



Diversity and Inclusion Report 2025



**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 the 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 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 to support our objectives up to the end of March 2024.

We are committed to core objectives to further the aims of the Equality Duty:

- To 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.
- To increase the number of officers, staff and volunteers self-declaring their diversity status to identify barriers to progression for under-represented groups.
- To 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.
- To utilise equality data and monitoring to assist with identifying trends, gaps and provide analysis, through the force governance of the Diversity and Inclusion Board.

We are legally required to publish Equality Data. Our diversity data report (financial year 2023 to 2024), to evidence our progress on the objectives, is found at the end of this report. Our Diversity and Inclusion Strategy 2021-4 is shown overleaf which supports the achievement of the above objectives.



Diversity & Inclusion Strategy 2021-2024

Our culture is everyone's responsibility

<p>We will be an employer of choice for all communities in Kent</p> <ul style="list-style-type: none"> • 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 	<p>We will be bold and confident as an inclusive workplace where everyone has a sense of belonging</p> <ul style="list-style-type: none"> • Use lived experiences to raise awareness • Ensure policies are inclusive • Promote wellbeing and fulfilment • Work with Staff Support Associations 	<p>We will take positive action where appropriate and support everyone's career development</p> <ul style="list-style-type: none"> • 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 	<p>We will develop our own culture of continual professional development around diversity and inclusion</p> <ul style="list-style-type: none"> • 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 	<p>We will work with all Kent Communities, partners and stakeholders to provide an accessible and inclusive first-class service</p> <ul style="list-style-type: none"> • 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
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Enablers

Leadership	Communications	Data quality	Education	Environment
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"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

Our Diversity and Inclusion Command has the overall responsibility for setting the Diversity and Inclusion Strategy and ensuring its organisational delivery.

The command works to build on the work already started to ensure every person feels valued and has both the opportunity and the environment to contribute, develop and progress.

In addition, the command provides training to leaders to complete Equality Impact Assessment processes to a high standard ensuring we are compliant and fit for purpose in relation to equality. There has been the introduction of diversity and inclusion single points of contact, of which there are 60 throughout the force, whose role is to promulgate information from the centre and feedback issues of concern from their respective divisions and directorates.

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

We have nine well established staff support associations; each association has a chief officer sponsor who champions their work. The staff support association chairs meet with the chief constable every six months and detail the work they are undertaking, their ambitions and the support they require from the force. There is no hierarchy of associations, each have an equal weight, setting and place including the distribution of a small budget.

Each staff support association has a constitution and a set of aims and publish their ambitions for the year. The associations are promoted to new starters in the organisation along with 'marketplaces' around the county on a regular basis, where officers and staff can meet all the staff support associations.

We continue to conduct in-house dyslexia assessments. Dyslexia assessments are available to new recruits upon appointment to ensure immediate workplace adjustments during their initial training. This assessment is also available to all colleagues who believe they may be dyslexic.

We hold 'Disability Confident Leader' status achieving Leader (level 3) status in the government's Disability Confident Scheme, the highest level attainable. This status reflects our extensive efforts in leadership, recruitment, workplace adjustments, staff welfare, and disability training. Achieving this status demonstrates our commitment to employing, retaining, developing officers and staff with disabilities, and our ongoing dedication to accessibility and employment for people with disabilities.

We are only one of four police forces accredited as a menopause-friendly employer. We were also nominated as a finalist in the 'Most Menopause Friendly Working Environment' category of the 2024 Menopause Friendly Awards.

During 23/24 we launched a new podcast series, 'More Than the Badge,' featuring colleagues from across the force sharing stories from their varied careers in policing. Episodes are released regularly on major streaming platforms and are also available on our internal web pages. The series covers the realities and challenges of policing, inspiring achievements, and insights into major cases.

Across our estate, we have 16 quiet rooms designed for prayer, meditation, and reflection, complete with religious texts, mats, and non-corporate furnishings. These locations are promoted during induction. Staff have the option to request changes to their duties for religious observance or to adjust rest days for religious celebrations. Additionally, officers and staff can choose to work on Christian bank holidays and take time off for their own religious festivals instead.

Adjustments to duty hours can be made to accommodate fasting, and attending prayers or religious events during the workday is possible, depending on operational needs. Our uniform stores offer hijabs and turbans, and our policies support various religious requirements. In non-uniform roles, traditional clothing is acceptable. Jewellery with religious or cultural significance is also permitted, provided it does not pose a health and safety risk.

More broadly 'District Diversity Profiles' have been created using census and partner data to help local officers understand key diverse community locations, demographics, and the needs of their wards, equipping them with cultural competence.

We held the position of twenty-eighth most inclusive employer in the inclusive companies top one hundred for 2023/2024.

Objective 2 – We will be and 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 our officers, staff and volunteers.

The pledge includes:

- 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 Diversity and Inclusion 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 officers and staff are involved and consulted.

To enhance the sense of belonging we regularly observe important dates and weeks related to diversity and inclusion. Additionally, all promotional materials direct individuals to our diversity and inclusion internal intranet pages, where they can access relevant policies and resources.

In new builds and refurbishment, accessibility and future proofing is at the forefront. New designs do and will incorporate all wide doors, low switches, riser desks, accessible and gender-neutral toilets etc. Our internal intranet 'InSite' is accessible and adheres to The Public Sector Bodies (Website and Mobile Applications) accessibility regulations. Where possible we write to Plain English standards, which aim to write for the average UK reading age.

The Diversity and Inclusion Command promotes the NPCC Workplace Adjustment Toolkit, offering context and links to the resource. Requests for 'access to work' are strongly encouraged and frequently used by staff and officers.

We have implemented a 'Personal Wellbeing Document' that acts like a "passport" that allows individuals to have adjustments documented, which can be shared with new line managers as required.

We have a suicide prevention page on our force intranet. The page incorporates a suicide prevention toolkit. It offers support both from external resources and our own welfare provision.

Supervisors and managers can refer a member of their team to Occupational Health to gain individual advice for workplace capacity. Our physiotherapist provides acupuncture, electrotherapy, traction, Pilates, mobilisations, manipulations, soft tissue release, back rehabilitation and exercise prescription.

