



Kent Police Statutory Duty Information Report 2026



**Kent
Police**

The Equality Act 2010

Like other public bodies, we have a legal responsibility to tackle discrimination and promote equality on the grounds of nine protected characteristics. We must consider these in everything we do. These responsibilities are referred to as the public sector equality duty.

The general equality duty requires us to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not share it.

In addition to these general duties, we have specific responsibilities to publish information to show our compliance with the Equality Duty, at least annually. We are also required to publish equality objectives at least every four years.

This report highlights some of the activity that has been undertaken working towards our objectives which are reflected in our 4 key areas within our Diversity and Inclusion Strategy 2025-28. This report highlights some of the activity that has been undertaken to support our objectives for the period January 2025 to December 2025.

- **Our People:** To attract, recruit, develop, and retain a workforce that is representative of Kent's communities.
- **Our Workplace:** To build and equitable workplace culture where our people feel a sense of belonging and connection.
- **Our Partners:** To work with partners and stakeholder to provide a better informed, accessible and inclusive service.
- **Our Communities:** To build an inclusive and equitable workplace culture where our people feel sense of belonging and connection.

We are legally required to publish Equality Data. Our diversity data report (based on financial year 2024 to 2025), to evidence our progress against the objectives, can also be found in this report. Our Diversity and Inclusion Strategy 2025-28 is shown overleaf.



Diversity, Equality and Inclusion Strategy 2025-2028

Drivers

Equality Duty

Equality Act 2010

Police Race Action Plan

NPCC Culture & Inclusion Strategy

Our People

To attract, recruit, develop, and retain a workforce that is representative of Kent's communities.

- Attract and recruit officers and staff to work in Kent Police that represent our diverse community.
- Overcome under-representation in all ranks and grades.
- Develop leadership capabilities of under-represented groups.
- Support individuals identifying and overcoming barriers to their progression.
- Improve the confidence of officers and staff to self-declare sexual orientation, disability, and religion to better understand and reflects the Force's diversity.

Our Workplace

To build an inclusive and equitable workplace culture where our people feel a sense of belonging and connection.

- Proactively root out all forms of discriminatory behaviour in our force.
- Recognise and celebrate diversity in the workplace publicly demonstrating how we value our differences.
- Promote the wellbeing and fulfilment of all officers, staff, and volunteers to maintain an accessible and inclusive environment that enables everyone to be authentic
- Understand individuals' lived experiences to raise awareness, ensure equitable treatment and inform decision making and policy.
- Improve knowledge and understanding of different cultures, religions, and beliefs to support colleagues from diverse backgrounds.
- Celebrate and listen to our Staff Support Associations to ensure that their members' needs are met, best practice is shared, and to ensure greater inclusivity.

Our Partners

To work with partners and stakeholders to provide a better informed, accessible and inclusive service.

- Work with partner agencies to ensure an effective and appropriate response whilst understanding the needs of victims of crimes.
- Utilise outside agencies or companies to benchmark our activity and provide us feedback.
- Share data between partners to ensure a fair allocation of our resources.
- Ensure the right partners are engaged and active to provide the right response to community needs.

Our Communities

To build an inclusive and equitable workplace culture where our people feel a sense of belonging and connection

- Increase engagement, listen and talk with diverse communities, utilising them to break barriers and build trust.
- Promote, support and grow the work of the Independent Advisory Group (IAG) seeking their independent advice on policy and procedure.
- Seek the views of diverse communities to influence and shape a fair and equitable service delivery.
- Protect diverse communities from crime and seek justice for those communities.
- Further develop our Policing Powers Independent Review Panel to demonstrate integrity and transparency.
- Ensure diverse communities are not over policed or under protected.

Enablers

Ethics

Leadership

Education

Accountability

Data

Consultation

Our Teams

A number of teams support the achievement of our objectives either as a primary or supplementary element of their role. The core teams are outlined below.

Internal Inclusion

Our **Internal Inclusion Team** is a dedicated function, working to embed and enhance Diversity and Inclusion (D&I) across the organisation. The team work to ensure that our internal culture reflects the values of fairness, equity, and respect.

The team's core purpose is to support us in the implementation and delivery of D&I strategies and initiatives. They provide expert guidance and practical support on all matters relating to internal inclusion, helping to create a workplace where everyone feels valued, supported, and empowered to thrive. They oversee workstreams relating to the recruitment, retention and progression of individuals with protected characteristics and work closely with our Staff Support Associations to ensure the voices of our colleagues are heard and their contributions help shape an inclusive workforce. The team act as a central hub for accessing and disseminating good practice and oversee a network of D&I Allies who champion inclusive practice and help embed D&I principles at a local level.

The team is led by a Chief Inspector and consists of 2 Sergeants and an Internal Inclusion Co-ordinator (staff member). Through these efforts, the Internal Inclusion Team plays a vital role in fostering a workplace culture that is inclusive, supportive, and reflective of the communities we serve.

External Inclusion – Strategic Prevention Command

Our **External Inclusion Team** operates within the **Strategic Prevention Command**, playing a pivotal role in strengthening our engagement with the diverse communities we serve. The team is responsible for leading and coordinating our external inclusion efforts, ensuring that our approach to community engagement is inclusive, representative, and responsive to the needs of all individuals. The team facilitate meaningful engagement with a wide range of community groups, stakeholders, and partners. This ensures that the voices of underrepresented and marginalised communities are heard and considered in policing strategies and service delivery.

The team also monitor and support the force's performance in responding to hate crimes. This includes ensuring that all hate crime investigations are conducted to a high standard, with a strong focus on victim care, community confidence, and continuous improvement.

Finally, the team lead the coordination of our work supporting the Police Race Action Plan. This national initiative aims to address racial disparities in policing, improve outcomes for Black communities, and build trust and legitimacy. Through these functions, the External Inclusion Team contributes significantly to our commitment to fairness, transparency, and community-focused policing.

Our Objectives

The below section outlines our objective and the activities we have undertaken to support their achievement:

Objective 1 – Our People: To attract, recruit, develop, and retain a workforce that is representative of Kent's communities

The Internal Inclusion Team have continued to work collaboratively with internal stakeholders to create opportunities for attracting and recruiting individuals from underrepresented groups to join the force. Throughout the year the team have engaged with communities through outreach in schools, colleges, universities, and local events, delivering careers talks, attending fairs, and offering tailored support such as mock interviews, one-to-one sessions, and guidance workshops. Bespoke online recruitment events have been held during key cultural and awareness dates like Black History Month, International Women's Day and Race Equality Week. The team also supported a range of community events. To support recruitment campaigns, a series of podcasts were produced, including an episode highlighting the Internal Inclusion Team's support and reflecting on their work.

Our Positive Action Engagement Programme offers structured and supportive guidance to individuals from ethnic minority backgrounds looking to join or who have been unsuccessful at any part of the recruitment process. The programme is designed to break down barriers and actively encourage applications from diverse communities. To complement the Positive Action Engagement Programme, we have offered a Fitness Preparation Workshop that provides tailored support and guidance for the job-related fitness assessment, specifically for individuals from underrepresented groups.

Additionally, our Interview Skills Workshop helps candidates build confidence and prepare effectively for the interview process. A programme is in place for Staff Support Associations to review selected internal and recruitment marketing materials and campaigns to provide feedback from their association perspective. This has helped us to ensure our messaging is inclusive and representative.

In relation to progression, across the force we are also focused on ensuring that those with protected characteristics who may have barriers to progression, are supported. The Internal Inclusion Team have worked with Staff Support Associations to provide listening circles and engagement events to help shape corporate plans in relation to positive action.

To help managers identify internal talent and how best to support and develop officers and staff, prepare them for promotion and/or provide lateral progression in line with their career preferences, we have a succession planning framework. The framework is also used to identify 'high potential' talent to ensure development for future senior leadership roles and the identification of talent pools to enable planning for future promotions processes. Reverse mentoring has now been used across our commands, and our cohort of mentors reflects the diverse nature of our organisation.

