

Public Sector Equality Duty

The force is committed to adhering to, and developing on, the Public Sector Equality Duty under the Equality Act 2010, which requires the force to:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

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

- moving forward, the introduction of the Diversity and Inclusion Command and the creation of the Diversity and Inclusion Academy will enhance our approach to identifying and engaging with diverse and emerging communities in Kent. This will reduce threat, risk and harm to members of the community and to the most vulnerable in society, which in turn will support the delivery of a first-class policing service
- increase the number of officers, staff and volunteers with protected characteristics to be more reflective of the population in Kent in line with the awaited 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 focusing 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 data report demonstrates our progress against our Statutory Duty Objectives.

Our Diversity and Inclusion Strategy 2021-2024 provides five further objectives

These objectives underpin all our activity. These are highlighted on our 2022 Diversity and Inclusion report that is published on our website.



Kent Police: Workforce distribution

(Data as at 31 March 2022)

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 2022)

	Female	Male	Total	% female	
				31.03.2021	31.03.2022
Police officer	1,341	2,639	3,980	32.45%	33.69%
Police staff	1,656	828	2,484	65.76%	66.67%
PCSO	149	153	302	47.58%	49.34%
Special constable	79	223	302	22.70%	26.16%
Total	3,225	3,843	7,068	44.70%	45.63%

Workforce by age (as at 31 March 2022)

	25 and under	26 to 40	41 to 55	Over 55	Total
Police officer	625	1,951	1,346	58	3,980
Police staff	314	866	800	504	2,484
PCSO	57	132	80	33	302
Special constable	86	129	62	25	302
Total	1,082	3,078	2,288	620	7,068
% as at 31.03.2021	15.99%	43.11%	32.37%	8.53%	
% as at 31.03.2022	15.31%	43.55%	32.37%	8.77%	

Workforce by ethnicity (as at 31 March 2022)

	White	Ethnic minority	Declined to state	Total	% ethnic minority	
					31.03.2021	31.03.2022
Police officer	3,747	155	78	3,980	3.97%	3.89%
Police staff	2,360	86	38	2,484	3.50%	3.46%
PCSO	284	8	10	302	2.85%	2.65%
Special constable	278	21	3	302	5.75%	6.95%
Total	6,669	270	129	7,068	3.83%	3.82%

Disability (as at 31 March 2022)

	Police officer	Police staff	PCSO	Special constable	Total
Yes	278	232	19	5	534
No	1,692	952	103	110	2,857
Prefer not to say	50	27	2	0	79
Not stated	1,960	1,273	178	187	3,598
Total	3,980	2,484	302	302	7,068
% declaring a disability as at 31.03.2021	6.26%	8.30%	4.56%	0.29%	6.63%
% declaring a disability as at 31.03.2022	6.98%	9.34%	6.29%	1.66%	7.56%

Sexual orientation (as at 31 March 2022)

	Police officer	Police staff	PCSO	Special constable	Total	% of total
Bisexual	68	44	1	5	118	1.67%
Gay/lesbian	105	62	4	9	180	2.55%
Heterosexual	2,574	1,700	200	224	4,698	0.00%
Prefer not to say	158	81	4	9	252	0.00%
Prefer to self-describe	8	3	0	0	11	0.00%
Not stated	1,067	594	93	55	1,809	0.00%
Total	3,980	2,484	302	302	7,068	0.00%
% gay, lesbian or bisexual as at 31.03.2021	3.87%	4.30%	2.85%	5.46%	4.05%	
% gay, lesbian or bisexual as at 31.03.2022	4.35%	4.27%	1.66%	4.64%	4.22%	

Religion/belief (as at 31 March 2022)

	Police officer	Police staff	PCSO	Special constable	Total	% 31.03.2021	% 31.03.2022
Buddhist	9	3	1	2	15	0.12%	0.21%
Christian	979	730	71	85	1,865	23.58%	26.39%
Hindu	6	2	1	3	12	0.14%	0.17%
Jewish	4	3	0	0	7	0.10%	0.10%
Muslim	29	8	0	3	40	0.55%	0.57%
Sikh	9	28	1	1	39	0.59%	0.55%
None	1,576	944	112	137	2,769	0.00%	0.00%
Other	65	43	6	4	118	0.00%	0.00%
Prefer not to say	153	79	7	5	244	0.00%	0.00%
Declined to state	1,150	644	103	62	1,959	0.00%	0.00%
Total	3,980	2,484	302	302	7,068		

Distribution of workforce by rank/grade (including, temporary (at temp role) and detective roles) as at 31 March 2022