We celebrated Race Equality Week (5 to 9 February 2024). This year's theme was 'Listen Act Change' number of internal events took place such as short videos to view so that you can take the opportunity to reflect and discuss these with your colleagues and teams. Activities such as '5 challenges, 5-minutes, 5-days' took place for officers and staff to get involved in and reflect and, more importantly, take action to drive race equality.



The Diversity and Inclusion Command work closely with all staff support associations to facilitate and deliver each association's annual conferences, these included:

- LGBT+ themed being 'The past, the present and the future success, failure and engaging the young'.
- Enable – Struggles and superpowers – physical disabilities and parents of neuro-diverse children.
- Race Equality Network themed The past, present and future highlights of our commitment to the Race Action Plan.

The Diversity and Inclusion Command led the force during National Inclusion Week in February 2024. There were a series of the events, which were both in-person and online, throughout the week to recognise and celebrate the theme of 'Impact matters'.

The Diversity and Inclusion Command is working with the staff support associations to improve knowledge and understanding of what they do and how they support. This includes information being shared pre-application for new recruits, during the application phase, and during initial training.

The Race Equality Network in conjunction with Diversity and Inclusion Command have delivered a series of listening circles to its members on subjects such as retention and progression and black workforce survey.

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 associations, 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. The Professional Standards Department (PSD) also has a direct email account that officers and staff can email, along with the anonymous 'Speak up' tool that staff can use in confidence to report discrimination. These methods allow 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 officers and staff to call. The Police Integrity Line is managed by Crimestoppers and is implemented to provide 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 Associations



Our staff association chairs meet quarterly to coordinate activities, identify common themes, and ensure intersectionality is central to their efforts. This is demonstrated through events like the Race Equality Network's listening circles, where colleagues share their experiences from various protected characteristics. The Enable staff association collaborates with human resources and learning and development to enhance work-based assessments and hosts monthly hybrid sessions for carers on various topics. The Diversity & Inclusion intranet site has been re-developed and now features a knowledge hub and training materials for self-service.

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 associations, 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 subgroups – Circle of Parents, Endometriosis Support Group, Migraine Support Group, Menopause Action Group and Fertility Support Group. On top of this KNOW have a baby loss support group and have also achieved Menopause Friendly Employer accreditation.

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

Enable

Enable is our staff support association 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. Enable work towards equality of opportunity for staff affected by disability, raise awareness of the issues surrounding disability within our organisation and assist in developing policies and procedures.

Enable provide support for those in our workforce who have caring responsibilities. The Working Carers Network under Enable operates a Carer Buddy scheme and monthly hybrid support meetings and our Parents and Carers of Neurodiverse Children (PCNC) network, host monthly support coffee mornings. Enable provide a collection of internal and external resources, support associations, services, societies, organisations and advice lines relating to caring responsibilities.

LGBT+ Network

This staff support association aims to be visible and supportive internally and externally and provide reassurance, guidance, mentoring and advice to both visible and non-visible officers, staff, volunteers and their families. They are a network for all officers, staff and volunteers regardless of their sexual orientation or gender identity. 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)

The Race Equality Network (REN) plays a crucial role in promoting awareness, support, and education related to race and ethnic diversity within the force. Their mission is to ensure a visible presence and provide a strong voice for individuals from underrepresented racial and ethnic groups across the force. Recently, REN has significantly expanded its digital footprint on platforms like Yammer and Intranet pages, enhancing engagement and accessibility of resources. They have partnered with iTrust to improve the confidence for members to report. They have hosted workshops, training sessions, and talks featuring esteemed guests from across the UK, focusing on diversity and inclusion. REN continues to strengthen ties with local communities, ensuring their concerns are addressed, and remains committed

to fostering an inclusive environment. Their future goals include further expanding online initiatives, collaborating with experts for impactful training, and enhancing support systems for staff from underrepresented groups to promote career development and well-being. REN is dedicated to advancing race equality within the organisation striving for a more inclusive and equitable workplace.

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, anxiety, general mental health, prostate and testicular cancer, 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 trusted, empowered and supported – 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 our organisation. 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 an association 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 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 support associations. 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. 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 in 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.

Diversity and Inclusion Command work with other HR departments to develop recruitment advertising that reaches diverse groups.

Our advertising campaign 'More than the Badge' incorporated imagery from people from diverse backgrounds and looked at county demographic to understand representation. We regularly review marketing campaigns and positive action initiatives to ensure they are targeted to our communities.

Prior to applications to join us we offer:

- Positive Action Engagement Programme – offers support/guidance for those looking to apply from ethnic minority background.
- Fitness preparation workshop – offers those from underrepresented groups, support, and guidance for the job- related fitness.
- Interview skills workshop – helps those from underrepresented groups prepare.
- One-to-one support/guidance for those looking to apply from underrepresented groups.
- Recruitment information session – a virtual career event tailored to women and those from ethnic minorities.
- Recruitment buddy scheme – open to all offering support and guidance from application.

Bespoke online recruitment events during key dates and celebrations within diverse communities such as Black History Month, International Women Day and LGBT+ History month.

The team conduct outreach within educational establishments, attracting people from under-represented groups to the force as an employer of choice. Community events are also attended for the same reason, such as Vaisakhi and Pride celebrations.

More broadly, across the force we are also focused on ensuring that those with protected characteristics who may have barriers to progression, are supported. The Diversity and Inclusion Command have a serving officer, who has the full-time responsibility to work on the retention and progression of those within the organisation. In addition, the team seek to understand and overcome barriers for diverse groups in attraction, recruitment, progression, and retention. They work across different teams to identify issues and to work together to try to overcome any disproportionality.

The Diversity and Inclusion Command 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 has now been used across our commands.

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

In addition, the team have delivered inclusive leadership training across several commands this year and our new recruits all receive training on positive action.

To help managers identify internal talent and how best to support and develop officers and staff, prepare them for promotion and/or provide lateral progression in line with their career preferences, we have a succession planning framework. The framework is also used to identify 'high potential' talent to ensure development for future senior leadership roles and the identification of talent pools to enable planning for future promotions processes.

Our gender pay gap report is available on the external webpages. In addition, the force presents broader information around workforce makeup and disproportionality, reporting into the internal Diversity and Inclusion Board chaired by a Chief Officer.

