56%</b>	<b>6.24%</b>

Police staff	Total	% Male	% Female	% Ethnic Minority	% Part-Time
Chief Officer	3	100.00%	0.00%	0.00%	0.00%
M	4	50.00%	50.00%	0.00%	0.00%
L	2	50.00%	50.00%	0.00%	0.00%
K	5	40.00%	60.00%	0.00%	0.00%
J	10	50.00%	50.00%	0.00%	0.00%
I	19	47.37%	52.63%	5.26%	5.26%
H	48	47.92%	52.08%	6.25%	10.42%
G	114	49.12%	50.88%	5.26%	11.40%
F	236	44.49%	55.51%	4.66%	19.07%
E	392	41.84%	58.16%	1.79%	18.37%
D	423	28.37%	71.63%	3.31%	19.62%
C	767	25.55%	74.45%	4.17%	20.73%
B	293	16.72%	83.28%	4.78%	43.69%
A	59	57.63%	42.37%	5.08%	44.07%
Other	0	0	0	0.00%	0.00%
<b>Total Staff</b>	<b>2375</b>	<b>32.38%</b>	<b>67.62%</b>	<b>3.83%</b>	<b>22.63%</b>
PCSO	Total	% Male	% Female	% Ethnic Minority	% Part-Time
E	1	0.00 %	100.00%	0.00%	0.00%
D	147	40.14%	59.86%	3.40%	26.53%
C	0	0.00%	0.00%	0.00%	0.00%
<b>Total PCSO</b>	<b>148</b>	<b>39.86%</b>	<b>60.14%</b>	<b>3.38%</b>	<b>26.53%</b>
<b>Total Staff &amp; PCSO</b>	<b>2523</b>	<b>32.82%</b>	<b>67.18%</b>	<b>3.80%</b>	<b>22.63%</b>

Special Constabulary	Total	% Male	% Female
Specials	203	78.33%	21.67%

## Return to Work Rates following Maternity Leave

(Based on periods covering 1st April 2022 – 31st March 2023)

	Police Officers	Police Staff
Maternity as at end of period	75	95
Took Maternity Leave during 2022/23*	102	107

\*This is the number of instances of maternity leave. Individuals are counted more than once if they have had multiple instances of maternity leave within the reporting period.

Due to Return from Maternity Leave During 2022/23	59	57
Individuals who left whilst on Maternity Leave	0	1
Individuals who left within 3 months following return from Maternity Leave*	2	6

\*This includes individuals who took a period of leave following maternity leave and then left the force without returning to their role.

Individuals who went on Career Break following Maternity Leave	0	0
Individuals who went on a Career Break within 3 months following return from Maternity Leave*	0	1

\*This includes individuals who took a period of leave following maternity leave and then commenced a career break.

## Grievances –1 April 2022 – 31 March 2023

(Based on grievances that began 01.04.2022-31.03.2023)

The data reflects the self-declared status of the complainant not the nature of the complaint.

Gender	Total
Male	8
Female	5
<b>Total</b>	<b>13</b>

Ethnicity (self-declared)	Total
White	11
Ethnic Minority	2
Declined to state	0
<b>Total</b>	<b>13</b>



<b>Disability</b>	<b>Total</b>
Yes	2
No	2
Prefer not to say	1
Declined to state	8
<b>Total</b>	<b>13</b>

<b>Sexual Orientation</b>	<b>Total</b>
Gay/Lesbian	2
Bisexual	1
Heterosexual	5
Prefer to self-describe	0
Prefer not to say	0
Declined to state	5
<b>Total</b>	<b>13</b>

