

**NORFOLK CONSTABULARY**

**Human Resources Management Information**

**Diversity Report**

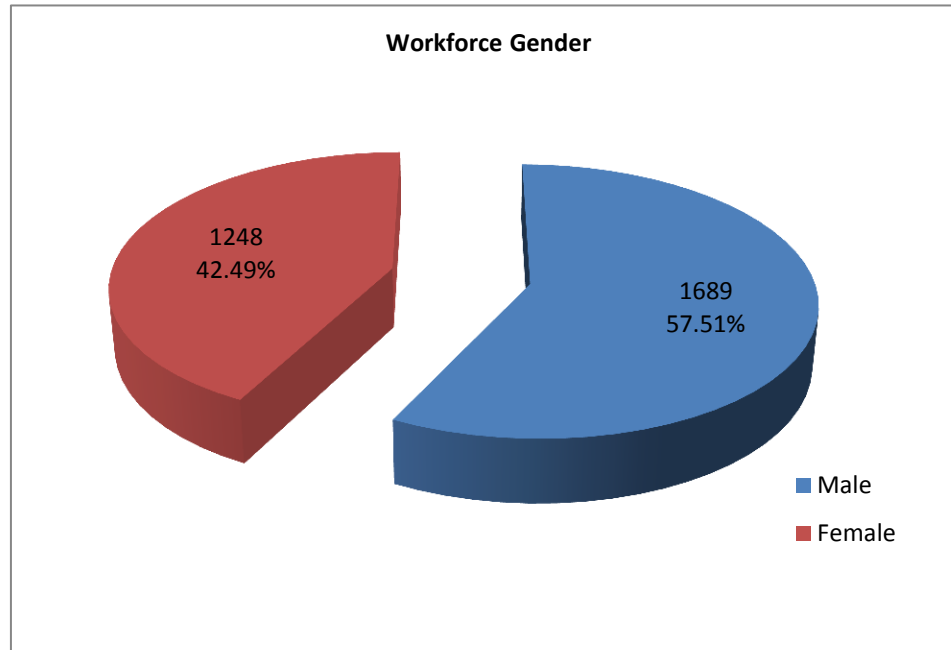
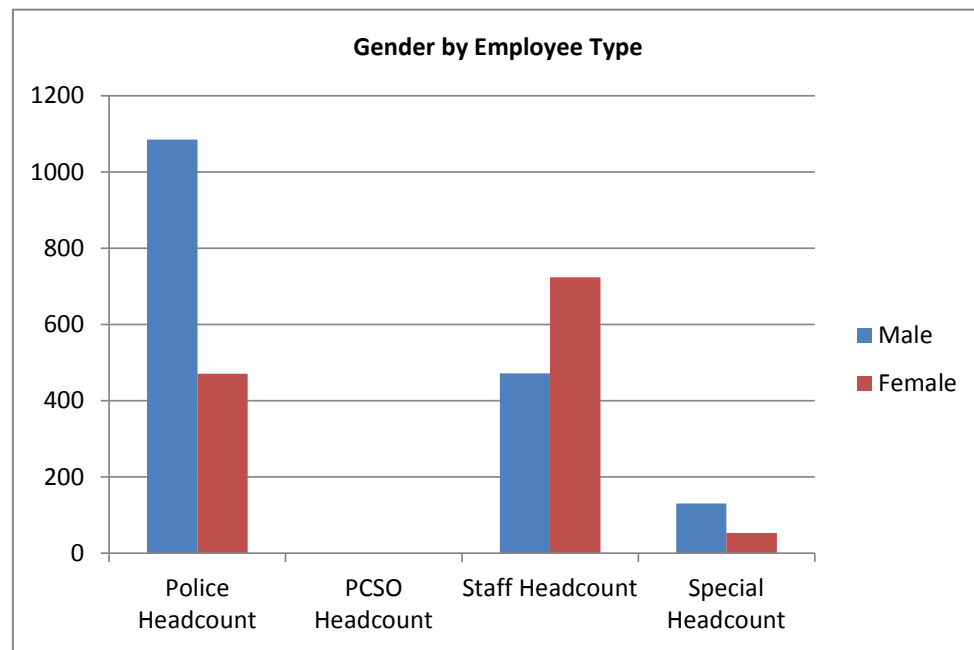
**Q1 2018/19**