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	75.00%	25.00%	0.00%	0.00%
Chief superintendent	11	63.64%	36.36%	9.09%	0.00%
Superintendent	30	76.67%	23.33%	6.67%	0.00%
Chief inspector	47	72.34%	27.66%	6.38%	2.13%
Inspector	190	72.11%	27.89%	3.16%	4.74%
Sergeant	535	74.58%	25.42%	3.36%	6.54%
Constable	3,159	64.36%	35.64%	3.96%	5.92%
Total	3,980	66.31%	33.69%	3.89%	5.83%

Police staff	Total	% male	% female	% ethnic minority	% part-time
Chief officer	4	100.00%	0.00%	0.00%	0.00%
M	3	66.67%	33.33%	0.00%	0.00%
L	1	100.00%	0.00%	0.00%	0.00%
K	5	40.00%	60.00%	0.00%	0.00%
J	9	33.33%	66.67%	0.00%	22.22%
I	23	47.83%	52.17%	4.35%	4.35%
H	43	58.14%	41.86%	4.65%	9.30%
G	117	48.72%	51.28%	3.42%	13.68%
F	233	48.93%	51.07%	3.86%	20.17%
E	413	43.34%	56.66%	2.18%	18.89%
D	474	28.90%	71.10%	3.38%	18.99%
C	764	27.23%	72.77%	4.06%	28.93%
B	326	14.72%	85.28%	3.99%	40.49%
A	69	53.62%	46.38%	1.45%	39.13%
Other	0	0.00%	0.00%	0.00%	0.00%
Total staff	2,484	33.33%	66.67%	3.46%	24.88%

PCSO	Total	% male	% female	% ethnic minority	% part-time
E	3	66.67%	33.33%	0.00%	0.00%
D	291	49.83%	50.17%	2.41%	16.49%
C	8	75.00%	25.00%	12.50%	0.00%
Total PCSO	302	50.66%	49.34%	2.65%	15.89%
Total staff and PCSO	2,786	35.21%	64.79%	3.37%	23.91%

Special Constabulary	Total	% male	% female	% ethnic minority
Specials	302	73.84%	26.16%	6.95%

Return to work rates following maternity leave

(Based on periods covering 1 April 2021 to 31 March 2022)

Type of maternity leave	Police officers	Police staff
Maternity as at end of period	44	46
Took maternity leave during 2021/22*	91	108

*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.

Type of maternity leave	Police officers	Police staff
Due to return from maternity leave during 2021/22	44	62
Individuals who left whilst on maternity leave	0	1
Individuals who left within three months following return from maternity leave*	2	0

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

Type of maternity leave	Police officers	Police staff
Individuals who went on career break following maternity leave	0	0
Individuals who went on a career break within three 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 2021 to 31 March 2022)

(Based on grievances that began 1 April 2021 to 31 March 2022)

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

Gender	Total
Male	10
Female	8
Total	18

Ethnicity (self-declared)	Total
White	15
Ethnic minority	2
Declined to state	1
Total	18

Disability	Total
Yes	4
No	4
Prefer not to say	0
Declined to state	10
Total	18

Sexual orientation	Total
Gay/Lesbian	3
Bisexual	0
Heterosexual	8
Prefer not to say	2
Declined to state	5
Total	18

Police officer length of service (as at 31 March 2022)

Service (years)	Rank ¹													
	Constable		Sergeant		Inspector		Chief inspector		Superintendent		Chief superintendent		Assistant chief constable and above	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 to 4	1,523	48.21%	4	0.75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5 to 9	497	15.73%	72	13.46%	8	4.21%	1	2.13%	0	0.00%	0	0.00%	0	0.00%
10 to 14	294	9.31%	97	18.13%	10	5.26%	5	10.64%	0	0.00%	0	0.00%	0	0.00%
15 to 19	451	14.28%	177	33.08%	54	28.42%	9	19.15%	4	13.33%	3	27.27%	0	0.00%
20 to 24	253	8.01%	112	20.93%	69	36.32%	19	40.43%	12	40.00%	3	27.27%	3	37.50%
25 to 29	126	3.99%	69	12.90%	46	24.21%	13	27.66%	10	33.33%	4	36.36%	3	37.50%
30 +	15	0.47%	4	0.75%	3	1.58%	0	0.00%	4	13.33%	1	9.09%	2	25%
Total	3,159		535		190		47		30		11		8	

¹ Ranks include detective rank, that is constables and detective constables

Police staff (excluding PCSOs): Length of service by grade (as at 31 March 2022)

