HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:04/11/2026

2026/1125 – Employment

In response to your recent request for information regarding;

Under the Freedom of Information Act 2000, I request the following recorded information in relation to police officers and staff employed by your force.

Please provide the following information for each calendar year from 2015 to 2025, or the most recent period for which data are available.

Police officers by age group

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of police officers employed as of 31st December (or the nearest available annual workforce snapshot), broken down by:

* **age group.**

Staff joining the Police Service

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of police officers and police staff joining the force and, where available, the percentage that each category represents of all joiners in that year, broken down by:

* **ethnic group;**
* **sex;**
* **age group; and**
* **rank or grade, as appropriate.**

Staff leaving the Police Service

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of police officers and police staff leaving the force and, where available, the percentage that each category represents of all leavers in that year, broken down by:

* **ethnic group;**
* **sex;**
* **age group; and**
* **rank or grade, as appropriate.**

Please include any categories recorded as unknown, not stated, other, or missing.

Where percentages are provided, please provide the denominator and the underlying numerical totals used to calculate those percentages.

Please provide the information in an electronic format (such as Excel or CSV), together with any accompanying definitions, metadata, data dictionaries or explanatory notes necessary to interpret the data.

If calendar-year data are unavailable, financial-year data covering the same period would be acceptable.

If any part of this request exceeds the appropriate cost limit under the Freedom of Information Act 2000, please provide any information that can be disclosed within the limit and advise how the remaining request might be refined.

Please find attached.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/11/2026

Please provide the following information for each calendar year from 2015 to 2025, or the most recent period for which data are

Police officers by age group

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of

* **age group.**

(Financial year at 1st April - 31st March yyyy)

Age Grou	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
under26	50	39	34	74	66	69	86	105
26-40	633	624	665	706	699	723	782	833
41-55	842	824	791	757	739	766	780	773
over 55	37	40	45	51	41	35	34	38
Grand To	1562	1527	1535	1588	1545	1593	1682	1749

Staff joining the Police Service

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of

* **ethnic group;**
* **sex;**
* **age group; and**
* **rank or grade, as appropriate.**

CALENDA	2015		2016		2017		2018	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
MISC		0.00%		0.00%		0.00%		0.00%

OFFICER	28	14.81%	59	20.21%	102	25.76%	84	23.46%
PCSO	20	10.58%	27	9.25%	46	11.62%	21	5.87%
SPECIAL	59	31.22%	64	21.92%	79	19.95%	78	21.79%
STAFF	63	33.33%	116	39.73%	167	42.17%	174	48.60%
VOLUNTE	19	10.05%	26	8.90%	2	0.51%	1	0.28%
Grand Tot	**189**	**100.00%**	**292**	**100.00%**	**396**	**100.00%**	**358**	**100.00%**

ETHNICITY

	CALENDAR YEAR	**2015**		**2016**		**2017**		**2018**
Role	**Ethnicity (No Blanks)**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**
MISC	No Data		0.00%		0.00%		0.00%	
	UNKNOWN		0.00%		0.00%		0.00%	
	WHITE BRITISH		0.00%		0.00%		0.00%	
MISC Total			**0.00%**		**0.00%**		**0.00%**	
OFFICER	ANY OTH ETHNIC GROUP		0.00%		0.00%		0.00%	1
	ASIAN BRITISH BANGLADESHI		0.00%		0.00%		0.00%	
	ASIAN INDIAN		0.00%		0.00%		0.00%	
	BLACK CARIBBEAN		0.00%		0.00%		0.00%	
	MIXED ANY OTHER MIXED ETHNIC BGND		0.00%		0.00%		0.00%	
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND		0.00%		0.00%		0.00%	
	MIXED WHITE AND ASIAN		0.00%		0.00%		0.00%	
	MIXED WHITE AND BLACK AFRICAN		0.00%		0.00%		0.00%	
	MIXED WHITE AND BLACK CARIBBEAN		0.00%		0.00%	1	0.25%	
	No Data	3	1.59%	12	4.11%		0.00%	5
	OTHER ETHNIC GROUP - ANY OTHER		0.00%		0.00%		0.00%	
	OTHER ETHNIC GROUP - ARAB	1	0.53%		0.00%		0.00%	
	PREFER NOT TO SAY		0.00%		0.00%		0.00%	
	UNKNOWN		0.00%	15	5.14%	13	3.28%	2

	WHITE ANY OTHER WHITE BGND		0.00%		0.00%	1	0.25%	
	WHITE BRITISH	13	6.88%	21	7.19%	40	10.10%	39
	WHITE ENGLISH	1	0.53%	1	0.34%	3	0.76%	
	WHITE IRISH	1	0.53%		0.00%		0.00%	1
	WHITE NORTHERN IRISH		0.00%		0.00%		0.00%	
	WHITE SCOTTISH		0.00%		0.00%		0.00%	
	WHITE WELSH	9	4.76%	10	3.42%	44	11.11%	36
OFFICER Total		**28**	**14.81%**	**59**	**20.21%**	**102**	**25.76%**	**84**
PCSO	BLACK ANY OTHER BLACK BGND		0.00%		0.00%		0.00%	
	No Data	1	0.53%		0.00%		0.00%	
	PREFER NOT TO SAY		0.00%		0.00%		0.00%	
	UNKNOWN		0.00%		0.00%	1	0.25%	
	WHITE ANY OTHER WHITE BGND		0.00%		0.00%		0.00%	
	WHITE BRITISH	14	7.41%	12	4.11%	22	5.56%	8
	WHITE ENGLISH		0.00%		0.00%		0.00%	1
	WHITE NORTHERN IRISH		0.00%	1	0.34%		0.00%	
	WHITE WELSH	5	2.65%	14	4.79%	23	5.81%	12
PCSO Total		**20**	**10.58%**	**27**	**9.25%**	**46**	**11.62%**	**21**
SPECIAL	BLACK AFRICAN		0.00%		0.00%		0.00%	
	BLACK ANY OTHER BLACK BGND		0.00%		0.00%		0.00%	
	MIXED WHITE & ASIAN		0.00%		0.00%		0.00%	1
	No Data		0.00%		0.00%	1	0.25%	
	OTHER ETHNIC GROUP - ANY OTHER		0.00%		0.00%		0.00%	
	OTHER ETHNIC GROUP - ARAB		0.00%		0.00%		0.00%	
	PREFER NOT TO SAY		0.00%		0.00%		0.00%	
	UNKNOWN		0.00%		0.00%		0.00%	
	WHITE ANY OTH WHITE BGND		0.00%	1	0.34%	1	0.25%	3
	WHITE ANY OTHER WHITE BGND		0.00%		0.00%		0.00%	1
	WHITE BRITISH	26	13.76%	36	12.33%	47	11.87%	37
	WHITE ENGLISH		0.00%		0.00%		0.00%	
	WHITE IRISH		0.00%		0.00%	1	0.25%	

	WHITE SCOTTISH		0.00%		0.00%		0.00%	
	WHITE WELSH	33	17.46%	27	9.25%	29	7.32%	36
SPECIAL Total		**59**	**31.22%**	**64**	**21.92%**	**79**	**19.95%**	**78**
STAFF	ASIAN BRITISH CHINESE		0.00%		0.00%		0.00%	
	ASIAN BRITISH INDIAN		0.00%		0.00%		0.00%	
	ASIAN BRITISH PAKISTANI		0.00%		0.00%		0.00%	
	BLACK AFRICAN		0.00%		0.00%		0.00%	
	BLACK ANY OTHER BLACK BGND		0.00%		0.00%		0.00%	
	BLACK BRITISH AFRICAN		0.00%		0.00%		0.00%	
	BLACK BRITISH CARIBBEAN		0.00%		0.00%		0.00%	
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND		0.00%		0.00%		0.00%	
	MIXED WHITE AND ASIAN	1	0.53%		0.00%		0.00%	1
	MIXED WHITE AND BLACK AFRICAN		0.00%		0.00%		0.00%	1
	No Data	11	5.82%	11	3.77%	8	2.02%	6
	OTHER ETHNIC GROUP - ARAB		0.00%		0.00%		0.00%	
	PREFER NOT TO DISCLOSE		0.00%		0.00%	1	0.25%	
	PREFER NOT TO SAY		0.00%	1	0.34%		0.00%	
	UNKNOWN	1	0.53%	3	1.03%		0.00%	
	White - English/Welsh/Scottish/N Irish	1	0.53%		0.00%		0.00%	
	WHITE ANY OTH WHITE BGND		0.00%		0.00%	1	0.25%	1
	WHITE ANY OTHER WHITE BGND		0.00%	1	0.34%		0.00%	
	WHITE BRITISH	25	13.23%	49	16.78%	79	19.95%	78
	WHITE ENGLISH		0.00%	4	1.37%	8	2.02%	7
	WHITE IRISH		0.00%		0.00%		0.00%	
	WHITE SCOTTISH		0.00%		0.00%		0.00%	1
	WHITE WELSH	24	12.70%	47	16.10%	70	17.68%	79
STAFF Total		**63**	**33.33%**	**116**	**39.73%**	**167**	**42.17%**	**174**
VOLUNTI	ASIAN PAKISTANI		0.00%		0.00%		0.00%	
	MIXED WHITE & ASIAN		0.00%	1	0.34%		0.00%	
	No Data		0.00%		0.00%	1	0.25%	
	UNKNOWN		0.00%		0.00%		0.00%	