Following the first successful cohort of the 'Achieve' programme this is being evaluated ahead of the commencement of a second programme. The programme seeks to work with those from underrepresented groups through four key development stages personal, lateral, promotional and ongoing development. Our pay gap report is available on the external webpages. In addition, we have presented broader information around workforce makeup and disproportionality, reporting into the internal Diversity and Inclusion Board chaired by the Deputy Chief Constable.

In terms of retention, leaving reasons and regularly monitored, themes are identified, and subsequent activity is reported into Chief Officers on a 6 monthly basis. Our cohort of retention

ambassadors have early conversations with those thinking of leaving to discuss and consider alternatives where viable and appropriate.

The Internal Inclusion Team maintain the strategic delivery for workstream 1 (represented) of the Police Race Action Plan for officers and staff which embodies training, improving recruitment, retention and progression, addressing racial disparities, enhancing support including alleged racial victimisation, harassment and discrimination and addressing any racial disparities in misconduct and disciplinary processes.

Objective 2 – Our Workplace: To build and equitable workplace culture where our people feel a sense of belonging and connection

The Kent Police Pledge is known to all officers and staff. The Pledge states. The Pledge states:

- We will treat everyone with dignity and respect, without prejudice, whatever the circumstances. We will not discriminate or abuse our position of trust.
- We will respect and support each other.
- We will proactively root out racism, misogyny and sexism in our Force.

The D&I Strategy is advertised at all police sites as plan on a page for ease of viewing. Each division and directorate have a Diversity and Culture board where policies and provisions are discussed, then circulated to ensure staff are involved and consulted.

To enhance the sense of belonging among our officers, staff, and volunteers, we regularly observe important dates and weeks related to Diversity & Inclusion. Additionally, all promotional materials direct individuals to our D&I internal SharePoint pages, where they can access relevant policies and resources.

In new builds and refurbishment, accessibility and future proofing is at the forefront. New design has and will incorporate all wide doors, low switches, riser desks, accessible and gender-neutral toilets etc. Our internal website 'InSite' is accessible and adheres to The Public Sector Bodies (Website and Mobile Applications) accessibility regulations and where possible we write to Plain English standards. This means aiming to write for the average UK reading age which is age 9.

Internal Inclusion Team promotes the NPCC Workplace Adjustment Toolkit, offering context and links to the resource. Requests for 'Access to Work' are strongly encouraged and frequently used by staff and officers.

We have implemented a 'Wellbeing Record' that acts like a "passport" that allows individuals to have adjustments documented and can be shared with new line managers as required.

We have a suicide prevention section on our force intranet. This incorporates a suicide prevention toolkit. It offers support both from external resources and our own wellbeing provision. In addition, we hold a suicide prevention month each September offering information, insights and signposting across the month to coincide with World Suicide Prevention Day on 10 September.



Supervisors and Managers can refer a member of their team to Occupational Health to gain individual advice for workplace capacity. The Kent Force Physiotherapist provides acupuncture, electrotherapy, traction, Pilates, mobilisations, manipulations, soft tissue release, back rehabilitation and exercise prescription.

We have demonstrated a strong commitment to fostering an inclusive and supportive workplace through a wide range of diversity and inclusion initiatives throughout the year. These activities have been designed to raise awareness, celebrate identity, and provide meaningful support to officers, staff, and the wider community.

One of the early highlights was a **Tinnitus Awareness Workshop** held in February, aimed at shedding light on the often-overlooked condition and its impact in the workplace. The session encouraged open dialogue and promoted simple adjustments that can significantly improve wellbeing and productivity for those affected.

In March 2025, we marked **International Women's Day** with an inspiring event themed *#AccelerateAction*, held at The Pentagon Centre in Chatham. The event featured guest speakers from various policing roles and showcased career opportunities, reinforcing the organisation's commitment to gender equity and empowerment.

We also hosted a **Race Action Plan event**, featuring guest speaker Dr Stuart Lawrence, and shared insights via internal platforms to promote racial equality.

Additionally, we continued our support for carers through SAP profile updates and monthly online sessions, ensuring staff with caring responsibilities receive appropriate recognition and assistance.

During **National Inclusion Week (NIW)**, held from 15th to 21st September 2025, we embraced the theme *"Now is the Time"*, a call-to-action urging organisations to prioritise inclusion amidst growing societal and economic pressures. The week featured a blend of virtual and in-person events, including faith and community visits, lived experience panels, and workshops on flexible working and progression for underrepresented groups. Officers engaged with local communities at places of worship such as the Medway African Caribbean Association, Nasir Mosque, Buddhist Centre, and Chatham Memorial Synagogue. These visits fostered mutual understanding and strengthened relationships with diverse communities.

A standout initiative was the **Female Progression Event**, led by a senior female leader, which focused on identifying and addressing barriers to advancement for women in policing. The week also included a school visit to Swanley Police Station, where children interacted with officers, explored police vehicles, and learned about policing in a hands-on and engaging way. Feedback from both community members and staff highlighted the positive impact of these events, with increased engagement and ownership from local divisions.

We hosted **Deaf Awareness Training**, led by Jason Tennant from Palm Deaf, which offered practical communication tools and insights into the Deaf community. This was complemented by the launch of **BSL Sign Live** in the Force Control Room, enabling deaf members of the public to contact the police via video relay services.

Some of our officers and staff undertook **Dementia Awareness Training** as part of our commitment to becoming a Dementia Friendly organisation. The training aimed to equip officers and staff with a deeper understanding of dementia, its impact on individuals and families, and how to provide compassionate, informed support. This initiative was a key step towards achieving official accreditation, demonstrating our dedication to inclusivity and ensuring that people living with

dementia feel safe, respected, and understood within the community and when engaging with police services.

In July, a **community football match** between Kent Police and Punjab United FC was held at the Steve Cook Stadium, promoting community cohesion through sport. The event was well-attended and celebrated the shared values of teamwork and mutual respect.

Further initiatives included the **Menopause Action Group Conference**, which centred on strengthening internal support networks and promoting a healthier work-life balance for colleagues navigating menopause. We also actively participated in **Black History Month**, delivering impactful events such as the Race Equality Network Conference: *Making a Difference*. Additionally, a dedicated exhibition was displayed at Kent Police College, celebrating influential Black individuals who have made significant contributions to society.

The **KNOW Conference**, themed *Own Your Own Ambition*, encouraged staff to embrace personal and professional goals. The event featured motivational speakers, including an England Football Lioness, and introduced the KNOW Award to recognise allies and inspirational figures within the organisation.

Race Equality Network (REN) held its annual conference in October, we brought together colleagues from across our force, neighbouring forces, community members, and stakeholders to explore how personal stories can drive race equality, inclusion, and cultural transformation across sectors like sport, criminal justice, health, and community development.

On 3rd December 2025, to mark International Day of Persons with disabilities, **Enable** held their annual conference entitled "Breaking Boundaries" The conference was well attended across the force and included inputs relating to OCD, Makaton, Caring, Physical health, Inclusive Culture, fitness and research. The feedback from the conference has been positive from those who attended both in person and online. It is the first conference to have included a visual timetable and a dedicated sensory room.

There are multiple procedures available for staff to report matters of discrimination, ensuring access to both internal and external support mechanisms. Staff may choose to report concerns directly to their line manager, a colleague, or a senior officer, where appropriate. In addition, our network of trained allies, nine staff support associations, Unison, and the Police Federation are available to act as conduits for reporting and to provide guidance. Internal communication regarding the Standards of Professional Behaviour and the Whistle-blowing Policy, supported by effective supervisory practices, encourages open and transparent reporting. Staff also have the option to raise a formal grievance through the grievance procedure, either via line management or Human Resources.

The Professional Standards Department (PSD) can be contacted directly via email, and staff may also use the anonymous 'Speak Up' tool, which enables confidential two-way communication with PSD. For those who may lack trust or confidence in internal mechanisms, the Police Integrity Line managed independently by Crimestoppers offers an anonymous external reporting route. All reporting options are designed to ensure confidentiality, promote accountability, and support a respectful and inclusive working environment.

We understand the need to support our workforce who have caring responsibilities. Our Working Carers Network operates a Carer Buddy scheme and monthly hybrid support meetings and our Parents and Carers of Neurodiverse Children (PCNC) network, host monthly support coffee mornings. Our staff association Enable provide a collection of internal and external resources,

support associations, services, societies, organisations and advice lines relating to caring responsibilities.

