

# NORFOLK CONSTABULARY

## Human Resources Management Information

### Diversity Report

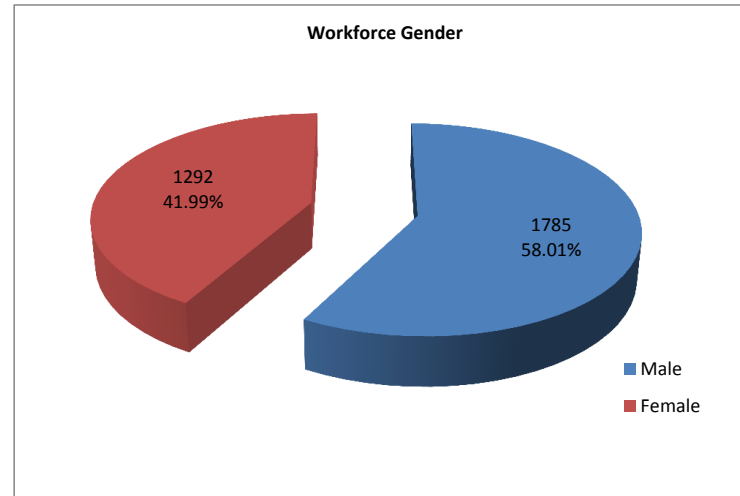
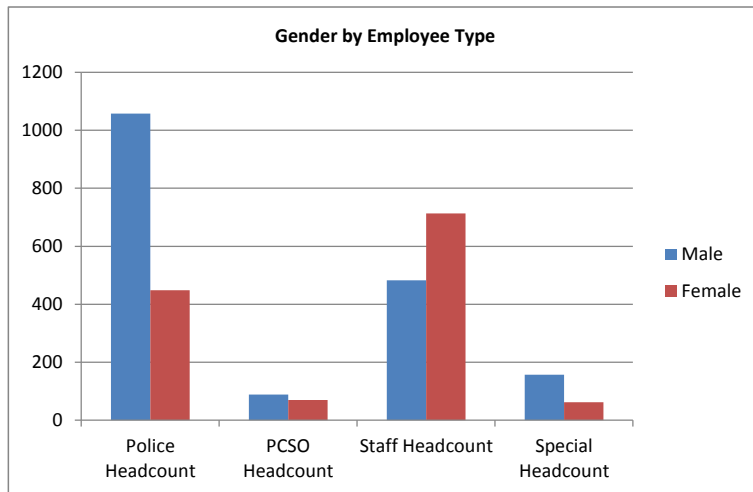
Q1 2017/18

#### Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	27	14	41	25
PCSO's	2	1	4	21
Poice Staff	9	30	15	240
Specials	3	3	5	16
Volunteers	3	12	3	74
<b>Total</b>	<b>44</b>	<b>60</b>	<b>68</b>	<b>376</b>

**GENDER**

Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1058	70.25%	88	56.05%	482	40.33%	157	71.69%	1785	58.01%
Male (Last Quarter)	1065	70.25%	90	55.90%	484	40.81%	158	72.48%	1797	58.33%
Female	448	29.75%	69	43.95%	713	59.67%	62	28.31%	1292	41.99%
Female (Last Quarter)	451	29.75%	71	44.10%	702	59.19%	60	27.52%	1284	41.67%
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	
<b>Last Quarter Total</b>	<b>1516</b>		<b>161</b>		<b>1186</b>		<b>218</b>		<b>3081</b>	

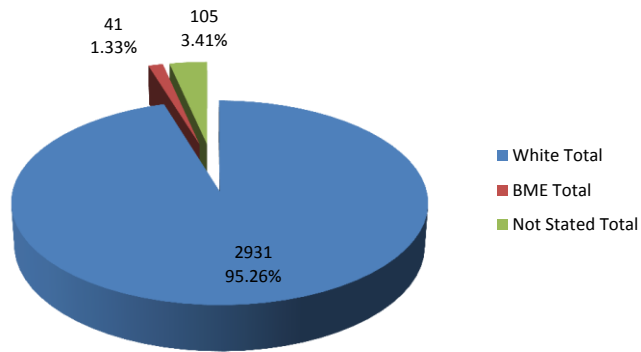


Gender	Volunteers	
	Headcount	%
Male	67	55.83%
Female	53	44.17%
<b>Grand Total</b>	<b>120</b>	

