

# NORFOLK CONSTABULARY

## Human Resources Management Information

### Diversity Report

Q1 2020-21

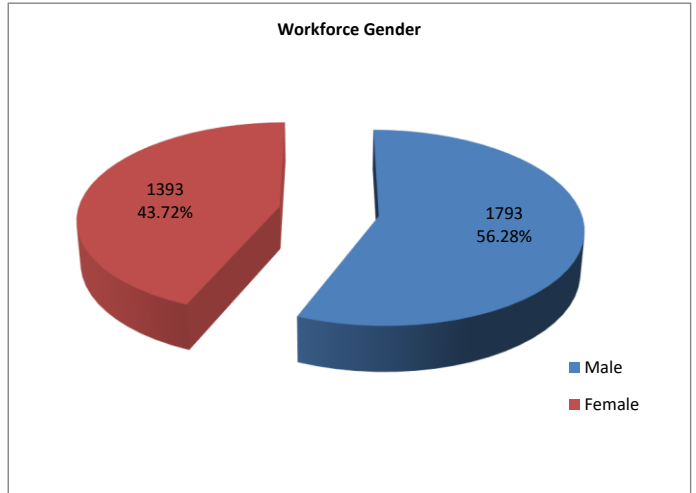
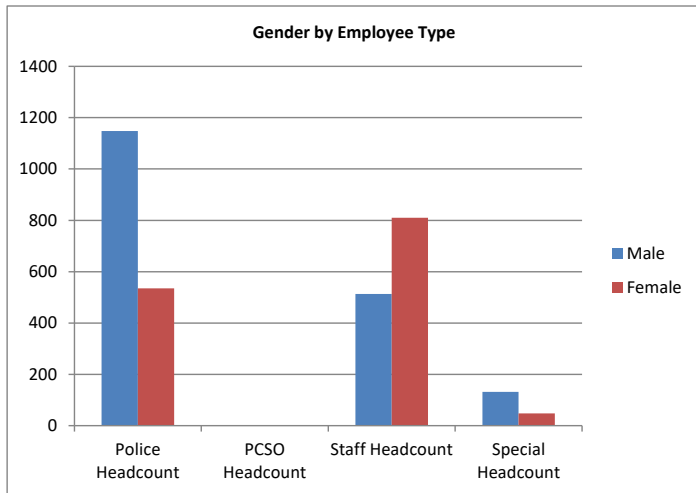
#### Summary Data

	BME	BME %	Disability	Disability %	LGB	LGB %	Aged 56+	Aged 56+ %
Police Officers	35	2.08%	31	1.84%	70	4.16%	24	1.43%
Poice Staff	12	0.91%	38	2.87%	28	2.12%	264	19.95%
Specials	2	1.11%	7	3.89%	4	2.22%	15	8.33%
Volunteers	4	2.90%	6	4.35%	3	2.17%	86	63.70%
Norfolk Data		3.50%		20.1%*		2%**		26.1%***
Total	53	1.59%	82	2.47%	105	3.16%	389	11.70%

- \* Census data explains as Day-to-day activities limited a lot and Day-to-day activities limited a little
- \*\* No census data available for LGB, so ONS stats for England from 2017 used
- \*\*\* Using data representative of our employees, not total percentage of over 56's in Norfolk (that is 37.4%)

