



Cumbria Constabulary Disproportionality Report 2025

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1. Introduction & Background

This report presents an overview of disproportionality within key areas of policing, including stop and search, use of force, recorded crime and outcomes, custody, and recruitment. Its purpose is to identify and understand any disparities in how different groups – particularly in relation to ethnicity, age, gender, and other protected characteristics, experience policing or are represented within the police workforce.

By analysing these areas openly, the report seeks to promote transparency, accountability, and public confidence. Understanding where disproportionality exists helps ensure that policing practices and employment processes are fair, evidence-based, and inclusive. This work reflects our continuing commitment to equality, fairness, and building trust with all the communities we serve.

Policing in Cumbria

Cumbria is a large and predominantly rural county in the North West of England, covering an area of over 6,700 square kilometres. It is home to a population of around 500,000 people, spread across small towns, villages, and remote communities, as well as larger urban areas such as Carlisle, Barrow-in-Furness, Kendal, and Workington. The county also includes the Lake District National Park, a UNESCO World Heritage Site that attracts millions of visitors each year, significantly increasing the number of people in the county at certain times throughout the year.

Policing in Cumbria presents a unique set of challenges and opportunities. The force must balance the demands of serving dispersed rural communities, supporting urban centres, and responding to seasonal tourism pressures. Cumbria Constabulary is one of the smallest police forces in England and Wales, but it delivers a wide range of services, from neighbourhood policing and crime prevention, to specialist operations and major investigations.

The Constabulary is committed to providing a visible, accessible, and fair service to all residents and visitors. Its approach focuses on community engagement, problem solving, and partnership working, ensuring that policing across Cumbria remains responsive to local needs and supports public confidence and trust.

Population Demographic of Cumbria (Census 2021)

Cumbria is less ethnically diverse compared to the national average for England and Wales. According to the 2021 Census, 97.6% of Cumbria’s population identify as White, compared with 81.7% nationally. The largest minority ethnic group in Cumbria is Asian, representing around 1.0% of the population, followed by Mixed (0.8%), Black (0.2%) and Other ethnic groups (0.3%)

Ethnicity	Cumbria county	England & Wales
Asian	1.0%	9.3%
Black	0.2%	4.0%
Mixed	0.8%	2.9%
Other	0.3%	2.1%
White	97.6%	81.7%

The resident demographic profile means that, while levels of diversity are increasing gradually over time, Cumbria remains a predominantly White county, and the proportion of residents from minority ethnic backgrounds is significantly lower than the national picture. These differences are important to consider when interpreting data on disproportionality, as small changes in recorded numbers can represent a relatively large percentage shifts in areas with low population diversity.

Cumbria's population also shows less religious diversity compared to the national picture. 57.0% of residents in Cumbria identify as Christian, higher than the national average of 46.2% across England and Wales. Smaller proportions identify with other faiths, including Muslim (0.4%), Buddhist (0.3%), Sikh (0.4%), and Hindu (0.1%), all of which are below national averages.

Religion	Cumbria county	England & Wales
Buddhist	0.3%	0.5%
Christian	57.0%	46.2%
Hindu	0.1%	1.7%
Jewish	0.0%	0.5%
Muslim	0.4%	6.5%
No answer	5.8%	6.0%
No religion	35.8%	37.2%
Other	0.0%	0.9%
Sikh	0.4%	0.6%

Around 35.8% of Cumbria's population report having no religion, broadly in line with the national figure of 37.2%. These figures indicate that Cumbria remains predominantly Christian, with a lower representation of other religious groups compared to England and Wales overall.

Cumbria also has an older population profile compared to the national average. The average age in Cumbria is 45 years, compared with 40.8 years across England and Wales. This places Cumbria among the counties with the highest average age nationally.

The county's older demographic reflects its rural character, migration patterns, and popularity as a place to retire or relocate later in life. This age profile can influence local policing demand, with potential implications for vulnerability and safeguarding, and service delivery.

Crime Survey England & Wales¹

Understanding public perceptions of policing is an important part of assessing fairness, legitimacy, and trust. Data from the Crime Survey England & Wales (CSEW) provides valuable insight into how different communities view the police, including levels of confidence, perceived fairness, and experience of contact.

Including these findings alongside disproportionality data helps to build a more complete picture of how policing is experienced in Cumbria. This supports ongoing efforts to ensure that all communities feel treated fairly, listened to, and represented in the delivery of police services.

The below provides some findings from the latest national data published by the Crime Survey England & Wales, which includes data for the 12-month period ending March 2025. The survey provides estimates around public perception of police across each policing area nationally.

¹ The Crime Survey for England and Wales (CSEW) is a large-scale victim survey conducted by the Office for National Statistics (ONS) to gather information about crime and its impact on individuals and households. It asks people aged 16 and over about their experiences of crime in the past 12 months, including both reported and unreported crimes. Link to Source Data: [Crime in England and Wales - Office for National Statistics](#)

Public Perception of Police

The Survey estimated that:

- **67.0%** of residents within Cumbria agree that **police treat them fairly**. This figure was the second highest figure nationally of all 43 forces and above the national average of 58.7%
- **72.9%** of residents within Cumbria agreed that **police understand local concerns**. This was the highest figure nationally, and above the national average of 58.2%
- **59.2%** of residents within Cumbria agreed that **police deal with local concerns**. This was the highest figure nationally, and above the national average of 46.0%
- **77.9%** of residents within Cumbria agreed that the **police in their area can be trusted**. This was the third highest figure nationally and above the national average of 70.7%
- **60.4%** of residents within Cumbria agree that **police can be relied on when needed**. This was the second highest figure seen nationally and above the national average of 52.5%
- **88.0%** of residents within Cumbria agree that the **police would treat them with respect**, this was the highest figure seen nationally, and above the national average of 81.3%
- The estimated **overall confidence** in Local Policing was **77.1%** for Cumbria Constabulary. This was the highest figure seen nationally, and above the national average of 66.3%

Ratings of Police

The Survey estimated that:

- **60.5%** of residents within Cumbria say the **police are doing a good or excellent job** within their local area. This is the second highest figure nationally, and above the national average of 48.8%
- **60.4%** of residents within Cumbria agree **police and local council are dealing with the ASB and crime issues that matter** in their local area. This is the second highest figure nationally, and above the national average of 48.0%

As demonstrated, the CSEW highlights a very positive public perception of policing in Cumbria. Across all key measures, Cumbria Constabulary ranks amongst the highest nationally, consistently exceeding national averages. Residents express high levels of trust, fairness and confidence in their local police, with particularly strong results in understanding and dealing with local concerns. The findings suggest that Cumbria Constabulary's community engagement and policing approach are both effective and valued by the public. Overall, the results reflect a strong relationship between the police and the community, reinforcing confidence in local policing and public safety across the county.

Data Note - Understanding Disproportionality in Datasets

As an example, the disproportionality rate for stop & search is calculated by comparing the number of stop and searches conducted for each ethnic group with that group's proportion within the local resident population. While this is the standard national approach, it does not account for the transient or visitor population.

Cumbria has a resident population of around 500,000 but attracts around ~41 million visitors annually. Additionally, 16% of visitor groups include someone in the party from an ethnic minority community². As a result, the resident population figures used in the calculation may not accurately represent the population present in the area at the time the stop search takes place. This limitation means that the disproportionality rate may not fully reflect the true demographic context in which police activity occurs.

A further consideration is that a substantial proportion of stop searches—particularly those involving individuals recorded as Asian—take place on the M6 motorway. Many of these stops follow an Automatic Number Plate Recognition (ANPR) activation and are therefore intelligence-led, initiated on the basis of vehicle or crime-related information rather than personal characteristics. This operational factor further limits the extent to which overall disproportionality rates reflect local policing activity or the demographic profile of the resident population. The department for transport (**DFT**) estimates that for Junction 40 of the M6, the annual average daily flow (**AADF**) in 2024 was approximately ~65,000 vehicles per day, or ~23,725,000 vehicles a year.

A combination of these factors means that there are some unique challenges to analysis of disproportionality in Cumbria across all datasets such as crime, stop & search and use of force. Between a relatively small resident population, such a large transient population (visitors and workday population) and major travel routes (M6 & A66) in the county. These confounding variables combined mean that resident population must be treated with caution when using it as a comparator, although it is still used as a point of reference for the report.

Data note regarding Asian ethnicities

In March of 2025 the Constabulary moved to a new Records Management System (RMS), the wording and order of the ethnicity options when generating reports were updated. The category 'Asian-British' was slightly re-worded to include (English / Welsh / Scottish / Northern Irish), and this selectable ethnicity option was placed at the top of the ethnicity drop down list that was presented to officers at the point of data entry.

As a result, some officers have inadvertently selected this category in error when completing crime & stop search reports. This has led to artificially inflated report volumes being recorded under this ethnic group, and a discrepancy between the subjects "Master Record" and the Ethnicity recorded on the particular report. The Force proactively monitors data quality issues such as these, and this issue was identified as part of these regular review processes. It was subsequently raised with the RMS provider, and a fix is now in place to more clearly separate the selectable options. All affected records have been passed back to the original report owners for correction, which should improve the data quality moving forward.

This issue affected Asian Ethnicity Counts for the period March to September 2025, with an estimated margin of error of around 40% (i.e. approx. 40% of crime records with an ethnicity of Asian British were incorrectly attributed). A review of these crimes indicates that the records in error are most likely to belong to the White Ethnic Grouping.

² [New visitor research highlights latest travel habits | Cumbria Tourism](#)

2. Stop and Search

Introduction

Stop and search is a policing power that allows officers to detain and search a person or vehicle when they have reasonable grounds to suspect that the individual is carrying illegal drugs, weapons, stolen property, or items that could be used to commit a crime. It is an important tool for preventing and detecting crime, helping to keep communities safe and protect the public from harm.

However, the use of stop and search must always be lawful, necessary, and proportionate. Ensuring that it is carried out fairly and without bias is essential for maintaining public confidence and trust in policing.

This section examines data on the use of stop and search, focusing on disproportionality between different ethnic groups and other demographics. It aims to identify trends, explore potential causes of disparity, and support continuous improvement in how these powers are used.

Data note

Please note that there is no legal requirement for a subject of a stop & search to provide their personal details when asked by an officer. This presents some challenges for data analysis, particularly in relation to a person's Self Defined Ethnicity (SDE), as they are not legally obligated to provide it when stop & searched. For this reason, the below section on Stop & Search uses Officer Defined (Perceived) Ethnicity (ODE) for demographic data. However, neither area is fully complete in terms of data quality.

Overview of findings

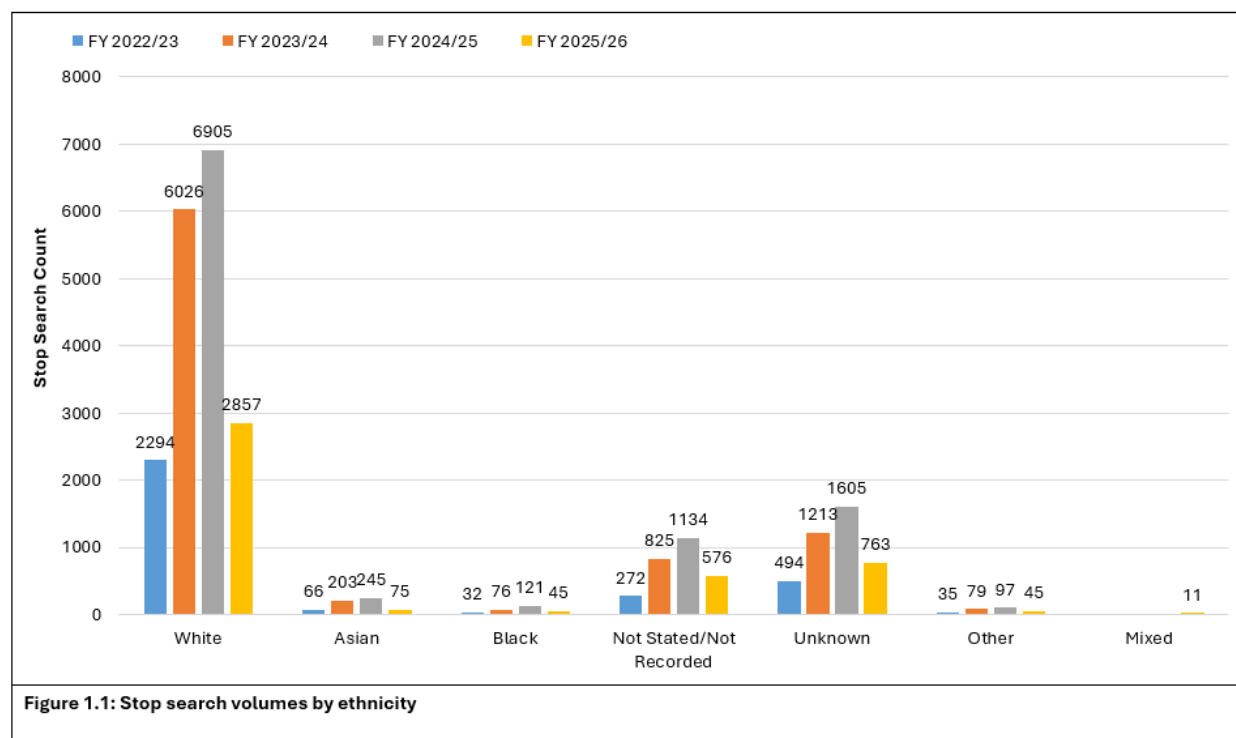
Cumbria Constabulary has seen a significant increase in the number of stop searches undertaken in the last 4 years. The number of stop searches increased by 78.2% from the financial year 2022/23 to 2023/24 and continued to increase again by 20.0% in the financial year 2024/25. The increase in stop searches shows the commitment the Constabulary places on the use of stop and search as both a preventative measure, and a tool for detecting crime. The significant increase in stop searches by the Constabulary has assisted in recording and detecting more crimes. In the financial year 2024/25, positive outcome rates for drug offences increased to over 78%, robbery positive outcome rates to 27.6% and possession of weapon offences positive outcome rates to 46.9%.