	WHITE ANY OTHER WHITE BGND		0.00%		0.00%		0.00%	
	WHITE BRITISH	5	2.65%	16	5.48%	1	0.25%	
	WHITE ENGLISH	2	1.06%	1	0.34%		0.00%	
	WHITE IRISH		0.00%		0.00%		0.00%	
	WHITE WELSH	12	6.35%	8	2.74%		0.00%	1
VOLUNTEER Total		**19**	**10.05%**	**26**	**8.90%**	**2**	**0.51%**	**1**
Grand Total		**189**	**100.00%**	**292**	**100.00%**	**396**	**100.00%**	**358**

SEX

SEX	**CALENDAR YEAR**	**2015**		**2016**		**2017**		**2018**
Role	**Legal Sex**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
MISC	F		0.00%		0.00%		0.00%	
	M		0.00%		0.00%		0.00%	
MISC Total			**0.00%**		**0.00%**		**0.00%**	
OFFICER	F	15	7.94%	22	7.53%	36	9.09%	32
	M	13	6.88%	37	12.67%	66	16.67%	52
	(blank)		0.00%		0.00%		0.00%	
OFFICER Total		**28**	**14.81%**	**59**	**20.21%**	**102**	**25.76%**	**84**
PCSO	F	11	5.82%	14	4.79%	28	7.07%	11
	M	9	4.76%	13	4.45%	18	4.55%	10
PCSO Total		20	10.58%	27	9.25%	46	11.62%	21
SPECIAL	F	32	16.93%	32	10.96%	37	9.34%	38
	M	27	14.29%	32	10.96%	42	10.61%	40
SPECIAL Total		**59**	**31.22%**	**64**	**21.92%**	**79**	**19.95%**	**78**
STAFF	F	35	18.52%	68	23.29%	85	21.46%	109
	M	28	14.81%	48	16.44%	82	20.71%	65
STAFF Total		**63**	**33.33%**	**116**	**39.73%**	**167**	**42.17%**	**174**
VOLUNTEI	F	12	6.35%	11	3.77%	1	0.25%	1
	M	7	3.70%	15	5.14%	1	0.25%	

VOLUNTEER Total		**19**	**10.05%**	**26**	**8.90%**	**2**	**0.51%**	**1**
Grand Total		**189**	**100.00%**	**292**	**100.00%**	**396**	**100.00%**	**358**

AGE GROUP

	CALENDAR YEAR	**2015**		**2016**		**2017**		**2018**
Age group	**Role**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
0	MISC		0.00%		0.00%		0.00%	
	OFFICER	3	1.59%	12	4.11%		0.00%	5
	STAFF	1	0.53%	1	0.34%	1	0.25%	
0 Total		**4**	**2.12%**	**13**	**4.45%**	**1**	**0.25%**	**5**
under26	MISC		0.00%		0.00%		0.00%	
	OFFICER	5	2.65%	10	3.42%	45	11.36%	27
	PCSO	10	5.29%	11	3.77%	27	6.82%	10
	SPECIAL	50	26.46%	49	16.78%	58	14.65%	63
	STAFF	21	11.11%	33	11.30%	51	12.88%	46
	VOLUNTEER	6	3.17%	8	2.74%		0.00%	1
under26 Total		**92**	**48.68%**	**111**	**38.01%**	**181**	**45.71%**	**147**
26-40	MISC		0.00%		0.00%		0.00%	
	OFFICER	16	8.47%	27	9.25%	51	12.88%	46
	PCSO	8	4.23%	12	4.11%	13	3.28%	8
	SPECIAL	8	4.23%	11	3.77%	17	4.29%	14
	STAFF	9	4.76%	33	11.30%	39	9.85%	43
	VOLUNTEER	3	1.59%	5	1.71%		0.00%	
26-40 Total		**44**	**23.28%**	**88**	**30.14%**	**120**	**30.30%**	**111**
41-55	MISC		0.00%		0.00%		0.00%	
	OFFICER	4	2.12%	10	3.42%	6	1.52%	6
	PCSO	2	1.06%	4	1.37%	6	1.52%	3
	SPECIAL	1	0.53%	4	1.37%	4	1.01%	1
	STAFF	25	13.23%	37	12.67%	59	14.90%	64
	VOLUNTEER	4	2.12%	7	2.40%	2	0.51%	

41-55 Total		**36**	**19.05%**	**62**	**21.23%**	**77**	**19.44%**	**74**
over 55	MISC		0.00%		0.00%		0.00%	
	OFFICER		0.00%		0.00%		0.00%	
	PCSO		0.00%		0.00%		0.00%	
	SPECIAL		0.00%		0.00%		0.00%	
	STAFF	7	3.70%	12	4.11%	17	4.29%	21
	VOLUNTEER	6	3.17%	6	2.05%		0.00%	
over 55 Total		**13**	**6.88%**	**18**	**6.16%**	**17**	**4.29%**	**21**
Grand Total		**189**	**100.00%**	**292**	**100.00%**	**396**	**100.00%**	**358**

RANK/GRADE

	CALENDAR YEAR	**2015**		**2016**		**2017**		**2018**
Role	**Rank/Grade**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
MISC	SO1-SO2		0.00%		0.00%		0.00%	
	OTHER non NWP Grades		0.00%		0.00%		0.00%	
	(blank)		0.00%		0.00%		0.00%	
MISC Total			**0.00%**		**0.00%**		**0.00%**	
OFFICER	CONSTABLE	26	13.76%	58	19.86%	102	25.76%	79
	SERGEANT	2	1.06%	1	0.34%		0.00%	3
	INSPECTOR		0.00%		0.00%		0.00%	1
	SUPERINTENDENT		0.00%		0.00%		0.00%	
	CHIEF OFFICERS		0.00%		0.00%		0.00%	1
	OTHER non NWP Grades		0.00%		0.00%		0.00%	
OFFICER Total		**28**	**14.81%**	**59**	**20.21%**	**102**	**25.76%**	**84**
PCSO	PCSO	20	10.58%	27	9.25%	46	11.62%	21
PCSO Total		**20**	**10.58%**	**27**	**9.25%**	**46**	**11.62%**	**21**
SPECIAL	SPECIAL	14	7.41%	30	10.27%	78	19.70%	78
	(blank)	45	23.81%	34	11.64%	1	0.25%	

SPECIAL Total		**59**	**31.22%**	**64**	**21.92%**	**79**	**19.95%**	**78**
STAFF	Agency	11	5.82%	2	0.68%		0.00%	
	RLW(Real Living Wage)		0.00%		0.00%		0.00%	
	Modern Apprentice to Scale 6	38	20.11%	93	31.85%	115	29.04%	123
	SO1-SO2	7	3.70%	11	3.77%	32	8.08%	26
	PO (A-C)	1	0.53%	4	1.37%	11	2.78%	5
	PO(D) to CEO	1	0.53%	3	1.03%	8	2.02%	17
	OTHER non NWP Grades	2	1.06%	2	0.68%		0.00%	
	VOLUNTEER		0.00%		0.00%	1	0.25%	3
	(blank)	3	1.59%	1	0.34%		0.00%	
STAFF Total		**63**	**33.33%**	**116**	**39.73%**	**167**	**42.17%**	**174**
VOLUNTEI	VOLUNTEER	4	2.12%	4	1.37%	2	0.51%	1
	(blank)	15	7.94%	22	7.53%		0.00%	
VOLUNTEER Total		**19**	**10.05%**	**26**	**8.90%**	**2**	**0.51%**	**1**
Grand Total		**189**	**100.00%**	**292**	**100.00%**	**396**	**100.00%**	**358**

Staff leaving the Police Service

For each calendar year from 2015 to 2025, or the most recent period for which data are available, please provide the number of

* **ethnic group;**
* **sex;**
* **age group; and**
* **rank or grade, as appropriate.**

	2015		2016		2017		2018	
Officer/Sta	**Headcount**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**