**GENDER**

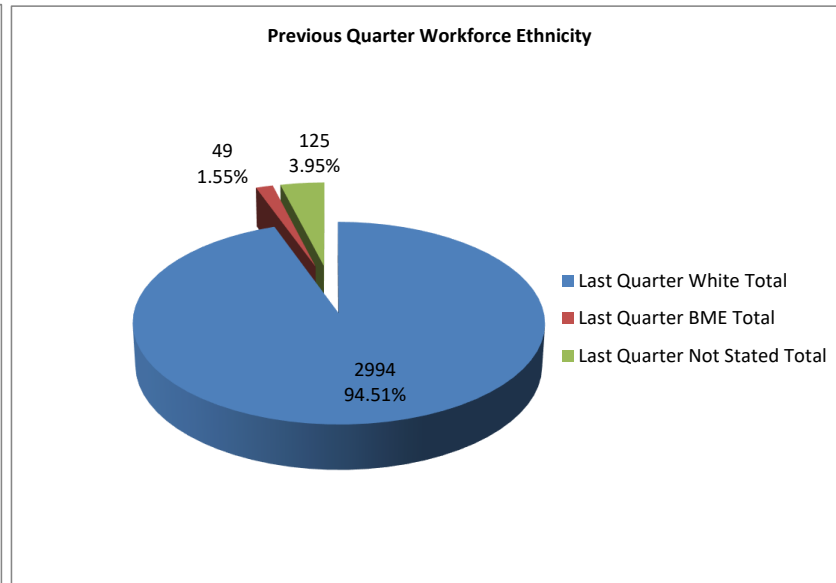
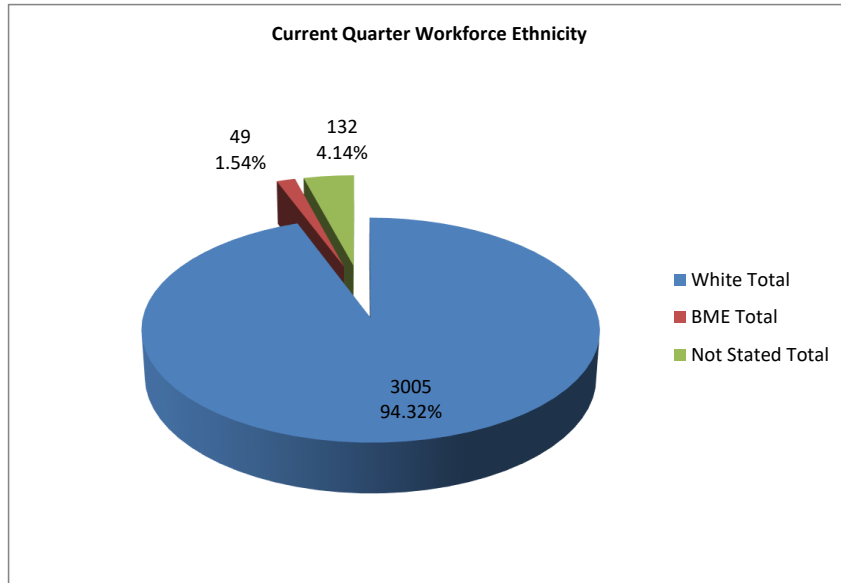
Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1148	68.21%	0		513	38.78%	132	73.33%	1793	56.28%
Male (Last Quarter)	1134	68.35%	0		509	38.68%	140	72.54%	1783	56.28%
Female	535	31.79%	0		810	61.22%	48	26.67%	1393	43.72%
Female (Last Quarter)	525	31.65%	0		807	61.32%	53	27.46%	1385	43.72%
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	
<b>Last Quarter Total</b>	<b>1659</b>		<b>0</b>		<b>1316</b>		<b>193</b>		<b>3168</b>	



Gender	Volunteers	
	Headcount	%
Male	88	63.77%
Female	50	36.23%
<b>Grand Total</b>	<b>138</b>	