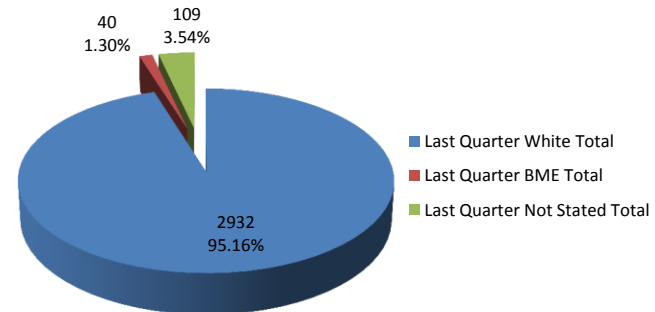
**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1468	97.48%	154	98.09%	1095	91.63%	214	97.72%	2931	95.26%
<b>White Total</b>	<b>1468</b>	<b>97.48%</b>	<b>154</b>	<b>98.09%</b>	<b>1095</b>	<b>91.63%</b>	<b>214</b>	<b>97.72%</b>	<b>2931</b>	<b>95.26%</b>
<b>Last Quarter White Total</b>	<b>1479</b>	<b>97.56%</b>	<b>158</b>	<b>98.14%</b>	<b>1084</b>	<b>91.40%</b>	<b>211</b>	<b>96.79%</b>	<b>2932</b>	<b>95.16%</b>
Mixed	12	0.80%	1	0.64%	6	0.50%	1	0.46%	20	0.65%
Asian	4	0.27%	1	0.64%	3	0.25%	2	0.91%	10	0.32%
Black	8	0.53%		0.00%		0.00%		0.00%	8	0.26%
Other	3	0.20%		0.00%		0.00%		0.00%	3	0.10%
<b>BME Total</b>	<b>27</b>	<b>1.79%</b>	<b>2</b>	<b>1.27%</b>	<b>9</b>	<b>0.75%</b>	<b>3</b>	<b>1.37%</b>	<b>41</b>	<b>1.33%</b>
<b>Last Quarter BME Total</b>	<b>27</b>	<b>1.78%</b>	<b>2</b>	<b>1.24%</b>	<b>8</b>	<b>0.67%</b>	<b>3</b>	<b>1.38%</b>	<b>40</b>	<b>1.30%</b>
Not Stated	11	0.73%	1	0.64%	91	7.62%	2	0.91%	105	3.41%
<b>Not Stated Total</b>	<b>11</b>	<b>0.73%</b>	<b>1</b>	<b>0.64%</b>	<b>91</b>	<b>7.62%</b>	<b>2</b>	<b>0.91%</b>	<b>105</b>	<b>3.41%</b>
<b>Last Quarter Not Stated Total</b>	<b>10</b>	<b>0.66%</b>	<b>1</b>	<b>0.62%</b>	<b>94</b>	<b>7.93%</b>	<b>4</b>	<b>1.83%</b>	<b>109</b>	<b>3.54%</b>
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	
<b>Last Quarter Total</b>	<b>1516</b>		<b>161</b>		<b>1186</b>		<b>218</b>		<b>3081</b>	