**Reason for Leaving –1 April 2022 – 31 March 2023)**

<b>Reason for Leaving by Group</b>	<b>Police Officer</b>	<b>Police Staff</b>	<b>PCSO</b>	<b>Special Constable</b>	<b>Total</b>	<b>% 2020-22</b>	<b>% 2022-23</b>
Death in Service	0	4	1	0	<b>5</b>	<b>0.65%</b>	<b>0.49%</b>
Dismissal	2	3	2	0	<b>7</b>	<b>0.39%</b>	<b>0.68%</b>
Early Retirement	0	1	0	0	<b>1</b>	<b>0.00%</b>	<b>0.10%</b>
End of Contract	0	2	0	0	<b>2</b>	<b>0.39%</b>	<b>0.20%</b>
Ill Health Retirement	8	3	0	0	<b>11</b>	<b>1.04%</b>	<b>1.07%</b>
Joining Kent Police	0	38	66	39	<b>143</b>	<b>7.25%</b>	<b>13.95%</b>
Redundancy	0	0	0	0	<b>0</b>	<b>0.00%</b>	<b>0.00%</b>
Resignation	166	294	73	100	<b>633</b>	<b>61.40%</b>	<b>61.76%</b>
Retirement	117	41	1	2	<b>161</b>	<b>22.54%</b>	<b>15.71%</b>
Transfer to Another Force	56	0	0	0	<b>56</b>	<b>5.96%</b>	<b>5.66%</b>
Transfer to PCC	0	0	0	0	<b>0</b>	<b>0.13%</b>	<b>0.00%</b>
TUPE Transfer	0	0	0	0	<b>0</b>	<b>0.26%</b>	<b>0.00%</b>
Voluntary Redundancy	0	3	0	0	<b>3</b>	<b>0.00%</b>	<b>0.29%</b>
<b>Total</b>	<b>351</b>	<b>389</b>	<b>143</b>	<b>141</b>	<b>1024</b>		
<b>% 2021-22</b>	<b>38.99%</b>	<b>41.32%</b>	<b>5.83%</b>	<b>13.86%</b>			
<b>% 2022 23</b>	<b>34.24%</b>	<b>38.00%</b>	<b>13.95%</b>	<b>13.76%</b>			

### Reason for Leaving –1 April 2022 – 31 March 2023

Reason for Leaving by Gender	Police Officer		Police Staff		PCSO		Special Constable	
	Female	Male	Female	Male	Female	Male	Female	Male
Death in Service	0	0	1	3	0	1	0	0
Dismissal	0	2	2	1	1	1	0	0
Early Retirement	0	0	1	0	0	0	0	0
End of Contract	0	0	1	1	0	0	0	0
Ill Health Retirement	2	6	2	1	0	0	0	0
Joining Kent Police	0	0	30	8	17	49	12	27
Redundancy	0	0	0	0	0	0	0	0
Resignation	59	107	187	107	36	37	34	66
Retirement	30	87	25	16	0	1	0	2
Transfer to Another Force	16	42	0	0	0	0	0	0
Transfer to PCC	0	0	0	0	0	0	0	0
TUPE Transfer	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	2	1	0	0	0	0
<b>Total</b>	<b>107</b>	<b>244</b>	<b>251</b>	<b>138</b>	<b>54</b>	<b>89</b>	<b>46</b>	<b>95</b>
<b>Total Female (2020-21) 43.17%</b>	<b>26.25%</b>		<b>63.32%</b>		<b>40.00%</b>		<b>21.50%</b>	
<b>Total Female (2022-23): 41.71%</b>	<b>30.48%</b>		<b>64.52%</b>		<b>37.76%</b>		<b>32.62%</b>	

## Reason for Leaving –1 April 2022 – 31 March 2023

Reason for Leaving by Age	Police officer				Police staff				PCSO				Special Constable			
	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55
Death in Service	0	0	0	0	0	1	2	1	0	1	0	0	0	0	0	0
Dismissal	1	1	0	0	0	1	0	2	1	0	1	0	0	0	0	0
Early Retirement	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
End of Contract	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Ill Health Retirement	0	1	6	1	0	0	2	1	0	0	0	0	0	0	0	0
Joining Kent Police	0	0	0	0	20	18	0	0	27	35	3	1	18	20	1	0
Redundancy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Resignation	48	88	27	3	82	129	66	17	13	38	20	2	42	37	17	4
Retirement	0	0	102	15	0	0	4	37	0	0	0	1	0	0	0	2
Transfer to Another Force	9	41	8	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer to PCC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TUPE Transfer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0
<b>Total</b>	<b>58</b>	<b>131</b>	<b>143</b>	<b>19</b>	<b>103</b>	<b>149</b>	<b>74</b>	<b>62</b>	<b>41</b>	<b>74</b>	<b>24</b>	<b>4</b>	<b>60</b>	<b>57</b>	<b>18</b>	<b>6</b>

	≤ 25	26-40	41-55	>55
<b>Total % 2021-22</b>	21.76%	34.97%	28.63%	14.64%
<b>Total % 2022-23</b>	25.56%	40.10%	25.32%	8.88%