**ETHNICITY**

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1622	96.38%			1207	91.23%	176	97.78%	3005	94.32%
<b>White Total</b>	<b>1622</b>	<b>96.38%</b>	<b>0</b>	<b>0.00%</b>	<b>1207</b>	<b>91.23%</b>	<b>176</b>	<b>97.78%</b>	<b>3005</b>	<b>94.32%</b>
<b>Last Quarter White Total</b>	<b>1598</b>	<b>96.32%</b>	<b>0</b>	<b>0.00%</b>	<b>1207</b>	<b>91.72%</b>	<b>189</b>	<b>97.93%</b>	<b>2994</b>	<b>94.51%</b>
Mixed	18	1.07%			6	0.45%	1	0.56%	25	0.78%
Asian	6	0.36%			6	0.45%	1	0.56%	13	0.41%
Black	10	0.59%			0	0.00%	0	0.00%	10	0.31%
Other	1	0.06%			0	0.00%	0	0.00%	1	0.03%
<b>BME Total</b>	<b>35</b>	<b>2.08%</b>	<b>0</b>	<b>0.00%</b>	<b>12</b>	<b>0.91%</b>	<b>2</b>	<b>1.11%</b>	<b>49</b>	<b>1.54%</b>
<b>Last Quarter BME Total</b>	<b>35</b>	<b>2.11%</b>	<b>0</b>	<b>0.00%</b>	<b>12</b>	<b>0.91%</b>	<b>2</b>	<b>1.04%</b>	<b>49</b>	<b>1.55%</b>
<b>Not Stated</b>	<b>26</b>	<b>1.54%</b>			<b>104</b>	<b>7.86%</b>	<b>2</b>	<b>1.11%</b>	<b>132</b>	<b>4.14%</b>
<b>Not Stated Total</b>	<b>26</b>	<b>1.54%</b>	<b>0</b>	<b>0.00%</b>	<b>104</b>	<b>7.86%</b>	<b>2</b>	<b>1.11%</b>	<b>132</b>	<b>4.14%</b>
<b>Last Quarter Not Stated Total</b>	<b>25</b>	<b>1.53%</b>	<b>0</b>	<b>0.00%</b>	<b>97</b>	<b>7.56%</b>	<b>3</b>	<b>1.55%</b>	<b>125</b>	<b>4.02%</b>
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	
<b>Last Quarter Total</b>	<b>1659</b>		<b>0</b>		<b>1316</b>		<b>193</b>		<b>3168</b>	





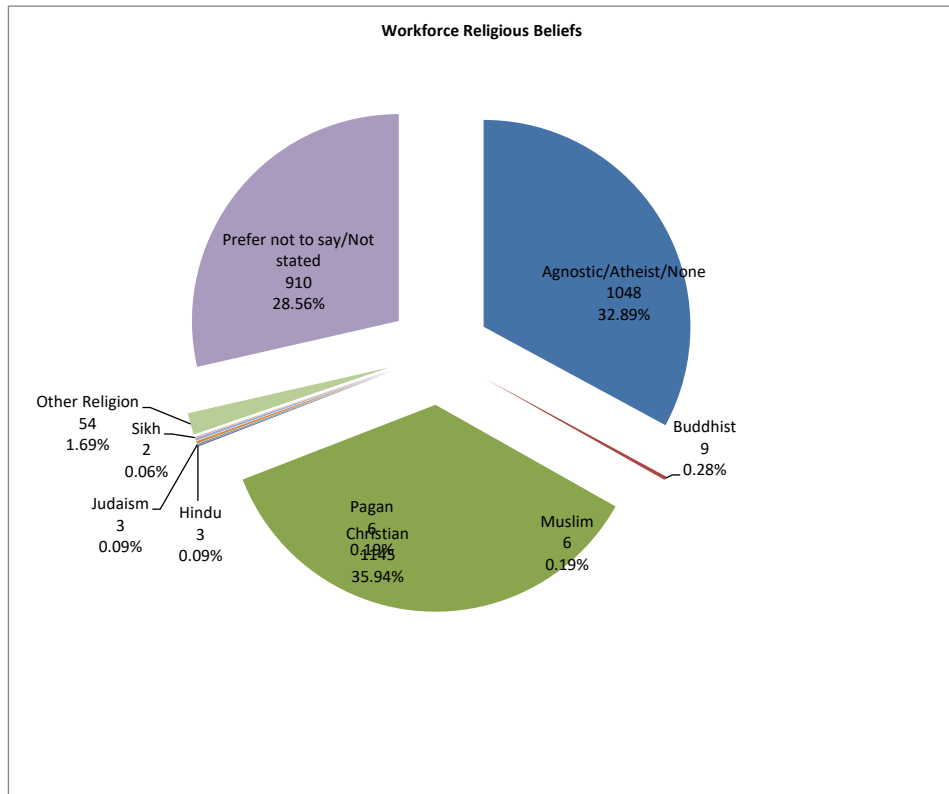
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	128	92.75%
<b>White Total</b>	<b>128</b>	<b>92.75%</b>
Mixed	0	0.00%
Asian	1	0.72%
Black	3	2.17%
Other	0	0.00%
<b>BME Total</b>	<b>4</b>	<b>2.90%</b>
Not Stated	6	4.35%
<b>Not Stated Total</b>	<b>6</b>	<b>4.35%</b>
<b>Grand Total</b>	<b>138</b>	