**Current Quarter Workforce Ethnicity**



**Previous Quarter Workforce Ethnicity**





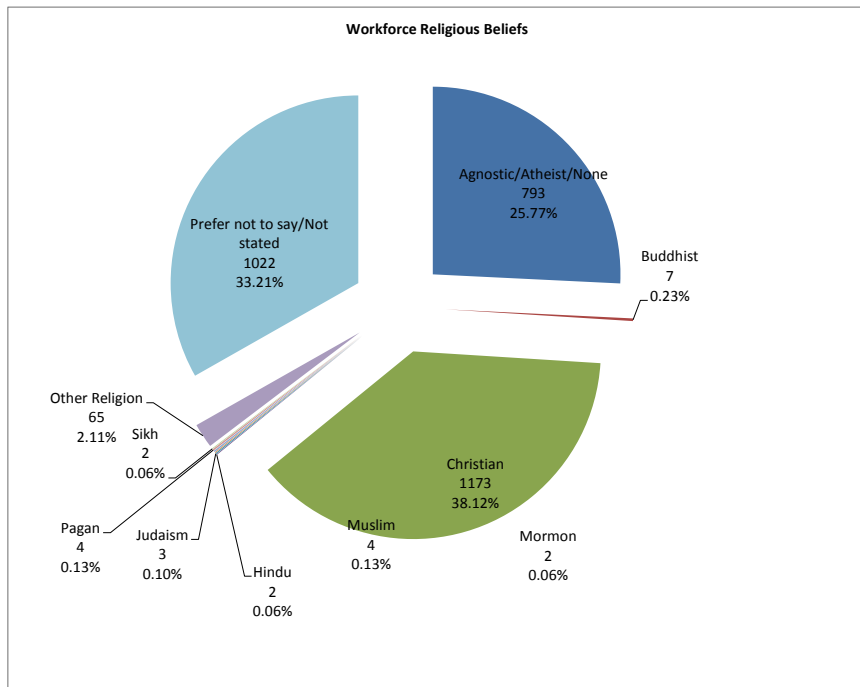
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	111	92.50%
<b>White Total</b>	<b>111</b>	<b>92.50%</b>
Mixed	1	0.83%
Asian	1	0.83%
Black	1	0.83%
Other		0.00%
<b>BME Total</b>	<b>3</b>	<b>2.50%</b>
Not Stated	6	5.00%
<b>Not Stated Total</b>	<b>6</b>	<b>5.00%</b>
<b>Grand Total</b>	<b>120</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	400	26.56%	57	36.31%	260	21.76%	76	34.70%	793	25.77%
Buddhist	4	0.27%	1	0.64%	1	0.08%	1	0.46%	7	0.23%
Christian	557	36.99%	66	42.04%	476	39.83%	74	33.79%	1173	38.12%
Hindu	1	0.07%		0.00%	1	0.08%		0.00%	2	0.06%
Judaism		0.00%		0.00%	3	0.25%		0.00%	3	0.10%
Mormon		0.00%	2	1.27%		0.00%		0.00%	2	0.06%
Muslim	2	0.13%	1	0.64%		0.00%	1	0.46%	4	0.13%
Pagan	3	0.20%		0.00%	1	0.08%		0.00%	4	0.13%
Sikh	2	0.13%		0.00%		0.00%		0.00%	2	0.06%
Other Religion	28	1.86%	6	3.82%	23	1.92%	8	3.65%	65	2.11%
Prefer not to say/Not stated	509	33.80%	24	15.29%	430	35.98%	59	26.94%	1022	33.21%
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	

Last Quarter	
Headcount	%
785	25.48%
7	0.23%
1179	38.27%
2	0.06%
4	0.13%
2	0.06%
4	0.13%
4	0.13%
1	0.03%
67	2.17%
1026	33.30%
<b>3081</b>	

