

Availability of this Plan

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ਵਿੱਚ ਲੈਣ ਲਈ ਇਸ ਨੰਬਰ 'ਤੇ ਫੋਨ ਕਰੋ:

Aby otrzymać te informacje w innych językach lub formacie prosimy o kontakt z:

Para receber estas informações em outros idiomas ou formatos, favor contactar:

To receive this information in other languages or formats please contact:

Warwickshire Police Authority via:

☎: 01926 412322
✉: policeauthority@warwickshire.gov.uk
✉: 3 Northgate Street, Warwick, CV34 4SP

Warwickshire Police via:

☎: 01926 415305 (Mark Richards, Business
Planning Manager)
✉: mark.richards@warwickshire.pnn.police.uk
✉: Police Headquarters, PO Box 4, Leek
Wootton, Warwick, CV35 7QB

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Warwickshire Police Authority

What is a Police Authority?

Warwickshire Police Authority was created by the Police and Magistrates Court Act 1994 and came into existence on 1st April 1995 and constitutes an independent body made up of local people whose role is to work closely with our Chief Constable and his staff to make sure that the force delivers effective and efficient policing services and are publicly accountable for their actions.

The Role of Members

The Police Authority comprises seventeen appointed Members: nine County councillors and eight independent members. These appointees work in partnership with our Chief Constable to protect our communities from harm. In fulfilling this responsibility they:

- Monitor policing services
- Agree the overall police budget and policing priorities
- Issue a Policing Plan and an Annual Report
- Monitor complaints against the police
- Embed appropriate governance and internal audit arrangements
- Seek and represent the views of local people about the policing of their area

The Authority's Responsibilities

In fulfilling a statutory role responsibilities include:

- Consulting local communities about their concerns and priorities
- Setting key objectives, performance measures and targets for local and national priorities
- Publishing a rolling three-year Policing Plan and year-end Annual Report
- Managing and participating in service reviews
- Setting the force's annual budget
- Monitoring the way the force handles the complaints it receives from the general public
- Appointing our Chief Constable, Deputy and Assistant Chief Constables
- Dealing with complaints against our Chief Officers
- Publishing an annual governance statement which describes governance arrangements and confirms systems of internal control
- Identifying strategic risk and putting in place measures to counteract the impact and likelihood of risk
- Overseeing the force's approach to risk, ensuring that plans are put in place to mitigate the risks faced
- Operating a Custody Visiting Scheme that independently checks on people detained in police cells

Responsibility for controlling operational policing and meeting the objectives and priorities set out in this Plan is vested in our Chief Constable.

Members of the Police Authority: Who we are



Ian Francis (Chair)
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Ian Francis



Councillor Eithne Goode
Leamington North Division
✉ cllrmrsgoode@warwickshire.gov.uk



Councillor John Vereker CBE (Vice Chair)
Rugby Coldecott Division
✉ cllrvereke@warwickshire.gov.uk



Councillor Bob Hicks
Nuneaton Abbey Constituency
✉ cllrhicks@warwickshire.gov.uk



Philip Robson (Vice Chair)
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Philip Robson



Councillor Richard Hobbs
Aston Cantlow Division
✉ cllrhobbs@warwickshire.gov.uk



Councillor Chris Davis
Leamington Milverton Division
✉ cllrdavis@warwickshire.gov.uk



Councillor Philip Morris-Jones
Fosse Division
✉ cllrmorrisjones@warwickshire.gov.uk



Councillor Carol Fox
Hartshill Division
✉ cllrfox@warwickshire.gov.uk



Councillor Frank McCarney
Bedworth West Division
✉ cllrmccarney@warwickshire.gov.uk



Councillor Izzi Seccombe
Stour and the Vale Division
✉ cllrmsseccombe@warwickshire.gov.uk



Michael Edwards
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Michael Edwards



Bob Malloy
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Bob Malloy



Dorrette McAuslan
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Dorrette McAuslan



Steve Nicklin
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Steve Nicklin



Angela O'Boyle
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Angela O'Boyle



Clive Parsons
Independent Member
✉ policeauthority@warwickshire.gov.uk
Please mark your e-mail FAO Clive Parsons

You can also write to Members at the following address:
Warwickshire Police Authority,
3 Northgate Street, Warwick,
CV34 4SP.

Governance Statement

Warwickshire Police Authority

1. Governance is about how organisations ensure that they are doing the right things, in the right way, in an open manner. It comprises the systems, processes, culture and values by which organisations operate.
2. The Code of Corporate Governance describes how Warwickshire Police Authority discharges its responsibilities and particularly:
 - To secure an efficient and effective local police service
 - To hold to account the Chief Constable

The Chief Constable has a statutory responsibility for the control, direction and delivery of operational policing services.

3. The principles on which Warwickshire police authority governance is built are:
 - Focusing on the purpose of the authority and on outcomes for the community and creating and implementing a vision for the local area
 - Members and officers working together to achieve a common purpose with clearly defined functions and roles
 - Promoting values for the authority and demonstrating the values of good governance through upholding high standards of conduct and behaviour
 - Taking informed and transparent decisions which are subject to effective scrutiny and managing risk
 - Developing the capacity and capability of members and officers to be effective
 - Engaging with local people and other stakeholders to ensure robust public accountability

The full copy of the Code of Corporate Governance is available at....

Arrangements for Review of Governance

Each year, the Police Authority will review its arrangements and will consider whether changes need to be made. The review will identify actions to improve governance. An annual governance statement will be prepared as an outcome of the review. An action plan will be produced for any areas of governance requiring further work.