AGENCY	34	19.10%	30	11.03%	71	25.54%	49	14.76%
OFFICER	60	33.71%	94	34.56%	84	30.22%	107	32.23%
OTHER		0.00%		0.00%		0.00%		0.00%
SPECIAL	18	10.11%	29	10.66%	60	21.58%	72	21.69%
STAFF	65	36.52%	105	38.60%	59	21.22%	89	26.81%
VOLUNTEI	1	0.56%	14	5.15%	4	1.44%	15	4.52%
Grand Tot	**178**	**100.00%**	**272**	**100.00%**	**278**	**100.00%**	**332**	**100.00%**

ETHNIC GROUP

	Calendar Year	2015		2016		2017		20
ROLE	Ethnic Code Desc	Headcoun	%	Headcoun	%	Headcoun	%	Headcount
AGENCY	1. White - English / Welsh / Scottish / Northern Irish / British	16	8.99%	21	7.72%	53	19.06%	40
	16. Black - English / Welsh / Scottish / Northern Irish / British		0.00%		0.00%		0.00%	
	19. Black - Any other Black / African / Caribbean background		0.00%		0.00%		0.00%	
	2. White - Irish		0.00%		0.00%		0.00%	
	22. Prefer not to say		0.00%	1	0.37%		0.00%	
	22. Prefer not to say		0.00%		0.00%		0.00%	
	23. Unknown	18	10.11%	8	2.94%	18	6.47%	8
	5. White - Any other White background		0.00%		0.00%		0.00%	1
AGENCY Total		**34**	**19.10%**	**30**	**11.03%**	**71**	**25.54%**	**49**
OFFICER	1. White - English / Welsh / Scottish / Northern Irish / British	51	28.65%	89	32.72%	72	25.90%	90
	15. Asian - Any other Asian background	1	0.56%		0.00%		0.00%	
	2. White - Irish		0.00%		0.00%		0.00%	
	22. Prefer not to say		0.00%		0.00%		0.00%	
	23. Unknown	5	2.81%	5	1.84%	11	3.96%	15
	5. White - Any other White background	2	1.12%		0.00%		0.00%	2
	6. Mixed - White and Black Caribbean		0.00%		0.00%	1	0.36%	

	8. Mixed - White and Asian	1	0.56%		0.00%		0.00%	
	9. Mixed - Any other Mixed / multiple ethnic background		0.00%		0.00%		0.00%	
	Other - Any other ethnic group		0.00%		0.00%		0.00%	
OFFICER Total		**60**	**33.71%**	**94**	**34.56%**	**84**	**30.22%**	**107**
OTHER	1. White - English / Welsh / Scottish / Northern Irish / British		0.00%		0.00%		0.00%	
	23. Unknown		0.00%		0.00%		0.00%	
OTHER Total			**0.00%**		**0.00%**		**0.00%**	
SPECIAL	1. White - English / Welsh / Scottish / Northern Irish / British	18	10.11%	29	10.66%	60	21.58%	70
	17. Black - African		0.00%		0.00%		0.00%	
	19. Black - Any other Black / African / Caribbean background		0.00%		0.00%		0.00%	
	2. White - Irish		0.00%		0.00%		0.00%	
	20. Other - Arab		0.00%		0.00%		0.00%	
	22. Prefer not to say		0.00%		0.00%		0.00%	
	23. Unknown		0.00%		0.00%		0.00%	1
	5. White - Any other White background		0.00%		0.00%		0.00%	1
	8. Mixed - White and Asian		0.00%		0.00%		0.00%	
SPECIAL Total		**18**	**10.11%**	**29**	**10.66%**	**60**	**21.58%**	**72**
STAFF	1. White - English / Welsh / Scottish / Northern Irish / British	59	33.15%	99	36.40%	49	17.63%	74
	2. White - Irish		0.00%		0.00%		0.00%	
	20. Other - Arab		0.00%		0.00%		0.00%	
	22. Prefer not to say		0.00%		0.00%		0.00%	
	23. Unknown	3	1.69%	6	2.21%	9	3.24%	14
	5. White - Any other White background	2	1.12%		0.00%		0.00%	
	6. Mixed - White and Black Caribbean		0.00%		0.00%		0.00%	1
	7. Mixed - White and Black African		0.00%		0.00%	1	0.36%	
	9. Mixed - Any other Mixed / multiple ethnic background	1	0.56%		0.00%		0.00%	
STAFF Total		**65**	**36.52%**	**105**	**38.60%**	**59**	**21.22%**	**89**
VOLUNTEI	1. White - English / Welsh / Scottish / Northern Irish / British	1	0.56%	14	5.15%	4	1.44%	14
	12. Asian - Pakistani		0.00%		0.00%		0.00%	
	23. Unknown		0.00%		0.00%		0.00%	
	8. Mixed - White and Asian		0.00%		0.00%		0.00%	1

VOLUNTEER Total	**1**	**0.56%**	**14**	**5.15%**	**4**	**1.44%**	**15**
Grand Total	**178**	**100.00%**	**272**	**100.00%**	**278**	**100.00%**	**332**

SEX

Year of Em Values

	Calendar Year	**2015**		**2016**		**2017**		**20**
ROLE	**SEX**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**
AGENCY	F	15	8.43%	19	6.99%	35	12.59%	24
	M	19	10.67%	11	4.04%	36	12.95%	25
AGENCY Total		34	19.10%	30	11.03%	71	25.54%	49
OFFICER	F	9	5.06%	28	10.29%	21	7.55%	24
	M	51	28.65%	66	24.26%	63	22.66%	83
	(blank)		0.00%		0.00%		0.00%	
OFFICER Total		60	33.71%	94	34.56%	84	30.22%	107
OTHER	F		0.00%		0.00%		0.00%	
	M		0.00%		0.00%		0.00%	
OTHER Total			0.00%		0.00%		0.00%	
SPECIAL	F	10	5.62%	17	6.25%	32	11.51%	30
	M	8	4.49%	12	4.41%	28	10.07%	42
SPECIAL Total		18	10.11%	29	10.66%	60	21.58%	72
STAFF	F	43	24.16%	67	24.63%	38	13.67%	59
	M	22	12.36%	38	13.97%	21	7.55%	30
STAFF Total		65	36.52%	105	38.60%	59	21.22%	89
VOLUNTEI	F	1	0.56%	6	2.21%	2	0.72%	10
	M		0.00%	8	2.94%	2	0.72%	5
VOLUNTEER Total		1	0.56%	14	5.15%	4	1.44%	15
Grand Total		178	100.00%	272	100.00%	278	100.00%	332

Age band

ROLE	Calendar Year / AGE GROUP	2015 Headcount	2015 %	2016 Headcount	2016 %	2017 Headcount	2017 %	20 Headcount
AGENCY	under26	9	5.06%	9	3.31%	22	7.91%	18
	26-40	7	3.93%	3	1.10%	11	3.96%	7
	41-55	14	7.87%	10	3.68%	25	8.99%	14
	over 55	4	2.25%	8	2.94%	12	4.32%	9
	(Unknown)		0.00%		0.00%	1	0.36%	1
AGENCY Total		34	19.10%	30	11.03%	71	25.54%	49
OFFICER	under26		0.00%		0.00%		0.00%	1
	26-40	8	4.49%	10	3.68%	8	2.88%	15
	41-55	40	22.47%	70	25.74%	60	21.58%	68
	over 55	7	3.93%	9	3.31%	5	1.80%	8
	(Unknown)	5	2.81%	5	1.84%	11	3.96%	15
OFFICER Total		60	33.71%	94	34.56%	84	30.22%	107
OTHER	under26		0.00%		0.00%		0.00%	
	26-40		0.00%		0.00%		0.00%	
	41-55		0.00%		0.00%		0.00%	
	over 55		0.00%		0.00%		0.00%	
	(Unknown)		0.00%		0.00%		0.00%	
OTHER Total			0.00%		0.00%		0.00%	
SPECIAL	under26	13	7.30%	20	7.35%	41	14.75%	51
	26-40	4	2.25%	8	2.94%	15	5.40%	19
	41-55	1	0.56%	1	0.37%	4	1.44%	2
	over 55		0.00%		0.00%		0.00%	
SPECIAL Total		18	10.11%	29	10.66%	60	21.58%	72
STAFF	under26	8	4.49%	1	0.37%	8	2.88%	4
	26-40	20	11.24%	21	7.72%	17	6.12%	17
	41-55	18	10.11%	45	16.54%	8	2.88%	18

	over 55	19	10.67%	38	13.97%	24	8.63%	50
	(Unknown)		0.00%		0.00%	2	0.72%	
STAFF Total		65	36.52%	105	38.60%	59	21.22%	89
VOLUNTEI	under26	1	0.56%	4	1.47%	2	0.72%	3
	26-40		0.00%	4	1.47%		0.00%	6
	41-55		0.00%	1	0.37%	2	0.72%	3
	over 55		0.00%	5	1.84%		0.00%	3
VOLUNTEER Total		1	0.56%	14	5.15%	4	1.44%	15
Grand Total		178	100.00%	272	100.00%	278	100.00%	332

