



Response Date: 22/01/2026

2026/027 - Forensic services/CSI unit

In response to your recent request for information regarding;

Please provide the information set out below in relation to staff whose primary role is within forensic-related departments, including but not limited to crime scene investigation, forensic science laboratories, quality/R&D, and associated support functions.

I am aware that some EDI data for the whole force has been published (most recently in 2023-2024), including a breakdown by broad staff categories. However, this published data does not provide sufficient detail for forensic services, and I am therefore requesting the latest available workforce and EDI data specific to forensic staff, including the additional detail outlined below.

Snapshot date

Please provide data based on the latest available headcount snapshot for the most recently completed year-end prior to the date this request is received. If a year-end snapshot is not held, please use the nearest available date and state the date used.

Definitions

Forensic services/CSI unit refers to staff whose substantive post (or cost centre/department code) sits within the force function responsible for crime scene investigation, fingerprints, forensic submissions/management, and forensic quality management (often titled Forensic Services, CSI, Scenes of Crime, or similar).

1. Workforce size (counts only)

1a) Overall workforce

For the forensic services/CSI unit, please provide:

Total headcount

Total FTE (if held)

1b) Headcount (and FTE if held) by role group

Using the closest equivalent groupings you already use, please provide headcount (and FTE if held) mapped where possible to the following categories:

CSI/SOCO/Crime Scene Investigator

Crime Scene Manager/Supervisor

Reporting Scientist/ Laboratory Officer/ Forensic Apprentice

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

Police officers with forensic responsibilities

Forensic submissions/case submission/evidence management / office-based forensic support

Quality/technical support

Management/leadership within forensic services

Administrative/business support within forensic services

Other

Where any specific job title or subgroup contains fewer than 5 individuals, please combine it into a broader category to protect anonymity.

2. Workforce demographics (aggregated, low-risk)

For the same unit and snapshot date, please provide aggregated headcount totals only (no individual-level data) by role group where possible, or at unit level if role-level breakdown would risk disclosure:

2a) Sex (as recorded in your HR system)

2b) Age band (using your standard age bands)

2c) Ethnicity (using your standard ethnicity reporting categories)

Please also provide aggregated counts for any other Equality, Diversity and Inclusion characteristics that you routinely publish in workforce statistics (for example disability status or gender identity), where disclosure is possible.

To minimise any risk of identification, I am not seeking any breakdown by named teams, locations, or individuals; please apply your standard statistical disclosure control measures and indicate where they have been used, including suppressing or aggregating any cell containing fewer than five individuals (for example by reporting "<5" or combining categories into "Other").

3. Pay gap metrics (metrics only, not raw pay)

Provide the latest gender and ethnicity pay gap metrics for staff in forensic services/CSI unit, using your standard methodology (mean/median pay gaps, bonus gaps). If not held at unit level, please confirm.

NWP	No	Male	Female	Age range	Ethnicity
Total Headcount (CSI/Submissions/Fingerprints/Quality)	40				
CSI/CSM/Supervisor	19	10	9	30-62	IC1
Fingerprint/Lab Officer	9	2	7	30-61	IC1
Forensic Submissions	5	1	4	30-40	IC1
Quality	5	1	4	26-56	IC1
Management (includes from other non listed areas)	5	2	3	42-56	IC1
	43	16	27		
ALL Staff are employed on the same pay scales and there are therefore no pay gaps across these teams					
ALL staff are classified as IC1					

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 20/01/2026