Financial Summary 2010/11

Revenue Budget

The table below summaries our Revenue Budget for 2010/11 and outlines our medium term financial plans. In developing future Policing Plans we will further refine the figures provided for 2011/12 and 2012/13.

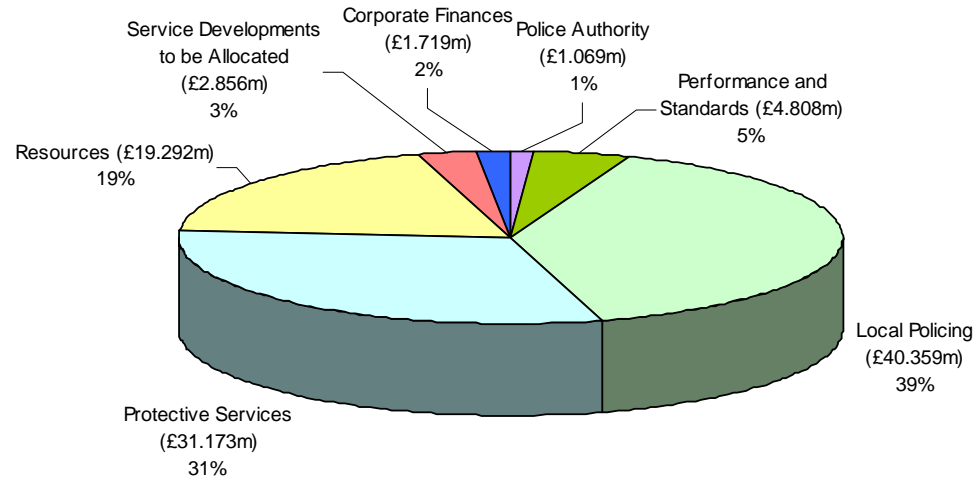
Revenue Budget: Summary

	2010/11 (£,000)	2011/12 (£,000)	2012/13 (£,000)
Base Budget	93,588	100,769	102,892
Less one-off Items repairs and body armour replacement	(754)	(2,268)	(350)
Less additional Workforce Developments	(35)	0	0
Less previous year Sustainability Savings	(6)	0	0
Adjusted Base Budget	92,793	98,501	102,542
Recruitment Strategy	159	0	0
Inflation including pay and contractual increases	2,331	1,911	1,237
Known Commitments	1,045	572	0
Budget Pressures	1,068	(98)	0
Business Cases	21	7	59
Revenue Consequences of Capital Programme	1,305	1,362	839
Workforce Development	(507)	0	0
Corporate Development Restructure	(39)	0	0
Risks including loss of government grant	325	287	319
Budget pressures to be funded by contribution from reserves	2,268	350	300
Net Revenue Budget Before Savings	100,769	102,892	105,296

	2010/11 (£,000)	2011/12 (£,000)	2012/13 (£,000)
Less Savings Targets			
2010/11	(5,700)	(5,700)	(5,700)
2011/12		(3,900)	(3,900)
2012/13			(2,400)
Total Year on Year Savings	(5,700)	(9,600)	(12,000)
Net Revenue Budget	95,069	93,292	93,296
Less: Earmarked Reserves	518	350	300
Less: General Reserves	4,156	1,120	(280)
Budget Requirement	90,395	91,822	93,276
Less: Police Grant	33,634	33,970	34,310
Less: Formula Grant	21,952	22,172	22,393
Sub Total	34,809	35,680	36,573
Add Collection Fund Surplus (Council Tax)	66	66	66
Amount to be raised by Council Tax	34,743		