Positive action activity is not limited to the Diversity and Inclusion Command, 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. Opportunities have been additionally advertised within our staff support associations to encourage applications. 'Taster sessions' for Roads Policing and Firearms have been held for under-represented groups by way of example.

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

Diversity and Inclusion training is provided to officers and staff when they start their formal training at the Police College. This includes information on our staff support associations and how they can become members. Further training is provided to supervisors. Command training, family liaison and many other roles have mandated diversity and inclusion training tailored to role, on role change.

Leadership training delivered by our Learning & Development Department contains elements of diversity and inclusion, covering issues such as cultural competence in stop & search, autism awareness in alcohol breath testing, mental health in custody.

Hate crime awareness is provided and includes non-government organisation such as Community Security Trust on Jewish holy high day, Tell MAMA on Strategies to tackle anti-Muslim hatred.

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 and cultural competence.

Annually we support the Kent County Prevent Team in the delivery of a 'hateful extremism' continuous professional development (CPD) event. In February 2024 several hundred people from multiple agencies were able to learn about ideology, hate crime and hear from survivors of terror attacks. The event raises awareness of all employees of the various attending agencies that there is a need to be professionally curious when people are vulnerable to radicalisation.

As part of LGBT+ History month, the LGBT+ Network, in partnership with the Diversity and Inclusion Team and the Crime Academy, we hosted a presentation from Metropolitan Police Service Detective Inspector Mark Richards, the senior investigating officer for the Stephen Port Investigation.

Throughout Hate Crime Awareness Week, we undertook a series of CPD events for officers and staff to increase their understanding and improve service delivery to victims and witnesses of hate crimes. Subjects covered included Crown Prosecution Service guidance, LGBTQ+ barriers to reporting, Engaging with Ethnic Minority Communities and investigation quality.

To celebrate Black History 365, we hosted a session to explore the intersection between race and violence against women and girls with a focus on the experiences of black women and how this can be addressed in policing and beyond. The theme of the event 'Now you see me, now you don't' took place in North Kent Police Station.

Whilst implementing our new Neighbourhood Policing Model all officers and PCSOs holding a neighbourhood policing role received training on diverse community engagement, cultural competence and managing community tensions that could come about from local, national or international events.

We utilise key dates and anniversaries to provide voluntary CPD on matters such as Windrush, Pride, Ramadan, Hajj, Holocaust Memorial Day, disability – via events and linking learning materials. Our staff support associations lead on certain training in their areas of expertise such as LGBTQ+ terminology, gender identity, parenting neurodiverse children, cancer awareness, menopause, mental health etc.

We have a Safe to Say campaign which encourages officers and staff to declare their protected characteristics so that we have a better understanding of the intersectionality across our organisation. This has been promoted via Diversity and Inclusion intranet pages and shows colleagues how to update their protected characteristics data on our HR IT system. Recently Enable hosted a conference to further promote the Safe to Say campaign for officers and staff with disabilities, giving them personal lived experience on the support they received once this information was captured on the HR IT system.

Our Health Services Team undertake numerous training sessions on mental health, physical wellbeing and mindfulness. Health Services also delivered four 'Feel well, live well courses' and delivered eight 'Managing anxiety' workshops in 2024. 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.

Diversity and Inclusion awareness training input has been developed and delivered online by the Diversity and Inclusion Command with the Force Control Room. The training covers intersectionality, notion of power and privilege, inclusive leadership.

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.

The force has dedicated community liaison officers (CLOs) who are embedded on each district in Kent. We have a diverse communities engagement and relations manager, supported by a diverse communities engagement officer. They hold the professional lead for the CLOs. Having the professional leads in place ensures the CLOs can focus on their primary role of seeking out diverse communities and building strong and trusting relationships with them.

We continue to work to ensure a standardisation of CLO service and expectation across the districts with the production of terms of reference for districts. Regular and mandated CPD has been established. With the significant variation of length of service and knowledge levels and 'reset' CPD has taken place to establish a strong baseline of knowledge for measuring community impact, IAG support, d/Deaf awareness, and cultural competence.

Police Race Action Plan (PRAP)

The PRAP has been co-ordinated by the Diversity and Inclusion Team during the reporting period, however, is due to be handed to the Strategic Prevention Command in June '24. In addition to the co-ordination, they will be furthering the work under workstream three focusing on the neighbourhood policing model.



A Kent Police Race Action Plan awareness conference is taking place in later this year at Canterbury Christ Church University.

The event is aimed to engage communities across Kent with inspiring keynote speakers and involve them in the ongoing development of the PRAP to tackle the longstanding issues of racial inequality within policing.

Child Centred Policing Teams have engaged with ESOL (English as second language) classes of adults included those from the black community to help break down barriers and form positive relationships. These inputs have proven to be healthy interactions with the adult students which, alongside the investment in My Community Voice (MCV) has allowed for tailored messaging by ethnicity.

CLOs are utilising the engagement tracker function within My Community Voice (MCV) to match engagement against demographics by ward, enabling our own scrutiny of any missed opportunities. We have identified the need to increase diversity amongst MCV membership to ensure a range of community voices are represented. CLOs and NHP officers are endeavouring to address this. We intend to utilise the targeted survey function to measure the effectiveness of engagement, levels of trust and confidence within the black community to test the effectiveness of our PRAP activity.

For PRAP we continue the Black history 365 CPD events to upskill our officers and staff. Police partners and IAG members have been invited so the community are aware the events are taking place within policing. Subject matters have included leadership, overcoming adversity, black joy / black trauma have taken place.

We have introduced the Forcer Protocol to provide rapid access to personalised safety information when an Armed Forces veteran, reservist, or active member is reported lost, missing, or in need of assistance. This initiative aims to speed up locating them. Transitioning from military to civilian life can be challenging, and if a veteran goes missing while vulnerable, quick access to their specific safety information is crucial for ensuring their safe return. Authorised officers can access details submitted by veterans through an online form on the 'Safe and Found' website. This information includes their habits, interests, and likely locations they might visit.

Significant community engagement has been maintained by CLOs directly relating to incidents across the globe, such as Israel/Palestine conflict. With oversight from the Diversity and Inclusion Command, daily monitoring of related hate crime and liaison with the Community Security Trust (CST) has been ongoing. CPD inputs for Serious Organised Crime week and Public Services University courses have been provided for 'Global to Local – Community Tension Management'. The

Independent Critical Incident Advisory (ICIA) scheme is being redesigned and reinvigorated with new terms of reference, identifying specialist community advisors and a formal training process.