2a. Ethnicity

Recording of ethnicity data:

There has been a decline in the quality of ethnicity data within stop and search records. The proportion of searches where ethnicity was not recorded has increased from 22.2% in 2022/23 to 30.6% in the 2025/26 to date. This limitation should be considered when interpreting the data, and ongoing work is focused on improving recording practices to enhance accuracy and reliability in future reporting.

Year	Total stop searches	Number of records with ethnicity not recorded/unknown	Percentage
FY 2022/23	4,727	1,048	22.17%
FY 2023/24	8,422	2,038	24.20%
FY 2024/25	10,107	2,739	27.10%
FYTD 2025/26	4,372	1,339	30.63%



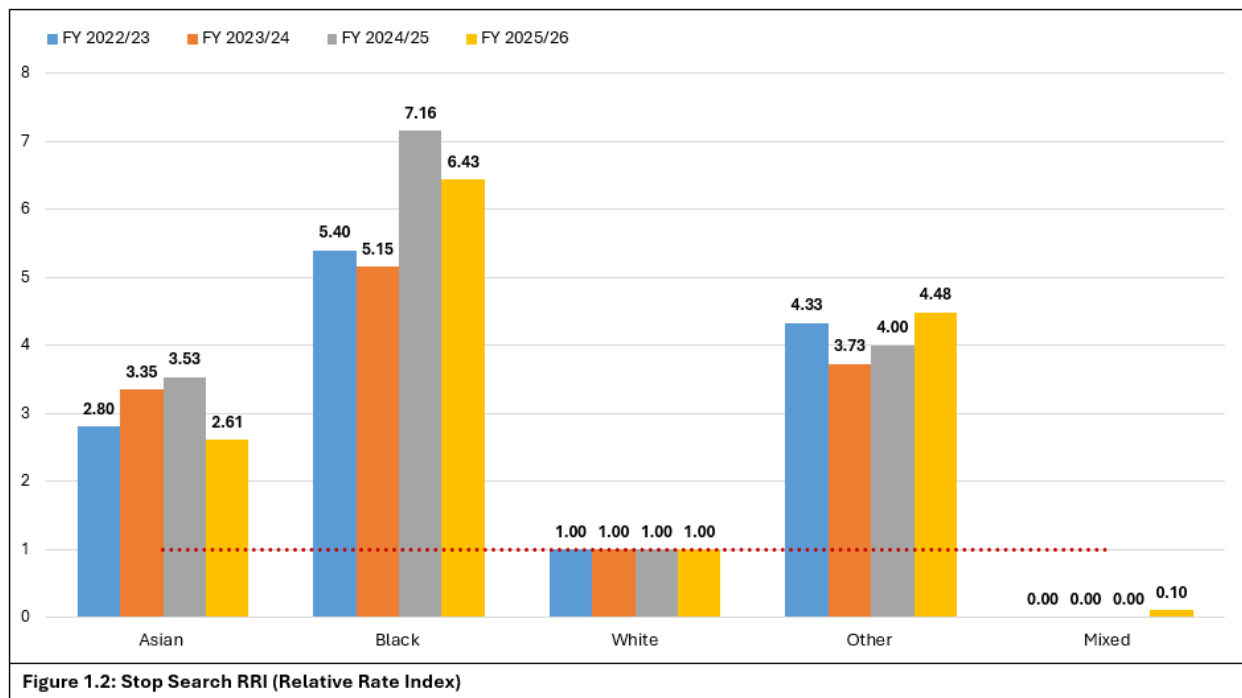
*In our previous records management system that was used up until March of 2025 for recording stop & searches, “Mixed” was not a selectable option for officer defined ethnicity. This has led to the counts for this category being zero for any record generated before March of 2025.

Stop and search volumes have increased across all ethnicity groups. In FY 24/25 compared to the previous FY, Asian ethnic group increased by 20.1% (+42), Black ethnic group increased by 59.2% (+45), White ethnic group increased by 14.6% (+879) and Other increased by 22.8% (+18).

The chart below illustrates the Relative Rate Index (RRI) for stop and search across different ethnic groups. The RRI compares the volume of stop searches conducted for each group against the proportion within the resident population, providing a measure of how likely individuals from each group are to be stopped and searched relative to White Residents (whose RRI is 1.0)

An RRI greater than 1.0 indicates that individuals from that ethnic group are subject to more stop and searches compared to White individuals, while an RRI below 1.0 would indicate a lower rate. This measure helps to identify potential disproportionality in the use of stop and search powers and should be interpreted alongside context such as the population size, local demographics, and data quality considerations.

Consideration should also be given to the data note outlined in the introduction, which highlights that whilst Cumbria has a resident population of around 500,000 people, it attracts an estimated 41 million visitors each year. This significant difference between the resident and transient populations means that stop and search activity is not likely to directly reflect the demographics of the resident population alone. Visitors from outside the county can influence the distribution of recorded ethnicity data and relative rate calculations, and this should be taken into account when interpreting disproportionality figures.

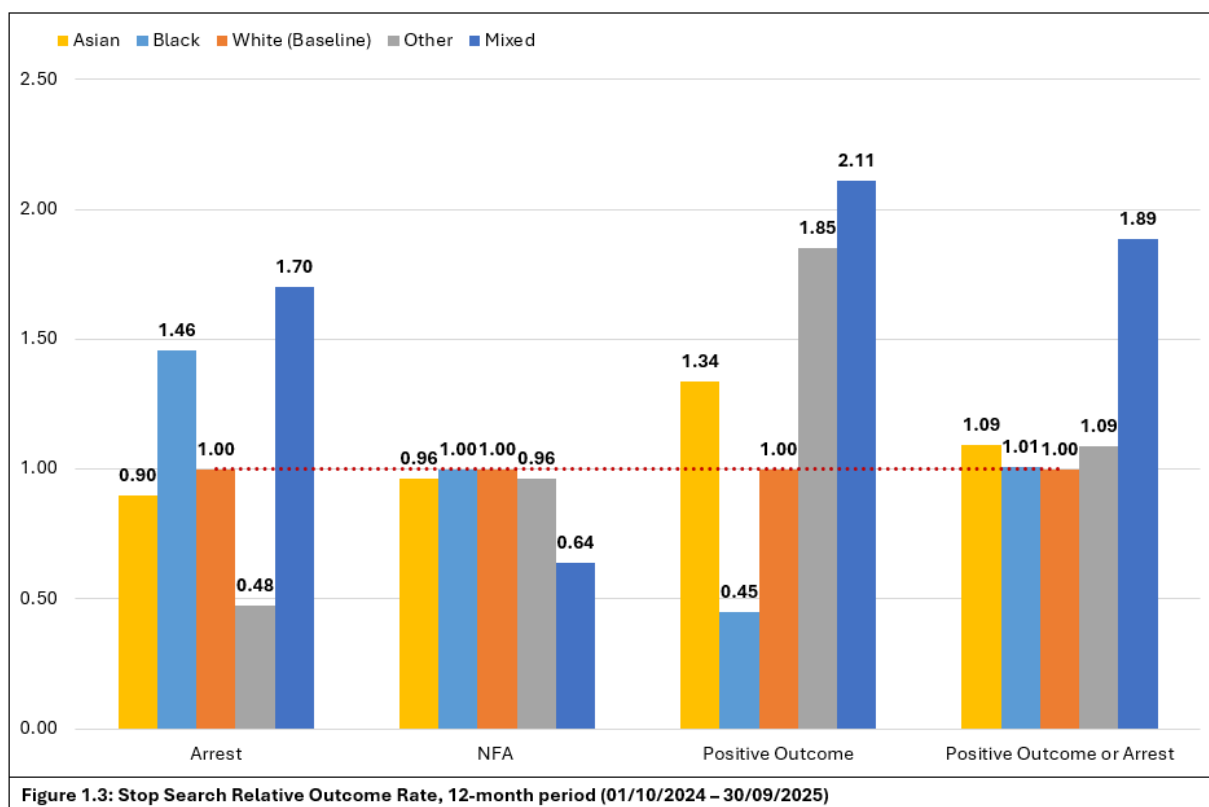


Differences in rate are shown across all minority ethnic groups when compared to the White ethnic group, with the exception of the Mixed ethnic group. Search volume disproportionality rates are highest in the Black ethnic group, where the rate is between 5-7 times higher than the White group. The Asian group is seeing an increase in rate over the past 4 financial years, resulting in a rate of 3.5 times higher than the White group in FY 24/25.

The chart below illustrates the outcomes of stop and search over the most recent 12 month period, showing how results vary across different ethnic groups. Outcomes include arrest, no further action (NFA), and positive outcomes such as the discovery of prohibited items or other actionable results.

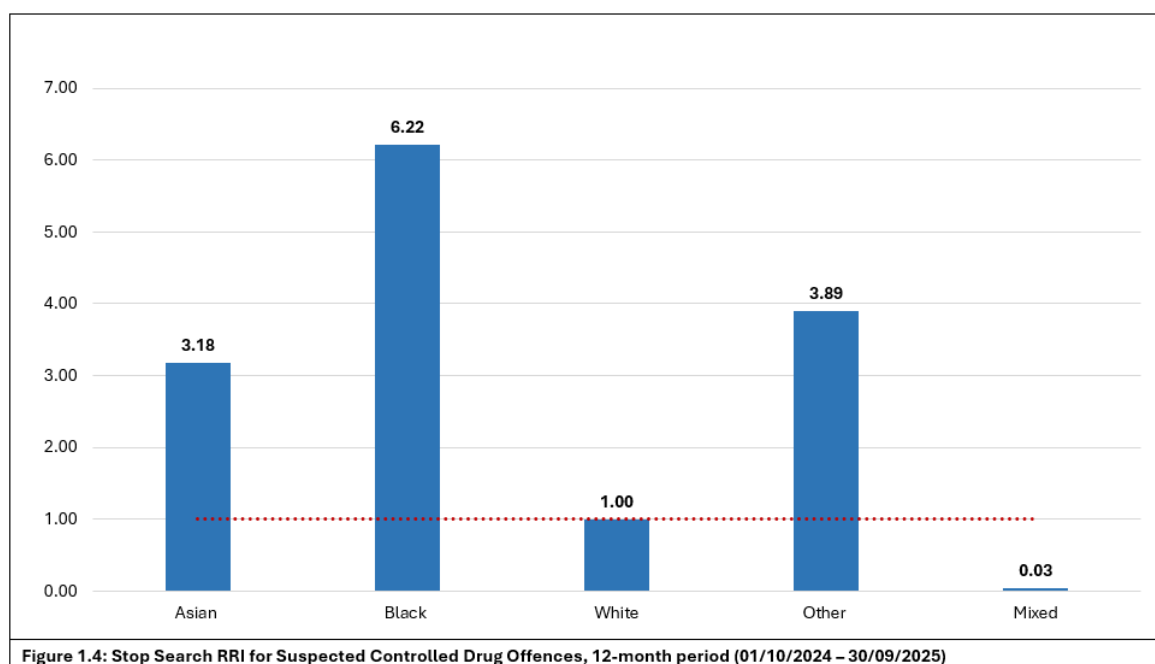
The data presents the relative outcome rate for each ethnic group compared to White individuals (whose RRI is 1.0). Values above 1.0 indicate that an outcome is more likely for that group relative to White individuals, while values below 1.0 indicate a lower likelihood.

This analysis helps to identify whether there are differences in the outcomes or result of stop search activity across ethnicities, providing additional context to the earlier data on stop and search volumes and relative rates.



Across all ethnic groups, NFA (No Further Action) outcomes are almost proportionate, with the exception of the Mixed group. Individuals from the Mixed ethnic group are 1.9 times more likely to have a positive outcome or arrest following a stop search, when compared to the White ethnic groups, however, it should be noted that this relates to a very low number of cases (n=11).