Staff Support Associations



Each group has a Chief Officer Sponsor who champion their work. The groups meet with the Chief Constable every six months and detail what work they are undertaking; their ambitions and what support is required from us. There is no hierarchy of groups, each have an equal weight, setting and place.

Each association has a constitution and a set of aims and publish their ambitions for the year.

The associations are promoted to all new starters in the organisation along with 'marketplace expo events' around the county on a regular basis where staff can meet all the associations.

Kent Network of Women (KNOW)

The KNOW was set up in 2004 to provide a voice for women and women's issues, offer advice and support to colleagues, and provide guidance and support to the wider organisation. They have over 1100 members and support female progression, confidence, health, and wellbeing and hold annual conferences and events for staff.

The KNOW work closely with other support groups as well as external partners to ensure they provide the best and most holistic service possible to members. The KNOW have subgroups – Circle of Parents, Baby loss support, Menopause Action Group, and 'FACE' - 'Fertility, Adoption, Childless and Endometriosis' Support Group. Their current aims focus on recruitment, progression, and retention of females within the organisation as well as advancing support for gender-based matters such as maternity, flexible working, menopause, and menstrual health.

Enable

Enable is our staff network for disabled officers and staff or someone caring for a disabled person. They have a membership of several hundred. They provide a support network for new and existing members of staff with a disability or to those caring for dependents with disabilities. They work towards equality of opportunity for staff affected by disability, raise awareness of the issues surrounding disability and assist in developing policies and procedures.

LGBT+ Network

The Kent LGBT+ Network aims to be visible and supportive to all officers, staff and volunteers regardless of sexual orientation or gender identity. They provide guidance and support along with communicating the latest news and information from the National network.

The Association continue to strive to work towards better relations between the Police Service and the LGBT+ community within Kent, promoting inclusivity and equal opportunity for all LGBT+ colleagues.

Race Equality Network (REN)

The Race Equality Network (REN) remains a cornerstone of our commitment to race equality, inclusion, and representation. As we evolve to meet the needs of our workforce and communities, REN has undergone a strategic redesign to strengthen its structure, broaden its reach, and deepen its impact.

The newly restructured REN Executive now includes dedicated leads for PRAP, Violence among women and girls (VAWG), staff development, communications, and a focused strategy on recruitment, retention, and representation. This integrated approach ensures that REN is not only a voice for underrepresented racial and ethnic groups but also a driver of meaningful change across the organisation.

The Association's mission is to create an environment where all staff and officers feel safe, supported, and empowered to thrive in their careers. They are committed to identifying and removing barriers to progression, enhancing confidence in reporting, and ensuring that every individual has access to development opportunities.

REN continues to build on its digital presence through our internal intranet pages, while also increasing in-person engagement through visits across the force. These face-to-face interactions are vital in listening to lived experiences, building trust, and fostering a sense of belonging.

The REN are also strengthening our collaboration with external staff associations and community partners to align our mission with broader efforts to promote equity and inclusion. Through workshops, guest speakers, and training sessions, we are creating spaces for learning, dialogue, and growth.

As they move forward, the REN remains steadfast in its vision: to be a visible, proactive, and inclusive association that champions race equality and supports every member of Kent Police in reaching their full potential.

Men's Forum

The Kent Police Men's Forum seeks to develop awareness of male concerns and issues in both personal and professional lives and is a gateway to the sharing of good practice which resonates with men. Their current priority areas to address are male suicide, Anxiety, general mental health, prostate and testicular cancer, challenging traditional male gender roles and emphasising the need for and expressing emotions without shame and understanding there is strength in vulnerability and self-awareness.

Kent Police Agile Community (KPAC)

Kent Police Agile Community (KPAC) aims to support agile working; providing a forum to hear, understand and champion the needs of agile workers - now and in the future.

KPAC recognise the importance of our people feeling empowered, engaged and supported – no matter where they are working from. Their role is to act as a 'voice' for our agile workforce. KPAC provide a support network and policy framework for all staff and officers who work remotely or adopt agile working to ensure a consistent and fair approach for everyone in the force. They encourage all staff and managers to understand and consider the needs of those working remotely or agilely moving forward and ensure a strong sense of force culture is embedded from the outset in those who are new to the organisation, to reinforce a sense of 'belonging'. KPAC will provide support and guidance to agile workers and the wider organisation, to ensure we continue to

embrace and enhance the principles of smarter working beyond the Zenith Programme and continue to adapt and thrive longer-term.

Armed Forces Network

The Kent Police Armed Forces Network supports veterans, serving personnel, reservists, and their families or carers, both within the organisation and across the wider Kent community. The network also plays a key role in delivering the Forcer Protocol, a collaborative initiative aimed at identifying and supporting vulnerable veterans at risk of going missing within the community, ensuring they receive appropriate care and signposting to services.

The network works closely with both internal departments and external partners, including the NHS-led wider Armed Forces Network, which was established following the Murrison Report. That report highlighted a national shortfall in support for Armed Forces personnel and their families. In response, we have embedded a strong support structure, with trained Service Champions volunteering to guide and signpost individuals to relevant charities, treatment services, and welfare support.

The Armed Forces Network has been instrumental in our achievement of the Armed Forces Covenant Gold Award. It continues to advocate for the Covenant, championing the needs of veterans, reservists, and their families—both within the organisation and in the wider community—through partnership working, awareness raising, and direct support.

Christian Police Association

The Christian Police Association is non-denominational. They have members who are Baptist, Church of England, Methodist, Episcopalians and Presbyterians and from many of the other mainstream traditions. What unites them is the belief in the principles found in the Bible. They arrange the annual Force Carol Service at Headquarters and work with all the staff networks.

The Association's aim is to offer support to all police employees and volunteers regardless of faith or none. They provide non-judgemental support when experiencing difficult life events, prayer support and provide encouragement and fellowship for Christians working in the force. The Christian Police Association provide the link between police and churches together to reduce crime and provide additional support for vulnerable people.

Gypsy Roma Traveller Police Association (GRTPA)

The Gypsy Roma Traveller Police Association (GRTPA) was established in to challenge negative stereotypes and discrimination and change the way of thinking around the Gypsy Roma Traveller Community. It's founding purpose has been to support Gypsy, Roma and Traveller Police Officers and Police staff across the United Kingdom in the work environment and this will always remain its primary purpose.

The GRTPA since its inception has created a place where education and awareness around GRT culture is key. This has ensured that members of the policing family have a better awareness of the key issues the GRT face and helped to reduce the incidences of prejudice and racism. Not only has GRTPA achieved this within the Police, but also through external work and publicity it has engendered a mutual trust and confidence with members of our community.

Objective 3 – Our Partners: To work with partners and stakeholder to provide a better informed, assessable and inclusive service.

In partnership with the Courts Service vulnerable victims and witnesses attending court benefit from the support of a therapy dog. The support dogs at Court scheme were introduced to help reduce stress and anxiety for victims and witnesses giving evidence, demonstrating our commitment to supporting and protecting victims, which is one of the core themes within the Kent Police Pledge. The support dogs and their handlers are volunteers, who are managed via the Citizens in Policing Department. They undergo rigorous training and have a wealth of experience supporting and interacting with members of the public at events, public engagements and community projects.

In April 2025, new guidance was issued to support officers and staff when managing risk during a multi-agency response to safeguarding adults. This new Multi-Agency Risk Management Guidance offers extra support when there is a risk of harm, and the circumstances are not covered by any existing processes. This new guidance was produced by the Kent and Medway Safeguarding Adult Board, of which we are a partner.

The Liaison, Diversion and Reconnect Team offers 'all vulnerability screening' and works with police, courts, probation, youth offending, drug and alcohol, health, education and housing services so people receive the right support. The team won a 'Veteran Recognition Award 2025,' for outstanding dedication to the ex-military community at a countywide event held by Mind East Kent in June.

Officers have worked with a Maidstone horse charity in an initiative to help girls on a six-week course develop self-confidence and awareness of personal safety. It is part of work to tackle VAWG. Run in collaboration with Team Tutsham Charitable Trust, the course helps participants aged 10-17 recognise signs of abuse and exploitation and develop skills to handle difficult situations they may find themselves in. It also aims to improve victims' support of police investigations.

