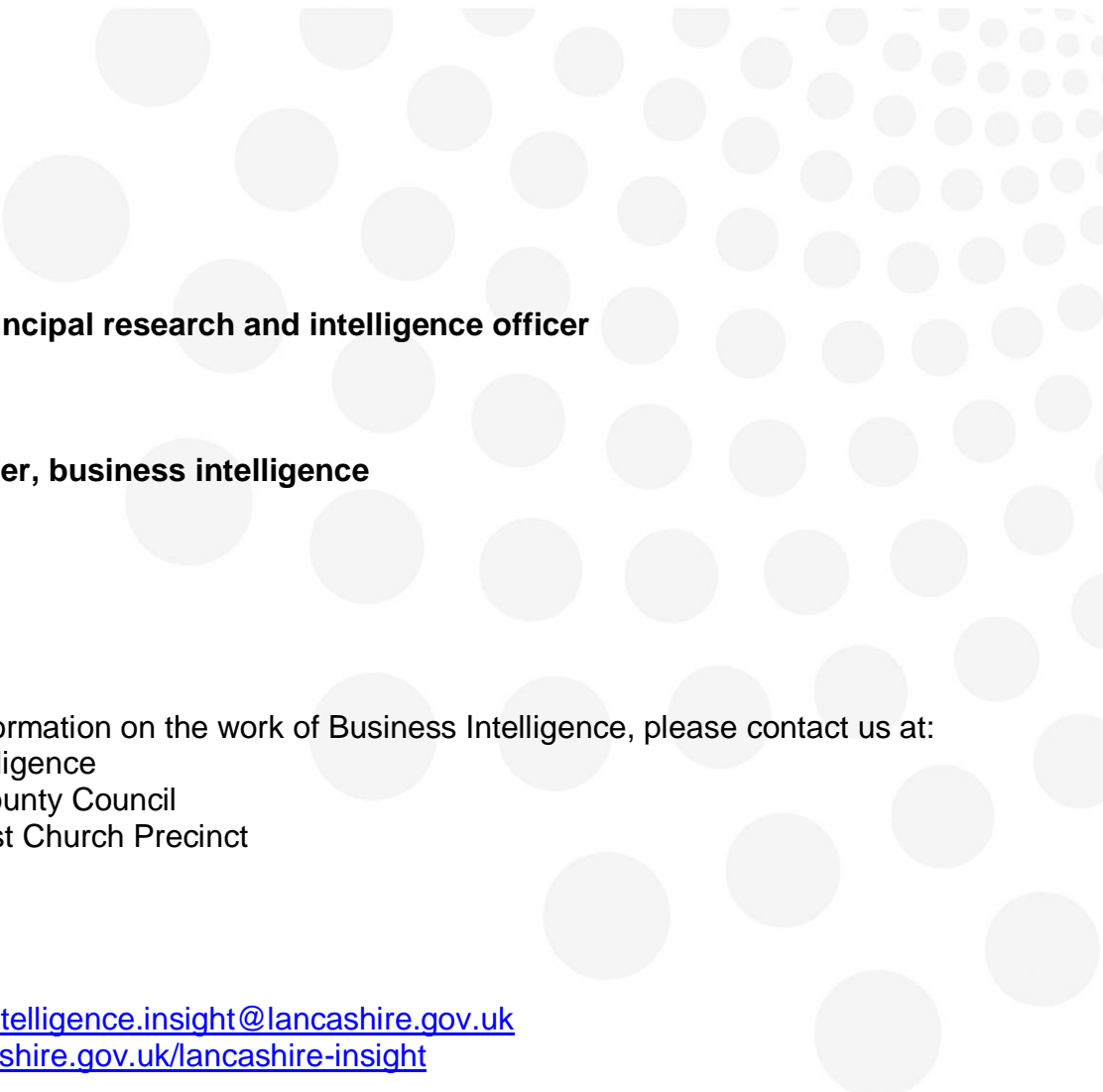


Police workforce in Lancashire Constabulary, 31 March 2019

Key findings for the Lancashire Constabulary (Lancashire-14) area



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Contents

1	Overview.....	1
2	Summary	1
2.1	Police workforce figures for 31 March 2019 and yearly change.....	1
2.1.1	<i>Total police workforce: yearly change.....</i>	2
2.1.2	<i>Police officers (all ranks): yearly change</i>	2
2.1.3	<i>Police constables: yearly change</i>	2
2.1.4	<i>Civilian police workforce: yearly change</i>	3
2.1.5	<i>Police community support officers (PCSOs): yearly change.....</i>	3
2.1.6	<i>Special constables: yearly change</i>	3
2.1.7	<i>Police support volunteers (PSVs): yearly change</i>	3
2.1.8	<i>Designated officers: yearly change.....</i>	3
2.2	Yearly change in frontline policing numbers and estimated change since 2010	4
2.3	Change in the total police workforce and police worker type within the 43 forces in England and Wales - 31 March 2003 to 31 March 2019....	4
2.3.1	<i>Change in the total police workforce.....</i>	4
2.3.2	<i>Change in the number of FTE police officers and PCSOs.....</i>	5
2.3.3	<i>Change in the headcount of special constables</i>	5
2.3.4	<i>Change in the headcount of police support volunteers (PSVs)..</i>	5
2.3.5	<i>Change in the number of civilian police staff</i>	5
2.3.6	<i>Change in the number of designated officers and traffic wardens</i>	6
3	Background information.....	6
3.1	National statistics status	6
3.2	New data from March 2018: police support volunteers (PSVs).....	6
3.3	Frontline policing - change to the police functions framework and caution interpreting pre-2015 data	7
3.4	Frontline policing - change to frontline policing measurement	7
4	Description of the geographies used in this report.....	8
5	Analysis of the 2019 police workforce figures.....	8
5.1	Police workforce figures for 31 March 2019 and yearly change.....	8
5.1.1	<i>Total police workforce figures for 31 March 2019 and yearly change.....</i>	8
5.1.2	<i>Composition of the yearly change in the FTE police workforce and headcount of special constables and police support volunteers ..</i>	11
5.1.3	<i>Number of police officers (all ranks) and yearly change</i>	12
5.1.4	<i>Number of police constables and yearly change</i>	13
5.1.5	<i>Number of civilian police staff and yearly change</i>	14
5.1.6	<i>Number of police community support officers (PCSOs) and yearly change</i>	14
5.1.7	<i>Number of special constables and yearly change</i>	14
5.1.8	<i>Number of police support volunteers (PSVs).....</i>	16
5.1.9	<i>Number of designated officers and yearly change.....</i>	16
5.1.10	<i>Number of traffic wardens and yearly change</i>	17

5.2	Lancashire Constabulary and England and Wales: yearly change in frontline policing from 31 March 2017 to 31 March 2018, and estimated change in frontline policing from 31 March 2010 to 31 March 2019....	17
5.2.1	<i>Change in the number of FTE police officers employed in all frontline, frontline support and business support roles.....</i>	17
5.2.2	<i>Change in the number of FTE police officers employed in frontline roles</i>	18
5.2.3	<i>Change in the number of FTE police officers employed in frontline support roles</i>	20
5.2.4	<i>Change in the number of FTE police officers employed in business support roles.....</i>	21
5.3	Change in the total police workforce and police worker type within the 43 forces in England and Wales – 31 March 2003 to 31 March 2019.	23
5.3.1	<i>Total police workforce in England and Wales and recent changes</i>	23
5.3.2	<i>Police officers in England and Wales and recent changes</i>	24
5.3.3	<i>Police civilian staff in England and Wales and recent changes</i>	24
5.3.4	<i>Headcount of special constables in England and Wales and recent changes</i>	25
5.3.5	<i>Headcount of police support volunteers in England and Wales and recent changes</i>	25
5.3.6	<i>Number of PCSOs in England and Wales and recent changes</i>	25
5.3.7	<i>Number of designated officers in England and Wales and recent changes</i>	25
5.3.8	<i>Number of traffic wardens in England and Wales and recent changes</i>	25

1 Overview

The Police workforce, England and Wales statistical bulletin is released twice a year by the [Home Office via the GOV.UK website](#), usually in July and January, and provides police workforce statistics for the 31st March and 30th September, respectively. Chapter 5 of the statistical bulletin relating to the 31 March 2019 data has been updated after it was found that a processing error led to a mistake in the data for two forces (Humberside and Lancashire). Following revisions, there has been a small increase in the total number of officers working in frontline roles, from 103,175 to 103,347 (an increase of 0.2%). The information and statistics contained within this report are sourced from the related data series [Police workforce, England and Wales, 31 March 2019 second edition: data tables](#). Tables F1 to F6 have been updated in this dataset.

This report contains statistics on the numbers of police officers, police staff, police community support officers (PCSOs), designated officers, traffic wardens, special constables in post on 31 March 2019 in the 43 police forces of England and Wales and the British Transport Police (in England and Wales). In 2018, a new category was included that provides statistics for police support volunteers (PSVs).

Designated officers are police staff (who are not police officers) employed to exercise specific powers that would otherwise only be available to police officers. Designation can be to one or more of four roles: police community support officer (PCSO), investigation officer, detention officer and escort officer. For further information, please see the '[User Guide to Police Work Workforce Statistics](#)' (July 2019 update). The number of designated officers in Lancashire Constabulary have not been available for the last five years. Designated officer numbers within Lancashire Constabulary may be included under civilian police staff.

Police support volunteers are individuals who by choice put their time, experience, knowledge and skills at the disposal of the force without expectation of compensation or financial reward, except for the payment of pre-determined out of pocket expenses.

2 Summary

2.1 Police workforce figures for 31 March 2019 and yearly change

The police workforce figures for Lancashire Constabulary as at 31 March 2019, show that there were 2, 895 police officers of all ranks (full-time equivalents (FTEs)), plus 286 FTE police community support officers (PCSOs) and 1,822 civilian police staff (FTEs). There were also headcounts of 274 special constables and 343 police support volunteers (PSVs). This gives a total workforce of 5,003 FTEs, plus headcounts of 274 special constables and 343 PSVs. Special constables and police support volunteers do not have contracted working hours so their numbers are provided on a headcount rather than a FTE basis.

Lancashire Constabulary covers the Lancashire County Council 12-authority area, plus the two unitary authorities of Blackburn with Darwen and Blackpool. This is

known as the Lancashire-14 area, which had an estimated resident population of 1.498 million people in mid-2018.