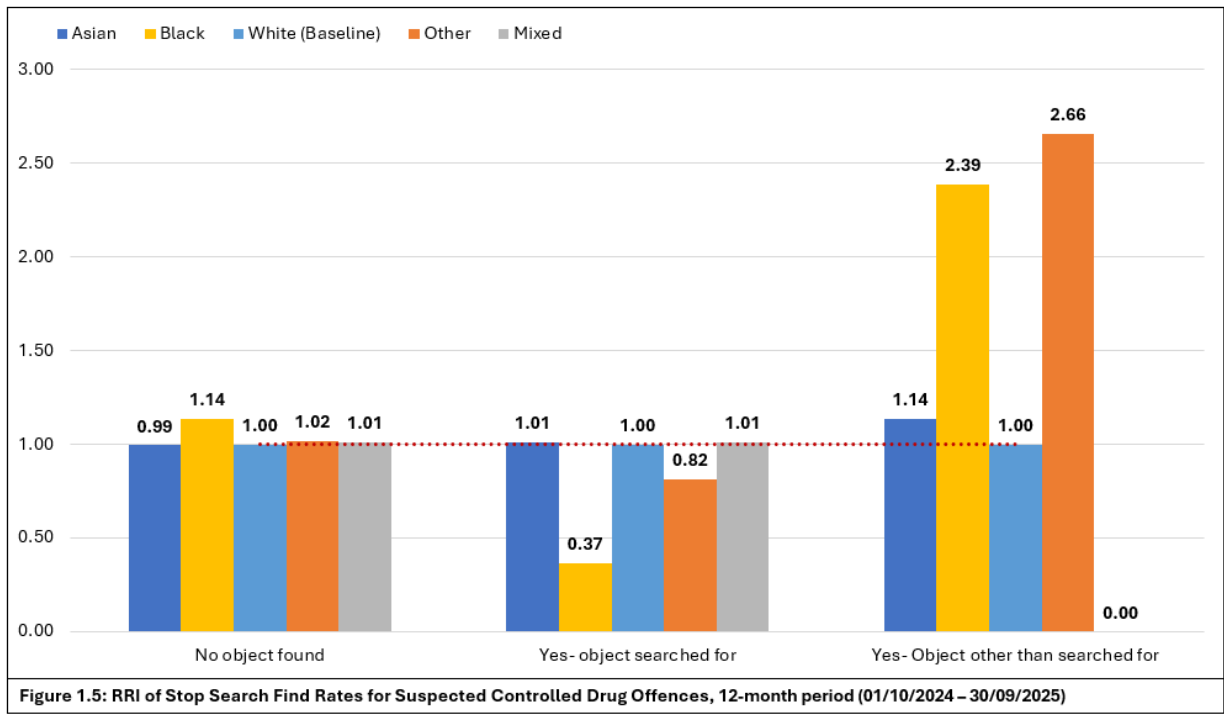
The chart below shows the RRI for stop and searches where the object of the search was controlled drugs. The RRI compares the rate of stop and search for each ethnic group against their proportion within the resident population, using White individuals as the baseline (RRI of 1.0).



73.5% of all stop searches conducted in the past 12 months were due to suspected controlled drug offences, making it the most common reason for a stop and search.

The highest RRI was in the Black ethnic group; they were stop searched for suspected drug offences 6.2 times more than the White group. Asian and Other ethnic groups were both between 3.2 and 3.9 times more likely to be stop searched for these offences compared to the White group.

The chart below presents the RRI for stop and searches where the object of the search was controlled drugs, showing how results vary depending on whether an item was found. The RRI compares the rate for each ethnic group against the White Group baseline (RRI of 1.0)



In the past 12 months, 78.7% of searches for controlled drug offences resulted in no object(s) being found. 19.6% of searches found the object(s) searched for and 1.7% resulted in an object(s) being found that wasn't the object on the search.

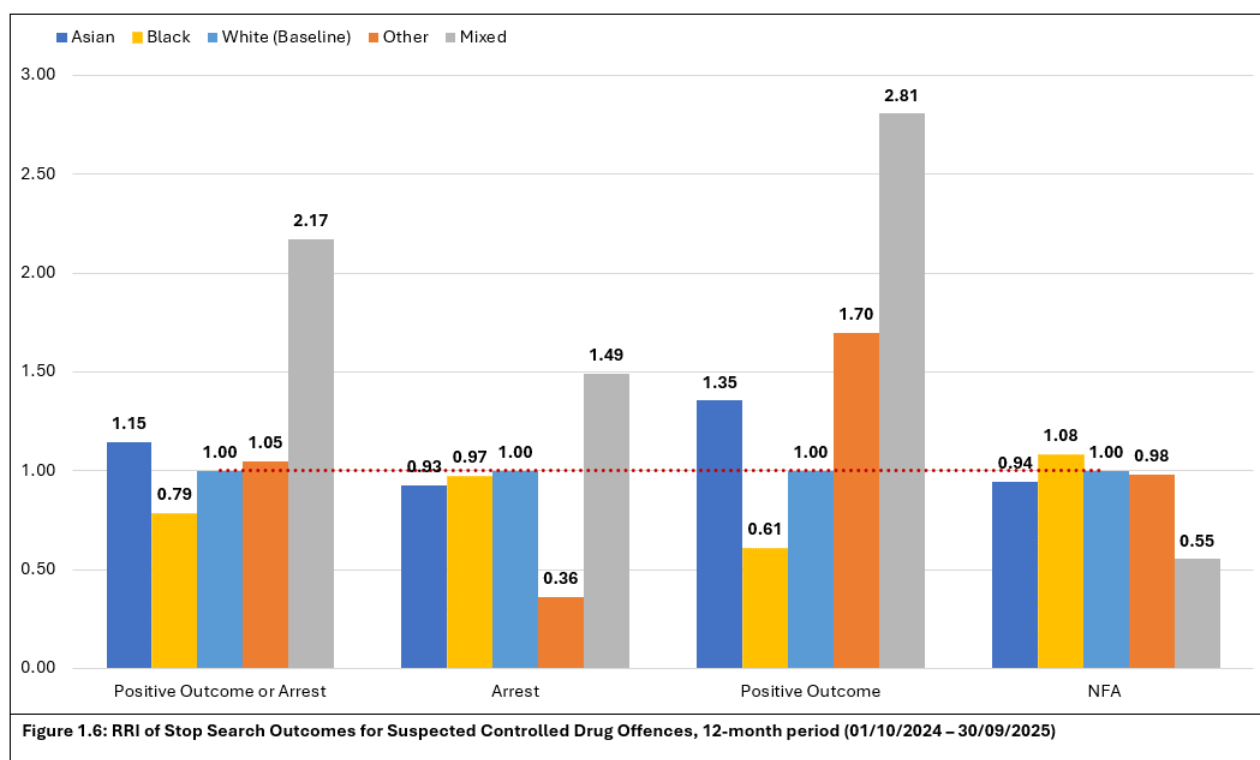
For the 'No object found' results, find rates across the various ethnic groups are relatively proportional.

In contrast, for the 'Yes – object searched for' category, the RRI for Black and Other ethnic groups is lower than that of the White group. This indicates that searches undertaken in these groups have a lower rate of finding objects or items relating to the original grounds, however caution must be taken when drawing conclusion from such a low sample size, for example Black minority searches constituted only 1.20% of total searches in FY24/25.

There is also a notable disparity in the 'Yes – object other than searched for' category. Here, Black and Other ethnic groups experience find rates between 2.4 and 2.7 times higher than the baseline, suggesting that these groups have more searches that uncover items unrelated to the original grounds for the search.

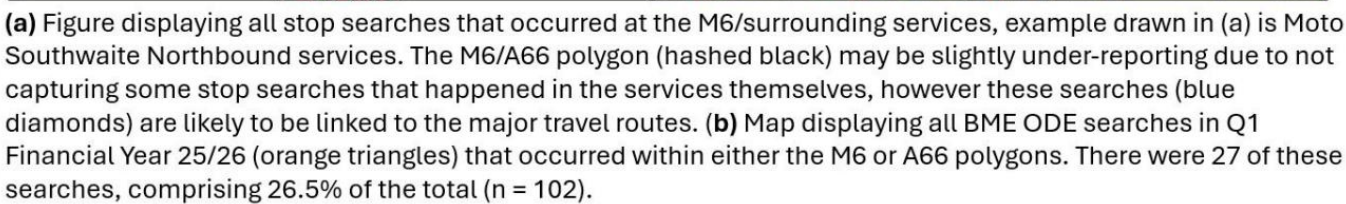
The chart below illustrates the outcomes of stop and search, where the object of the search was controlled drugs, over the most recent 12 month period, showing how results vary across different ethnic groups. Outcomes include arrest, no further action (NFA), and positive outcomes such as the discovery of prohibited items or other actionable results.

The data presents the relative outcome rate for each ethnic group compared to White individuals (whose RRI is 1.0). Values above 1.0 indicate that an outcome is more likely for that group relative to White individuals, while values below 1.0 indicate a lower likelihood.



NFA outcomes appear proportionate across most ethnic groups. Individuals from the Mixed ethnic group are half as likely to receive an NFA outcome following a stop search compared to the White ethnic group. For positive outcomes or arrests, individuals from the Black ethnic group are less likely than White individuals to receive a positive outcome or be arrested. Individuals from the Mixed ethnic group are more than twice as likely to receive a positive outcome or be arrested compared to the White baseline. It should be noted that very small numbers of searches were recorded for some ethnic groups, particularly those identifying as Mixed ethnicity, where only 5 stop and searches for suspected drug offences were recorded in the past 12 months, three of which resulted in a positive outcome. Due to these extremely low volumes, small changes in the number of cases can have a disproportionately large effect on the relative rate calculations, and therefore these figures should be interpreted with caution.

Recently the Force has been able to leverage advanced mapping technologies to further investigate the application of stop search across the county, below is a map of the county with a polygon (hashed black) that can automatically identify if a stop search took place on one of our major travel routes (M6 running North/South, and the A66 running East/West). **The below data is for Quarter 1 of Financial Year 25/26.**



Also of note, a substantial portion of the minority ethnic group searches (ODE) were conducted by specialist resource. For example, 45 (44.12%) of the BME ethnic group searches in Q1 were carried out by specialist teams including the Serious & Organised Crime Unit (SOCU) and the Firearms Support Unit (FSU), who operate primarily on the major travel routes (A66/M6), combating county lines operations and drugs trafficking. They primarily target vehicles based on intelligence reports rather than officer decision, and at motorway speeds would have no way of accurately determining occupant ethnicity prior to stopping the vehicle. Of the 38 stop searches that occurred in the Asian perceived ethnicity group in Q1, 60.5% of them were conducted by specialist teams. This trend was also observed in the last financial year with 65.6% of searches by specialist teams. Thematic explorations such as these are a regular part of the CSP meetings, and an area which receives continual oversight from the organisation, external partners & the public. With internal data from stop & search being available to any appropriate officer or staff on the constabulary's management information platform.

2b. Age and sex

The decline in the recording of ethnicity data is also seen across the recording of age and sex. In the FYTD, 15.5% of stop search records do not have age recorded and 23.8% do not have sex recorded.

The 2 tables below provide a breakdown of stop and search activity by age group over the past three financial years, including the current year to date (April-September). The data shows the proportion of stop searches conducted for each age group and highlights the number and percentage of records where age was not recorded.

Across the reporting period, the majority of stop searches were carried out on individuals aged 18 to 34, with smaller proportions recorded for those aged under 18 or over 45. There has been a gradual increase in the proportion of stop searches that do not include age information, with 15.5% of records in the current financial year to date (2025/26) missing an age entry.

Year	Total stop searches	Number of records with age not recorded/unknown	Percentage
FY 2022/23	4,727	576	12.19%
FY 2023/24	8,422	1,091	12.95%
FY 2024/25	10,107	1,461	14.46%
FYTD 2025/26	4,372	676	15.46%

Age	10-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Under 10	Unknown/Not Recorded
FY 2022/23	14.77%	24.29%	22.51%	16.25%	7.68%	1.95%	0.23%	0.13%	0.02%	12.19%
FY 2023/24	15.00%	25.92%	21.06%	14.59%	7.84%	2.17%	0.37%	0.08%	0.01%	12.95%
FY 2024/25	13.85%	22.76%	21.76%	16.45%	7.89%	2.21%	0.47%	0.12%	0.04%	14.46%
FYTD 2025/26	14.84%	19.81%	20.31%	18.00%	8.71%	2.20%	0.16%	0.16%	0.02%	15.46%

The 2 tables below show the sex of individuals subject to stop and search over the past three financial years, including the current financial year to date (2025/26). The data highlights the proportion of stop searches involving male, female and other recorded categories, along with the number and percentage of records where sex was not recorded.

Across the reporting period, males account for the vast majority of stop searches, representing between 62% and 80% of all recorded cases each year. The proportion of female individuals searched has remained relatively stable at around 12-13% while the number of records where sex is not recorded has increased, reaching 23% in the 2025/25 year to date (April-September).

Year	Total stop searches	Number of records with sex not recorded/unknown	Percentage
FY 2022/23	4,727	383	8.10%
FY 2023/24	8,422	925	10.98%
FY 2024/25	10,107	1,248	12.35%
FYTD 2025/26	4,372	1,039	23.76%

Sex	Male	Female	Unknown/Not Recorded	Indeterminate	Intersex	Prefer not to say
FY 2022/23	80.03%	11.80%	8.10%	0.06%	0.00%	0.00%
FY 2023/24	75.27%	13.74%	10.98%	0.01%	0.00%	0.00%
FY 2024/25	74.33%	13.31%	12.35%	0.01%	0.00%	0.00%
FYTD 2025/26	62.72%	13.06%	23.76%	0.09%	0.02%	0.34%

As part of the Constabulary's ongoing commitment to transparency, reports outlining the patterns and trends in relation to stop & search are made available at quarterly Community Scrutiny Panels (**CSP**), a joint meeting between the Constabulary, the Office of the Police, Fire & Crime Commissioner (**OPFCC**) and the public in which data is presented and offered for scrutiny and questions.

3. Use of Force

Introduction

Police officers may use force in certain situations to protect the public, themselves, or others, to prevent a crime, or to bring an incident under control. The term ‘use of force’ covers a range of actions, including verbal commands, handcuffing, restraint, use of incapacitant spray, baton, Taser, or other tactics.

Any use of force must be necessary, proportionate, and reasonable in the circumstances. Officers are required to record when force is used, providing transparency and allowing for regular review and analysis.

This section examines data on the use of force, focusing on disproportionality across different ethnic groups, age groups, and genders. The analysis aims to identify patterns or disparities, and support continued efforts to ensure that the use of police powers remains fair, accountable, and in line with national standards.

Data note

It is important to note that the data presented in this section relates to use of force forms submitted by officers, rather than individual incidents. A single incident may involve multiple officers, each of whom may submit a separate form, and each form can record more than one type of force used. As a result, the figures in this report reflect the number of recorded uses of force, not the number of distinct incidents or individuals involved.

