



Response Date: 25/06/2025

2025/644 - Ethnic breakdown

In response to your recent request for information regarding;

- 1. The 2021 ONS census data breaks down the ethnicity of towns, cities and districts. But it doesn't for police force areas. Please would you confirm whether you do have an ethnic breakdown of the areas you serve? If so, would you be able to provide an excel sheet of the data?**

The Census 2021 publishes by Local Authority, and our police force area is made up of 6 Local Authorities:

Isle of Anglesey
Gwynedd
Conwy
Denbighshire
Flintshire
Wrexham

Census data is available publicly and using the above local authorities.

We can provide ethnicity data based on our policing areas, which don't align with the Local Authorities, or with the current set of Census wards.

Just for your reference about the force geography.

Western = Anglesey & Gwynedd
Central = Conwy & Denbighshire
Eastern = Flintshire & Wrexham

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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Force Geographic Structure

Geographic Hierarchy:

- 284 wards
- 50+ ward groups
- 10 LPAs
- 6 local authorities
- 3 divisions

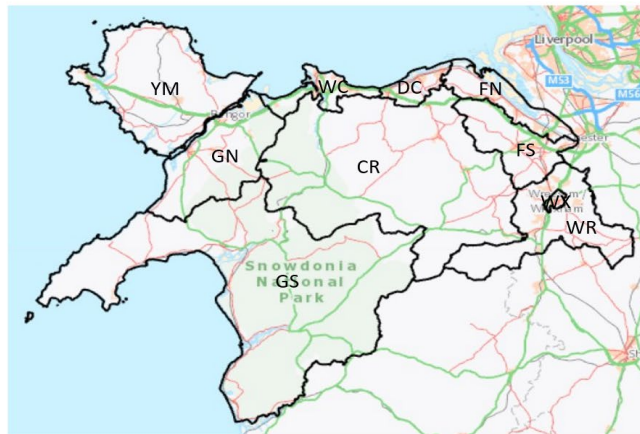
LPAs:

- YM – Ynys Mon
- GN – Gwynedd North
- GS – Gwynedd South
- WC – West Conwy Coastal
- DC – Denbighshire Coastal
- CR – Conwy Denbigh Rural
- FN – Flintshire North
- FS – Flintshire South
- WR – Wrexham Rural
- WX – Wrexham Town

Western

Central

Eastern



Area	Ethnicity	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24	Mar-25
CENTRAL	ANY OTH ETHNIC GROUP	1						
	BLACK ANY OTHER BLACK BGND	1	1	1	1	1	1	1
	MIXED WHITE AND BLACK CARIBBEAN	1		1	1	1	1	1
	PREFER NOT TO SAY	1	1	3	4	4	4	3
	UNKNOWN	2	4	5	3	3	2	2
	WHITE ANY OTHER WHITE BGND	7	7	9	11	10	8	8
	WHITE	380	394	442	450	418	405	426
	WHITE IRISH	1				2		
	WHITE NORTHERN IRISH			1	1	1		
	(blank)		1					
EASTERN	ASIAN INDIAN	1			1	1	1	1
	BLACK AFRICAN					1		
	MIXED ANY OTHER MIXED ETHNIC BGND				1	1	1	1
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND	1	1	1	1	1	1	1
	MIXED WHITE AND ASIAN	1	1	1	2	2	1	
	MIXED WHITE AND BLACK AFRICAN	1	1	1	1	1	1	
	OTHER ETHNIC GROUP - ANY OTHER							1
	PREFER NOT TO SAY	2	2	2	2	2	1	1
	UNKNOWN	1	1	2	1	1	2	2
	WHITE ANY OTH WHITE BGND	1						
	WHITE ANY OTHER WHITE BGND	2	2	9	9	10	11	8
	WHITE	453	456	496	503	459	456	468
	WHITE IRISH	4	4	3	3	2	1	1
	(blank)	1						1
FUNCTIONAL	ASIAN ANY OTHER ASIAN BGND			1	1		1	1
	MIXED WHITE AND ASIAN	2	1	1		1	1	1
	UNKNOWN	1	1	1	1	1		