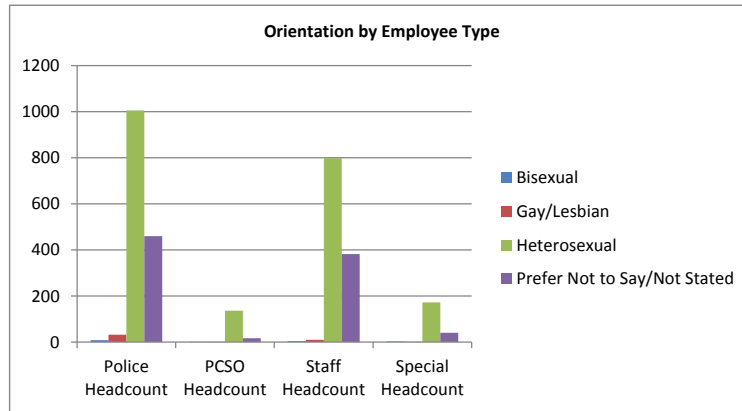
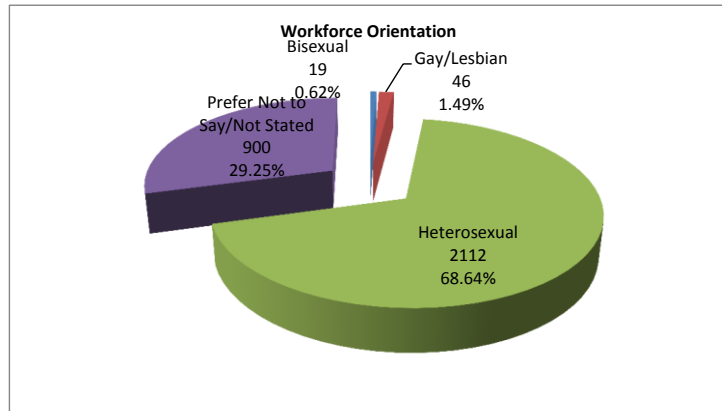


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	30	25.00%
Buddhist	2	1.67%
Christian	59	49.17%
Hindu		0.00%
Judaism		0.00%
Muslim		0.00%
Other	1	0.83%
Prefer not to say/Not stated	28	23.33%
<b>Grand Total</b>	<b>120</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	9	0.60%	2	1.27%	5	0.42%	3	1.37%	19	0.62%
Gay/Lesbian	32	2.12%	2	1.27%	10	0.84%	2	0.91%	46	1.49%
Heterosexual	1005	66.73%	136	86.62%	798	66.78%	173	79.00%	2112	68.64%
Prefer Not to Say/Not Stated	460	30.54%	17	10.83%	382	31.97%	41	18.72%	900	29.25%
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	

Last Quarter	
Headcount	%
19	0.62%
49	1.59%
2111	68.52%
902	29.28%
<b>3081</b>	

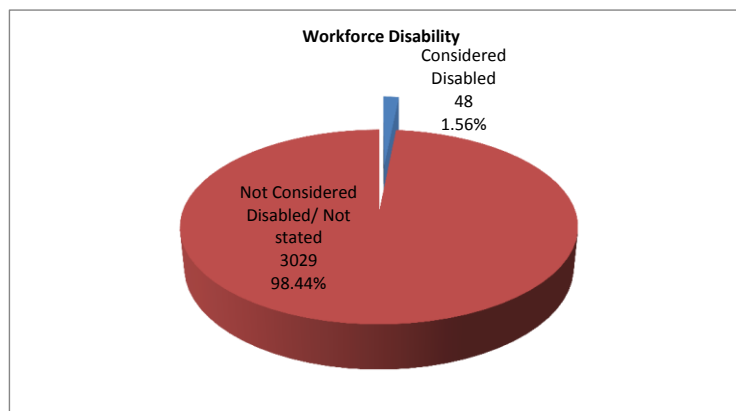
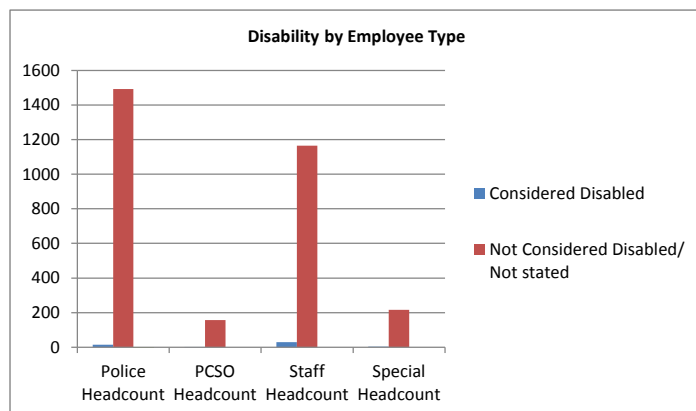