Overview

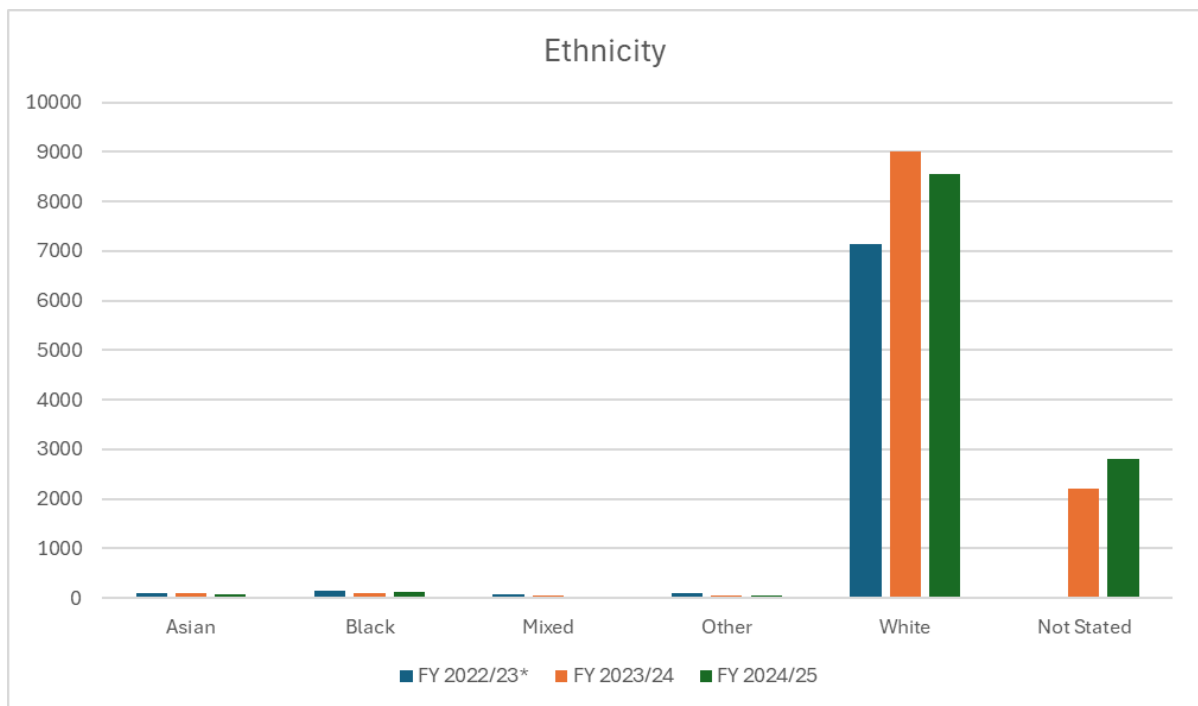
3a. Ethnicity

So far during the current financial year (01/04/2025 - 30/09/2025), a total of 6,085 use of force forms have been submitted. The following tables break these forms down by the self-defined ethnicity, gender, and age grouping in which the force was used.

Self-Defined Ethnicity	Number of Forms (FYTD)	Proportion
Asian	44	0.7%
Black	71	1.2%
Mixed	12	0.2%
Other	17	0.3%
White	4,429	72.8%
Not Stated	1,512	24.8%
Total	6,085	100.00%

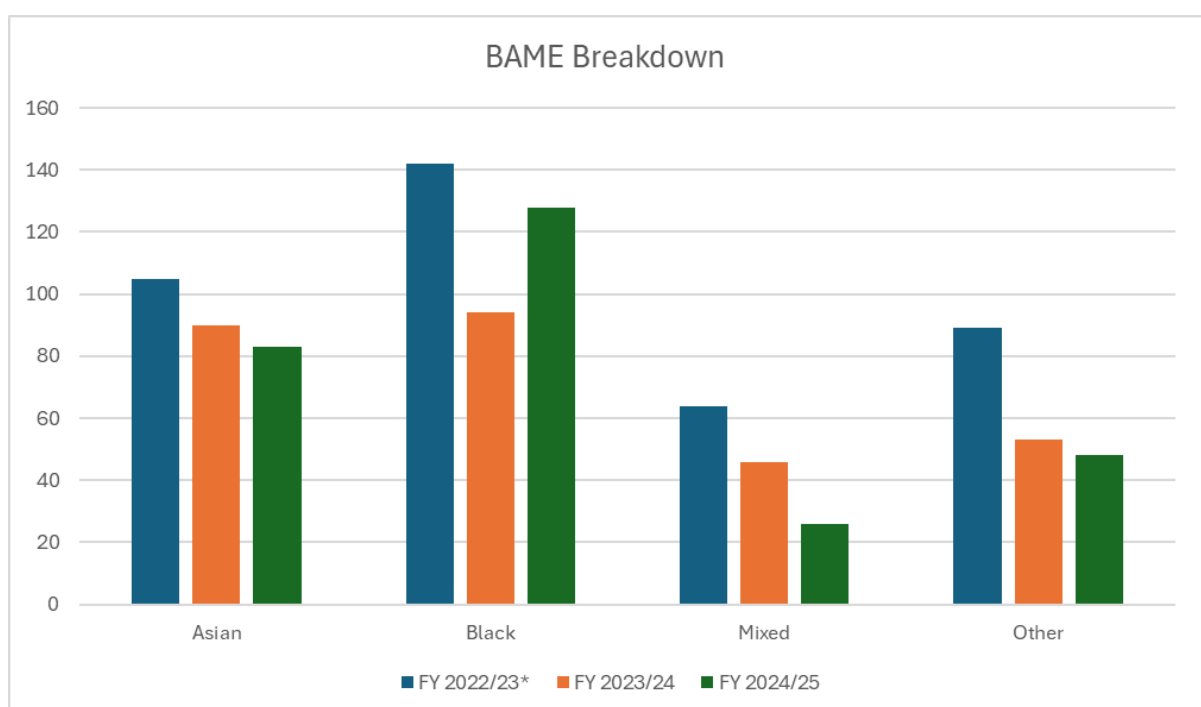
Due to self-defined ethnicity not being a mandatory field for use of force forms, 24.8% of subjects who had force used on them did not state their ethnicity. This of course skews the figures, so excluding this category to obtain figures where subjects did state their ethnicity, white accounts for 96.9% of the proportion. This is very similar to Cumbria’s resident population demographics from the 2021 Census of 97.6% white. Asian accounts for 1.0%, black 1.6%, mixed 0.3%, and other accounts for 0.4% of the stated ethnicities.

To compare a longer-term trend, the following bar chart represents the past three full financial years in terms of the self-defined ethnicity of use of force subjects *(other than for the financial year 2022/23 where officer-defined ethnicity has been used as self-defined data was not available).



As a different metric has been used for the FY 2022/23, no comparisons will be made with other financial years. The volume of white ethnic subjects decreased from FY 2023/24 to FY 2024/25 by 5.2%, however the 'not stated' category increased between these periods by 27.5%.

Due to the significant difference in scale between White and Minority ethnic groups, trends among minority communities can be difficult to identify in the main ethnicity chart. To provide clearer insight, the second graph focuses specifically on individuals from Black, Asian, and Minority Ethnic (BAME) backgrounds. This breakdown allows for more effective visual comparison and analysis of patterns within smaller population groups that may otherwise be obscured by the larger volume of White ethnicity records.



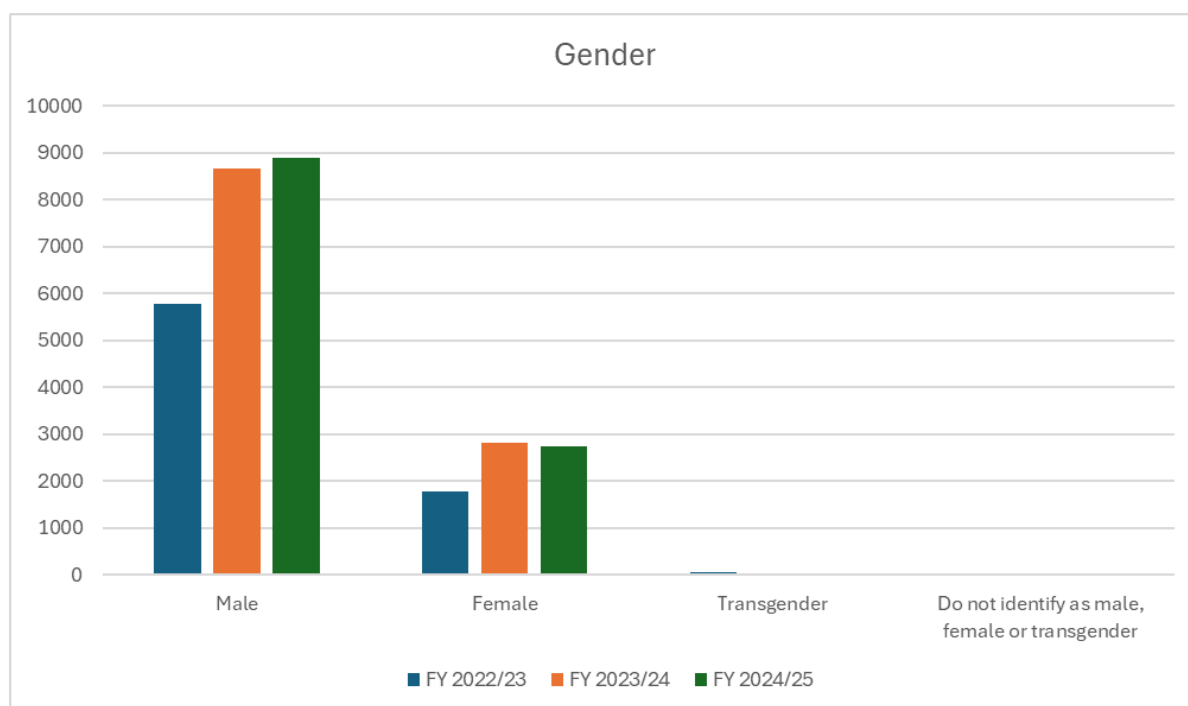
The above graph shows that Asian, Mixed and Other ethnicities have fallen from the past two whole financial years, while the black ethnicities have increased by 36.2%.

3b. Age and Gender

In terms of gender, the majority of force used has been used on male subjects with over three quarters of the proportion of the forms. 0.4% of force used was on subjects who do not identify as male or female.

Gender	Number of Forms (FYTD)	Proportion
Male	4,684	77.0%
Female	1,375	22.6%
Transgender	24	0.4%
Do not identify as male, female, or transgender	2	>0.00%
Total	6085	100.00%

Similarly to ethnicity, the graph below represents the gender breakdown of use of force forms from the previous three whole financial years.

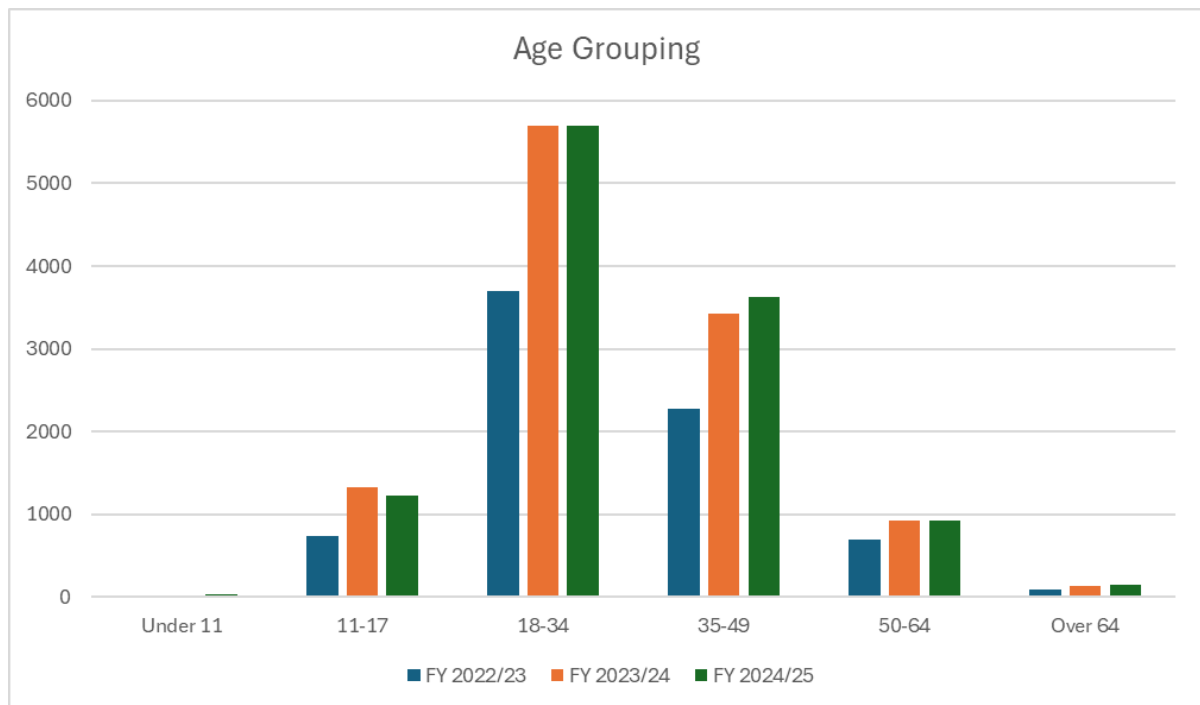


The volume of use of force has increased across the past three full financial years for males. Similarly for females, there was an initial rise from FY 2022/23 to FY 2023/24, however there was a slight drop of 3.1% from FY 2023/24 to FY 2024/25.