**Summary Data**

	<b>BME</b>	<b>Disability</b>	<b>LGB</b>	<b>Aged 56+</b>
Police Officers	30	20	54	26
PCSO's	0	0	0	0
Poice Staff	12	30	21	245
Specials	3	4	7	16
Volunteers	4	7	4	77
<b>Total</b>	<b>49</b>	<b>61</b>	<b>86</b>	<b>364</b>

**GENDER**

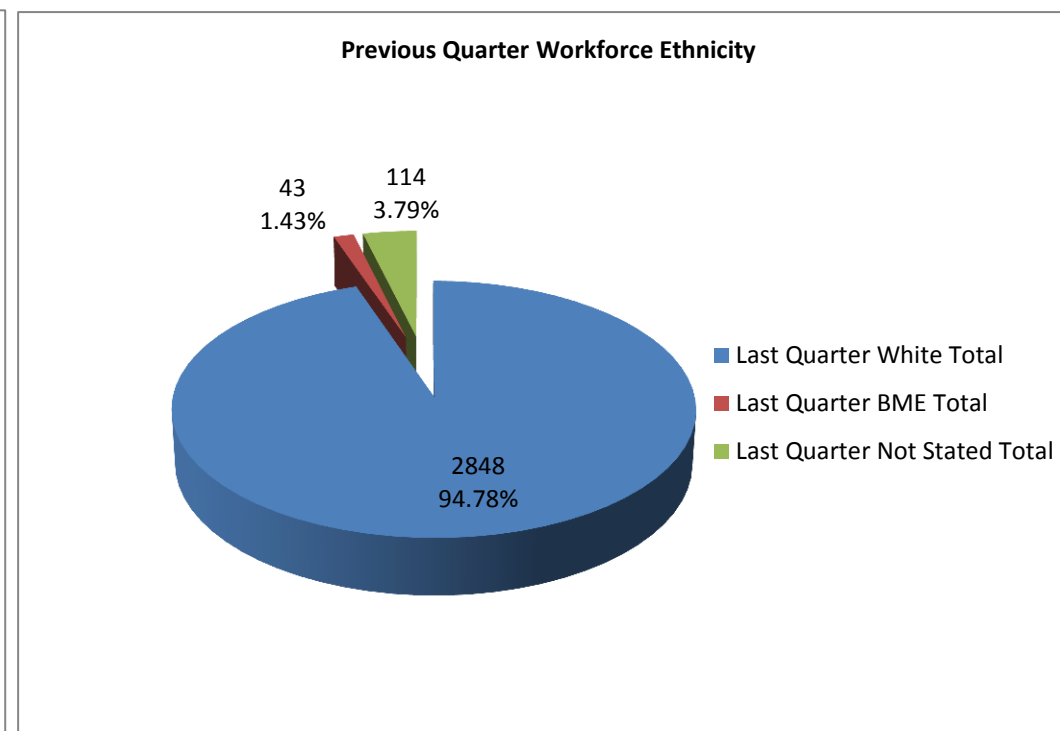
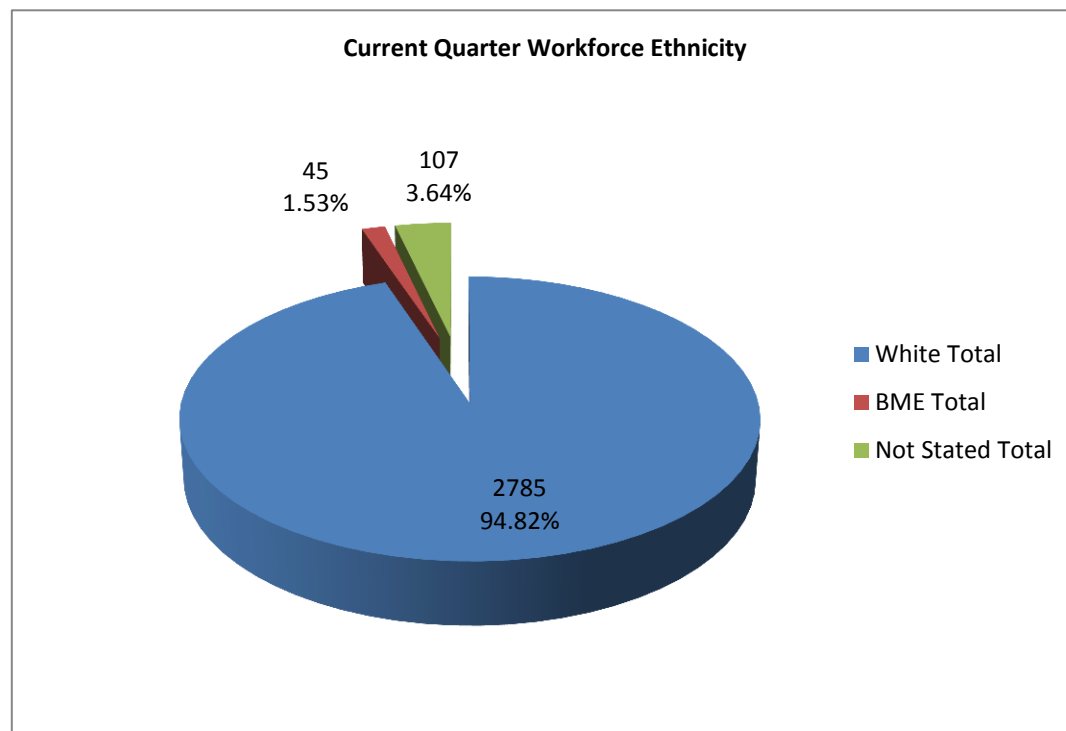
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1086	69.75%	0		472	39.46%	131	71.20%	1689	57.51%
Male (Last Quarter)	1086	70.34%	47	53.41%	465	39.24%	133	70.74%	1731	57.60%
Female	471	30.25%	0		724	60.54%	53	28.80%	1248	42.49%
Female (Last Quarter)	458	29.66%	41	46.59%	720	60.76%	55	29.26%	1274	42.40%
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	
<b>Last Quarter Total</b>	<b>1544</b>		<b>88</b>		<b>1185</b>		<b>188</b>		<b>3005</b>	