**RELIGION**

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	630	37.43%			351	26.53%	67	37.22%	1048	32.89%
Buddhist	5	0.30%			3	0.23%	1	0.56%	9	0.28%
Christian	589	35.00%			501	37.87%	55	30.56%	1145	35.94%
Hindu	2	0.12%			1	0.08%		0.00%	3	0.09%
Judaism		0.00%			3	0.23%		0.00%	3	0.09%
Muslim	4	0.24%			1	0.08%	1	0.56%	6	0.19%
Pagan	2	0.12%			4	0.30%		0.00%	6	0.19%
Sikh	2	0.12%				0.00%		0.00%	2	0.06%
Other Religion	23	1.37%			27	2.04%	4	2.22%	54	1.69%
Prefer not to say/Not stated	426	25.31%			432	32.65%	52	28.89%	910	28.56%
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	

Last Quarter	
Headcount	%
1026	32.39%
8	0.25%
1152	36.36%
2	0.06%
4	0.13%
6	0.19%
5	0.16%
2	0.06%
54	1.70%
909	28.69%
<b>3168</b>	

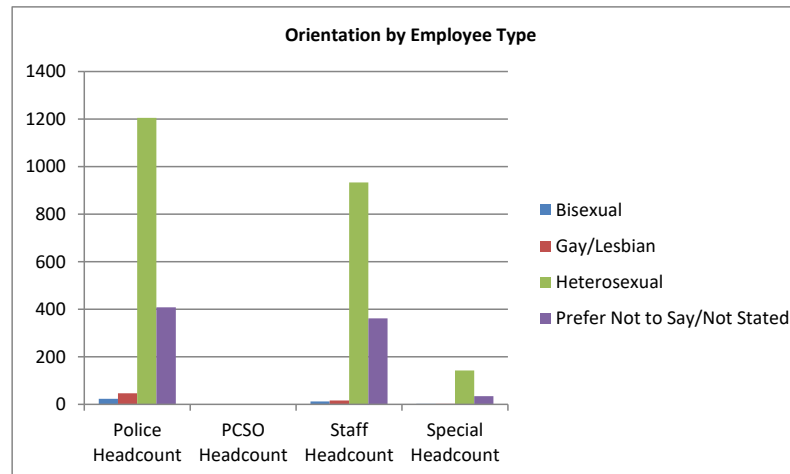
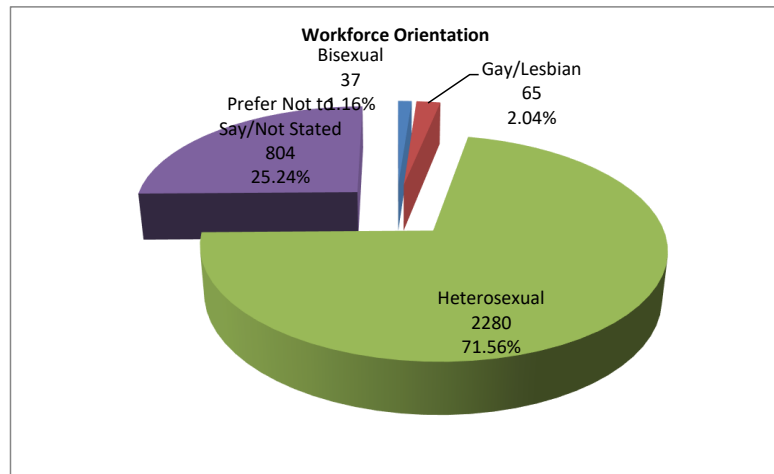


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	33	23.91%
Buddhist	4	2.90%
Christian	70	50.72%
Hindu	0	0.00%
Judaism	1	0.72%
Muslim	0	0.00%
Other	2	1.45%
Prefer not to say/Not stated	28	20.29%
<b>Grand Total</b>	<b>138</b>	

**ORIENTATION**

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	23	1.37%			12	0.91%	2	1.11%	37	1.16%
Gay/Lesbian	47	2.79%			16	1.21%	2	1.11%	65	2.04%
Heterosexual	1205	71.60%			933	70.52%	142	78.89%	2280	71.56%
Prefer Not to Say/Not Stated	408	24.24%			362	27.36%	34	18.89%	804	25.24%
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	

Last Quarter	
Headcount	%
38	1.20%
65	2.05%
2261	71.37%
804	25.38%
<b>3168</b>	

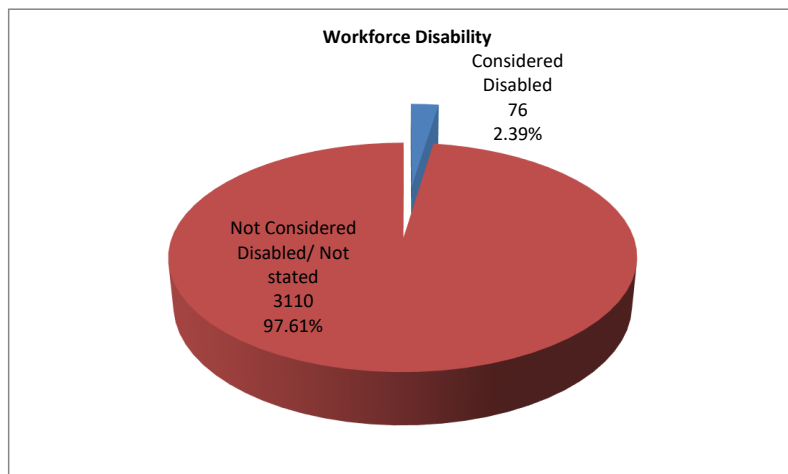
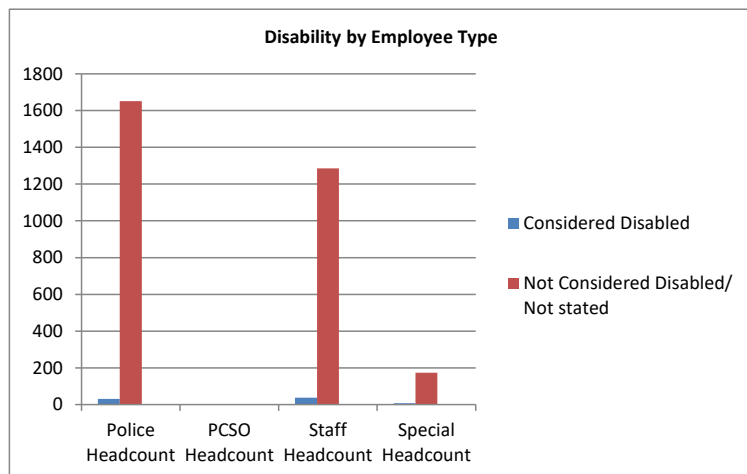