A new Youth Justice Intervention process (the YJN) ensures incidents involving young people are flagged to partner agencies quickly, allows officers and civilian investigators to coordinate an appropriate response, and supports a joined-up approach when deciding on the best outcome of an incident. Whilst keeping victims at the heart of the work, young vulnerable offenders in some cases may benefit from support and intervention, hopefully diverting them from further offending and avoiding a criminal record which they will otherwise carry with them for life.

A new Herbert Protocol guidance was made available for carers and officers to help locate vulnerable people with dementia who are reported missing. Working with partners the protocol enables carers to pre-emptively record important details of such vulnerable people, including their interests, the places they like to visit and how dementia affects them, using an online form which is uploaded to Safe and Found Online. These details can be accessed quickly by the police if a person with dementia is later reported missing, helping officers to find them sooner, bring them to a place of safety and reduce any risk of harm.

Working in partnership with the British Army officers and staff were invited to meet a Captain from the Royal Army Physical Training Corps who offered an inspiring talk on diversity, resilience, and cultural intelligence. With 29 years' service he leads the British Army's work to recruit and retain officers from ethnic minority backgrounds - a key priority not only for us but policing nationally. The focus of the talk was on the importance of bridging cultural gaps and embracing multiculturalism.

We work closely with the Jewish Community Security Trust and Tell MAMA sharing data around antisemitic and Islamophobic crimes and incidents. They have provided our officers and staff training and in partnership we have then worked with the Jewish and Muslim communities to increase safety in partnership with the CST and Tell MAMA. To extend with work we work extensively every year with the Jewish Community Summer Camp that is held in Canterbury throughout the summer. Providing inputs on personal safety, reporting hate crime, by way of example.

As part of National Carers Week our Enable staff network was represented at the annual carers fair where the audience are carers in Kent & Medway. Stands are provided by police and partners to highlight what each organisation offer. There was crime prevention material, sign up for MCV and an opportunity for attendees to consider us as a choice employer.

Working in partnership with various agencies a new Safe Haven was opened in Ashford providing a safe and supportive space for officers to bring adults (18 years of age and over) who are experiencing difficulties with their mental health and feel they are unable to cope. Safe Havens can also support adults with acute clinical needs requiring support and intervention from secondary mental health services and forming part of a formal treatment plan.

Objective 4 – Our communities: To build an inclusive and equitable workplace culture where our people feel sense of belonging and connection.

The Force has a Diverse Communities Engagement and Relations Manager, supported by a Diverse Communities Engagement Officer. They ensure focus seeking out diverse communities and building strong and trusting relationships with them.

Police Race Action Plan

We are developing our version of the Race Action Plan (PRAP) with Strategic Prevention Command providing the co-ordination of the plan. The team record evidence produced through each workstream lead. Directly relating to workstream 3 – ‘Trust and Reconciliation’ - the Neighbourhood Policing model embedded all officers and PCSOs have been trained in engagement to work jointly with us in hearing community voices and responding to their needs.



Two further Kent Police Race Action Plan awareness raising conferences took place in Maidstone and Gravesend. The events engaged communities across Kent with inspiring keynote speakers and involve them in the ongoing delivery of the PRAP to tackle the longstanding issues of racial inequality within policing.

We continue to utilise the engagement tracker function within My Community Voice (MCV) to match engagement against demographics by ward, enabling our own scrutiny of any missed opportunities. We have identified the need to increase diversity amongst MCV membership to ensure a range of community voices are represented and have utilised MCV's survey function to assess the Black communities knowledge of the PRAP. With ever increasing membership to MCV we still intend to utilise the targeted survey function to measure the effectiveness of engagement, levels of trust and confidence within the Black community to test the effectiveness of our PRAP activity.

We have continued our Black history 365 CPD events to upskill our officers and staff. Police partners and Independent Advisory Group (IAG) members were invited so the community are aware the events are taking place within policing. Subject matters have included British Army Leadership, historical racism within Policing and an inspiring talk from Hon Dr Stuart Lawrence.

WE have maintained significant community engagement, directly relating to the Southport incidents, anti-immigration protest and the Israel/Palestine conflict with oversight from Strategic Prevention command. The monitoring of related hate crime and liaison with the Community Security Trust (CST), Tell MAMA and partner agencies has been ongoing. CPD inputs for Serious Organised Crime week and Public Services University courses have been provided for 'Global to Local – Community Tension Management'.

The Independent Advisory Group (IAG)

The aim of IAGs is to advise and work with us to improve the service provided to minority communities and the relationship between those communities and us. The IAG is an essential partner to us.



The primary role of an Independent Advisory Group (IAG) is to act as a 'critical friend' to us. The role of IAG members is not to provide 'specialist advice' on policing issues. Rather, they are designed to provide advice on how policing services may be, or are being, perceived by, or impact on communities. IAG members are not independent scrutinisers, as this function is carried out via existing established mechanisms. Specific tasks might involve a critical assessment of an operation, policy or incident. The aim should always be to identify ways to add value to policing services for all of Kent's communities. IAGs are not the voice of the community, instead a collection of individual community voices. IAGs form one part of our wide community consultation engagement.

As critical friends, IAG members constructively advise and challenge us on our policies, procedures and practices and advise the Force on how to enhance these key areas, so that policing performance is improved whilst trust and confidence is maintained. By becoming Independent Advisors, members are involved in constantly improving service delivery to all Kent's communities ensuring our service delivery is outstanding.

We continue to support the County IAG ensuring that district Chairs are supported to run their meetings. Material from County meetings is distributed to district Chairs to enable them to present county meeting discussions at a district level. Continued review of the IAG terms of reference and constitution are taking place to ensure it evolves to suit the needs of the organisation and communities. The IAG have been a consultation partner for us on numerous topics in 2025 including, but not limited to: PRAP, use of force, stop and search, Public Order and Protest, use of MCV and Adult Safeguarding.

Hate Crime

The Hate Crime Team has focused on improving investigative standards across the force using evidence-led approaches. Collaboration with the data analyst team has enabled effective use of the data hub, identifying four key performance areas: offence type, protected characteristics, outcomes, and victim satisfaction. Analysis shows most hate crimes involve public order and non-injury assaults, with race/ethnicity being the most targeted characteristic.

Key initiatives include:

- **National Hate Crime Awareness Week:** Delivered a force-wide presentation with CPS and charities to boost engagement, outcomes, and victim satisfaction.
- **Training & Support:** Provided face-to-face learning and monthly Hate Crime Surgeries with CPS, IMU, and Crime Academy to improve statement quality and evidence use.
- **Communication:** Established a dedicated hate crime channel for updates, queries, and shared learning.
- **Health Sector Collaboration:** Monthly NHS and SECAMB working group tackling reporting barriers and enhancing evidence capture, including BWV and podcast development.
- **Youth Engagement:** Partnered with Youth Justice Team to expand educational booklets across all five protected characteristics and support schools.

- **Community Engagement:** Launched a Local Hate Crime Forum to raise awareness and co-develop solutions with public service and community leads.
- **Charity Partnerships:** Ongoing collaboration with CST, Gallop, and Tell Mama to inform training and improve victim engagement.
- **Education Sector Collaboration:** Hosted a roundtable with Canterbury Christ Church University and partners on hate crime and online hate speech.
- **Transparency:** Published FOI strategy to provide accessible hate crime data.

The following pages contain data relating to our objectives.

Kent Police: Workforce Distribution – Data as at 31 March 2025

The figures below provide information as to our workforce mix. The figures provided for workforce distribution do not include those on secondment or career break. Figures for the workforce are for Kent employees only and do not include Essex employees who are working in collaborative roles.