	WHITE ANY OTHER WHITE BGND	1	2	2		1	2	3
	WHITE	151	164	167	178	184	200	206
	WHITE IRISH			1	1	1	2	2
	WHITE NORTHERN IRISH	1	1					
	(blank)	2	2	2	2	2	6	6
N/A	ASIAN INDIAN		1	1	1	1	1	1
	ASIAN PAKISTANI				1	1		
	BLACK AFRICAN				1			
	BLACK ANY OTHER BLACK BGND	1	1	1	2	2	2	2
	BLACK BRITISH AFRICAN						1	1
	MIXED ANY OTHER MIXED ETHNIC BGND			1				
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND				1	1	3	2
	MIXED WHITE & ASIAN	1						
	MIXED WHITE AND ASIAN	7	8	9	9	9	9	10
	MIXED WHITE AND BLACK AFRICAN							1
	MIXED WHITE AND BLACK CARIBBEAN	2	2	2	2	2	2	2
	OTHER ETHNIC GROUP - ARAB	1	2	2	2	2	2	1
	PREFER NOT TO DISCLOSE	1	1					
	PREFER NOT TO SAY	11	15	15	11	10	10	9
	UNKNOWN	64	74	83	77	67	53	48
	WHITE ANY OTH WHITE BGND	6	6					
	WHITE ANY OTHER WHITE BGND	14	16	14	16	17	19	18
	WHITE	1562	1569	1480	1536	1692	1775	1738
	WHITE IRISH	5	6	6	7	5	6	6
	WHITE NORTHERN IRISH						1	1
	(blank)	19	11	4	21	27	46	71
WESTERN	ASIAN ANY OTHER ASIAN BGND	1	1			1		
	BLACK CARIBBEAN				1	1	1	1
	MIXED WHITE AND ASIAN	1	1	2	2	2	3	3
	MIXED WHITE AND BLACK CARIBBEAN		1	1	1	1		
	OTHER ETHNIC GROUP - ARAB	1						1
	PREFER NOT TO SAY			1	1	1	1	1
	UNKNOWN						1	1
	WHITE ANY OTHER WHITE BGND	4	3	3	4	4	3	4
	WHITE	344	346	413	412	367	356	388
	WHITE IRISH	3	3	3	2	2	1	2
	WHITE NORTHERN IRISH				1	1	1	1
	(blank)	1	2					
(blank)	WHITE	17	5					

2. You are obliged to provide the Home Office of an ethnic breakdown of your force rank-by-rank. Unfortunately, the Home Office amalgamates all the data. The latest data is for 31 March 2024. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024/police-workforce-england-and-wales-31-march-2024>.

Please would you provide the figures [ethnicity rank-by-rank] for fiscal years [31 March] for the following years: 2020, 2021, 2022, 2023 and 2024? I am also going ask for 31 March 2025.

This is provided to the home office. Please see Ethnicity by rank from 2019 to 2025, Chief Officers have been grouped due to low numbers.

Rank	Ethnicity	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Mar-24	Mar-25
Chief Officers	WHITE ANY OTHER WHITE BGND	1	1	1	1	1		
	WHITE BRITISH	3	5	6	6	7	7	6
	(blank)					1		
Chief Inspector	PREFER NOT TO SAY	1						
	UNKNOWN			1	1	1		
	WHITE BRITISH	21	16	22	20	19	25	19
	WHITE IRISH	2	2	2	1			
	(blank)						1	1
Inspector	ASIAN ANY OTHER ASIAN BGND	1	1	1	1	1	1	1
	MIXED WHITE AND ASIAN	1	1	2	2	2	2	3
	PREFER NOT TO SAY		1	1	1	1	1	1
	WHITE BRITISH	58	60	61	67	68	67	70
	WHITE IRISH	1	1	1	2	2	2	1
	(blank)					1	1	1
N/A	WHITE BRITISH	1					3	5
	(blank)				5	4	20	27
Police Constable	ANY OTH ETHNIC GROUP	1						
	ASIAN INDIAN	1	1	1	2	2	2	2

	BLACK ANY OTHER BLACK BGND	1	1	1	1	1	1	1
	BLACK CARIBBEAN				1	1		
	MIXED ANY OTHER MIXED ETHNIC BGND			1	1	1	1	1
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND	1	1	1	2	2	3	2
	MIXED WHITE AND ASIAN	4	3	4	3	4	4	4
	MIXED WHITE AND BLACK CARIBBEAN	1	1	2	2	2	1	1
	OTHER ETHNIC GROUP - ANY OTHER							1
	OTHER ETHNIC GROUP - ARAB	1	1	1	1	1	1	1
	PREFER NOT TO SAY	4	4	7	6	6	5	3
	UNKNOWN	51	58	61	59	52	40	39
	WHITE ANY OTH WHITE BGND	1						
	WHITE ANY OTHER WHITE BGND	10	12	15	16	19	20	17
	WHITE BRITISH	1122	1158	1217	1279	1304	1330	1344