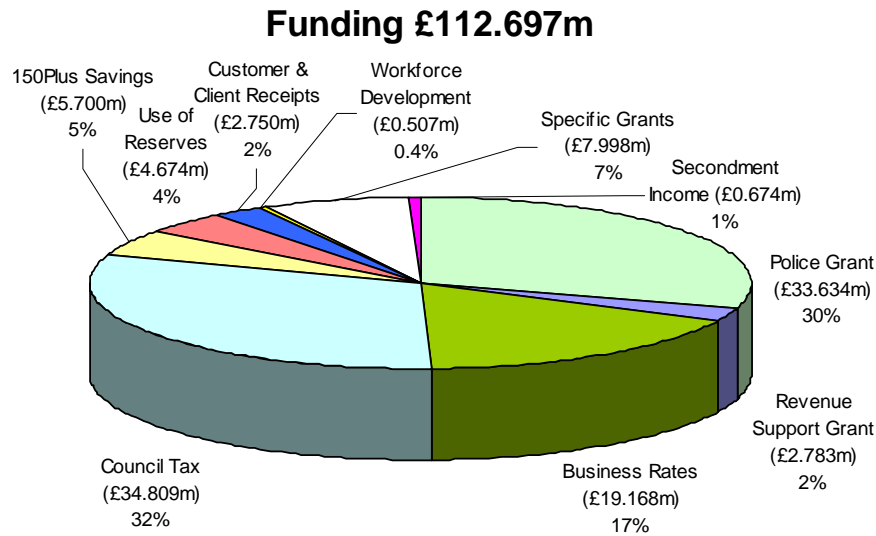
How we will spend our base budget

Base Budget £101.276m

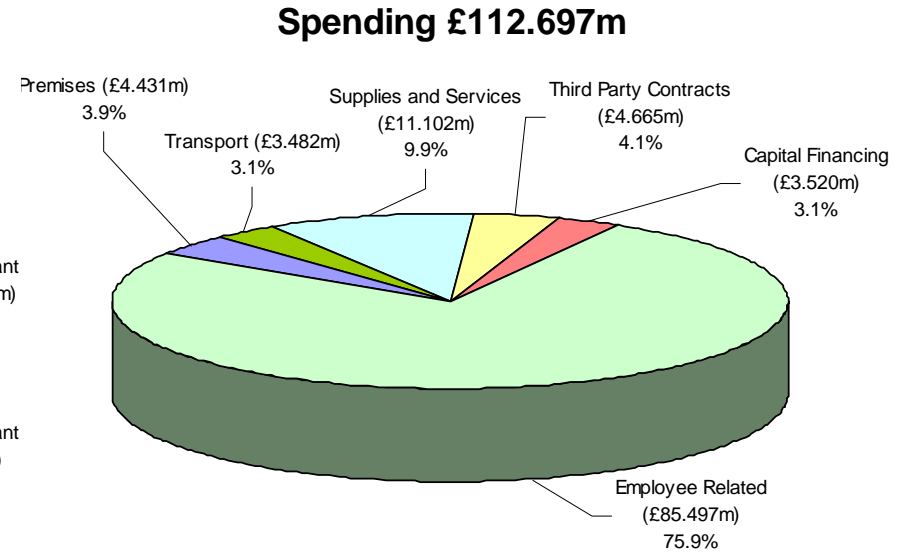


- Police Authority
- Local Policing
- Resources
- Corporate Finances
- Performance and Standards
- Protective Services
- Services Developments to be Allocated

Where we get our income from



How we plan to spend it



Capital Programme

Revenue Budget: Summary

	2010/11 £ m	2011/12 £ m	2012/13 £ m	Subsequent Years £ m	Total £ m
Spending:					
Property	6.000	6.000	8.310	15.784	20.310
Transport	1.000	1.332	1.089	2.175	3.421
Coms/IT Replacement	2.000	2.013	2.377	2.880	6.390
IM Strategy	1.694	2.321	1.942	2.520	5.957
Scientific Support Equipment	0.044	0.023	0.052	0	0.119
Total	10.738	11.689	13.770	23.359	36.197
Funding:					
General Capital Grant	1.525	0.763	0.763	1.526	3.051
Capital Receipts	0.500	0.720	2.000	0.000	3.220
Specific Grants & Contributions	0.375	0.000	0.000	0.000	0.375
Borrowing	8.241	10.206	11.007	21.833	29.454
Capital Reserve	0.097	0	0	0	0.097
Total	10.738	11.689	13.770	23.359	36.197

Control Strategy

Accountability

Raising the Bar and Narrowing the Gap

To 'raise the bar' and 'narrow the gap' through the implementation of Force Improvement Plans owned and driven by a senior police manager and managed via the monthly Tasking & Co-ordinating Meeting.

Death and Injury

Counter terrorism and Domestic Extremism

Continue to 'develop flexible responses to radicalisation', 'engage communities in managing the threats' and 'improve the flow of information from our communities' through the work streams outlined in the force's CONTEST 'Prevent' Action Plan. All Safer Neighbourhood Teams to maintain up-to-date Neighbourhood Profiles to feed the 'rich picture intelligence'.

Domestic Abuse

To reduce domestic abuse through strong enforcement and prevention, with a focus on repeat victims and offenders in order to minimise the potential for harm to victims and their families.

Road Related Death

To reduce the number of people killed and seriously injured on our roads, through the strict enforcement of road law, a focus on casualty hot routes and education related to factors that contribute to road traffic collisions.

Alcohol/Drug Related Violence

To reduce alcohol and drug related violence not only through enforcement, but also with close partnership working aimed at addressing substance misuse through treatment and education.

All Harms

Priority Areas

To take a holistic approach to crime and disorder in these geographical areas, by addressing crime and anti-social behaviour, robust management of offenders and the disruption of support mechanisms and drivers of crime such as stolen goods and drug markets.

Organised Crime

To disrupt or dismantle those groups posing the greatest degree of harm to our communities, through directed targeting, effective partnership working, and the confiscation of criminal assets.

Community Cohesion

To increase public confidence in our ability to protect the communities of Warwickshire from harm by continuing to develop Safer Neighbourhoods and Community Profiles within Warwickshire that properly reflect community concerns and tensions.

Tackling High harm Causers (Offender Management)

To protect our communities by disrupting those individuals or groups causing most harm.