For the final disproportionality metric covered, the below table highlights the volumes and proportions of the use of force forms submitted by age grouping for the financial year to date.

Age Grouping (Years)	Number of Forms (FYTD)	Proportion
Under 11	12	0.2%
11 – 17	630	10.4%
18 – 34	2,865	47.1%
35 – 49	2,014	33.1%
50 – 64	480	7.9%
Over 64	84	1.4%
Total	6,085	100.00%

For the comparison of past financial years, the following bar chart shows the volumes of each age grouping over the previous three full financial years. Note that for FY 2022/23 there were an additional 44 forms which had an unknown age grouping.



Over each of the previous three financial years, the proportions for each age grouping remain similar with the 18-34 age group accounting for approximately 50% of the number of forms and the 35-49 age category having an approximate share of 30%.

4. Human Resources and Workforce

Introduction

A diverse, skilled, and representative workforce is essential to delivering effective, fair, and trusted policing. This section examines data relating to the workforce profile of the Constabulary, including recruitment, retention, and progression, to understand the composition and diversity of officers, staff and volunteers across the organisation.

By analysing workforce data, the Constabulary aims to identify any disproportionality or under-representation among different groups, such as by ethnicity, gender, age, or other protected characteristics. Understanding these patterns supports efforts to ensure that recruitment and employment practices are inclusive, transparent, and equitable, and that all individuals have fair access to opportunities within the organisation.

This work forms part of the Constabulary's wider commitment to building a workforce that reflects the communities it serves, fosters a culture of belonging and professionalism, and upholds the highest standards of integrity and fairness.

Overview

From February 2024 to February 2025, Cumbria Constabulary advanced its equality and inclusion objectives in line with the Equality Act 2010, national policing frameworks and the "4Cs" priorities. These involve a number of strategic objectives, including:

- Eliminate Discrimination
- Advance the equality of opportunity
- Foster good relations between people, those with and without protected characteristics

Serving a geographically diverse area, as of February 2025 the Constabulary employed 2,257 officers and staff, including Police Community Support Officers (PCSOs). The county has a resident population of around ~500,000 as of the most recent ONS Census, of which approximately ~5.1% are a minority ethnic group (including White minorities). The County also welcomes approximately ~41 million annual visitors, which makes the transient population around 36 times larger than the resident population.

The Constabulary is committed to advancing equality within our workforce and within the community we serve. As part of our legislative requirements to comply with the Equality Act 2010, we undertake Equality Impact Assessments (**EIA**) on relevant Policies, Procedures, Strategies and activity. Equality Impact Assessments provide us with the opportunity to scrutinise our policies and procedures, to ensure that our work does not create bias and disproportionately impact adversely on any individual due to their protected characteristics: race, religion, disability, gender, age and sexual orientation.

Members of our Valuing Individuals Group; made up of representatives from Staff Association, Staff Networks, Unions, occupational health, enabling services and other departments, review and advise Equality Impact Assessments, enabling the Constabulary to consider lived experience to identify and address mitigate areas of potential discrimination.

Our Strategic Advisory Group, made up of volunteer representative members of the public, have been consulted on our Equality Impact Assessments. This process allowing us to receive firsthand feedback from members of the community, on how our activity may impact different members of the public. All members of staff have access to Equality Impact Assessment guidance, training or support, appropriate to their involvement in the completion of EIAs.

In 2020, a national government target to increase 20,000 police officers across the UK, accelerated opportunities to improve representation in policing.

CUMBRIA POLICE OFFICER'S:

Pre-Uplift | November 2019 | OFFICER COUNT | **1199**
Post Uplift | February 2025 | OFFICER COUNT | **1379**

Positive Action has been a dedicated portfolio since 2020, to support our ambitions to increase representation within our workforce. To support new employees, we have positive action embedded across all relevant departments to underpin attraction, recruitment, retention and progression.

The Positive Action Implementation Plan was revised in 2024 and is regularly reviewed by the Positive Action Unit. For oversight, advisory and transparency, Positive Action updates are reported to the Constabulary's, Confidence and Equality Board, Valuing Individuals Group and Strategic Independent Advisory Group (**SIAG**). Updates and reports are also presented to additional strategic boards, such as Workforce Board, where required.

The Chief Constable is supported by a chief officer leadership team of a Deputy Chief Constable and two Assistant Chief Constables.

In February 2025, Cumbria Constabulary comprised of police officers, police staff and PCSO's, supported by members of the special constabulary and police volunteer staff (PSV).



1379

POLICE OFFICERS



41

PCSO'S



738

POLICE STAFF

SUPPORTED BY 44 SPECIAL CONSTABLES
And 54 POLICE STAFF VOLUNTEERS (PSV)

WORKFORCE PERSONAL REPRESENTATION SHOWN AS NUMBERS AND PERCENTAGES [February 2025]:

STAFF ROLE	HEADCOUNT	STAFF ROLE	FEMALE	MALE	PREFER NOT TO SAY	DATA NOT COMPLETED
Police officer	1379	Police officer	34.1%	45.5%	1%	19.4%
Police staff	738	Police staff	47.8%	22.9%	0.8%	0.8%
PCSO	41	PCSO	41.5%	24.4%	0%	34.1%
Special constable	54	Special constable	25.0%	52.3%	0%	22.7%
PSV	54	PSV	51.9%	46.3%	0%	1.8%
OVERAL REPRESENTATION	2257	OVERAL REPRESENTATION	39.0%	37.8%	0.9%	22.3%

STAFF ROLE	BME	DISABILITY	LGBT
Police officer	3.9%	6.1%	5.8%
Police staff	4.0%	3.9%	1.8%
PCSO	2.4%	7.3%	4.8%
Special constable	9.0%	4.5%	11.3%
PSV	5.5%	5.5%	0%
OVERAL REPRESENTATION	3.4%	4.6%	3.8%

BLACK, MINORITISED ETHNIC WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % BME	2025 % BME
Police officer	3.5%	3.9%
Police staff	3.3%	4.0%
PCSO	2.0%	2.4%
Special Constable	11.1%	9.0%
PSV	1.9%	5.5%
OVERAL REPRESENTATION	3.5%	3.4%

DISABILITY WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % DISABILITY	2025 % DISABILITY
Police officer	5.7%	6.1%
Police staff	3.7%	3.9%
PCSO	6.2%	7.3%
Special constable	2.2%	4.5%
PSV	3.9%	5.5%
OVERAL REPRESENTATION	5%	4.6%

LGBTQ+ WORKFORCE REPRESENTATION AS PERCENTAGES:

STAFF ROLE	2024 % LGBTQ+	2025 % LGBTQ+
Police officer	5.3%	5.8%
Police staff	1.7%	1.8%
PCSO	8.3%	4.8%
Special constable	11.1%	11.3%
PSV	1.9%	0.0%
OVERAL REPRESENTATION	4.2%	3.8%

To support the constabulary in fulfilling our Public Sector Equality Duty, we proactively support minoritised candidates and employees through Positive Action initiatives. We assess and consider reasonable adjustments to support application processes or working environment by addressing potential barriers associated with protected characteristic. Adjustments may range from providing support through the application process to providing specialised office equipment for disabled individuals.

We are committed to removing barriers and ensuring equal opportunities through the provisions of reasonable adjustments. Since we implemented a Positive Action Strategy in 2019, incidents of voluntary attrition for ethnic minority officers have only occurred due to changes to personal circumstances [Positive Action Unit 2025].

The door remains open to all our talented colleagues leaving, due to personal circumstance and we seek to keep in touch where appropriate to identify suitable opportunities which could result in return to service. Recruitment, attraction, retention and progression plans and strategies utilise positive action to support under-represented individuals, who are considering joining the police or wishing to develop and progress their policing career.

Our Black and Minority Ethnic representation in the police workforce has increased in the last ten years, and statistically we are representative of Cumbria's ethnic residential population. However, we are not complacent and are working to achieve a workforce that is also representative of our transient population. We will continue to build on the success of Uplift, working with community groups, partner agencies and key influencers, and utilising multimedia communications, to ensure we reach all members of the public with our attraction and transferee messaging.

5. Crime and Outcomes

Introduction

This section examines patterns of recorded crime and associated outcomes, with a focus on identifying and understanding any disproportionality between different demographic groups, such as ethnicity, age, or sex. Police outcomes refer to the actions taken following the recording of a crime, including charges, cautions, community resolutions and cases where no further action is taken.

Analysing crime and outcomes data helps to highlight whether certain groups are over or under represented at different stages of the criminal justice process. Understanding these patterns supports efforts to ensure that all individuals are treated fairly, consistently, and in accordance with the law.

This analysis contributes to our wider commitment to transparency, accountability, and continuous improvement in policing practice and service delivery.

Data note

The focus for this section of the report is on crimes where individual victims are affected, and not crimes against organisations or societies. This means that offences reported by or against businesses, organisations, or cases without an identifiable individual victim (such as possession offences or public order incidents without a specific victim) are excluded from this analysis. Focusing on person-based crimes provides a clearer understanding of potential disproportionality in how different groups experience crime and related outcomes.

Data range will be looking at the last 3 full financial years as an overview with detailed highlights for the most recent 12 full months (Oct-24 to Sep-25).

Crime vs Person Victim Crime Comparison

Crimes with a person victim account for an average of 77.2% of all crime each financial year, however, there has been a noticeable decrease since FY23/24 in the proportion of crimes with a named person victim. Crimes with a person victim often have a lower positive outcome rate because they tend to include more complex and sensitive offences, such as assaults, harassment and domestic abuse related incidents. In comparison, crimes without an individually named victim often include offences like possession or public order, where the evidence is clearer from the outset, leading to a higher positive outcome rate.

Year	Crime Count	Positive Outcome Rate	Crime Count with a Named Person Victim	Positive Outcome Rate	Proportion of Crime with a Named Person Victim	% Difference in PO Rate
FY 2022/23	38,788	14.8%	30,830	10.3%	79.5%	-4.5%
FY 2023/24	35,549	19.5%	27,272	13.5%	76.7%	-6.0%
FY 2024/25	37,012	20.9%	28,154	13.7%	76.1%	-7.2%
FYTD 2025/26	19,987	18.3%	15,274	11.9%	76.4%	-6.4%

5a. Demographics (Distinct Victims)

Age Grouping

The largest proportion of crimes each year are those with a person victim aged 25-34, apart from the current FY 25/26 where the number of victims aged 35-44 is slightly higher. Victims aged under 18 account for the 3rd highest targeted age group.

Year	<18	18-24	25-34	35-44	45-54	55-64	65-74	75 +
FY 2022/23	3,422	2,415	4,421	3,694	2,966	2,322	1,122	670
FY 2023/24	3,271	2,265	4,190	3,714	2,766	2,189	1,063	713
FY 2024/25	3,624	2,248	4,121	3,908	2,811	2,272	1,064	147
FYTD 2025/26	1,889	1,251	2,248	2,276	1,608	1,346	612	417

Sex

The overall proportional split between male and female victims has remained relatively stable over the 3 year period. In FYTD 2025/26, females accounted 50.4% of all victims, compared to 47.2% male. The proportion of victims with unknown or undisclosed sex represents around 2.2% of all records.

Year	Male	Female	Unknown	Intersex	Indeterminate	Prefer Not to Say
FY 2022/23	47.7%	50.6%	1.6%	0.0%	0.03%	0.1%
FY 2023/24	48.0%	50.8%	1.1%	0.0%	0.0%	0.1%
FY 2024/25	47.7%	50.8%	1.3%	0.0%	0.0%	0.2%
FYTD 2025/26	47.2%	50.4%	1.7%	0.02%	0.02%	0.5%

Ethnicity

Year	Asian	Asian %	Black	Black %	Mixed	Mixed %	Other	Other %	White	White %	Unknown/ Not Recorded	Unknown/ Not Recorded %
FY 2022/23	210	1.0%	115	0.6%	107	0.5%	58	0.3%	13,469	65.0%	6,751	32.6%
FY 2023/24	214	1.1%	117	0.6%	98	0.5%	56	0.3%	12,871	64.6%	6,574	33.0%
FY 2024/25	247	1.2%	171	0.8%	104	0.5%	70	0.3%	12,651	61.3%	7,404	35.9%
FYTD 2025/26	224	1.9%	143	1.2%	52	0.5%	30	0.3%	7,161	62.0%	3,944	34.1%

This FYTD there has been an increase in the volume of recorded crimes involving a victim who is of Asian ethnicity. However, this appears to be partly attributable to the classification error outlined earlier in the report which has since been rectified to prevent further occurrence. A review of the data indicates that at least 89 of the 224 crimes (40%) were likely recorded under an incorrect ethnicity category.

Other influencing factors considered include wider societal events such as the ongoing Israel-Hamas conflict, and the July 2024 Southport tragedy, which led to incidents of civil unrest nationwide.

Over the last two financial years there has been an increase in volume of recorded crimes involving victims of a Black ethnicity. Analysis suggests this trend is partly linked to a rise in incidents within healthcare settings, where a greater number of staff identify as Black and that many of these offences involve racial abuse directed at staff during incidents with a mental health-related element. One benefit from the Force's recent move to a

new RMS is the ability to flag crime reports with a “location type”, for example reports can now be easily tagged as taking place in a healthcare setting which will enable future analysis.

For both ethnicities, the increase may also reflect:

- A proportional rise in the ethnic minority resident or transient population, as current census comparisons are based on 2021 data.
- High public confidence in Cumbria Constabulary, encouraging greater reporting of hate crime. Latest data from Crime Survey England and Wales indicates that confidence levels for Cumbria Constabulary are one of the highest seen nationally⁴.