Pay grade	Length of service (years)							Total
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30+	
Chief officer	0	0	1	0	1	0	2	4
M	1	1	0	0	0	0	1	3
L	0	1	0	0	0	0	0	1
K	2	0	1	0	2	0	0	5
J	1	2	1	0	3	2		9
I	9	2	3	0	5	2	2	23
H	9	6	6	7	10	3	2	43
G	14	22	27	21	19	2	12	117
F	69	40	29	48	30	8	9	233
E	114	86	61	65	56	15	16	413
D	174	132	53	65	32	9	9	474
C	474	87	60	69	40	16	18	764
B	147	31	37	53	27	17	14	326
A	28	6	13	11	8	0	3	69
Other	0	0	0	0	0	0	0	0
Total	1,042	416	292	339	233	74	88	2,484
% of total 31.03.21	46.31%	12.07%	13.68%	14.60%	7.61%	2.46%	3.27%	
% of total 31.03.22	41.95%	16.75%	11.76%	13.65%	9.38%	2.98%	3.54%	

Police Community Support Officers (PCSO): Length of service by grade (as at 31 March 2022)

Pay grade	Length of service (years)							Total
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30+	
E	1	0	2	0	0	0	0	3
D	139	48	69	31	3	0	1	291
C	8	0	0	0	0	0	0	8
Total	148	48	71	31	3	0	1	302
% of total 31.03.21	58.12%	8.26%	26.50%	6.27%	0.57%	0.00%	0.28%	
% of total 31.03.22	49.01%	15.89%	23.51%	10.26%	0.99%	0.00%	0.33%	

Promotions (1 April 2021 to 31 March 2022)

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*	4	50.00%	50.00%	0.00%
Chief superintendent	0	Not applicable	Not applicable	Not applicable
Superintendent	1	100.00%	0.00%	0.00%
Chief inspector	14	57.14%	42.86%	0.00%
Inspector	39	61.54%	38.46%	7.69%
Sergeant	89	71.91%	28.09%	5.62%
Total	147	67.35%	32.65%	5.44%

*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 2021 to 2022. 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	190	39.47%	60.53%	3.68%

Police officer recruitment

Between 1 April 2021 to 31 March 2022, Kent Police appointed* 360 police officers of which 19 (5.28%) are ethnic minority. In comparison, between 1 April 2020 to 31 March 2021, Kent Police appointed 348 police officers of which 31 (8.91%) are ethnic minority.

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

A) Hate crime

Prejudice types	2020/2021		2021/2022	
	Number of recorded crimes and secondary incidents	% of total	Number of recorded crimes and secondary incidents	% of total
Total hate crime	5,410		6,348	
Race (ethnic)	2,632	49.0%	3,293	51.9%
Religion/faith/belief	117	2.2%	152	2.4%
Disability (including mental health)	439	8.1%	592	9.3%
Transgender	93	1.7%	136	2.1%
Sexual orientation	548	10.1%	814	12.8%

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	2020/2021		2021/2022	
	Total	% of total	Total	% of total
Harassment	179	12.4%	225	12.5%
Assault with injury	81	5.6%	118	6.5%
Public fear, alarm or distress	814	56.3%	998	55.3%
Assault without injury	306	21.2%	384	21.3%
Criminal damage	64	4.4%	80	4.4%
Total	1,444		1,805	

Source: Kent police KAT recorded crime rolling sheet.

C) Racially and religiously aggravated crime ethnicity breakdown

Victim	2020/2021 total	2021/2022 total
Black and minority ethnic	308	457
White	229	218
Total	537	675

Source: Data between 1 April 2020 to 31 March 2021 is based on Athena crime data as of 18 November 2021 using Home Office Classification Codes 8M, 8P, 9B, 105B and 58J.

Data between 1 April 2021 to 31 March 2022 is based on Athena crime data as of 22 November 2022 using Home Office 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

Period	Percentage
April 2020 to March 2021	80.7%
April 2021 to March 2022	87.5%

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 nine 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 2021/2022

Ethnicity	Searches	% of searches	Arrests	% of arrests	Arrest rate
White	9,445	78.5%	1,445	76.2%	15.3%
Black	1,073	8.9%	232	12.2%	21.6%
Asian	546	4.5%	69	3.6%	12.6%
Mixed	367	3.1%	59	3.1%	16.1%
Other	541	4.5%	82	4.3%	15.2%
Not stated	49	0.4%	9	0.5%	18.4%
Total	12,031		2,153		15.8%