Public Confidence

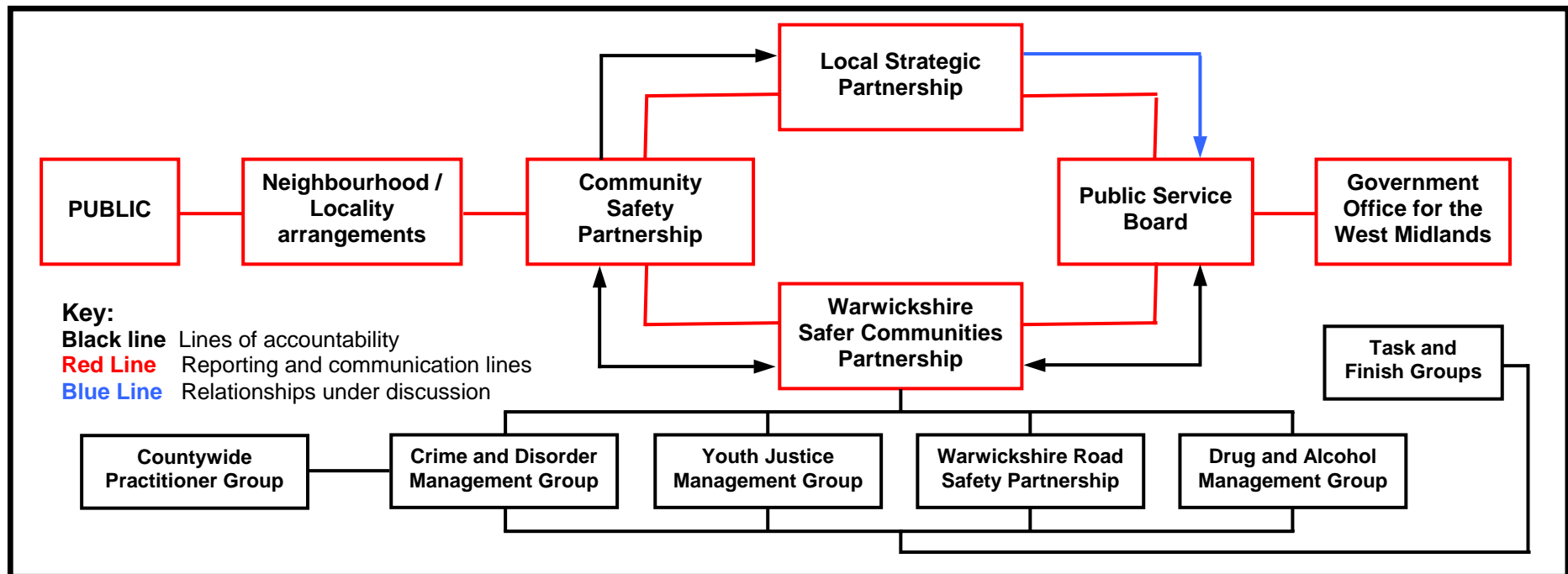
To gain an understanding of what influences confidence in Warwickshire, and address negative influences promptly and effectively.

Partnership Working

Local Area Agreement - Safer Block

Our Deputy Chief Constable Andy Parker leads the Safer Block of the Local Area Agreement. Its vision is “to create safe communities through the reduction of crime and the promotion of safety and to develop the basis for strong stable communities by reassuring the public and fostering the conditions that develop respect”. The Block’s key outcomes are to reduce crime, anti-social behaviour and substance misuse, create safer environments, promote community cohesion, raise community confidence and build resilience, raise the aspirations of young people and vulnerable individuals, and reduce death and injury on the roads.

Safer Block - Governance Model



Work is progressing to review the LAA structure, which may result in changes to these arrangements at some point in the future. Currently we have four Community Safety Partnerships (previously called Crime and Disorder Partnerships).

North Warwickshire Community Safety Partnership



The Partnership's high-risk issues for 2010/11 are:

- Violent Crime (*With a focus on domestic abuse, youth related violence and alcohol related violence*)
- Anti-Social Behaviour (*With a focus on youth related anti-social behaviour, alcohol related anti-social behaviour and criminal damage to vehicles*)
- Serious Acquisitive Crime (*With a focus on domestic burglary and theft from vehicles*)
- Public Perceptions and Public Confidence (*With a focus on the perception of all crime and disorder*)

It is also proposing to address the following cross cutting themes:

- Alcohol - links to domestic violence, youth related violence, youth related anti-social behaviour
- Cross Border Persistent and Prolific Offenders (PPOs) - links to serious acquisitive crime

North Warwickshire CSP to support the following work to be coordinated at a County level:

- Road Safety (*Warwickshire Casualty Reduction Partnership*)
- Business Crime (*Beating Business Crime Team*)
- Community Cohesion (*with a focus on Counter Terrorism*)

Nuneaton and Bedworth Safer Communities Partnership



The Partnership's priorities for 2010/11 are:

- Preventing Youth Offending
- Drugs and Alcohol
- Community Confidence
- Road Safety
- Violence
- Serious Acquisitive Crime
- ASB (to include criminal damage)
- Organised Crime Groups

Rugby Community Safety Partnership



The Partnership's priorities for 2010/11 are:

- Violent Crime (*with a specific focus on: Domestic Abuse, Most Serious Violence, Alcohol-Related Violence*)
- Domestic Burglary
- Anti-Social Behaviour (*with a specific focus on tackling Youth Related Anti-Social Behaviour incidents and improving Public Perceptions*)
- Counter Terrorism
- Road Safety

South Warwickshire Community Safety Partnership



The Partnership's high-risk issues for 2009/10 are:

- Serious Violent Crime
- Anti-Social Behaviour
- Serious Acquisitive Crime
- Road Safety – with a particular emphasis on controlling the speed of vehicles in residential areas

Accessibility

By Telephone

In an Emergency Dial 999:

- In relation to incidents where:
 - There is a danger to life
 - Use or immediate threat of use, of violence
 - Serious injury to a person and/or
 - Serious damage to property
- In relation to incidents of crime:
 - The crime is, or is likely to be serious, or any crime in progress
 - An offender has just been disturbed at the scene
 - An offender has been detained and poses or is likely to pose a risk to other people
- For incidents involving traffic:
 - A collision which involves or is likely to involve serious personal injury
 - The road is blocked or there is a dangerous or excessive build up of traffic

For 24/7 general assistance and enquiries please contact us using the number for your local police station. Please note that these calls are answered in our Headquarters-based Communications Centre.