## Reason for Leaving –1 April 2022 – 31 March 2023

Reason for Leaving by Ethnicity	Police Officer			Police Staff			PCSO			Special Constable		
	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC
Death in Service	0	0	0	4	0	0	1	0	0	0	0	0
Dismissal	0	1	0	3	0	0	2	0	0	0	0	0
Early Retirement	0	0	0	1	0	0	0	0	0	0	0	0
End of Contract	0	0	0	2	0	0	0	0	0	0	0	0
Ill Health Retirement	7	1	0	2	1	0	0	0	0	0	0	0
Joining Kent Police	0	0	0	34	3	1	61	2	3	37	2	0
Redundancy	0	0	0	0	0	0	0	0	0	0	0	0
Resignation	150	16	0	271	15	8	66	2	5	91	7	2
Retirement	108	4	5	39	0	2	1	0	0	2	0	0
Transfer to Another Force	51	6	1	0	0	0	0	0	0	0	0	0
Transfer to PCC	0	0	0	0	0	0	0	0	0	0	0	0
TUPE Transfer	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	3	0	0	0	0	0	0	0	0
<b>Total</b>	<b>317</b>	<b>28</b>	<b>6</b>	<b>359</b>	<b>19</b>	<b>11</b>	<b>131</b>	<b>4</b>	<b>8</b>	<b>130</b>	<b>9</b>	<b>2</b>
Total Ethnic Minority 2021-22		6.64%			6.58%			2.22%			7.48%	
Total Ethnic Minority 2022-23		7.98%			4.87%			2.80%			6.38%	

Note: WG means White; DEC indicates ethnicity not stated.



**Police Officer Length of Service – as at 31 March 2023**

Service (years)	Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent		Assistant Chief Constable and above	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 – 4	1203	43.09%	9	1.59%										
5 – 9	571	20.45%	115	20.32%	6	3.13%	2	3.70%						
10 – 14	240	8.60%	76	13.43%	15	7.81%	1	1.85%						
15 – 19	359	12.86%	161	28.45%	50	26.04%	14	25.93%	3	12.00%	3	21.34%		
20 – 24	305	10.92%	147	25.97%	68	35.42%	24	44.44%	10	40.00%	6	42.86%	2	40.00%
25 – 29	97	3.47%	56	9.89%	50	26.04%	13	24.07%	11	44.00%	5	35.71%	2	40.00%
30 +	17	0.61%	2	0.35%	3	1.56%			1	4.00%			1	20.00%
<b>Total</b>	<b>2792</b>		<b>566</b>		<b>192</b>		<b>54</b>		<b>25</b>		<b>14</b>		<b>5</b>	

Ranks include Detective rank, ie Constables include Detective Constables

**Police Staff (excluding PCSOs): Length of Service by Grade – as at 31 March 2023**

Pay Grade	Length of Service (Years)							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Chief Officer	0	0	1	0	1	0	1	3
M	1	1	0	0	1	0	1	4
L	0	2	0	0	0	0	0	2
K	2	0	1	0	2	0	0	5
J	1	2	2	0	3	2	0	10
I	6	3	2	2	3	1	2	19
H	8	9	4	11	12	1	3	48
G	10	19	24	22	25	3	11	114
F	56	54	29	48	30	6	13	236
E	85	107	49	66	53	12	20	392
D	126	147	40	50	37	13	10	423
C	458	119	44	68	42	17	19	767
B	107	42	28	48	40	13	15	293
A	21	7	10	8	7	3	3	59
Other	0	0	0	0	0	0	0	0
<b>Total</b>	<b>881</b>	<b>512</b>	<b>234</b>	<b>323</b>	<b>256</b>	<b>71</b>	<b>98</b>	<b>2375</b>
% of total 31.03.22	41.95%	16.75%	11.76%	13.65%	9.38%	2.98%	3.54%	
% of total 31.03.23	37.09%	21.56%	9.85%	13.60%	10.78%	2.99%	4.13%	

**Police Community Support Officers (PCSO): Length of Service by Grade – as at 31 March 2023**

Pay Grade	Length of Service (Years)							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
E	0	0	1	0	0	0	0	1
D	28	39	23	54	2	0	1	147
C	0	0	0	0	0	0	0	0
<b>Total</b>	<b>28</b>	<b>39</b>	<b>24</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>148</b>
% of total 31.03.22	49.01%	15.89%	23.51%	10.26%	0.99%	0.00%	0.33%	
% of total 31.03.23	18.92%	26.35%	16.22%	36.49%	1.35%	0.00%	0.68%	

## Promotions –1 April 2022 – 31 March 2023

### Police Officer

The figures below relate to officers who have been substantively promoted and Sergeants or Inspectors that have commenced NPPF Step 4 (as temporary under this process), but do not include any other temporary promotions. Promotions for individuals who left the force within the same financial year will be included.

