



Home Office

Home Secretary

2 Marsham Street  
London SW1P 4DF  
[www.gov.uk/home-office](http://www.gov.uk/home-office)

**BY EMAIL ONLY**

**FAQ:** Chief Constables and Police and Crime Commissioners

29 October 2020

Dear colleagues,

The Home Office has today (29 October) published the third quarterly data release on the Police Uplift. I am pleased to say that we now have 5,824 additional police officers across England and Wales as a result of Uplift, and all forces remain on track to meet our first national target of 6,000 additional officers being recruited by the end of March 2021. I wanted to take this opportunity to thank you for your continued efforts to maintain recruitment which is a reflection of the dedication and hard work undertaken in forces and is a testament to the can-do attitude of policing.

For the first time this quarter we have published data on the diversity of new recruits which shows that 10.7% of new recruits since April (who stated their ethnicity) identify as belonging to a Black, Asian and minority ethnic (BAME) group. This is an improvement on the 10.3% that was reported in the last annual workforce statistics (to 31 March 2020), however progress remains below the representation of such ethnic groups in the general population (14% according to 2011 Census estimates).

Progress is also being seen in gender representation. Of the 6,246 new recruits since April 2020 (which includes those recruited to backfill posts), 39% were women. This is still below their representation in the population but an improvement on the 37% of recruits that we reported in the last annual workforce statistics to 31 March 2020.

I remain clear that the Police Uplift provides a once in a generation opportunity to make forces more representative of the communities you serve. I am pleased all forces are working hard to achieve this, which includes providing the Programme with monthly data on police diversity. I want to see every force fully utilising this data insight to support recruitment. The Programme is here to support your force every step of the way providing a vehicle to share best practice and where needed providing tailored help and support to meet our collective ambitions.

Having reviewed this data, I have noted the good progress made by a number of forces where the proportion of recruits from BAME groups and females, since April, has been higher than that of their local populations and I congratulate these forces in this

achievement. However, there continues to be more work required to ensure all forces are representative of the communities they serve.

I am truly grateful for your efforts in delivering this key Government commitment and look forward to continuing to work together in meet our joint ambition to recruit 20,000 officers and cut crime.

With all good wishes  
P  
Patel

**Rt Hon Priti Patel MP**