Ethnicity recording remains inconsistent, with around one-third of records missing self-defined ethnicity data since 2022. This limits the accuracy of some ethnicity-based analysis. To address this, Cumbria Constabulary has made the recording of ethnicity information mandatory from October 2025, this is expected to improve completeness and accuracy over time.

Positive Outcome (PO) Rate by Ethnicity

The table below shows the positive outcome rate for all crime by ethnicity, over the past three financial years, including the current year-to-date (2025/26). A positive outcome refers to cases resulting in a charge, caution, community resolution or other formal action.

Across all reporting periods, positive outcome rates are broadly comparable between ethnic groups, with some variation year to year. In 2025/26 to date, rates range from 13.1% for White individuals, to 20.9% for those recorded as a Mixed ethnicity. The Asian ethnic group shows a rate of 18.3%, while Black and Other ethnic groups record 13.3% and 13.9% respectively.

While some differences are visible, these should be interpreted with caution due to the lower volume of crimes recorded among minority ethnic groups, where small numerical changes can produce relatively large percentage shifts. Overall, the data suggests broad consistency in positive outcome rates across ethnicities, with no strong evidence of significant disparity in recorded outcomes.

Year	Asian	Asian PO Rate	Black	Black PO Rate	Mixed	Mixed PO Rate	Other	Other PO Rate	White	White PO Rate
FY 2022/23	210	14.0%	115	17.6%	107	10.5%	58	6.4%	13,469	11.5%
FY 2023/24	214	16.0%	117	16.1%	98	17.8%	56	12.7%	12,871	14.5%
FY 2024/25	247	15.7%	171	11.9%	104	18.2%	70	17.0%	12,651	15.1%
FYTD 2025/26	224	18.3%	143	13.3%	52	20.9%	30	13.9%	7,161	13.1%

⁴ [Crime Survey for England and Wales \(CSEW\) estimates of personal and household crime, anti-social behaviour, and public perceptions, by police force area, year ending March 2025 - Office for National Statistics](#)

5b. Hate Crime

Introduction

Hate crimes are criminal offences motivated by prejudice or hostility towards a person’s identity or perceived identity. In the UK, there are five recognised strands of hate crime. These strands cover hostility based on a person’s race or ethnicity, religion or belief, sexual orientation, disability, and transgender identity. Recognising these strands helps ensure that victims receive appropriate support and that offences motivated by hate are treated with the seriousness they deserve.

Overview

The below table provides an overview of crime volumes recorded by the Constabulary over the last 4-year period, and how this compares to the volumes of hate crimes recorded with a person victim, those hate crimes with a named person victim, along with the positive outcome rates.

Year	All Crime with a Person Victim		Hate Crime with a Person Victim		Comparison	
	Crime Count	PO Rate	Crime Count	PO Rate	Proportion of Hate Crime to All Crime	Difference in PO Rate
FY 2022/23	30,830	10.3%	830	17.1%	2.7%	6.8%
FY 2023/24	27,272	13.5%	620	21.9%	2.3%	8.4%
FY 2024/25	28,154	13.7%	720	27.6%	2.6%	13.9%
FYTD 2025/26	15,274	11.9%	441	18.6%	2.9%	6.7%

Hate Crime represents between 2-3% of all victim-based crime each year, with this highest proportion observed in the current financial year to date. This supports the trends outlined above. Positive outcome rates for hate crime have consistently remained higher than those for all victim-based crime and we recorded our highest positive outcomes rate the FY 2024/25, at 27.6%.

Sex

The largest proportion of hate crime is recorded against male victims (59.5%), compared to 36.5% for females.

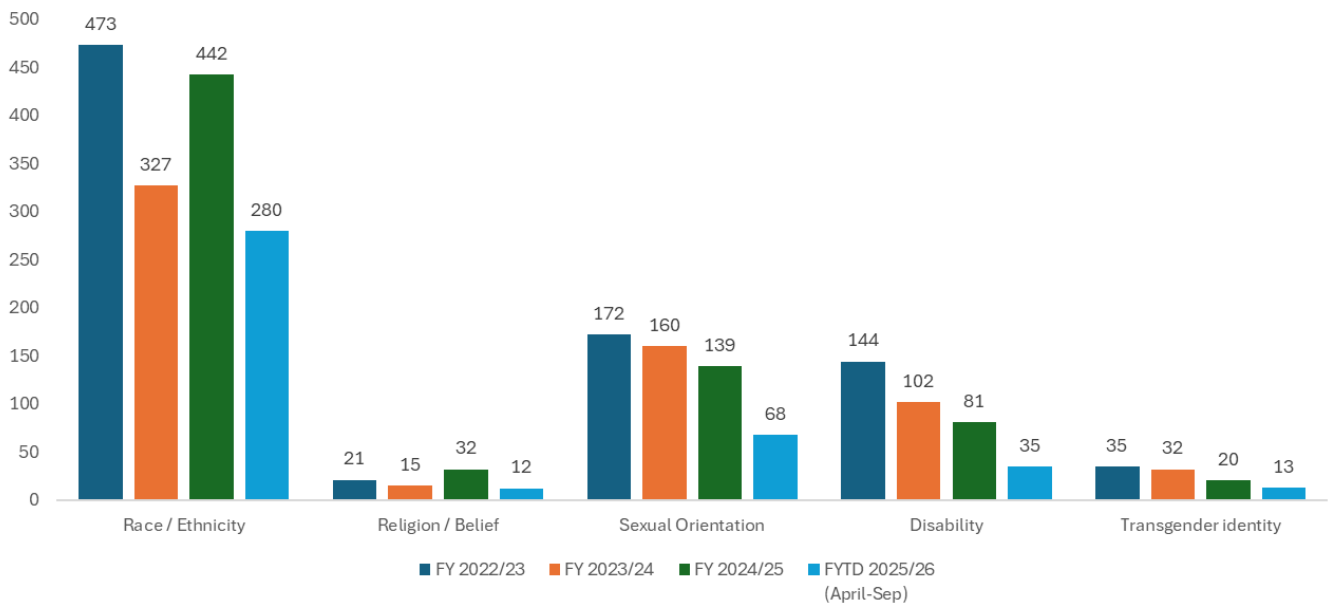
Age

The distribution of hate crime victims by age is consistent with overall crime trends. The 25-34 age group represents the largest proportion of victims, followed closely by those aged 35-44 (21.8%). Under 18’s make up the third largest group, accounting for 18.8% of recorded hate crime victims.

5-Strand Hate Crime

The bar chart below provides an overview of the volume of hate crimes recorded over the last 4 financial years, broken down by the 5 recognised strands.

Year on year trends for Hate Crime, by 5 Strand



Race related hate crime remains the most frequently reported strand, accounting for the majority of all hate crime recorded across all four financial years. Whilst religion related hate crime volumes are relatively low, there was a notable increase in 2024/25, in comparison to the previous year, with 17 additional incidents, accounting for a 113% increase. Other strands (sexual orientation, disability, and transgender identity) have seen year on year reductions.

The below table shows hate crime data broken down by the strands.

Strand	Crime Count	Relative Proportion of all Hate Crime	PO Rate	OC16 Application Rate
Race	1,522	58.5%	22.5%	25.7%
Religion/Faith	80	3.1%	13.8%	21.3%
Disability	362	13.9%	15.2%	26.0%
Sexual Orientation	539	20.7%	23.7%	26.7%
Transgender/Gender Reassignment	100	3.8%	20.0%	18.0%

As already identified, Race / Ethnicity related hate crime is the largest category, representing 58.5% of all hate crime. Sexual Orientation related hate crime is the next most common, representing 20.7% of all hate crime. Positive outcome rates (cases leading to a charge, caution, or similar result) vary across strands, ranging from 13.8% for Religion / Belief, to 23.7% for Sexual Orientation.

Outcome 16 rates are also shown, this outcome is used where a suspect is identified, but the investigation is concluded because the victim does not support police action. Outcome 16 rates range from 18.0% (Transgender identity) and 26.7% (Sexual Orientation). Monitoring Outcome 16 rates is particularly important in hate crime analysis because it highlights levels of victim disengagement. High rates may indicate that victims lack confidence in the police, fear repercussions, or feel that reporting will not lead to justice. Understanding these patterns can help target community engagement and victim support for specific groups.

5c. Recent 12-month Review (1st October 2024-30 September 2025)

The below table provides a month-on-month breakdown of crime over the most recent 12-month period, along with a breakdown for Domestic Abuse (DA) and Hate Crime.

Examining Domestic Abuse within the context of disproportionality is important to understanding how different communities experience and report this type of crime. Domestic Abuse affects individuals from all backgrounds, but national and local evidence shows that reporting patterns and experiences can vary due to factors such as ethnicity, gender, age, disability or other protected characteristics.

By examining domestic abuse data through a disproportionality lens, the Constabulary can identify whether any groups are over or under represented, and ensure that services and safeguarding measures are accessible and responsive to the needs of all individuals.

Month	Crime Count with a Named Person Victim	PO Rate	DA	DA PO Rate	Hate Crime Count	Hate Crime PO Rate
Oct-24	2,458	14.9%	547	14.1%	74	29.7%
Nov-24	2,416	12.5%	495	12.7%	46	39.1%
Dec-24	2,304	12.6%	406	9.9%	51	29.4%
Jan-25	2,109	16.8%	476	13.7%	29	72.4%
Feb-25	2,068	16.3%	411	14.6%	48	37.5%
Mar-25	2,366	12.3%	505	15.2%	52	19.2%
Apr-25	2,168	10.2%	447	7.2%	56	14.3%
May-25	2,405	12.0%	501	12.4%	70	25.7%
Jun-25	2,434	14.5%	492	13.0%	54	27.8%
Jul-25	2,498	11.9%	510	12.7%	67	16.4%
Aug-25	2,536	10.4%	499	13.2%	83	10.8%
Sep-25	2,176	13.6%	400	21.3%	78	20.5%

Over the period, crimes with a named victim accounted for 27,938 offences. Domestic abuse related offences made up 20.4% of all victim-based crime during this period, whilst Hate crime accounted for 2.5% of all victim-based crime – both of which are comparable with previous reporting years.

Outcome rates for both offence types are also shown. Over the 12-month reporting period, Domestic Abuse had an outcome rate of 13.2%, whilst Hate Crime had an outcome rate of 25.6%. Due to the lower number of hate crimes recorded each month, the monthly positive outcome rate can fluctuate more noticeably than for higher volume offence types.

Victim Sex

	Male	Female	Unknown	Intersex	Indeterminate	Prefer Not to Say
All Crime	47.7% (9958)	50.4% (10515)	1.4% (308)	0.01% (3)	0.05% (10)	0.34% (71)
DA	29.3% (1325)	68.8% (3113)	1.3% (60)	0	0.04% (2)	0.51% (23)
Hate Crime	57.9% (363)	33.0% (207)	5.7% (36)	0.3% (2)	0	2.8% (18)

The proportions of victim sex over the 12-month period are comparable with previous reporting years. Domestic Abuse victims are predominantly female (68.8%) and Hate Crime victims are predominantly male (57.9%).

Victim Age

	<18	18-24	25-34	35-44	45-54	55-64	65-74	75 +	Unknown
All Crime	16.9%	10.6%	19.3%	18.9%	13.6%	11.3%	5.3%	3.7%	0.3%
DA	5.2%	13.9%	26.0%	24.7%	14.0%	9.6%	3.5%	3.0%	0.1%
Hate Crime	16.2%	9.5%	24.5%	24.2%	14.1%	8.4%	1.9%	0.8%	0.3%

The predominant age group for all 3 victim types is the 25–34-Year-old grouping closely followed by the 34–45-year-old group. Victims aged under 18 years old are the 3rd highest for all crime and Hate Crime.

Victim Ethnicity

The ethnicity proportions for crime over the 12-month period are adversely affected by data quality limitations, as outlined in the introduction. In particular, there are known recording issues affecting the Asian ethnicity classification, which impact the accuracy of the data. As previously stated, it is estimated that around 40% of individuals recorded with an Asian ethnicity are inaccurate, and that these individuals are most likely of a white ethnicity. This limitation should be taken into account when interpreting the data and any observed disproportionality.

The below tables provide an overview of crime victims by ethnicity over the most recent 12-month period. The data shows both the volume and proportion of recorded victims by ethnic group, alongside comparative figures from the 2021 Census for Cumbria.

Across all person victim crimes, White individuals account for the majority of recorded victims (64.5%), reflecting the demographic composition of Cumbria's population. A further 32.6% of records do not include ethnicity information, which limits the precision of disproportionality analysis. Among minority ethnic groups, Asian (1.1%), Black (0.9%), Mixed (0.5%) and Other (0.3%) groups represent relatively small proportions of total victims, all broadly in line with or slightly above their population shares based on Census data.

When examining domestic abuse offences, a similar pattern is observed, with victims predominantly identifying as White, and smaller numbers recorded across other ethnicities.

In contrast, hate crime shows a higher proportion of victims from minority ethnic groups, particularly those identifying as Asian or Black. This reflects the nature of hate crime, where offences are often motivated by prejudice or hostility towards protected characteristics such as race or ethnicity.

While the data indicates some variations across months, the overall pattern is consistent with Cumbria's population profile. However, the high proportion of 'unknown or not recorded' ethnicity data should be considered when interpreting these results, as it may affect the reliability of proportionality comparisons.