Police Officers	Total	% Male	% Female	% Ethnic Minority
Chief Officer*	3	100.00%	0.00%	0.00%
Chief Superintendent	9	44.44%	55.56%	11.11%
Superintendent	12	50.00%	50.00%	0.00%
Chief Inspector	15	46.67%	53.33%	0.00%
Inspector	37	24.32%	75.68%	2.70%
Sergeant	95	35.79%	64.21%	1.05%
<b>Total</b>	<b>171</b>	<b>35.79%</b>	<b>64.91%</b>	<b>1.75%</b>

\*These numbers include individuals who have been promoted within the Chief Officer team for example an ACC being promoted to a DCC.

### Police Staff

The below data shows the total number of police staff (including PCSOs) who have transferred to a new role with a higher grade in 2022-2023. This may include individuals who moved to a higher grade within the same role (for roles that contain progress through grades depending on competencies and relevant training being completed). It may also include temporary moves to a higher grade, therefore individuals may have been promoted more than once within the financial year, if this is the case, they will only be counted once within these headcounts.

Police Staff	Total	% Male	% Female	% Ethnic Minority
All Promotions Total	183	25.14%	74.86%	3.28%

### Police Officer Recruitment

Between 1st April 2022 to 31st March 2023, Kent Police appointed\* 584 police officers of which 30 (5.14%) are Ethnic Minority.

In comparison, between 1st April 2021 to 31st March 2022, Kent Police appointed 360 police officers of which 19 (5.28%) are Ethnic Minority.

\*These figures include re-joiners and transfers from other forces.

## A) Hate crime

Prejudice types	2021/22		2022/23	
	No. of recorded crimes and secondary incidents	% of total	No. of recorded crimes and secondary incidents	% of total
<b>Total Hate crime</b>	<b>6348</b>		<b>6156</b>	
Race (ethnic)	3293	51.9%	3122	50.7%
Religion/faith/belief	152	2.4%	171	2.8%
Disability inc. mental health	592	9.3%	645	10.5%
Transgender	136	2.1%	127	2.1%
Sexual Orientation	814	12.8%	815	13.2%

Source: Kent Police KAT hate crime rolling sheet

It is possible for a crime to have more than one prejudice type therefore the above will include an element of double counting. A hate crime is defined as any criminal offence which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race, religion, sexual orientation or disability or perceived race, religion, sexual orientation or disability or motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.

A hate incident is defined as any non-crime incident, which is perceived, by the victim or any other person, as being motivated by a hostility or prejudice based on a person's race, religion, sexual orientation or disability or perceived race, religion, sexual orientation or disability or motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.

Kent Police continues to strive to increase awareness, accessibility, and confidence to report in victims of hate crime, and therefore view the increased reporting is viewed positively in light of known under-reporting of such incidents.

## B) Racially and religiously aggravated offences

Offence types	2021/22		2022/23	
	Total	% of total	Total	% of total
Harassment	225	12.5%	249	13.5%
Assault with injury	118	6.5%	123	6.7%
Public fear, alarm or distress	998	55.3%	986	53.6%
Assault without injury	384	21.3%	390	21.2%
Criminal damage	80	4.4%	93	5.1%
<b>Total</b>	<b>1805</b>		<b>1841</b>	

Source: Kent Police KAT recorded crime rolling sheet



### C) Racially and religiously aggravated crime ethnicity breakdown

Victim	2021/22 Total	2022/23 Total
Black and Minority Ethnic	457	315
White	218	266
<b>Total</b>	<b>675</b>	<b>581</b>

Source: Data between 1st April 2021 to 31st March 2022 is based on Athena Crime data as of 18th November 2022 using HO Classification Codes 8M, 8P, 9B, 105B and 58J.

Data between 1st April 2022 to 31st March 2023 is based on Athena Crime data as of 21st November 2023 using HO Classification Codes 8M, 8P, 9B, 105B and 58J.

NB2. Crimes may record multiple victims.

NB3. Victims who preferred to 'not state' their ethnicity have been excluded.