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.83%
Gay/Lesbian	2	1.67%
Heterosexual	88	73.33%
Prefer Not to Say/Not Stated	29	24.17%
<b>Grand Total</b>	<b>120</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	14	0.93%	1	0.64%	30	2.51%	3	1.37%	48	1.56%
Not Considered Disabled/ Not stated	1492	99.07%	156	99.36%	1165	97.49%	216	98.63%	3029	98.44%
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	

Last Quarter	
Headcount	%
46	1.49%
3035	98.51%
<b>3081</b>	



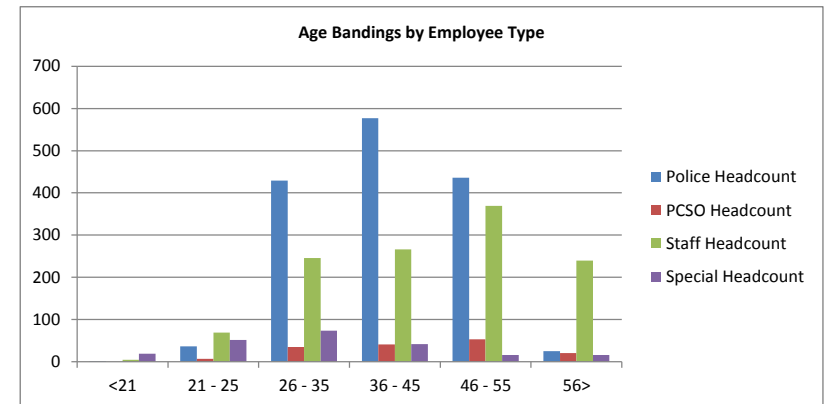
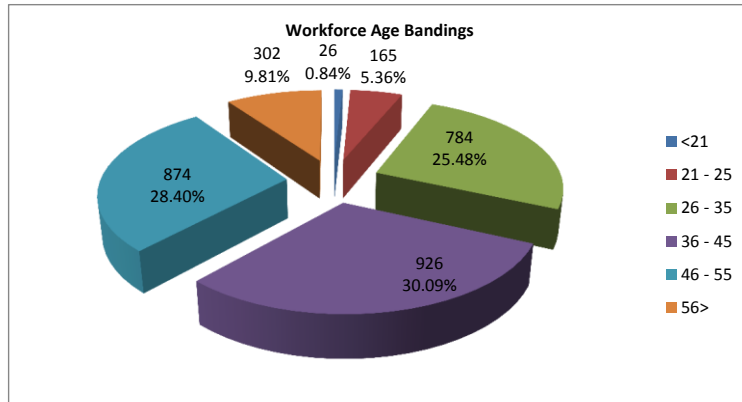
Disability	Volunteers	
	Headcount	%
Considered Disabled	12	10.00%
Not Considered Disabled/ Not stated	108	90.00%
<b>Grand Total</b>	<b>120</b>	



**AGE**

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	2	0.13%		0.00%	5	0.42%	19	8.68%	26	0.84%
21 - 25	37	2.46%	7	4.46%	69	5.77%	52	23.74%	165	5.36%
26 - 35	429	28.49%	35	22.29%	246	20.59%	74	33.79%	784	25.48%
36 - 45	577	38.31%	41	26.11%	266	22.26%	42	19.18%	926	30.09%
46 - 55	436	28.95%	53	33.76%	369	30.88%	16	7.31%	874	28.40%
56>	25	1.66%	21	13.38%	240	20.08%	16	7.31%	302	9.81%
<b>Grand Total</b>	<b>1506</b>		<b>157</b>		<b>1195</b>		<b>219</b>		<b>3077</b>	

Last Quarter	
Last Qtr Headcount	%
18	0.58%
187	6.07%
788	25.58%
928	30.12%
874	28.37%
286	9.28%
<b>3081</b>	



Age	Volunteers	
	Headcount	%
<21	3	2.50%
21 - 25	9	7.50%
26 - 35	8	6.67%
36 - 45	8	6.67%
46 - 55	18	15.00%
56>	74	61.67%
Not Disclosed		0.00%
<b>Grand Total</b>	<b>120</b>	