Workforce by gender – as at 31 March 2025

	Female	Male	Total	% Female	
				31.03.2024	31.03.2025
Police officer	1499	2663	4162	35.05%	36.02%
Police staff	1634	732	2366	68.49%	69.06%
PCSO	60	33	93	60.49%	64.52%
Special Constable	37	138	175	20.11%	21.14%
Total	3,230	3,566	6,796	46.81%	47.53%

Workforce by age – as at 31 March 2025

	25 & under	26-40	41-55	Over 55	Total
Police officer	656	2016	1421	69	4162
Police staff	241	826	774	525	2366
PCSO	12	36	31	14	93
Special Constable	25	76	47	27	175
Total	934	2,954	2,273	635	6,796
% as at 31.03.2024	14.31%	43.98%	32.67%	9.04%	
% as at 31.03.2025	13.74%	43.47%	33.45%	9.34%	

Workforce by ethnicity – as at 31 March 2025

	White	Ethnic minority	Declined to state	Total	% ethnic minority	
					31.03.2024	31.03.2025
Police officer	3926	157	79	4162	3.85%	3.77%
Police staff	2206	96	64	2366	3.99%	4.06%
PCSO	86	5	2	93	3.70%	5.38%
Special Constable	158	14	3	175	5.98%	8.00%
Total	6,376	272	148	6,796	3.95%	4.00%

Disability – as at 31 March 2025

	Police Officer	Police Staff	PCSO	Special Constable	Total
Yes	407	290	7	3	707
No	2,318	1,233	55	98	3,704
Prefer not to say	70	29	1	1	101
Yes	1,367	814	30	73	2,284
Total	4,162	2,366	93	175	6,796
% declaring a disability as at 31.03.2024	9.21%	12.05%	4.94%	1.63%	9.96%
% declaring a disability as at 31.03.2025	9.78%	12.26%	7.53%	1.71%	10.40%

Sexual Orientation – as at 31 March 2025

	Police Officer	Police Staff	PCSO	Special Constable	Total	% of Total
Bisexual	104	66	4	3	177	2.60%
Gay/Lesbian	116	65	5	10	196	2.88%
Heterosexual	3,053	1,797	60	121	5,031	
Prefer not to say	177	87	1	4	269	
Prefer to Self-describe	10	7	0	0	17	
Not Stated	702	344	23	37	1,106	
Total	4,162	2,366	93	175	6,796	
% Gay, Lesbian or Bisexual as at 31.03.2024	5.12%	5.31%	6.17%	7.61%	5.27%	
% Gay, Lesbian or Bisexual as at 31.03.2025	5.29%	5.54%	9.68%	7.34%	5.49%	

Religion/Belief – as at 31 March 2025

	Police Officer	Police Staff	PCSO	Special Constable	Total	% 31.03.24	% 31.03.25
Buddhist	9	6	0	1	16	0.23%	0.33%
Christian	1,062	743	26	58	1,889	27.67%	27.80%
Hindu	8	2	1	2	13	0.19%	0.19%
Jewish	2	5	0	0	7	0.10%	0.10%
Muslim	22	13	1	3	39	0.54%	0.57%
Sikh	10	30	1	0	41	0.61%	0.60%
None	2,013	1,051	34	68	3,166		
Other	72	40	1	1	114		
Prefer not to say	182	93	2	3	280		
Declined to state	782	383	27	39	1,231		
Total	4,162	2,366	93	175	6,796		

Distribution of Workforce by Rank/Grade (including, temporary (at Temp role) and detective roles) – as at 31 March 2025

Please note the below figures do not include Officers on secondment or Career Break.

Police Officers	Total	% Male	% Female	% Ethnic Minority	% Part-Time
Chief Officer	6	83.33%	16.67%	0.00%	0.00%
Chief Superintendent	11	54.55%	45.45%	9.09%	0.00%
Superintendent	24	58.33%	41.67%	0.00%	0.00%
Chief Inspector	56	58.93%	41.07%	3.57%	3.57%
Inspector	187	74.87%	25.13%	3.74%	2.14%
Sergeant	581	71.43%	28.57%	3.44%	6.20%
Constable	3,031	62.18%	37.82%	3.85%	5.85%
Total	4,162	63.98%	36.02%	3.77%	5.65%

Police staff	Total	% Male	% Female	% Ethnic Minority	% Part-Time
Chief Officer	3	100.00%	0.00%	0.00%	0.00%
M	4	50.00%	50.00%	0.00%	25.00%
L	2	50.00%	50.00%	0.00%	0.00%
K	5	40.00%	60.00%	0.00%	0.00%
J	8	50.00%	50.00%	0.00%	0.00%
I	20	55.00%	45.00%	5.00%	5.00%
H	45	44.44%	55.56%	8.89%	6.67%
G	98	43.88%	56.12%	5.10%	13.27%
F	232	40.95%	59.05%	4.74%	21.98%
E	380	40.26%	59.74%	2.37%	19.47%
D	472	26.91%	73.09%	3.18%	18.43%
C	744	26.08%	73.92%	4.57%	26.48%
B	298	14.77%	85.23%	5.03%	45.64%
A	55	60.00%	40.00%	3.64%	43.64%
Other	0	-	-	-	-
Total Staff	2,366	30.94%	69.06%	4.06%	24.81%
PCSO	Total	% Male	% Female	% Ethnic Minority	% Part-Time
E	0	-	-	-	-
D	93	35.48%	64.52%	5.38%	21.51%
C	0	-	-	-	-
Total PCSO	93	35.48%	64.52%	5.38%	21.51%
Total Staff & PCSO	2,459	31.11%	68.89%	4.11%	24.68%

Special Constabulary	Total	% Male	% Female	% Ethnic Minority
Specials	175	78.86%	21.14%	8.00%

Return to Work Rates following Maternity Leave

(Based on periods covering 1st April 2024 – 31st March 2025)

	Police Officers	Police Staff
Maternity as at end of period	56	50
Took Maternity Leave during 2024/25*	117	118

*This is the number of instances of maternity leave. Individuals are counted more than once if they have had multiple instances of maternity leave within the reporting period.

Due to Return from Maternity Leave During 2024/25	62	68
Individuals who left whilst on Maternity Leave or within 3 months following return from Maternity*	2	5

*This includes individuals who took a period of leave following maternity leave and then left the force without returning to their role.

Individuals who went on Career Break following Maternity Leave or within 3 months following return from Maternity*	1	1
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*This includes individuals who took a period of leave following maternity leave and then commenced a career break.

Grievances – 1 April 2024 – 31 March 2025

(Based on grievances that began 1 April 2024 to 31 March 2025) The data reflects the self-declared status of the complainant not the nature of the complaint).

Gender	Total
Male	11
Female	10
Total	21

Ethnicity (self-declared)	Total
White	18
Ethnic Minority	1
Declined to state	2
Total	21

Disability	Total
Yes	6
No	7
Prefer not to say	0
Declined to state	8
Total	21

Sexual Orientation	Total
Gay/Lesbian	1
Bisexual	0
Heterosexual	14
Prefer to self-describe	0
Prefer not to say	1
Declined to state	5
Total	21

Reason for Leaving – 1 April 2024 – 31 March 2025

Reason for Leaving by Group	Police Officer	Police Staff	PCSO	Special Constable	Total	% 2023-24	% 2024-25
Compulsory Redundancy	0	2	0	0	2	0.00%	0.35%
Death in Service	1	1	0	0	2	0.42%	0.35%
Dismissal	0	1	0	0	1	1.13%	0.17%
Dismissal - Misconduct	6	1	0	0	7	0.00%	1.22%
Dismissal Capability/UPP - Att	0	3	0	0	3	0.00%	0.52%
Dismissal Capability/UPP - Perf	1	1	0	0	2	0.00%	0.35%
End of Contract	0	1	0	0	1	0.14%	0.17%
Ill Health Retirement	8	4	0	0	12	2.54%	2.09%
Joining Kent Police	0	12	1	6	19	4.79%	3.32%
Non-Confirmation of Probation	0	0	0	3	3	0.14%	0.52%
Redundancy	0	0	0	0	0	1.41%	0.00%
Resignation	158	167	11	25	361	60.70%	63.00%
Retirement	73	46	1	0	120	18.87%	20.94%
Transfer to Another Force (Non-HO)	9	0	0	0	9	0.56%	1.57%
Transfer to Another Force	24	0	0	1	25	6.34%	4.36%
Transfer to PCC	0	1	0	0	1	0.00%	0.17%
TUPE Transfer	0	5	0	0	5	0.00%	0.87%
Voluntary Redundancy	0	0	0	0	0	2.96%	0.00%
Total	280	245	13	35	573		