Age	Searches	% of searches	Arrests	% of arrests	Arrest rate
Under 10	4	0.03%	0	0%	0%
10 – 17	2,323	19.3%	217	11.4%	9.3%
18 – 24	4,074	33.9%	579	30.5%	14.2%
25 – 34	2,722	22.6%	541	28.5%	19.9%
35 – 59	2,542	21.1%	509	26.8%	20.0%
60+	112	0.9%	16	0.8%	14.3%
Unknown	254	2.1%	34	1.8%	13.4%
Total	12,031		1,896		15.8%

Gender	Searches	% of searches	Arrests	% of arrests	Arrest rate
Female	1,585	13.2%	225	11.9%	14.2%
Male	10,382	86.3%	1,659	87.5%	16.0%
Other	22	0.2%	4	0.2%	18.2%
Unknown	42	0.3%	8	0.4%	19.0%
Total	12,031		1,896		15.8%

Stops	By school census population of Kent and Medway*	Stop and search proportions 2019/2020	Difference
% White	84%	78.5%	-5.5%
% Black	3%	8.9%	5.9%
% Asian	4%	4.5%	0.5%
% Mixed	6%	3.1%	-2.9%
% Other	1%	4.5%	3.5%
% Not stated	1%	0.4%	-0.6%

G) Serious sexual offences

Serious sexual offences victims	2020/2021	2021/2022
Female	1,696	2,285
Male	451	549
Unknown	16	19
Total	2,163	2,853

Source: Data from 1 April 2020 to 31 March 2021 is based on Athena crime data as of 18 November 2021.

Data between 1 April 2021 to 31 March 2022 is based on Athena crime data as of 22 November 2022.

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 2021/2022 there were 32,640 incidents of ASB recorded in Kent compared to 56,915 in 2020/21. This is a decrease of -42.7% which equates to 24,275 less ASB incidents.

Source: Kent police KAT ASB rolling sheet.

I) Victims of crime

Ethnicity	Victims			
	2020/2021		2021/2022	
	Number	% of total	Number	% of total
White	73,531	45%	37,354	39%
Black	2,426	1%	1,520	2%
Asian	2,439	2%	1,713	2%
Mixed	1,518	1%	721	1%
Other	1,228	1%	598	1%
Unknown	81,511	42%	53,980	56%
Total	162,653		95,886	

Gender	Victims			
	2020/2021		2021/2022	
	Number	% of total	Number	% of total
Female	109,174	48%	48,609	51%
Male	53,115	50%	46,880	49%
Unknown	364	2%	397	0.4%
Total	162,653		95,886	

Age	Victims			
	2020/2021		2021/2022	
	Number	% of total	Number	% of total
0 to 15	23,970	9%	8,059	8%
16 to 24	33,010	15%	14,448	15%
25 to 34	36,766	20%	19,996	21%
35 to 44	27,198	17%	18,328	19%
45 to 54	20,464	15%	14,488	15%
55 to 64	11,112	10%	10,056	10%
65 to 74	4,798	5%	4,723	5%
75 and over	2,585	3%	3,457	4%
Unknown	2,750	4%	2,331	2%
Total	162,653		95,886	

Source: Data from 1 April 2020 to 31 March 2021 is based on Athena crime data as of 19 November 2021.

Data from 1 April 2021 to 31 March 2022 is based on Athena Crime data as of 22 November 2022.

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			
	2020/2021		2021/2022	
	Number	% of total	Number	% of total
White	9,871	45.6%	8,628	39.9%
Black	247	1.1%	271	1.2%
Asian	284	1.3%	253	1.3%
Mixed	147	0.7%	138	0.6%
Other	124	0.6%	81	0.4%
Unknown	11,016	50.8%	12,228	56.6%
Total	21,689		21,599	

Gender	Victims			
	2020/2021		2021/2022	
	Number.	% of total	Number	% of total
Female	14,907	70.0%	14,976	69.3%
Male	6,696	29.3%	6,574	30.4%
Unknown	86	1.0%	49	0.2%
Total	21,689		21,599	

Source: Data between 1 April 2020 and 31 March 2021 is based on Athena crime data as of 18 November 2021.

Data between 1 April 2021 to 31 March 2022 is based on Athena Crime data as of 22 November 2022.