With 193 police officers per 100,000 population, the Lancashire Constabulary area has proportionately fewer officers per head than the England and Wales average of 208 as at 31 March 2019.

Of the 2,895 police officers (all ranks) within Lancashire constabulary on 31 March 2019, 144 (5%) were recorded as being long term absent (more than 28 working days). This includes sick leave, maternity/paternity leave, those suspended, employees taking a career break and 'other leave'. Other leave may include categories such as compassionate leave, study leave and special leave.

2.1.1 Total police workforce: yearly change

The Lancashire Constabulary total FTE workforce of 5,003 as at 31 March 2019 was 14 less (-0.28%) than the figure of 5,017 a year earlier. For the 43 police forces in England and Wales, there were 202,023 FTE workers employed on the 31 March 2019, a rise of 2,270 (1.1%) on a year earlier. The British Transport Police employed an additional workforce of 4,546 FTEs (in England and Wales) on the 31 March 2019, which was 39 (0.9) lower than the 2018 total of 4,585 FTEs.

2.1.2 Police officers (all ranks): yearly change

The number of police officers of all ranks in Lancashire Constabulary fell by 74 FTEs (-2.5%) over the year, from 2,969 at 31 March 2018, to 2,895 at 31 March 2019.

Contrary to Lancashire Constabulary, for the 43 forces within England and Wales, the total number of police officers increased by 0.6%, or 766 FTEs, from 122,405 at 31 March 2018, to 123,171 FTEs at 31 March 2019.

The British Transport Police, however, saw a decrease in the number of police officers of all ranks of 21 FTEs (-0.7%), falling from 2,865 FTEs on 31 March 2018, to 2,844 FTEs at 31 March 2019.

2.1.3 Police constables: yearly change

Looking at police constables in isolation, in Lancashire Constabulary, the number of constables fell by 77 FTEs (-3.3%) over the year, to 2,256 FTEs at 31 March 2019. Contrary to the Lancashire decrease, the number of police constables increased by 707 FTEs (0.7%) within England and Wales as a whole, to 96,070 FTEs on 31 March 2019. However, for the British Transport Police (in England and Wales), the number of police constables fell slightly, by 32 FTEs (-1.5%) over the year, to 2,170 FTEs on 31 March 2019.

With 151 police constables per 100,000 population, the Lancashire Constabulary area has proportionately fewer constables per head than the England and Wales average of 162 as at 31 March 2019.

2.1.4 Civilian police workforce: yearly change

The Lancashire Constabulary civilian police staff totalled 1,822 FTEs at 31 March 2019. This was an increase of 71 FTEs (4.1%) on the figure of 1,751 for the previous year. For the 43 police forces within England and Wales as a whole, the police staff numbers increased by 2.5% (+1,591 FTEs) to 64,411 FTEs at 31 March 2019. The British Transport Police on the other hand saw a decrease in civilian staff of 39 FTEs (-2.7%), falling to 1,387 FTEs at 31 March 2019.

2.1.5 Police community support officers (PCSOs): yearly change

Police community support officer numbers decreased by 11 FTEs (-3.7%) within Lancashire Constabulary, from the 297 FTEs on the books at 31 March 2018, to the 286 in March 2019. For the 43 forces in England and Wales, the total number of PCSOs fell by 592 FTE posts (-5.8%) to 9,547 FTEs over the year. However, across the British Transport Police (in England and Wales), the number of PCSOs rose by 32 FTEs (12.0%), to 299 FTEs at 31 March 2019.

2.1.6 Special constables: yearly change

The headcount of special constables in Lancashire Constabulary decreased by 73 (-21.0%), or by more than a fifth, to 274 as at 31 March 2019, from the 347 recorded at 31 March 2018. For England and Wales as a whole, the headcount of special constables fell by 9.0% (-1,050) to 10,640 at the end of March 2019. In the British Transport Police, the number of special constables also reduced slightly, by 15 (-5.0%) to 287 on 31 March 2019.

2.1.7 Police support volunteers (PSVs): yearly change

The headcount of police support volunteers in Lancashire Constabulary decreased by 27 (-7.3%), to 343 as at 31 March 2019, from the revised figure of 370 recorded at 31 March 2018. Across the 43 forces in England and Wales, the headcount of PSVs fell by 3.1% (-248) to 7,670 at the end of March 2019, down from the revised headcount of 7,918 at March 2018. In the British Transport Police (in England and Wales), the number of PSVs rose slightly, by 4 (3.5%) to 119 on 31 March 2019.

2.1.8 Designated officers: yearly change

The number of designated officers in Lancashire Constabulary was not available for both March 2018 and March 2019. For the remaining police forces within England and Wales that utilise designated officers, the number increased by 513 FTEs (11.7%) to 4,893 FTEs as at 31 March 2019. However, for the British Transport Police, the number of designated officers fell by 11 FTEs (-40.7%) to 16 FTEs at 31 March 2019.

Designated officers are police staff (who are not police officers) employed to exercise specific powers that would otherwise only be available to police officers. Designation can be to one or more of four roles: police community support officer (PCSO), investigation officer, detention officer and escort officer. For further

information, please see the ['User Guide to Police Workforce Statistics'](#) (18 July 2019 update).

2.2 Yearly change in frontline policing numbers and estimated change since 2010

Between 31 March 2018 and 31 March 2019, the total number of FTE police officers employed in all frontline, frontline support and business support roles within Lancashire Constabulary fell back by 85 FTEs (-3.1%), from 2,783 to 2,695 FTEs at 31 March 2019. The number of FTEs decreased in all three frontline categories in the Lancashire Constabulary area over the year. However, the majority of the reduction fell in the category for FTE police officers employed in frontline support roles (-69 FTEs, -38.1%).

This latest fall reversed the first increase in the series (since 2010) for Lancashire Constabulary, that took place the previous year, between 31 March 2017 and 31 March 2018, when the total number of FTE police officers employed in all frontline roles increased by 189 FTEs (7.3%), from 2,594 FTEs to 2,783 FTEs.

Despite the fall in numbers over the last year, the March 2019 figure for Lancashire Constabulary is 104 FTEs above the recent low point of 2,594 FTEs estimated for 31 March 2017.

The 31 March 2019 figure is still below the total of 3,408 FTEs estimated to be in all frontline, frontline support and business support roles within Lancashire Constabulary in March 2010 by 20.8% (-710 FTEs).

The yearly decrease in Lancashire Constabulary for all frontline roles (-3.1%, -85 FTEs) was greater than the reduction of -0.4% (- 446 FTEs) recorded for the 43 police forces in England and Wales, where numbers fell from 112,614 FTEs to 112,168 FTEs. Tables 5 and 6 refer.

Over the longer period, from March 2010 to March 2019, for the 43 police forces in England and Wales, the number of FTEs in all frontline, frontline support and business support roles is estimated to have fallen by -17.3% (- 23,385 FTEs) from 135,553 FTEs to 112,168 FTEs. The percentage reduction for Lancashire Constabulary (-20.8%) was higher between these dates.

2.3 Change in the total police workforce and police worker type within the 43 forces in England and Wales - 31 March 2003 to 31 March 2019

The following figures exclude the British Transport Police, which had a total workforce of 4,546 FTEs (in England and Wales) at 31 March 2019, plus headcounts of 287 special constables and 119 police support volunteers.

2.3.1 Change in the total police workforce

Figure 4 shows that the total police workforce employed in the 43 police forces in England and Wales has fallen by 42,474 FTEs (-17.4%), or more than a sixth, between 31 March 2010 and 31 March 2019 from 244,497 to 202,023 FTEs.

The total police workforce has increased slightly since March 2017, rising by 3,337 FTEs (1.7%) from 198,686 FTEs, to 202,023 FTEs in March 2019.

The latest yearly rise was mainly due to an increase in the number of civilian police staff and those referred to as "designated officers" (who have limited powers designated to them by a chief constable). These latest figures also include the first increase in police officers since 2009 (+766 FTEs (+0.6%)).

2.3.2 Change in the number of FTE police officers and PCSOs

The total number of police officers has decreased by -20,598 FTEs (-14.3%), or a seventh, between 31 March 2009 and 31 March 2019 in the 43 police forces in England and Wales, from 143,769 to 123,171 FTEs. Not all of these officers will be available for duty. Police officers made up the largest proportion of paid police workers as at 31 March 2019, at just over three fifths (61.0%).

The total number of police officers has increased slightly since March 2018, rising by 766 FTEs (0.6%) from 122,405 FTEs to 123,171 FTEs, in March 2019. This was the first increase in police officers since 2009.

The number of PCSOs within the 43 police forces in England and Wales has decreased by 7,371 FTEs (-43.6%), from the peak of 16,918 FTEs at 31 March 2010, to 9,547 at 31 March 2019. As at 31 March 2019, PCSOs accounted for 4.7% of the total police workforce.

2.3.3 Change in the headcount of special constables

The headcount of special constables peaked at 20,343 at 31 March 2012 within the 43 police forces in England and Wales, but has since reduced by -9,703 (-47.7%) or almost a half, to 10,640 by 31 March 2019.

2.3.4 Change in the headcount of police support volunteers (PSVs)

In 2018, a new category was included in the police workforce statistics that provides the headcount of police support volunteers (PSVs).

The headcount of PSVs within the 43 police forces in England and Wales has decreased by 248 (-3.1%) to 7,670 at 31 March 2019, down from the initial revised headcount of 7,918 at 31 March 2018.

2.3.5 Change in the number of civilian police staff

The civilian police staff in the 43 police forces in England and Wales has reduced by -15,185 FTEs (-19.1%) or almost a fifth, between 31 March 2010 and 31 March 2019, from 79,596 to 64,411 FTEs. Civilian police staff accounted for 31.9% of the total police workforce at 31 March 2019, or just under a third. However, the number

of civilian police staff has increased slightly since March 2017, rising by 3,346 FTEs (5.5%) from 61,065 FTEs to 64,411 FTEs, in March 2019.

2.3.6 Change in the number of designated officers and traffic wardens

The number of designated officers in the 43 police forces in England and Wales increased by 513 FTEs (11.7%) from 4,380 FTEs at 31 March 2018, to a new peak of 4,893 FTEs at 31 March 2019. Designated officers represented 2.4% of the total police workforce at 31 March 2019.

