

NORFOLK CONSTABULARY

Human Resources Management Information

Diversity Report

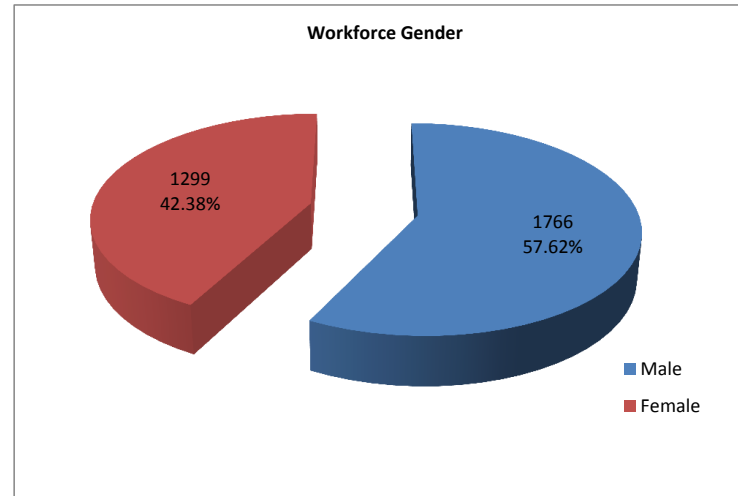
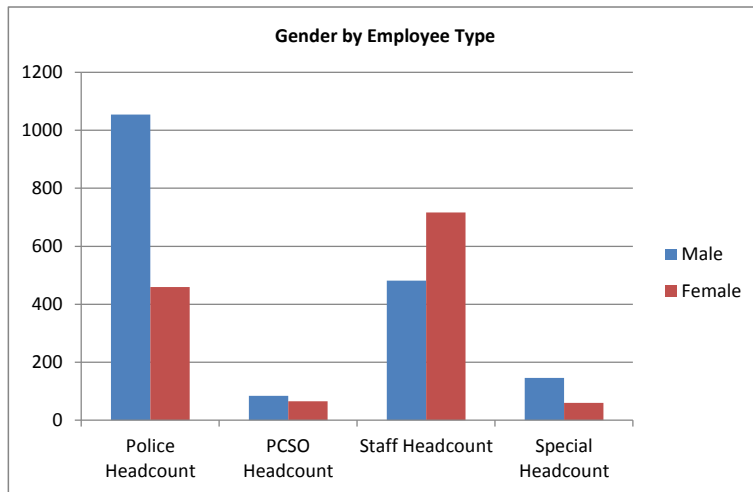
Q2 2017/18

Summary Data

	BME	Disability	LGB	Aged 56+
Police Officers	28	14	47	22
PCSO's	2	1	3	23
Poice Staff	9	30	20	235
Specials	2	2	5	14
Volunteers	3	10	4	74
Total	44	57	79	368

GENDER

Gender	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Male	1055	69.68%	84	56.38%	481	40.18%	146	71.22%	1766	57.62%
Male (Last Quarter)	1058	70.25%	88	56.05%	482	40.33%	157	71.69%	1785	58.01%
Female	459	30.32%	65	43.62%	716	59.82%	59	28.78%	1299	42.38%
Female (Last Quarter)	448	29.75%	69	43.95%	713	59.67%	62	28.31%	1292	41.99%
Grand Total	1514		149		1197		205		3065	
Last Quarter Total	1506		157		1195		219		3077	

