



# Voluntary Reporting Disability Framework Statistics

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West Mercia Police supports the 'Safe to Say' campaign which encourages officers and staff to self-declare if they have a disability. However, this is a voluntary declaration. Therefore, the data may not accurately reflect all individuals with a disability within West Mercia Police.

The below data refers to West Mercia Police's disability representation as of 31/12/2024.

### Overall Disability Representation

West Mercia Police had a total of 4,681 employees. The below breakdown shows the number and percentage of employees who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	290	6.2%
No	2,429	51.9%
Prefer not to say	19	0.4%
Blank	1,943	41.5%
<b>Total</b>	<b>4,681</b>	<b>100.0%</b>

### Police Officer Disability Representation

West Mercia Police had a total of 2,513 Police Officers. The below breakdown shows the number and percentage of Police Officers who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	148	5.9%
No	1,296	51.6%
Prefer not to say	16	0.6%
Blank	1,053	41.9%
<b>Total</b>	<b>2,513</b>	<b>100.0%</b>

\*Above breakdown refers to all Police Officers, including Student Officers.

### Student Officer Disability Representation

West Mercia Police had a total of 553 Student Officers. The below breakdown shows the number and percentage of Student Officers who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	44	8.0%
No	499	90.2%
Prefer not to say	8	1.4%
Blank	2	0.4%
<b>Total</b>	<b>553</b>	<b>100.0%</b>



## Police Staff Disability Representation

West Mercia Police had a total of 2,087 Police Staff. The below breakdown shows the number and percentage of Police Staff who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	137	6.6%
No	1,083	51.9%
Prefer not to say	3	0.1%
Blank	864	41.4%
<b>Total</b>	<b>2,087</b>	<b>100.0%</b>

\*Above breakdown refers to all Police Staff, including PCSO's.

## West Mercia PCSO Disability Representation

West Mercia Police had a total of 210 PCSO's. The below breakdown shows the number and percentage of PCSO's who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	12	5.7%
No	88	41.9%
Prefer not to say	1	0.5%
Blank	109	51.9%
<b>Total</b>	<b>210</b>	<b>100.0%</b>

## West Mercia Special Constable Disability Representation

West Mercia Police had a total of 81 Special Constables. The below breakdown shows the number and percentage of Special Constables who declared a disability.

Disability Indicator	Number of Employees	Percentage of Employees
Yes	5	6.2%
No	50	61.7%
Prefer not to say	0	0.0%
Blank	26	32.1%
<b>Total</b>	<b>81</b>	<b>100.0%</b>



## Staff Networks

West Mercia have a range of networks to support staff with disabilities. The below shows the number and percentage of staff who are currently engaged with each network.

Staff Network	Number of Members	Percentage of Force
Ability	95	2.0%
Autism & Neurodiversity	211	4.5%
Hearing Impairment	37	0.7%
<b>Total</b>	<b>343</b>	<b>7.2%</b>

## Police Officer Disability Representation by Rank

The below breakdown shows the number and percentage of Police Officers who declared a disability, broken down by rank.

Rank	Yes		No		Prefer not to say		Blank	
	No.	%	No.	%	No.	%	No.	%
Superintendent & above	1	5.3%	8	42.1%	0	0.0%	10	52.6%
Chief Inspector	2	6.1%	10	30.3%	0	0.0%	21	63.6%
Inspector	4	3.5%	33	28.9%	1	0.9%	76	66.7%
Sergeant	15	4.3%	72	20.7%	1	0.3%	259	74.6%
Constable	120	6.1%	1,145	58.7%	14	0.7%	673	34.5%

\*Constable includes Student Officers.

## Police Staff Disability Representation by Rank

The below breakdown shows the number and percentage of Police Staff who declared a disability, broken down by grade.

Grade	Yes		No		Prefer not to say		Blank	
	No.	%	No.	%	No.	%	No.	%
A to B	13	7.1%	109	59.9%	0	0.0%	60	33.0%
C to E	78	6.8%	607	52.8%	1	0.1%	464	40.3%
F and above	34	6.3%	277	51.5%	1	0.2%	226	42.0%
Contractor	0	0.0%	2	28.6%	0	0.0%	5	71.4%