There was just one traffic warden recorded in the 43 police forces on 31 March 2019. This low figure for traffic wardens reflects the dominant role of local authorities in parking control. Numbers have reduced by 99.95% from the 2,108 recorded at 31 March 2003.

3 Background information

3.1 National statistics status

The statistics contained within the Home Office statistical bulletin (11/19) on the [Police workforce, England and Wales, 31 March 2019 second edition](#), published on the 18 July 2019, have been assessed by the UK Statistics Authority to ensure that they continue to meet the standards required to be designated as National Statistics. The ['User Guide to Police Work Workforce Statistics' \(July 2019 update\)](#) contains further information on the quality and limitations of the various datasets, and the ways in which the Home Office engages with users of the statistics.

The UK Statistics Authority has confirmed the continued designation of these statistics as National Statistics. This means that these statistics meet the highest standards of trustworthiness, impartiality, quality and public value, and are fully compliant with the [Code of Practice for Official Statistics](#).

There are however, known issues around the quality of the data in the section on 'Length of service' and these statistics are designated as Official Statistics, and not National Statistics. Further information can be found in the relevant section (4.7) of the Home Office statistical bulletin *Police workforce, England and Wales, 31 March 2019 second edition*.

Figures for each year are taken on the 31 March and are therefore are a snapshot of the situation on that day. Numbers may be different at other times of the year, so small changes should be interpreted with caution.

3.2 New data from March 2018: police support volunteers (PSVs)

In March 2018, for the first time, the Home Office requested data on the number of police support volunteers (PSV) in police forces in England and Wales and the British Transport Police. This was done on a voluntary basis. Complete data were received from 38 forces, and a further 3 forces provided partial returns. Figures

reflect the number of vetted PSVs on forces' systems as at 31 March 2018, rather than the number of 'active' volunteers throughout the whole year.

A PSV is an individual who by choice puts their time, experience, knowledge and skills at the disposal of the force without expectation of compensation or financial reward, except for the payment of pre-determined out of pocket expenses. To ensure consistency across forces, only PSVs who were aged 18 years old or over and vetted by the force are counted. Therefore, police cadets and those who volunteer for roles such as Neighbourhood Watch or Community Speed watch are not included.

3.3 Frontline policing - change to the police functions framework and caution interpreting pre-2015 data

In the Police Workforce, England and Wales, 31 March 2016 statistical bulletin, published in July 2016, police functions data were published based on the new Police Objective Analysis (POA) categories framework for the first time. It was agreed that this framework would replace the old police functions framework following extensive consultation with police forces, HMIC and others. The change was agreed in order to modernise the collection of police functions data, and bring it more in line with the framework used by HMIC to collect data on police income, expenditure and funded posts.

The change of framework means that police functions data based on the POA framework for 2015, 2016, 2017, 2018 and 2019 are not directly comparable to data collected under the old framework. Although some roles/functions may appear to be similar between the two, there are often differences in definitions, and so any attempts to compare across the two frameworks should be done with considerable caution. Very few roles are comparable across both frameworks. A full list of the functions included in the two frameworks, along with which are classed as frontline, can be found in Annex A of the ['User Guide to Police Workforce Statistics' \(18 July 2019 update\)](#).

3.4 Frontline policing - change to frontline policing measurement

In addition to the change of the framework on which police functions data are collected, the model used to measure frontline policing also changed. Further details on the new model can be found in [Annex 4 of HMIC's Value for Money Profiles](#). While data for 2015, 2016, 2017, 2018 and 2019 are based on the new framework and model, data for previous years are based on the old one (see [annex A of the User Guide to Police Workforce Statistics](#)), and so are not directly comparable. One of the most significant changes is that National Policing functions, including Counter Terrorism/Special Branch roles, are now excluded from the model entirely. Many of these were previously classed as frontline roles. In order to allow comparisons over time, data on frontline policing for older years have been estimated. This is based on 2015 data, which was collected from forces under both the old and new frameworks. Using these data, the difference between the number of officers in frontline, operational support and business support roles under the two frameworks was calculated for each force. These differences were then applied to data based on the

old framework, from 2014 and earlier, in order to produce estimates of what these numbers would have been under the new framework in those years.

The estimation approach described above is relatively simplistic, and assumes that the trend in frontline policing numbers seen under the old framework would have been similar under the new one. The approach has been tested for potential biases, such as looking 2015 functions data under the old framework compared with earlier years, and areas where the old and new frameworks differed. It was found that the impact of these on the proportion of officers on the frontline would be relatively small (0.1 or 0.2 percentage points) in each case. Thus, it was decided that the approach was fit for purpose.

Estimated figures for frontline policing for 2014 and before can be found in the tables alongside the 2016 statistical bulletin. Actual figures that are based on the old framework (and so are not directly comparable) can be found in previous bulletins.

4 Description of the geographies used in this report

The Lancashire-12 area is comprised of the 12 local authorities that fall within the Lancashire County Council administrative boundary. The Lancashire-14 area incorporates the two additional unitary authorities of [Blackburn with Darwen](#) and [Blackpool](#) and has the same geographic footprint as the [Lancashire Local Enterprise Partnership](#) (LEP) area. The Lancashire-14 area is also the same area covered by Lancashire Constabulary.

The 12 local authorities within the LCC boundary are [Burnley Borough Council](#), [Chorley Borough Council](#), [Fylde Borough Council](#), [Hyndburn Borough Council](#), [Lancaster City Council](#), [Pendle Borough Council](#), [Preston City Council](#), [Ribble Valley Borough Council](#), [Rossendale Borough Council](#), [South Ribble Borough Council](#), [West Lancashire Borough Council](#) and [Wyre Borough Council](#).

5 Analysis of the 2019 police workforce figures

5.1 Police workforce figures for 31 March 2019 and yearly change

5.1.1 Total police workforce figures for 31 March 2019 and yearly change

The total police workforce for Lancashire Constabulary was recorded at 5,003 full time equivalents (FTEs) as at 31 March 2019, plus a headcount of 274 special constables. The FTE total was 14 lower (0.28%) than the figure of 5,017 a year earlier at 31 March 2018. This is contrary to the 1.1% percentage rise (+2,270 FTEs) in the total workforce FTEs for the 43 forces in England and Wales. Please note that no data was available for designated officers in Lancashire Constabulary.

In addition, there was a headcount of 343 police support volunteers (PSVs) in Lancashire Constabulary at 31 March 2019. This figure was down by 27 (7.3%) on the revised figure of 370 PSVs recorded in 2018. Data on PSVs were collected on a voluntary basis for the first time in March 2018. A PSV is an individual who, by choice, puts their time, experience, knowledge and skills at the disposal of the force

without expectation of compensation or financial reward, except for the payment of pre-determined out of pocket expenses. The PSV head count includes only those persons who were aged 18 years old or over and had been vetted by the police. Therefore, police cadets and those who volunteer for roles such as Neighbourhood Watch or Community Speed watch are not included.

Table 1: Lancashire Constabulary and North West region police workforce as at 31 March 2019, with gender and black and minority ethnic (bme) breakdowns

-	Constables [1]	Total police officers - all ranks [1]	Police officer secondments [1] [5]	Civilian police staff [1]	Police community support officers (PCSOs) [1]	Designated officers [1] [4]	Total police workforce [1] [5]	Specials - head count [2]	Police support volunteers (PSVs) [2]
Lancashire Constabulary full time equivalents [1] or headcount [2]									
male	1,444	1,940	na	600	150	na	2,690	181	na
female	813	955	na	1,221	136	na	2,312	93	na
total	2,256	2,895	na	1,822	286	na	5,003	274	343
male bme	81	101	na	38	9	na	148	11	na
female bme	28	36	na	39	1	na	76	8	na
bme total	109	137	na	77	10	na	224	19	na
		193	Total police officers (all ranks, secondments not known) per 100,000 population [3] Lancashire Constabulary area 2018 mid-year population estimate = 1,498,300 (rate was 199 in 2018 and 192 in 2017)						
	151	Constables per 100,000 population [3] (rate was 157 in 2018 and 148 in 2017)							
North West police workforce full time equivalents [1] or headcount [2]									
male	8,119	10,848	na	3,110	793	415	15,166	894	na
female	4,153	5,053	na	5,404	637	360	11,454	381	na
total	12,272	15,901	na	8,514	1,430	774	26,620	1,275	783
male bme	462	584	na	137	67	17	805	60	na
female bme	160	185	na	174	19	12	390	14	na
bme total	621	768	na	311	86	29	1,195	74	na
		218	Total police officers (all ranks, secondments not known) per 100,000 population [3] North West region 2018 mid-year population estimate = 7,292,093 rate was 219 in 2018 and 2017						
	168	Constables per 100,000 population [3] (rate was 169 in 2018 and 2017)							

Notes: All figures are for 31 March, i.e. they are a snapshot of the situation on that day, and numbers may be different at other times of the year (na signifies that the figures are not available). [1] Full-time equivalent figures. There may appear to be small discrepancies between the totals and the sums of the constituent items as the figures are presented to the nearest whole number but are actually provided unrounded. [2] Figures for special constables and police support volunteers (PSVs) are provided on a headcount basis. [3] Total police officers (all ranks) and constables (in 2019) per 100,000 population figures use the 2018 mid-year population estimates for the denominator. The 2018 data use the 2017 mid-year population estimates and 2017 data use 2016 mid-year population estimates. [4] The number of designated officers in Lancashire Constabulary has not been available over the last five years. Numbers may be included under civilian police staff. Some forces are unable to provide data on some types of designated officers separately. In these cases, designated officers have been counted under civilian police staff. [5] It is not known if the total police workforce figures include police officer secondments to central services. [6] '-' Denotes data not available. [7] Ethnicity data is self-declared by police workers. [8] Excludes those who did not state their ethnicity.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) Worksheet tables H3 (police workforce), H4 (police officers), H4 (police officers and constables per 100,000 population), H11 (Police staff), (H12 PCSOs), (H13 Designated officers), (H14 Special constables) & D1 (BME police officers).