NB4. Data is based on the number of unique victims; it should be noted that a victim can be named on more than one crime report.

This data refers to where the victim was a person. The force has placed great focus in ensuring and maintaining a high degree of crime recording accuracy.

### D) Satisfaction of victims of racist/hate incidents

April 21 to March 22	87.5%
April 22 to March 23	82.7%

Source: Kent Police KAT user satisfaction rolling sheet

The User Satisfaction Survey asks victims, specifically those who are a victim of a hate crime or incident, how satisfied they are with the overall service provided. The percentage satisfied includes those who said they were completely, very or fairly satisfied. Don't know responses are excluded.

Strategic data feeds the force's Quality Performance Framework and quarterly Hate Crime Forum. Contextual data is distributed to operational supervisors as well as higher ranks, to inform tactical delivery and personal development.

\*Please note – No surveys were carried out between January and March 2019 due to staff absences, 2018/19 is based on 9 months of the financial year.

### E) Victim satisfaction

Victim Satisfaction is no longer completed on a force level.

There are specific surveys for Rape and Domestic Abuse, however this does not contain Victim ethnicity information.

## F) Stop and Search 2022/23 (Apr-Mar FY)

Ethnicity	Searches	% of searches	Arrests	% of arrests	Arrest Rate
White	10193	77.8%	1637	75.2%	16.1%
Asian	632	4.8%	108	5.0%	17.1%
Black	1167	8.9%	242	11.1%	20.7%
Mixed	139	1.1%	20	0.9%	14.4%
Other	609	4.6%	109	5.0%	17.9%
Unknown	203	1.5%	41	1.9%	20.2%
<b>Total</b>	<b>13099</b>		<b>2177</b>		<b>16.6%</b>

\*Under 10 Arrests (3 incorrect DOBs recorded, 1 incorrect Outcome)

Age	Searches	% of searches	Arrests	% of arrests	Arrest Rate
Under 10	20	0.2%	4	0.2%	20.0%
10 – 17	2990	22.8%	321	16.9%	10.7%
18 – 24	4157	31.7%	655	34.5%	15.8%
25 – 34	2942	22.5%	585	30.9%	19.9%
35 – 59	2576	19.7%	550	29.0%	21.4%
60+	143	1.1%	28	1.5%	19.6%
Unknown	137	1.0%	13	0.7%	9.5%
<b>Total</b>	<b>13099</b>		<b>2177</b>		<b>16.6%</b>

Gender	Searches	% of searches	Arrests	% of arrests	Arrest Rate
Female	1762	13.5%	253	11.6%	14.4%
Male	11162	85.2%	1903	87.4%	17.0%
Other	11	0.1%	1	0.05%	9.1%
Transgender	8	0.1%	0	0.0%	0.0%
<b>Total</b>	<b>13099</b>		<b>2177</b>		<b>16.6%</b>

<b>Stops</b>	<b>2021 Census (Kent &amp; Medway)</b>	<b>Stop and search proportions 2022/23</b>	<b>Difference</b>
% White	88.6%	77.8%	-10.8%
% Black	3.1%	8.9%	5.8%
% Asian	4.7%	4.8%	0.1%
% Mixed	2.4%	1.1%	-1.3%
% Other	1.3%	4.6%	3.3%

### G) Serious Sexual Offences

<b>Serious Sexual Offences Victims</b>	<b>2021/22</b>	<b>2022/23</b>
Female	2285	2101
Male	549	572
Unknown	19	16
<b>Total</b>	<b>2853</b>	<b>2689</b>

Source: Data from 1st April 2021 to 31st March 2022 is based on Athena Crime data as of 18th November 2021.

Data between 1st April 2022 to 31st March 2023 is based on Athena Crime data as of 22nd November 2023.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

NB2. Serious sexual offences include Rape, Sexual assault, Sexual activity involving a child under 13, sexual activity without consent, sexual activity with a person with a mental disorder, abuse of children through prostitution and trafficking for sexual exploitation.

NB3. Data is based on the number of unique victims; it should be noted that a victim can be named on more than one crime report.

### H) Anti-social behaviour

In 2022/23 there were 27,617 incidents of ASB recorded in Kent compared to 32,640 in 2020/21.

This is a decrease of -15.4% which equates to 5,023 less ASB incidents.