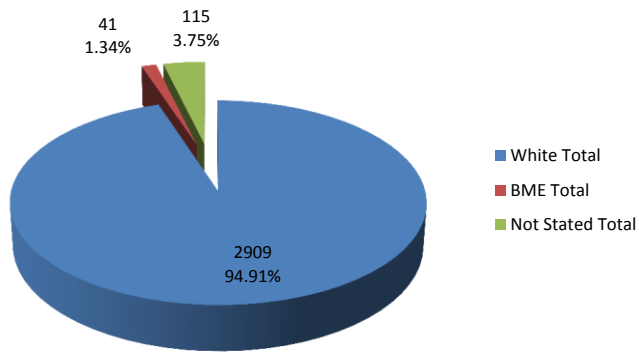


Gender	Volunteers	
	Headcount	%
Male	66	55.46%
Female	53	44.54%
Grand Total	119	

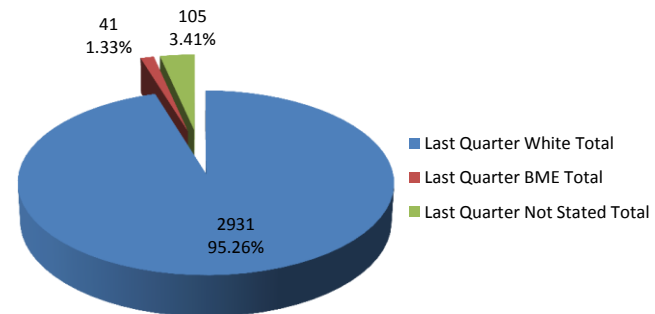
ETHNICITY

Ethnic Origin	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
White	1470	97.09%	146	97.99%	1094	91.40%	199	97.07%	2909	94.91%
White Total	1470	97.09%	146	97.99%	1094	91.40%	199	97.07%	2909	94.91%
Last Quarter White Total	1468	97.48%	154	98.09%	1095	91.63%	214	97.72%	2931	95.26%
Mixed	12	0.79%	1	0.67%	6	0.50%	1	0.49%	20	0.65%
Asian	5	0.33%	1	0.67%	3	0.25%	1	0.49%	10	0.33%
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%
BME Total	28	1.85%	2	1.34%	9	0.75%	2	0.98%	41	1.34%
Last Quarter BME Total	27	1.79%	2	1.27%	9	0.75%	3	1.37%	41	1.33%
Not Stated	16	1.06%	1	0.67%	94	7.85%	4	1.95%	115	3.75%
Not Stated Total	16	1.06%	1	0.67%	94	7.85%	4	1.95%	115	3.75%
Last Quarter Not Stated Total	11	0.73%	1	0.64%	91	7.62%	2	0.91%	105	3.41%
Grand Total	1514		149		1197		205		3065	
Last Quarter Total	1506		157		1195		219		3077	

Current Quarter Workforce Ethnicity



Previous Quarter Workforce Ethnicity



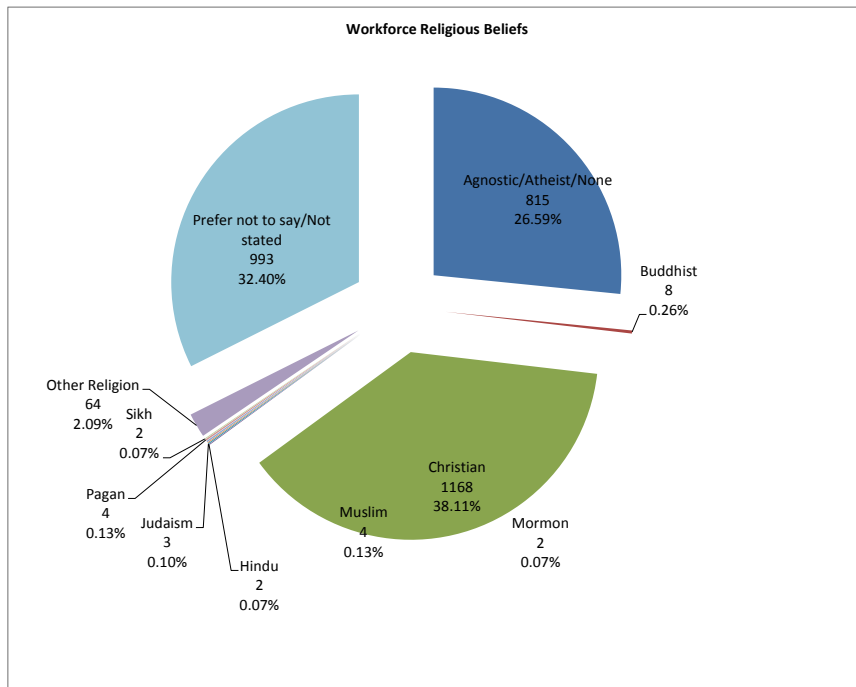
ETHNICITY CONTINUED

Ethnic Origin	Volunteers	
	Headcount	%
White	110	92.44%
White Total	110	92.44%
Mixed	1	0.84%
Asian	1	0.84%
Black	1	0.84%
Other		0.00%
BME Total	3	2.52%
Not Stated	6	5.04%
Not Stated Total	6	5.04%
Grand Total	119	

RELIGION

Religion	Police		PCSO		Staff		Special		Grand Total	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Agnostic/Atheist/None	421	27.81%	54	36.24%	267	22.31%	73	35.61%	815	26.59%
Buddhist	5	0.33%	1	0.67%	1	0.08%	1	0.49%	8	0.26%
Christian	562	37.12%	62	41.61%	474	39.60%	70	34.15%	1168	38.11%
Hindu	1	0.07%		0.00%	1	0.08%		0.00%	2	0.07%
Judaism		0.00%		0.00%	3	0.25%		0.00%	3	0.10%
Mormon		0.00%	2	1.34%		0.00%		0.00%	2	0.07%
Muslim	2	0.13%	1	0.67%		0.00%	1	0.49%	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	0.07%
Other Religion	28	1.85%	5	3.36%	24	2.01%	7	3.41%	64	2.09%
Prefer not to say/Not stated	490	32.36%	24	16.11%	426	35.59%	53	25.85%	993	32.40%
Grand Total	1514		149		1197		205		3065	

