



Your reference:

Our reference: FOI_2023.1081

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 30/11/2023

Dear

Gloucestershire Constabulary Freedom of Information request 2023.1081

On 06/11/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

I have previously requested data pertaining to the different detective specialisms within your force. I would now like to understand the gender division of labour in each of those detective units. Therefore, could you please provide the following data:

1) Workforce data showing the breakdown of gender within all officer (not police staff) roles and ranks (i.e. the split between officers identifying as male and those identifying as female) (for example, PC: X – Male, Y – Female, P/Sgt.: X – Male, Y – Female, and so forth).

2) Workforce data showing the breakdown of gender within all detective roles and detective ranks (i.e. the split between officers identifying as male and those identifying as female) (for example, "CID: X – Male, Y – Female, and so forth)

PLEASE PROVIDE DATA FOR EACH DETECTIVE UNIT INCLUDING CID, CYBER, SPECIAL BRANCH AND SO FORTH.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

A search of all Police Officer roles has been conducted in response to the above request. Please see the tables below for the results. Please note that information for some roles is exempt by virtue of Section 31 of the Freedom of Information Act.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

The following exemption applies:

Section 31(1)(a) – Law Enforcement

The exemption above is qualified and prejudice based therefore both a Public Interest Test and Harm Test are required.

Evidence of Harm

To disclose the information on the number of officers who perform certain roles could cause subsequent harm to the Police service's ability to protect the public it serves, and could prejudice its ability to perform core functions such as the prevention and detection of crime. Releasing refined data for specific roles would give individuals the intelligence required to disrupt police activity and will 'give way' to the capability of criminals, to target innocent members of the public.

On a national level, criminals would be able to identify in which force areas resources are weak, and use this knowledge to their own advantage in furthering criminal activity around the country.

The disclosure of information which is likely to undermine the Police service's ability to serve the public in preventing and detecting crime can only be considered as being harmful to the public.

Public Interest Test

Factors in Favour of Disclosure

The disclosure of this information would lead to a better awareness of the policing resource in the County and provide information and reassurance to the public that adequate resources are in place to protect the Community.

Factors against Disclosure

The disclosure of information for some specific roles would compromise law enforcement tactics by identifying policing capabilities and resource thereby enabling criminals to target their activities. This would enable more crime to be committed and have an impact on police resources, thereby hindering the prevention and detection of crime.

Balance Test

The Police Service is charged with enforcing the law, preventing and detecting crime and protecting the communities we serve. Whilst there is a public interest in the transparency of policing activity and providing assurance that the police service is appropriately and effectively resourced, there is a very strong public interest in safeguarding the integrity of police operations, tactics and capabilities in order to ensure that the protection of the public is safeguarded. Therefore it is our opinion that the balance of the public interest favours withholding the information.

In accordance with the Act, this letter represents a Refusal Notice for this part of your request.

Non-Detective Roles	Gender		Total
	Female	Male	
Armed Response Constable	1	27	28

Armed Response Sergeant	0	4	4
Asst Chief Constable Ops	0	1	1
Bail Manager Sergeant	1	1	2
CAIT Constable	1	0	1
Chief Constable	0	1	1
Chief Inspector Training	0	1	1
CIP Sergeant	1	0	1
CJ Support Sergeant	0	1	1
CJD Chief Inspector	0	1	1
CJD Inspector	1	1	2
Closure Team PC	6	3	9
CMIS Sergeant	2	3	5
Collision Investigation Const	1	3	4
Collision Investigation Sgt	0	1	1
Community Harm Reduction Insp	1	0	1
Const Tutor Assessment Unit	3	2	5
Control Room Chief Inspector	1	0	1
Control Room Constable	2	3	5
Control Room Inspector	1	6	7
Control Room Sergeant	2	5	7
Crime Assurance Constable	11	15	26
Crime Prevention Supt	0	1	1
Crime Standards Development DS	1	1	2
Criminal Justice Sergeant	0	1	1
Criminal Justice Supt	1	0	1
Custody Sergeant	0	14	14
Customer Care Constable	1	0	1
Customer Care Sergeant	1	0	1
Cyber Investigation Constable	1	2	3
DAST Constable	4	2	6
DAST Sergeant	1	0	1
Deputy Chief Constable	0	1	1
Digit Invest and Intel Ch Insp	1	0	1
Digital IDO Constable	0	1	1
Dog Section Constable	3	10	13

Dog Section Sergeant	0	1	1
DSU Constable	2	4	6
DSU Debrief Constable	0	1	1
Duty Planning Constable	1	0	1
Duty Planning Inspector	0	1	1
FIB Eval Intelligence Const	2	2	4
FIB IDO Constable	7	7	14
Field Intelligence Constable	1	2	3
Firearms Trainer Constable BR	0	3	3
Hate Crime Co-Ord Constable	1	0	1
Head of Specialist Ops & Plans	0	1	1
High Tech Crime Constable	1	0	1
ICIDP Constable	2	4	6
Insp Mobile Frontline Policing	0	1	1
IOM Constable	0	4	4
Liquor Licensing Constable	0	2	2
Local Policing Chief Inspector	2	1	3
Local Policing Constable	112	193	305
Local Policing Sergeant	13	45	58
Local Policing Superintendent	0	3	3
LPIH Constable	7	3	10
LPIH Sergeant	2	1	3
Missing & Mental Health Const	6	2	8
MOSOVO Constable	6	3	9
Mounted Unit Constable	3	1	4
Mounted Unit Sergeant	1	0	1
Neighbourhood Policing Insp	3	18	21
Operations Planning Chief Insp	0	1	1
Partnerships & Public Contact	1	0	1
PC Drone Trainer	0	1	1
Planning & Resilience Insp	0	2	2
Planning & Resilience Sgt	0	2	2
Planning and Resilience Const	1	1	2
PO Transferee in Training	0	8	8
Police Federation Sergeant	0	3	3