Rank/Grade

	Calendar Year	2015		2016		2017		20
ROLE	Rank/Grade	Headcoun	%	Headcoun	%	Headcoun	%	Headcoun
AGENCY	Blank Grade	1	0.56%		0.00%		0.00%	
	APPRENTICE, RLW, CLEANERS (Scale 1 to Scale 6)	9	5.06%	15	5.51%	52	18.71%	37
	SO1 to SO2		0.00%	4	1.47%	11	3.96%	8
	PO (A-C)	1	0.56%		0.00%	6	2.16%	3
	PO(D) to CEO		0.00%		0.00%	1	0.36%	1
	Other non NWP Grades	2	1.12%		0.00%	1	0.36%	
	AG£NCY SPECIFIC GRADE	21	11.80%	11	4.04%		0.00%	
AGENCY Total		34	19.10%	30	11.03%	71	25.54%	49
OFFICER	Blank Grade		0.00%		0.00%		0.00%	
	CONSTABLE	43	24.16%	67	24.63%	61	21.94%	78
	SERGEANT	12	6.74%	14	5.15%	15	5.40%	16
	INSPECTOR	2	1.12%	8	2.94%	7	2.52%	4

	CHIEF INSPECTOR		0.00%		0.00%	1	0.36%	2
	SUPERINTENDENT	2	1.12%	2	0.74%		0.00%	5
	CHIEF OFFICERS	1	0.56%	3	1.10%		0.00%	2
OFFICER Total		60	33.71%	94	34.56%	84	30.22%	107
OTHER	Blank Grade		0.00%		0.00%		0.00%	
	SO1 to SO2		0.00%		0.00%		0.00%	
OTHER Total			0.00%		0.00%		0.00%	
SPECIAL	Blank Grade	11	6.18%	22	8.09%	49	17.63%	9
	SC OFFICER	7	3.93%	7	2.57%	11	3.96%	63
SPECIAL Total		18	10.11%	29	10.66%	60	21.58%	72
STAFF	Blank Grade	3	1.69%		0.00%	2	0.72%	1
	APPRENTICE, RLW, CLEANERS (Scale 1 to Scale 6)	30	16.85%	48	17.65%	34	12.23%	46
	SO1 to SO2	9	5.06%	20	7.35%	7	2.52%	6
	PO (A-C)	2	1.12%	8	2.94%	4	1.44%	2
	PO(D) to CEO	3	1.69%	9	3.31%	3	1.08%	4
	PCSO	13	7.30%	10	3.68%	6	2.16%	11
	Other non NWP Grades	4	2.25%	9	3.31%	3	1.08%	16
	VOLUNTEER	1	0.56%	1	0.37%		0.00%	3
STAFF Total		65	36.52%	105	38.60%	59	21.22%	89
VOLUNTEI	Blank Grade	1	0.56%	14	5.15%	4	1.44%	13
	VOLUNTEER		0.00%		0.00%		0.00%	2
VOLUNTEER Total		1	0.56%	14	5.15%	4	1.44%	15
Grand Total		178	100.00%	272	100.00%	278	100.00%	332

e available.

police officers employed as of 31st December (or the nearest available annual workforce snapshot), broken down by:

2022/23	2023/24	2024/25	2026/26
129	147	154	164
851	883	882	888
778	736	745	706
26	34	38	49
1784	**1800**	**1819**	**1807**

police officers and police staff joining the force and, where available, the percentage that each category represents of all joiners

2019		2020		2021		2022		2023		2024		2025	
Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
	0.00%	17	4.99%	19	5.16%	6	1.73%	21	5.45%	23	6.37%	10	3.11%

81	28.93%	107	31.38%	124	33.70%	115	33.14%	120	31.17%	126	34.90%	69	21.43%
9	3.21%	30	8.80%	20	5.43%	15	4.32%	26	6.75%	24	6.65%	41	12.73%
71	25.36%	49	14.37%	50	13.59%	28	8.07%	17	4.42%	15	4.16%	23	7.14%
113	40.36%	135	39.59%	132	35.87%	172	49.57%	183	47.53%	159	44.04%	166	51.55%
6	2.14%	3	0.88%	23	6.25%	11	3.17%	18	4.68%	14	3.88%	13	4.04%
280	**100.00%**	**341**	**100.00%**	**368**	**100.00%**	**347**	**100.00%**	**385**	**100.00%**	**361**	**100.00%**	**322**	**100.00%**

	2019		**2020**		**2021**		**2022**		**2023**		**2024**		**20**
%	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**	**%**	**Headcount**
0.00%		0.00%		0.00%	19	5.16%	5	1.44%	19	4.94%	22	6.09%	10
0.00%		0.00%	17	4.99%		0.00%	1	0.29%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	2	0.52%	1	0.28%	
0.00%		**0.00%**	**17**	**4.99%**	**19**	**5.16%**	**6**	**1.73%**	**21**	**5.45%**	**23**	**6.37%**	**10**
0.28%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%	1	0.28%	
0.00%	1	0.36%	1	0.29%	2	0.54%		0.00%	1	0.26%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%	1	0.29%		0.00%		0.00%		0.00%		0.00%	
1.40%		0.00%	1	0.29%	4	1.09%	11	3.17%	5	1.30%	6	1.66%	7
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.28%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%	2	0.59%	2	0.54%		0.00%		0.00%		0.00%	
0.56%	9	3.21%	8	2.35%		0.00%		0.00%	2	0.52%	1	0.28%	

0.00%	1	0.36%	4	1.17%	1	0.27%	7	2.02%	2	0.52%		0.00%	1
10.89%	41	14.64%	41	12.02%	49	13.32%	71	20.46%	106	27.53%	108	29.92%	61
0.00%		0.00%	3	0.88%	2	0.54%	2	0.58%		0.00%	5	1.39%	
0.28%		0.00%	1	0.29%		0.00%	1	0.29%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%	1	0.29%		0.00%		0.00%		0.00%		0.00%	
10.06%	29	10.36%	44	12.90%	60	16.30%	23	6.63%	4	1.04%	4	1.11%	
23.46%	**81**	**28.93%**	**107**	**31.38%**	**124**	**33.70%**	**115**	**33.14%**	**120**	**31.17%**	**126**	**34.90%**	**69**
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.26%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%	1	0.29%	1	0.27%		0.00%		0.00%		0.00%	1
2.23%	5	1.79%	17	4.99%	9	2.45%	13	3.75%	24	6.23%	21	5.82%	36
0.28%		0.00%		0.00%	7	1.90%		0.00%		0.00%	2	0.55%	4
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
3.35%	3	1.07%	12	3.52%	3	0.82%	2	0.58%	1	0.26%	1	0.28%	
5.87%	**9**	**3.21%**	**30**	**8.80%**	**20**	**5.43%**	**15**	**4.32%**	**26**	**6.75%**	**24**	**6.65%**	**41**
0.00%		0.00%		0.00%		0.00%	1	0.29%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
0.28%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%	1	0.29%		0.00%		0.00%		0.00%		0.00%	
0.84%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.28%	1	0.36%	1	0.29%		0.00%	2	0.58%		0.00%	1	0.28%	2
10.34%	30	10.71%	21	6.16%	23	6.25%	22	6.34%	15	3.90%	14	3.88%	19
0.00%	1	0.36%	1	0.29%	1	0.27%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	

0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
10.06%	37	13.21%	25	7.33%	24	6.52%	3	0.86%	2	0.52%		0.00%	
21.79%	**71**	**25.36%**	**49**	**14.37%**	**50**	**13.59%**	**28**	**8.07%**	**17**	**4.42%**	**15**	**4.16%**	**23**
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%		0.00%		0.00%		0.00%	1	0.29%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%	1	0.29%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.26%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.26%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.26%		0.00%	
0.28%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.28%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
1.68%	2	0.71%	2	0.59%	11	2.99%	5	1.44%	11	2.86%	13	3.60%	3
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%	1	0.36%	1	0.29%		0.00%	1	0.29%		0.00%		0.00%	
0.00%	2	0.71%	2	0.59%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.28%		0.00%	1	0.29%		0.00%		0.00%		0.00%		0.00%	
0.00%	1	0.36%	1	0.29%		0.00%	3	0.86%	3	0.78%	1	0.28%	
21.79%	63	22.50%	51	14.96%	73	19.84%	121	34.87%	154	40.00%	126	34.90%	141
1.96%	5	1.79%	9	2.64%	6	1.63%	6	1.73%		0.00%	6	1.66%	9
0.00%	1	0.36%		0.00%		0.00%	2	0.58%		0.00%	1	0.28%	1
0.28%	1	0.36%	2	0.59%	1	0.27%	1	0.29%		0.00%	1	0.28%	1
22.07%	37	13.21%	66	19.35%	41	11.14%	31	8.93%	12	3.12%	11	3.05%	8
48.60%	**113**	**40.36%**	**135**	**39.59%**	**132**	**35.87%**	**172**	**49.57%**	**183**	**47.53%**	**159**	**44.04%**	**166**
0.00%		0.00%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.27%		0.00%	6	1.56%	5	1.39%	4
0.00%		0.00%	1	0.29%	3	0.82%		0.00%		0.00%		0.00%	