Gender	Volunteers	
	Headcount	%
Male	68	53.13%
Female	60	46.88%
<b>Grand Total</b>	<b>128</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1511	97.05%			1097	91.72%	177	96.20%	2785	94.82%
<b>White Total</b>	<b>1511</b>	<b>97.05%</b>	<b>0</b>	<b>0.00%</b>	<b>1097</b>	<b>91.72%</b>	<b>177</b>	<b>96.20%</b>	<b>2785</b>	<b>94.82%</b>
<b>Last Quarter White Total</b>	<b>1495</b>	<b>96.83%</b>	<b>87</b>	<b>98.86%</b>	<b>1084</b>	<b>91.48%</b>	<b>182</b>	<b>96.81%</b>	<b>2848</b>	<b>94.78%</b>
Mixed	13	0.83%			7	0.59%	1	0.54%	21	0.72%
Asian	7	0.45%			5	0.42%	1	0.54%	13	0.44%
Black	7	0.45%				0.00%	1	0.54%	8	0.27%
Other	3	0.19%				0.00%		0.00%	3	0.10%
<b>BME Total</b>	<b>30</b>	<b>1.93%</b>	<b>0</b>	<b>0.00%</b>	<b>12</b>	<b>1.00%</b>	<b>3</b>	<b>1.63%</b>	<b>45</b>	<b>1.53%</b>
<b>Last Quarter BME Total</b>	<b>29</b>	<b>1.88%</b>	<b>0</b>	<b>0.00%</b>	<b>11</b>	<b>0.93%</b>	<b>3</b>	<b>1.60%</b>	<b>43</b>	<b>1.43%</b>
Not Stated	16	1.03%			87	7.27%	4	2.17%	107	3.64%
<b>Not Stated Total</b>	<b>16</b>	<b>1.03%</b>	<b>0</b>	<b>0.00%</b>	<b>87</b>	<b>7.27%</b>	<b>4</b>	<b>2.17%</b>	<b>107</b>	<b>3.64%</b>
<b>Last Quarter Not Stated Total</b>	<b>20</b>	<b>1.30%</b>	<b>1</b>	<b>1.14%</b>	<b>90</b>	<b>7.59%</b>	<b>3</b>	<b>1.60%</b>	<b>114</b>	<b>3.79%</b>
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	
<b>Last Quarter Total</b>	<b>1544</b>		<b>88</b>		<b>1185</b>		<b>188</b>		<b>3005</b>	