In Person

All our publicly accessible police stations continue to operate a Front Counter Service. Due to operational commitments their opening hours can be subject to change, therefore we recommend that you phone your local station to confirm that it is open before your visit. These phone numbers are shown over the coming pages. We recognise that the accessibility of our police stations to people with disabilities currently varies and we are working to maximise the number of stations in which we can deliver services to people with disabilities. Recognising that differing disabilities will require differing support, we have attempted to define the range of support currently available at each publicly accessible police station.

Police Station Contact Details

North Warwickshire Borough

Atherstone Police Station

Sheepy Road

Atherstone

CV9 1HF

☎ 01827 718092

✉ Atherstone@warwickshire.pnn.police.uk

Coleshill Police Station

Birmingham Road

Coleshill

B46 1DJ

☎ 01675 464444

✉ Coleshill@warwickshire.pnn.police.uk

Nuneaton and Bedworth Borough

Bedworth Police Station

High Street

Bedworth

CV12 8NH

☎ 02476 643111

✉ Bedworth@warwickshire.pnn.police.uk

Nuneaton Police Station

Warwickshire Justice Centre

Vicarage Street

Nuneaton

CV11 4JU

☎ 01675 464444

✉ Nuneaton@warwickshire.pnn.police.uk

Rugby Borough

Rugby Police Station

Newbold Road

Rugby

CV21 2DH

☎ 01788 541111

✉ RugbyPS@warwickshire.pnn.police.uk

Stratford District

Alcester Police Station

Priory Road

Alcester

B49 5DZ

☎ 01789 762207

✉ Alcester@warwickshire.pnn.police.uk

Henley in Arden Police Station

62 High Street

Henley in Arden

B95 5AN

☎ 01564 792691

✉ Henley-In-Arden@warwickshire.pnn.police.uk

Shipston Police Station

West Street

Shipston on Stour

CV36 4HD

☎ 01608 661415

✉ Shipston@warwickshire.pnn.police.uk

Stratford District (Continued)

Southam Police Station

High Street

Southam

CV47 0HB

☎ 01926 812366

✉ Southam@warwickshire.pnn.police.uk

Stratford Police Station

Rother Street

Stratford upon Avon

CV37 6RD

☎ 01926 451111

✉ StratfordPS@warwickshire.pnn.police.uk

Wellesbourne Police Station

Kineton Road

Wellesbourne

CV35 9NE

☎ 01789 842114

✉ Wellsbourne@warwickshire.pnn.police.uk

Warwick District

Kenilworth Police Station

Smalley Place

Kenilworth

CV8 1QG

☎ 01926 851111

✉ Kenilworth@warwickshire.pnn.police.uk

Leamington Police Station

Hamilton Terrace

Leamington

CV32 4LX

☎ 01926 451111

✉ leamington.police@warwickshire.pnn.police.uk

Warwick Police Station

Priory Road

Warwick

CV34 4NA

☎ 01926 410111

✉ WarwickPS@warwickshire.pnn.police.uk

Public enquiries are now dealt with at Shire Hall as part of Warwickshire Direct.

Warwickshire Direct

Integrated Service Desk

Shire Hall

Market Square

Warwickshire Police

CV34 4SA

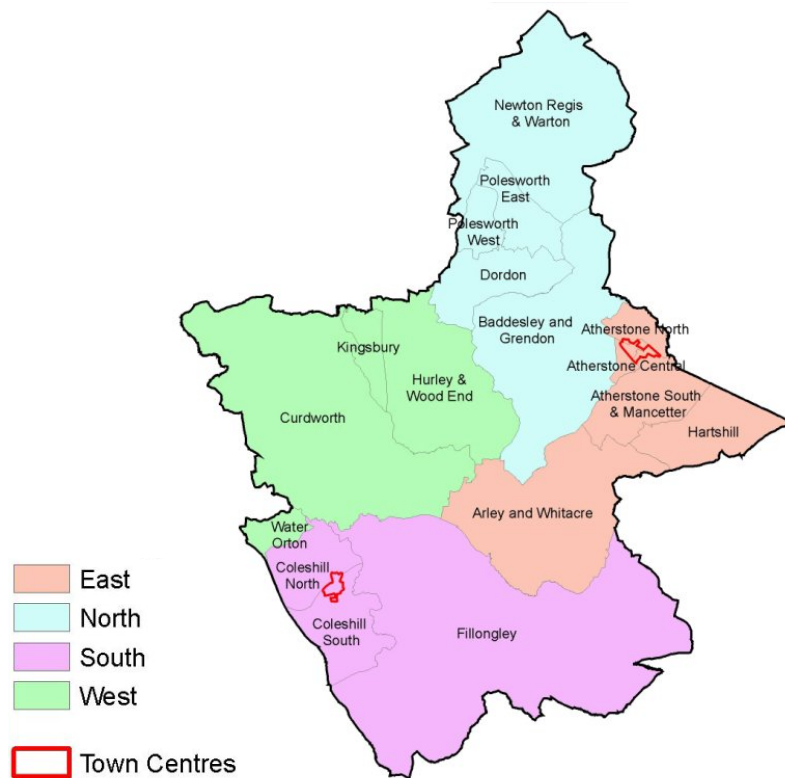
☎ 01926 410410

Police Station Accessibility Information

Police Station	Wheel Chair Access	Front Office Hearing Loop System	Visitors Designated Disabled Parking	Visitors Toilets With Disabled Facilities
Atherstone	x	✓	✓	x
Coleshill	x	✓	x	x
Bedworth	✓	✓	x	✓
Nuneaton	✓	✓	✓	✓
Rugby	✓	✓	✓	✓
Kenilworth	x	✓	✓	x
Leamington	✓	✓	x	✓
Leek Wootton (HQ)	✓	✓	✓	✓
Warwick (Shire Hall)	✓	✓		
Alcester	✓	✓	✓	✓
Henley in Arden	✓	x	✓	x
Shipston	x	✓	x	x
Southam	✓	✓	✓	x
Stratford	✓	✓	x	✓
Wellesbourne	x	x	x	x