0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%	2	0.71%	2	0.59%	7	1.90%	9	2.59%	9	2.34%	8	2.22%	4
0.00%	1	0.36%		0.00%	1	0.27%		0.00%	1	0.26%	1	0.28%	1
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	2
0.28%	3	1.07%		0.00%	10	2.72%	2	0.58%	2	0.52%		0.00%	1
0.28%	**6**	**2.14%**	**3**	**0.88%**	**23**	**6.25%**	**11**	**3.17%**	**18**	**4.68%**	**14**	**3.88%**	**13**
100.00%	**280**	**100.00%**	**341**	**100.00%**	**368**	**100.00%**	**347**	**100.00%**	**385**	**100.00%**	**361**	**100.00%**	**322**

	2019		**2020**		**2021**		**2022**		**2023**		**2024**		**2025**
%	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
0.00%		0.00%	15	4.40%	14	3.80%	5	1.44%	18	4.68%	18	4.99%	3
0.00%		0.00%	2	0.59%	5	1.36%	1	0.29%	3	0.78%	5	1.39%	7
0.00%		**0.00%**	**17**	**4.99%**	**19**	**5.16%**	**6**	**1.73%**	**21**	**5.45%**	**23**	**6.37%**	**10**
8.94%	31	11.07%	30	8.80%	56	15.22%	41	11.82%	54	14.03%	54	14.96%	31
14.53%	50	17.86%	77	22.58%	68	18.48%	74	21.33%	66	17.14%	71	19.67%	38
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.28%	
23.46%	**81**	**28.93%**	**107**	**31.38%**	**124**	**33.70%**	**115**	**33.14%**	**120**	**31.17%**	**126**	**34.90%**	**69**
3.07%	7	2.50%	16	4.69%	13	3.53%	5	1.44%	10	2.60%	18	4.99%	25
2.79%	2	0.71%	14	4.11%	7	1.90%	10	2.88%	16	4.16%	6	1.66%	16
5.87%	9	3.21%	30	8.80%	20	5.43%	15	4.32%	26	6.75%	24	6.65%	41
10.61%	27	9.64%	27	7.92%	25	6.79%	12	3.46%	6	1.56%	10	2.77%	9
11.17%	44	15.71%	22	6.45%	25	6.79%	16	4.61%	11	2.86%	5	1.39%	14
21.79%	**71**	**25.36%**	**49**	**14.37%**	**50**	**13.59%**	**28**	**8.07%**	**17**	**4.42%**	**15**	**4.16%**	**23**
30.45%	65	23.21%	81	23.75%	78	21.20%	108	31.12%	113	29.35%	93	25.76%	100
18.16%	48	17.14%	54	15.84%	54	14.67%	64	18.44%	70	18.18%	66	18.28%	66
48.60%	**113**	**40.36%**	**135**	**39.59%**	**132**	**35.87%**	**172**	**49.57%**	**183**	**47.53%**	**159**	**44.04%**	**166**
0.28%	3	1.07%	2	0.59%	12	3.26%	4	1.15%	6	1.56%	9	2.49%	3
0.00%	3	1.07%	1	0.29%	11	2.99%	7	2.02%	12	3.12%	5	1.39%	10

0.28%	**6**	**2.14%**	**3**	**0.88%**	**23**	**6.25%**	**11**	**3.17%**	**18**	**4.68%**	**14**	**3.88%**	**13**
100.00%	**280**	**100.00%**	**341**	**100.00%**	**368**	**100.00%**	**347**	**100.00%**	**385**	**100.00%**	**361**	**100.00%**	**322**

	2019		2020		2021		2022		2023		2024		2025
%	Headcoun	%	Headcoun	%	Headcoun	%	Headcoun	%	Headcoun	%	Headcoun	%	Headcoun
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
1.40%		0.00%		0.00%		0.00%		0.00%	1	0.26%	4	1.11%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
1.40%		**0.00%**		**0.00%**		**0.00%**		**0.00%**	**1**	**0.26%**	**4**	**1.11%**	
0.00%		0.00%	2	0.59%		0.00%	2	0.58%	9	2.34%	2	0.55%	
7.54%	28	10.00%	35	10.26%	42	11.41%	47	13.54%	51	13.25%	59	16.34%	33
2.79%	2	0.71%	12	3.52%	8	2.17%	5	1.44%	15	3.90%	11	3.05%	25
17.60%	55	19.64%	30	8.80%	35	9.51%	17	4.90%	9	2.34%	11	3.05%	18
12.85%	24	8.57%	31	9.09%	32	8.70%	47	13.54%	39	10.13%	33	9.14%	47
0.28%	2	0.71%		0.00%	3	0.82%	2	0.58%	2	0.52%	3	0.83%	4
41.06%	**111**	**39.64%**	**110**	**32.26%**	**120**	**32.61%**	**120**	**34.58%**	**125**	**32.47%**	**119**	**32.96%**	**127**
0.00%		0.00%	8	2.35%	8	2.17%	3	0.86%	4	1.04%	10	2.77%	3
12.85%	46	16.43%	58	17.01%	68	18.48%	60	17.29%	52	13.51%	53	14.68%	31
2.23%	5	1.79%	18	5.28%	10	2.72%	10	2.88%	8	2.08%	10	2.77%	12
3.91%	7	2.50%	16	4.69%	12	3.26%	10	2.88%	7	1.82%	4	1.11%	2
12.01%	29	10.36%	36	10.56%	46	12.50%	49	14.12%	63	16.36%	52	14.40%	42
0.00%	2	0.71%	1	0.29%	5	1.36%	2	0.58%	1	0.26%	3	0.83%	3
31.01%	**89**	**31.79%**	**137**	**40.18%**	**149**	**40.49%**	**134**	**38.62%**	**135**	**35.06%**	**132**	**36.57%**	**93**
0.00%		0.00%	5	1.47%	8	2.17%	1	0.29%	4	1.04%	9	2.49%	5
1.68%	7	2.50%	14	4.11%	14	3.80%	8	2.31%	16	4.16%	10	2.77%	5
0.84%	2	0.71%		0.00%	2	0.54%		0.00%	2	0.52%	3	0.83%	4
0.28%	7	2.50%	3	0.88%	2	0.54%	1	0.29%	1	0.26%		0.00%	3
17.88%	47	16.79%	49	14.37%	36	9.78%	45	12.97%	51	13.25%	44	12.19%	52
0.00%	1	0.36%	2	0.59%	5	1.36%	4	1.15%	8	2.08%	1	0.28%	2

20.67%	**64**	**22.86%**	**73**	**21.41%**	**67**	**18.21%**	**59**	**17.00%**	**82**	**21.30%**	**67**	**18.56%**	**71**
0.00%		0.00%	2	0.59%	3	0.82%		0.00%	4	1.04%	2	0.55%	2
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.26%		0.00%	
0.00%	2	0.71%		0.00%	1	0.27%		0.00%		0.00%		0.00%	
5.87%	13	4.64%	19	5.57%	18	4.89%	31	8.93%	30	7.79%	30	8.31%	25
0.00%	1	0.36%		0.00%	10	2.72%	3	0.86%	7	1.82%	7	1.94%	4
5.87%	**16**	**5.71%**	**21**	**6.16%**	**32**	**8.70%**	**34**	**9.80%**	**42**	**10.91%**	**39**	**10.80%**	**31**
100.00%	**280**	**100.00%**	**341**	**100.00%**	**368**	**100.00%**	**347**	**100.00%**	**385**	**100.00%**	**361**	**100.00%**	**322**