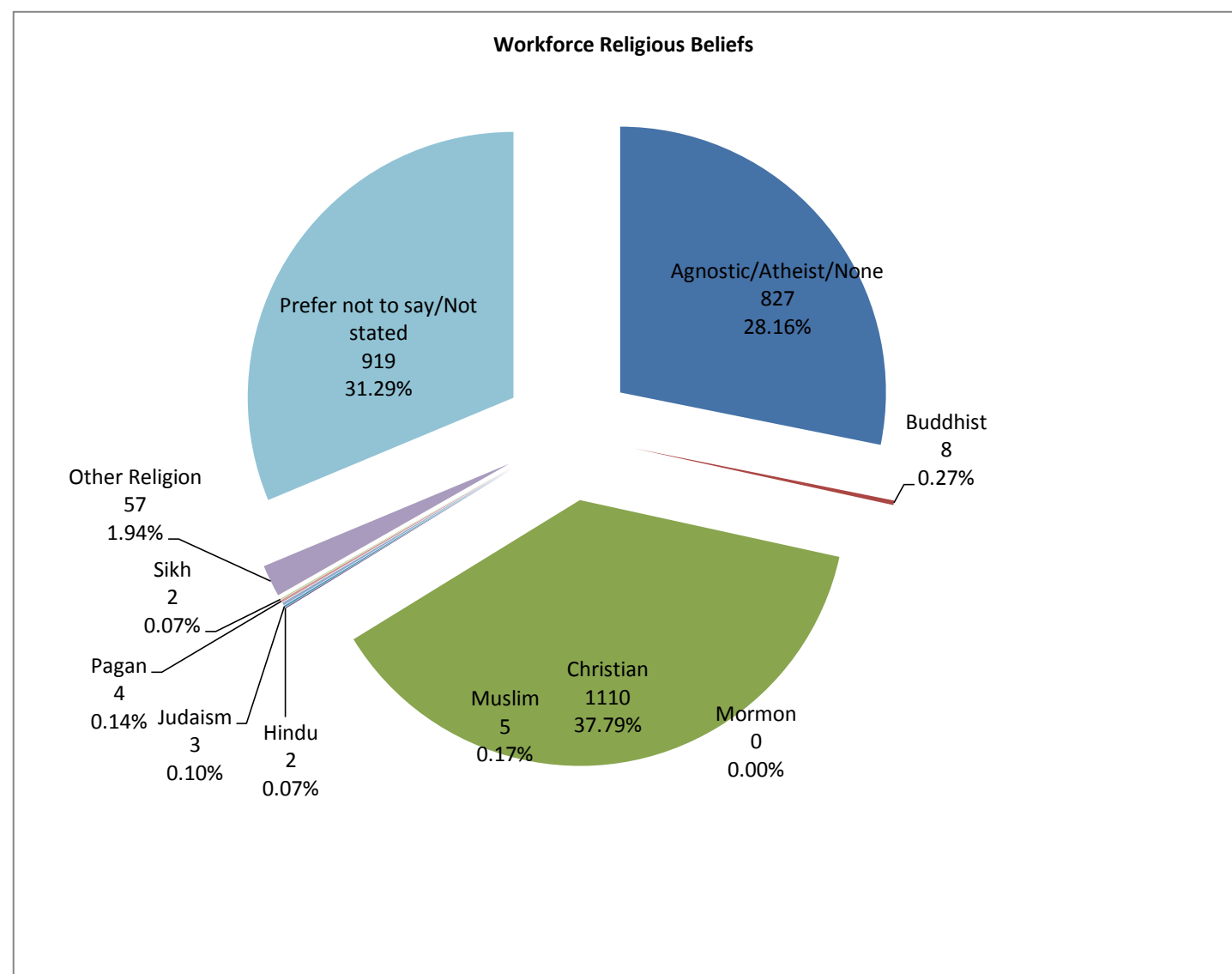
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	118	92.19%
<b>White Total</b>	<b>118</b>	<b>92.19%</b>
Mixed	1	0.78%
Asian	1	0.78%
Black	2	1.56%
Other		0.00%
<b>BME Total</b>	<b>4</b>	<b>3.13%</b>
Not Stated	6	4.69%
<b>Not Stated Total</b>	<b>6</b>	<b>4.69%</b>
<b>Grand Total</b>	<b>128</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	474	30.44%			286	23.91%	67	36.41%	827	28.16%
Buddhist	6	0.39%			1	0.08%	1	0.54%	8	0.27%
Christian	575	36.93%			475	39.72%	60	32.61%	1110	37.79%
Hindu	1	0.06%			1	0.08%		0.00%	2	0.07%
Judaism		0.00%			3	0.25%		0.00%	3	0.10%
Mormon		0.00%				0.00%		0.00%	0	0.00%
Muslim	3	0.19%			1	0.08%	1	0.54%	5	0.17%
Pagan	3	0.19%			1	0.08%		0.00%	4	0.14%
Sikh	2	0.13%				0.00%		0.00%	2	0.07%
Other Religion	27	1.73%			25	2.09%	5	2.72%	57	1.94%
Prefer not to say/Not stated	466	29.93%			403	33.70%	50	27.17%	919	31.29%
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	