Safer Neighbourhood Teams

North Warwickshire Borough



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Warwickshire County Council

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Borough Commander:

A/Chief Inspector Glen Belcher

☎ 01926 415000 (extn 3601)

✉ glen.belcher@warwickshire.pnn.police.uk

North Warwickshire East

✉ nwe.snt@warwickshire.police.uk

North Warwickshire North

✉ nwn.snt@warwickshire.police.uk

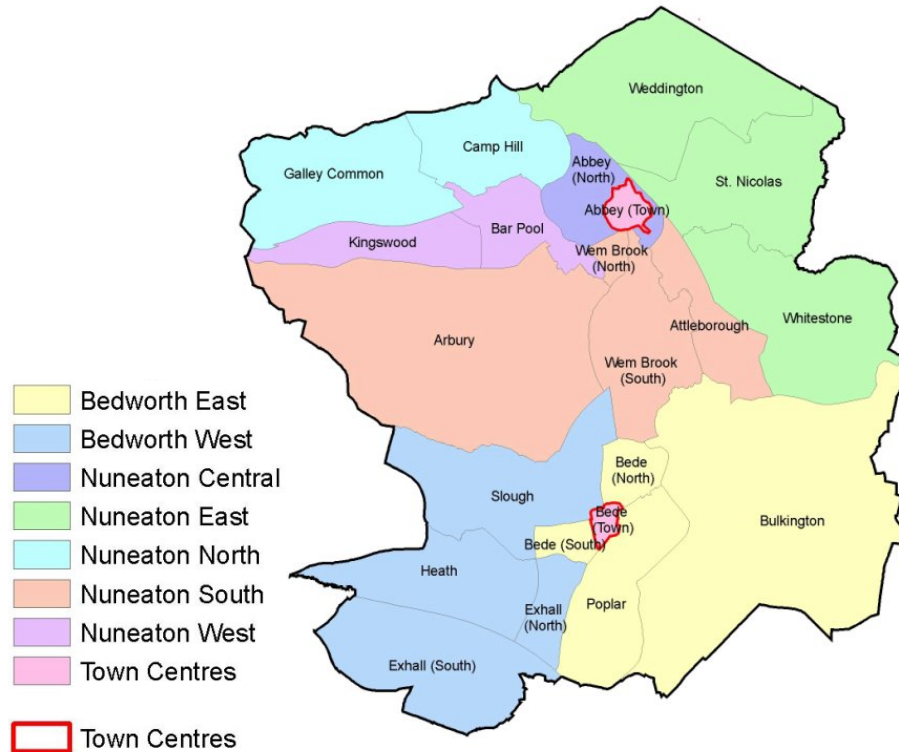
North Warwickshire South

✉ nws.snt@warwickshire.police.uk

North Warwickshire West

✉ nww.snt@warwickshire.police.uk

Nuneaton and Bedworth Borough



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Warwickshire County Council



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Borough Commander:

Chief Inspector Adrian Knight

☎ 01926 415000 (extn 3100)