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

Complaints

	2020/2021	2021/2022
Total complainants	3,147	3,263

Gender	2020/2021	2021/2022
Male	1,579	1,724
Female	1,255	1,420
Other	4	4
Not stated	309	102

Age	2020/2021	2021/2022
0-19	85	76
20-29	395	424
30-39	606	713
40-49	558	617
50-59	528	569
60+	342	421
Unknown / not stated	633	443

Ethnicity - Self defined	2020/2021	2021/2022
Any other Asian background	44	42
Any other black background	21	17
Any other mixed background	23	17
Asian Bangladeshi	5	8
Asian Indian	34	39
Asian Pakistani	8	10
Black African	47	58
Black Caribbean	18	23
Chinese	4	2
Other white	91	161
White and Asian	6	12
White and black African	6	8
White and black Caribbean	13	11
White British	1,648	1,989
White Gypsy or Irish Traveller	13	14
White Irish	17	21
Any other ethnic group	12	20
Unknown/not stated	1,134	804

Sexual orientation	2020/2021	2021/2022
Bisexual	37	34
Gay/lesbian	35	53
Heterosexual	1,175	1,813
Other	11	19
Unknown/not stated	1,889	1,344

Religion/belief	2020/2021	2021/2022
Buddhist	9	11
Christian	445	625
Hindu	9	3
Muslim	38	46
Jewish	8	6
Sikh	10	26
Other	39	61
No religion	667	1,026
Unknown/not stated	1,922	1,459

Disability	2020/2021	2021/2022
Hearing	8	19
Learning disability	53	100
Long standing illness	31	79
Mental health condition	206	394
Mobility/physical	126	191
None	913	1,446
Other	55	116
Sight	7	9
Unknown/not stated	1,864	1,144

Custody 2021/22:

Between 1 April 2021 and 31 March 2022 Kent Police detained **25,459** people in police custody. This was a decrease of **2,507** from the previous 12 months, equalling a decrease of **9.0%**. 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 gender, the proportion of male detainees to female detainees is **four to one** for both financial years. 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 21/22, with **31.4%** 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 **4.8%** of detainees in the latest financial year 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 2020 to 31 March 2021 and 1 April 2021 and 31 March 2022:

Age group	2020/2021		2021/2022	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Under 18	1,427	5.1%	1,220	4.8%
18 to 25	6,505	23.3%	5,721	22.5%
26 to 35	8,861	31.7%	8,003	31.4%
36 to 45	6,336	22.7%	5,804	22.8%
46 to 55	3,337	11.9%	3,178	12.5%
56 to 65	1,167	4.2%	1,211	4.8%
66 to 75	271	1.0%	269	1.1%
76 to 85	58	0.2%	47	0.2%
86 to 95	1	0.0%	4	0.0%
Unknown	3	0.0%	2	0.0%

Gender	2020/2021		2021/2022	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Female	4,738	16.9%	4,058	15.94%
Male	23,181	82.9%	21,348	83.85%
Not recorded	47	0.2%	53	0.2%

Ethnic appearance	2020/2021		2021/2022	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Asian	833	3.0%	824	3.2%
Black	1,700	6.1%	1,775	7.0%
Chinese, Japanese or southeast Asian	81	0.3%	71	0.3%
Middle eastern	145	0.5%	199	0.8%
Unknown	1,337	4.8%	773	3.0%
White - north European	21,677	77.5%	20,052	78.8%
White - south European	994	3.6%	1,312	5.2%
Not recorded	1,199	4.3%	453	1.8%

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, **1,054** detentions were refused in the reporting period, 334 more (+46.4%) than the previous 12 months.

Gender	2020/2021		2021/2022	
	Number of refused detentions	Proportion of refused detentions	Number of refused detentions	Proportion of refused detentions
Female	214	27.6%	287	27.2%
Male	553	71.4%	752	71.3%
Not recorded	8	1.0%	15	1.4%

Of those refused detention in the previous two financial years, the data overleaf shows that the biggest age group refused detention was under 18s, in line with the national strategy. Of the 1,502 children arrested and presented to custody in the last financial year, 18.8% were refused detention, amounting to 26.8% of all detentions refused.

Age group	2020/2021		2021/2022	
	Number of detentions	Proportion of detentions	Number of detentions	Proportion of detentions
Under 18	214	27.6%	282	26.8%
18 to 25	140	18.1%	190	18.0%
26 to 35	144	18.6%	218	20.7%
36 to 45	142	18.3%	165	15.7%
46 to 55	80	10.3%	121	11.5%
56 to 65	38	4.9%	41	3.9%
66 to 75	11	1.4%	21	2.0%
76 to 85	5	0.6%	8	0.8%
86 to 95	1	0.1%	1	0.1%
Unknown	0	0.0%	7	0.7%