12-Month Overview (Oct-24-Sep-25)	Asian	Black	Mixed	Other	White	Unknown / Not Recorded	Total
All Person Victim Crime	293	242	130	69	16,471	8,335	25,540
Proportion	1.1%	0.9%	0.5%	0.3%	64.5%	32.6%	
DA	39	28	25	12	4,102	1,218	5,424
Proportion	0.7%	0.5%	0.5%	0.2%	75.6%	22.5%	
Hate Crime	87	78	35	23	255	187	665
Proportion	13.1%	11.7%	5.3%	3.5%	38.3%	28.1%	
Total	419	348	190	104	20,830	9,741	
Census 2021 Comparison	0.98%	0.24%	0.80%	0.34%	97.63%		

All Person Victim Crime	Asian	Black	Mixed	Other	White	Unknown / Not Recorded	Total
Oct-24	23	24	11	8	1,422	741	2,229
Nov-24	24	11	14	8	1,417	715	2,189
Dec-24	30	15	17	2	1,409	653	2,126
Jan-25	19	7	10	2	1,266	624	1,928
Feb-25	24	8	11	5	1,227	624	1,899
Mar-25	26	24	8	10	1,367	744	2,179
Apr-25	24	28	8	7	1,296	624	1,987
May-25	24	27	11	4	1,424	697	2,187
Jun-25	24	27	6	5	1,457	690	2,209
Jul-25	22	18	11	6	1,453	782	2,292
Aug-25	33	26	13	8	1,498	745	2,323
Sep-25	20	27	10	4	1,235	696	1,992
Total	293	242	130	69	16,471	8,335	25,540
Ethnic Proportion	1.1%	0.9%	0.5%	0.3%	64.5%	32.6%	
Census 2021 Comparison	0.98%	0.24%	0.80%	0.34%	97.63%		
Previous 12 months	245	197	142	83	16,620	7,633	
Increase/Decrease	48	45	-12	-14	-149	702	
% Increase/Decrease	19.6%	22.8%	-8.4%	-16.8%	-0.9%	9.1%	

Domestic Abuse	Asian	Black	Mixed	Other	White	Unknown / Not Recorded	Total
Oct-24	3	0	3	1	387	114	508
Nov-24	3	3	1	4	344	103	458
Dec-24	1	3	6	1	366	95	472
Jan-25	3	2	2	0	353	87	447
Feb-25	1	2	1	0	298	88	390
Mar-25	7	2	1	3	334	135	482
Apr-25	6	3	1	0	312	94	416
May-25	1	5	2	0	367	88	463
Jun-25	5	2	0	1	358	97	463
Jul-25	2	1	3	2	348	122	478
Aug-25	3	4	2	0	351	113	473
Sep-25	4	1	3	0	284	82	374
Total	39	28	25	12	4,102	1,218	5,424
Ethnic Proportion	0.7%	0.5%	0.5%	0.2%	75.6%	22.5%	
Census 2021 Comparison	0.98%	0.24%	0.80%	0.34%	97.63%		
Previous 12 months	27	24	29	8	4,348	1,108	
Increase/Decrease	12	4	-4	4	-246	110	
% Increase/Decrease	30.7%	14.2%	-16.0%	33.3%	-5.9%	9.1%	

Hate Crime	Asian	Black	Mixed	Other	White	Unknown / Not Recorded	Total
Oct-24	5	12	4	5	24	23	73
Nov-24	9	4	2	2	15	11	43
Dec-24	10	1	6	0	17	15	49
Jan-25	5	1	3	0	12	6	27
Feb-25	9	2	2	1	19	12	45
Mar-25	9	9	2	1	19	9	49
Apr-25	8	6	2	3	18	15	52
May-25	6	8	5	2	32	16	69
Jun-25	8	4	1	2	21	13	49
Jul-25	5	8	4	1	22	24	64
Aug-25	9	11	2	5	29	19	75
Sep-25	4	12	2	1	27	24	70
Total	87	78	35	23	255	187	665
Ethnic Proportion	13.1%	11.7%	5.3%	3.5%	38.3%	28.1%	
Census 2021 Comparison	0.98%	0.24%	0.80%	0.34%	97.63%		
Previous 12 months	73	88	24	21	317	143	
Increase/Decrease	14	-10	11	2	-62	44	
% Increase/Decrease	19.1%	-12.8%	31.4%	8.7%	-24.3%	23.5%	

The table below provides a breakdown of hate crimes, categorised by the five nationally recognised strands of hate crime: race, religion / faith, disability, sexual orientation, and transgender identity.

Overall, the data highlights that race continues to be the most common motivator for hate crime in Cumbria, while incidents related to other protected characteristics occur in much smaller volumes.

12-Month Overview (Oct-24-Sep-25)	Race	Religion/ Faith	Disability	Sexual Orientation	Transgender	Total
Oct-24	50	5	8	11	3	77
Nov-24	26	1	3	11	2	43
Dec-24	27	3	6	11	2	49
Jan-25	15	0	3	7	0	25
Feb-25	30	0	4	8	1	43
Mar-25	34	1	3	9	1	48
Apr-25	45	1	3	6	1	56
May-25	44	3	5	15	3	70
Jun-25	36	1	6	11	1	55
Jul-25	47	0	4	12	2	65
Aug-25	58	2	8	11	3	82
Sep-25	50	5	9	13	3	80
Total	462	22	62	125	22	693

Of the 22 Religious Related Hate Crime, 4 were recorded as of the Christian Faith (18.2%), 6 were recorded as of the Jewish Faith (27.3%), 8 were recorded as of the Muslim Faith (36.4%), 4 were recorded as a non-specified religion (18.2%).

Summary

The recording of demographic information, particularly ethnicity, has been identified as an area for improvement. Current data indicates that approximately 30% of records do not include an ethnicity entry, which limits the ability to carry out fully representative analysis of disproportionality.

The Constabulary has already taken targeted and actionable steps to improve data quality and completeness. This includes the introduction of mandatory ethnicity fields within the reporting systems and returning incomplete reports back to the original report owners.

These ongoing measures are designed to enhance the accuracy, consistency, and reliability of demographic data over time, improved data quality will strengthen the Constabulary's understanding of disproportionality, enabling more robust analysis, informed decision-making, and greater transparency in future reporting.

Race and Religion Hate Crimes indicate a rise over 3 and a half years with the other 3 strands reflecting a decrease. Victim age & sex demographics are consistent across the whole data period, with Females more likely to be victims of Domestic Abuse as expected, conversely hate crimes are predominantly targeted towards Males and the victim age groups 24-35 and 35-44 significantly outweigh any other age group.

6. Custody

Introduction

The police custody process plays a vital role in ensuring that individuals who are arrested are dealt with safely, lawfully and fairly. Custody suites are where detainees are processed, risk-assessed, and detained while investigations are carried out or decisions are made about further action. The way custody is managed has a significant impact on public confidence and perceptions of fairness.

This section examines disproportionality within custody data, focusing on the representation of different groups, such as ethnicity, age, and gender, among those arrested and detained. The analysis helps to identify whether any groups are over or under represented compared to the general population and whether disparities exist at key stages of the custody process.

Understanding these patterns supports the Constabulary's commitment to transparency, accountability, and equality of treatment, ensuring that the use of custody powers is applied consistently and without bias across all communities.

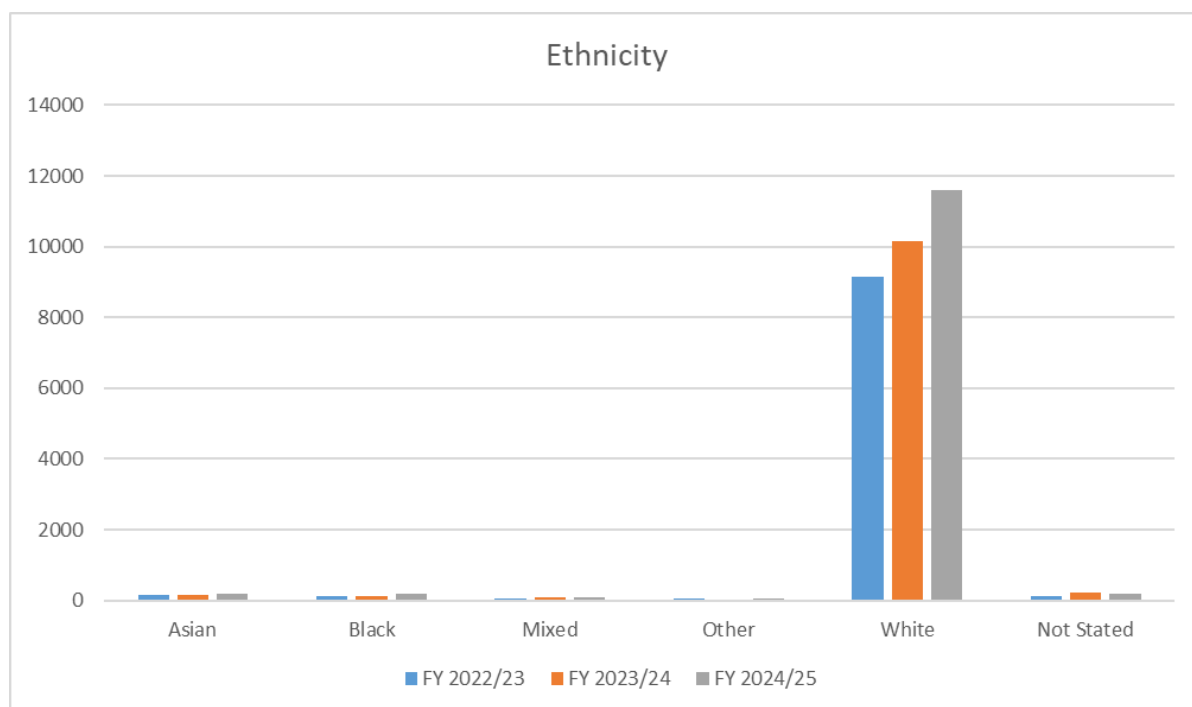
Overview

The below table breaks down the count of custody records for the current financial year (2025/26) up to the end of September, split by ethnicity.

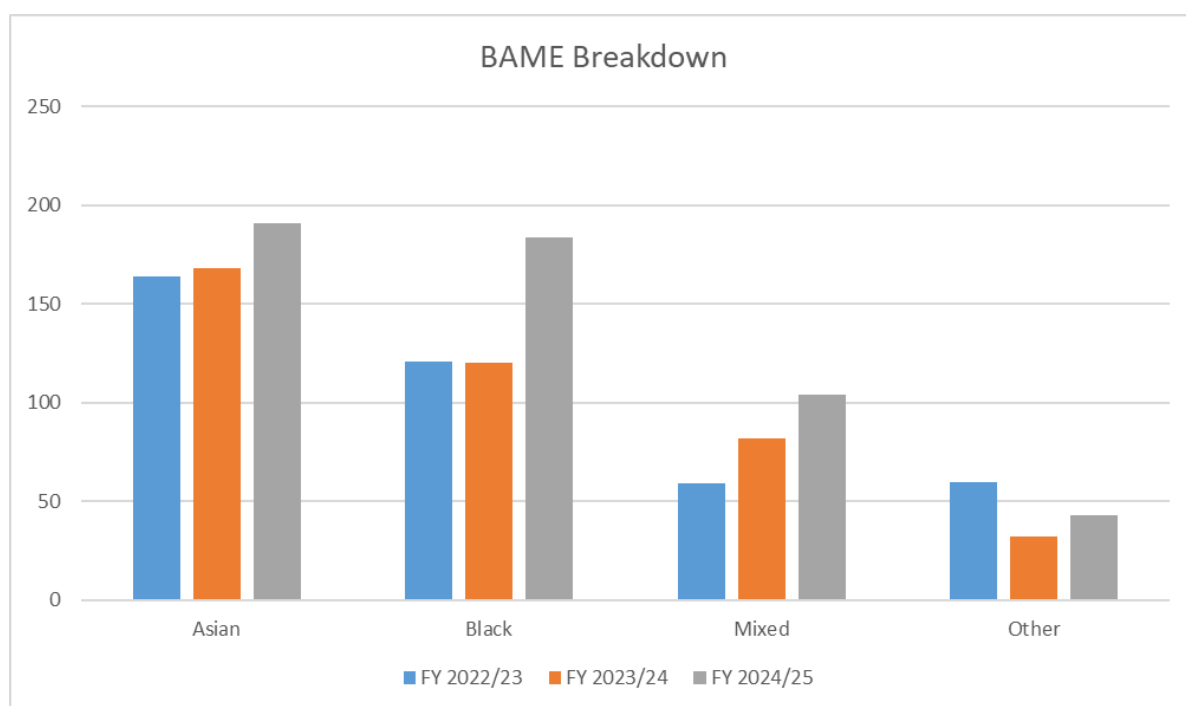
Self-Defined Ethnicity	Volume of Records (FYTD)	Proportion
Asian	112	1.9%
Black	102	1.7%
Mixed	65	0.2%
Other	17	1.1%
White	5,520	93.2%
Not Stated	107	1.8%
Total	5,923	100.00%

The figures for the current financial year, in terms of white ethnicities, are slightly below that from the 2021 Census data of ~97% for the county as a whole, however, discounting the 'not stated' category brings this proportion to 94.9% which is more in line with the resident population.

The bar chart below shows the comparison between ethnicities on custody records for the previous three whole financial years.



Due to the significant difference in scale between White and Minority ethnic groups, trends among minority communities can be difficult to identify in the main ethnicity chart. To provide clearer insight, the second graph focuses specifically on individuals from Black, Asian, and Minority Ethnic (BAME) backgrounds. This breakdown allows for more effective visual comparison and analysis of patterns within smaller population groups that may otherwise be obscured by the larger volume of White ethnicity records.