Vulnerable victims and witnesses attending court continue to benefit from the support of a therapy dog. The support dogs at Court scheme was introduced to help reduce stress and anxiety for victims and witnesses giving evidence, demonstrating the force's commitment to supporting and protecting victims, which is one of the core themes within the Kent Police Pledge. The support dogs and their handlers are volunteers, who are managed via the Citizens in Policing Department. They undergo rigorous training and have a wealth of experience supporting and interacting with members of the public at events, public engagements and community projects.

The Independent Advisory Group (IAG)

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. The IAG is an essential partner to us.



The primary role of an Independent Advisory Group (IAG) is to act as a 'critical friend' to us. The role of IAG members is not to provide 'specialist advice' on policing issues. Rather, they are designed to provide advice on how policing services may be, or are being, perceived by, or impact on communities.

IAG members are not independent scrutinisers, as this function is carried out via existing established mechanisms. Specific tasks might involve a critical assessment of an operation, policy or incident. The aim should always be to identify ways to add value to policing services for all of Kent's communities. IAGs are not the voice of the community, instead a collection of individual community voices. IAGs form one part of the wider community consultation engagement.

As critical friends, IAG members constructively advise and challenge us on their policies, procedures and practices and advise the force on how to enhance these key areas, so that policing performance is improved whilst trust and confidence is maintained. By becoming independent advisors, members are involved in constantly improving service delivery to all Kent's communities ensuring our service delivery is outstanding.

We continue to support the County IAG ensuring that district Chairs are supported to run their meetings. Material from county meetings is distributed to district Chairs to enable them to present county meeting discussions at a district level. Continued review of the IAG terms of reference and constitution are taking place to ensure it evolves to suit the needs of the organisation and communities. The IAG have been a consultation partner for us on numerous topics in 2024 including, but not limited to: use of force, stop and search, gangs, VAWG and hate crime.

Hate crime

Our Hate Crime Team have set out aims and objectives for 2023 and 2024 in the delivery of raising hate crime investigative standards, seeking to understand existing data, and applying data evidence led rationale in supporting and improving activity and standards across the force by:

- Utilising hate crime data, to deliver activity which is evidenced based.
- Respond positively to allegations, signs and perceptions of hostility and hate.
- Carry out a proportionate, sensitive, and thorough investigations.

- Provide guidance to supervisors and managers to proactively check reports of hate crime and non-crime hate incidents to ensure that the appropriate action has been taken and that allegations are investigated in a consistent and proportionate manner.
- Ensure supervisory, management and performance processes support an effective response to hate crimes and non-crime hate incidents.

We maintain independently chaired Use of Force Scrutiny and Stop and Search Scrutiny Panels where members of diverse communities view randomly selected body worn video to assess proportionality and provide feedback.

With over 450 diverse community contacts, CLOs are now ensuring that new neighbourhood officers are introduced to their community members to maintain a meaningful local policing relationship.

We run safety workshops 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 we 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.

Our open days is a project we have undertaken for 11 years now. All of our teams showcase their work at the Kent Police College over three days. We have one day specifically for year eight 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. A fully accessible 'mobiloo' was in place so we could ensure children who required hoists to use the toilet could still participate each year.

We attend Pride events in Kent to engage with our LGBTQ+ community. Pride has been a project for us since we were the first police service to attend Brighton Pride in 2001 to proactively recruit to our ranks. To mark International Day Against Homophobia, BiPhobia and Transphobia we invited all the counties Pride committees to the Kent Police College to meet with the chief constable and demonstrate our support for their events, including our continued desire to attend each event to engage, recruit and promote understanding of hate crime against the LGBTQ+ communities in Kent.

We work closely with the Jewish Community Security Trust and Tell MAMA sharing data around antisemitic and Islamophobic crimes and incidents. They have provided our officers and staff training and in partnership we have then worked with the Jewish and Muslim communities to increase safety in partnership with the CST and Tell MAMA. To extend with work we 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 by way of example.

The following pages provide statistical information in respect of our workforce and our activities.

Kent Police: Workforce data

The figures below provide information as to our workforce mix. The 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.

Workforce by gender – as at 31 March 2024

	Female	Male	Total	% Female	
				31.03.2023	31.03.2024
Police officer	1458	2702	4160	34.63%	35.05%
Police staff	1665	766	2431	67.62%	68.49%
PCSO	49	32	81	60.14%	60.49%
Special constable	37	147	184	21.67%	20.11%
Total	3,209	3,647	6,856	46.10%	46.81%

Workforce by age – as at 31 March 2024

	25 & under	26-40	41-55	Over 55	Total
Police officer	669	2,058	1,367	66	4,160
Police staff	274	843	798	516	2,431
PCSO	7	33	25	16	81
Special constable	31	81	50	22	184
Total	981	3,015	2,240	620	6,856
% as at 31.03.2023	14.96%	44.11%	31.80%	9.13%	
% as at 31.03.2024	14.31%	43.98%	32.67%	9.04%	

Workforce by ethnicity – as at 31 March 2024

	White	Ethnic minority	Declined to state	Total	% ethnic minority	
					31.03.2023	31.03.2024
Police officer	3,921	160	79	4,160	3.80%	3.85%
Police staff	2,287	97	47	2,431	3.83%	3.99%
PCSO	77	3	1	81	3.38%	3.70%
Special constable	171	11	2	184	6.40%	5.98%
Total	6,456	271	129	6,856	3.88%	3.95%

Disability – as at 31 March 2024

	Police officer	Police staff	PCSO	Special constable	Total
Yes	383	293	4	3	683
No	2,220	1,188	36	99	3,543
Prefer not to say	68	27	2	1	98
Not stated	1,489	923	39	81	2,532
Total	4,160	2,431	81	184	6,856
% declaring a disability as at 31.03.2023	8.75%	10.99%	10.14%	2.46%	9.36%
% declaring a disability as at 31.03.2024	9.21%	12.05%	4.94%	1.63%	9.96%