For the 43 police forces in England and Wales, there were 202,023 FTE workers employed on the 31 March 2019 (this total includes 4,893 designated officers and 1 traffic warden). The 2019 FTE total, represented an increase of 2,270 (1.1%) from the 199,753 FTEs a year earlier. In addition, there were headcounts of 10,640 special constables and 7,670 police support volunteers across the 43 forces.

Table 2: England & Wales and British Transport Police - police workforce as at 31 March 2019, with gender and black and minority ethnic (bme) breakdowns

-	Constables (less constable second- ments) ^[1]	Total police officers - all ranks (less second- ments) ^[1]	Police officer second- ments ^[1] ^[5]	Civilian police staff ^[1]	Police community support officers (PCSOs) ^[1]	Desig- nated officers ^[4]	Total police work- force ^[1] ^[5]	Specials - head count ²	Police support volunteers (PSVs) ²
England and Wales 43 territorial forces full time equivalents ^[1] or headcount ^[2]									
male	65,104	85,743	223	24,748	5,183	2,473	118,147	7,541	na
female	30,965	37,428	88	39,664	4,364	2,421	83,877	3,099	na
total	96,070	123,171	311	64,411	9,547	4,893	202,023	10,640	7,670
male bme	5,191	6,233	6	1,562	679	229	8,703	789	na
female bme	1,834	2,096	5	2,776	247	169	5,288	276	na
bme total	7,025	8,329	11	4,338	926	398	13,991	1,065	na
		208	Total police officers (all ranks, excluding 311 secondments) per 100,000 population ^[3] (rate was also 208 in 2018 but 211 in 2017) England and Wales 2018 mid-year population estimate = 59,115,809						
	162	Constables (excluding 124 constable secondments) per 100,000 population ^[3] (rate was also 162 in 2018 but 164 in 2017)							
British Transport Police									
male	1,684	2,256	na	656	211	12	3,135	23	na
female	485	589	na	731	88	4	1,412	48	na
total	2,170	2,844	na	1,387	299	16	4,546	287	119
male bme	175	227	na	138	33	4	402	32	na
female bme	42	53	na	201	13	2	269	7	na
bme total	217	279	na	339	45	6	670	39	na
		na	Total police officers (all ranks) per 100,000 population ^[3]						
	na	Constables per 100,000 population ^[3]							
England and Wales 43 territorial forces full time equivalents ^[1] plus the British Transport Police FTEs, and Specials and Police Support volunteers headcounts ^[2]									
male	66,788	87,999	223	25,404	5,394	2,485	121,282	7,780	na
female	31,450	38,017	88	40,394	4,452	2,425	85,288	3,147	na
total	98,240	126,015	311	65,799	9,846	4,909	206,569	10,927	7,829
male bme	5,365	6,460	6	1,700	711	233	9,104	821	na
female bme	1,876	2,149	5	2,977	260	171	5,557	283	na
bme total	7,241	8,609	11	4,677	971	404	14,661	1,104	na
		213	Total police officers (all ranks, excluding 311 secondments) per 100,000 population ^[3] (rate was also 213 in 2018 and 216 in 2017) England and Wales 2018 mid-year population estimate = 59,115,809						
	166	Constables per 100,000 population (excluding 124 constable secondments) ^[3] (rate was also 166 in 2018 and 168 in 2017)							

Notes: All figures are for 31 March, i.e. they are a snapshot of the situation on that day, and numbers may be different at other times of the year (na signifies that the figure is not available). [1] Full-time equivalent figures. There may appear to be small discrepancies between the totals and the sums of the constituent items as the figures are presented to the nearest whole number but are actually provided unrounded. [2] Figures for special constables and police support volunteers (PSVs) are provided on a headcount basis. [3] Total police officers (all ranks) and constables (in 2019) per 100,000 population figures use the 2018 mid-year population estimates for the denominator. The 2018 data use the 2017 mid-year population estimates and 2017 data use 2016 mid-year population estimates. [4] Some forces are unable to provide data on some types of designated officers separately. In these cases designated officers have been counted under civilian police staff. [5] Total police workforce exclude secondments to central services (from the 43 police forces). [6] '-' Denotes data not available. [7] Ethnicity data is self-declared by police workers. [8] Excludes those who did not state their ethnicity. Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) Worksheet tables H3 (police workforce), H4 (police officers), H4 (police officers and constables per 100,000 population), H11 (Police staff), (H12 PCSOs), (H13 Designated officers), (H14 Special constables) & D1 (BME police officers).

The British Transport Police (BTP) employed an additional workforce of 4,546 FTEs (in England and Wales) on the 31 March 2019, plus headcounts of 287 special constables and 119 police support volunteers. The FTE total for the BTP in 2019 was 39 (0.9%) lower than the 2018 total of 4,585 FTEs.

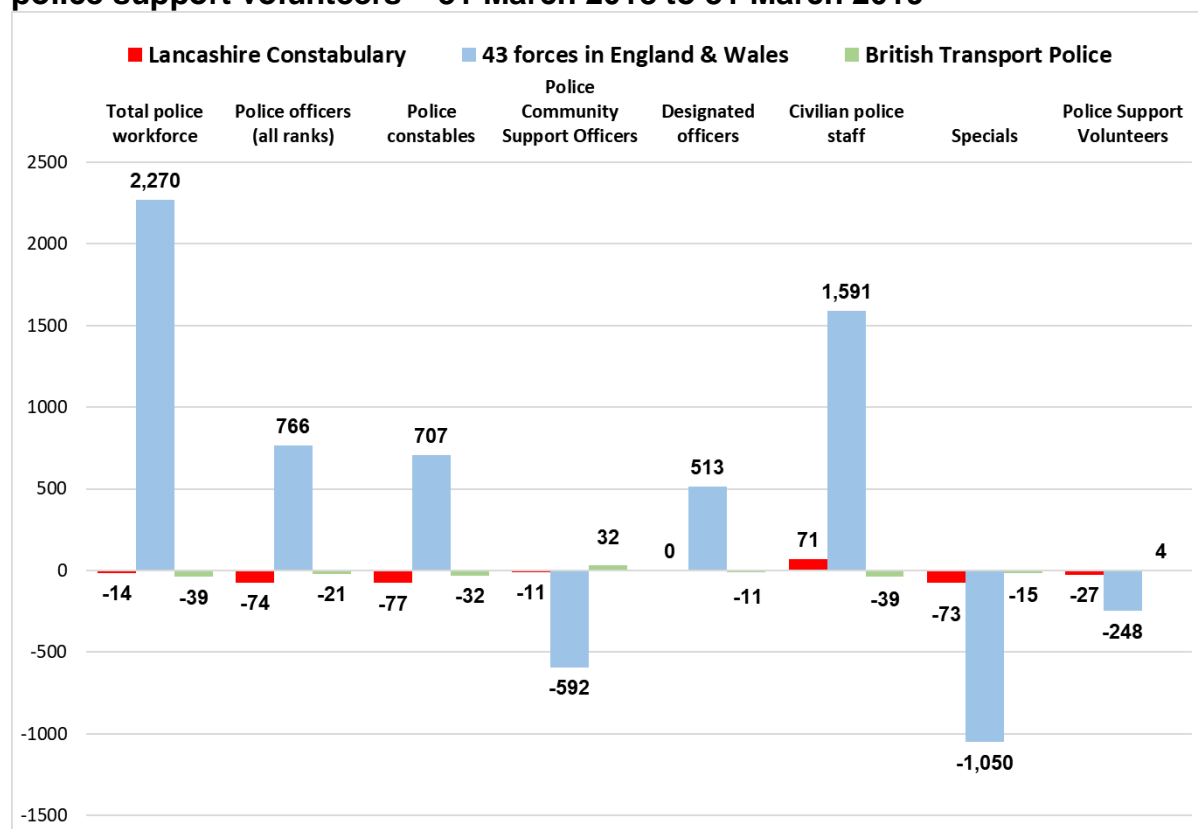
5.1.2 Composition of the yearly change in the FTE police workforce and headcount of special constables and police support volunteers

The yearly fall in the total police FTE workforce for Lancashire Constabulary (-14 FTEs, -0.3%) from 31 March 2018 to 31 March 2019 was comprised of a rise in the number of civilian police staff (+71 FTEs, 4.1%), but a fall in the number of police officers of all ranks (-74 FTEs, -2.5%) and a decrease in the number of PCSOs (-11 FTEs, -3.7%). The number of special constables, which are monitored on a headcount basis, fell by 73 (-21.0%) over the year. The number of police support volunteers, which is also monitored on a headcount basis, fell by 27 (-7.3%) over the year.

For the 43 police forces in England and Wales as a whole, the increase of 2,270 FTEs (1.1%) from 31 March 2018 to 31 March 2019, was comprised of an increase in the number of police officers of all ranks (+766 FTEs, 0.6%), a rise in designated officers (+513 FTEs, 11.7%) and an increase in the number of police civilian staff (+1,591 FTEs, 2.5). These increases were offset by a decrease in the number of PCSOs (-592 FTEs, -5.8%) and a fall of eight traffic wardens (from 9 to 1). The headcount of special constables reduced by 1,050 (-9.0%) over the year. The headcount of police support volunteers also fell by 27 (-7.3%).

The British Transport Police (BTP) yearly decrease in the total workforce of 39 FTEs (-0.9%) was comprised of a rise in the number of PCSOs (+32 FTEs, +12.0%), offset by a reduction in the number of police officers of all ranks (-21 FTEs, -0.7%), a fall in the number of designated officers (-11 FTEs, -40.7%) and a decrease in civilian staff (-39 FTEs, -2.7%). The headcount of special constables in the BTP reduced by 15 (-5.0%) over the year, falling from 302 on the 31 March 2018, to 287 on 31 March 2019. However, the headcount of police support volunteers increased by four over the year, to 119 at 31 March 2019.

Figure 1: Change in total police workforce and sub-categories of worker (full time equivalents) and change in the headcounts of special constables and police support volunteers – 31 March 2018 to 31 March 2019



Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](https://gov.uk/home-office/police-workforce-statistics-england-and-wales-31-march-2019-second-edition) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) Worksheet tables H3 (police workforce), H4 (police officers), H10 (police support volunteers), H11 (police staff), H12 (police community support officers), H13 (designated officers) and H14 (special constables).

5.1.3 Number of police officers (all ranks) and yearly change

The number of police officers of all ranks in Lancashire Constabulary totalled 2,895 at 31 March 2019. This was 74 FTEs (-2.5%) lower than the 2,969 FTEs at 31 March 2018.