Reason for Leaving –1 April 2024 – 31 March 2025

Reason for Leaving by Gender	Police Officer		Police Staff		PCSO		Special Constable	
	Female	Male	Female	Male	Female	Male	Female	Male
Compulsory Redundancy	0	0	2	0	0	0	0	0
Death in Service	0	1	0	1	0	0	0	0
Dismissal	0	0	1	0	0	0	0	0
Dismissal - Misconduct	0	6	0	1	0	0	0	0
Dismissal Capability/UPP - Att	0	0	1	2	0	0	0	0
Dismissal Capability/UPP-Perf	1	0	1	0	0	0	0	0
End of Contract	0	0	1	0	0	0	0	0
Ill Health Retirement	2	6	3	1	0	0	0	0
Joining Kent Police	0	0	8	4	1	0	2	4
Non-Confirmation of Probation	0	0	0	0	0	0	0	3
Resignation	51	107	117	50	4	7	5	20
Retirement	16	57	22	24	1	0	0	0
Transfer to Another Force (Non-HO)	1	8	0	0	0	0	0	0
Transfer to Another Force	6	18	0	0	0	0	0	1
Transfer to PCC	0	0	1	0	0	0	0	0
TUPE Transfer	0	0	0	5	0	0	0	0
Total	77	203	157	88	6	7	7	28
Total Female (2023-2024): 48.03%	34.30%		65.60%		54.24%		30.00%	
Total Female (2024-2025): 43.11%	27.50%		64.08%		46.15%		20.00%	

The percentages above show the total number of females who have left the workforce (in red) and have also been broken down into the percentage of females from each employee group (Police, Staff, PCSO, Specials) who have left the workforce.

Reason for Leaving –1 April 2024 – 31 March 2025

Reason for Leaving by Age	Police officer				Oukice staff				PCSO				Special Constable			
	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55	≤ 25	26-40	41-55	> 55
Compromise Agreement	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
Death in Service	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0
Dismissal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Early Retirement	0	4	2	0	0	1	0	0	0	0	0	0	0	0	0	0
End of Contract	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0
Ill Health Retirement	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Joining Kent Police	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Non-confirmation of Probation	0	3	4	1	0	0	3	1	0	0	0	0	0	0	0	0
Redundancy	0	0	0	0	8	4	0	0	0	1	0	0	3	2	1	0
Resignation	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0
Retirement	53	85	18	2	33	71	42	21	3	4	2	2	8	11	4	2
Transfer to other Force (Non-HQ)	0	0	55	18	0	0	1	45	0	0	0	1	0	0	0	0
Transfer to Another Force	0	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfer to PCC	6	12	6	0	0	0	0	0	0	0	0	0	0	1	0	0
TUPE Transfer	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0
Total	59	113	87	21	41	80	50	74	3	5	2	3	12	15	6	2

	≤ 25	26-40	41-55	>55
Total % 2023-24	19.30%	37.32%	25.21%	18.17%
Total % 2024-25	20.95%	33.24%	30.36%	15.44%

Reason for Leaving –1 April 2024 – 31 March 2025

Reason for Leaving by Ethnicity	Police Officer			Police Staff			PCSO			Special Constable		
	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC	WG	Ethnic Minority	DEC
Compromise Agreement	0	0	0	1	1	0	0	0	0	0	0	0
Death in Service	0	1	0	1	0	0	0	0	0	0	0	0
Dismissal	0	0	0	1	0	0	0	0	0	0	0	0
Early Retirement	6	0	0	1	0	0	0	0	0	0	0	0
End of Contract	0	0	0	3	0	0	0	0	0	0	0	0
Ill Health Retirement	1	0	0	1	0	0	0	0	0	0	0	0
Joining Kent Police	0	0	0	1	0	0	0	0	0	0	0	0
Non-confirmation of Probation	7	1	0	4	0	0	0	0	0	0	0	0
Redundancy	0	0	0	12	0	0	1	0	0	6	0	0
Resignation	0	0	0	0	0	0	0	0	0	2	1	0
Retirement	143	12	3	155	5	7	10	1	0	23	0	2
Transfer to Another Force (Non-HO)	67	3	3	42	3	1	1	0	0	0	0	0
Transfer to Another Force	9	0	0	0	0	0	0	0	0	0	0	0
Transfer to PCC	19	3	2	0	0	0	0	0	0	0	0	1
TUPE Transfer	0	0	0	1	0	0	0	0	0	0	0	0
Voluntary Redundancy	0	0	0	5	0	0	0	0	0	0	0	0
Total	252	20	8	228	9	8	12	1	0	31	1	3
Total Ethnic Minority: (2023-24) 4.53%		4.53%				6.03%				3.39%	5.00%	
Total Ethnic Minority: (2024-25) 7.14%		7.14%				3.67%				7.69%	2.86%	

The percentages above show the total number of ethnic minority individuals who have left the workforce (in red) and have also been broken down into the percentage of ethnic minority individuals from each employee group (Police, Staff, PCSO, Specials) who have left the workforce.

Police Officer Length of Service by Rank including, temporary (at Temp role) and detective roles – as at 31st March 2025

Service (years)	Constable		Sergeant		Inspector		Chief Inspector		Superintendent		Chief Superintendent		Assistant Chief Constable and above	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0 – 4	1347	40.86%	2	0.34%										
5 – 9	925	28.06%	108	18.59%	5	2.67%								
10 – 14	218	6.61%	70	12.05%	8	4.28%	1	1.79%						
15 – 19	342	10.37%	179	30.81%	46	24.60%	13	23.21%	1	4.17%				
20 – 24	343	10.40%	161	27.71%	63	33.69%	24	42.86%	9	37.50%	4	36.36%		
25 – 29	111	3.37%	60	10.33%	60	32.09%	18	32.14%	13	54.17%	7	63.64%	6	100.00%
30 +	11	0.33%	1	0.17%	5	2.67%			1	4.17%				
Total	3297		581		187		56		24		11		6	

Ranks include Detective rank, i.e. Constables include Detective Constables

Police Staff (excluding PCSOs): Length of Service by Grade – as at 31 March 2025

Pay Grade	Length of Service (Years)							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
Chief Officer	0	0	1	0	0	1	1	3
M	1	0	1	0	0	1	1	4
L	0	2	0	0	0	0	0	2
K	0	0	1	2	2	0	0	5
J	1	2	0	1	2	2	0	8
I	3	4	0	3	9	0	1	20
H	7	9	2	6	12	6	3	45
G	7	16	8	24	24	7	12	98
F	45	46	26	38	49	12	16	232
E	49	135	45	51	63	17	20	380
D	128	174	40	52	47	20	11	472
C	375	190	33	64	45	20	17	744
B	125	58	11	37	36	15	16	298
A	26	6	3	9	4	4	3	55
Other	0	0	0	0	0	0	0	0
Total	767	642	171	287	293	105	101	2,366
% of total 31.03.24	36.03%	24.27%	7.65%	12.75%	11.68%	3.74%	3.87%	
% of total 31.03.25	32.42%	27.13%	7.23%	12.13%	12.38%	4.44%	4.27%	

Police Community Support Officers (PCSO): Length of Service by Grade – as at 31 March 2025

Pay Grade	Length of Service (Years)							Total
	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30+	
E	0	0	0	0	0	0	0	0
D	29	22	10	28	4	0	0	93
C	0	0	0	0	0	0	0	0
Total	29	22	10	28	4	0	0	93
% of total 31.03.24	20.99%	27.16%	12.35%	37.04%	2.47%	0.00%	0.00%	
% of total 31.03.25	31.18%	23.66%	10.75%	30.11%	4.30%	0.00%	0.00%	

Promotions –1 April 2024 – 31 March 2025

Police Officer

The figures below relate to officers who have been substantively promoted and Sergeants or Inspectors that have commenced NPPF Step 4 (as temporary under this process), but do not include any other temporary promotions. Promotions for individuals who left the force within the same financial year will be included.