✉ adrian.knight@warwickshire.pnn.police.uk

Nuneaton Town Centre

✉ ntc.snt@warwickshire.police.uk

Bedworth Town Centre

✉ btc.snt@warwickshire.police.uk

Nuneaton Central

✉ nc.snt@warwickshire.police.uk

Nuneaton South

✉ ns.snt@warwickshire.police.uk

Nuneaton East

✉ ne.snt@warwickshire.police.uk

Nuneaton West

✉ nw.snt@warwickshire.police.uk

Nuneaton North

✉ nn.snt@warwickshire.police.uk

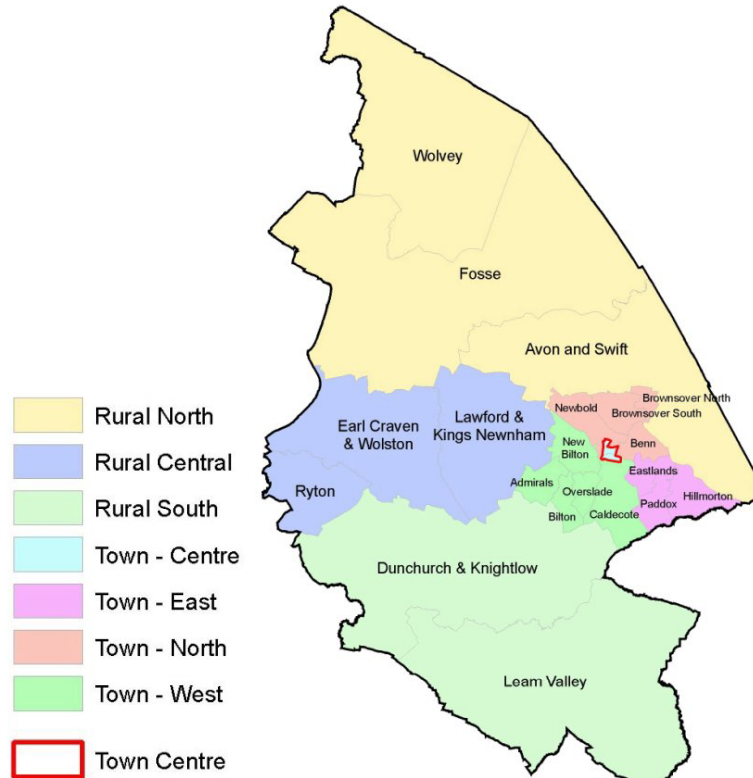
Bedworth East

✉ be.snt@warwickshire.police.uk

Bedworth West

✉ bw.snt@warwickshire.police.uk

Rugby Borough



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Borough Commander:
Chief Inspector Robert Musgrove
☎ 01926 415000 (extn 3701)
✉ robert.musgrove@warwickshire.pnn.police.uk

- Rugby Rural North**
✉ rrn.snt@warwickshire.police.uk
- Rugby Rural Central**
✉ rrc.snt@warwickshire.police.uk
- Rugby Rural South**
✉ rrs.snt@warwickshire.police.uk
- Rugby Town East**
✉ rte.snt@warwickshire.police.uk
- Rugby Town North**
✉ rtn.snt@warwickshire.police.uk
- Rugby Town West**
✉ rtw.snt@warwickshire.police.uk
- Rugby Town Centre**
✉ rtc.snt@warwickshire.police.uk

Stratford District



- Alcester North
- Alcester South
- Shipston
- Southam
- Stratford
- Wellesbourne

Town Centre

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Warwickshire County Council



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District Commander:

Chief Inspector Ian Whiting

☎ 01926 415000 (extn 4501)

✉ ian.whiting@warwickshire.pnn.police.uk

Southam

✉ southam.snt@warwickshire.police.uk

Alcester North

✉ alcesternorth.snt@warwickshire.police.uk

Alcester South

✉ alcestersouth.snt@warwickshire.police.uk

Shipston

✉ shipston.snt@warwickshire.police.uk

Stratford Town Centre

✉ su.snt@warwickshire.police.uk

Wellesbourne

✉ wellesbourne.snt@warwickshire.police.uk

Warwick District



- North Leamington
- South Leamington
- Leamington Town Centre
- Warwick Central
- Kenilworth
- Whitnash
- Warwick Rural East
- Warwick Rural West

District Commander:

A/Chief Inspector Neil Harrison

☎ 01926 415000 (extn 4100)

✉ neil.harrison@warwickshire.pnn.police.uk

Warwick Rural East

✉ wre.snt@warwickshire.police.uk

Warwick Rural West

✉ wrw.snt@warwickshire.police.uk

Warwick Central

✉ wrc.snt@warwickshire.police.uk

Kenilworth

✉ kenilworth.snt@warwickshire.police.uk

Leamington Spa North

✉ lsn.snt@warwickshire.police.uk

Leamington Spa South

✉ lss.snt@warwickshire.police.uk

Leamington Spa Town Centre

✉ lstc.snt@warwickshire.police.uk

Whitnash

✉ whitnash.snt@warwickshire.police.uk

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Warwickshire County Council



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Policing Pledge

The police service in Warwickshire will support law abiding citizens and pursue criminals relentlessly to keep you and your neighbourhoods safe from harm. We will:

1. Always treat you fairly with dignity and respect ensuring you have fair access to our services at a time that is reasonable and suitable for you
2. Provide you with information so you know who your dedicated Neighbourhood Policing Team is, where they are based, how to contact them and how to work with them
3. Ensure your Neighbourhood Policing Team and other police patrols are visible and on your patch at times when they will be most effective and when you tell us you most need them. We will ensure your team are not taken away from neighbourhood business more than is absolutely necessary. They will spend at least 80% of their time visibly working in your neighbourhood, tackling your priorities. Staff turnover will be minimised
4. Respond to every message directed to your Neighbourhood Policing Team within 24 hours and, where necessary, provide a more detailed response as soon as we can
5. Aim to answer 999 calls within 10 seconds, deploying to emergencies immediately giving an estimated time of arrival, getting to you safely, and as quickly as possible. In urban areas, we will aim to get to you within 10 minutes and in rural areas within 20 minutes
6. Answer all non-emergency calls promptly. If attendance is needed, send a patrol giving you an estimated time of arrival and:
 - If you are vulnerable or upset aim to be with you within 60 minutes
 - If you are calling about an issue that we have agreed with your community will be a neighbourhood priority (listed below) and attendance is required, we will aim to be with you within 60 minutes
 - Alternatively, if appropriate, we will make an appointment to see you at a time that fits in with your life and within 48 hours
 - If agreed that attendance is not necessary we will give you advice, answer your questions and/or put you in touch with someone who can help
7. Arrange regular public meetings to agree your priorities, at least once a month, giving you a chance to meet your local team with other members of your community. These will include opportunities such as surgeries, street briefings and mobile police station visits which will be arranged to meet local needs and requirements

8. Provide monthly updates on progress, and on local crime and policing issues. This will include the provision of crime maps, information on specific crimes and what happened to those brought to justice, details of what action we and our partners are taking to make your neighbourhood safer and information on how your force is performing
9. If you have been a victim of crime agree with you how often you would like to be kept informed of progress in your case and for how long. You have the right to be kept informed at least every month if you wish and for as long as is reasonable
10. Acknowledge any dissatisfaction with the service you have received within 24 hours of reporting it to us. To help us fully resolve the matter, discuss with you how it will be handled, give you an opportunity to talk in person to someone about your concerns and agree with you what will be done about them and how quickly

We want to do our best for you but if we fail to meet our Pledge we will always explain why it has not been possible on that occasion to deliver the high standards to which we aspire and you deserve.