With 193 police officers per 100,000 population, the Lancashire Constabulary area has proportionately fewer officers per head than the England and Wales average of 208 as at 31 March 2019.

Of the 2,895 police officers within Lancashire constabulary on 31st March 2019, 144 (5.0%) were recorded as being long term absent (more than 28 working days). This includes sick leave, maternity/paternity leave, those suspended, employees taking a career break and 'other leave'. Other leave may include categories such as compassionate leave, study leave and special leave.

Contrary to Lancashire Constabulary, for the 43 forces within England and Wales, the total number of police officers increased by 0.6%, or 766 FTEs, from 122,405 at 31 March 2018, to 123,171 FTEs at 31 March 2019.

The British Transport Police, however, saw a decrease in the number of police officers of all ranks of 21 FTEs (-0.7%), falling from 2,865 FTEs on 31 March 2018, to 2,844 FTEs at 31 March 2019.

5.1.4 Number of police constables and yearly change

The number of police constables in Lancashire Constabulary totalled 2,256 FTEs at 31 March 2019. This was 77 FTEs (-3.3%) lower than the 2,333 FTEs at 31 March 2018.

For the 43 forces within England and Wales, the number of police constables totalled 96,070 FTEs on 31 March 2019. This was 707 FTEs (0.7%) greater than the figure of 95,363 FTE police constables on 31 March 2018.

For the British Transport Police (in England and Wales), the number of police constables totalled 2,170 FTEs on 31 March 2019. This was 32 FTEs (-1.5%) lower than the 2,202 FTEs at 31 March 2017.

Table 3: Lancashire Constabulary and the North West region police officer strength (full time equivalents) as at 31 March 2019, with gender and black and minority ethnic (bme) breakdowns

-	Chief officers [2]	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Police officers - total ranks [4]
Lancashire constabulary police officers by rank - full time equivalents [1]								
male	2	7	16	33	96	342	1,444	1,940
female	2	1	8	13	25	94	813	955
total	4	8	24	46	21	436	2,257	2,895
male bme	-	-	1	3	4	12	81	101
female bme	1	-	-	-	1	6	28	36
bme total	1	0	1	3	5	18	109	137
Total police officers (all ranks) per 100,000 population [3] - Rate was 199 in 2018 2018 mid-year population = 1,498,300								193
Constables per 100,000 population [3] - Rate was 157 in 2018							151	
North West police officers by rank - full time equivalents [1]								
male	17	32	80	173	570	1,857	8,119	10,848
female	9	8	38	71	177	598	4,153	5,053
total	26	40	118	244	747	2,455	12,272	15,901
male bme	1	2	4	10	21	84	462	584
female bme	1	-	2	2	5	15	160	185
bme total	2	2	6	12	26	99	621	768
Total police officers (all ranks) per 100,000 population [3] - Rate was 219 in 2018 2017 mid-year population = 7,258,627 2018 mid-year population = 7,292,093								218
Constables per 100,000 population [3] - Rate was 169 in 2018							168	

Notes: All figures are for 31 March, i.e. they are a snapshot of the situation on that day, and numbers may be different at other times of the year.

[1] Full-time equivalent figures. There may appear to be small discrepancies between the totals and the sums of the constituent items as the figures are presented to the nearest whole number but are actually provided unrounded. [2] Includes Assistant Chief Constables, Deputy Chief Constables and Chief Constables, and their equivalents in the Metropolitan Police and City of London Police. These police officers were previously referred to as Association of Chief Police Officer (ACPO) ranks; however on 1 April 2015 ACPO was replaced by the National Police Chiefs' Council (NPCC). [3] Total police officers (all ranks) and constables (in 2019) per 100,000 population figures use the 2018 mid-year population estimates for the denominator. The 2018 data use the 2017 mid-year population estimates and 2017 data use 2016 mid-year population estimates. [4] It is not known if the total police workforce figures include police officer secondments to central services. [5] '-' Denotes data not available. [6] Ethnicity data is self-declared by police workers. [7] Excludes those who did not state their ethnicity. Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheets tables H4 (police officers) & D1 (BME police officers).

5.1.5 Number of civilian police staff and yearly change

The Lancashire Constabulary civilian police staff totalled 1,822 FTEs at 31 March 2019. This was an increase of 71 FTEs (4.1%) on the figure of 1,751 for the previous year.

For the 43 police forces within England and Wales the number of police civilian staff totalled 64,411 at 31 March 2019. This was an increase of 1,591 FTEs (2.5%) on the 62,820 FTEs at 31 March 2018.

In the British Transport Police there were 1,387 FTE civilian police staff at 31 March 2019. This total was 39 FTEs (-2.7%) lower than the 1,426 FTEs at 31 March 2018.

5.1.6 Number of police community support officers (PCSOs) and yearly change

In Lancashire Constabulary, the number of police community support officers (PCSOs) totalled 286 FTEs in March 2019. This was 11 FTEs (-3.7%) lower than the 31 March 2018 figure of 297 FTEs.

PCSOs are involved with local police neighbourhood teams and act as first point of contact for the police force's work.

For the 43 police forces in England and Wales, the total number of PCSO's at 31 March 2019 was 9,547 FTEs. This figure was 592 FTEs (-5.8%) lower than the 10,139 FTEs on 31 March 2018.

Across the British Transport Police there were 299 PCSO FTEs on 31 March 2019. This total was 32 FTEs (12.0%) greater than the 31 March 2018 figure of 267 FTEs.

5.1.7 Number of special constables and yearly change

The number of special constables in Lancashire Constabulary totalled 274 on 31 March 2019. This figure was 73 (-21.0%) lower than the 347 on the books at the 31 March 2018.

Special constables do not have contracted working hours so their numbers are provided on a headcount rather than a FTE basis. Special constable numbers can fluctuate depending on how often forces review their data and remove those who have not recently done shifts from their systems. Year on year changes in the

number of special constables should be treated with some caution, particularly at force level.

Table 4: England & Wales and British Transport Police - police officer strength by rank (full time equivalents) as at 31 March 2019, with gender and black and minority ethnic (bme) breakdowns

-	Chief officers [2]	Chief Superin- tendent	Superin- tendent	Chief Inspector	Inspector	Sergeant	Constable	Police officers - total ranks [4]
England and Wales 43 police forces- police officers by rank - full time equivalents [1]								
Male	154	242	649	1,232	4,228	14,134	65,104	85,743
Female	58	70	247	434	1,327	4,326	30,965	37,428
Total	212	312	896	1,666	5,555	18,460	96,070	123,171
male bme	4	15	23	52	205	743	5,191	6,233
female bme	1	1	14	10	55	181	1,834	2,096
bme total	5	16	37	62	260	924	7,025	8,329
Total police officers (all ranks) per 100,000 population [3] - Rate was 208 in 2018 2018 mid-year population = 59,115,809								208
Constables per 100,000 population [3] - Rate was 162 in 2018							163	
British Transport Police – police officers by rank - full time equivalents [1]								
Male	5	6	17	38	135	370	1,684	2,256
Female	0	0	4	12	24	63	485	589
Total	5	6	21	50	160	433	2,170	2,844
male bme	-	-	2	-	14	36	175	227
female bme	-	-	-	1	4	6	42	53
bme total	-	-	2	1	18	42	217	279
England and Wales 43 police forces, plus the British Transport Police - full time equivalents [1] police officers by rank - full time equivalents [1]								
Male	159	248	666	1,270	4,363	14,504	66,789	87,999
Female	58	70	251	446	1,351	4,389	31,451	38,016
Total	217	318	917	1,716	5,714	18,893	98,239	126,015
male bme	4	15	25	52	219	779	5,365	6,460
female bme	1	1	14	11	58	187	1,876	2,149
bme total	5	16	39	63	277	966	7,242	8,608
Total police officers (all ranks) per 100,000 population [3] - Rate was 213 in 2018 2018 mid-year population = 59,115,809								214
Constables per 100,000 population [3] Rate was 166 in 2018							166	

Notes: All figures are for 31 March, i.e. they are a snapshot of the situation on that day, and numbers may be different at other times of the year. [1] Full-time equivalent figures. There may appear to be small discrepancies between the totals and the sums of the constituent items as the figures are presented to the nearest whole number but are actually provided unrounded. [2] Includes Assistant Chief Constables, Deputy Chief Constables and Chief Constables, and their equivalents in the Metropolitan Police and City of London Police. These police officers were previously referred to as Association of Chief Police Officer (ACPO) ranks; however, on 1 April 2015 ACPO was replaced by the National Police Chiefs' Council (NPCC). [3] Total police officers (all ranks) and constables (in 2019) per 100,000 population figures use the 2018 mid-year population estimates for the

denominator. The 2018 data use the 2017 mid-year population estimates and 2017 data use 2016 mid-year population estimates. [4] Total police workforce figures exclude secondments to central services (from the 43 police forces). [5] '-' Denotes data not available. [6] Ethnicity data is self-declared by police workers. [7] Excludes those who did not state their ethnicity.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet tables H4 (police officers) & D1 (BME police officers).

For the 43 forces in England and Wales, the number of special constables totalled 10,640 on 31 March 2019. This figure is down by 9.0% (-1,050 special constables) on the total of 11,690 at the 31 March 2018.

In the British Transport Police, the number of special constables totalled 287 on 31 March 2019. The total is 15 lower (-5.0%) than the 302 special constables recorded on 31 March 2018.

5.1.8 Number of police support volunteers (PSVs)

As at 31 March 2019, there was a headcount of 343 police support volunteers in the Lancashire Constabulary area. This figure was 27 (-7.3%) lower than the headcount of 370 PSVs a year earlier on 31 March 2018.

Across the 43 forces in England and Wales, the headcount of police support volunteers was 7,670 at 31 March 2019. This figure was 248 (-3.1%) lower than the revised headcount of 7,918 police support volunteers at 31 March 2018 across the 43 forces.

In the British Transport Police, the headcount of police support volunteers numbered 119 on 31 March 2019. This figure was 4 (3.5%) more than the headcount of 115 on the 31 March 2018.

5.1.9 Number of designated officers and yearly change

Lancashire Constabulary recorded a zero return for designated officers for both March 2018 and March 2019.