Source: Kent Police KAT ASB rolling sheet

I) Victims of crime

Ethnicity	Victims			
	2021/22		2022/23	
	No.	% of total	No.	% of total
White	37354	39%	38004	40%
Black	1520	2%	1476	2%
Asian	1713	2%	1725	2%
Mixed	721	1%	747	1%
Other	598	1%	601	1%
Unknown	53980	56%	51294	55%
<b>Total</b>	<b>95886</b>		<b>93847</b>	

Gender	Victims			
	2021/22		2022/23	
	No.	% of total	No.	% of total
Female	48609	51%	47139	50%
Male	46880	49%	46380	49%
Unknown	397	0.4%	328	0.3%
<b>Total</b>	<b>95886</b>		<b>93847</b>	

Age	Victims			
	2021/22		2022/23	
	No.	% of total	No.	% of total
0 to 15	8059	8%	8395	9%
16 to 24	14448	15%	14201	15%
25 to 34	19996	21%	18646	20%
35 to 44	18328	19%	18289	19%
45 to 54	14488	15%	13624	15%
55 to 64	10056	10%	10022	11%
65 to 74	4723	5%	4755	5%
75 and over	3457	4%	3620	4%
Unknown	2331	2%	2295	2%
<b>Total</b>	<b>95886</b>		<b>93847</b>	

Source: Data from 1st April 2021 to 31st March 2022 is based on Athena crime data as of 22nd November 2022.

Data from 1st April 2022 to 31st March 2023 is based on Athena crime data as of 22nd November 2023.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

NB2. Data is based on the number of unique victims, it should be noted that a victim can be named on more than one crime report.

Victim data based on crime created date. The victim data only contains crimes committed against a person so may omit some crimes where the victim was an organisation.

## J) Domestic Abuse

Ethnicity	Victims			
	2021/22		2022/23	
	No.	% of total	No.	% of total
White	8628	39.9%	9086	43.7%
Black	271	1.2%	269	1.3%
Asian	253	1.3%	251	1.2%
Mixed	138	0.6%	143	0.7%
Other	81	0.4%	95	0.5%
Unknown	12228	56.6%	10968	52.7%
<b>Total</b>	<b>21599</b>		<b>20812</b>	

Gender	Victims			
	2021/22		2022/23	
	No.	% of total	No.	% of total
Female	14976	69.3%	14356	69.0%
Male	6574	30.4%	6419	30.8%
Unknown	49	0.2%	37	0.2%
<b>Total</b>	<b>21599</b>		<b>20812</b>	

Source: Data between 1st April 2021 and 31st March 2022 is based on Athena crime data as of 22nd November 2022.

Data between 1st April 2022 to 31st March 2023 is based on Athena crime data as of 22nd November 2023.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

### Custody 2022/2023:

Between 1st April 2022 and 31st March 2023 Kent Police detained 24,492 people in Police Custody. This was a decrease of 967 from the previous 12 months, equalling a decrease of 3.8%. Detentions includes individuals suspected of criminal offences, as well as people arrested for Court warrants or breaching Court orders. Detainees may have been detained by Kent Police but investigated by another agency, such as the National Crime Agency or UK Border Force.

In terms of sex, the proportion of male detainees to female detainees is 5 to 1 for FY 22/23, compared to 4 to 1 for the previous FY. Despite legislation changes only being made in 2018, affording female detainees additional rights, such as the provision of female hygiene packs, Kent Police had already been providing these for many years.

The greatest proportion of detainees are in the 26-to-35-year age group for the financial year 22/23, with 30.7% of detainees being in this age group. Kent Police has continued the focus on the decriminalisation and diversion of children (under 18s) in line with the national strategy, resulting in just 6.1% of detainees in the latest FY being children.

Unless relevant to their care and treatment, detainee's faith and religious beliefs are not recorded routinely by Kent Police. Likewise, Kent Police do not ask or record the sexuality of detainees.