Police Sergeant Schoolbeat	1	0	1
Project Chief Inspector	0	1	1
Project Constable	2	2	4
Project Inspector	1	0	1
Project Sergeant	1	2	3
Project Superintendent	1	0	1
Quality and Development PC	1	0	1
Restorative Justice Sergeant	1	0	1
Roads Policing Constable	3	25	28
Roads Policing Sergeant	0	3	3
Safeguarding Adults MMH Insp	1	0	1
Safeguarding Adults MMH Sgt	0	1	1
Schoolbeat Officer Constable	5	2	7
Sergeant Crime Closure Team	1	1	2
Sergeant Tutor Assessment Unit	1	0	1
Serious & Org Crime Constable	2	11	13
Spec Capabilities Chief Insp	0	2	2
Special Branch Const	2	5	7
Specialist Capabilities Insp	1	1	2
Specialist Capabilities Sgt	0	1	1
Specialist Firearms Constable	0	5	5
Specialist Ops Training Sgt	0	2	2
Specialist Train Pub Ord Const	0	1	1
Specialist Training Driv Const	2	4	6
Staff Officer Constable	2	0	2
Student Constable	46	63	109
Student Constable IPS	38	74	112
Supt Professional Standards	0	1	1
TAU Inspector	0	1	1
TAU Prof Dev Offr	9	21	30
TAU Sergeant	0	3	3
Traffic Offence Invest. Consta	1	1	2
Training Constable	7	8	15
Training Inspector	0	2	2
Training Sergeant	0	4	4

Transformation Portfolio Lead	0	1	1
Tri Force Pro Active Sergeant	0	2	2
Triage Police Constable	0	1	1
Youth Offending Team Constable	2	1	3
Total	354	685	1039

Detective Roles	Gender		Total
	Female	Male	
Anti Corruption Det Constable	1	2	3
Anti Corruption Det Inspector	1	0	1
Anti Corruption Det Sergeant	0	1	1
CAIT Det Constable	10	3	13
CAIT Det Inspector	0	1	1
CAIT Det Sergeant	4	1	5
CEMM Detective Inspector	1	0	1
Child Exploitation MMH Det Sgt	0	1	1
CMIS Detective Inspector	1	0	1
Crime Team Det Chief Inspector	1	0	1
Crime Team Det Insp	1	1	2
Crime Team Det. Constable	17	15	32
Crime Team Det. Sergeant	3	9	12
Crime Team Det. Superintendent	0	1	1
Crime Training Det Sergeant	0	1	1
CSE Detective Constable	5	1	6
CSE IIOC Detective Inspector	0	1	1
CSE IIOC Detective Sergeant	1	1	2
D Superintendent Intelligence	0	1	1
DC Disclosure Officer	1	0	1
DC Insp Crime Mgmt Standards	1	0	1
DCI Insp Assurance Readiness	1	0	1
DCI Inv Pub Protect - Adult	1	1	2
DCI Inv Pub Protect - Children	1	0	1
DCS Crime and Investigations	0	1	1
Det Inspector RASSO	0	1	1
Det Superintendent CMIS	1	0	1

Detective Chief Inspector MCIT	0	1	1
Detective Constable MCIT	2	5	7
Detective Inspector MCIT	0	1	1
Detective Sergeant MCIT	1	2	3
Digital Intell Unit Det Sgt	0	1	1
DS Intelligence Evaluation	3	0	3
DSU Det Sergeant	0	2	2
FIB Det Inspector	1	0	1
Fraud Det Inspector	0	1	1
Fraud Det Sergeant	0	1	1
IIOC Detective Constable	3	1	4
Local Investigation Det Insp	2	1	3
Local Investigation Det Sgt	8	9	17
Local Policing Det Sergeant	1	2	3
LPIH Detective Constable	1	1	2
LPIH Detective Inspector	1	1	2
MOSOVO Det Sergeant	0	1	1
MOSOVO Detective Insp	1	0	1
Op'l Crime Training Det Const	1	1	2
Prof Standards Det Ch Insp	1	0	1
Prof Standards Det Constable	0	1	1
Prof Standards Det Inspector	1	0	1
Prof Standards Det Sergeant	0	2	2
Public Protection Det. Supt	0	1	1
RASSO Det Constable	7	3	10
RASSO Det Sergeant	3	1	4
Serious & Org Det Sergeant	1	2	3
Serious & Organ Crime Det Insp	0	1	1
SOCU Invest Det Constable	0	3	3
SOCU Invest Det Sergeant	0	1	1
Trainee Detective Constable	0	2	2
Total	90	91	181

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the

response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary