

# NORFOLK CONSTABULARY

## Human Resources Management Information

### Diversity Report

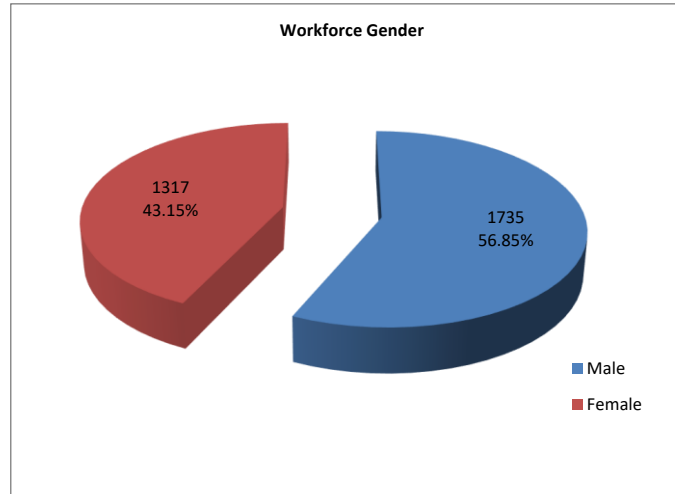
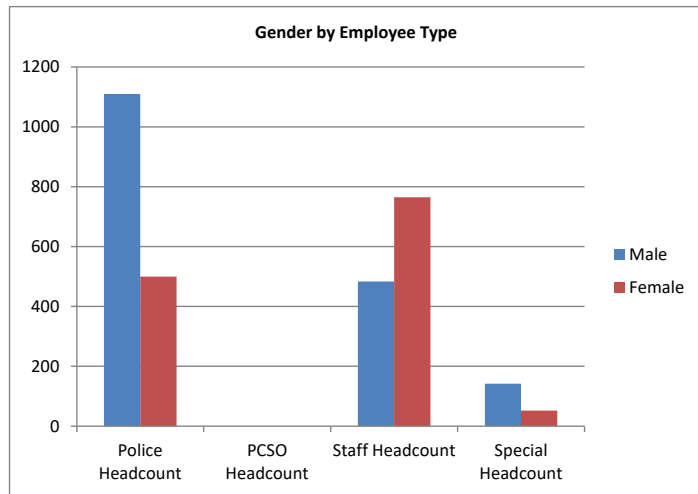
Q1 2019-20

#### Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	33	25	65	25
Poice Staff	10	30	24	242
Specials	4	7	6	14
Volunteers	3	4	3	79
<b>Total</b>	<b>50</b>	<b>66</b>	<b>98</b>	<b>360</b>