Our People

Personnel Numbers

	Male	Female
Police Officers	714.75	250.78
Special Constables (Headcount)	158	54
Police Staff (ex PCSOs)	330.79	430.21
PCSO's	62.00	74.91

Staff Deployment

Police Officers

	Male	Female
Local Policing	382.75	155.44
Protective Services	313	91.34
Resources	8	3
Performance/Standards	11	1

Police Staff (excluding PCSO's)

	Male	Female
Local Policing	126.06	214.66
Protective Services	102.30	118.29
Resources	75.45	69.82
Performance/Standards	26.99	27.44

Special Constables

	Male	Female
Local Policing	158	54
Protective Services	0	0
Resources	0	0
Performance/Standards	0	0

PCSO's

	Male	Female
Local Policing	62.00	74.91
Protective Services	0	0
Resources	0	0
Performance/Standards	0	0

Rank Profile Police Officers

	Male	Female
ACPO	4	0
Chief Superintendents	4	0
Superintendents	8	2
Chief Inspectors	15	0
Inspectors	44	7
Sergeants	120	13
Constables	519.75	228.78

Age Profile Police Officers

	Male	Female
25 and Under	22	10
26 to 40	323.75	153.43
41 to 55	361	87.35
56 and Over	8	0

Police Staff (excluding PCSO's)

	Male	Female
25 and Under	9.68	50
26 to 40	72.49	159.59
41 to 55	139.75	173.52
56 and Over	108.87	47.10

Special Constables

	Male	Female
Chief Officer	1	0
Deputy Chief Officer	1	0
Special Chief Insp	2	2
Special Inspectors	5	1
Special Sergeants	9	2
Special Constables	140	49

Special Constables

	Male	Female
25 and Under	49	17
26 to 40	57	25
41 to 55	47	12
56 and Over	5	0

PCSO's

	Male	Female
25 and Under	16	18.61
26 to 40	23	37.30
41 to 55	19	19
56 and Over	4	0

Ethnicity Profile

Police Officers

	Male	Female
White British	652.75	230.98
White Irish	6	0
White Other	15	5.80
Mixed White & Black Caribbean	2	1
Mixed White & Black African	0	0
Mixed White & Asian	1	1
Mixed White & Other	1	1
Asian or Asian British Indian	14	10
Asian or Asian British Pakistani	4	0
Asian or Asian British Bangladeshi	0	0
Asian or Asian British Other	3	0
Black or Black British Caribbean	1	0
Black or Black British African	0	0
Black or Black British Other	0	1
Chinese or Other Chinese	2	0
Chinese or Other Other	1	0
Not Stated	12	0

Special Constables

	Male	Female
White British	149	46
White Irish	0	0
White Other	4	1
Mixed White & Black Caribbean	0	0
Mixed White & Black African	0	0
Mixed White & Asian	0	1
Mixed White & Other	0	1
Asian or Asian British Indian	4	3
Asian or Asian British Pakistani	0	0
Asian or Asian British Bangladeshi	0	0
Asian or Asian British Other	0	0
Black or Black British Caribbean	0	1
Black or Black British African	0	0
Black or Black British Other	0	0
Chinese or Other Chinese	0	0
Chinese or Other Other	0	0
Not Stated	1	1

Police Staff (excluding PCSO's)

	Male	Female
White British	302.48	385.41
White Irish	6	2
White Other	3.50	10.68
Mixed White & Black Caribbean	1	0
Mixed White & Black African	0	0
Mixed White & Asian	0	1
Mixed White & Other	0	1
Asian or Asian British Indian	6	10.03
Asian or Asian British Pakistani	0	0
Asian or Asian British Bangladeshi	0	0
Asian or Asian British Other	1	2
Black or Black British Caribbean	0	2
Black or Black British African	0	1
Black or Black British Other	0	0
Chinese or Other Chinese	0	0
Chinese or Other Other	0	0
Not Stated	10.81	15.09

PCSO's

	Male	Female
White British	57	72.91
White Irish	0	0
White Other	1	0
Mixed White & Black Caribbean	0	0
Mixed White & Black African	0	0
Mixed White & Asian	0	0
Mixed White & Other	1	0
Asian or Asian British Indian	0	0
Asian or Asian British Pakistani	0	1
Asian or Asian British Bangladeshi	0	0
Asian or Asian British Other	0	1
Black or Black British Caribbean	1	0
Black or Black British African	1	0
Black or Black British Other	0	0
Chinese or Other Chinese	0	0
Chinese or Other Other	0	0
Not Stated	1	0

Declared Disability Profile

Police Officers

	Male	Female
Declared Non-disabled	683.75	244.18
Declared Disabled	31	6.60

Police Staff (excluding PCSO's)

	Male	Female
Declared Non-disabled	307.71	401.96
Declared Disabled	23.08	28.25

Special Constables

	Male	Female
Declared Non-disabled	155	54
Declared Disabled	3	0

PCSO's

	Male	Female
Declared Non-disabled	61	72.91
Declared Disabled	1	2

Please Note: All of the information contained within this Appendix relates to the total number of people 'employed' by Warwickshire Police and not our establishment (budgeted full time equivalents).