For those police forces within England and Wales that utilise designated officers, the number totalled 4,893 FTEs at 31 March 2019. This figure was 513 (11.7%) greater than the 4,380 FTE designated officers on the books on 31 March 2018.

For the British Transport Police, the number of designated officers totalled 16 FTEs in 31 March 2019. This figure was 11 FTEs (-40.7%) lower than the 27 recorded on the 31 March 2018.

Designated officers are police staff (who are not police officers) employed to exercise specific powers that would otherwise only be available to police officers. Designation can be to one or more of four roles: police community support officer (PCSO), investigation officer, detention officer and escort officer. For further information, please see the '[User Guide to Police Workforce Statistics](#)' (18 July 2019 update).

5.1.10 Number of traffic wardens and yearly change

As at 31 March 2019, there was only one FTE traffic warden recorded within the 43 police forces in England and Wales. This reflects the dominant role of local authorities in parking control. This figure is down from nine recorded a year earlier.

5.2 Lancashire Constabulary and England and Wales: yearly change in frontline policing from 31 March 2017 to 31 March 2018, and estimated change in frontline policing from 31 March 2010 to 31 March 2019

Please see sections 3.3 and 3.4 in the background information part of this report for an explanation of the changes to the definition of frontline policing and measurement that took place in 2015.

5.2.1 Change in the number of FTE police officers employed in all frontline, frontline support and business support roles

Between 31 March 2018 and 31 March 2019, the total number of FTE police officers employed in all frontline, frontline support and business support roles within Lancashire Constabulary fell back by 85 FTEs (-3.1%), from 2,783 to 2,695 FTEs at 31 March 2019. The number of FTEs decreased in all three frontline categories in the Lancashire Constabulary area over the year. However, the majority of the reduction fell in the category for FTE police officers employed in frontline support roles (-69 FTEs, -38.1%).

This latest fall reversed the first increase in the series (since 2010) for Lancashire Constabulary, that took place the previous year, between 31 March 2017 and 31 March 2018, when the total number of FTE police officers employed in all frontline roles increased by 189 FTEs (7.3%), from 2,594 FTEs to 2,783 FTEs.

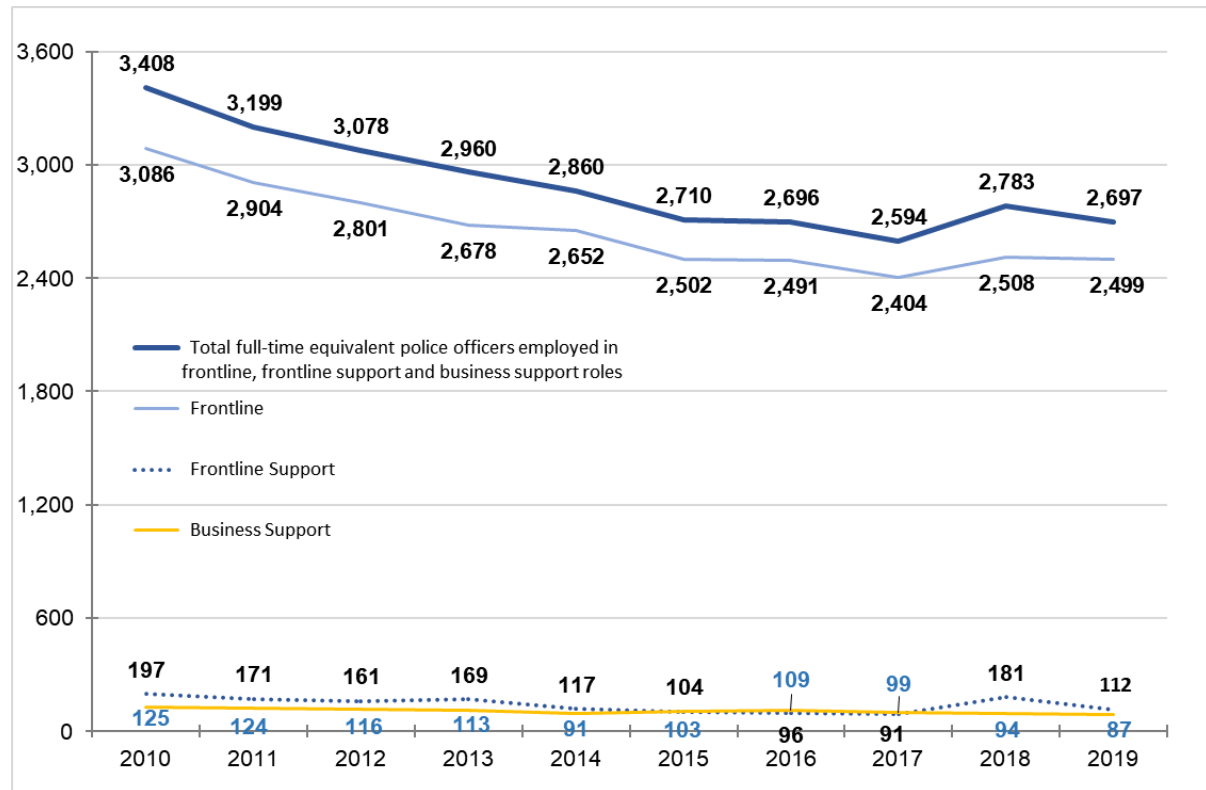
Despite the fall in numbers over the last year, the March 2019 figure for Lancashire Constabulary is 104 FTEs above the recent low point of 2,594 FTEs estimated for 31 March 2017.

The 31 March 2019 figure is still below the total of 3,408 FTEs estimated to be in all frontline, frontline support and business support roles within Lancashire Constabulary in March 2010 by 20.8% (-710 FTEs).

The yearly decrease in Lancashire Constabulary for all frontline roles (-3.1%, -85 FTEs) was greater than the reduction of -0.4% (- 446 FTEs) recorded for the 43 police forces in England and Wales, where numbers fell from 112,614 FTEs to 112,168 FTEs. Tables 5 and 6 refer.

Over the longer period, from March 2010 to March 2019, for the 43 police forces in England and Wales, the number of FTEs in all frontline, frontline support and business support roles is estimated to have fallen by -17.3% (- 23,385 FTEs) from 135,553 FTEs to 112,168 FTEs. The percentage reduction for Lancashire Constabulary (-20.8%) was higher between these dates.

Figure 2: Lancashire Constabulary - estimates of the number of full-time equivalent police officers employed in frontline, frontline support and business support roles, 31 March 2010 ^[1] to 31 March 2014 ^[1], and actual numbers from 31 March 2015 ^[2] to 31 March 2019 ^[2]



Notes: [1] Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent. Further details can be found in the ['User Guide to Police Workforce Statistics'](#). [2] Figures from March 2015 to 2019 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model that can be found in Annex 4 of the [Value for Money Profiles](#). [3] The frontline model excludes police officers recorded under the 'Other' function category, which includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid). Some forces are not able to separate out employees on career breaks, maternity leave and other long-term absence. Therefore in some cases these are not included in the "Other" category, but in the relevant function. [4] Visible operational frontline and non-visible frontline have been added together to give an overall frontline total. [5] Frontline support was previously named operational support under the old framework.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet table F6 used in the above graph.

5.2.2 Change in the number of FTE police officers employed in frontline roles

The number of FTE police officers employed in frontline roles in Lancashire Constabulary is estimated to have fallen slightly, by 9 FTEs (-0.4%) over the year, from 2,508 FTEs at 31 March 2018, to 2,499 FTEs at 31 March 2019.

This latest fall, specifically for the frontline roles sub-category, reversed the first increase in the series (since 2010) for Lancashire Constabulary, that took place the previous year, between 31 March 2017 and 31 March 2018, when the total number of FTE police officers employed specifically in frontline roles increased by 104 FTEs (4.3%), from 2,404 FTEs to 2,508 FTEs.

The 2019 figure is below the 3,086 FTEs estimated to be specifically in the frontline role category in March 2010 by 19.0% (587 FTEs).

Table 5: Lancashire Constabulary - estimates of the number of full-time equivalent police officers employed in frontline, frontline support and business support roles, 31 March 2010 ^[1] to 31 March 2014 ^[1], and actual numbers as at 31 March 2015 ^[2] to 31 March 2019 ^[2]

Year	Full-time equivalent police officers employed in frontline roles	Full-time equivalent police officers employed in frontline support roles	Full-time equivalent police officers employed in business support roles	Total full-time equivalent police officers employed in frontline, frontline support and business support roles
2010	3,086	197	125	3,408
2011	2,904	171	124	3,199
2012	2,801	161	116	3,078
2013	2,678	169	113	2,960
2014	2,652	117	91	2,860
2015	2,502	104	103	2,710
2016	2,491	96	109	2,696
2017	2,404	91	99	2,594
2018	2,508	181	94	2,783
2019	2,499	112	87	2,698
Estimated change in FTEs, 2010 to 2019	-587	-85	-38	-710
Estimated % change in FTEs, 2010 to 2019	-19.0%	-43.1%	-30.4%	-20.8%
Change in FTEs, 2017 to 2019	95	21	-12	104
% change in FTEs, 2010 to 2019	4.0%	23.1%	-12.1%	4.0%
Yearly change in FTEs, 2018 to 2019	-9	-69	-7	-85
% Yearly change in FTEs, 2018 to 2019	-0.4%	-38.1%	-7.4%	-3.1%

Notes: [1] Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent. Further details can be found in the ['User Guide to Police Workforce Statistics'](#). [2] Figures from March 2015 to 2019 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model that can be found in Annex 4 of the [Value for Money Profiles](#). [3] The frontline model excludes police officers recorded under the 'Other' function category, which includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid). Some forces are not able to separate out employees on career breaks, maternity leave and other long-term absence. Therefore in some cases these are not included in the "Other" category, but in the relevant function. [4] Visible operational frontline and non-visible frontline have been added together to give an overall frontline total. [5] Frontline support was previously named operational support under the old framework.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet table F6 used in the above table.