Last Quarter	
Headcount	%
832	27.69%
9	0.30%
1138	37.87%
2	0.07%
3	0.10%
2	0.07%
5	0.17%
4	0.13%
2	0.07%
60	2.00%
948	31.55%
<b>3005</b>	

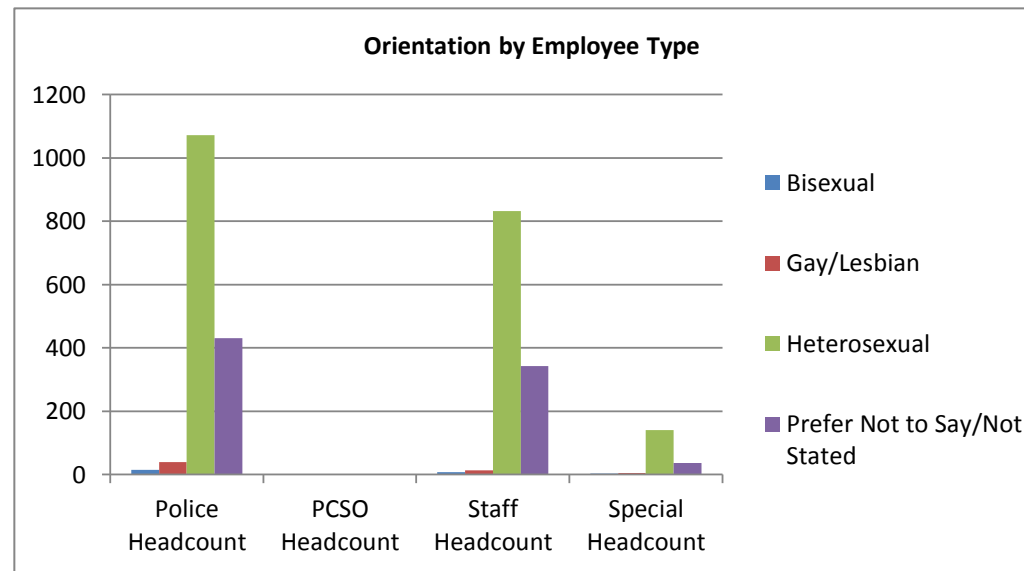
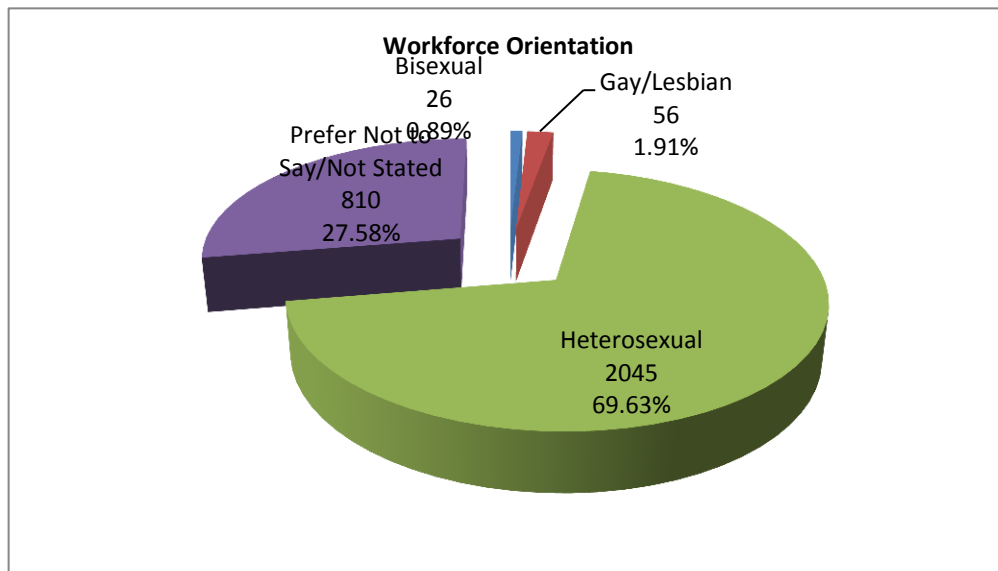