**GENDER**

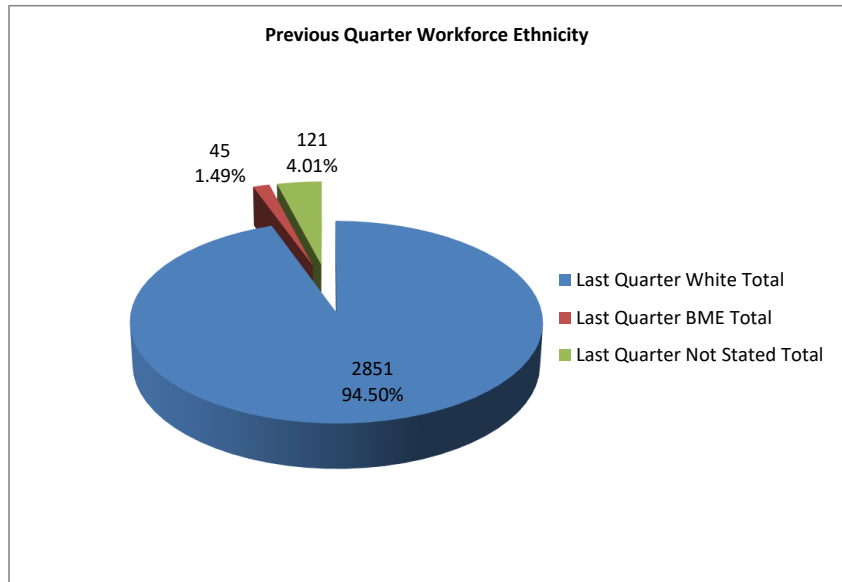
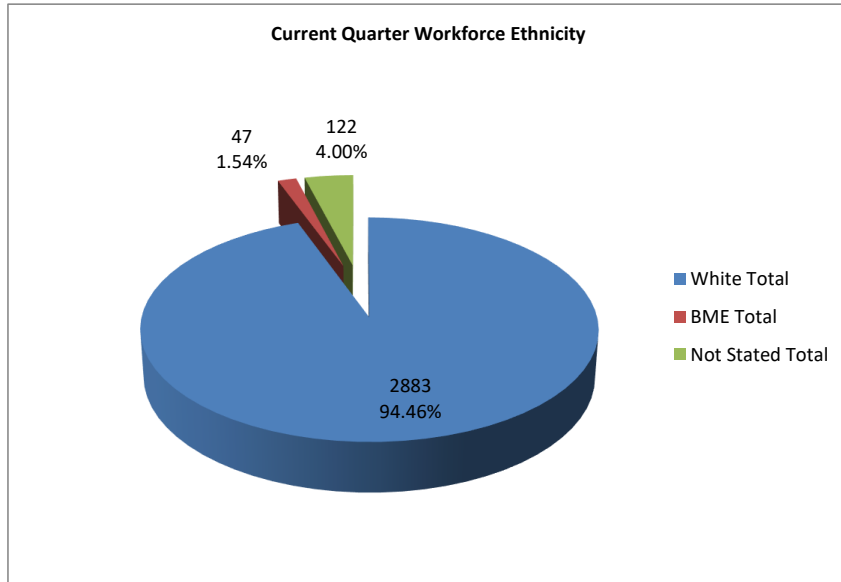
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1110	68.94%	0		483	38.70%	142	73.20%	1735	56.85%
Male (Last Quarter)	1100	68.84%	0		478	39.15%	142	71.72%	1720	57.01%
Female	500	31.06%	0		765	61.30%	52	26.80%	1317	43.15%
Female (Last Quarter)	498	31.16%	0		743	60.85%	56	28.28%	1297	42.99%
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	
<b>Last Quarter Total</b>	<b>1598</b>		<b>0</b>		<b>1221</b>		<b>198</b>		<b>3017</b>	



Gender	Volunteers	
	Headcount	%
Male	77	59.23%
Female	53	40.77%
<b>Grand Total</b>	<b>130</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1553	96.46%			1144	91.67%	186	95.88%	2883	94.46%
<b>White Total</b>	<b>1553</b>	<b>96.46%</b>	<b>0</b>	<b>0.00%</b>	<b>1144</b>	<b>91.67%</b>	<b>186</b>	<b>95.88%</b>	<b>2883</b>	<b>94.46%</b>
<b>Last Quarter White Total</b>	<b>1544</b>	<b>96.62%</b>	<b>0</b>	<b>0.00%</b>	<b>1118</b>	<b>91.56%</b>	<b>189</b>	<b>95.45%</b>	<b>2851</b>	<b>94.50%</b>
Mixed	15	0.93%			5	0.40%	1	0.52%	21	0.69%
Asian	6	0.37%			5	0.40%	2	1.03%	13	0.43%
Black	9	0.56%			0	0.00%	1	0.52%	10	0.33%
Other	3	0.19%			0	0.00%	0	0.00%	3	0.10%
<b>BME Total</b>	<b>33</b>	<b>2.05%</b>	<b>0</b>	<b>0.00%</b>	<b>10</b>	<b>0.80%</b>	<b>4</b>	<b>2.06%</b>	<b>47</b>	<b>1.54%</b>
<b>Last Quarter BME Total</b>	<b>31</b>	<b>1.94%</b>	<b>0</b>	<b>0.00%</b>	<b>10</b>	<b>0.82%</b>	<b>4</b>	<b>2.02%</b>	<b>45</b>	<b>1.49%</b>
<b>Not Stated</b>	<b>24</b>	<b>1.49%</b>			<b>94</b>	<b>7.53%</b>	<b>4</b>	<b>2.06%</b>	<b>122</b>	<b>4.00%</b>
<b>Not Stated Total</b>	<b>24</b>	<b>1.49%</b>	<b>0</b>	<b>0.00%</b>	<b>94</b>	<b>7.53%</b>	<b>4</b>	<b>2.06%</b>	<b>122</b>	<b>4.00%</b>
<b>Last Quarter Not Stated Total</b>	<b>23</b>	<b>1.44%</b>	<b>0</b>	<b>0.00%</b>	<b>93</b>	<b>7.62%</b>	<b>5</b>	<b>2.53%</b>	<b>121</b>	<b>4.01%</b>
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	
<b>Last Quarter Total</b>	<b>1598</b>		<b>0</b>		<b>1221</b>		<b>198</b>		<b>3017</b>	