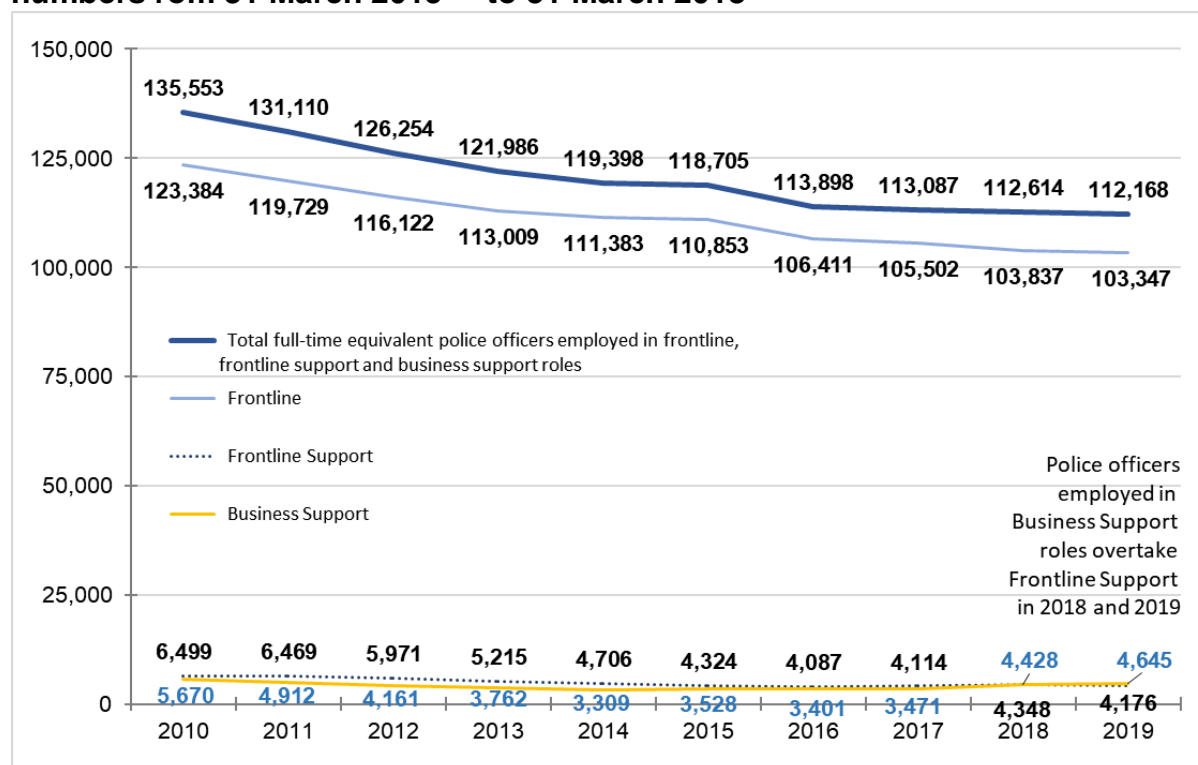
The Lancashire Constabulary yearly percentage decrease for this category (-0.4%) is marginally lower than the percentage fall of -0.5% evident for the 43 police forces in England and Wales, where numbers fell from 103,837 FTEs to 103,347 FTEs (-490 FTEs) over the year. Tables 5 and 6 refer.

Between March 2010 to March 2018, the number of police officers employed in frontline roles in the 43 police forces in England and Wales is estimated to have fallen by -16.2% (-20,037 FTEs) from 123,384 FTEs to 103,347 FTEs. Lancashire Constabulary (-19.0%, -587 FTEs) has seen a greater percentage reduction between these dates.

5.2.3 Change in the number of FTE police officers employed in frontline support roles

Although relatively small in number, for frontline support roles, the number of police officers employed in these positions in Lancashire Constabulary decreased by 69 FTEs (-38.1%), from 181 FTEs at 31 March 2018, to 112 FTEs at 31 March 2019. This was contrary to the increase of 90 FTEs (98.9%) a year earlier, between 31 March 2017 and 31 March 2018, when numbers almost doubled. Since 2010, the number of FTEs in this category have risen only twice, between 2012 and 2013, and between 2017 and 2018.

Figure 3: 43 police forces in England and Wales - estimates of the number of full-time equivalent police officers employed in frontline, frontline support and business support roles, 31 March 2010 ^[1] to 31 March 2014 ^[1], and actual numbers from 31 March 2015 ^[2] to 31 March 2018 ^[2]



Notes: [1] Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent. Further details can be found in the ['User Guide to Police Workforce Statistics'](#). [2] Figures from March 2015 to 2018 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model that can be found in Annex 4 of the [Value for Money Profiles](#). [3] The frontline model excludes police officers recorded under the 'Other' function

category, which includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid). Some forces are not able to separate out employees on career breaks, maternity leave and other long-term absence. Therefore in some cases these are not included in the "Other" category, but in the relevant function. [4] Visible operational frontline and non-visible frontline have been added together to give an overall frontline total. [5] Frontline support was previously named operational support under the old framework. [6] Warwickshire and West Mercia were unable to provide functions data as at 31 March 2015. These figures have been imputed using their data for 31 March 2016. For this reason, their frontline proportions are equal for March 2015 and March 2016. [7] Data for Warwickshire and West Mercia should be interpreted with caution due to the nature of the strategic alliance between these forces. This can mean that some functions may appear to be relatively high in one force and low in the other.

Source: [GOV.UK](https://gov.uk), Home Office, [Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet table F6 used in the above graph.

The Lancashire Constabulary yearly percentage decrease for this category (-38.1%) is considerably greater than the -4.0% (-172 FTEs) percentage fall evident for the 43 police forces in England and Wales, where numbers fell from 4,348 FTEs to 4,176 FTEs between 2018 and 2019. Tables 5 and 6 refer.

From March 2010 to March 2019, for the 43 police forces in England and Wales, the number of police officers employed in frontline support roles has decreased by -35.8% (-2,323 FTEs), from 6,499 FTEs to 4,176 FTEs. For Lancashire Constabulary, the number of FTEs in this category has fallen by 43.1% (-85 FTEs), from 197 FTEs in March 2010, to 112 FTEs in March 2019.

5.2.4 Change in the number of FTE police officers employed in business support roles

The number of FTE police officers employed in business support roles in Lancashire Constabulary is relatively low and has reduced slightly over the year, falling by 7 FTEs (-7.4%), from 94 FTEs on 31 March 2018, to 87 FTEs at 31 March 2019. This latest figure is 38 FTEs (-30.4%) lower than the peak for the series (since 2010) of 125 FTEs estimated in March 2010.

The Lancashire Constabulary yearly percentage fall (-7.4%) is opposite to the percentage rise of 4.9% (+217 FTEs) recorded for the 43 police forces in England and Wales over the year, where numbers increased from 4,428 FTEs in March 2018, to 4,625 FTEs at 31 March 2019. Tables 5 and 6 refer.

From 31 March 2010 to 31 March 2019, the number of FTE police officers employed in business support roles across the 43 police forces in England and Wales has fallen by -18.1% (-1,025 FTEs) from 5,670 to 4,645 FTEs. Lancashire Constabulary (-30.4%, -38 FTEs) has seen a greater percentage reduction between these dates.

Table 6: England and Wales (43 police forces) - estimates of the number of full-time equivalent police officers employed in frontline, frontline support and business support roles, 31 March 2010 ^[1] to 31 March 2014 ^[1], and actual numbers from 31 March 2015 ^[2] to 31 March 2019 ^[2]

Year	Full-time equivalent police officers employed in frontline roles	Full-time equivalent police officers employed in frontline support roles	Full-time equivalent police officers employed in business support roles	Total full-time equivalent police officers employed in frontline, frontline support and business support roles
2010	123,384	6,499	5,670	135,553
2011	119,729	6,469	4,912	131,110
2012	116,122	5,971	4,161	126,254
2013	113,009	5,215	3,762	121,986
2014	111,383	4,706	3,309	119,398
2015	110,853	4,324	3,528	118,705
2016	106,411	4,087	3,401	113,898
2017	105,502	4,114	3,471	113,087
2018	103,837	4,348	4,428	112,614
2019	103,347	4,176	4,645	112,168
Estimated change in FTEs, 2010 to 2019	-20,037	-2,323	-1,025	-23,385
Estimated % change in FTEs, 2010 to 2019	-16.2%	-35.8%	-18.1%	-17.3%
Change in FTEs, 2017 to 2019	-2,155	62	1,174	-919
% change in FTEs, 2017 to 2019	-2.0%	1.5%	33.8%	-0.8%
Yearly change in FTEs, 2018 to 2019	-490	-172	217	-446
% Yearly change in FTEs, 2018 to 2019	-0.5%	-4.0%	4.9%	-0.4%

Notes: [1] Figures for March 2010 to March 2014 have been estimated based on data for a parallel running year (March 2015) and are rounded to the nearest whole number or 0.1 per cent. Further details can be found in the ['User Guide to Police Workforce Statistics'](#). [2] Figures from March 2015 to 2018 have been calculated using Her Majesty's Inspectorate of Constabulary's (HMIC's) frontline policing model which can be found in Annex 4 of the [Value for Money Profiles](#). [3] The frontline model excludes police officers recorded under the 'Other' function category, which includes police officers on maternity/paternity leave, career break, full-time education or on suspension; and those on long-term leave (sickness, compassionate special or unpaid). Some forces are not able to separate out employees on career breaks, maternity leave and other long-term absence. Therefore in some cases these are not included in the "Other" category, but in the relevant function. [4] Visible operational frontline and non-visible frontline have been added together to give an overall frontline total. [5] Frontline support was previously named operational support under the old framework. [6] Warwickshire and West Mercia were unable to provide functions data as at 31 March 2015. These figures have been imputed using their data for 31 March 2016. For this reason, their frontline proportions are equal for March 2015 and March 2016. [7] Data for Warwickshire and West Mercia should be interpreted with caution due to the nature of the strategic alliance between these forces. This can mean that some functions may appear to be relatively high in one force and low in the other.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet table F6 used in the above table.

5.3 Change in the total police workforce and police worker type within the 43 forces in England and Wales – 31 March 2003 to 31 March 2019

The following figures exclude the British Transport Police, which had a total workforce of 4,546 FTEs (in England and Wales) at 31 March 2019, plus headcounts of 287 special constables and 119 police support volunteers.