Sexual orientation – as at 31 March 2024

	Police officer	Police staff	PCSO	Special constable	Total	% of Total
Bisexual	94	64	3	4	165	2.41%
Gay/lesbian	119	65	2	10	196	2.86%
Heterosexual	2,992	1,817	50	127	4,986	
Prefer not to say	183	94	1	8	286	
Prefer to self-describe	12	6	0	0	18	
Not stated	760	385	25	35	1,205	
Total	4,160	2,431	81	184	6,856	
% Gay, lesbian or bisexual as at 31.03.2023	4.92%	4.97%	2.03%	6.90%	4.93%	
% Gay, lesbian or bisexual as at 31.03.2024	5.12%	5.31%	6.17%	7.61%	5.27%	

Religion/belief – as at 31 March 2024

	Police officer	Police staff	PCSO	Special constable	Total	% 31.03.23	% 31.03.24
Buddhist	10	5	0	1	16	0.27%	0.23%
Christian	1,059	754	20	64	1897	27.44%	27.67%
Hindu	7	4	1	1	13	0.16%	0.19%
Jewish	2	5	0	0	7	0.12%	0.10%
Muslim	25	9	0	3	37	0.58%	0.54%
Sikh	11	30	1	0	42	0.58%	0.61%
None	1,950	1,066	26	71	3,113		
Other	72	42	1	1	116		
Prefer not to say	184	90	3	5	282		
Declined to state	840	426	29	38	1,333		
Total	4,160	2,431	81	184	6,856		

Distribution of workforce by rank/grade (including, temporary (at temp role) and detective roles) – as at 31 March 2024

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	6	83.33%	16.67%	0.00%	0.00%
Chief superintendent	14	64.29%	35.71%	14.29%	0.00%
Superintendent	23	56.52%	43.48%	0.00%	0.00%
Chief inspector	51	68.63%	31.37%	5.88%	1.96%
Inspector	188	73.40%	26.60%	4.26%	3.19%
Sergeant	548	72.81%	27.19%	3.47%	6.20%
Constable	3,330	63.15%	36.85%	3.84%	5.65%
Total	4,160	64.95%	35.05%	3.85%	5.50%

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%	25.00%
L	2	50.00%	50.00%	0.00%	0.00%
K	4	50.00%	50.00%	0.00%	0.00%
J	8	50.00%	50.00%	0.00%	0.00%
I	19	47.37%	52.63%	5.26%	10.53%
H	51	45.10%	54.90%	7.84%	11.76%
G	107	44.86%	55.14%	4.67%	13.08%
F	237	43.46%	56.54%	3.80%	17.30%
E	402	42.54%	57.46%	1.99%	18.16%
D	440	26.14%	73.86%	3.18%	18.64%
C	798	25.69%	74.31%	4.51%	24.56%
B	299	16.39%	83.61%	5.69%	44.82%
A	57	54.39%	45.61%	5.26%	50.88%
Other	0	-	-	-	-
Total staff	2,431	31.51%	68.49%	3.99%	23.78%
PCSO					
E	0	-	-	-	-
D	81	39.51%	60.49%	3.70%	23.46%
C	0	-	-	-	-
Total PCSO	81	39.51%	60.49%	3.70%	23.46%
Total staff & PCSO	2,512	31.77%	68.23%	3.98%	23.77%

Special Constabulary	Total	% male	% female	% ethnic minority
Specials	184	79.89%	20.11%	5.98%

Maternity leave

These tables provide information on maternity leave (based on periods covering 1 April 2023 to 31 March 2024)

	Police officers	Police staff
Maternity as at end of period	51	57
Took maternity leave during 2023/24*	105	114

*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.

	Police officers	Police staff
Due to return from maternity leave during 2023/24	54	55
Individuals who left whilst on maternity leave	0	0
Individuals who left within 3 months following return from maternity leave*	3	2

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

	Police officers	Police staff
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	0

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

Grievances –1 April 2023 to 31 March 2024

(Based on grievances that began 1 April 2023 to 31 March 2024)

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

Gender	Total
Male	11
Female	10
Total	21

Ethnicity (self-declared)	Total
White	18
Ethnic minority	3
Declined to state	0
Total	21

Disability	Total
Yes	5
No	9
Prefer not to say	0
Declined to state	7
Total	21

Sexual orientation	Total
Gay/lesbian	0
Bisexual	0
Heterosexual	13
Prefer to self-describe	0
Prefer not to say	0
Declined to state	8
Total	21

Reason for leaving –1 April 2023 to 31 March 2024)

The following tables shows the reasons individuals have left Kent Police. They show the total number of individuals who have left the workforce, the percentage by leaving type, and have also been broken down into each employee group (police officer, staff, PCSO, specials).

Reason for leaving by group	Police officer	Police staff	PCSO	Special constable	Total	% 2022-23	% 2023-24
Compromise agreement	0	0	0	0	0	0.10%	0.00%
Death in service	2	1	0	0	3	0.49%	0.42%
Dismissal	4	3	1	0	8	0.68%	1.13%
Early retirement	0	0	0	0	0	0.10%	0.00%
End of contract	0	1	0	0	1	0.20%	0.14%
Ill health retirement	11	6	1	0	18	1.07%	2.54%
Joining Kent Police	0	17	4	13	34	13.95%	4.79%
Non-confirmation of probation	0	0	0	1	1	0.00%	0.14%
Redundancy	0	4	6	0	10	0.00%	1.41%
Resignation	162	197	26	46	431	61.76%	60.70%
Retirement	81	50	3	0	134	15.71%	18.87%
Transfer to another force (non Home Office)	4	0	0	0	4	0.20%	0.56%
Transfer to another force	45	0	0	0	45	5.66%	6.34%
Transfer to PCC	0	0	0	0	0	0.00%	0.00%
TUPE transfer	0	0	0	0	0	0.00%	0.00%
Voluntary redundancy	0	3	18	0	21	0.29%	2.96%
Total	309	282	59	60	710		