The data below is from 1 April 2021 to 31 March 2022 and 1 April 2022 and 31 March 2023:

Age group	2021/22		2022/23	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Under 18	1220	4.8%	1485	6.1%
18-25	5721	22.5%	5277	21.6%
26-35	8003	31.4%	7526	30.7%
36-45	5804	22.8%	5938	24.2%
46-55	3178	12.5%	2805	11.5%
56-65	1211	4.8%	1135	4.6%
66-75	269	1.1%	270	1.1%
76-85	47	0.2%	53	0.2%
86-95	4	0.0%	2	0.0%
Unknown	2	0.0%	3	0.0%

Sex	2021/22		2022/23	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Female	4058	15.9%	3637	14.9%
Male	21348	83.8%	20807	84.9%
Not Recorded	53	0.2%	48	0.2%

Age group	2021/22		2022/23	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Asian	824	3.2%	851	3.5%
Black	1775	7.0%	1940	7.9%
Chinese, Japanese or South East Asian	71	0.3%	73	0.3%
Middle Eastern	199	0.8%	246	1.0%
Unknown	773	3.0%	850	3.5%
White - North European	20052	78.8%	18501	75.5%
White - South European	1312	5.2%	1328	5.43
Not Recorded	453	1.8%	703	2.9%

Kent Police has continued to focus on ensuring Police Custody is used legitimately in line with NPCC National Strategy for Police Custody, the Police and Criminal Evidence Act 1984 and Authorised Professional Practice: Arrest and Detention. Custody Sergeants act as independent decision makers to determine whether detention without charge is necessary. As a result of this focus, 1,051 detentions were refused in the reporting period, 3 fewer (-0.3%) than the previous 12 months.

Sex	2021/22		2022/23	
	Number of Refused Detentions	Proportion of Refused Detentions	Number of Refused Detentions	Proportion of Refused Detentions
Female	287	27.2%	248	23.6%
Male	752	71.3%	692	65.8%
Not Recorded	15	1.4%	111	10.0%

Of those refused detention in the previous two financial years, the data below shows that the biggest age group refused detention was under 18s, in line with the national strategy. Of the 1,485 children arrested and presented to Custody in the last financial year, 16.2% were refused detention, amounting to 22.9% of all detentions refused.



Age group	2021/22		2022/23	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Under 18	282	26.8%	241	22.9%
18-25	190	18.0%	134	12.8%
26-35	218	20.7%	211	20.1%
36-45	165	15.7%	168	16.0%
46-55	121	11.5%	100	9.5%
56-65	41	3.9%	45	4.3%
66-75	21	2.0%	12	1.1%
76-85	8	0.8%	2	0.2%
86-95	1	0.1%	0	0.0%
96+	0	0.0%	1	0.1%

## Complaints

	2020/21	2021/22	2022/23
Total Complainants	3130	3255	2874

Gender	2020/21	2021/22	2022/23
Female	1263	1421	1306
Male	1574	1724	1445
Other	4	4	5
Unknown/Not Stated	289	106	118

Age	2020/21	2021/22	2022/23
<20	85	76	65
20-29	391	423	379
30-39	601	712	624
40-49	550	612	596
50-59	520	565	545
60+	339	410	392
Unknown/Not Stated	644	457	273

Age	2020/21	2021/22	2022/23
Self-Defined Ethnicity	2020/21	2021/22	2022/23
Asian - Indian	35	41	24
Asian - Pakistani	9	10	11
Asian - Bangladeshi	5	8	10
Asian - Chinese	5	2	4
Any Other Asian Background	44	42	34
Black - Caribbean	18	23	25
Black - African	49	59	58
Any Other Black Background	24	17	16
Mixed - White And Black Caribbean	16	11	16
Mixed - White And Black African	7	8	12
Mixed - White And Asian	5	11	12
Any Other Mixed Background	21	17	20
White - British	1680	2000	1765
White - Irish	17	23	19
White - Gypsy or Irish Traveller	14	15	15
Any Other White Background	91	162	166
Arab	3	7	3
Any Other Ethnic Group	14	20	15

Sexual orientation	2020/21	2021/22	2022/23
Bisexual	37	33	29
Gay/Lesbian	38	53	45
Heterosexual	1250	1831	1751
Other	12	18	16
Unknown/Not Stated	1793	1320	1033

Religion/belief	2020/21	2021/22	2022/23
Buddhist	9	11	14
Christian	472	632	615
Hindu	11	5	8
Jewish	8	6	6
Muslim	36	48	52
None	697	1033	1015
Sikh	10	26	18
Other	38	63	44
Unknown/Not Stated	1849	1431	1102

Disability	2020/21	2021/22	2022/23
None	942	1445	1374
Hearing	12	20	19
Learning Difficulty	68	104	96
Long standing illness or health condition	38	81	56
Mental health condition	242	405	359
Mobility or physical impairment	141	190	190
Sight	8	9	13
Other	70	122	133
Unknown/Not Stated	1736	1121	888