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	31	24.22%
Buddhist	2	1.56%
Christian	69	53.91%
Hindu		0.00%
Judaism		0.00%
Muslim		0.00%
Other	2	1.56%
Prefer not to say/Not stated	24	18.75%
<b>Grand Total</b>	<b>128</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	15	0.96%			8	0.67%	3	1.63%	26	0.89%
Gay/Lesbian	39	2.50%			13	1.09%	4	2.17%	56	1.91%
Heterosexual	1072	68.85%			832	69.57%	141	76.63%	2045	69.63%
Prefer Not to Say/Not Stated	431	27.68%			343	28.68%	36	19.57%	810	27.58%
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	

Last Quarter	
Headcount	%
27	0.90%
56	1.86%
2085	69.38%
837	27.85%
<b>3005</b>	

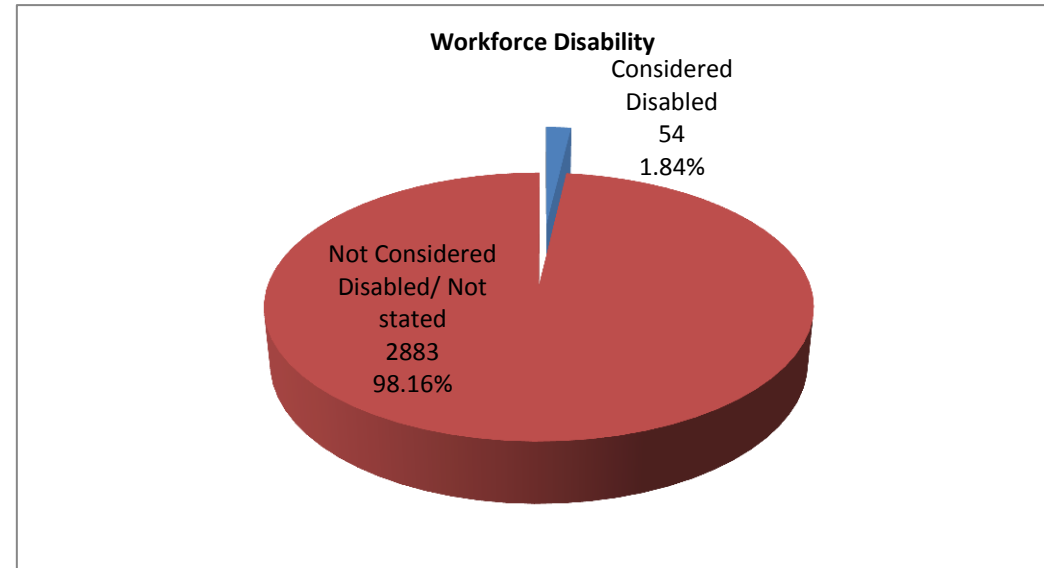
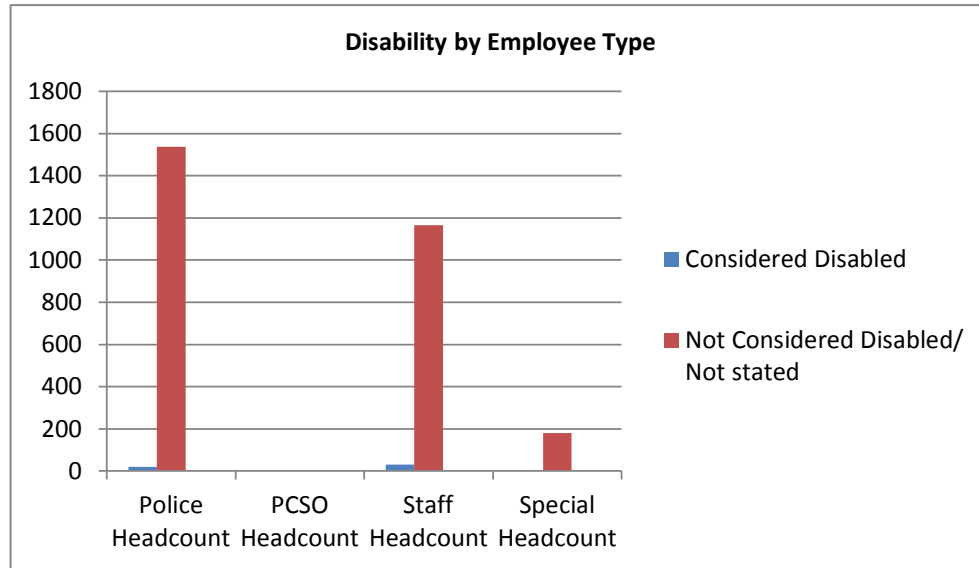


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.78%
Gay/Lesbian	3	2.34%
Heterosexual	103	80.47%
Prefer Not to Say/Not Stated	21	16.41%
<b>Grand Total</b>	<b>128</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	20	1.28%			30	2.51%	4	2.17%	54	1.84%
Not Considered Disabled/ Not stated	1537	98.72%			1166	97.49%	180	97.83%	2883	98.16%
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	