Reason for leaving (1 April 2023 to 31 March 2024) – Broken down by gender

Reason for leaving by gender	Police officer		Police staff		PCSO		Special constable	
	Female	Male	Female	Male	Female	Male	Female	Male
Compromise agreement	0	0	0	0	0	0	0	0
Death in service	0	2	1	0	0	0	0	0
Dismissal	0	4	2	1	0	1	0	0
Early retirement	0	0	0	0	0	0	0	0
End of contract	0	0	1	0	0	0	0	0
Ill health retirement	6	5	4	2	0	1	0	0
Joining Kent Police	0	0	12	5	1	3	3	10
Non-confirmation of probation	0	0	0	0	0	0	1	0
Redundancy	0	0	3	1	3	3	0	0
Resignation	69	93	132	65	14	12	14	32
Retirement	18	63	28	22	2	1	0	0
Transfer to other force (non Home Office)	0	4	0	0	0	0	0	0
Transfer to another force	13	32	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	12	6	0	0
Total	106	203	185	97	32	27	18	42
Total female (2022 to 23)	30.48%		64.62%		37.76%		32.62%	
Total female (2023 to 24): 48.03%	34.30%		65.60%		54.24%		30.00%	

Reason for leaving –1 April 2023 to 31 March 2024 – broken down by age

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
Compromise agreement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Death in service	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0
Dismissal	1	2	1	0	1	1	0	1	0	0	1	0	0	0	0	0
Early retirement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
End of contract	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Ill health retirement	0	3	8	0	0	1	3	2	0	0	1	0	0	0	0	0
Joining Kent Police	0	0	0	0	11	6	0	0	0	4	0	0	10	3	0	0
Non-confirmation of probation	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Redundancy	0	0	0	0	0	1	1	2	0	0	2	4	0	0	0	0
Resignation	55	79	27	1	40	81	47	29	1	14	9	2	13	26	4	3
Retirement	0	0	61	20	0	0	0	50	0	0	0	3	0	0	0	0
Transfer to another force (non Home Office)	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer to another force	4	36	5	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	1	2	0	4	6	8	0	0	0	0
Total	58	131	143	19	103	149	76	62	41	74	24	4	60	57	18	6

	≤ 25	26-40	41-55	>55
Total % 2022 to 23	25.56%	40.10%	25.46%	8.88%
Total % 2023 to 24	19.30%	37.32%	25.21%	18.17%

Reason for leaving –1 April 2023 to 31 March 2024 – broken down by ethnicity

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

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
Compromise agreement	0	0	0	0	0	0	0	0	0	0	0	0
Death in service	2	0	0	1	0	0	0	0	0	0	0	0
Dismissal	3	1	0	3	0	0	1	0	0	0	0	0
Early retirement	0	0	0	0	0	0	0	0	0	0	0	0
End of contract	0	0	0	0	1	0	0	0	0	0	0	0
Ill health retirement	10	1	0	6	0	0	0	1	0	0	0	0
Joining Kent Police	0	0	0	16	1	0	4	0	0	13	0	0
Non-confirmation of probation	0	0	0	0	0	0	0	0	0	1	0	0
Redundancy	0	0	0	3	1	0	6	0	0	0	0	0
Resignation	147	9	6	179	14	4	24	1	1	42	3	1
Retirement	76	1	4	49	0	1	3	0	0	0	0	0
Transfer to another force (non Home Office)	4	0	0	0	0	0	0	0	0	0	0	0
Transfer to another force	41	2	2	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	18	0	0	0	0	0
Total	283	14	12	260	17	5	56	2	1	56	3	1
Total ethnic minority: (22-23) 5.85%		7.98%			4.87%			2.80%			6.38%	
Total ethnic minority: (23-24) 5.07%		4.53%			6.03%			3.39%			5.00%	

Length of service -The following tables show the police officer, police staff and PCSO length of service as at 31 March 2024.

Police officer length of service by rank (including temporary (at temp role) and detective roles).

Service (years)	Constable		Sergeant		Inspector		Chief inspector		Superintendent		Chief superintendent		Assistant chief constable and above	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 – 4	1,538	46.19%	1	0.18%										
5 – 9	770	23.12%	111	20.26%	6	3.19%								
10 – 14	203	6.10%	51	9.31%	5	2.66%	1	1.96%						
15 – 19	351	10.54%	179	32.66%	46	24.47%	15	29.41%	1	4.35%	1	7.14%		
20 – 24	343	10.30%	155	28.28%	69	36.70%	20	39.22%	11	47.83%	6	42.86%	1	16.67%
25 – 29	113	3.39%	49	8.94%	58	30.85%	15	29.41%	10	43.48%	7	50.00%	4	66.67%
30 +	12	0.36%	2	0.36%	4	2.13%			1	4.35%			1	16.67%
Total	3,330		548		188		51		23		14		6	

Ranks include detective rank, i.e. constables include detective constables.

Police staff (excluding PCSOs): Length of service by grade – as at 31 March 2024

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	0	1	1	4
L	0	2	0	0	0	0	0	2
K	0	0	0	2	2	0	0	4
J	1	2	0	1	2	2	0	8
I	3	6	1	1	6	1	1	19
H	8	12	4	7	14	3	3	51
G	11	13	19	22	25	6	11	107
F	55	52	24	42	40	9	15	237
E	75	125	46	62	58	16	20	402
D	117	169	31	54	41	18	10	440
C	456	151	43	67	49	16	16	798
B	125	51	12	41	41	16	13	299
A	24	6	5	11	5	3	3	57
Other	0	0	0	0	0	0	0	0
Total	876	590	186	310	284	91	94	2,431
% of total 31.03.23	37.09%	21.56%	9.85%	13.60%	10.78%	2.99%	4.13%	
% of total 31.03.24	36.03%	24.27%	7.65%	12.75%	11.68%	3.74%	3.87%	

Police community support officers (PCSO): Length of service by grade – as at 31 March 2024

Pay grade	Length of service (years)							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
E	0	0	0	0	0	0	0	0
D	17	22	10	30	2	0	0	81
C	0	0	0	0	0	0	0	0
Total	17	22	10	30	2	0	0	81
% of total 31.03.23	18.92%	26.35%	16.22%	36.49%	1.35%	0.00%	0.68%	
% of total 31.03.24	20.99%	27.16%	12.35%	37.04%	2.47%	0.00%	0.00%	