Police Officers	Total	% Male	% Female	% Ethnic Minority
Chief Officer*	3	100.00%	0.00%	0.00%
Chief Superintendent	4	50.00%	50.00%	25.00%
Superintendent	0	0.00%	0.00%	0.00%
Chief Inspector	11	45.45%	54.55%	0.00%
Inspector	26	61.54%	38.46%	0.00%
Sergeant	74	62.16%	37.84%	2.70%
Total	118	61.02%	38.98%	2.54%

* These numbers include individuals who have been promoted within the Chief Officer team for example an ACC being promoted to a DCC.

Police Staff

The below data shows the total number of police staff (including PCSOs) who have transferred to a new role with a higher grade in 2024-2025. This may include individuals who moved to a higher grade within the same role (for roles that contain progress through grades depending on competencies and relevant training being completed). It may also include temporary moves to a higher grade, therefore individuals may have been promoted more than once within the financial year, if this is the case, they will only be counted once within these headcounts.

Police Staff	Total	% Male	% Female	% Ethnic Minority
All Promotions Total	159	31.45%	68.55%	5.66%

Police Officer Recruitment

Between 1st April 2024 to 31st March 2025, Kent Police appointed* 280 police officers of which 17 (6.07%) are Ethnic Minority. In comparison, between 1st April 2023 to 31st March 2024, Kent Police appointed* 273 police officers of which 14 (5.13%) are Ethnic Minority.

*These figures include re-joiners and transfers from other forces.

A) Hate Crime

Prejudice types	2023/24		2024/25	
	No. of recorded crimes and secondary incidents	% of total	No. of recorded crimes and secondary incidents	% of total
Total Hate crime	5,433		4,617	
Race (ethnic)	2,843	52.3%	2,618	56.7%
Religion/faith/belief	161	3.0%	130	2.8%
Disability inc. mental health	436	8.0%	369	8.0%
Transgender	163	3.0%	121	2.6%
Sexual Orientation	667	12.3%	629	13.6%

Source: Kent Police KAT hate crime rolling sheet

It is possible for a crime to have more than one prejudice type therefore the above will include an element of double counting. A hate crime is defined as any criminal offence which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race, religion, sexual orientation or disability or perceived race, religion, sexual orientation or disability or motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.

A hate incident is defined as any non-crime incident, which is perceived, by the victim or any other person, as being motivated by a hostility or prejudice based on a person's race, religion, sexual orientation or disability or perceived race, religion, sexual orientation or disability or motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.

Kent police continue to strive to increase awareness, accessibility, and the confidence to report for victims of hate crime.

B) Racially and religiously aggravated offences broken down in offence types)

Offence types	2023/24		2024/25	
	Total	% of total	Total	% of total
Harassment	250	12.8%	282	13.5%
Assault with injury	118	6.0%	129	6.1%
Public fear, alarm or distress	1,072	54.7%	1,142	54.6%
Assault without injury	442	22.6%	478	22.8%
Criminal damage	77	3.9%	62	3.0%
Total	1,959		2,093	

Source: Kent police KAT recorded crime rolling sheet

C) Racially and religiously aggravated crime ethnicity breakdown

Victim	2023/24 Total	2024/25 Total
Black and Minority Ethnic	420	618
White	59	96
Black and Minority Ethnic	244	293
Total	723	1,007

Data between 1 April 2023 to 31 March 2024 is based on Athena Crime data as of 26 September 2024 using HO Classification Codes 8M, 8P, 9B, 105B and 58J.

Data between 1 April 2024 to 31 March 2025 is based on Athena Crime data as of 31 July 2025 using HO Classification Codes 8M, 8P, 9B, 105B and 58J.

NB2. Crimes may record multiple victims.

NB3. Victims who preferred to 'not state' their ethnicity have been excluded.

NB4. Data is based on the number of unique victims; it should be noted that a victim can be named on more than one crime report.

This data refers to where the victim was a person. We have placed great focus in ensuring and maintaining a high degree of crime recording accuracy.

D) Satisfaction of victims of racist/hate incidents

April 23 to March 24	87.5%
April 24 to March 25	91.0%

Source: Kent police KAT user satisfaction rolling sheet

The User Satisfaction Survey asks victims, specifically those who are a victim of a hate crime or incident, how satisfied they are with the overall service provided. The percentage satisfied includes those who said they were completely, very or fairly satisfied. Don't know responses are excluded.

Strategic data feeds the force's Quality Performance Framework. Contextual data is distributed to operational supervisors as well as higher ranks, to inform tactical delivery and personal development.

E) Victim satisfaction

Victim Satisfaction is no longer completed on a force level. There are specific surveys for Rape and DA, however this does not contain Victim ethnicity information.

F) Stop and Search 2024/25 (Apr-Mar FY)

Ethnicity	Searches	% of searches	Arrests	% of arrests	Arrest Rate
White	11,181	75.8%	2,063	74.0%	18.5%
Black	1,275	8.6%	289	10.4%	22.7%
Asian	812	5.5%	128	4.6%	15.8%
Mixed	699	4.7%	130	4.7%	18.6%
Other	768	5.2%	176	6.3%	22.9%
Not Stated	16	0.1%	2	0.1%	12.5%
Total	14,751		2,788		18.9%

Age	Searches	% of searches	Arrests	% of arrests	Arrest Rate
Under 10	39	0.3%	6	0.2%	15.4%
10 – 17	2,982	20.2%	305	10.9%	10.2%
18 – 24	4,410	29.9%	748	26.8%	17.0%
25 – 34	3,492	23.7%	832	29.8%	23.8%
35 – 59	3,602	24.4%	868	31.1%	24.1%
60+	203	1.4%	27	1.0%	13.3%
Unknown	23	0.2%	2	0.1%	8.7%
Total	14,751		2,788		18.9%

Gender	Searches	% of searches	Arrests	% of arrests	Arrest Rate
Female	2,472	16.8%	389	14.0%	15.7%
Male	12,226	82.8%	2,391	85.8%	19.6%
Other	14	0.1%	1	0.0%	7.1%
Unknown	39	0.3%	7	0.3%	17.0%
Total	14,751		2,788		18.9%

Stops	2021 Census (Kent & Medway)	Stop and search proportions 2024/25	Difference
% White	88.6%	75.8%	-12.8%
% Black	3.1%	8.6%	5.5%
% Asian	4.7%	5.5%	0.8%
% Mixed	2.4%	4.7%	-2.3%
% Other	1.3%	5.2%	3.9%

G) Serious Sexual Offences

Serious Sexual Offences Victims	2023/24	2024/25
Female	2,077	2,084
Male	546	581
Unknown	18	5
Total	2,641	2,670

Source: Data between 1 April 2023 to 31 March 2024 is based on Athena Crime data as of 9 October 2024.

Data between 1 April 2024 to 31 March 2025 is based on Athena Crime data as of 30 July 2025.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

NB2. Serious sexual offences include Rape, Sexual assault, Sexual activity involving a child under 13, sexual activity without consent, sexual activity with a person with a mental disorder, abuse of children through prostitution and trafficking for sexual exploitation.

NB3. Data is based on the number of unique victims; it should be noted that a victim can be named on more than one crime report.

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H) Anti-social behaviour

In 2023/24 there were 28,523 incidents of ASB recorded in Kent compared to 27,617 in 2022/23. This is an increase of +3.3% which equates to 906 more ASB incidents.

Source: Kent Police KAT ASB rolling sheet

I) Victims of crime

Ethnicity	Victims			
	2023/24		2024/25	
	No.	% of total	No.	% of total
White	37,585	40%	431,45	49%
Black	1,641	2%	2,483	3%
Asian	1,759	2%	2,502	3%
Mixed	712	1%	913	1%
Other	523	1%	622	1%
Total	42,220		49,665	

Gender	Victims			
	2023/24		2024/25	
	No.	% of total	No.	% of total
Female	45,829	50%	44,959	51%
Male	45,621	50%	43,430	49%
Unknown	328	0.3%	328	0.4%
Total	91,775		88,723	

Age	Victims			
	2023/24		2024/25	
	No.	% of total	No.	% of total
0 to 15	8,660	9%	82,12	9%
16 to 24	13,346	15%	12,714	14%
25 to 34	18,096	20%	17,620	20%
35 to 44	18,195	19%	17,897	20%
45 to 54	13,427	15%	13,215	15%
55 to 64	9,794	11%	9,859	11%
65 to 74	4,695	5%	4,698	5%
75 and over	3,667	4%	3,637	4%
Unknown	1,895	2%	871	1%
Total	91,775		88,723	

Source: Data from 1 April 2023 to 31 March 2024 is based on Athena Crime data as of 9 October 2024.