	WHITE IRISH	6	6	7	8	8	5	5
	WHITE NORTHERN IRISH			1	2	2	2	2
	(blank)	9	5	3	10	14	19	22
Sergeant	MIXED WHITE AND ASIAN	2	3	3	4	4	4	3
	PREFER NOT TO SAY	2	1	1	1	1	2	3
	UNKNOWN	4	4	7	7	5	5	4
	WHITE ANY OTHER WHITE BGND	1	1	2	5	5	5	5
	WHITE BRITISH	222	231	234	224	232	227	238
	WHITE IRISH	1	1	1				
	(blank)	1	1			1	1	1
Superintendent	PREFER NOT TO SAY		1	1	1			
	WHITE BRITISH	11	12	9	10	13	13	13
Staff/PCSO/Other	ASIAN PAKISTANI				1	1		
	BLACK AFRICAN				1	1		
	BLACK ANY OTHER BLACK BGND	1	1	1	2	2	2	2
	BLACK BRITISH AFRICAN						1	1
	BLACK CARIBBEAN						1	1
	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND						1	1
	MIXED WHITE & ASIAN	1						

	MIXED WHITE AND ASIAN	4	4	4	4	4	4	4
	MIXED WHITE AND BLACK AFRICAN	1	1	1	1	1	1	1
	MIXED WHITE AND BLACK CARIBBEAN	2	2	2	2	2	2	2
	OTHER ETHNIC GROUP - ARAB	1	1	1	1	1	1	1
	PREFER NOT TO DISCLOSE	1	1					
	PREFER NOT TO SAY	7	11	11	9	9	8	7
	UNKNOWN	13	18	22	15	14	13	10
	WHITE ANY OTH WHITE BGND	6	6					
	WHITE ANY OTHER WHITE BGND	16	16	19	18	17	18	19
	WHITE BRITISH	1469	1452	1449	1473	1477	1520	1531
	WHITE IRISH	3	3	2	2	2	3	5
	WHITE NORTHERN IRISH	1	1					
	(blank)	13	10	3	8	8	10	26

3. In April 2023, the government at that time said it had met its pledge to increase police numbers by 20,000. This was part of its 2019 manifesto. This was the so-called “uplift”.

Please provide the following:

the total number of new officers recruited in 2019, 2020, 2021, 2022, 2023 and 2024. This could either be fiscal year or annual year i.e., 31 March or 31 December of each year, respectively.

an ethnic breakdown of those numbers as you recorded them for the corresponding years – 2019, 2020, 2021, 2022, 2023 and 2024.

	Jan to Dec	Jan to Dec	Jan to Dec	Jan to Dec	Jan to Dec	Jan to Dec	Jan to June
Starters - Ethnicity	2019	2020	2021	2022	2023	2024	2025
Officer Headcount	80	103	123	111	116	120	38
ASIAN INDIAN			1				
BLACK CARIBBEAN			1				
MIXED ANY OTHER MIXED ETHNIC BGND			1				
MIXED OTHER MIXED/MULTIPLE ETHNIC BGND			1			1	
MIXED WHITE AND ASIAN	1	1	2		1		
MIXED WHITE AND BLACK CARIBBEAN		1					
No Data		1	1	6	3		
OTHER ETHNIC GROUP - ANY OTHER						1	
PREFER NOT TO SAY		1	2				
UNKNOWN	9	4			2	1	
WHITE ANY OTHER WHITE BGND	1	4	1	7	2		1
WHITE BRITISH	69	90	112	97	108	117	37
WHITE IRISH		1		1			
WHITE NORTHERN IRISH			1				

4. how many officers left your force during 2019, 2020, 2021, 2022, 2023 and 2024?

an ethnic breakdown of those numbers as you recorded them for the corresponding years 2019, 2020, 2021, 2022, 2023 and 2024.

Leavers - Ethnicity	2019	2020	2021	2022	2023	2024	2025
Officer Headcount	53	63	72	104	96	89	39
ANY OTH ETHNIC GROUP	1						
MIXED OTHER MIXED/MULTIPLE ETHNIC BGND						1	
MIXED WHITE AND ASIAN				1			
MIXED WHITE AND BLACK CARIBBEAN					1		
PREFER NOT TO SAY			1	1		1	
UNKNOWN			3	5	11	9	1
WHITE ANY OTHER WHITE BGND				1	3	3	2
WHITE BRITISH	47	59	66	94	78	73	36
WHITE IRISH			1	1	2	1	

(blank)	5	4	1	1	1	1	
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THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 25/06/2025