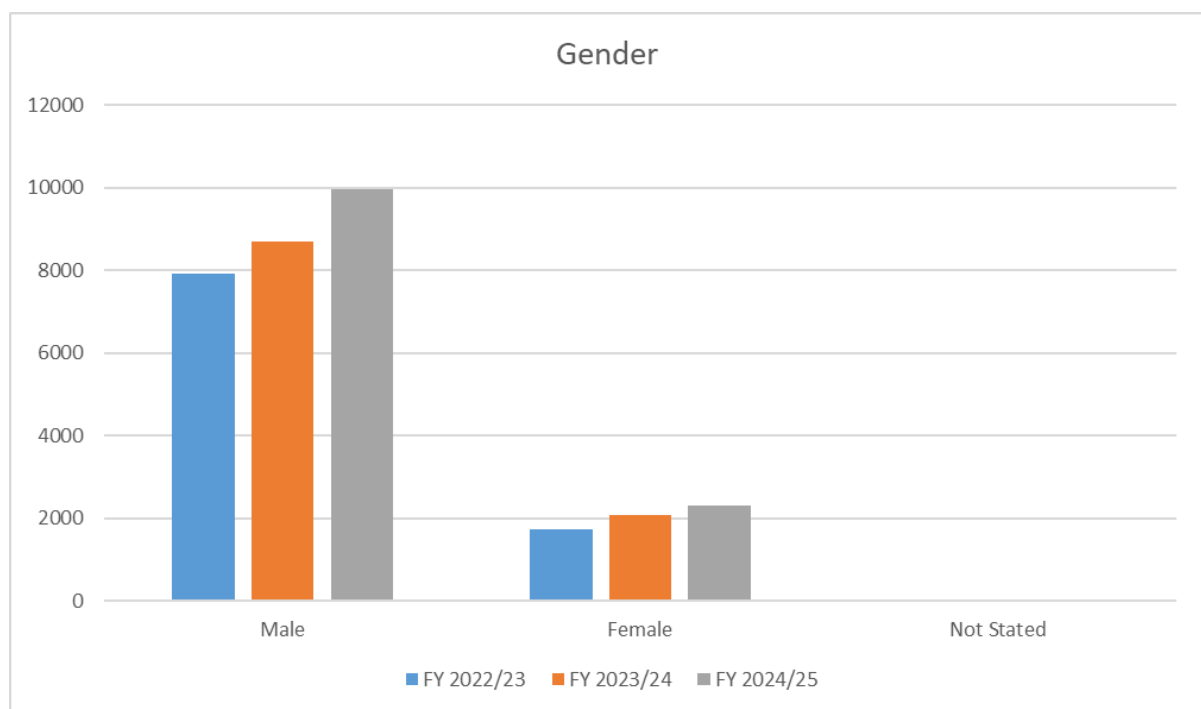
For both Asian and Mixed, there has been a year-on-year increase in subjects of these ethnicities in custody with black also having an increase from FY 2023/24 to FY 2024/25 by 53.3%. This is reflective of an overall

increase in custody visits year on year. Overall, the volume of custody visits for those with a BME appearance against the total throughput has increased slightly year on year, rising from ~2.70% in FY 2020/21 to ~3.93% in FY 2024/25.

In terms of the gender split for the current financial year to date, the below table shows the breakdown between males, females and those that did not state their gender.

Gender	Volume of Records (FYTD)	Proportion
Male	4,833	81.6%
Female	1,074	18.1%
Not stated	16	0.3%
Total	5,923	100.00%

81.6% of all custody records during the current financial year are for male subjects with only 18.1% female. Similarly to previous metrics, the past three full financial years are compared in the following bar chart.



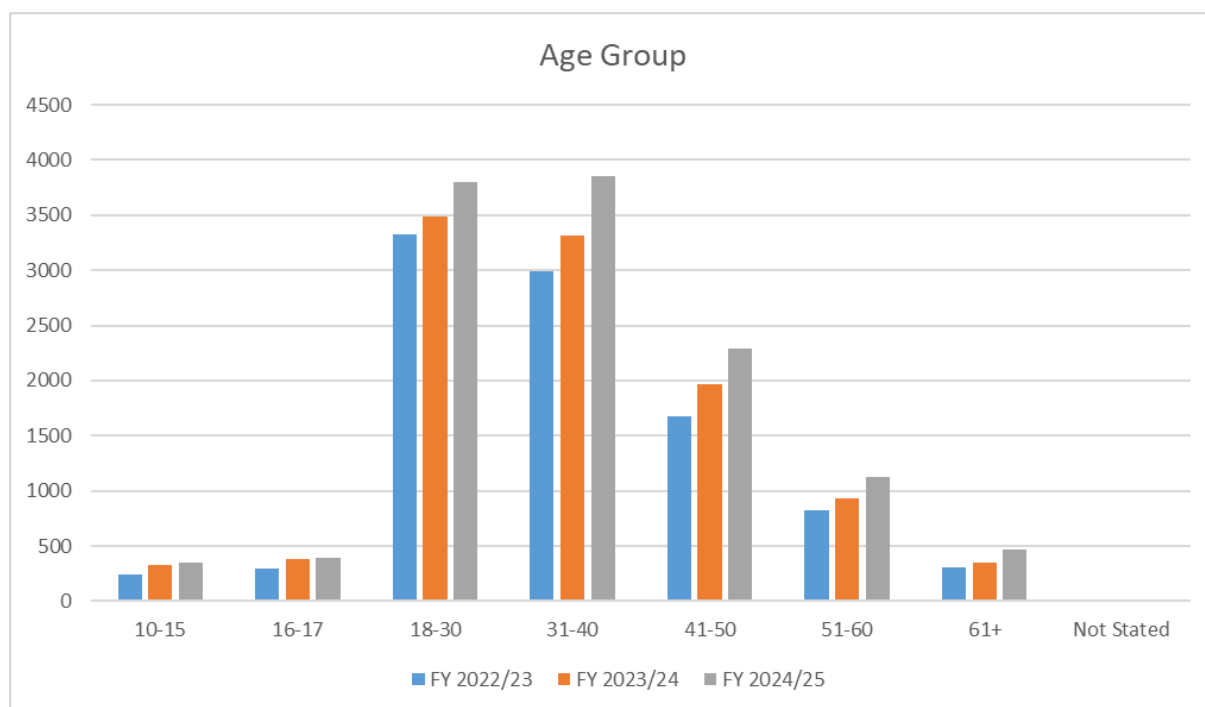
The volumes for both males and females have increased year-on-year. Despite this, the overall proportions of each gender category have remained similar within each of the financial years, with males between 80.5% - 81.7% and females between 18.0% - 19.2%.

The final disproportionality metric for custody is age grouping. For the current financial year to date, the below table breaks down volume of custody records by age grouping.

Age Grouping (Years)	Number of Forms (FYTD)	Proportion
10 – 15	140	2.4%
16 – 17	165	2.8%
18 – 30	1,673	28.2%
31 – 40	1,983	33.5%
41 – 50	1,130	19.1%
51 – 60	577	9.7%
61+	244	4.1%
Not stated	11	0.2%
Total	5,923	100.00%

The most common age grouping for subjects in custody is between 31 – 40 accounting for approximately one third of the overall volume of custody records. Under 18s account for 5.2% of custody records and 0.2% do not have an age stated.

In terms of a financial year comparison, the following graph shows these age categories for custody records from the previous three full financial years.



Increases in custody volumes can be seen between each financial year for every age category other than 'not stated'. The age group 18-30 is again the most common age grouping for those in custody, closely followed by 31-40. As each age grouping increases, less subjects enter custody.

7. Conclusion

Use of Force

In terms of use of force, due to self-defined ethnicity being used in the recording of these forms, the value of 'not stated' ethnicities make up just below one quarter of the volume of forms for the current financial year, thus skewing the data. Removing these values, however, shows that the proportion of white-ethnic individuals subject to use of force tactics is 96.9% and approximately in line with the latest 2021 Census data of Cumbria's population being approximately 97.6% white ethnic.

Males are the most common subjects on use of force forms with proportions over 75% from each of the last full three financial years as well as the current financial year to date. The volumes of use of force forms for males has increased year on year for the last three whole financial years. For age groupings, 18-34 year olds have force used on them more than any other age group, consistently hovering just below 50% of all use of force forms. Volumes of use of force have fallen in subjects of ages 11-17 as well as 50-64 from FY 2023/24 to FY 2024/25.

Custody

For the current financial year, the volume of custody records relating to white-ethnic people accounts for 93.2% of the total volume of records. The volume of custody records has increased from FY 2023/24 to FY 2024/25 within each ethnic group. In terms of the gender split, males account for the majority of all records with 81.6% of the proportion during the current financial year and consistently above 80% in the previous three full financial years.

During the current financial year to date as well as FY 2024/25, the age grouping with the most custody records was 31-40, this was not the case during FY 2022/23 and FY 2023/24 however, where 18-30 had the largest proportion of custody records. The ages between 18 and 40 regularly account for over 60% of all custody records with under 18s having a proportion ranging between 5-6.5% of the total during each period.

Stop and Search

Cumbria Constabulary has significantly increased its use of stop & search as a method for detecting & tackling crime, with overall volumes increasing significantly over the past financial years. By 78.2% between FY 2022/23 and FY 2023/24, and a further 20% increase from FY2023/24 to FY2024/25. Data analysis in this area is made more complex by the fact there is no legal requirement for the subject of searches to provide their personal details (Age, self-defined ethnicity etc). The limited data indicates that search rates are higher for BME groups when compared to the resident population, but as explored earlier in the report, there are significant limitations to this comparison. Most (73.5%) searches are for the subject of controlled drugs, driving our positive outcome rates for these offences which is over 78%. Searches conducted on minority subjects continue to represent a very small sample size, with searches of Black ODE individuals at 1.20% of our volume in the last 12 months for example.

As part of the Force's continual oversight, patterns are regularly explored in relation to officers conducting searches on minority subjects, and in Q1 of FY25/26, it was found that 60.5% of Asian minority searches were conducted by specialist teams (Serious & Organised Crime Unit, Roads Policing Unit, Firearms Support Unit). Who operate primarily on the major travel routes either in response to intelligence, ANPR activation or vehicle/crime information rather than personal characteristics. Similarly to crime, the data quality in this area has been identified as an area for improvement, and the Force has taken direct steps to improve the recording of personal characteristics in future.

Crime and Outcomes

The top age groups for victims of crime remain as 25-34 and 35-44 and we have continued to see a slightly larger proportion of female victims compared to male victims (~50% vs ~47%). When we look at victim sex in the context of Domestic Abuse crimes we can see a larger proportion of female victims (69%) and within the context of Hate Crimes, males make up the larger proportion of victims (58%).

Over the last 3 financial years there has been an increase in the proportion of crimes recorded with an Asian victim. Part of this can be attributed to a recording error within the new RMS that has since been rectified for records going forward and officers are currently working on updating existing records. However, it should also be mentioned that recent and current national events may have also contributed to this increase, including, the ongoing Israel-Hamas conflict, the national civil unrest in 2024 following the Southport murders as well as the building of a mosque locally in Dalton-in-Furness. Additionally, over the last 2 financial years there has been an increase in the proportion of crimes recorded with a Black victim. Analysis has shown that there has been an increase in the volume of incidents within a healthcare setting, where a greater proportion of staff identify as Black.

Both race/ethnicity and religion/belief hate crimes saw significant increases in the FY 24/25. Race/ethnicity increased 35% (115 additional crimes) and religion/belief increased 113% (17 additional crimes). The other three strands, sexual orientation, disability and transgender identity have all seen steady decreases.

Historically, the recording of ethnicity on a victim record has not been mandatory and around one-third of victim records over the last 4 financial years do not have the self-defined ethnicity field completed. In response to this the Force has, as of October 2025, made it a mandatory field that must be completed for all crime and victim records. This will greatly assist future analysis and help us develop a more complete picture of what disproportionality looks like within Cumbria.

APPENDIX

Below is a list of the new selectable ethnicity options on our RMS that are presented to officers at the point of data entry. The list has been updated to clearly differentiate between the various options.

Ethnicity breakdown & Grouping

- A. White English/Welsh/Scottish/Northern Irish/British (White Grouping)
- B. White Irish (White Grouping)
- C. White Gypsy or Traveller (White Grouping)
- D. White Roma (White Grouping)
- E. White Any Other White Background (White Grouping)
- F. Mixed White and Black Caribbean (Mixed Grouping)
- G. Mixed White and Black African (Mixed Grouping)
- H. Mixed White and Asian (Mixed Grouping)
- I. Mixed Any Other Mixed / Multiple Ethnic Background (Mixed Grouping)
- J. Asian-British (English/Welsh/Scottish/Northern Irish (Asian Grouping)
- K. Asian Indian (Asian Grouping)
- L. Asian Pakistani (Asian Grouping)
- M. Asian Bangladeshi (Asian Grouping)
- N. Asian Chinese (Asian Grouping)
- O. Asian Any Other Asian Background (Asian Grouping)
- P. Black English/Welsh/Scottish/Northern Irish/British (Black Grouping)
- Q. Black African (Black Grouping)
- R. Black Caribbean (Black Grouping)
- S. Black Any Other Black African/Caribbean Background (Black Grouping)
- T. Other Arab (Other Grouping)
- U. Any Other Ethnic Group
- V. Prefer Not to Say
- W. Not Possible to Ask

A map (not to scale) of Cumbria's demographics data.

Based on Office of National Statistics data

Total Population: 499,848

[Cumbria Map for illustrative purposes only not indicative of locations]