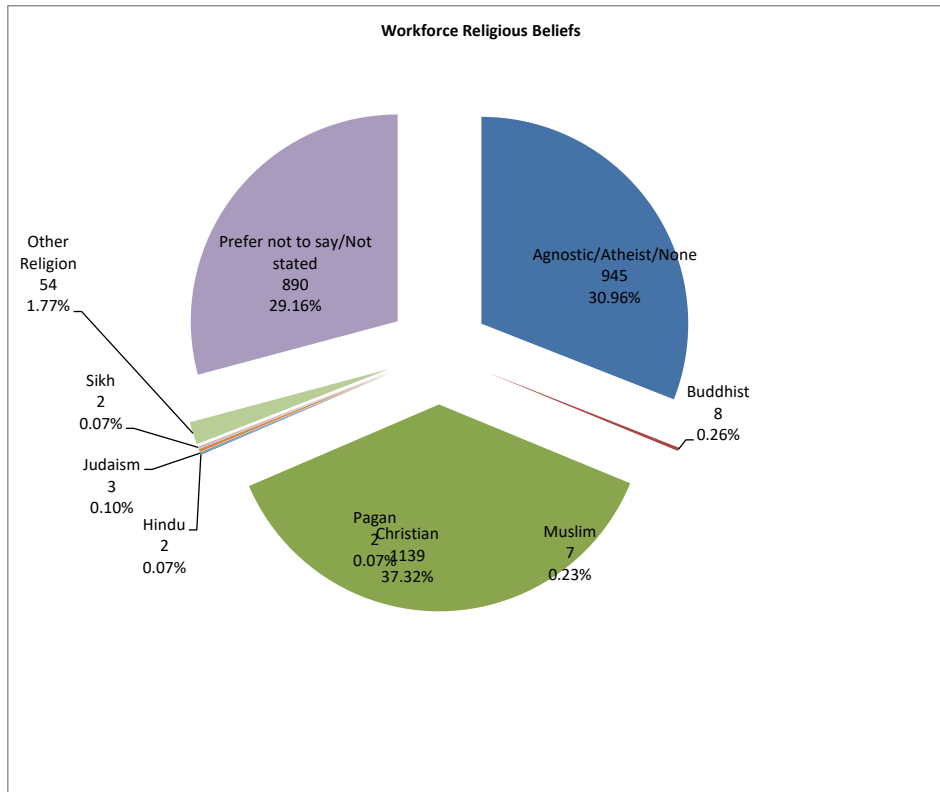
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	120	92.31%
<b>White Total</b>	<b>120</b>	<b>92.31%</b>
Mixed	0	0.00%
Asian	1	0.77%
Black	2	1.54%
Other	0	0.00%
<b>BME Total</b>	<b>3</b>	<b>2.31%</b>
Not Stated	7	5.38%
<b>Not Stated Total</b>	<b>7</b>	<b>5.38%</b>
<b>Grand Total</b>	<b>130</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	549	34.10%			314	25.16%	82	42.27%	945	30.96%
Buddhist	6	0.37%			1	0.08%	1	0.52%	8	0.26%
Christian	584	36.27%			497	39.82%	58	29.90%	1139	37.32%
Hindu	1	0.06%			1	0.08%		0.00%	2	0.07%
Judaism		0.00%			3	0.24%		0.00%	3	0.10%
Muslim	5	0.31%			1	0.08%	1	0.52%	7	0.23%
Pagan	1	0.06%			1	0.08%		0.00%	2	0.07%
Sikh	2	0.12%				0.00%		0.00%	2	0.07%
Other Religion	24	1.49%			26	2.08%	4	2.06%	54	1.77%
Prefer not to say/Not stated	438	27.20%			404	32.37%	48	24.74%	890	29.16%
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	

Last Quarter	
Headcount	%
922	30.56%
8	0.27%
1126	37.32%
2	0.07%
3	0.10%
6	0.20%
3	0.10%
2	0.07%
55	1.82%
890	29.50%
<b>3017</b>	