Last Quarter	
Headcount	%
55	1.83%
2950	98.17%
<b>3005</b>	



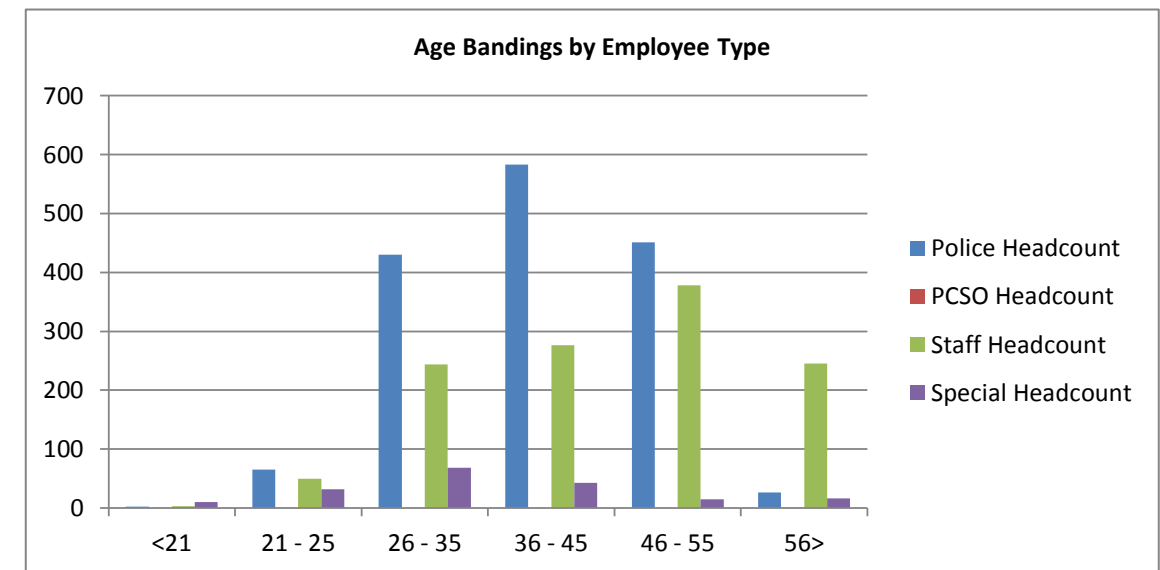
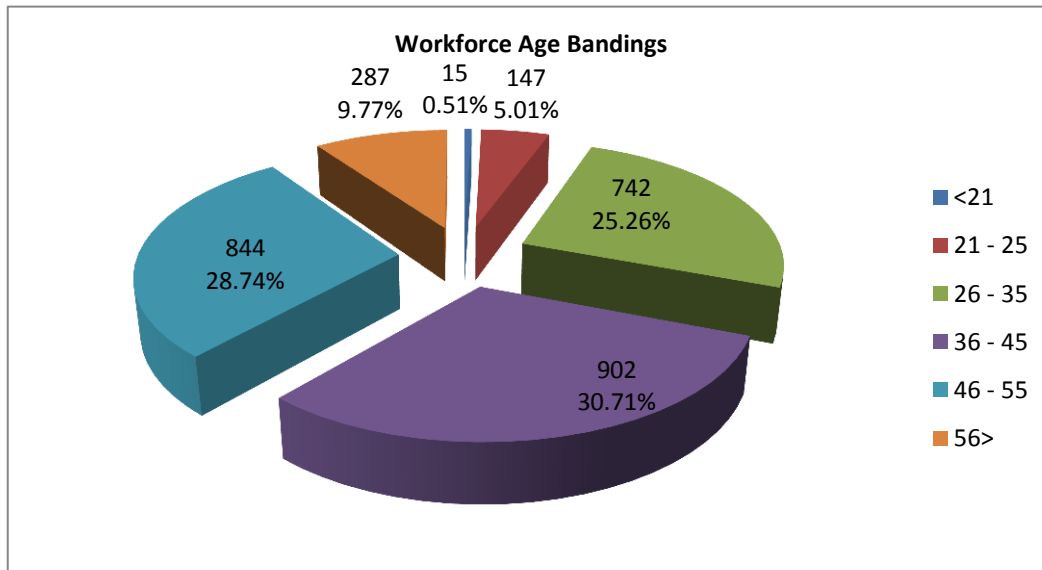
Disability	Volunteers	
	Headcount	%
Considered Disabled	7	5.47%
Not Considered Disabled/ Not stated	121	94.53%
<b>Grand Total</b>	<b>128</b>	



**AGE**

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	2	0.13%			3	0.25%	10	5.43%	15	0.51%
21 - 25	65	4.17%			50	4.18%	32	17.39%	147	5.01%
26 - 35	430	27.62%			244	20.40%	68	36.96%	742	25.26%
36 - 45	583	37.44%			276	23.08%	43	23.37%	902	30.71%
46 - 55	451	28.97%			378	31.61%	15	8.15%	844	28.74%
56>	26	1.67%			245	20.48%	16	8.70%	287	9.77%
<b>Grand Total</b>	<b>1557</b>		<b>0</b>		<b>1196</b>		<b>184</b>		<b>2937</b>	

Last Quarter	
Last Qtr Headcount	%
14	0.47%
139	4.63%
736	24.49%
908	30.22%
881	29.32%
327	10.88%
<b>3005</b>	



Volunteers		
Age	Headcount	%
<21	4	3.13%
21 - 25	12	9.38%
26 - 35	9	7.03%
36 - 45	8	6.25%
46 - 55	18	14.06%
56>	77	60.16%
Not Disclosed		0.00%
<b>Grand Total</b>	<b>128</b>	