	2019		**2020**		**2021**		**2022**		**2023**		**2024**		**2025**
%	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	2
0.00%		0.00%	17	4.99%	9	2.45%	6	1.73%	19	4.94%	12	3.32%	6
0.00%		0.00%		0.00%	10	2.72%		0.00%	2	0.52%	11	3.05%	2
0.00%		**0.00%**	**17**	**4.99%**	**19**	**5.16%**	**6**	**1.73%**	**21**	**5.45%**	**23**	**6.37%**	**10**
22.07%	78	27.86%	97	28.45%	120	32.61%	108	31.12%	115	29.87%	124	34.35%	66
0.84%		0.00%	7	2.05%	2	0.54%	3	0.86%	1	0.26%	1	0.28%	1
0.28%	1	0.36%	2	0.59%	2	0.54%	1	0.29%		0.00%		0.00%	1
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.28%		0.00%	1	0.29%		0.00%	3	0.86%	4	1.04%		0.00%	
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%	1	0.28%	1
23.46%	**81**	**28.93%**	**107**	**31.38%**	**124**	**33.70%**	**115**	**33.14%**	**120**	**31.17%**	**126**	**34.90%**	**69**
5.87%	9	3.21%	30	8.80%	20	5.43%	15	4.32%	26	6.75%	24	6.65%	41
5.87%	**9**	**3.21%**	**30**	**8.80%**	**20**	**5.43%**	**15**	**4.32%**	**26**	**6.75%**	**24**	**6.65%**	**41**
21.79%	71	25.36%	49	14.37%	50	13.59%	28	8.07%	17	4.42%	15	4.16%	23
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	

21.79%	**71**	**25.36%**	**49**	**14.37%**	**50**	**13.59%**	**28**	**8.07%**	**17**	**4.42%**	**15**	**4.16%**	**23**
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	3	0.83%	
34.36%	68	24.29%	81	23.75%	83	22.55%	133	38.33%	120	31.17%	100	27.70%	106
7.26%	22	7.86%	19	5.57%	19	5.16%	14	4.03%	16	4.16%	20	5.54%	37
1.40%	7	2.50%	12	3.52%	9	2.45%	12	3.46%	18	4.68%	9	2.49%	13
4.75%	14	5.00%	20	5.87%	16	4.35%	10	2.88%	15	3.90%	16	4.43%	7
0.00%	1	0.36%	3	0.88%	5	1.36%	2	0.58%	13	3.38%	10	2.77%	3
0.84%		0.00%		0.00%		0.00%	1	0.29%	1	0.26%	1	0.28%	
0.00%	1	0.36%		0.00%		0.00%		0.00%		0.00%		0.00%	
48.60%	**113**	**40.36%**	**135**	**39.59%**	**132**	**35.87%**	**172**	**49.57%**	**183**	**47.53%**	**159**	**44.04%**	**166**
0.28%	6	2.14%	3	0.88%	23	6.25%	11	3.17%	18	4.68%	14	3.88%	13
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.28%	**6**	**2.14%**	**3**	**0.88%**	**23**	**6.25%**	**11**	**3.17%**	**18**	**4.68%**	**14**	**3.88%**	**13**
100.00%	**280**	**100.00%**	**341**	**100.00%**	**368**	**100.00%**	**347**	**100.00%**	**385**	**100.00%**	**361**	**100.00%**	**322**

police officers and police staff leaving the force and, where available, the percentage that each category represents of all leavers

2019		2020		2021		2022		2023		2024		2025	
Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%

39	15.29%	48	19.35%	33	11.91%	28	8.95%	34	12.06%	15	6.22%	16	5.76%
53	20.78%	63	25.40%	72	25.99%	104	33.23%	93	32.98%	85	35.27%	114	41.01%
	0.00%		0.00%	8	2.89%	2	0.64%	5	1.77%	9	3.73%	5	1.80%
71	27.84%	53	21.37%	73	26.35%	75	23.96%	39	13.83%	24	9.96%	28	10.07%
88	34.51%	76	30.65%	88	31.77%	92	29.39%	99	35.11%	101	41.91%	112	40.29%
4	1.57%	8	3.23%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3	1.08%
255	**100.00%**	**248**	**100.00%**	**277**	**100.00%**	**313**	**100.00%**	**282**	**100.00%**	**241**	**100.00%**	**278**	**100.00%**

18	**2019**		**2020**		**2021**		**2022**		**2023**		**2024**		**20**
%	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**	**%**	**Headcoun**
12.05%	35	13.73%	39	15.73%	28	10.11%	25	7.99%	29	10.28%	15	6.22%	14
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.35%		0.00%	
0.00%		0.00%		0.00%		0.00%	1	0.32%		0.00%		0.00%	
0.00%		0.00%	1	0.40%		0.00%		0.00%	1	0.35%		0.00%	
0.00%		0.00%	1	0.40%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.36%		0.00%		0.00%		0.00%	
2.41%	4	1.57%	7	2.82%	4	1.44%	2	0.64%	3	1.06%		0.00%	2
0.30%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
14.76%	**39**	**15.29%**	**48**	**19.35%**	**33**	**11.91%**	**28**	**8.95%**	**34**	**12.06%**	**15**	**6.22%**	**16**
27.11%	47	18.43%	59	23.79%	66	23.83%	94	30.03%	76	26.95%	69	28.63%	83
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.00%		0.00%		0.00%	1	0.36%	1	0.32%	2	0.71%	1	0.41%	
0.00%		0.00%		0.00%	1	0.36%	1	0.32%		0.00%	1	0.41%	
4.52%	5	1.96%	4	1.61%	4	1.44%	6	1.92%	12	4.26%	10	4.15%	27
0.60%		0.00%		0.00%		0.00%	1	0.32%	2	0.71%	3	1.24%	2
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.35%		0.00%	

0.00%		0.00%		0.00%		0.00%	1	0.32%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.41%	1
0.00%	1	0.39%		0.00%		0.00%		0.00%		0.00%		0.00%	
32.23%	**53**	**20.78%**	**63**	**25.40%**	**72**	**25.99%**	**104**	**33.23%**	**93**	**32.98%**	**85**	**35.27%**	**114**
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.35%		0.00%	1
0.00%		0.00%		0.00%	8	2.89%	2	0.64%	4	1.42%	9	3.73%	4
0.00%		**0.00%**		**0.00%**	**8**	**2.89%**	**2**	**0.64%**	**5**	**1.77%**	**9**	**3.73%**	**5**
21.08%	68	26.67%	49	19.76%	71	25.63%	73	23.32%	37	13.12%	23	9.54%	25
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.35%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%	1	0.35%		0.00%	
0.00%	1	0.39%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1
0.30%	1	0.39%		0.00%	1	0.36%		0.00%		0.00%		0.00%	1
0.30%		0.00%	4	1.61%	1	0.36%	2	0.64%		0.00%	1	0.41%	1
0.00%	1	0.39%		0.00%		0.00%		0.00%		0.00%		0.00%	
21.69%	**71**	**27.84%**	**53**	**21.37%**	**73**	**26.35%**	**75**	**23.96%**	**39**	**13.83%**	**24**	**9.96%**	**28**
22.29%	84	32.94%	71	28.63%	80	28.88%	88	28.12%	93	32.98%	92	38.17%	109
0.00%		0.00%		0.00%	1	0.36%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	1	0.36%		0.00%	2	0.71%	1	0.41%	
4.22%	4	1.57%	1	0.40%	3	1.08%	4	1.28%	3	1.06%	5	2.07%	2
0.00%		0.00%	4	1.61%	3	1.08%		0.00%	1	0.35%	3	1.24%	1
0.30%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
26.81%	**88**	**34.51%**	**76**	**30.65%**	**88**	**31.77%**	**92**	**29.39%**	**99**	**35.11%**	**101**	**41.91%**	**112**
4.22%	3	1.18%	7	2.82%		0.00%	12	3.83%	12	4.26%	6	2.49%	3
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.41%	
0.00%	1	0.39%	1	0.40%	3	1.08%		0.00%		0.00%		0.00%	
0.30%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	

4.52%	4	1.57%	8	3.23%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3
100.00%	255	100.00%	248	100.00%	277	100.00%	313	100.00%	282	100.00%	241	100.00%	278