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.72%
Gay/Lesbian	2	1.45%
Heterosexual	111	80.43%
Prefer Not to Say/Not Stated	24	17.39%
<b>Grand Total</b>	<b>138</b>	

**DISABILITY**

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	31	1.84%			38	2.87%	7	3.89%	76	2.39%
Not Considered Disabled/ Not stated	1652	98.16%			1285	97.13%	173	96.11%	3110	97.61%
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	

Last Quarter	
Headcount	%
76	2.40%
3092	97.60%
<b>3168</b>	



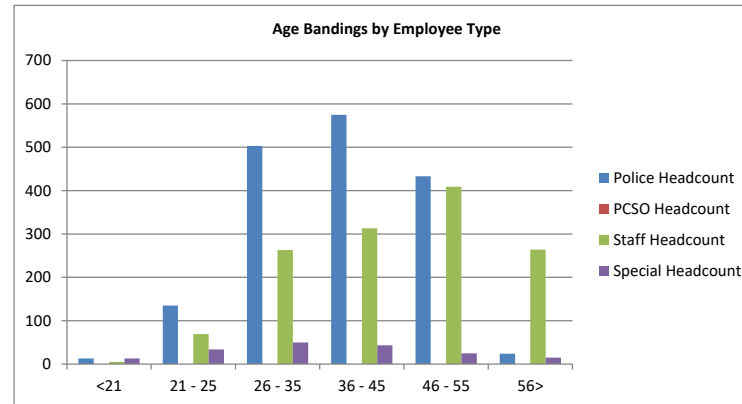
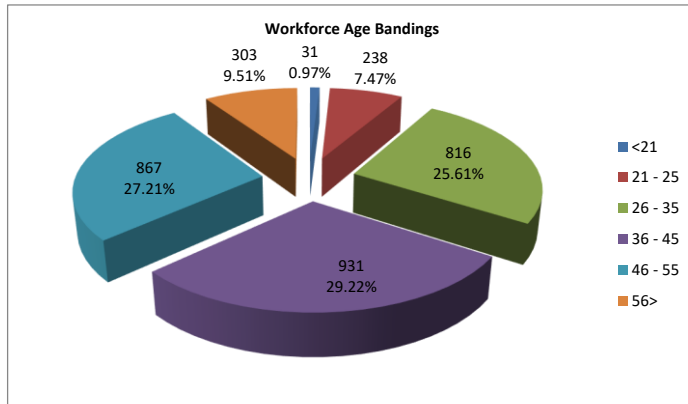
Disability	Volunteers	
	Headcount	%
Considered Disabled	6	4.35%
Not Considered Disabled/ Not stated	132	95.65%
<b>Grand Total</b>	<b>138</b>	



AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	13	0.77%			5	0.38%	13	7.22%	31	0.97%
21 - 25	135	8.02%			69	5.22%	34	18.89%	238	7.47%
26 - 35	503	29.89%			263	19.88%	50	27.78%	816	25.61%
36 - 45	575	34.17%			313	23.66%	43	23.89%	931	29.22%
46 - 55	433	25.73%			409	30.91%	25	13.89%	867	27.21%
56>	24	1.43%			264	19.95%	15	8.33%	303	9.51%
<b>Grand Total</b>	<b>1683</b>		<b>0</b>		<b>1323</b>		<b>180</b>		<b>3186</b>	

Last Quarter	
Last Qtr Headcount	%
37	1.17%
235	7.42%
810	25.57%
914	28.85%
862	27.21%
310	9.79%
<b>3168</b>	



Age	Volunteers	
	Headcount	%
<21	9	6.52%
21 - 25	8	5.80%
26 - 35	3	2.17%
36 - 45	11	7.97%
46 - 55	21	15.22%
56>	86	62.32%
Not Disclosed		0.00%
<b>Grand Total</b>	<b>138</b>	