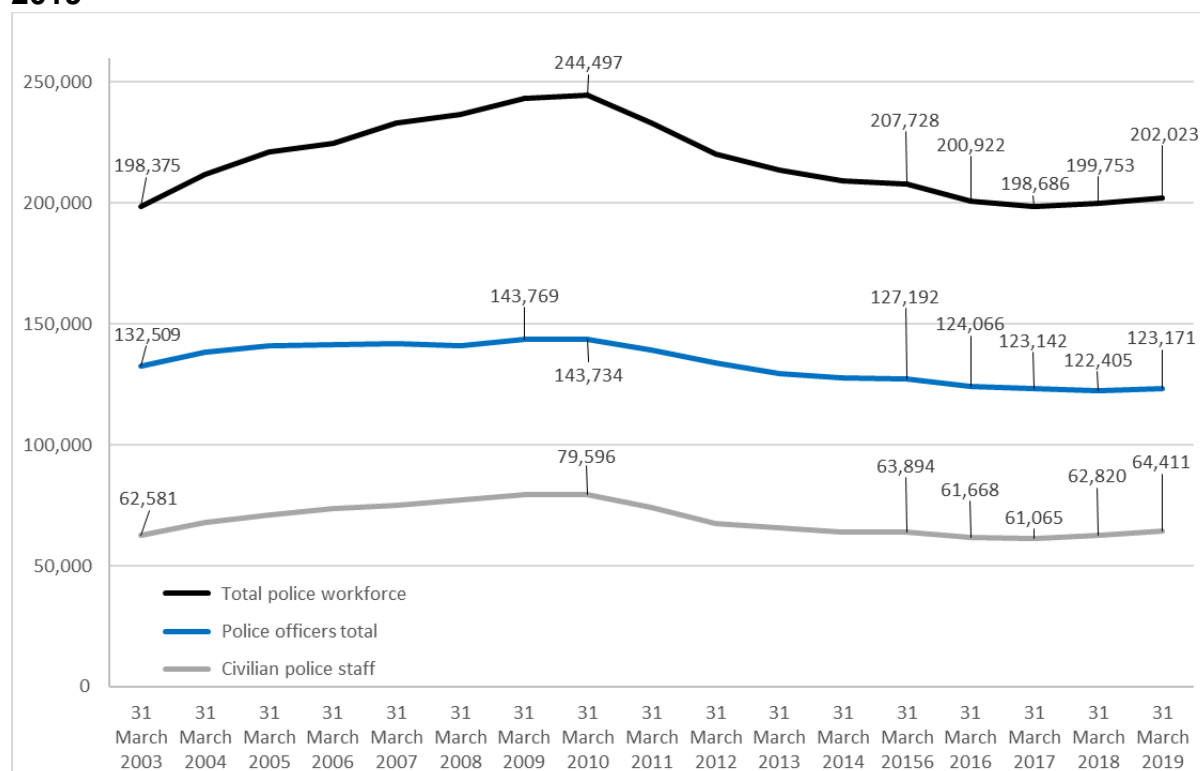
5.3.1 Total police workforce in England and Wales and recent changes

Figure 4 shows that the total police workforce employed in the 43 police forces in England and Wales has fallen by 42,474 FTEs (-17.4%), or more than a sixth, between 31 March 2010 and 31 March 2019 from 244,497 to 202,023 FTEs.

The total police force has increased slightly since March 2017, rising by 3,337 FTEs (1.7%) from 198,686 FTEs, to 202,023 FTEs in March 2019.

The latest yearly rise was mainly due to an increase in the number of civilian police staff and those referred to as "designated officers" (who have limited powers designated to them by a chief constable). These latest figures also include the first increase in police officers since 2009 (+766 FTEs (+0.6%)).

Figure 4: Change in total police workforce, police officers and civilian police staff within the 43 forces in England and Wales from 31 March 2003 to 31 March 2019



Notes: [1] Total police workforce excludes British Transport Police.

[2] Total police workforce excludes special constables and secondments to central services, but includes secondments in to forces, and workers on career breaks.

[3] Total police workforce - data initially provided by the Metropolitan Police as at 31 March 2015 excluded workers on career breaks, and included those seconded out of the force. These figures have subsequently been revised to bring them in line with data for other forces and years.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#) – Worksheet table H3 used in the above graph.

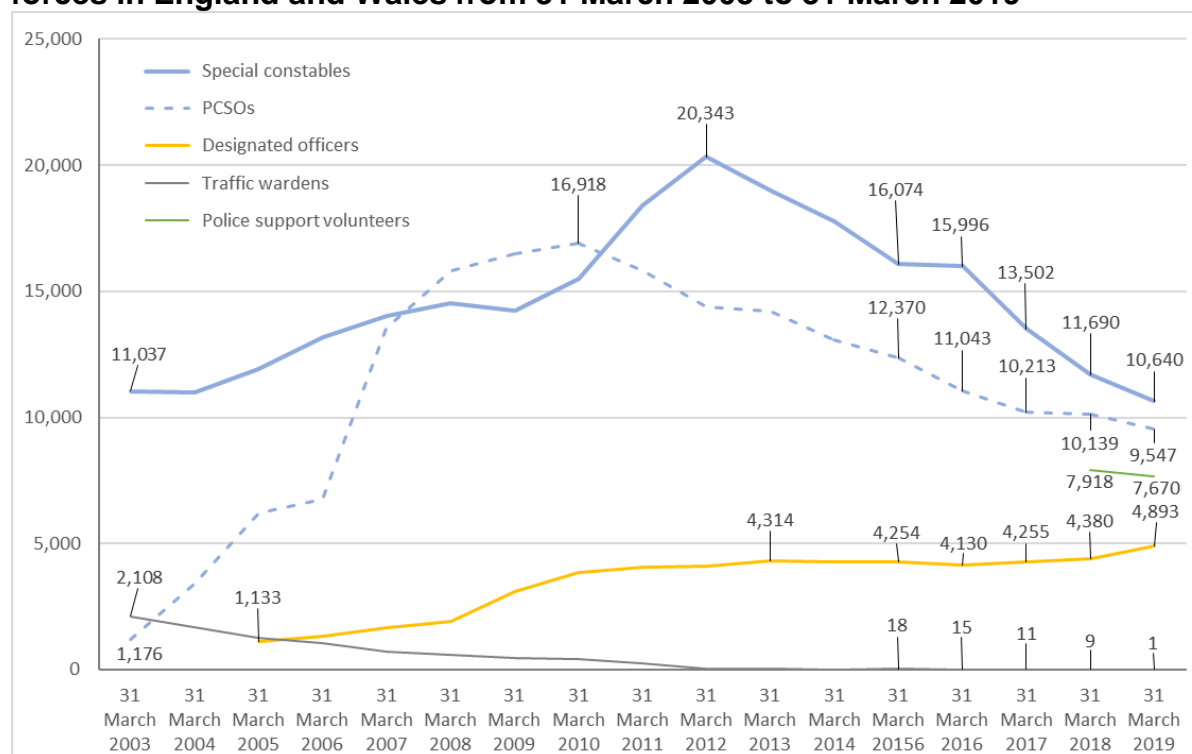
5.3.2 Police officers in England and Wales and recent changes

The number of police officers has decreased by -20,598 FTEs (-14.3%), or a seventh, between 31 March 2009 and 31 March 2019 in the 43 police forces in England and Wales, from 143,769 to 123,171 FTEs. Not all of these officers will be available for duty. Police officers made up the largest proportion of paid police workers as at 31 March 2019, at just over three fifths (61.0%). The total number of police officers has increased slightly since March 2018, rising by 766 FTEs (0.6%) from 122,405 FTEs to 123,171 FTEs, in March 2019. This was the first increase in police officers since 2009.

5.3.3 Police civilian staff in England and Wales and recent changes

The civilian police staff in the 43 police forces in England and Wales has reduced by -16,776 FTEs (-21.1%) or more than a fifth, between 31 March 2010 and 31 March 2018, from 79,596 to 62,820 FTEs. Civilian police staff accounted for 31.4% of the total police workforce at 31 March 2018, or just under a third.

Figure 5: Change in the number of special constables, police community support officers (PCSOs), designated officers and traffic wardens within the 43 forces in England and Wales from 31 March 2003 to 31 March 2019



Notes: [1] Some forces are unable to provide data on some types of designated officers separately. In these cases, designated officers have been counted under police staff. [2] Figures for special constables and police support volunteers are provided on a headcount basis. [3] Data initially provided by the Metropolitan Police as at

31 March 2015 excluded workers on career breaks, and included those seconded out of the force. These figures have subsequently been revised to bring them in line with data for other forces and years.

Source: [GOV.UK, Home Office, Police workforce statistics, England and Wales: 31 March 2019 second edition](#) and [Police workforce, England and Wales: 31 March 2019 data tables second edition \(Tables F1 to F6 updated\)](#)
– Worksheet table H3 used in the above graph.

5.3.4 Headcount of special constables in England and Wales and recent changes

Figure 5 reveals that the headcount of special constables peaked at 20,343 at 31 March 2012 within the 43 police forces in England and Wales, but has since reduced by -9,703 (-47.7%) or almost a half, to 10,640 by 31 March 2019.

5.3.5 Headcount of police support volunteers in England and Wales and recent changes

In 2018, a new category was included in the police workforce statistics that provides the headcount of police support volunteers (PSVs).

The headcount of PSVs within the 43 police forces in England and Wales has decreased by 248 (-3.1%) to 7,670 as at 31 March 2019, down from the initial revised headcount of 7,918 at 31 March 2018.

5.3.6 Number of PCSOs in England and Wales and recent changes

The number of PCSOs within the 43 police forces in England and Wales has decreased by 7,371 FTEs (-43.6%), from the peak of 16,918 FTEs at 31 March 2010, to 9,547 at 31 March 2019. As at 31 March 2019, PCSOs accounted for 4.7% of the total police workforce.

5.3.7 Number of designated officers in England and Wales and recent changes

The number of designated officers in the 43 police forces in England and Wales increased by 513 FTEs (11.7%) from 4,380 FTEs at 31 March 2018, to a new peak of 4,893 FTEs at 31 March 2019. Designated officers represented 2.4% of the total police workforce at 31 March 2019.

5.3.8 Number of traffic wardens in England and Wales and recent changes

There was just one traffic warden recorded in the 43 police forces on 31 March 2019. This low figure for traffic wardens reflects the dominant role of local authorities in parking control. Numbers have reduced by 99.95% from the 2,108 recorded at 31 March 2003.