

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



2nd December 2024

Dear

FREEDOM OF INFORMATION REQUEST – FOI 894/24 Recruitment and Retention Statistics

I refer to your request for information received by Cumbria Constabulary on the 4th of November 2024.
I note you seek access to the following information:

I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:

All Women: Police Officers and Police Staff

All Men: Police Officers and Police Staff

Black women (British; Caribbean; African) Police Officers and Police Staff

Black men (British; Caribbean; African) Police Officers and Police Staff

Average length of service for all of the above groups.

Reasons for leaving the organisations for all of the above groups.

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

The information in response to your request has been provided by the Constabulary's Human Resources department.

Please see the attached PDF with the information enclosed.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.

Police Officer

Leaving Year	Asian - Pakistani	Black - African	Mixed - Any Other Mixed/ Multiple Ethnic Background	Mixed - White & Black African
2020	0	0	0	0
2021	1			
2022				
2023	1	2	1	1
2024	0	0	0	0

Staff

Leaving Year	Black - Any Other Black / African / Caribbean background	Mixed - White & Asian	Prefer not to say	Unknown
2020	0	0	4	1
2021			6	2
2022	1		4	3
2023		1	4	3
2024	0	0	3	2

Mixed - White & Black Caribbean	Prefer not to say	Unknown	White - Any Other White Background	White - English/Welsh/Scottish/Northern Irish/British	White - Irish
0	1	0	0	21	0
			2	82	
	4	1	4	119	
	1		3	73	
1	1	4	3	81	2

White - Any Other White Background	White - English/Welsh/Scottish/Northern Irish/British
0	16
	58
	77
3	59
0	45



EMPLOYER RECOGNITION SCHEME

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Police Officer

Joining Year	Female	Male
2020	18	21
2021	54	63
2022	68	93
2023	62	88
2024	27	56
Grand Total	229	321

Staff

Joining Year	Female	Male	Unspecified	Grand Total
2020	7	6	0	13
2021	39	18		57
2022	60	32		92
2023	50	29		79
2024	29	16	2	47
Grand Total	185	101	2	288

Police Officer

Joining Year	Asian - Any Other Asian Background	Asian - Chinese	Asian - Indian	Asian - Pakistani	Black - African	Mixed - Any Other Mixed/ Multiple Ethnic Background
2020						
2021			1		1	
2022	1		1	1		1
2023		1	1			
2024						
Grand Total	1	1	3	1	1	1

Staff

Joining Year	Unknown	Asian - English/Welsh/Scottish/Northern Irish/British	Asian - Indian	Mixed - White & Asian	Prefer not to say	White - Any Other White Background
2020	3	0	0	0	0	0
2021	4					1
2022	6				2	7
2023	3	1	1	1		8
2024	9	0	0	0	1	5
Grand Total	25	1	1	1	3	21



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Mixed - White & Black African	Mixed - White & Black Caribbean	Other - Any Other Ethnic Group	Prefer not to say	Unknown	White - Any Other White Background	White - English/Welsh/Scottish/Northern Irish/British	White - Irish
					1	38	
			1	2	7	104	1
1	1	1	2	7	8	136	1
			1	6	8	133	
				1	3	77	2
1	1	1	4	16	27	488	4

White - English/Welsh/Scottish/Northern Irish/British
10
52
77
65
32
236

Police Officer

Leaving Year	Female	Male
2020	7	15
2021	35	50
2022	41	87
2023	28	54
2024	36	56

Staff

Leaving Year	Female	Male
2020	14	7
2021	38	28
2022	45	40
2023	28	42
2024	29	21



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Police Officer

Leaving Year	Average length of Service when left
2020	19.67
2021	19.42
2022	14.03
2023	12.28
2024	10.8

Staff

Leaving Year	Average length of Service when left
2020	5.23
2021	10.4
2022	10.8
2023	11.41
2024	14.86

Police Officer

Gender	Average length of Service when left
Female	14.33
Male	14.42

Staff

Gender	Average length of Service when left
Female	10.99
Male	11.35

Police Officer

Ethnicity	Average length of Service when left
Asian - Pakistani	14.92
Black - African	4.38
Mixed - Any Other Mixed/ Multiple Ethnic Background	1
Mixed - White & Black African	1.06
Mixed - White & Black Caribbean	1.24
Prefer not to say	11.5
Unknown	7.15
White - Any Other White Background	12.91



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White - English/Welsh/Scottish/Northern Irish/British	14.79
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White - Irish	4.48
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Staff

Ethnicity	Average length of Service when left
Black - Any Other Black / African / Caribbean background	24.12
Mixed - White & Asian	0.74
Prefer not to say	7.09
Unknown	8.2
White - Any Other White Background	2.34
White - English/Welsh/Scottish/Northern Irish/British	11.72



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Police Officer

Leaving Year	Died in Service	Dismissal	Resignation	Resignation - Personal	Retirement
2020	0	0	11	0	11
2021		1	24		49
2022			72	2	50
2023	1	7	50	2	17
2024	0	2	64	3	17

Staff

Leaving Year	Died in Service	Dismissal	Other reason	Redundancy	Resignation
2020	0	0	1	2	13
2021				2	44
2022		2	3	2	54
2023	2		1		46
2024	1	1	0	1	24

Police Officer

Leaving Reason	Female	Male	Grand Total
Died in Service		1	1
Dismissal	1	9	10
Resignation	86	135	221
Resignation - Personal	3	4	7
Retirement	44	100	144
Retirement - Early	2	1	3
Retirement - Ill Health	8	3	11
Transfer	3	7	10
Transfer - Re-organisation		2	2
Grand Total	147	262	409

Staff

Leaving Reason	Female	Male	Grand Total
Died in Service	1	2	3
Dismissal	2	1	3
Other reason	3	2	5
Redundancy	3	4	7
Resignation	106	75	181
Resignation - Ill Health		1	1
Resignation - Personal	2		2
Retirement	34	50	84
Retirement - Early	1	2	3
Retirement - Ill Health	2	1	3
Grand Total	154	138	292

Police Officer



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Leaving Reason	Asian - Pakistani	Black - African	Mixed - Any Other Mixed/ Multiple Ethnic Background	Mixed - White & Black African	Mixed - White & Black Caribbean
Died in Service					
Dismissal		1			
Resignation	1	1	1	1	1
Resignation - Personal					
Retirement	1				
Retirement - Early					
Retirement - Ill Health					
Transfer					
Transfer - Re-organisation					
Grand Total	2	2	1	1	1

Staff

Leaving Reason	Black - Any Other Black / African / Caribbean background	Mixed - White & Asian	Prefer not to say	Unknown	White - Any Other White Background
Died in Service					
Dismissal	1		1		
Other reason				2	
Redundancy				1	
Resignation		1	16	5	3
Resignation - Ill Health					
Resignation - Personal					
Retirement			4	3	
Retirement - Early					
Retirement - Ill Health					
Grand Total	1	1	21	11	3



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Retirement - Early	Retirement - Ill Health	Transfer	Transfer - Re-organisation
0	0	0	0
	4	7	
		2	2
	5		
3	2	1	0

Resignation - Ill Health	Resignation - Personal	Retirement	Retirement - Early	Retirement - Ill Health
0	0	5	0	0
		20		
	1	19	3	1
		19		2
1	1	21	0	0



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Prefer not to say	Unknown	White - Any Other White Background	White - English/Welsh /Scottish/Northern Irish/British	White - Irish	Grand Total
			1		1
1		1	7		10
4	4	6	200	2	221
			7		7
2		5	136		144
	1		2		3
			11		11
			10		10
			2		2
7	5	12	376	2	409

White - English/Welsh/Scottish/Northern Irish/British	Grand Total
3	3
1	3
3	5
6	7
156	181
1	1
2	2
77	84
3	3
3	3
255	292



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