Promotions –1 April 2023 to 31 March 2024

Police officers

The figures below relate to officers who have been substantively promoted and sergeants or inspectors that have commenced the National Police Promotion Framework Step 4 (as temporary under this national 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*	1	100.00%	0.00%	0.00%
Chief superintendent	0	0.00%	0.00%	0.00%
Superintendent	0	0.00%	0.00%	0.00%
Chief inspector	0	0.00%	0.00%	0.00%
Inspector	11	81.82%	18.18%	9.09%
Sergeant	28	82.14%	17.86%	10.71%
Total	40	82.50%	17.50%	10.00%

*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 2023 to 2024. 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	197	27.92%	72.08%	4.06%

Police officer recruitment

Between 1 April 2023 and 31 March 2024, a total of 273 officers were appointed (all entry routes). Of those, a total of 112 were female, which is 41.03%. This represents an increase when compared to 2022/23 (38.70%). A total of 14 (5.13%) were ethnic minority. In comparison, between 1 April 2022 to 31 March 2023, we appointed 584 police officers of which 30 (5.14%) were ethnic minority. With regards to police staff, a total of 333 joined in 2023/24 of which 239 (71.77%) were female. This is a marginal reduction when compared to 2022/23 (199/73.16%). Of the 333 police staff joiners in 2022/23, a total of 24 (7.20%) were ethnic minority which is broadly similar to 2022/23 (20/7.35%).

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

Crime and incident data

This section provides details of particular crimes and incidents for the period related to this report. In some instances, 2022/3 data has been provided.

A) Hate crime (Broken down in prejudice type)

Prejudice types	2022/23		2023/24	
	No. of recorded crimes and secondary incidents	% of total	No. of recorded crimes and secondary incidents	% of total
Total Hate crime	6,156		5,433	
Race (ethnic)	3,122	50.7%	2,843	52.3%
Religion/faith/belief	171	2.8%	161	3.0%
Disability inc. mental health	645	10.5%	436	8.0%
Transgender	127	2.1%	163	3.0%
Sexual orientation	815	13.2%	667	12.3%

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 (broken down in offence types)

Offence types	2022/23		2023/24	
	Total	% of total	Total	% of total
Harassment	249	13.5%	250	12.8%
Assault with injury	123	6.7%	118	6.0%
Public fear, alarm or distress	986	53.6%	1072	54.7%
Assault without injury	390	21.2%	442	22.6%
Criminal damage	93	5.1%	77	3.9%
Total	1,841		1,959	

Source: Kent Police KAT recorded crime rolling sheet.

C) Racially and religiously aggravated crime ethnicity breakdown

Victim	2022/23 total	2023/24 total
Black and minority ethnic	315	420
White	266	244
Total	581	664

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

Data between 1 April 2023 to 31 March 2024 is based on Athena crime data as of 26 September 2022 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.

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D) Satisfaction of victims of racist/hate incidents

Date	Percentage
April 22 to March 23	82.7%
April 23 to March 24	82.9%

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.

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 2023/24 (April to March FY)

Ethnicity	Searches	% of searches	Arrests	% of arrests	Arrest rate
White	10,206	76.9%	1929	77.3%	18.9%
Black	1,252	9.4%	275	11.0%	22.0%
Asian	670	5.0%	86	3.4%	12.8%
Mixed	189	1.4%	35	1.4%	18.5%
Other	758	5.7%	132	5.3%	17.4%
Not stated	201	1.5%	39	1.6%	19.4%
Total	13,276		2,496		18.8%

Age	Searches	% of searches	Arrests	% of arrests	Arrest rate
Under 10	15	0.1%	0	0.0%	0.0%
10 – 17	2,986	22.5%	310	12.4%	10.4%
18 – 24	4,038	30.4%	672	26.9%	16.6%
25 – 34	2,965	22.3%	715	28.6%	24.1%
35 – 59	2,995	22.6%	735	29.4%	24.5%
60+	164	1.2%	39	1.6%	23.8%
Unknown	113	0.9%	25	1.0%	22.1%
Total	13,276		2,496		18.8%

Gender	Searches	% of searches	Arrests	% of arrests	Arrest rate
Female	1842	13.9%	292	11.7%	15.9%
Male	11,400	85.9%	2,199	88.1%	19.3%
Other	15	0.1%	2	0.1%	13.3%
Unknown	19	0.1%	3	0.1%	15.8%
Total	13,276		2,496		18.8%

Stops	2021 census (Kent and Medway)	Stop and search proportions 2019/20	Difference
% white	88.6%	78.7%	-9.9%
% black	3.1%	9.0%	5.9%
% Asian	4.7%	4.9%	0.2%
% mixed	2.4%	1.1%	-1.3%
% other	1.3%	4.7%	3.5%

G) Serious sexual offences

Serious sexual offences victims	2022/23	2023/24
Female	2,101	2,077
Male	572	546
Unknown	16	18
Total	2,689	2,641

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

Data between 1 April 2023 to 31 March 2024 is based on Athena crime data as of 9 October 2024.

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 (ASB)

In 2023/24 there were 28,523 incidents of ASB recorded in Kent compared to 27,617 in 2022/23. This is an increase of +3.3% which equates to 906 more ASB incidents.

Source: Kent Police KAT ASB rolling sheet.

I) Victims of crime (Broken down by ethnicity, gender and age)

Ethnicity	Victims			
	2022/23		2023/24	
	No.	% of total	No.	% of total
White	38,004	40%	37,585	41%
Black	1,476	2%	1,641	2%
Asian	1,725	2%	1,759	2%
Mixed	747	1%	712	1%
Other	601	1%	523	1%
Total	42,553		42,220	

Gender	Victims			
	2022/23		2023/24	
	No.	% of total	No.	% of total
Female	47,139	50%	45,829	50%
Male	46,380	49%	45,621	50%
Unknown	328	0.3%	328	0.4%
Total	93,847		91,775	

Age	Victims			
	2022/23		2023/24	
	No.	% of total	No.	% of total
0 to 15	8,395	9%	8,660	9%
16 to 24	14,201	15%	13,346	15%
25 to 34	18,646	20%	18,096	20%
35 to 44	18,289	19%	18,195	20%
45 to 54	13,624	15%	13,427	15%
55 to 64	10,022	11%	9,794	11%
65 to 74	4,755	5%	4,695	5%
75 and over	3,620	4%	3,667	4%
Unknown	2,295	2%	1,895	2%
Total	93,847		91,775	

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

Data from 1 April 2023 to 31 March 2024 is based on Athena crime data as of 9 October 2024.