18	2019		2020		2021		2022		2023		2024		20
%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount
7.23%	23	9.02%	22	8.87%	18	6.50%	19	6.07%	17	6.03%	7	2.90%	10
7.53%	16	6.27%	26	10.48%	15	5.42%	9	2.88%	17	6.03%	8	3.32%	6
14.76%	39	15.29%	48	19.35%	33	11.91%	28	8.95%	34	12.06%	15	6.22%	16
7.23%	14	5.49%	19	7.66%	14	5.05%	28	8.95%	25	8.87%	27	11.20%	35
25.00%	39	15.29%	44	17.74%	58	20.94%	76	24.28%	68	24.11%	58	24.07%	79
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
32.23%	53	20.78%	63	25.40%	72	25.99%	104	33.23%	93	32.98%	85	35.27%	114
0.00%		0.00%		0.00%	3	1.08%	1	0.32%	4	1.42%	7	2.90%	4
0.00%		0.00%		0.00%	5	1.81%	1	0.32%	1	0.35%	2	0.83%	1
0.00%		0.00%		0.00%	8	2.89%	2	0.64%	5	1.77%	9	3.73%	5
9.04%	36	14.12%	22	8.87%	43	15.52%	28	8.95%	21	7.45%	11	4.56%	13
12.65%	35	13.73%	31	12.50%	30	10.83%	47	15.02%	18	6.38%	13	5.39%	15
21.69%	71	27.84%	53	21.37%	73	26.35%	75	23.96%	39	13.83%	24	9.96%	28
17.77%	51	20.00%	48	19.35%	40	14.44%	50	15.97%	54	19.15%	64	26.56%	49
9.04%	37	14.51%	28	11.29%	48	17.33%	42	13.42%	45	15.96%	37	15.35%	63
26.81%	88	34.51%	76	30.65%	88	31.77%	92	29.39%	99	35.11%	101	41.91%	112
3.01%	2	0.78%	6	2.42%	2	0.72%	6	1.92%	4	1.42%	3	1.24%	1
1.51%	2	0.78%	2	0.81%	1	0.36%	6	1.92%	8	2.84%	4	1.66%	2
4.52%	4	1.57%	8	3.23%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3
100.00%	255	100.00%	248	100.00%	277	100.00%	313	100.00%	282	100.00%	241	100.00%	278

18	2019		2020		2021		2022		2023		2024		20
%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount
5.42%	12	4.71%	7	2.82%	9	3.25%	6	1.92%	7	2.48%	5	2.07%	6
2.11%	5	1.96%	5	2.02%	9	3.25%	9	2.88%	11	3.90%	2	0.83%	2
4.22%	12	4.71%	15	6.05%	7	2.53%	6	1.92%	3	1.06%	1	0.41%	2
2.71%	10	3.92%	21	8.47%	8	2.89%	7	2.24%	13	4.61%	7	2.90%	6
0.30%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
14.76%	39	15.29%	48	19.35%	33	11.91%	28	8.95%	34	12.06%	15	6.22%	16
0.30%	1	0.39%	1	0.40%	1	0.36%	4	1.28%	3	1.06%	5	2.07%	7
4.52%	7	2.75%	8	3.23%	15	5.42%	25	7.99%	35	12.41%	20	8.30%	40
20.48%	32	12.55%	44	17.74%	45	16.25%	57	18.21%	51	18.09%	47	19.50%	56
2.41%	8	3.14%	6	2.42%	10	3.61%	18	5.75%	4	1.42%	13	5.39%	9
4.52%	5	1.96%	4	1.61%	1	0.36%		0.00%		0.00%		0.00%	2
32.23%	53	20.78%	63	25.40%	72	25.99%	104	33.23%	93	32.98%	85	35.27%	114
0.00%		0.00%		0.00%		0.00%		0.00%	2	0.71%	3	1.24%	2
0.00%		0.00%		0.00%	2	0.72%	1	0.32%	1	0.35%	3	1.24%	1
0.00%		0.00%		0.00%	4	1.44%	1	0.32%	1	0.35%	3	1.24%	2
0.00%		0.00%		0.00%	2	0.72%		0.00%	1	0.35%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	8	2.89%	2	0.64%	5	1.77%	9	3.73%	5
15.36%	49	19.22%	36	14.52%	38	13.72%	52	16.61%	22	7.80%	11	4.56%	16
5.72%	15	5.88%	13	5.24%	32	11.55%	20	6.39%	14	4.96%	9	3.73%	7
0.60%	6	2.35%	3	1.21%	2	0.72%	3	0.96%	3	1.06%	2	0.83%	2
0.00%	1	0.39%	1	0.40%	1	0.36%		0.00%		0.00%	2	0.83%	3
21.69%	71	27.84%	53	21.37%	73	26.35%	75	23.96%	39	13.83%	24	9.96%	28
1.20%	10	3.92%	3	1.21%	4	1.44%	7	2.24%	9	3.19%	11	4.56%	9
5.12%	9	3.53%	14	5.65%	20	7.22%	19	6.07%	30	10.64%	21	8.71%	25
5.42%	25	9.80%	17	6.85%	22	7.94%	21	6.71%	29	10.28%	26	10.79%	19

15.06%	44	17.25%	42	16.94%	42	15.16%	45	14.38%	31	10.99%	43	17.84%	59
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
26.81%	88	34.51%	76	30.65%	88	31.77%	92	29.39%	99	35.11%	101	41.91%	112
0.90%	1	0.39%	3	1.21%		0.00%	2	0.64%	3	1.06%	1	0.41%	
1.81%		0.00%		0.00%		0.00%	4	1.28%	2	0.71%		0.00%	2
0.90%	1	0.39%	2	0.81%	1	0.36%	2	0.64%	4	1.42%	2	0.83%	
0.90%	2	0.78%	3	1.21%	2	0.72%	4	1.28%	3	1.06%	4	1.66%	1
4.52%	4	1.57%	8	3.23%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3
100.00%	255	100.00%	248	100.00%	277	100.00%	313	100.00%	282	100.00%	241	100.00%	278

18	2019		2020		2021		2022		2023		2024		20
%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount
0.00%	1	0.39%		0.00%		0.00%		0.00%	1	0.35%		0.00%	
11.14%	27	10.59%	27	10.89%	28	10.11%	25	7.99%	24	8.51%	12	4.98%	12
2.41%	10	3.92%	14	5.65%	2	0.72%	2	0.64%	4	1.42%	3	1.24%	3
0.90%	1	0.39%	5	2.02%	2	0.72%		0.00%	2	0.71%		0.00%	
0.30%		0.00%	2	0.81%	1	0.36%	1	0.32%	3	1.06%		0.00%	1
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
14.76%	39	15.29%	48	19.35%	33	11.91%	28	8.95%	34	12.06%	15	6.22%	16
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
23.49%	42	16.47%	41	16.53%	54	19.49%	75	23.96%	72	25.53%	55	22.82%	91
4.82%	3	1.18%	15	6.05%	9	3.25%	16	5.11%	12	4.26%	19	7.88%	14
1.20%	6	2.35%	5	2.02%	3	1.08%	5	1.60%	6	2.13%	5	2.07%	5

0.60%		0.00%	1	0.40%	3	1.08%	3	0.96%	1	0.35%		0.00%	4
1.51%	2	0.78%	1	0.40%	2	0.72%	3	0.96%		0.00%	1	0.41%	
0.60%		0.00%		0.00%	1	0.36%	2	0.64%	2	0.71%	5	2.07%	
32.23%	53	20.78%	63	25.40%	72	25.99%	104	33.23%	93	32.98%	85	35.27%	114
0.00%		0.00%		0.00%	8	2.89%	2	0.64%	5	1.77%	9	3.73%	5
0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	
0.00%		0.00%		0.00%	8	2.89%	2	0.64%	5	1.77%	9	3.73%	5
2.71%		0.00%		0.00%		0.00%		0.00%		0.00%	1	0.41%	
18.98%	71	27.84%	53	21.37%	73	26.35%	75	23.96%	39	13.83%	23	9.54%	28
21.69%	71	27.84%	53	21.37%	73	26.35%	75	23.96%	39	13.83%	24	9.96%	28
0.30%		0.00%		0.00%		0.00%	1	0.32%		0.00%	2	0.83%	1
13.86%	51	20.00%	51	20.56%	44	15.88%	47	15.02%	52	18.44%	57	23.65%	60
1.81%	14	5.49%	9	3.63%	16	5.78%	15	4.79%	18	6.38%	12	4.98%	18
0.60%	4	1.57%	2	0.81%	14	5.05%	9	2.88%	10	3.55%	10	4.15%	11
1.20%	3	1.18%	4	1.61%	5	1.81%	7	2.24%	4	1.42%	10	4.15%	5
3.31%	7	2.75%	3	1.21%	8	2.89%	11	3.51%	15	5.32%	9	3.73%	15
4.82%	8	3.14%	7	2.82%	1	0.36%	2	0.64%		0.00%	1	0.41%	2
0.90%	1	0.39%		0.00%		0.00%		0.00%		0.00%		0.00%	
26.81%	88	34.51%	76	30.65%	88	31.77%	92	29.39%	99	35.11%	101	41.91%	112
3.92%	3	1.18%	1	0.40%		0.00%		0.00%		0.00%		0.00%	
0.60%	1	0.39%	7	2.82%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3
4.52%	4	1.57%	8	3.23%	3	1.08%	12	3.83%	12	4.26%	7	2.90%	3
100.00%	255	100.00%	248	100.00%	277	100.00%	313	100.00%	282	100.00%	241	100.00%	278

in that year, broken down by:

2026	
Headcount	%
29	8.12%

125	35.01%
39	10.92%
16	4.48%
131	36.69%
17	4.76%
357	**100.00%**

25	**2026**	
%	**Headcount**	**%**
3.11%	29	8.12%
0.00%		0.00%
0.00%		0.00%
3.11%	**29**	**8.12%**
0.00%		0.00%
0.00%	1	0.28%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%	1	0.28%
0.00%	2	0.56%
0.00%	1	0.28%
0.00%		0.00%
2.17%	2	0.56%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%

0.31%	3	0.84%
18.94%	109	30.53%
0.00%	2	0.56%
0.00%		0.00%
0.00%	1	0.28%
0.00%		0.00%
0.00%	3	0.84%
21.43%	**125**	**35.01%**
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.31%	1	0.28%
11.18%	37	10.36%
1.24%	1	0.28%
0.00%		0.00%
0.00%		0.00%
12.73%	**39**	**10.92%**
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.31%		0.00%
0.00%	1	0.28%
0.31%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.62%	1	0.28%
5.90%	12	3.36%
0.00%		0.00%
0.00%	2	0.56%

0.00%		0.00%
0.00%		0.00%
7.14%	**16**	**4.48%**
0.00%	1	0.28%
0.31%		0.00%
0.31%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%	1	0.28%
0.31%	1	0.28%
0.00%		0.00%
0.93%	3	0.84%
0.00%	1	0.28%
0.00%		0.00%
0.00%	1	0.28%
0.00%	1	0.28%
0.00%		0.00%
0.00%		0.00%
0.00%	2	0.56%
43.79%	110	30.81%
2.80%	3	0.84%
0.31%		0.00%
0.31%	1	0.28%
2.48%	6	1.68%
51.55%	**131**	**36.69%**
0.00%		0.00%
0.00%		0.00%
1.24%	13	3.64%
0.00%		0.00%

0.31%		0.00%
1.24%	3	0.84%
0.31%		0.00%
0.62%		0.00%
0.31%	1	0.28%
4.04%	**17**	**4.76%**
100.00%	**357**	**100.00%**

	2026	
%	**Headcoun**	**%**
0.93%	14	3.92%
2.17%	15	4.20%
3.11%	**29**	**8.12%**
9.63%	61	17.09%
11.80%	64	17.93%
0.00%		0.00%
21.43%	**125**	**35.01%**
7.76%	26	7.28%
4.97%	13	3.64%
12.73%	39	10.92%
2.80%	8	2.24%
4.35%	8	2.24%
7.14%	**16**	**4.48%**
31.06%	85	23.81%
20.50%	46	12.89%
51.55%	**131**	**36.69%**
0.93%	12	3.36%
3.11%	5	1.40%

4.04%	**17**	**4.76%**
100.00%	**357**	**100.00%**

	2026	
%	**Headcoun**	**%**
0.00%	1	0.28%
0.00%		0.00%
0.00%		0.00%
0.00%	**1**	**0.28%**
0.00%	2	0.56%
10.25%	68	19.05%
7.76%	25	7.00%
5.59%	12	3.36%
14.60%	32	8.96%
1.24%	2	0.56%
39.44%	**141**	**39.50%**
0.93%	10	2.80%
9.63%	48	13.45%
3.73%	11	3.08%
0.62%	3	0.84%
13.04%	48	13.45%
0.93%	4	1.12%
28.88%	**124**	**34.73%**
1.55%	6	1.68%
1.55%	7	1.96%
1.24%	2	0.56%
0.93%	1	0.28%
16.15%	39	10.92%
0.62%	6	1.68%

22.05%	**61**	**17.09%**
0.62%	10	2.80%
0.00%	2	0.56%
0.00%	1	0.28%
0.00%		0.00%
7.76%	12	3.36%
1.24%	5	1.40%
9.63%	**30**	**8.40%**
100.00%	**357**	**100.00%**

	2026	
%	**Headcoun**	**%**
0.62%		0.00%
1.86%	28	7.84%
0.62%	1	0.28%
3.11%	**29**	**8.12%**
20.50%	122	34.17%
0.31%	1	0.28%
0.31%		0.00%
0.00%		0.00%
0.00%	1	0.28%
0.31%	1	0.28%
21.43%	**125**	**35.01%**
12.73%	39	10.92%
12.73%	**39**	**10.92%**
7.14%	16	4.48%
0.00%		0.00%

7.14%	**16**	**4.48%**
0.00%		0.00%
0.00%	2	0.56%
32.92%	95	26.61%
11.49%	19	5.32%
4.04%	10	2.80%
2.17%	4	1.12%
0.93%	1	0.28%
0.00%		0.00%
0.00%		0.00%
51.55%	**131**	**36.69%**
4.04%	17	4.76%
0.00%		0.00%
4.04%	**17**	**4.76%**
100.00%	**357**	**100.00%**

in that year, broken down by:

2026 Headcount	%

18	6.84%
96	36.50%
20	7.60%
17	6.46%
104	39.54%
8	3.04%
263	**100.00%**

25	**2026**	
%	**Headcoun**	**%**
5.04%	16	6.08%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.72%	2	0.76%
0.00%		0.00%
5.76%	**18**	**6.84%**
29.86%	94	35.74%
0.36%		0.00%
0.00%		0.00%
0.00%		0.00%
9.71%		0.00%
0.72%	2	0.76%
0.00%		0.00%

0.00%		0.00%
0.36%		0.00%
0.00%		0.00%
41.01%	**96**	**36.50%**
0.36%	1	0.38%
1.44%	19	7.22%
1.80%	**20**	**7.60%**
8.99%	15	5.70%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%	1	0.38%
0.36%		0.00%
0.36%		0.00%
0.36%	1	0.38%
0.00%		0.00%
10.07%	**17**	**6.46%**
39.21%	92	34.98%
0.00%	1	0.38%
0.00%	1	0.38%
0.00%	2	0.76%
0.72%	8	3.04%
0.36%		0.00%
0.00%		0.00%
0.00%		0.00%
0.00%		0.00%
40.29%	**104**	**39.54%**
1.08%	5	1.90%
0.00%		0.00%
0.00%	3	1.14%
0.00%		0.00%

1.08%	**8**	**3.04%**
100.00%	**263**	**100.00%**

25	**2026**	
%	**Headcoun**	**%**
3.60%	11	4.18%
2.16%	7	2.66%
5.76%	18	6.84%
12.59%	45	17.11%
28.42%	50	19.01%
0.00%	1	0.38%
41.01%	96	36.50%
1.44%	12	4.56%
0.36%	8	3.04%
1.80%	20	7.60%
4.68%	9	3.42%
5.40%	8	3.04%
10.07%	17	6.46%
17.63%	57	21.67%
22.66%	47	17.87%
40.29%	104	39.54%
0.36%	4	1.52%
0.72%	4	1.52%
1.08%	8	3.04%
100.00%	263	100.00%

25	2026	
%	Headcoun	%
2.16%	3	1.14%
0.72%	6	2.28%
0.72%	5	1.90%
2.16%	4	1.52%
0.00%		0.00%
5.76%	18	6.84%
2.52%	9	3.42%
14.39%	27	10.27%
20.14%	51	19.39%
3.24%	9	3.42%
0.72%		0.00%
41.01%	96	36.50%
0.72%	1	0.38%
0.36%	12	4.56%
0.72%	3	1.14%
0.00%	3	1.14%
0.00%	1	0.38%
1.80%	20	7.60%
5.76%	12	4.56%
2.52%	2	0.76%
0.72%	3	1.14%
1.08%		0.00%
10.07%	17	6.46%
3.24%	9	3.42%
8.99%	20	7.60%
6.83%	25	9.51%

21.22%	50	19.01%
0.00%		0.00%
40.29%	104	39.54%
0.00%	4	1.52%
0.72%	1	0.38%
0.00%	1	0.38%
0.36%	2	0.76%
1.08%	8	3.04%
100.00%	263	100.00%

25	2026	
%	Headcoun	%
0.00%		0.00%
4.32%	15	5.70%
1.08%	2	0.76%
0.00%	1	0.38%
0.36%		0.00%
0.00%		0.00%
0.00%		0.00%
5.76%	18	6.84%
0.00%	1	0.38%
32.73%	71	27.00%
5.04%	16	6.08%
1.80%	5	1.90%

1.44%		0.00%
0.00%	1	0.38%
0.00%	2	0.76%
41.01%	96	36.50%
1.80%	18	6.84%
0.00%	2	0.76%
1.80%	20	7.60%
0.00%	1	0.38%
10.07%	16	6.08%
10.07%	17	6.46%
0.36%	6	2.28%
21.58%	45	17.11%
6.47%	21	7.98%
3.96%	9	3.42%
1.80%	8	3.04%
5.40%	14	5.32%
0.72%	1	0.38%
0.00%		0.00%
40.29%	104	39.54%
0.00%		0.00%
1.08%	8	3.04%
1.08%	8	3.04%
100.00%	263	100.00%