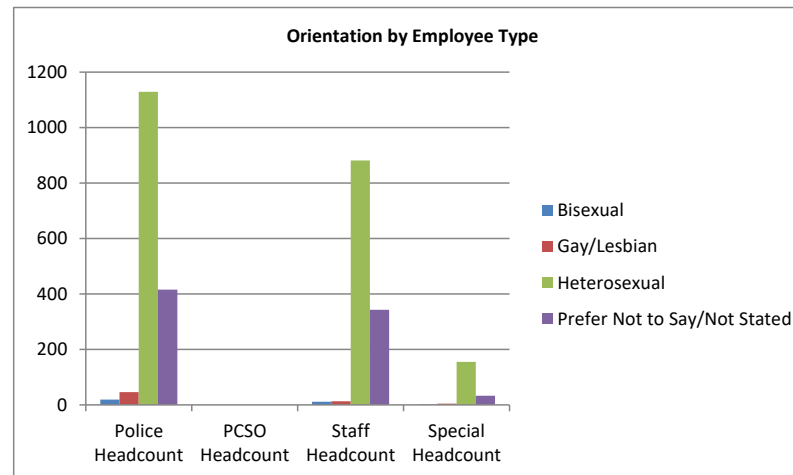
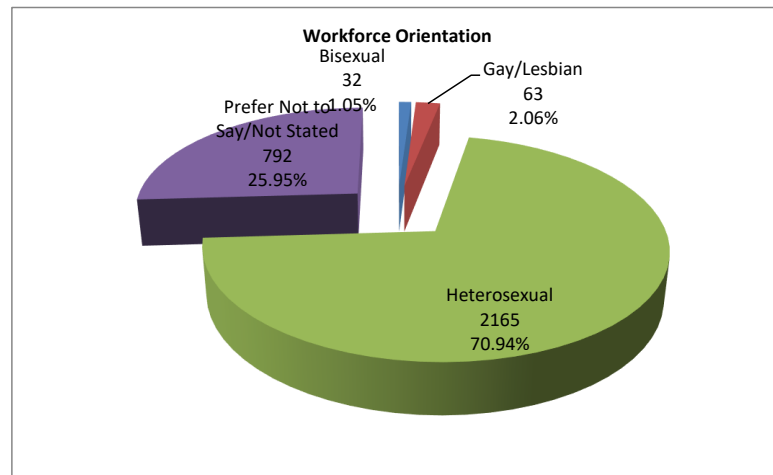


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	33	25.38%
Buddhist	3	2.31%
Christian	63	48.46%
Hindu	0	0.00%
Judaism	1	0.77%
Muslim	0	0.00%
Other	2	1.54%
Prefer not to say/Not stated	28	21.54%
<b>Grand Total</b>	<b>130</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	19	1.18%			11	0.88%	2	1.03%	32	1.05%
Gay/Lesbian	46	2.86%			13	1.04%	4	2.06%	63	2.06%
Heterosexual	1129	70.12%			881	70.59%	155	79.90%	2165	70.94%
Prefer Not to Say/Not Stated	416	25.84%			343	27.48%	33	17.01%	792	25.95%
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	

Last Quarter	
Headcount	%
33	1.09%
64	2.12%
2129	70.57%
791	26.22%
<b>3017</b>	

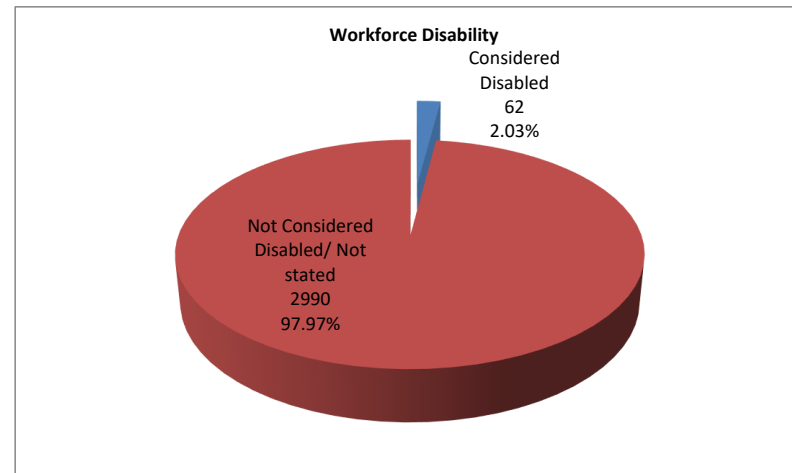
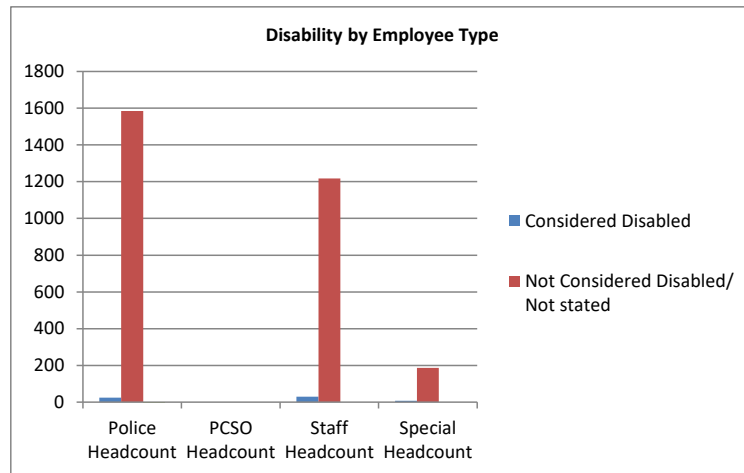