Last Quarter	
Headcount	%
793	25.77%
7	0.23%
1173	38.12%
2	0.06%
2	0.06%
3	0.10%
2	0.06%
4	0.13%
4	0.13%
2	0.06%
65	2.11%
1022	33.21%
3077	

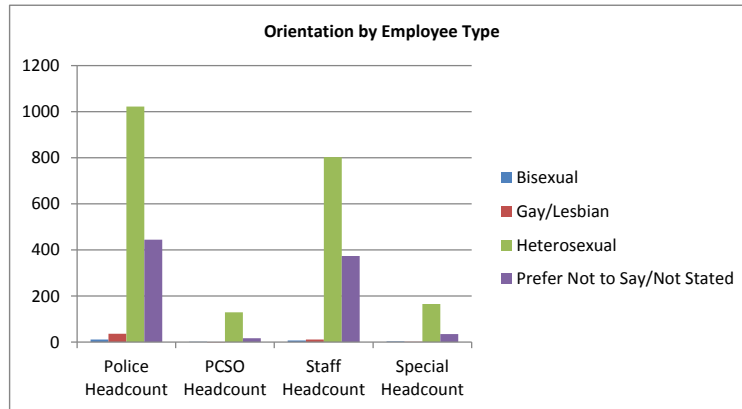
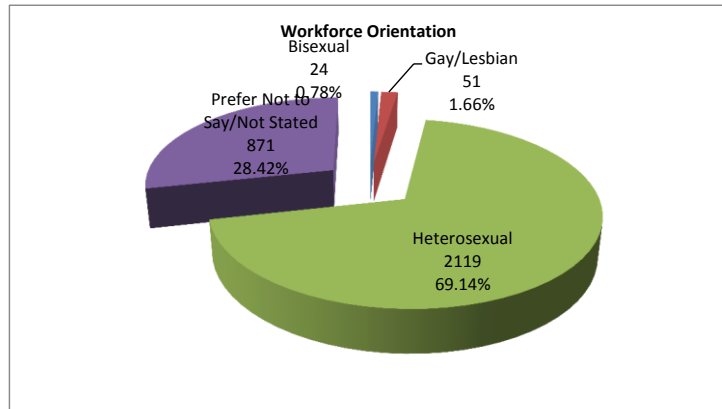


Religion	Volunteers	
	Headcount	%
Agnostic/Atheist/None	30	25.21%
Buddhist	2	1.68%
Christian	57	47.90%
Hindu		0.00%
Judaism		0.00%
Muslim		0.00%
Other	1	0.84%
Prefer not to say/Not stated	29	24.37%
Grand Total	119	

ORIENTATION

Orientation	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Bisexual	11	0.73%	2	1.34%	8	0.67%	3	1.46%	24	0.78%
Gay/Lesbian	36	2.38%	1	0.67%	12	1.00%	2	0.98%	51	1.66%
Heterosexual	1022	67.50%	129	86.58%	803	67.08%	165	80.49%	2119	69.14%
Prefer Not to Say/Not Stated	445	29.39%	17	11.41%	374	31.24%	35	17.07%	871	28.42%
Grand Total	1514		149		1197		205		3065	

Last Quarter	
Headcount	%
19	0.62%
46	1.49%
2112	68.64%
900	29.25%
3077	

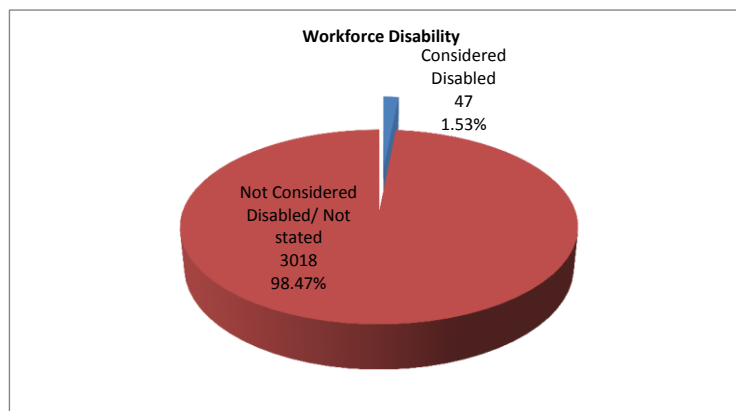
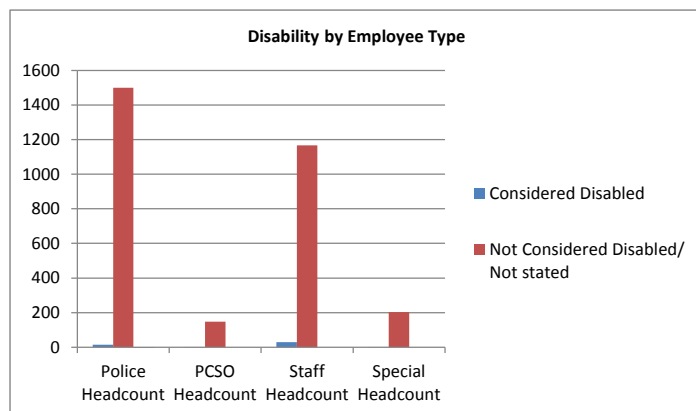