Data from 1 April 2024 to 31 March 2025 is based on Athena Crime data as of 30 July 2025.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

NB2. Data is based on the number of unique victims; it should be noted that a victim can be named on more than one crime report.

Victim data based on crime created date. The victim data only contains crimes committed against a person so may omit some crimes where the victim was an organization.

J) Domestic Abuse

Ethnicity	Victims			
	2023/24		2024/25	
	% of total	No.	% of total	% of total
White	8,548	42.2%	9,877	50.3%
Black	267	1.3%	369	1.9%
Asian	272	1.3%	388	2.0%
Mixed	139	0.7%	185	0.9%
Other	89	0.4%	114	0.6%
Unknown	10,952	54.0%	8,704	44.3%
Total	20,267		19,637	

Gender	Victims			
	2023/24		2024/25	
	No.	% of total	No.	% of total
Female	14,067	69.4%	13,804	70.3%
Male	6,162	30.4%	5,811	29.6%
Unknown	38	0.2%	22	0.1%
Total	20,812		20,267	

Source: Data between 1 April 2023 and 31 March 2024 is based on Athena crime data as of 9 October 2024.

Data between 1 April 2024 to 31 March 2025 is based on Athena Crime data as of 30 July 2025.

NB. Crimes may record multiple victims, meaning the sum of parts may exceed the total.

Custody 2024/2025:

Between 1 April 2024 and 31 March 2025 Kent Police detained **27,556** people in Police Custody. This was an increase of **1524** from the previous 12 months, equalling an increase of **5.9%**.

Detentions include individuals suspected of criminal offences, as well as people arrested for Court warrants or breaching Court orders. Detainees may have been detained by Kent Police but investigated by another agency, such as the National Crime Agency or UK Border Force.

In terms of sex, the proportion of male detainees to female detainees remains around 5 to 1 for FY 24/25, compared to the previous FY. Despite legislation changes only being made in 2018, affording female detainees additional rights, such as the provision of female hygiene packs, Kent Police had already been providing these for many years.

The greatest proportion of detainees are in the 26-to-35-year age group for the financial year 24/25, with **28.8%** of detainees being in this age group. Kent Police has continued the focus on the decriminalisation and diversion of children (under 18s) in line with the national strategy, resulting in just **6.2%** of detainees in the latest FY being children. Proportionally for the FY this is an increase, as well as being an increase of **149** on the previous period.

Unless relevant to their care and treatment, detainee's faith and religious beliefs are not recorded routinely by Kent Police. Likewise, Kent Police do not ask or record the sexuality of detainees.

The data below is from 1 April 2023 to 31 March 2024 and 1 April 2024 and 31 March 2025:

Age group	2023/24		2024/25	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Under 18	1,557	6.0%	1,706	6.2%
18-25	5,201	20.0%	5,209	18.9%
26-35	7,821	30.0%	7,935	28.8%
36-45	6,562	25.2%	7,191	26.1%
46-55	3,210	12.3%	3,534	12.8%
56-65	1,294	5.0%	1,504	5.5%
66-75	301	1.2%	374	1.4%
76-85	76	0.3%	88	0.3%
86-95	9	0.0%	14	0.1%
Unknown	1	0.0%	0	0.0%

Sex	2023/24		2024/25	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Female	4,172	16.0%	4,569	16.6%
Male	21,820	83.8%	22,958	83.3%
Not Recorded	40	0.2%	29	0.1%

Ethnic appearance	2023/24		2024/25	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Asian	951	3.7%	1,018	3.7%
Black	1,954	7.5%	2,217	8.0%
Chinese, Japanese or South East Asian	87	0.3%	82	0.3%
Middle Eastern	283	1.1%	352	1.3%
Unknown	977	3.8%	924	3.4%
White - North European	19,617	75.4%	21,090	76.5%
White - South European	1,236	4.7%	1,576	5.7%
Not Recorded	927	3.6%	297	1.1%

Kent Police has continued to focus on ensuring Police Custody is used legitimately in line with NPCC National Strategy for Police Custody, the Police and Criminal Evidence Act 1984 and Authorised Professional Practice: Arrest and Detention. Custody Sergeants act as independent decision makers to determine whether detention without charge is necessary. As a result of this focus, **595** detentions were refused in the reporting period, 183 fewer (-23.5%) than the previous 12 months.

Sex	2023/24		2024/25	
	Number of Refused Detentions	Proportion of Refused Detentions	Number of Refused Detentions	Proportion of Refused Detentions
Female	219	28.1%	177	29.7%
Male	486	62.5%	404	67.9%
Not Recorded	73	9.4%	14	2.4%

Of those refused detention in the previous two financial years, the data below shows that the biggest age group refused detention was under 18s, in line with the national strategy. Of the 1,873 children arrested and presented to Custody in the last financial year, 8.9% were refused detention, amounting to 28.1% of all detentions refused.

Age group	2023/24		2024/25	
	Number of Detentions	Proportion of Detentions	Number of Detentions	Proportion of Detentions
Under 18	187	24.0%	167	28.1%
18-25	105	13.5%	100	16.8%
26-35	153	19.7%	119	20.0%
36-45	131	16.8%	90	15.1%
46-55	91	11.7%	71	11.9%
56-65	37	4.8%	31	5.2%
66-75	9	1.2%	12	2.0%
76-85	2	0.3%	3	0.5%
86-95	0	0.0%	0	0.0%
96+	0	0.0%	0	0.0%
Unknown	63	8.1%	2	0.3%

Complaints

The below sections provide information in relation to complaints broken down by gender, age, self-defined ethnicity, sexual orientation, religion and belief and disability

	2022/23	2023/24	2024/25
Total Complainants	2,874	2,962	2,871

Gender	2022/23	2023/24	2024/25
Female	1,306	1,275	1,248
Male	1,445	1,476	1,414
Unknown/Not Stated	118	207	209

Age	2022/23	2023/24	2024/25
<20	65	74	104
20-29	379	384	363
30-39	624	673	691
40-49	596	575	567
50-59	545	551	505
60+	392	386	377
Unknown/Not Stated	273	319	264

Self-Defined Ethnicity	2022/23	2023/24	2024/25
Asian - British			11
Asian - Indian	24	34	30
Asian - Pakistani	11	6	14
Asian - Bangladeshi	10	11	9
Asian - Chinese	4	2	3
Any Other Asian Background	34	36	24
Black – British			1
Black - Caribbean	25	21	29
Black - African	58	60	60
Any Other Black Background	9	9	20
Mixed - White and Black Caribbean	12	12	19
Mixed - White and Black African	12	7	8
Mixed - White and Asian	12	9	7
Any Other Mixed Background	20	20	23
White - British	1765	1631	1658
White - Irish	19	20	16
White - Gypsy or Irish Traveller	15	12	10
Any Other White Background	166	197	102
Arab	3	7	6
Any Other Ethnic Group	15	18	13
Unknown/Not Stated	649	875	808

Sexual orientation	2022/23	2023/24	2024/25
Bisexual	29	44	39
Gay/Lesbian	45	45	56
Heterosexual	1,751	1589	1,649
Other	16	7	10
Unknown/Not Stated	1,033	1,277	1,117

Religion/belief	2022/23	2023/24	2024/25
Buddhist	14	10	9
Christian	615	508	563
Hindu	8	8	9
Jewish	6	10	10
Muslim	52	45	56
None	1,015	895	936
Sikh	18	15	14
Other	44	44	38
Unknown/Not Stated	1,102	1,427	1,236

Disability	2022/23	2023/24	2024/25
None	1,374	1,196	1,179
Hearing	19	39	31
Learning Difficulty	96	100	143
Long standing illness or health condition	56	122	206
Mental health condition	359	281	296
Mobility or physical impairment	190	155	191
Sight	13	18	19
Other	133	73	79
Unknown/Not Stated	888	1,179	1,050