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.77%
Gay/Lesbian	2	1.54%
Heterosexual	103	79.23%
Prefer Not to Say/Not Stated	24	18.46%
<b>Grand Total</b>	<b>130</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	25	1.55%			30	2.40%	7	3.61%	62	2.03%
Not Considered Disabled/ Not stated	1585	98.45%			1218	97.60%	187	96.39%	2990	97.97%
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	

Last Quarter	
Headcount	%
59	1.96%
2958	98.04%
<b>3017</b>	



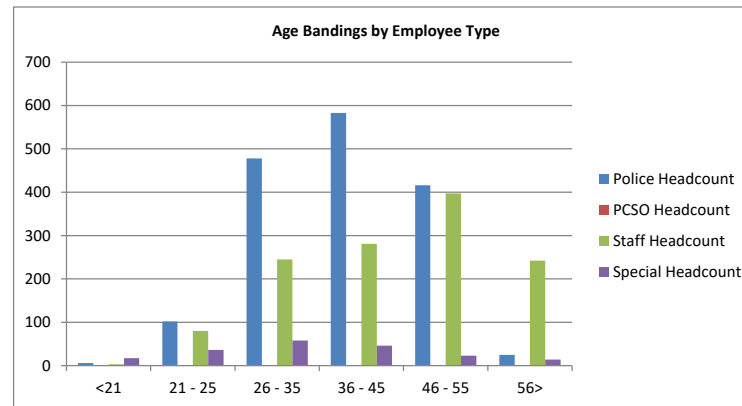
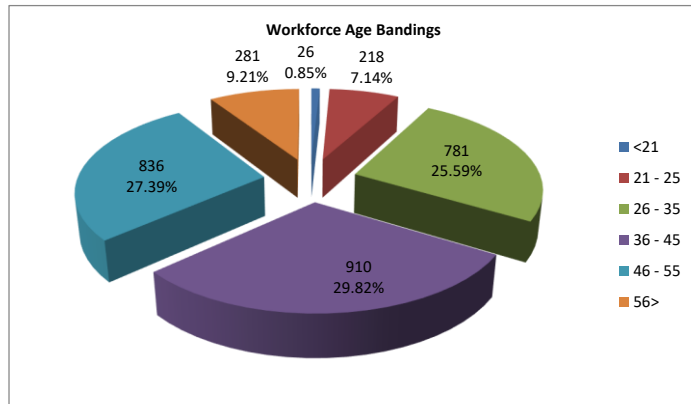
Disability	Volunteers	
	Headcount	%
Considered Disabled	4	3.08%
Not Considered Disabled/ Not stated	126	96.92%
<b>Grand Total</b>	<b>130</b>	



AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	6	0.37%			3	0.24%	17	8.76%	26	0.85%
21 - 25	102	6.34%			80	6.41%	36	18.56%	218	7.14%
26 - 35	478	29.69%			245	19.63%	58	29.90%	781	25.59%
36 - 45	583	36.21%			281	22.52%	46	23.71%	910	29.82%
46 - 55	416	25.84%			397	31.81%	23	11.86%	836	27.39%
56>	25	1.55%			242	19.39%	14	7.22%	281	9.21%
<b>Grand Total</b>	<b>1610</b>		<b>0</b>		<b>1248</b>		<b>194</b>		<b>3052</b>	

Last Quarter	
Last Qtr Headcount	%
16	0.53%
182	6.03%
746	24.73%
896	29.70%
862	28.57%
315	10.44%
<b>3017</b>	



Age	Volunteers	
	Headcount	%
<21	8	6.15%
21 - 25	7	5.38%
26 - 35	5	3.85%
36 - 45	9	6.92%
46 - 55	22	16.92%
56>	79	60.77%
Not Disclosed		0.00%
<b>Grand Total</b>	<b>130</b>	