Orientation	Volunteers	
	Headcount	%
Bisexual	1	0.84%
Gay/Lesbian	3	2.52%
Heterosexual	85	71.43%
Prefer Not to Say/Not Stated	30	25.21%
Grand Total	119	

DISABILITY

Disability	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
Considered Disabled	14	0.92%	1	0.67%	30	2.51%	2	0.98%	47	1.53%
Not Considered Disabled/ Not stated	1500	99.08%	148	99.33%	1167	97.49%	203	99.02%	3018	98.47%
Grand Total	1514		149		1197		205		3065	

Last Quarter	
Headcount	%
48	1.56%
3029	98.44%
3077	

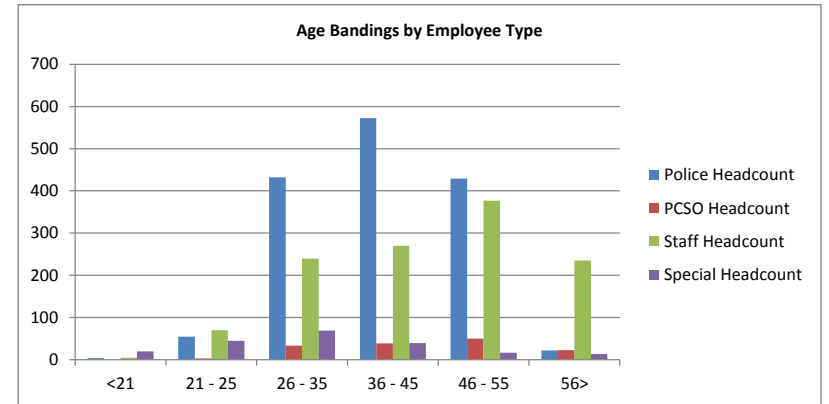
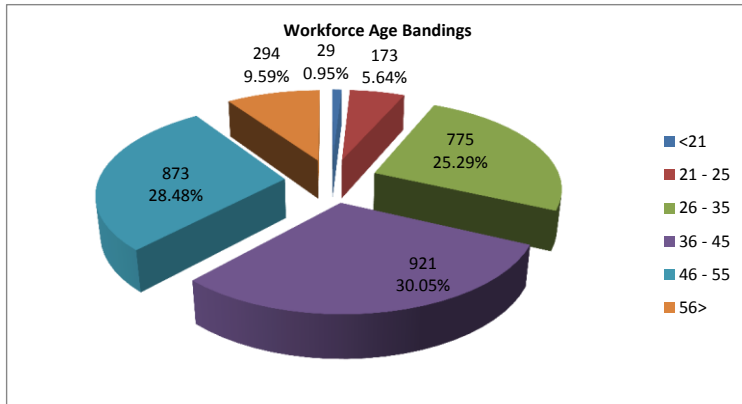


Disability	Volunteers	
	Headcount	%
Considered Disabled	10	8.40%
Not Considered Disabled/ Not stated	109	91.60%
Grand Total	119	

AGE

Age	Police		PCSO		Staff		Special		Grand Total	
	Police Headcount	%	PCSO Headcount	%	Staff Headcount	%	Special Headcount	%	Headcount	%
<21	4	0.26%		0.00%	5	0.42%	20	9.76%	29	0.95%
21 - 25	55	3.63%	3	2.01%	70	5.85%	45	21.95%	173	5.64%
26 - 35	432	28.53%	34	22.82%	240	20.05%	69	33.66%	775	25.29%
36 - 45	572	37.78%	39	26.17%	270	22.56%	40	19.51%	921	30.05%
46 - 55	429	28.34%	50	33.56%	377	31.50%	17	8.29%	873	28.48%
56>	22	1.45%	23	15.44%	235	19.63%	14	6.83%	294	9.59%
Grand Total	1514		149		1197		205		3065	

Last Quarter	
Last Qtr Headcount	%
26	0.84%
165	5.36%
784	25.48%
926	30.09%
874	28.40%
302	9.81%
3077	



Age	Volunteers	
	Headcount	%
<21	3	2.52%
21 - 25	9	7.56%
26 - 35	8	6.72%
36 - 45	8	6.72%
46 - 55	17	14.29%
56>	74	62.18%
Not Disclosed		0.00%

Grand Total	119
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