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 (Broken down by ethnicity and gender)

Ethnicity	Victims			
	2022/23		2023/24	
	No.	% of total	No.	% of total
White	9,086	43.7%	8,548	42.2%
Black	269	1.3%	267	1.3%
Asian	251	1.2%	272	1.3%
Mixed	143	0.7%	139	0.7%
Other	95	0.5%	89	0.4%
Unknown	10,968	52.7%	10,952	54.0%
Total	20,812		20,267	

Gender	Victims			
	2022/23		2023/24	
	No.	% of total	No.	% of total
Female	14,356	69.0%	14,067	69.4%
Male	6,419	30.8%	6,162	30.4%
Unknown	37	0.2%	38	0.2%
Total	20,812		20,267	

Source: Data between 1 April 2022 and 31 March 2023 is based on Athena crime data as of 22 November 2023.

Data between 1 April 2023 to 31 March 2024 is based on Athena crime data as of 9 October 2024.

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

Custody and detention information

Between 1 April 2023 and 31 March 2024 Kent Police detained **26,032** people in police custody. This was an increase of **2,091** from the previous 12 months, equalling an increase of **8.7%**. 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 remains 5-to-1 for FY 23/24, compared to 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 23/24, with **30%** of detainees being in this age group. We continued the focus on the decriminalisation and diversion of children (under 18s) in line with the national strategy, resulting in just **6%** of

detainees in the latest FY being children. Proportionally this is a decrease, however it was an increase of **102** on the previous period.

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

The data below is from 1 April 2022 to 31 March 2023 and 1 April 2023 and 31 March 2024:

Age group	2022/23		2023/24	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Under 18	1,455	6.1%	1,557	6.0%
18-25	5,148	21.5%	5,201	20.0%
26-35	7,340	30.7%	7,822	30.0%
36-45	5,826	24.3%	6,561	25.2%
46-55	2,742	11.5%	3,210	12.3%
56-65	1,111	4.6%	1,295	5.0%
66-75	263	1.1%	300	1.2%
76-85	53	0.2%	76	0.3%
86-95	2	0.0%	9	0.0%
Unknown	1	0.0%	1	0.0%

Sex	2022/23		2023/24	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Female	3,582	15.0%	4,170	16.0%
Male	20,322	84.9%	21,820	83.8%
Not recorded	37	0.2%	42	0.2%

Ethnic appearance	2022/23		2023/24	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Asian	825	3.4%	940	3.6%
Black	1,869	7.8%	1,936	7.4%
Chinese, Japanese or Southeast Asian	71	0.3%	87	0.3%
Middle Eastern	240	1.0%	279	1.1%
Unknown	833	3.5%	942	3.6%
White – North European	18,204	76.0%	19,573	75.2%
White – South European	1,278	5.3%	1,238	4.8%
Not recorded	621	2.6%	1,037	4.0%

We have 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, **778** detentions were refused in the reporting period, 254 fewer (-25%) than the previous 12 months.

Sex	2022/23		2023/24	
	Number of refused detentions	Proportion of refused detentions	Number of refused detentions	Proportion of refused detentions
Female	241	23.4%	218	28.0%
Male	721	69.9%	497	63.9%
Not recorded	70	6.8%	63	8.1%

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 1,744 children arrested and presented to custody in the last financial year, 10.7% were refused detention, amounting to 24.0% of all detentions refused.

Age group	2022/23		2023/24	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Under 18	233	22.6%	187	24.0%
18-25	127	12.3%	105	13.5%
26-35	199	19.3%	153	19.7%
36-45	219	21.2%	142	18.3%
46-55	99	9.6%	91	11.7%
56-65	43	4.2%	37	4.8%
66-75	12	1.2%	9	1.2%
76-85	3	0.3%	2	0.3%
86-95	0	0.0%	0	0.0%
96+	1	0.1%	0	0.0%

Complaints

The below sections provide information in relation to complaints broken down by gender, age, self-defined ethnicity, sexual orientation, religion and belief and disability.

	2021/22	2022/23	2023/24
Total complainants	3,255	2,874	2,962

Gender	2021/22	2022/23	2023/24
Female	1,421	1,306	1,275
Male	1,724	1,445	1,476
Other	4	5	4
Unknown/not stated	106	118	207

Age	2021/22	2022/23	2023/24
<20	76	65	74
20-29	423	379	384
30-39	712	624	673
40-49	612	596	575
50-59	565	545	551
60+	410	392	386
Unknown/not stated	457	273	319

Self-defined ethnicity	2021/22	2022/23	2023/24
Asian – Indian	41	24	34
Asian – Pakistani	10	11	6
Asian – Bangladeshi	8	10	11
Asian – Chinese	2	4	2
Any other Asian background	42	34	36
Black – Caribbean	23	25	21
Black – African	59	58	60
Any other black background	17	16	9
Mixed – white and black Caribbean	11	16	12
Mixed – white and black African	8	12	7
Mixed – white and Asian	11	12	9
Any other mixed background	17	20	20
White – British	2,000	1,765	1,631
White – Irish	23	19	20
White – Gypsy or Irish traveller	15	15	12
Any other white background	162	166	197
Arab	7	3	7
Any other ethnic group	20	15	18
Unknown/not stated	779	649	875

Sexual orientation	2021/22	2022/23	2023/24
Bisexual	33	29	44
Gay/lesbian	53	45	45
Heterosexual	1,831	1,751	1,589
Other	18	16	7
Unknown/not stated	1,320	1,033	1,277

Religion belief	2021/22	2022/23	2023/24
Buddhist	11	14	10
Christian	632	615	508
Hindu	5	8	8
Jewish	6	6	10
Muslim	48	52	45
None	1,033	1,015	895
Sikh	26	18	15
Other	63	44	44
Unknown/not stated	1,431	1,102	1,427

Disability	2021/22	2022/23	2023/24
None	1,445	1,374	1,196
Hearing	20	19	39
Learning difficulty	104	96	100
Long standing illness or health condition	81	56	122
Mental health condition	405	359	281
Mobility or physical impairment	190	190	155
Sight	9	13	18
Other	122	133	73
Unknown/not stated	1,121	888	1,179